

**Dietetic Internship Program
Policy and Procedure Handbook
2022-2023**

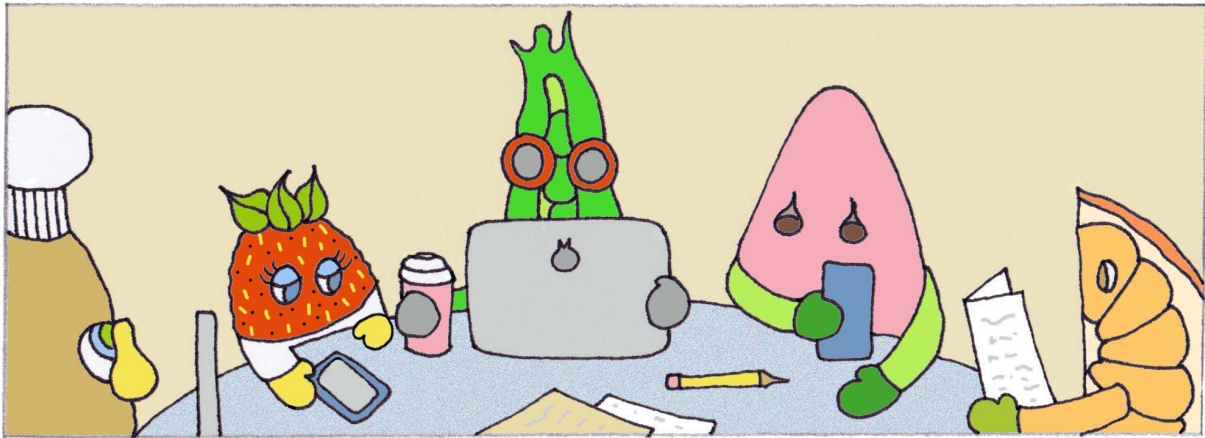


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INTRODUCTION & WELCOME

This handbook contains information about the Russell Sage College School of Health Sciences Dietetic Internship (DI) program. Included is detailed information about the program that must be read by all incoming dietetic interns.

Please refer to this handbook throughout your tenure in the DI. By accepting admission into this program, the dietetic intern assumes responsibility for all professional behaviors, policies and procedures cited in this handbook and all other official college handbooks and publications.

We are excited about the DI program offered at Russell Sage College School of Health Sciences and look forward to watching your professional growth throughout the program. Though our program is demanding, experience has shown that our interns become excellent dietetic professionals as a result of their hard work and perseverance.

This is just the beginning of your commitment to lifelong learning as a dietetic professional. Take advantage of each learning opportunity as they are presented to you. Greet challenges with optimism and believe in yourself. Stay motivated and focused on your goal of successfully completing the requirements for eligibility to sit for the registration examination for dietitians.

EQUITABLE TREATMENT

The dietetic internship abides by the colleges' *Policy on Non-Discrimination and Harassment*

In compliance with applicable federal, state and local laws, Russell Sage College ("RSC") does not discriminate on the basis of race, color, gender, gender characteristics and expression, sexual orientation, age, religion, actual or perceived national origin, actual or perceived gender identity, marital status, military or veteran status, physical or mental disability, status as a victim of a sexual assault, relationship violence, and/or stalking, genetic predisposition and carrier status, previous convictions as specified by law, or any other characteristics protected by applicable law (the "Protected Characteristics"), in any aspect of its admissions or financial aid programs, educational programs and related activities, or with respect to employment and advancement in employment. RSC is committed to providing a work and learning environment that is free from discrimination and harassment by anyone based on an individual's Protected Characteristics, or because the individual has engaged in activity protected by federal or state laws prohibiting discrimination.

PROGRAM OVERVIEW

The onsite and remote (distance) DI is a 10-month graduate certificate program housed within the School of Health Sciences and is part of the Nutrition Science Department at Russell Sage College. An individual supervised practice pathway (ISPP) track is offered for those with a PhD

in nutrition. This is a non-matriculated program.

Interns are encouraged to visit <https://www.sage.edu/about/mission-history/> to learn more about Russell Sage College.

ACCREDITATION STATUS

The Capital Region of New York State Approved Pre-Professional Practice Program (AP4) was initially approved through December 1999 by the Council on Education (COE) Division of the Education Accreditation/Approval branch of the Academy of Nutrition and Dietetics.

