



NorthEast Dietetic
Association
Newsletter

Nov/Dec 2004

President's Message

Carol Kneier MS, RD, LDN, CDE

Thanksgiving Greetings!

This is the time of the year that we give thanks for the people in our lives that we are grateful for. At this time, I would like to thank Marie Ratchford-Demkosky and Lindsay Leventhal for all their hard work with our recent seminar: Nutrition Update. They spent many hours planning and organizing this seminar, and it was a great success. I would also like to thank the current NEDA board for all their time and commitment to our association. There are also many members who volunteer their time for health fairs or write articles for the newsletter, and I thank them for their support.

On November 12th, I attended the PADA board meeting in Harrisburg. The PADA board encourages all members to join the PADA listserv. The listserv keeps you up to date with the latest information. To join, visit www.eatrightpa.org. PADA will be offering diversity and mentoring grants for PADA members, look in the upcoming January PADA newsletter for details. Don't forget to save the date for the upcoming PADA annual meeting in April. If you would like your PADA newsletter emailed, send your name and email address to Cynthia Burke at cnutr@msn.com.

As members of ADA you know the value of your membership, and ADA has been working to improve these values. ADA has developed an Evidence Analysis Library and the new ADA Nutrition Care Manual. Both of these resources are great benefits. Take the time to read our "Delegate's Report" for more details. ADA has an upcoming Public Policy Workshop in March. I encourage you to consider attending this workshop. We are looking for a new legislative/licensure chair for the board and this is a great way to get started. We would like to send at least one representative from NEDA.

Finally, NEDA is in the process of developing a new website for our district. As members of NEDA, your input is valued. If you have any ideas or suggestions, please contact me at 448-2506 or email me at pckneier@nep.net. Take the time and read your newsletter.

I wish all of you a healthy and happy Holiday season!

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Scholarships available for 2005 Public Policy Workshop

It's time to start planning for the 2005 Public Policy Workshop. The meeting will be held March 1-3 at the Capitol Hilton in Washington, DC.

ADA will once again offer scholarships to enable additional members to attend the Workshop in March. The criteria used to select scholarship winners this year will be weighted toward members who have not had an opportunity to attend the Public Policy Workshop in previous years. The scholarships will cover the \$265 registration fee and up to \$85 in actual expenses. Allowable expenses include airfare or other transportation costs, lodging and subsistence.

Scholarships will be awarded to specific individuals and will not be transferable.

NEDA Board of Directors 2004-2005	
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If you are interested in being nominated for one of these scholarships, please contact the Carol Kneier, NEDA President at 448-2506 or email her at: pckneier@nep.net

ADA members selected to receive a scholarships are required to:

- Attend the Hill visits to their Congressional delegation on Thursday, March 3;
- Attend all PPW training sessions (these will be identified in advance but will include the pre-PPW first-timer session if the recipient is a first-timer.);
- Respond to all Action Alerts distributed by the ADA Government Relations staff in the year following PPW;
- Report back to their state affiliate what they experienced and learned while at PPW-this can be through a website, newsletter or at a meeting.

The ADA Legislative and Public Policy Committee is responsible for selecting scholarship recipients. Each affiliate and DPG (to the degree possible and consistent with other priorities) should have one ADA member receive a scholarship. Scholarships will be awarded first to ADA members who have never attended a Public Policy Workshop in the past; have not received a scholarship in the past; or have not received a scholarship within the last five years (since 1999).

Nominations!

Our search is nearing a close! The Nominating Committee of the NEDA is seeking nominations for the remaining awards offered by our Association. Please submit any inquiries and / or nominations to Erin Flannery at: egroves2@aol.com

The below form can be also be mailed to the address below.

Please send these nominations ASAP but NO LATER THAN December 3, 2004.

