

**Wayne State College/Chadron State College
Joint Proposal to Add a New Academic Program
Nutrition and Dietetics**

1. Descriptive information

A. Name of institutions

Chadron State College (CSC)
Wayne State College (WSC)

B. Name of program

Nutrition and Dietetics

C. Degrees/credentials to be awarded graduates of the program

Bachelor of Science in Nutrition and Dietetics

D. Other programs offered in this field by the institution

None

E. CIP code

51.3101

F. Administrative units for the program

CSC – Department of Family and Consumer Science; Professional Studies and Applied Science
WSC - Department of Health Human Performance and Sport; School of Natural and Social Sciences

G. Proposed delivery site(s) and type(s) of delivery, if applicable

Hybrid delivery with both campuses offering face-to-face and online programming, offered jointly.

H. Proposed date (term/year) the program will be initiated

Fall, 2020

I. Description of Program

The Accreditation Council for Education in Nutrition and Dietetics (ACEND) are changing their requirements. ACEND recently released the *Future Education Model Accreditation Standards* for programs in nutrition and dietetics (see www.eatrightpro.org/FutureModel). These accreditation standards integrate didactic coursework with supervised experiential learning in a competency-based curriculum designed to prepare nutrition and dietetics practitioners for future practice.

Previously, students wishing to become a Registered Dietician (RD) could receive their training through an accredited bachelor's degree program, and those wishing to become a Dietician Technician could receive their training through an accredited associate degree program. The new model now requires an RD to graduate with a master's degree before sitting for the RD credentialing exam, and a Technician to graduate with a baccalaureate degree before seeking the Nutrition and Dietetics Technician Registered (NDTR) credential.

Currently, the University of Nebraska Lincoln (UNL) is the sole post-secondary institution in Nebraska offering an accredited baccalaureate level program for students wishing to become an RD. (<https://www.nutritioned.org/registered-dietitian-schools.html#nebraska>) However, with the required degree changes described above being implemented by ACEND, the continuation of program offerings within the state are now changing.

To inform the initial program analysis and development process, meetings were held with dietetics program representatives from both UNL and the University of Nebraska Medical Center (UNMC) to discuss desired curriculum and course sequencing. These meetings provided essential information that strengthened this new program in relation to meeting established entrance requirements for their graduate programs. During those conversations, both institutions confirmed that while they may still offer academic programming in the field of dietetics, they are now planning to seek new ACEND accreditation at the master's level but will not be seeking accreditation at the baccalaureate level. This will leave a critical void in the state for individuals who wish to complete an accredited baccalaureate program and earn the NDTR credential.

To address this need, Chadron State College and Wayne State College are seeking ACEND accreditation at the baccalaureate level through this collaborative joint program. This new program will provide access to an accredited baccalaureate program for individuals who wish to earn the NDTR credential, especially for those who wish to remain in rural regions of the state and serve those communities. In addition, the offering of a number of the nutrition courses via online delivery will provide access to individuals across the state who wish to complete pre-dietetics course requirements for the accredited graduate programs that will be offered at UNL and UNMC.

The proposed Nutrition and Dietetics program is four years in length, with students completing an average of 15 credit hours per semester. Built into the program requirements are a combination of natural science classes and food and nutrition classes to provide a wide variety of food and nutrition knowledge, skills, and didactic experiences. The proposed major is for students wanting to complete their bachelor's degree and obtain the Nutrition and Dietetics Technician Registered (NDTR) credential through the Accreditation Council for Education in Nutrition and Dietetics (ACEND). Students may also choose to take additional pre-dietetic coursework through advisement that prepares them to enter a master's degree program which is required to seek the Registered Dietician (RD) credential. Coursework will include courses in the natural sciences, food science, food service, community nutrition, nutrition across the lifespan, and medical nutrition therapy.

The Nutrition and Dietetics program will require two supervised experiential learning courses with preceptors, each for three credit hours or 150 hours, for a total of 300 hours for the program. One of the experiential learning placements will be in the area of food service, and the second placement in a clinical or community setting. For the pre dietetic (RD) option, students will complete two medical nutrition therapy courses, biochemistry, micronutrient metabolism and an additional third experiential learning course for 150 hours in an area of their choice, as long as it is supervised by a registered dietitian. These courses have been selected as a result of communications with the two institutions in the state of Nebraska that are seeking ACEND accreditation at the master's level (the University of Nebraska Medical Center and the University of Nebraska-Lincoln), as they are pre-requisite requirements for these institutions.

For those students in the Nutrition and Dietetics program at CSC or WSC who have indicated they plan to seek a graduate degree, they will be advised carefully to ensure they have the pre-requisite courses necessary for entering their desired graduate program. Regardless, all nutrition courses will incorporate frequent usage of community and campus learning engagement with instructor supervision, case studies, and projects to provide students with hands on learning and application of course knowledge and skills. During the student's third and fourth years of the program, experiential learning courses with preceptors will take place. Each of the partner organizations will be required to provide documentation of each student's completion of the knowledge and skills application projects, as well as preceptor hours completed, and competencies met.