Effective April 22, 1995, the Commission on Accreditation/Approval for Dietetics Education of The Academy of Nutrition and Dietetics granted a status change from an Approved PreProfessional Practice Program (AP4) to Developmental Accreditation as a Dietetic Internship (DI). The program name changed from the Capital Region of New York State AP4 to Sage Graduate Schools DI. As a result of the developmental accreditation status, a site visit by the Accreditation Council for Education in Nutrition and Dietetics (ACEND) was conducted in March 1999 and 2011. A program assessment report (PAR) was submitted in May 2016 of which was approved for continued accreditation. The program's most recent accreditation site visit took place in spring 2021 and ACEND granted the program re-accreditation for the full seven-year term on January 28, 2022. The accreditation term ends January 30, 2029. The next site visit will take place in January-June 2028.

ACEND is the only accrediting agency for dietetics education recognized by the United States Department of Education (USDE). The address and telephone number of ACEND are: 120 South Riverside Plaza, Suite 2190, Chicago, IL. 60606-6995, 800/877-1600-899-5400. See Appendix A: ACEND Complaint Policies and Procedures.

Russell Sage College School of Health Sciences is accredited by the Middle States Association of Colleges and Schools and is chartered by the Board of Regents of the University of the State of New York.

RUSSELL SAGE COLLEGE DIETETIC INTERNSHIP MISSION

Prepare entry-level RDNs who are effective communicators of evidence-based nutrition content in all areas of practice.

PROGRAM GOALS

1. Program graduates will be competent in a variety of entry-level positions in the field of dietetics
2. Program graduates will accurately and effectively communicate evidence-based nutrition content in a variety of settings.

PROGRAM OBJECTIVES

Objective 1.1a Full-time Interns

At least 80% of program interns complete program requirements within 15 months (150% of the program length).

Objective 1.1b Part-time Interns

At least 80% of program interns complete program requirements within 33 months (150% of the program length).

Objective 1.2

Of graduates who seek employment, at least 80% are employed in nutrition and dietetics or related fields within 12 months of graduation.

Objective 1.3

At least 80% of program graduates take the CDR credentialing exam for dietitian nutritionists within 12 months of program completion.

Objective 1.4

The program's one-year pass rate (graduates who pass the registration exam within one year of first attempt) on the CDR credentialing exam for dietitian nutritionists is at least 80%.

Objective 1.5

At least 80% of responses from employers on Employer Survey will indicate that graduates were "adequately prepared" or better for entry-level practice.

Objective 1.6

At least 80% of responses from graduates on Alumni Survey will indicate that they were "adequately prepared" or better for entry-level practice.

Objective 2.1

At least 80% of responses from graduates on Alumni Survey will indicate that graduates are able to accurately and effectively communicate evidence-based nutrition content.

Objective 2.2

Over a five-year period, at least 50% of graduates will pursue a specialty certification in nutrition and dietetics.

Program outcomes data are available upon request.

DI PROGRAM COMPETENCIES

Throughout the duration of the program interns must achieve competence in all core competencies as outlined by ACEND (Appendix A).

PROGRAM FORMAT

The dietetic internship will commence August 29, 2022 and will end on or about June 16, 2023. **NOTE:** the semester begins on August 23, however, supervised practice will not begin until August 29, 2022.

Interns will complete rotations in acute care clinical, outpatient clinical, long term care, food service management, and community nutrition settings to practically apply their didactic program and dietetics (DPD) knowledge. Interns will learn to assess nutrition needs of patients, clients or target populations with different cultural backgrounds and across the continuum of care. Interns will utilize the Nutrition Care Process (NCP) to determine the appropriate nutrition interventions for individuals/group settings or a community. Interns will also experience all facets of a food service operation and ultimately will function in a management capacity towards the later weeks spent in their food service management rotation.

Supervised practice hours breakdown:

Acute Care Clinical: 440 hours

Outpatient Clinical: 80 hours

Long Term Care: 80 hours

Food Service Management: 400 hours

Community Nutrition: 280 hours

Total: 1280 hours

Supervised practice-related and graduate coursework:

Interns will complete three supervised practice-related (practicum) courses (6 credits each) and two graduate courses (3 credits each) to receive 24 graduate credits: NTR-530-30/35 (*DI Practicum I*), fall 2022; NTR-531/35 (*DI Practicum II*), spring 2023 and NTR 532-30/35 (*DI Practicum III*), summer 2023.

In addition to the above courses, interns will complete NTR-525, *Advanced Medical Nutrition Therapy* (fall or spring semesters – will take concurrent to or before acute care clinical rotation) and NTR-555, *Nutrition Research: Interpretation and Communication* (fall or spring semesters-will take concurrent with management or community rotation). Both NTR-525 and NTR-555 are offered fully online.

