

Central Washington University Dietetic Internship

Introduction

The Central Washington University (CWU) Dietetic Internship is administered through CWU and the Food Science and Nutrition Program in the Department of Health, Human Performance, and Nutrition. The Department of Health, Human Performance, and Nutrition is located administratively in the College of Education and Professional Studies.

Central Washington University

Central Washington University (CWU) is one of six state-supported institutions offering baccalaureate and graduate degrees and certificates of completion in the state of Washington. CWU was initially established in 1890 as Washington Normal School by the first legislature to fulfill the intent of the Federal Statehood Enabling Act. It became Central Washington College of Education in 1937, Central Washington State College in 1961, and Central Washington University in 1977. The University is located in Ellensburg, WA a rural community with a population of approximately 17,000 and a CWU student body of approximately 10,000. Ellensburg is located in the middle of the state of Washington, approximately 100 miles east of Seattle and 40 miles north of Yakima.

The university has its own governing board, the Board of Trustees, with eight members appointed by the governor and approved by the state legislature. The University is accredited by the Northwest Commission on Colleges and Universities. The university holds membership in all of the major international, national, regional, and state academic associations.

College of Education and Professional Studies

The primary role of the College of Education and Professional Studies (CEPS) is to support the mission of the university by offering and supporting education opportunities of the highest quality for students. CEPS includes the following departments:

- Aerospace Studies
- Aviation
- Education
- Family and Consumer Sciences
- Health, Human Performance, and Nutrition
- Industrial and Engineering Technology

- Information Technology and Administrative Management
- Military Science

During this past year, consideration has been given to creating two colleges from the departments that make up CEPS. Faculty and administrative entities have discussed in formal and informal settings the advantages and disadvantages of such a change that would result in a College of Education and a College of Applied Science and Technology. Faculty vote on July 29, 2008 was affirmative for the change. Further action towards the change awaits presentation to and approval by the Board of Trustees.

Health, Human Performance, and Nutrition

The Food Science and Nutrition program is currently a part of the Health, Human Performance, and Nutrition department. Through the discussions that revolved around the potential change at the College level, programs within the department found varying alliances with the College of Education and/or the College of Applied Science and Technology. As a result, the Department of Health, Human Performance, and Nutrition intends to reorganize into two departments with Nutrition in the Department of Nutrition, Exercise and Health Sciences. This change also awaits Board of Trustee approval.

Food Science and Nutrition Program

The Food Science and Nutrition Program currently offers a Bachelor of Science degree in Food Science and Nutrition with specializations in nutrition and dietetics, nutrition science, and food service management; a Bachelor of Applied Science degree in food service management; a Masters of Science degree in nutrition; and the Dietetic Internship.

Standard One: Program Planning and Outcomes Assessment

The Dietetic Internship Program (DI) clearly state a mission, goals, expected program outcomes and assessment measures. The DI implements a systematic continuous evaluation process, including assessing expected versus actual program outcomes and achievement of goals; and uses the results to take action to maintain or improve program effectiveness.

Criterion 1.1

The Dietetic Internship Program has a mission that distinguishes it from every other program in the organization, is compatible with the mission statement or philosophy of the sponsoring organization and is consistent with the preparation of entry-level registered dietitians.

CWU Mission Statement:

Central Washington University's mission is to prepare students for responsible citizenship, responsible stewardship of the earth, and enlightened and productive lives. Faculty, staff, students, and alumni serve as an intellectual resource to assist central Washington, the state, and the region in solving human and environmental problems.

Qualified faculty and staff create a community that encourages and supports the emotional, personal, and professional growth of students from a variety of backgrounds. The university works with community colleges to establish centers throughout the state and employs technology to extend the reach of its educational programs.

The university community values teaching as the vehicle to inspire intellectual depth and breadth, to encourage lifelong learning, and to enhance the opportunities of its students. The faculty develop and strengthen bachelor's and master's degree programs in the arts, sciences, and humanities; in teacher education; in business; in the social services; and in technological specializations. A strong liberal arts foundation; applied emphases; opportunities for undergraduate research, creative expression, and international study; and close working relationships between students and faculty are hallmarks of the undergraduate experience. Graduate programs develop partnerships between faculty and students to extend scholarship to important areas of research and practice.

CWU Vision

Central Washington University will be respected nationally for outstanding academic programs, global sensitivity and engagement, and a stimulating intellectual community that prepares students for lifelong learning and a diverse and changing world.

CWU Core Values

As a community of scholars, we are committed to:

- Each student's greatest good.
- Excellence achieved through a diversity of ideas and people.
- A rigorous curriculum and outstanding teaching.
- Intellectual inquiry, exploration, and application.
- A supportive university community.

College of Education & Professional Studies (CEPS) Mission Statement:

The mission of our college is to prepare competent, enlightened citizens who will enhance their respective professions, commit themselves to socially responsible leadership and help develop the global economy in a spirit of cooperation.

CWU Dietetic Internship Mission:

The mission of the DI at CWU is to prepare competent entry level dietetic practitioners by providing academic and supervised practice experiences that satisfy the requirements for eligibility to take the exam to become a registered dietitian and promote development of life-longer learners.