The new ACEND Accreditation Standards for the baccalaureate degree program are driven by competency-based education and competency-based assessment. To accommodate competency-based education, the proposed program incorporates a multi-faceted approach to education and experiential learning. This will ensure that students are competent and employable after graduation. For example, students will be asked to demonstrate foundational knowledge and skills in the beginning semesters. This will be completed through supervised community outreach projects incorporated into course requirements with instructor support, to help supply continuous feedback regarding student's knowledge and ability to apply nutrition and food principles. As the student progresses through the program, the experiential learning requirements through

preceptors and in-class project-based learning will allow students to demonstrate higher-level competencies and evidence-based practice.

Students who hold the NDTR credential primarily work in:

- Hospitals, clinics, nursing homes, retirement centers, hospices, home health-care programs and research facilities conducting patient/client screens, gathering data and performing other tasks to assist the registered dietitian in providing medical nutrition therapy;
- Schools, day-care centers, correctional facilities, restaurants, health-care facilities, corporations and hospitals, managing employees, purchasing and food preparation and maintaining budgets within food service operations;
- Women, Infants, Children (WIC) programs, public health agencies, Meals on Wheels and community health programs, assisting registered dietitians with the implementation of programs and presentation of classes for the public;
- Health clubs, weight management clinics and community wellness centers, helping to educate clients about the connection between food, fitness and health; and
- Food companies, contract food management companies or food vending and distributing operations developing menus and overseeing food service sanitation and food safety.

The course content for the 55-58 credit Nutrition and Dietetics baccalaureate degree program consists of fifty-one (51) semester credit hours of required coursework that have been aligned to the outcomes required for ACEND accreditation. Additional elective coursework allows students to select two courses that best meet their career needs. Within the list of elective coursework, those courses marked with an asterisk (*) are recommended for students planning to apply for admission to a master’s degree program.

The coursework that will be offered by CSC and WSC are identified in the table below, along with the course codes, titles, credits, prerequisites and course delivery. Both colleges will offer a majority of the courses annually, as they are already offered for existing programs. Those courses identified in red font are new courses that will be jointly developed and offered by CSC and WSC. CSC and WSC will schedule and rotate these courses in an efficient manner, collaborating to pool resources for staffing and facility requirements.

Program Requirements for the Nutrition and Dietetics Program:

Required coursework for Nutrition and Dietetics Program: 51 credits					
CSC	WSC	Course Title	Credits	Prerequisites	Modality
BIO 240	BIO 220	Human Anatomy	4	Introductory Biology	Face-to-Face
BIO 242	BIO 340	Human Physiology	4	Human Anatomy	Face-to-Face
BIO 341	BIO 385	Microbiology	4	Introductory Biology & Chemistry	Face-to-Face
CHEM131	CHE106	Chemistry I	4		Face-to-Face
CHEM132	CHE107	Chemistry II	4	Chemistry I	Face-to-Face

CHEM231	CHE208	Organic Chemistry	4	Chemistry I & II	Face-to-Face
NUTR	FCS340	Nutrition through the Lifecycle	3		Online
FCS 457	FCS317	Community Nutrition	3		Online
NUTR	FCS407	Nutrition Counseling	3		Online
NUTR	NTR	Nutrition and Metabolism	3	General Human Nutrition	Online
NUTR	NTR	Medical Nutrition Therapy I	3	Nutrition and Metabolism	Online
NUTR	NTR	Food Service & Hospitality	3	Food Science	Face-to-Face
NUTR	NTR	Field Work Experience	6	Nutrition and Metabolism Medical Nutrition Therapy Food Service & Hospitality	Online
NUTR	PED130	Introduction to Nutrition and Allied Health Professions	3		Online
Elective coursework for Nutrition and Dietetics Program: 3-7 credits (select two courses):					
CHEM335	CHE326	Biochemistry*	4	Chemistry I & II, Organic Chemistry	Face-to-Face
NUTR	NTR	Complementary & Alternative Nutrition	3		Online
NUTR	NTR	Micronutrient Metabolism*	3	Nutrition and Metabolism	Online
NUTR	NTR	Medical Nutrition Therapy II*	3	Medical Nutrition Therapy I	Online
FCS467	PGH200	Public and Global Health	3		Both
NUTR	NTR	Field Work Experience*	3		Online
FCS447	PED207	Athletic Performance & Nutrition	3		Both
FCS436	FCS322	International Foods and Cultures	3		Online
BIO 132	BIO 106	Medical Terminology	1-2		Online
Overall Program Requirements: 55-58 hours					

New Course Offerings:

NUTR XXX (CSC) Nutrition Counseling (3 credits)

This course will provide detailed instruction, guidance, and practice conducting nutrition screening, assessments, diagnosis, and evaluation in a variety of settings, including health care, communities, clinics, social program clinics, schools, and in private practice. This will include behavior change theory application, development, and usage of educational activities, communication skills, professional ethics, goal-setting, and counseling. Students will conduct several case-study assessments, and hands-on activities to begin practicing communication skills, creative and critical thinking skills, and application of nutritional disease management.