1. **Recognized Dietetic Technician of the Year (RDTY)**

Nominee: _____
Name Phone and/or e-mail address

2. **Emerging Dietetic Leader**

Nominee: _____
Name Phone and/or e-mail address

3. **Outstanding Dietitian of Pennsylvania**

Nominee: _____
Name Phone and/or e-mail address

4. **Keystone Award**

Nominee: _____
Name Phone and/or e-mail address

5. **Anita Owen Award**

Nominee: _____
Name Phone and/or e-mail address

Mail to: Erin Flannery
838 Orchard St.
Scranton, PA 18505

OR e-mail: egroves2@aol.com

Delegate's Report

Kessey J. Kieselhorst, MPA, RD, CDE, LDN

kkieselhorst@geisinger.edu

I am happy to write my first article for the NEDA Newsletter. Until June 2005, I will be the delegate assigned to the NEDA district. I had the opportunity to attend the October 2004 NEDA BOD meeting and meet with the CP students and Dietetic Interns from Marywood University. I look forward to working with Carol Kneier and her great Board and NEDA members this year.

What a great experience it was to attend FNCE this year in Anaheim! Everyone that I talked to thought there were wonderful speakers, good exhibits, and you can't beat the weather in southern California in October. I was pleasantly surprised to see so many attendees from Pennsylvania. To plan ahead, next year's FNCE is in St. Louis, MO in October from the 22nd to the 25th.

The House of Delegates (HOD) met for 1½ days before the start of the annual meeting. We had lively discussions on best practices for communication with our (delegate's) constituents and generational diversity. As a result of the dialogue session on communications, each delegate developed his/her own Personal Communications Contract. My personal plan included: face-to-face attendance at district meetings/district BOD meetings at least one time a year. As a reminder, I now have responsibility for both CPDA and NEDA (northeast). And, I will respond to email and other inquiries within 48 hours. I may not have the answer at that time, but will get back to the member to let them know I have received their inquiry and clarify, if necessary, their concern.

As a result of the dialogue on generational diversity, a list of knowledge, skills, tools and resources were developed to address the needs of each generational category – Mature/Traditionalists, Baby Boomers, Gen Xers, and Gen Ys. This motion on generational diversity is lengthy, but I would be glad to share it with you if you want to see it in its entirety. By the way, to start this dialogue we took a “test” to see if we remembered items or events from past years. I found out that I was “Older than Dirt” since I remembered all items except for two!

The other motion upon which we will vote in November is on the Scope of Dietetics Practice Framework. In my opinion this is one of the most important professional documents to ever come from a joint BOD/HOD Task Force. The purpose of this document is to assist dietetic professionals in making decisions about the appropriate levels of safe and effective practice and will serve as a guide for the Association. For example, DPGs or states will be able to utilize this document to develop a specific scope of dietetic practice. Again, I would be glad to forward this document to anyone.

Two new resources that were showcased at FNCE were the **ADA Nutrition Care Manual** and the **ADA Evidence Analysis Library**. The ADA Nutrition Care Manual is an online manual that will replace the ADA Manual of Clinical Dietetics. You can find

details about this new resource at www.nutritioncaremanual.org or by going to the eatright.org website. The second FREE resource is the Evidence Analysis Library. This **great** resource gives you quick and ready access to all the latest and best scientific and evidence-based information. Currently you can find research summaries on childhood overweight, hyperlipidemia, critical illness, and indirect calorimetry. Coming soon is information on adult weight management, nutrition care in bariatric surgery, gestational diabetes and more. This resource will be continually updated. You can access this invaluable resource at www.adaevidencelibrary.org. This resource alone is definitely worth the price of our ADA dues.

So, the next time someone asks you why they should belong to ADA, I have listed many reasons why all dietetic professionals should be members. No other organization has such wonderful resources to offer to us!

Please continue to contact me with your concerns and questions.

PADA 2005 Annual Meeting - Harrisburg, PA

Save the dates!

The next PADA Annual Meeting will be held in conjunction with Dietitian's Day in Harrisburg!