The DI at CWU combines theory and practice to develop knowledge, skills, and attitudes essential to the practice of dietetics in accordance with the Standards of Practice in Nutrition Care for the Registered Dietitian and supports the learning and training environment to meet the needs of the preceptors and dietetic interns. Successful completion of the DI program leads to a certificate of completion and qualification to take the Registration Examination for Dietitians. The graduate is prepared to function as a competent entry level dietitian and to obtain employment in dietetics-related fields.

Congruency

The DI is one of two programs within Central Washington University that is accredited by the Commission on Accreditation for Dietetic Education and the only one that offers the supervised practice experiences to qualify the student to take the Registration Examination for Dietitians. Passing the Registration Examination for Dietitians is required for practice as a Registered Dietitian (RD).

Registered Dietitians are experts in food, nutrition and health, and work to advance the nutritional status of all people – locally, regionally, nationally and globally. Through effective communication and practice of their expertise, RDs contribute to their profession and contribute responsible leadership in the healthcare arena. RDs also take active roles in policy initiatives and advocacy with emphasis on seven priority areas:

aging, child nutrition, food and food safety, health literacy and nutrition advancement, Medical Nutrition Therapy, nutrition research and monitoring and weight management for health.

University Mission	College Mission	CWU DI Mission
To prepare students for responsible citizenship, responsible stewardship of the earth, and enlightened and productive lives	To prepare competent, enlightened citizens who will enhance their respective professions, commit themselves to socially responsible leadership and help develop the global economy in a spirit of cooperation.	To prepare competent entry level dietetic practitioners by providing academic and supervised practice experiences that satisfy the requirements for eligibility to take the exam to become a registered dietitian and promote development of life-long learners.

The mission of the CWU DI is congruent with the mission of the University and CEPS in the intent of quality and practical learning, promoting life-long learning, and developing responsible individuals that will contribute to their respective professions. Additionally, the DI provides training for dietetic practitioners to function in health related activities that address obesity, heart disease, diabetes, and other conditions that are major health concerns for our state, nation, and the world.

Criterion 1.2

The DI has goals that reflect the program's mission and are accomplished through activities conducted by the faculty, preceptors and graduates.

The goals of the DI program at Central Washington University are to:

1. Graduate competent entry-level practitioners who obtain employment in dietetics-related fields.
2. Produce graduates committed to life-long learning.
3. Provide dietetic internship preceptors with support, which enables them to function effectively in their roles.

The DI goals are accomplished through the didactic and supervised practice activities of the CWU faculty, a number of experienced and qualified preceptors in three geographic areas, and interns who come to the program with a readiness and willingness to learn and practice.

CWU faculty provide didactic instruction in the summers preceding and following the 9 months of supervised practice. The didactic classes (23 credit hours) are intended to extend and augment the undergraduate DPD education that each admitted intern has completed. Classes include content in human resource management, nutrition education, advanced developmental nutrition, nutritional biochemistry, current issues in nutrition and medical nutrition therapy application to clinical cases. Each faculty member has extensive teaching history, long-standing experience in meeting curricular objectives to satisfy accreditation requirements, and works to enhance the opportunities for student success. The credits gained for completion of the didactic courses can be applied to a Masters in Nutrition at CWU following acceptance into graduate school.

Preceptors are the primary teachers for the supervised practice (9 months) of the program. Practice sites and preceptors have been selected in three geographic areas of Washington – the Yakima Valley, Wenatchee, and the Tri-Cities – based on the strength, size, and diversity of healthcare facilities and providers. Each of the current practice sites has been in use for 3 or more years, however the DI Director is continuously looking at options for additional sites and preceptors. Each preceptor has demonstrated expertise in their area of practice, desire to provide quality intern experiences, and modeling behaviors that allow interns to observe and practice appropriate skills.

CWU DI graduates enter the program with a 14 month experience of learning and practice ahead of them. They arrive with a DPD education in common, yet the breadth and depth varies while the minimum criteria have been met. During the first summer of the DI, interns take a course that applies medical nutrition therapy application to clinical cases. While serving as a leveling course for entering interns, it also offers an opportunity for the class to bond as a group. Each of the interns come with the goal and intent of passing the examination for registration at the conclusion of the program. They

work hard throughout the year to gain knowledge, skills, and experiences that allow accomplishment of that goal.

Criterion 1.3

The DI has established expected program outcomes with appropriate target measures to assess achievement of each of the program’s goals. Each outcome measure is aligned to one or more of the program goals. Expected program outcome measures must include, but are not limited to the following:

The following table reflects the program goals aligned with the outcome measures for each of the stated goals:

Program Goal	Outcome Measure
1. Graduate competent well-prepared entry-level practitioners who obtain employment in dietetics-related fields	1. 90% of interns will complete the program within 21 months of enrollment 2. 90% of interns who seek employment will be employed in dietetics related fields within 3 months of program completion 3. 80% of the first-time test takers (over the past five years) will pass the registration exam 4. 90% of graduates will rate themselves as competent when surveyed one year after graduation 5. 90 % of employers will rate graduates as competent when surveyed one year after graduation
2. Produce graduates committed to life-long learning	6. 25% of graduates will pursue and advanced degree in nutrition or related field 7. 90% of graduates will report pursuing certification or participating in continuing education activities when surveyed one year after graduation
3. Provide dietetic internship preceptors with support, which enables them to function effectively in their roles	8. 90% of dietetic internship preceptors will report that they are satisfied with the support they receive when surveyed each year

1.3.1 Program completion

Percentage of interns enrolled in the DI program that is expected to complete all program requirements within 150% of the time planned for completion.