NUTR XXX (CSC) and NTR XXX (WSC) Nutrition and Metabolism (3 credits)

This course will provide advanced perspectives on the biochemical and physiological processes of the body and how that corresponds to nourishment from macronutrients: carbohydrates, fat, and protein. Correlation with other nutrient interactions and environmental aspects will be explored to determine the nutritional and potential chronic disease outcome possibilities. Basic information from other disciplines relating to bodily functions and structure will be summarized to comprehend nutritional biochemistry and metabolism at normal and diseased states when nutrient availability is altered.

NUTR XXX (CSC) and NTR XXX (WSC) Medical Nutrition Therapy I (3 credits)

This course will provide an introduction to various chronic disease conditions and how to use the Nutrition Care Process including Nutrition Screening, Assessment, Nutrition Diagnosis, and Evaluation of Nutrition Care Plans. Medical Nutrition Therapy application in this course will include weight management, eating disorders, upper and lower gastrointestinal disorders, cardiovascular diseases, and endocrine disorders.

NUTR XXX (CSC) and NTR XXX (WSC) Medical Nutrition Therapy II (3 credits)

This course will provide further application of the Nutrition Care Process, including Nutrition Screening, Assessment, Nutrition Diagnosis, and Evaluation of Nutrition Care Plans. Medical Nutrition Therapy application in this course will include renal disorders, acid-base balance, cancer, metabolic disorders, HIV/AIDS, enteral nutrition, and parenteral nutrition.

NUTR XXX (CSC) and NTR XXX (WSC) Food Service and Hospitality (3 credits)

This course will provide an introduction to food systems management with an emphasis on quantity food production, sanitation and food safety, procurement, cost control, labor management, distribution and service. It will also provide introductory-level experience with leadership, employee development, budgeting, and financial management. Students will also be required to prepare for and complete the ServSafe certification training as part of the course.

NUTR XXX (CSC) Introduction to Nutrition and Allied Health Professions (3 credits)

This course will introduce the field of nutrition and dietetics as a registered dietitian and as a nutrition and dietetics technician, registered (NDTR), as well as the history of the profession, future career options and paths. The course will cover the major and curriculum requirements, licensure, legal aspects, nutritional and food science principles, how it relates to the human physiological chemistry, food chemistry, and society. This course will also provide an introduction to new and emerging technologies in the field of nutrition and dietetics. Guest speakers across campus and professionals in the field will offer expertise regarding field experience, professionalism, and the state of health and nutrition for various populations in the surrounding area.

NUTR XXX (CSC) and NTR XXX (WSC) Complementary & Alternative Medicine (3 credits)

This course will explore the interconnectedness of the mind, body, and spirit by exploring various alternative medicines and therapies. Evidence-based research and practice will be applied to determine the validity and ethics of these practices and how they can be used in addition to nutrition therapy. Students will be required to gain understanding and knowledge of many of these practices, to understand medical compatibility and incompatibilities, possible medication disruptions, and any helpful or harmful nutrition outcomes. Fad-diets will also be covered

NUTR XXX (CSC) and NTR XXX (WSC) Micronutrient Nutrition (3 credits)

This course will provide a detailed understanding of digestion, absorption, transport, and biochemical roles or pathways for various vitamins and minerals. Micronutrient requirements will be examined and provide an in-depth view of how micronutrient deficiencies and toxic

doses can correspond to various nutritional and disease outcomes. Students will also be required to recall food-specific sources for these vitamins and minerals, as well as research and analyze current scholarly information and popular nutrition claims to critically think, analyze, and evaluate nutrition information.

NUTR XXX (CSC) and NTR XXX (WSC) Field Work Experience (3 to 6 credits)

This course will provide supervised experiential learning in a food service, medical nutrition therapy or other area of exploration for the nutrition and dietetics professional. Students will gain understanding and knowledge about food system operations, practice budgeting, provide in-service training, practice the application of food safety guidelines and inspections, practice food purchasing, inventory, preparation, and observe the management and organization of human resources. Students will also plan, implement, and evaluate projects, including a theme meal, and an employee training at this site location. The experience may have a heavy emphasis on nutrition assessment and utilizing a review of the systems approach. Students will develop quality improvement plans, practice the nutrition care process for a variety population demographics and disease conditions, perform ethically in accordance with the values of the Academy of Nutrition and Dietetics, work collaboratively with other health professionals and support personnel, and engage in the usage of current technologies for health information and communication in the health care setting. The experience could take place in a specific chronic disease center, community settings, WIC offices, sports nutrition, food service, etc.