- Annual Meeting – Monday, **April 11** and Tuesday, **April 12**
- Dietitian Day - April 12, 2005

Legislation News

In 2004, several pieces of legislation were introduced into the Pennsylvania Assembly that are of concern to us, as dietitians. Though these bills have not yet passed, they will likely be reintroduced (with new bill numbers) in the upcoming 2005-6 legislative session.

Cardiovascular MNT - PA Senate Bill 478 and House Bill 1154

Two bills were introduced in the PA General Assembly this year, calling for insurers, including individual or group health plans, sickness and accident insurance policies, and managed care/capitated care plans, to provide coverage to cover all costs associated with medical nutrition therapy to aid in the treatment of cardiovascular disease.

School Nutrition – House Bill 2672

House Bill 2672 would amend the act of March 10, 1949 (P.L.30, No.14), restricting the sale of carbonated beverages, non-nutritious beverages and non-nutritious food. "Non-nutritious beverages" would include any beverage other than the following: Drinking water, milk and milk substitutes, electrolyte replacement beverage that contains 42 grams or less of added sweetener per twenty ounce serving, or 100% fruit juice or fruit-based drink that is composed of 50% or more fruit juice and that has no added sweeteners. "Non-nutritious food" shall mean food that is not sold as part of the school breakfast or lunch program as a full meal and that meets any of the following standards: More than 35% of its total calories from fat, more than 10% of its total calories from saturated fat, and more than 35% of its total weight is composed of sugar.

A Final Watch Point

At present, there is a bill in the state Senate (SB910) which defines the term surgery, reserving any "invasive" procedure for physicians and Physician Assistants. The members of the Alliance of Health Care Providers are very concerned about this. Senate Bill 910 would have an impact those of us who counsel patients with diabetes. In the course of our work, we may be called upon to train patients in the use of lancets to test their blood glucose and in the use of syringes to inject insulin. SB910 would preclude our ability to do this. The bill was introduced by Senator Tomlinson, the Chair of the Senate Consumer Protection and Professional Licensure Committee, who was urged to introduce it by the PA Medical Society. At this point, Senator Tomlinson is very aware of our concerns, but the legislation remains a watch point for us.

If you would like to read the text of any of these bills, visit <http://www.legis.state.pa.us/index.cfm>. As the Legislative and Licensure Chair for the Northeast Pennsylvania Dietetic Association, I encourage you to follow these legislative issues and contact your legislators once the bills have been reintroduced in the 2005-6 session. Please don't hesitate to contact me at baumann@ptd.net with any questions or for further information.

Jennifer Baumann, RD, LDN
Legislation / Licensure Chair

NEDA Business

- **The Northeast Dietetic Association invites you to join the RD Referral Network.** For a \$25.00 fee, a healthcare facility or private practitioner can enroll in this innovative program for one year. Once enrolled, you will receive a supply of reproducible brochures. These brochures offer nutritional counseling services, and can be distributed within the community. The brochures contain the RD Referral Network phone number and e-mail address, which individuals seeking nutritional information and counseling may use to contact the Northeast Dietetic Association. Referrals are then distributed to Network members in the area where the individual seeking nutritional information resides. Just one referral will cover the cost of the membership. This is a great opportunity for RD's that are looking to start up a private practice.

For additional information or to enroll, please contact Maureen Krisa-Kurey at (570) 342-8389.