Goal 1: Graduate competent well-prepared entry-level practitioners who obtain employment in dietetics-related fields.

Outcome measure 1: 90% of interns will complete the program within 21 months of enrollment.

The outcome measure under past criteria has been that 90% of students who begin the program will complete the program. No 'length of time to completion' had been identified. Twenty-one months reflects 150% of the usual internship period of 14 months.

1.3.2 Graduate Employment

Employment Rate: Over a five-year period, 70% or more of DI graduates who sought employment in dietetics will be employed within three months of program completion.

Goal 1: Graduate competent well-prepared entry-level practitioners who obtain employment in dietetics-related fields.

Outcome measure 2: 90% of interns who seek employment will be employed in dietetics-related fields within 3 months of program completion.

Under past criteria the outcome measure has been 90% of graduates who seek employment will be employed in dietetics-related field within 6 months of graduation. To meet the new standards, the outcome measure has been changed to reflect the 3 month time frame.

This goal will be reviewed for approval at the next Advisory Board Meeting. At that time, the 90% percent outcome measure will be evaluated for its appropriateness considering the shorter time frame of the measure.

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

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

Goal 1: Graduate competent well-prepared entry-level practitioners who obtain employment in dietetics-related fields.

Outcome measure 3: 80% of the first-time test takers (over the past five years) will pass the registration exam.

This outcome measure has been stated to clearly identify the time frame for the past five years. No period was designated in the written format of the past outcome measure; however it has been understood as the "past five-year period" since that is the CADE reporting period.

1.3.4 Other measures of graduate and program performance appropriate to assess the full intent of the program mission and goals (such as employer satisfaction, graduate school acceptance rates, contributions to the community, professional leadership).

The CWU DI has established additional outcome measures to further assure that the goals of the program are appropriate and aligned with our mission.

Goal 1: Graduate competent well-prepared entry-level practitioners who obtain employment in dietetics-related fields.

Outcome measure 4: include: 90% of graduates will rate themselves as competent when surveyed one year after graduation

Outcome measure 5: 90% of employers will rate graduates as competent when surveyed one year after graduation

Goal 2: Produce graduates committed to life-long learning.

Outcome measure 6: 25% of graduates will pursue an advanced degree in nutrition or related field when surveyed one year after graduation

Outcome measure 7: 90% of graduates will report pursuing certification or participating in continuing education activities when surveyed one year after graduation

Goal 3: Provide dietetic internship preceptors with support, which enables them to function effectively in their roles.

Outcome measure 8: 90% of dietetic internship preceptors will report that they are satisfied with the support they receive when surveyed each year.

Criterion 1.4

The DI has a written plan for ongoing assessment of the program's mission, goals, and expected outcomes that includes the following.

1.4.1 Each program goal and the outcome measures that will be used to assess achievement of the goal.

The DI Assessment Plan found in Appendix 1.4 documents the program goals, expected outcome, assessment method, who will complete the assessment, and when the assessment will be done.

1.4.2 Qualitative and/or quantitative data needed to determine if expected outcome measures have been achieved.

Qualitative and quantitative data is gathered as indicated on the DI Assessment Plan included in Appendix 1.4. The data includes:

- Number of students accepted to internship, number of students completing internship, length of time to completion of internship for each intern.
- Employment record of graduates, including date of first job in dietetics-related field.
- Pass rate for CWU interns on the registration exam.
- Graduates assessment of their competency on their first job.
- First employers assessment of competency of intern graduate on their first job.
- Number of students enrolling in advanced degree programs in nutrition or a related field.
- Number of intern graduates pursuing certification or continuing education credits during first year after internship completion.
- Number of preceptors who are satisfied with support provided by the internship program.

Assessment tools to gather the data are included in Appendices 1.4.4a – 1.4.4d. Many of the survey tools gather both qualitative and quantitative data. All data is reviewed as it is received for its relevancy to program quality and need for formal review.

1.4.3 Groups from which data will be obtained; internal stakeholders (such as interns, graduates, administrators, faculty, preceptors) and external/those not involved in the program (such as employers, practitioners, dietetics education program directors, faculty from other disciplines) must be represented.

Groups represented in the formalized data collection process providing the above data include both internal and external stakeholders. Internal stakeholders are the Dietetic Internship Director, dietetic interns, Food Science and Nutrition faculty, and the preceptors who have actively participate in the program during the year. External

stakeholders who provide data include CDR, ACT, and the employers who hire the graduate interns for their first job.

Less formalized assessment is an ongoing part of the Dietetic Internship Director's interactions and relationships with interns, preceptors, healthcare providers within the wider community, faculty members from CWU and other regional education institutions, the program's Nutrition Advisory Board, and community members. All comments and related experiences regarding the program and/or interns are reviewed and evaluated for their strength and relevancy to program quality.

1.4.4 Assessment methods that will be used to collect the data

The following tools and surveys are included in the DI Assessment Plan:

1. Program completion data submitted by the DI Director on the CRMS computerized system.
2. Graduate Intern Survey completed at 1 year after program completion.
3. First Employer Survey completed at 1 year after program completion.
4. ACT reports that include pass rate statistics for current and past five years.
5. DI Assessment completed by preceptors.