2. Centrality to Role and Mission

The Nebraska State College's Mission Statement priority is to "serve our students, communities and state by providing high quality, accessible educational opportunities." As part of this mission, one aspect of the vision focuses on "serving as a model of collaborative educational excellence, focused on developing individuals and communities to meet workforce challenges and improve economic impact." Through interactions with professionals in the workforce area of nutrition, CSC and WSC have gained an understanding of their needs and believe that students who complete this program will gather skill sets to apply their knowledge and help those in nutrition fields thrive. Through discussions with area stakeholders, many have indicated they have experience difficulties filling positions across Nebraska, ranging from schools, hospitals, nursing homes, and state nutrition programs.

The primary goal for this new Nutrition and Dietetics program is for graduates to be credentialed as a Nutrition and Dietetics Technician, Registered (NDTR) and enter either the workforce or a graduate level nutrition program after the completion of this baccalaureate program. As such, CSC and WSC will ensure that the program provides graduates with quality assistance, resources, and networking opportunities to enter the NDTR field or graduate school in a timely manner, which will respond to the demand of nutrition and health resources to rural areas. The inclusion of supervised experiential learning requirements ensures graduates' engagement and competence through hands-on learning experiences that provide expertise for future careers.

The Nutrition and Dietetics program curriculum focuses on developing graduates who will be competent in clinical nutrition, food service, nutrition screening, wellness counseling, and community nutrition, and understand the specific nutritional challenges facing communities in rural areas following graduation. Students will be introduced to the diverse environments, locations, demographics, and social determinants of health that they may encounter across the state, to ensure the development of well-rounded and competent NDTR professionals who are prepared to serve Nebraska's rural communities.

3. Evidence of Need and Demand

Need for Program

This jointly proposed Nutrition and Dietetics program between Chadron State College and Wayne State College will support the required competencies and performance outcomes required by the Accreditation Council for Education in Nutrition and Dietetics (ACEND). The program requirements provide the needed natural sciences and nutritional sciences knowledge and skills required, with a significant focus on experiential learning and hands-on application both within the classroom and through preceptor experiences. CSC and WSC are both located in rural portions of Nebraska but can offer students experiential learning opportunities across a wide variety of populations for both urban and rural settings. The colleges can also provide students with exposure to a diverse set of working environments in the field of dietetics.

This program allows our students to complete a baccalaureate degree program that prepares them for the Nutrition, Dietetics Technician Registered (NDTR) credentialing and paves the way to respond to the wide variety of workforce needs that currently exist within and beyond Nebraska. In conversations with the University of Nebraska-Lincoln, it became clear that rural, small town areas of Nebraska are the regions that are most in need of nutrition/dietetics professionals. There are no programs currently offered in Nebraska that lead to the NDTR credential; thus, it is difficult to assess the need. Employers in Nebraska have historically not required the credential, but changes in accrediting requirements will impact the need for individuals who hold the NDTR credential.

Both CSC and WSC have held conversations with preceptors and nutrition-related organizations in their regions and have received consistent feedback that the education and training that this program provides is needed in the state and can fill a workforce void, particularly in the rural communities. The organizations that have agreed to serve as preceptors for student placements have indicated their enthusiastic willingness to provide the necessary experiences and hours required for NSCS students. Many have indicated that they have been trying to fill nutrition-related positions for "years".

According to the *2017 Compensation & Benefits Survey of the Dietetics Profession*, salaries for NDTRs have increased steadily over time. NDTRs earned a median annualized salary of \$45,000 in 2017. As with any profession, salaries and fees vary by region of the country, employment settings, scope of responsibility and supply of NDTRs. Salaries increase with

experience; the highest reported salaries were in foodservice management (\$80,000 annually). Like many other health care professions, the nutritionist employment is expected to grow faster than average. According to the Bureau of Labor Statistics, jobs for dietitians and nutritionists are expected to increase 15 percent through 2026, while the national average for all occupations rests at 7 percent.

The Nebraska Department of Labor (NDOL) includes Dietitians & Nutritionists within its *2016-2026 High Wage, High Demand, High Skill (H3)* occupations. This occupational field is expected to see an increase in employment of 14.6%, from 680 to 779 individuals needed by 2026, and an average of 54 position openings in the field each year. NDOL data reflect an average hourly salary for individuals in this field within Nebraska is \$26.71 and an annual average salary of \$55,561. (<http://h3.ne.gov/searchResultsDetail.xhtml?soccode=291031>)

Demand for the program

Several factors are contributing to the demand for nutritionists. In recent years, more people have become interested in health, wellness, and the role of food. In addition, nutritionists have become necessary to help solve the obesity epidemic. The growth has also been attributed the increased emphasis on disease prevention, as well as a growing and aging population. Large and small organizations like public health clinics and schools look to nutritionists to help with meal planning and cost savings. Nursing homes are also regularly employing nutritionists as the baby boomer generation ages and enters these facilities.