Knowledge corner:

- FDA Food Code at: <http://vm.cfsan.fda.gov/~dms/foodcode.html>
Update: Change in the "Danger Zone" temperature from **140** degrees F to **135** degrees F.
More information on the change can be found at 2001 Food Code Summary of changes: <http://www.cfsan.fda.gov/~dms/fc01-sup.html#p1>

- **2005 Dietary Guidelines**

2005 Dietary Guidelines Advisory Committee Report is now available at: <http://www.health.gov/dietaryguidelines/dga2005/report/>
go to the Executive summary for information on the new guidelines. *See next page*

The Committee's findings support the development of *Dietary Guidelines* that convey the following nine major messages:

1. Consume a variety of foods within and among the basic food groups while staying within energy needs.
2. Control calorie intake to manage body weight.
3. Be physically active every day. Increase daily intake of fruits and vegetables, whole grains, and nonfat or low-fat milk and milk products.
4. Choose fats wisely for good health.
5. Choose carbohydrates wisely for good health.
6. Choose and prepare foods with little salt.
7. If you drink alcoholic beverages, do so in moderation.
8. Keep food safe to eat

- **Continuing Professional (CPE) Credits opportunities:**

Did you know that Ross Laboratories offers CE credits?

Ross Labs has Online CE programs at:

<http://www.rosslearningcenter.com/default.asp?pageID=15>

Dietetics Salaries

Excerpts from Today's Dietitian, January 2004 **Summarized by Ann McKenna MS, RD, LDN**

What is your top concern in the dietetics profession?

ADA found in a recent survey that the number one issue for members was the concern that salaries do not always meet expectations when compared with the required scientific background for dietetics professionals. In response, we've seen resources and workshops emerge to help practitioners assess the adequacy of their salaries, increase their income potential, and negotiate higher compensation.

Early in 2003, the ADA released its groundbreaking 2002 Dietetics Compensation and Benefits Survey, conducted in response to members' requests for an objective and reliable source of information on dietetics professionals' salaries. This survey represents the most comprehensive assessment of compensation in the profession to date. It reports hourly wages for approximately 50 distinct dietetics-related positions, and with a 46% response rate, it represents data from nearly one in five of all dietetics practitioners.

Findings:

The median hourly wage among all RDs in all positions is \$22 per hour; this amounts to a full-time salary of \$45,760. For the DTR, the survey revealed a median hourly wage of \$14.74 per hour, or an annual salary of \$30,660. For both groups, the 2002 results were higher than previous surveys.

Marianne Smith Edge MS, RD, LD, FADA, elaborated on the results, saying, "The survey showed that 25% of dietitians are making at least \$56,000 in total cash compensation per year. Only 10% are earning less than \$34,000 per year."

To evaluate the adequacy of your own income, it's important to be aware of factors that impact salary. The major influences on compensation in the dietetics profession include the number of years of experience, level of supervisory responsibility, budget responsibility, and practice area. Several other aspects play a role, including education level, employer, and location.

Discussion:

The survey revealed that the number of years of practice as a dietitian is strongly associated with compensation. However, it may take several years to see this relationship, as the data revealed that entry-level wages for dietitians in a position for less than one year are not substantially different from wages earned by dietitians with one to four years in the position. For DTRs, a relationship between years of experience and compensation was also evident, but the impact was not as great.

RD Hourly Wage by Years in Field

Years in Field	Median Hourly Wage
All RDs	\$22.00
20+ years	\$24.89
10 – 19 years	\$22.88
5 – 9 years	\$20.50
<5 years	\$17.79
Years in field excludes time off for school, raising family or work in other areas.	Source: 2002 ADA Dietetics Compensation & Benefits Survey

Looking more closely at the impact of responsibility level, the 2002 survey showed nearly a \$5 per hour difference in median wage between RDs employed as directors or managers compared with those without supervisory or managerial roles. Similarly, the survey showed that DTRs carrying supervisory or management responsibility earn a median wage \$2.65 per hour higher than those without such duties. “You have to remember that there is a tradeoff between compensation level and responsibility,” advises Smith.