There is a three-day mandatory intensive orientation in the fall prior to the start of supervised practice hours. You are required to come to campus (Troy, NY) for orientation unless approved to attend virtually by the DI Director.

DI related calendars and schedules are provided during August orientation. If there are any changes to the calendar or schedule they will be posted to Moodle.

The college's academic calendar can be accessed online:
<https://www.sage.edu/academics/academic-calendars/>

Onsite supervised practice (practicum) schedule:

Practicum I: August 29- November 14
(*Labor Day off - September 5)
Practicum II: December 5- February 24
(*Off week of December 26)
Practicum III: March 20 – June 5
(*Memorial Day off - May 29)
Exit week: June 12-16

Onsite interns will be actively completing practicum during the timeframes listed above. Part time and remote interns' schedules will likely deviate from these timelines. Therefore, individualized schedules will be provided to you.

The DI program does not fully align with the Russell Sage College Academic Calendar. Fall semester begins 8/23/22 and spring semester begins 1/17/23
<https://www.sage.edu/academics/academic-calendars/>

Full time interns are in supervised practice for 40 hours/week and part-time interns complete 24 hours/week of supervised practice (excluding certain holidays and allotted time between rotations). *These hours do not include lunch breaks.*

A final exam will be given on 6/16/23 on which a minimum 75% must be achieved.

The following materials will also be completed during the last week of the DI: paperwork required by the Commission on Dietetics Registration (CDR) to qualify for the registration examination for dietitians; Professional Development Portfolio (PDP) instruction, focus groups and any other required business.

Full Time Interns

Full time interns are expected to complete the DI within the standard 10-month timeframe. However, when extenuating circumstances arise, the intern may be granted up to 15 months to complete the program.

Part Time Interns

Part time interns are expected to complete the DI within a 20-month timeframe. However, when extenuating circumstances arise, the intern may be granted up to 33 months to complete the program.

Part time positions have been approved by ACEND. Part time interns complete the DI over two academic years rather than one. Part time schedules can vary and interns must work closely with the DI Director for scheduling and registration requirements.

ISPP-PhD Interns

Interns enrolled in the ISPP-PhD track of the program are non-matriculated students at RSC. Though not enrolled in NTR-530-532, the program format and expectations are the same as for onsite and remote (Distance) tracks of the program. Interns are required to register for NTR-525 and NTR-555 as non-matriculated students and must achieve a 3.0 or better in these courses. For more information about the ISPP-PhD track visit:

<https://www.sage.edu/academics/schools/health-sciences/nutrition-programs/dietetic-internship/dietetic-internship-ispp-track/>

CREDIT HOUR POLICY

Given that supervised practice hours do not fully align with each academic semester, you will still be required to register for the fall, spring and summer semesters to pay for

your supervised practice experience. The fall semester tuition includes practicum I & first graduate course; spring semester tuition includes practicum II & second graduate course; summer semester tuition covers practicum III. Please note you cannot be enrolled in two programs at once, therefore, you cannot enroll in more courses than listed on your signed DI Program of Study.

Please review the credit hour policy for graduate level internships:

<https://www.sage.edu/academics/academic-resources/registrar/credit-hour-policy/>

The DI Director will advise you on how to register for each semester during advising calls which occur at the end of your fall and spring practicum. You will need to register for a non-credit course (NCR) during your second practicum (onsite) and if you are completing rotations during the winter break period (remote). Part time interns may also be required to register for an NCR if practicum is being completed between semesters.

SUPERVISED PRACTICE PLACEMENTS

Onsite: All rotations are appointed by the DI Coordinator. Interns are provided a preference survey upon acceptance to the program. The DI Coordinator works diligently to schedule and secure all onsite interns' placements and great effort goes into matching placements with intern preferences. Interns will receive placement roughly a month prior to the start of the program. Interns are assigned to a variety of facilities and transportation to and from each site is the responsibility of each intern. The DI Coordinator will make every effort to arrange placements within close proximity

to where the intern will be residing throughout the program, however, there are times when up to one hour of travel may be required.

Note: Interns are responsible for contacting all preceptors at the beginning of the fall semester and then once again at least one month prior to the start of each rotation.

ROTATION CHANGES

It is common for preceptors to change jobs or face unexpected circumstances resulting in a change in supervised practice location. For all tracks this may result in a delay in the start of the rotation or a change in rotation type. The intern will need to be flexible and adaptable under these circumstances.

Onsite:

The DI Coordinator will secure an alternate supervised practice site if an unexpected location change is needed.