The recent changes in accreditation requirements that were previously discussed are the primary catalyst for this new jointly offered baccalaureate degree opportunity. This new Nutrition and Dietetics program will have a positive effect for both CSC and WSC as a whole, with its unique and marketable exposure. When the program is at maximum enrollment, it will contribute to increased enrollment at both institutions and increase the number of minors and second majors that students may elect to pursue. The number of jointly enrolled students in the program at Chadron State College and Wayne State College is projected to be 80 students at capacity, by year four. An annual enrollment of 20 students per year is anticipated between CSC and WSC, with both institutions providing instruction, advisement, and mentoring to the students. The minimum number of students required to make the program viable is 14 students per cohort.

4. Adequacy of Resources

Faculty and Staff Resources

In collaboration, Chadron State and Wayne State Colleges have reviewed accreditation requirements and understand the commitments that will need to be met. Preparations have already been agreed upon to use full-time faculty positions to satisfy the number of courses and learning experiences that need to be provided across the two institutions. Further, there are regional professionals who can serve as adjuncts to supplement instructional capabilities, particularly for the online courses.

Both colleges have a number of current faculty who will be teaching in the proposed program, as many of the courses are already being taught on both campuses as requirements for other degree programs. CSC currently has one faculty member (designated as the program director) and one staff member who are Registered Dietitians (RD). Contact has also been made with other programs on both campuses to guarantee that new student numbers and the program itself can be supported.

While additional faculty lines may be needed in the long term to address potential growth in the program, no significant changes in faculty and staff resources are expected for the short term. Some new courses will be scheduled to be offered during the summer and throughout the year, which could bring an added instructional cost to the program's budget. However, faculty load is based upon demand and need, so it may be that a new course will be offered in place of an existing course, rotated in a manner that is cost-effective, and/or offered in consort between the colleges with shared online course offerings. If additional instruction is needed beyond current loads, the colleges expect to be able to cover these through the hiring of adjunct faculty.

The following tables list the current faculty from each college who will be teaching in the program:

CSC Faculty Name and Credentials	CSC Faculty Appointment (FT/PT/Adjunct)	CSC Course(s) Name and Number
Erin Norman, MS, RD	FT	FCS 247-Nutrition FCS 457-Nutrition for Community Wellness FCS 236 Food and Meals Across the Lifespan FCS 136 Food Science FYI 169 V- Nutrition Weight-loss and Wellness
Megan Northrup, MS, RD	Adjunct	FCS 136- Food Science/Lab FCS 236- Food and Meals Across the Lifespan
Josh Ellis, Ph.D.	FT	FCS 436-Global Food Systems FCS 467- Global Health & Epidemiology FCS 447/547-Nutrition & Sport Wellness
Joyce Hardy, Ph.D.	FT	Bio 137 & 137L- Principles of Cellular Systems/Lab
Ann Buchmann, Ph.D.	FT	Bio 341 & 341L- Microbiology/Lab
Tim Keith, Ph.D.	FT	Chem 231 & 231L- Survey of Organic Chemistry/Lab Chem 335 & 335L- Biochemistry/Lab
Mary Keithly, Ph.D.	FT	Chem 131 & 131L-College Chemistry I/Lab Chem 132 & 132L-College Chemistry II/Lab Bio 132- Medical Terminology
Dr. Rider, Ph.D.	FT	Bio 240 & 240L- Human Anatomy & Physiology I/Lab Bio 242 & 242L-Human Anatomy & Physiology II/Lab

WSC Faculty Name and Credentials	WSC Faculty Appointment (FT/PT/Adjunct)	WSC Course(s) Name and Number
Glenn Kietzmann, Ph. D.	FT	Bio 220 & Lab Human Anatomy
Shawn Pearcy, Ph. D.	FT	Bio 340 & Lab Human Physiology
Doug Christensen, Ph. D.	FT	Bio 385 & Lab Microbiology
Darius Agoumba, Ph. D.	FT	Che 106 & Lab Chemistry I Che 107 & Lab Chemistry II
Mary Ettel, Ph. D.	FT	Che 106 & Lab Chemistry I Che 107 & Lab Chemistry II
Paul Karr, Ph. D.	FT	Che 106 Chemistry I Che 107 Chemistry II
Gustavo Zardeneta, Ph. D.	FT	Che 208 Organic Chemistry Che 326 Biochemistry
Carol Erwin, M. S.	FT	FCS 207 Nutrition FCS 317 Community Nutrition FCS 340 Nutrition through the Lifecycle FCS 407 Nutrition Counseling
Carol Eilers, M. S.	Adjunct	FCS 207 Nutrition
Barb Engebretsen, Ph. D.	FT	PGH 200 Public & Global Health
Paul McCawley, M.S.	FT	PED 207 Athletic Performance & Nutrition.
Levi Pofahl, M.S.	FT	PED 207 Athletic Performance & Nutrition. PED 130 Intro to Nutrition & Allied Health Professions