The tools and surveys listed above can be found in Appendices 1.4.4a – 1.4.4d with the exception of program completion data submitted to CRMS. The program completion data includes intern names and is excluded for confidentiality reasons. The data is summarized and reported under Criterion 1.5.

1.4.5 Individuals responsible for ensuring data are collected

The DI Director has the full responsibility to assess, plan, and evaluate program activities. The Director is responsible for seeing that all surveys and assessment tools are distributed and data is collected, evaluated, and utilized for program improvement. Support staff are available to assist in producing and mailing or distributing the assessment tools.

Historically, mailed survey responses have been less than ideal. In August 2008, the Preceptor Evaluation of DI was formulated and distributed through Survey Monkey, an online survey assessment site. The response rate to the Survey Monkey assessment was 56% from the initial email that included the online link. This response rate is above that typically expected on a mailed survey. Additionally, the responses were received within a week of the posting of the survey.

1.4.6 Time line for collecting the necessary data

Data is collected throughout the year. In February/March and August/September, score reports are received from ACT which includes the pass rate data for the Registration Examination for Dietitians. In July, intern completion documentation is provided to CDR through the CRMS system. If needed, additional intern data is submitted as interns complete.

After the completion of the supervised practice component of the internship, evaluation surveys are included in intern completion packets and sent to preceptors for their review of the program. Additionally, interns who completed the prior year are surveyed about their preparedness for their first employment. As interns return their surveys/evaluations, surveys are mailed to the first employer identified by the intern.

Review and summary of data results are reported routinely to the Food Science and Nutrition faculty and the Nutrition Advisory Board which meets in April and again during the fall quarter. Data review that results in concern about program quality or the achievement of outcome measure criteria will trigger further program review and evaluation. Changes will be implemented as necessary to maintain program quality and expected outcomes.

Criterion 1.5

The DI has implemented the assessment process on a continuous basis and provides evidence of the following.

1.5.1 Data on actual program outcomes for each track or option are collected, summarized and analyzed by comparing actual outcomes with expected outcomes according to the timeline in the assessment plan.

Program Goal	Expected Outcome Measure	Actual Outcome
<p>1. Graduate competent entry-level practitioners who obtain employment in dietetics-related fields</p>	<p>1. 90% of students who begin the program will complete it within 150% of the time planned for completion or 21 months 2. 90% of graduates who seek employment will be employed in dietetics related fields within 3 months of graduation 3. 80% of the first-time test takers (over the past five years) will pass the registration exam 4. 90% of graduates will rate themselves as competent when surveyed one year after graduation 5. 90 % of employers will rate graduates as competent when surveyed one year after graduation</p>	<p>1. 87.5% of interns admitted to the internship have finished within the 21 months or 150% of the time planned for completion. 2. 90% of graduates seeking employment were employed in dietetics related fields within 3 months of graduation. 3. 80% of the first-time test takers have passed the registration exam. 4. 100% of graduates rated themselves as competent when surveyed one year after graduation. 5. 100% of employers rated graduates as competent when surveyed one year after graduation</p>
<p>2. Produce graduates committed to life-long learning</p>	<p>6. 25% of graduates will pursue an advanced degree in nutrition or related field 7. 90% of graduates will report pursuing certification or participating in continuing education activities when surveyed one year after graduation</p>	<p>6. 31% of graduates have pursued an advanced degree in nutrition or related field. 7. 88% of graduates reported pursuing certification or participating in continuing education activities.</p>
<p>3. Provide dietetic internship preceptors with support, which enables them to function effectively in their roles</p>	<p>8. 90% of dietetic internship preceptors will report that they are satisfied with the support they receive when surveyed each year</p>	<p>8. 88% of preceptors reported adequate support from the Dietetic Internship Director.</p>

Goal 1: Graduate competent well-prepared entry-level practitioners who obtain employment in dietetics-related fields.

Outcome measure 1: 90% of interns will complete the program within 21 months of enrollment.

Year	# of Interns	Months to Completion
2003-2004	7	14
2004-2005	7	14
2005-2006	6	14
2005-2006	2	15.5
2006-2007	7	14
2007-2008	5	14
2007-2008	1	15
Total	35	14.1 average
2007-2008	1	Not yet complete – 20 months expected

Completion rate within the internship is demonstrated in the table above. Over the past 5 internship classes, 2003-2008, the average time to completion for 35 interns has been 14.1 months. This is well below the 150% of expected time or 21 months. However, the 35 interns do represent only 87.5% of the interns accepted to the internship, and is slightly below the DI stated outcome expectation of 90%.

Currently one intern from the 2007-2008 class has not successfully completed the Medical Nutrition Rotation or the 2 week Renal Rotation. Since her inability to complete was due to personal issues compounded by medical concerns, she is being allowed and encouraged to make arrangements with facilities and preceptors near her home who would be willing to have her as an intern. She has made progress and expects to resume supervised practice activities in October. She is expected to need approximately 8 weeks additional time to meet the needed competencies. If she completes by the end of 2008 which would be 20 months to completion, the mean time to completion for 36 interns would be 14.3 months, well below the 150% of expected or 21 months. Additionally, the rate of completion would achieve 90% meeting the DI stated outcome expectation.