Remote (Distance) & ISPP:

Arrangement of supervised practice experiences for all rotations are the sole responsibility of the intern prior to acceptance to the program. In the event that a preceptor or site is no longer able to host an intern the DI Director and DI Coordinator will work in conjunction with the intern to assist in securing placements near their place of residence. If a remote placement is unavailable or unattainable, the program will coordinate a rotation in the Capital District of NYS as an alternative option. This would require temporary relocation of the intern.

The Remote Track Preceptor

Application and Dietetic Internship Affiliation Agreement(s) must be submitted

and fully executed for each site prior to the start of the internship. These forms are sent to the interns upon acceptance to the program and available on our website:

<https://www.sage.edu/academics/schools/health-sciences/nutrition-programs/dietetic-internship/dietetic-internship-distance-track/>

The DI Coordinator is responsible for maintaining all affiliation agreements for the program. All contracts should be sent to the attention of DI Coordinator so they can contact appropriate parties at both the rotation site and Russell Sage College if needed.

ATTENDANCE

Attendance is mandatory at all supervised practice experiences and all activities scheduled by the DI Director. Dates will be included in the program calendar provided at August orientation. Note that there will be several events where the dates will not be scheduled until later in the academic year. These events include: Annual CDPHP Nutrition Lecture and the Alumni Networking Night (typically held the first Wednesday of the month in April).

Remote interns will need to modify their supervised practice schedules to be available for scheduled activities. This ensures continuity of intern experiences. Remote interns will need to schedule hours missed with their preceptors.

Supervised Practice Shifts: shifts will vary depending on preceptor schedules. As previously mentioned, full time interns are expected to complete 40 hours/week (this does not include lunch breaks). Part time must complete 24 hours/week.

Interns are to be in supervised practice for all hours scheduled and cannot bank hours, work through lunch or dictate their schedule. The program and preceptor will decide the schedule.

Religious Observance: Russell Sage College recognizes the value of participation in and observance of religious obligations and practices by individual students. No student will lose credit because a religious observance prevents participation in any class or supervised practice experience. A student who intends to be absent from classes for religious observance must notify the DI Director in advance and arrange to complete the missed activities and/or assignments. If a facility can no longer accommodate an intern for the completion of the planned experience, a new placement will be arranged.

Sick/Personal Time: Each intern is granted 16 hours (2 days) of sick time and/or personal time off throughout the duration of the entire internship. The minimum total hours of supervised practice experience must equal 1264 hours or greater.

Supervised practice hours missed beyond the 16 hours provided must be completed during designated make-up weeks or breaks between rotations. Intern must communicate plans for makeup hours with the program director.

IMPORTANT: Interns should not exceed 40 hours of supervised practice on a regular basis to allow for ample time to complete supervised practice-related assignments and additional graduate coursework. There may be a few occurrences that a shift runs late, however, if this is happening frequently

please make the DI Director aware. It is important to note that these extra hours will not apply towards make-up hours (unless pre-planned and approved by the DI director). Please contact the DI Director if your hours are exceeding >45 hours/week regularly.

Supervision: all supervised practice hours and activities must be supervised. Remote rotations are not permitted.

SUPERVISED PRACTICE DOCUMENTATION

Interns are responsible for tracking all supervised practice hours to include personal time on eValue. Preceptors are required to verify all hours on eValue upon completion of each rotation. Interns are required to make-up hours that are unable to be verified by their preceptor.

If supervised practice hours are granted by the DI Director for Prior Approved Learning (PAL), this information will be provided in a letter issued to the intern after review of their PAL portfolio.

ABSENCES

Interns must immediately notify their preceptor if they are going to miss time at supervised practice due to either illness or other extenuating circumstances. The DI Director must also be notified of absences when they occur. The director may be reached via email (morgam1@sage.edu) or phone at (518) 244-4598. Interns are required to make up any missed work/time from a planned rotation beyond the allotted 16 hours (2 days) of sick/personal time granted to each intern over the course of the entire internship. This also includes leaving early and arriving late during a

scheduled day at any facility. Interns are responsible for rescheduling any missed experiences with the respective preceptor. Extended absences may require that the intern withdraw from the program or request a leave of absence, please refer to the [Student Handbook](#) for more information. All schedule request changes, leave of absence and/or course withdrawal must be made in writing via email to the DI Director. Leave of absences and withdrawing from a course may have financial aid implications. <https://grad-catalog.sage.edu/withdrawing-from-sageleave-of-absence>

WEATHER

Interns are expected to attend supervised practice as scheduled. You are expected to plan ahead to ensure you are able to attend your rotation. If you are absolutely unable to attend supervised practice due to inclement weather due to safety concerns, you must contact your preceptor and DI Director.

You will be required to reschedule missed days due to inclement weather with your preceptor.