Physical Facilities

The Nutrition and Dietetics program will be housed in the Department of Family and Consumer Science at Chadron State and the Department of Health, Human Performance and Sport at Wayne State. No new additional facilities will be required for the new program. Facilities that will be used for the proposed program are adequate and updated. By and large, the facilities, equipment, and technology allotted to the involved departments are adequate to support student and faculty needs, the general student population, and the community. There are plans to renovate and update the food science laboratory and kitchen facilities at Wayne State College for the FCS courses beginning August 2020, to be completed August 2021.

Instructional Equipment

Computers for all faculty are purchased by the departments. Faculty and staff offices are in close proximity to their respective instructional facilities, which is appropriate for the administrative functions of the program. Conn Library (at WSC) and King Library (at CSC) houses reference materials, periodicals, and digital media services.

The campus-wide Network and Technology Services installs all computer and computer-related equipment and software and oversees maintenance of same. Updates and maintenance typically are requested by faculty through one of two channels: 1) emergencies are handled through a help desk; and 2) non-emergencies are requested through the use of a service ticket

submitted by the faculty member or via the office assistant. If additional technical assistance is required, the Network and Technology Services staff is available to provide support.

Network and Technology Services is responsible for maintaining the campus network and technology requests. Annual replacement of equipment and technology is typically handled through year-end requests by the department. These requests are communicated to the Dean, and are reported to the Vice President for Academic Affairs. Once an equipment request is prioritized at the Vice Presidential level, a one-time budget request is made for funding through college reserves.

Budget Projections

Potential revenue is solely the tuition and fees that would be generated by new student enrollments. An estimate of twenty (20) new students per year has been set overall, with an estimated ten (10) new students enrolling at each of the two state colleges. Each student is expected to enroll in fifteen (15) credits per year for four years. While some students may attrit from the program, others may transfer into it, balancing out attrition. Therefore, an initial program enrollment of ten (10) students each for CSC and WSC has been estimated for year one, with an additional ten (10) students enrolling each year per college, with a maximum enrollment by year four of the program set at forty (40) students total per college.

While students may complete the Nutrition and Dietetics program by enrolling in both face-to-face and online courses, and while some students may be non-resident students who may have higher tuition and fee costs, the revenue estimates have been based on the lower costs of on-campus resident tuition and fees. Due to slight variances in the fees charged at each state college, as well as variances in programmatic costs to each, both CSC and WSC are providing separate revenue and expense tables.

Regarding expenses, many of the courses for the program are already being offered and have the capacity for additional students; therefore, instructional costs primarily result from new courses developed for this program. There are eight (8) new courses that will be offered; however, not all will be offered every semester and will be rotated efficiently between the two institutions.

Both Chadron State and Wayne State expect that the instruction of new courses and/or additional sections of existing courses will be assigned to local adjuncts who meet the credential requirements for the curriculum; however, it is possible that a full-time faculty member could be assigned to teach a summer course offering. As the program grows, the number of additional courses will also grow. In order to conservatively estimate instructional costs, the following instructional costs have been included for each college to address the additional coursework that will need to be offered for this program:

Year One: 6 credits of adjunct instruction @ \$850 per credit; 3 credits of full-time faculty instruction @ \$1750 per credit (2.5% of an average \$70,000 salary)

Year Two: 12 credits of adjunct instruction @ \$850 per credit; 6 credits of full-time faculty instruction @ \$1750 per credit (2.5% of an average \$70,000 salary)

Year One: 18 credits of adjunct instruction @ \$850 per credit; 9 credits of full-time faculty instruction @ \$1750 per credit (2.5% of an average \$70,000 salary)

Year One: 24 credits of adjunct instruction @ \$850 per credit; 9 credits of full-time faculty instruction @ \$1750 per credit (2.5% of an average \$70,000 salary)

Year One: 24 credits of adjunct instruction @ \$850 per credit; 9 credits of full-time faculty instruction @ \$1750 per credit (2.5% of an average \$70,000 salary)

In addition, program accreditation requirements include that a program director be established for the program who serves year-round in that role to address the responsibilities of offering the program, and that the director be an individual who is certified as a Registered Dietitian (RD). The program director for this joint program will be a faculty member at Chadron State who holds the RD credential and will be compensated to serve in this role for an annual stipend of \$16,500. Related FICA and retirement costs, calculated at 15.6%, bring the total cost for the director to \$19,074. Since this cost will be shared by both CSC and WSC, each college's annual cost for the program director is \$9,537.