The difference between the number of interns completing and the 40 match slots over the past 5 years is most generally interns who withdraw from the internship for personal or medical reasons as indicated below. Only one student left the program due to unsatisfactory progress in a supervised practice rotation. Two withdrew due to medical reasons, another withdrew due to a failed Washington State Patrol background clearance, and another left due to identification of interest in pursuing food science rather than dietetics.

Year	Reason for withdrawal
2003-2004	1. Withdrawal December 2003 due to Unsatisfactory completion of Medical Nutrition Therapy rotation.
2004-2005	1. Intern withdrawal from program during first practice rotation. Student decided interest was in study of food science – not dietetics. Student went on to begin Doctoral education in food science.
2005-2006	none
2006-2007	1. Withdrawal prior to beginning rotations due to lack of cleared WSP background check required by affiliation agreements.
2007-2008	1. Withdrew prior to beginning rotations and after completing one summer of classes due to medical condition. Did not fill open intern slot.

Goal 1: Graduate competent well-prepared entry-level practitioners who obtain employment in dietetics-related fields.

Outcome measure 2: 90% of interns who seek employment will be employed in dietetics-related fields within 3 months of program completion.

Year	# of Interns Entering DI	# of Intern Completers	# of Interns to Grad School	% Grad School	# Employed/ # Seeking Employment	% Employed
2003-04	8	7	3	43%	4/4	100%
2004-05	8	7	1	14%	6/6	100%
2005-06	8	8	1	13%	7/8	88%
2006-07	8	7	4	57%	2/3	67%
2007-08	8	6 8	2	29% 25%	?/4	pending
Total	40	35	11	31%	*19/21	*90%

*excludes data for 2007-2008

2008-09 7 7 2 29

Date of first employment in dietetics related job, enrollment in graduate school, and participation in continuing education activities are now included in the annual intern graduate survey at one year after graduation. Prior to the recent mailing, these specific questions had not been asked. However, data was collected through emails, conversations, and other contacts with intern graduates and fellow dietitians.

Over the past five years, the rate of interns finding work in a dietetics related job has been 90%. This outcome meets the CWU stated measure of 90%. First jobs have included the following:

Clinical Research Coordinator
 Clinical Dietitian
 WIC Dietitian

Long-Term Care Dietitian
 Nutrition Educator
 Instructor, School of Nursing

Goal 1: Graduate competent well-prepared entry-level practitioners who obtain employment in dietetics-related fields.

Outcome measure 3: 80% of the first-time test takers (over the past five years) will pass the registration exam.

Test Year	# First-timers	# Passing	% Passing
2003	3	2	
2004	2	2	
2005	13	11	
2006	9	7	
2007	8	6	
2008	n/a	n/a	
Total	35	28	80%

*- Shingji, Kelly
- Not Passing*

2009

Pass rate of first-time takers on the registration exam is demonstrated in the table above. Over the past 5 years, 80% of those taking the registration exam have passed on their first attempt. All but one of the intern graduates have passed on their repeat testing of the exam. The 80% of first-time takers passing the registration exam meets the minimum criteria for the new standards and the CWU DI goal.

Goal 1: Graduate competent well-prepared entry-level practitioners who obtain employment in dietetics-related fields.

Outcome measure 4: 90% of graduates will rate themselves as competent when surveyed one year after graduation.

Data from intern assessment surveys at 1 year after completion of the internship show that 100% of graduates rated themselves as competent (scores of 1, 2, or 3) on a scale of 1 to 5, with 1 being very well prepared and 5 being unprepared. Eighty eight percent rated themselves with a score of 1 or 2. The data resulted in a mean score of 1.75 on the 1 to 5 scale. The results meet our goal of 90% rating themselves as competent.

Goal 1: Graduate competent well-prepared entry-level practitioners who obtain employment in dietetics-related fields.

Outcome measure 5: 90% of employers will rate graduates as competent when surveyed one year after graduation.

Interns returning the Intern Assessment Form provide address and name of their first employer. Those employers receive a mailed survey. Responses from employers show that 100% agreed that the intern graduate was prepared to practice effectively as an entry-level dietitian. Eighty two percent of respondents indicated they strongly agreed - a rating of 1 on the scale of 1 to 5 with 1 being strongly agree and 5 being strongly disagree. The other 18% gave a rating of 2. This meets the CWU DI criteria of 90% of employers rating our graduates as competent entry-level practitioners.

Goal 2: Produce graduates committed to life-long learning.

Outcome measure 6: 25% of graduates will pursue an advanced degree in nutrition or related field

Over the past five years, the rate of intern graduates going on to graduate studies has been 31%. This outcome exceeds the CWU stated goal of 25%. One of those students delayed application and admittance to graduate school for more than one year after completing the internship. With that student excluded from the data, 28% of intern graduates went on to graduate school within the first year after completion, exceeding the CWU measure.

Goal 2: Produce graduates committed to life-long learning.

Outcome measure 7: 90% of graduates will report pursuing certification or participation in continuing education activities when surveyed one year after graduation

Data to reflect a commitment to life-long learning has not been collected on surveys prior to the last mailing. From the responses to the last mailing, 86% of intern graduates (6 of 7) indicated that they had participated in continuing education activities during the first year after graduation. This rate falls just below the criteria established of 90%.