Median RD Compensation by Practice Area

Practice Area	Median Annual Compensation
All RDs	\$45,800
Clinical Nutrition - Acute Care	\$40,800
Clinical Nutrition – Ambulatory Care	\$44,000
Clinical Nutrition – Long Term Care	\$43,300
Community Nutrition	\$43,200
Food and Nutrition Management	\$55,000
Consultation and Business	\$60,000
Education and Research	\$54,800
Annual compensation includes salary, bonuses, commissions, profit sharing, etc.	
Source: 2002 ADA Dietetics Compensation& Benefits Survey	

The 2002 survey revealed that 45% of dietitians hold a master’s degree, and the overall difference in median wage between those with a bachelor’s degree vs. those with a master’s degree is approximately \$2.30 (although the impact is not equal across different positions). Similarly, the 26% of DTRs with a bachelor’s degree (or higher) earn almost an additional dollar per hour in median wage. Any supplemental education, certification, or training in a specialty area can be beneficial.

Who you work for can impact your salary, and RDs who are self-employed in private practice or as a consultant earn significantly higher salaries than those employed by others, on average. Self-employed RDs, who comprise approximately 11% of dietitians, earn a median hourly wage of \$27.47. However, Smith Edge, who has been in private practice for 17 years, cautions, “You have to remember that someone who is self-employed has other expenses and overhead. Plus, if you have a private practice, it’s a 24/7 job sometimes. The buck stops with you.”

As logic would dictate, where you live can affect your paycheck, and although cost of living is also a consideration, it’s interesting to review the impact of location. The 2002 survey compared dietitians’ salaries across nine standard census divisions. Regions showing above-average median wages for RDs include the middle Atlantic/New England states and the Pacific states. Conversely, states showing below-average median wages include the east south central states, west north central states, and mountain states.

(The median salary for dietitians in northeast Pennsylvania as surveyed by Vault.com is \$42,761).

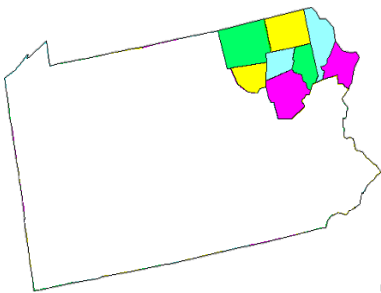
When evaluating compensation, it may be tempting for dietetics practitioners to compare their salaries with those of other allied health professionals, reasoning that education levels and experience are similar. However, the ADA’s CEO, Ronald Moen, cautions against this type of cross-profession comparison, explaining that “those factors are not driving the higher compensation that other allied health professionals may be receiving.” Moen explains, “Recognition, value, and demand for services are the keys to increased salaries and income potential for dietetics professionals. The ADA and our members must work to raise the perceived value of nutrition services to all stakeholders, including physicians, legislators, allied health professionals, the consumer, and compensation departments.”

Peter Beyer, MS, RD, LD, an associate professor in dietetics and nutrition at the University of Kansas Medical Center and a member of the ADA’s Standardized Language Committee, stresses the importance of

raising decision makers' perceived value of nutrition services. He advises, "When talking with administrators, be prepared with outcome-related data and talk in terms of dollars and cents. Identify even the mundane things you do as part of clinical practice for cost maintenance, cost savings, revenue generation, or improved customer satisfaction services."

In conclusion, Smith Edge comments, "The 2002 survey has provided a framework helping HR personnel provide appropriate salaries for dietitians and to increase salaries. Dietitians have shared many personal stories of pay increases they have been able to obtain for themselves and their staff as a result of the survey." Moore added, "Dietitians should keep their options open and decide in which areas they can find some passion because if you don't like what you're doing, you aren't going to be particularly good at it or get people to notice you. So No. 1, choose that area where you can be enthusiastic. Once you've chosen that area, constantly be on the lookout for ways to enhance not only your skills but also your ability to interface with others in the arena. You have to team up with others to accomplish things, and that includes gaining recognition and obtaining increased compensation."

- ❖ You are receiving the NEDA newsletter as a benefit of being a member of the NEDA. If you have any comments on this Newsletter and / or you would like to submit an article or PSA for your facility / agency, please do so by contacting Maureen Dunne-Touhey at: DunneTouhey@es.marywood.edu



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