CSC Revenue and Expenses:

Revenue: Based upon current tuition and fee costs for FY19-20 and an expected course enrollment of 30 credits per year (15 each semester), revenue generated includes \$5,445.00 in on-campus tuition per full-time student per academic year, at a current cost of \$181.50 per undergraduate credit, and an additional \$1955.10 in fees per full-time student per academic year, at a current rate of \$977.55 per semester for the tiered 15-credit rate. This equates to \$7,400.10 per student, per year.

Based on an expected enrollment of 10 students per year, per college, \$74,001 in revenue is generated for year one, \$148,002 is generated for year two, \$222,003 is generated for year three, and \$296,004 is generated for years four and five, which has been estimated at program capacity. Therefore, total revenue for the first five years is estimated at **\$1,036,014**.

Expenses: The expenses for Chadron State primarily reflect the instructional costs and program director costs identified above. In addition, operating costs of \$2500 for initial marketing of the program have been included for the first two years of the program. Therefore, total expenses for the first five years of the program are **\$187,085**.

Overall CSC net revenue for this new program is estimated at **\$848,929**.

REVENUE	FY20-21	FY21-22	FY22-23	FY23-24	FY24-25	OVERALL
Tuition	\$54,450	\$108,900	\$163,350	\$217,800	\$217,800	\$762,300
Fees	\$19,551	\$39,102	\$58,653	\$78,204	\$78,204	\$273,714
Revenue Subtotal	\$74,001	\$148,002	\$222,003	\$296,004	\$296,004	\$1,036,014
EXPENSES	FY20-21	FY21-22	FY22-23	FY23-24	FY24-25	OVERALL
Faculty Instruction	(\$10,350)	(\$20,700)	(\$31,050)	(\$36,150)	(\$36,150)	(\$134,400)

Program Director	(\$9,537)	(\$9,537)	(\$9,537)	(\$9,537)	(\$9,537)	(47,685)
Operating	(\$2,500)	(\$2,500)	(\$0)	(\$0)	(\$0)	(\$5,000)
Expenses Subtotal	(\$22,387)	(\$32,737)	(\$40,587)	(\$45,687)	(\$45,687)	(\$187,085)
NET	\$51,614	\$115,265	\$181,416	\$250,317	\$250,317	\$848,929

WSC Revenue and Expenses:

Revenue: Based upon current tuition and fee costs for FY19-20 and an expected course enrollment of 30 credits per year (15 each semester), revenue generated includes \$5,445.00 in on-campus tuition per full-time student per academic year, at a current cost of \$181.50 per undergraduate credit, and an additional \$2032.50 in fees per full-time student per academic year, at a current rate of \$67.75 per credit. This equates to \$7,477.50 per student, per year.

Based on an expected enrollment of 10 students per year, per college, \$74,775 in revenue is generated for year one, \$149,550 is generated for year two, \$224,325 is generated for year three, and \$299,100 is generated for years four and five, which has been estimated at program capacity. Therefore, total revenue for the first five years is estimated at **\$1,046,850**.

Expenses: The expenses for Wayne State primarily reflect the instructional costs and program director costs identified above. In addition, operating costs of \$2500 for initial marketing of the program have been included for the first two years of the program. Therefore, total expenses for the first five years of the program are **\$187,085**.

Overall WSC net revenue for this new program is estimated at **\$859,765**.

REVENUE	FY20-21	FY21-22	FY22-23	FY23-24	FY24-25	OVERALL
Tuition	\$54,450	\$108,900	\$163,350	\$217,800	\$217,800	\$762,300
Fees	\$20,325	\$40,650	\$60,975	\$81,300	\$81,300	\$284,550
Revenue Subtotal	\$74,775	\$149,550	\$224,325	\$299,100	\$299,100	\$1,046,850
EXPENSES	FY20-21	FY21-22	FY22-23	FY23-24	FY24-25	OVERALL
Faculty Instruction	(\$10,350)	(\$20,700)	(\$31,050)	(\$36,150)	(\$36,150)	(\$134,400)
Program Director	(\$9,537)	(\$9,537)	(\$9,537)	(\$9,537)	(\$9,537)	(47,685)
Operating	(\$2,500)	(\$2,500)	(\$0)	(\$0)	(\$0)	(\$5,000)
Expenses Subtotal	(\$22,387)	(\$32,737)	(\$40,587)	(\$45,687)	(\$45,687)	(\$187,085)
NET	\$52,388	\$116,813	\$183,738	\$253,413	\$253,413	\$859,765

5. Avoidance of Unnecessary Duplication

Other similar programs in the state

There are no programs currently in Nebraska that are accredited under the new ACEND model that lead to the NDTR credential.