The question to gather the data on life-long learning is now part of the survey sent to interns at one year after program completion and can be found in Appendix 1.4.4a. It will be sent each year as part of the annual intern assessment.

Goal 3: Provide dietetic internship preceptors with support, which enables them to function effectively in their roles.

Outcome measure 8: 90% of dietetic internship preceptors will report that they are satisfied with the support they receive when surveyed each year.

The Dietetic Internship Program End of Year Preceptor Evaluation was formulated as an online survey for the 2008 assessment. The online survey was available as a link through an email that was sent to each preceptor. Fifty-five preceptors were emailed and asked to participate in the survey. Thirty-five (64%) responses were received. Thirty-one (56%) responders completed the survey as tabulated by Survey Monkey. Responses are summarized in the table below:

Preceptors responding indicated the following rotations:

Medical Nutrition Therapy	9
Hospital Food Service	2
School Food Service	5
Community	15
Renal	2
Long-Term Care	2
Other	0
<hr/>	
Total Respondents	35

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Neutral/Unable to Assess
The interns were fully prepared for this supervised experience	3	19	7	1	4
I had adequate support from the dietetic internship director.	6	17	3	0	8
The length of this rotation was appropriate for this specific area of practice.	7	20	5	0	2

Responses from preceptors reflected above, were received in the summer of 2008. Due to transition from one director to another, the specific assessment tool had not been used since the current director started in the fall of 2005. The responses may reflect a cumulative response of the past 3 years rather than just the prior year.

Eighty eight percent (88%) of preceptors reported adequate support from the dietetic internship director. The three responses that indicated they did not have enough support from the DI Director were from preceptors in the Medical Nutrition Therapy rotation. This past year, two specific rotation sites had complaints about the preparation of students for the MNT rotation and the amount of preceptor time that the student required in the supervised practice. The DI Director did spend extra time in each of the facilities working with the student. Adjustments to the MNT rotation this next year are being instituted to meet preceptor concerns.

Seventy three percent (73%) of preceptors reported interns were fully prepared for the supervised experience. Eighty four percent (84%) of preceptors reported that the length of the rotation was appropriate for the specific area of practice. This data is not specific to a stated goal, but is information used in program assessment and evaluation.

1.5.2 Data analysis is used to assess the extent that expected program outcomes and goals are being achieved.

Data is reviewed as it is received and reported to Food Science and Nutrition faculty through faculty meetings. Twice annually, in the fall and April, the Nutrition Advisory Board meets and receives reports on the Dietetic Internship Program including outcome measures. Informal data is received routinely as the DI Director works with students, preceptors, and is also considered in assessing the strengths and weaknesses of the program.

Criterion 1.6

Results of the assessment process are used to identify strengths and areas for improvement relative to components of the DI, including policies, procedures, curriculum, preceptors and resources based on achievement of expected program outcomes and goals.

Strengths of the program based on achievement of expected program outcomes and goals include:

1. Length of time taken by intern graduates to complete the program (goal 1 outcome 1)
2. Rate and length of time to first employment in dietetics related fields. (goal 1 outcome 2)
3. Pass rate for first-time test takers on the registration exam (goal 1 outcome 3)
4. Graduate intern rated preparedness and competency for their first job. (goal 1 outcome 4)
5. Employer rated preparedness and competency of graduate intern for their first job. (goal 1 outcome 5)
6. Graduate intern rate of pursuing advanced degrees in nutrition or related field. (goal 2 outcome 6)

Those areas that did not achieve the expected program outcomes include:

1. Completion rate of interns entering the program. (goal 1 outcome 1)
2. Number of graduate interns who pursue certification or continuing education activities at one year after completion. (goal 2 outcome 7)
3. Preceptor satisfaction with the support they receive. (goal 3 outcome 8)

1.6.1 Actions are taken to maintain program strengths and address areas for improvement identified through the assessment process.

During the past 5 years, the DI has had 3 different Internship Directors. However, this statistic should not be viewed as a reflection of program instability. Nancy Buerger, MS, RD served as Internship Director from 1997 – 2004. Following her retirement, she was replaced on an interim basis by Virginia Bennett, PhD, RD. Linda Cashman has been the Internship Director since 2005. As the current Internship Director, I can highlight most clearly the changes and improvements that have been implemented during that time. I will also include those changes/improvements I am aware of from the time prior to my arrival – generally information gathered from documentation in the DI files and from other faculty who have been involved with the internship.

Throughout the past 5 years, changes have been implemented to meet the needs of individual interns, as well as, practice sites. When issues arise across practice sites that are similar, changes or adjustments are considered to be incorporated as an ongoing part of the routine.