Nutrition programs in the state: University of Nebraska-Lincoln – Nutrition and Dietetics
Note: UNL has indicated that they are pursuing accreditation at the master's level but will not be pursuing accreditation at the bachelor's level.

Similar programs in the Midwestern Higher Education Compact

There are no accredited programs that follow the new ACEND accrediting model at the baccalaureate level in the Midwestern Higher Education Compact (MHEC). The institutions listed below were accredited under the old model. These institutions may choose to pursue accreditation at the master's level and not pursue accreditation at the bachelor's level (much like the University of Nebraska-Lincoln), pursue accreditation at both the master's and bachelor's level, or pursue accreditation only at the bachelor's level. Regardless, with no current bachelor's accredited programs in the state or region, the Nebraska State College System is poised to lead the region in the area of nutrition with this newly proposed major.

Below are the institutions in MHEC that had previously been accredited at the bachelor's level under the old ACEND model: <https://www.eatrightpro.org/acend/accredited-programs/didactic-programs-in-dietetics>.

Illinois - Olivet Nazarene University, Southern Illinois University-Carbondale

Indiana - Indiana University Bloomington, University of Southern Indiana

Iowa - Iowa State University

Kansas - Kansas State University

Michigan - University of Michigan, Andrews University

Minnesota - Minnesota State University-Mankato, Concordia College

Missouri - Southeast Missouri State University, Northwest Missouri State University

Nebraska - University of Nebraska-Lincoln (will not be pursuing accreditation at the bachelor's level)

North Dakota - North Dakota State University

Ohio - The University of Akron, Ashland University

South Dakota - South Dakota State University

Wisconsin - University of Wisconsin-Green Bay, University of Wisconsin-Madison

Similar programs in contiguous states for graduate and professional programs

This new program will not be offered at the graduate level but will serve as a pipeline to master's level programs at other institutions.

6. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

In reviewing the document published by the Nebraska Coordinating Commission for Post-Secondary Education, the Nebraska State College System is convinced that the Nutrition and Dietetics program would address especially the goal of “Meeting the Needs of the Students” in that the career preparation for this new degree program is responsive to students’ needs and will provide knowledge needed to succeed as capable employees.

In addition, the Nutrition and Dietetics program will clearly respond to “Meeting the Needs of the State”, given that the NDOL data shared earlier regarding this H3 field estimated a 14.6% growth in employment needs for dietitians and nutritionists. In addition, professionals currently serving in the nutrition fields across the state have indicated that there is a critical deficit in the state for this type of educational programming. As the new accrediting requirements from ACEND are implemented, individuals who wish to work in the nutrition field will need access to a baccalaureate program that develops their knowledge and skills and prepares them to meet the NDTR credentialing requirements.

Finally, the NSCS believes the addition of this program will be “Meeting Educational Needs through Partnerships and Collaborations”, as evidenced by the collaborative nature of this joint program within the System, and the response of potential preceptors that will be providing relevant and meaningful placements for students to meet their experiential learning requirements. In addition, the collaboration between the state colleges and the University of Nebraska on the development of the required coursework for the Nutrition and Dietetics baccalaureate program will ensure that individuals who complete this program will be prepared to meet the entrance requirements for the graduate programs being offered by UNL and UNMC to earn the Registered Dietitian (RD) credential.



January 3, 2020

To: Nebraska State College System

From: Mary Ann Johnson, PhD 
Jean Sundell Tinstman Professor of Nutrition
Chair, Department of Nutrition and Health Sciences
University of Nebraska-Lincoln

Linda Young, MS, RD, LMNT 
Professor of Practice
Director, Didactic Program in Nutrition and Dietetics
Department of Nutrition and Health Sciences
University of Nebraska-Lincoln

Re: Wayne State College and Chadron State College
Nutrition and Dietetics Major

The Department of Nutrition and Health Sciences at the University of Nebraska-Lincoln supports the development of the Nutrition and Dietetics major as a joint program between Wayne State College and Chadron State College. This program will be accredited under the accreditation requirements for a Future Education Model Bachelor Program (FB) which will lead to graduates of the program being eligible to become a Nutrition and Dietetics Technician, Registered (NDTR).

The University of Nebraska-Lincoln is in the process of closing its accredited undergraduate Didactic Program in Nutrition and Dietetics as it moves toward the development of a Future Education Model Graduate Program (FG). The development of the joint FB program will not be a duplication of programs in the state of Nebraska. In fact, at this time there are no accredited programs leading to the NDTR credential in the state.

There is a lack of dietetic professionals in Nebraska in the areas of the state where both Wayne State College and Chadron State College are located. Graduates of the program will have the opportunity to find employment in a variety of nutrition and wellness related areas to include community nutrition/nutrition education, hospitals and long-term care facilities and schools and child care centers. The development of this joint program will meet a definite need for nutrition and dietetics services in the less populated areas of Nebraska.