Changes that have been implemented include:

1. In 2004 the internship curriculum was changed from 40 weeks of supervised practice to 37 weeks of supervised practice. This schedule allows for more realistic and effective use of facilities, better reflects the academic calendar and the university schedule for faculty and staff, and allows adequate time for all competencies to be met.
2. This past year, the DI Director has scheduled a full day in the MNT rotation with interns, during the first week or two of the rotation. In prior years, the individual intern-director time was more likely scheduled in response to concerns on the part of preceptors. The DI Director's increased presence seems to have been acknowledged and appreciated, but has not met the level of need perceived by the preceptors.
3. Additional time during seminar has been dedicated to review for the RD Exam. This action was taken in response to intern survey responses and the decline in the RD pass rate.
4. In 2005, the DI changed the National Nutrition Month group activity to a community wide event that encouraged physical activity and provided healthy nutrition messages. That event has grown to be a collaboration with other community organizations and has provided interns with increased opportunities to organize and implement an activity that demonstrates community advocacy, outreach, and inclusion of the diverse population within the local community.
5. The DI Manual which incorporates all policies and procedures, individual rotation manuals, resource materials, schedules, and preceptor information was placed on Blackboard, an online education web site used by CWU. Rather than purchasing a 4" paper manual, interns can now download and print information when needed. The site is available 24/7 and can be easily updated as new materials and information becomes available. This change makes the material more readily available to the intern and assures the ability to update material as needed rather than once a year prior to the annual printing.
6. Sites for supervised practice have been routinely reviewed for their ability to meet the needs of the DI and interns. Over the past 5 years, sites have been used during years where preceptor availability met student needs and discontinued from use during other years.
7. Over the past 5 years, maintaining adequate practice sites for 8 dietetic interns has involved additions and changes due to facility changes in staffing, changes in hospital management, and interns desires/needs to be in one geographic location. The current practice site availability allows for placement of 2 interns in the Wenatchee area, 2 interns in the Tri-Cities, and 4 interns in the Yakima Valley area. Each adjustment or change in facility sites is only made after considering

the ability of the site and preceptors to meet the needs of the interns and the learning competencies.

1.6.2 Short- and long-term strategies are planned to maintain or improve program effectiveness and achievement of expected program outcomes and goals in future years.

Short-term Strategies:

1. Investigate additional sites for supervised practice to offer more flexibility in student location.
2. Provide increased preceptor training and resources/support, including a Preceptor Guide/Manual.
3. Develop or assess additional preparation materials for MNT rotations.
4. Increased emphasis on ADA membership and utilization of self-assessment and completion of the Professional Development Portfolio Process.
5. Monitor completion rate and reasons interns drop/leave the internship.

Long-term Strategies:

1. Explore the option of DI coordinators for the three geographic areas.
2. Continue to monitor/evaluate program quality and the attainment of goals and outcomes.
3. Increase site availability to allow placement of 10 interns each year.

1.6.2.1 If the pass rate is less than 80% for first-time takers over a five-year period, the DI implements and monitors a plan of action that addresses program components, including policies, procedures, curriculum and methods of including policies, procedures, curriculum and methods of assessing intern learning as they progress through the program, to improve graduate performance.

The pass rate for first time takers has been maintained at 80% or above throughout the life of the CWU DI. Continuous evaluation of the pass rate is made to assure that adequate preparation is being provided by the DI. Although no specific plan is required by variance from the goal criteria, being at 80% is the minimum acceptable outcome measure. A pass rate higher than 80% would be more desirable. In order to improve the pass rate the following strategies have been implemented:

1. Review of the program curriculum is ongoing and continuous. Areas of identified needs are addressed as part of rotation assignments and supervised practice activities.
2. Two sets of new materials for review prior to the RD Exam have been purchased and made available to intern graduates on a loan basis.

If the pass rate should fall below the 80% criteria at anytime, a formal and complete review of the program curriculum would be completed in order to identify weak areas and make appropriate program adjustments to address those areas of concern.

1.6.2.2 If other expected outcome measures are not achieved, the DI implements and monitors strategies to improve results.

The following table outlines those outcomes measures where actual assessment results did not meet the established criteria.

Program Goal	Expected Outcome Measure	Actual Outcome
1. Graduate competent entry-level practitioners who obtain employment in dietetics-related fields	1. 90% of students who begin the program will complete it within 150% of the time planned for completion or 21 months	1. 87.5% of interns admitted to the internship have finished within the 21 months or 150% of the time planned for completion.
2. Produce graduates committed to life long learning	7. 90% of graduates will report pursuing certification or participating in continuing education activities when surveyed one year after graduation	7. 88% of graduates reported pursuing certification or participating in continuing education activities.
3. Provide dietetic internship preceptors with support, which enables them to function effectively in their roles	8. 90% of dietetic internship preceptors will report that they are satisfied with the support they receive when surveyed each year	8. 88% of preceptors reported adequate support from the Dietetic Internship Director.

Short term and long term strategies for achieving the above outcome measures that were missed include:

Goal 1 Outcome 1: Short-term Strategy

The actual outcome measure for Goal 1 above does not meet the expected criteria. In reviewing the data, one intern failed to complete the internship due to unsatisfactory completion of the MNT rotation. The other 4 interns failed to complete the internship due to personal or medical reasons. Those reasons are not felt to be a reflection of the quality or effectiveness of the program and no short-term strategy or change is warranted.

Goal 1 Outcome 1: Long-term Strategy

The 90% standard will be monitored and reviewed for a possible change to 85% - which may be a more realistic standard when assessing program quality.

Goal 2 Outcome 7: Short-term Strategies

1. Continue to gather data to further assess the level of intern involvement in continuing education and certification efforts. The current data reflects only this past survey with 7 respondents. In such a small sample, a single individual without continuing education activity produces an outcome that does not meet the

established criteria. With an increased number of responders, the response of a single individual will not have the same impact.

2. Consider requiring Interns to become members of ADA as a policy of the CWU Internship.

3. Increased attention to self-assessment and completion of the Professional Development Portfolio Process. The self-assessment process is currently used by interns to develop personal goals for each of their rotations and to identify their strengths and weaknesses as they begin the rotation. At the completion of the rotation, the intern writes an evaluation of the specific rotation including how well they met the goals they outlined. Completing the Professional Development Portfolio Process will enhance their understanding and application of self-assessment and the role it plays in their future as a dietetic professional and Registered Dietitian.

Goal 2 Outcome 7: Long-term Strategy

Continue to evaluate intern responses on the survey for involvement in continuing education and certifications.

Goal 3 Outcome 8: Short-term Strategies

The fact that 88% of preceptors reported adequate support from the DI Director is viewed as positive and beneficial. However, the 12% who reported a lack of adequate support are a concern. In reviewing the responses, those reporting a lack of support were primarily preceptors in the Medical Nutrition Therapy rotation. Continuing conversations with preceptors will help elucidate what support would be beneficial to them. Currently the following activities and efforts are underway:

1. Webinar continuing education support during the next 3 months.
2. Added DI Director time in the supervised practice MNT site early in the rotation.
3. Trial of MNT rotation being accomplished through 4 weeks in a smaller Community Hospital and 7 subsequent weeks in a larger hospital with the higher acuity of care. This will reduce the intensity of time for one site.
4. Explore availability of additional MNT preparation materials to be completed by the intern prior to beginning the MNT rotation.
5. The development of a Preceptor Guide/Manual. A Manual will provide a written document including the information for training and updating preceptors. It will also serve as a resource for policies and procedures that can be referred to as needed.
6. Annual meetings with the preceptors as a whole. This can be accomplished through the Distance Education medium we now use for Intern Seminar. Over the past five years, preceptors have met with the DI Director in groups within facilities but not as a whole group which is difficult due to the 3 geographic locations.

7. Explore the possibility of DI preceptors being provided access to the CWU library.

Goal 3 Outcome 8: Long-Term Strategies

1. Continued monitoring of responses on the Preceptor Evaluation of the DI. Aggregate review of the survey responses every 3 years will allow for adjustments/changes to be made on an ongoing basis.
2. Explore the feasibility of having DI coordinators for each of the 3 geographic areas. Coordinators within the area would be more visible and accessible to the facility, especially when preceptors have concerns or problems with students.
3. Explore options for other geographic locations that would provide adequate practice sites to meet competencies. Increased site availability would allow a rotation of site use if and increased options for placement when sites are lost or unavailable.

1.6.3 Costs to accomplish short and long-term strategies are included in the budgeting process.

The above strategies are able to be achieved within the current budget and resources of the dietetic internship. Funds have recently been expended for RD Exam review materials. Class fees for the dietetic practicum are available to cover costs of travel for the DI Director to spend additional time on site for the MNT rotation. When possible, that travel would be combined with other usual activities in that geographic location to manage funds and reduce additional expenses. The class fee funds would also be available to cover additional resources for intern or preceptor training.

The consideration of a coordinator for each geographic location would be dependent on the ability to allocate funds to cover the coordinator salary. Resources for that expenditure would take further review by the program faculty and CWU administration.

Criterion 1.7

Programmatic planning and outcomes assessment is integrated with institutional planning and assessment.

Program planning and outcomes assessment is integrated with institutional planning and assessment. The following statement was included in the 2007-2008 Executive Summary on Student Learning Outcome Assessment at Central Washington University.

Assessment of student learning is an essential component of Central Washington University's ongoing efforts to evaluate overall academic and institutional effectiveness as indicated by development of student knowledge, skill, and dispositions. The mission and goals of Central Washington University states: "The University will "maintain and strengthen an outstanding academic and student life on the Ellensburg and University Center campuses." Academic Affairs strategic objectives refer to "cultivating a creative and challenging learning environment" and "preparing students for their personal and professional lives and for lifelong learning." The University accomplishes these goals and objectives through effective planning, instructional, and assessment processes. Assessment of student learning outcomes is an ongoing departmental, college, and university responsibility and the cornerstone of continuous improvement at Central Washington University.

The institutional assessment efforts are coordinated and managed through the Assessment Committee with co-chairs, one of whom is the Associate Vice President for Undergraduate Studies. Materials and activities related to student learning and outcomes assessment can be found at <http://www.cwu.edu/~avpugrad/assessment.html>. Each department and program submits an "Assessment of Student Learning Report" annually. The 2007-2008 Executive Summary prepared by the co-chairs and issued on September 24, 2008, can be found in Appendix 1.7.

The learning outcome assessment plan for graduate nutrition is also included in Appendix 1. The assessment plan reflects the outcome measures for the didactic classes taken by the CWU interns. Those outcome measures are incorporated into the outcome measures for the achievement of competencies required in the internship.

Additionally, at this time CWU is preparing for the accreditation by Northwest Commission on Colleges and Universities. Activities towards completion of the self-study and materials can be found at <http://www.cwu.edu/~nwccu>.

Reflection and self evaluation involved in accreditation and program planning and assessment are an ongoing process at CWU and involves all levels of the institution. The assessment of student outcomes at the department and program level, including the DI, are shared and become a part of the assessment at the college and institution level. Additionally, evaluation/feedback on program assessment of student learning plan is provided.