TUITION AND ANTICIPATED COSTS 2022-2023

ONSITE Dietetic Intern Tuition

Tuition \$16,080.00
(24 graduate credits @ \$670.00/credit)
*Does not include incidentals**

DISTANCE Dietetic Intern Tuition

Tuition \$11,760.00
(24 graduate credits @ \$490.00/credit) *Does not include incidentals**

*Interns have incidental expenses including but not limited to attending August

orientation, required textbooks, lab coat, professional memberships (national and local affiliation) professional liability insurance, personal health insurance (available through Russell Sage College if needed <https://www.sage.edu/academics/academic-resources/student-accounts/student-health-insurance/>), physical exam and immunizations, criminal background check, drug screening, travel to and from supervised practice sites, travel costs for various field trips, office supplies, relocation and housing. Interns should also budget for exam study materials.

Estimated Incidentals:

- Health Insurance (purchased directly from RSCs insurance carrier): \$4,738
- On-campus Housing (optional): \$3,550/semester (Troy campus)
- Gas: \$150-200/month*
- Academy Membership: \$58
- Local Dietetic Association: \$10
- Liability Insurance: \$22
- Background check, fingerprinting and drug screening (if required): \$150
- Lab coat: \$10-30
- Required Textbooks (does not include recommended): \$380
- Jean Inman Study Guide: \$385**

*Accounts for rising gas prices

**The program provides various study materials to each intern. However, in the event you wish to purchase something different, the cost of the Jean Inman

Study Guide is provided as an estimate.

HOUSING

Graduate housing may be available through Residence Life:

<https://www.sage.edu/student-life/residence-life/>

TRANSPORTATION

A car and valid license are required. Travel (gas and tolls) to supervised practice and required activities must be additionally budgeted. Parking permits are required on campus if parking on campus; the DI Director will provide interns temporary passes if holding learning experiences on campus. Some cooperating institutions may also charge a parking fee.

Campus Parking & Maps

For information regarding parking, please visit:

<https://www.sage.edu/about/offices-center/public-safety/parking-at-sage/>

For campus maps, please visit:

<https://www.sage.edu/about/community-resources/maps-directions/>

Parking at Supervised Practice Locations

Some facilities either charge for parking, provide a car sticker for the duration of the rotation or have free parking available to the intern. Be sure to obtain parking information prior to the start of each rotation.

Remote (distance) interns should investigate parking at each site and adhere to their facility parking policy.

Public Transportation: The Russell Sage College Shuttle offers transportation to and from Albany and Troy campuses.

<https://www.sage.edu/student-life/office/the-sage-shuttle/>

All full-time interns at Russell Sage College have access to free bus transportation through the Capital District Transportation Authority

(CDTA) using your valid student ID.

INTERN ROLE AND RESPONSIBILITIES

Professional Behavior

An intern is neither considered a student nor an employee by the affiliates. The intern functions in a learning capacity with the direct guidance and supervision of a preceptor. Therefore, an intern is expected to work closely with their assigned preceptor(s), keep them informed of their daily activities and whereabouts, and present oneself in a positive and professional manner at all times. High standards of conduct have been established by the internship for the interns to perform their required competencies.

Becoming a professional involves learning and commitment beyond the mastery of the profession's "body of knowledge." It encompasses the integration of attitudes, values and behavior that reflect personal integrity, respect for self, respect for the right of differing viewpoints, and a sense of responsibility as a contributor to a community of people. Application and adherence to the *Code of Ethics for the Nutrition and Dietetics Profession, Scope of Practice and Standards of Professional Performance* is expected. Our program has been designed with teaching/learning experiences that

will allow interns to continually work toward achieving the following:

1. A positive view of self and increased self-awareness as demonstrated by:
 - self-advocacy
 - self-initiating behaviors
 - dependability
 - comfort defending one's own position
 - tolerance of error
 - seeking and obtaining feedback, and constructive response to criticism
 - modifying behavior as appropriate
 - direct verbal and nonverbal communication
 - continual values clarification
 - reflectiveness
2. Interpersonal competence as demonstrated by:
 - listening to and hearing others
 - skills and strategies to increase collaboration
 - empowering others
 - sensitivity to the agenda and values of others
3. Commitment to learning and contribution to the learning of others:
 - seeking and contributing new ideas
 - enthusiasm in learning situations
 - contributing to or originating discussion
 - eliciting input, opinions and participation of others

Personal characteristics and abilities which are important for the intern to develop and exhibit include, but are not limited to the following: flexibility, motivation, assertiveness, initiative, enthusiasm, accountability, ability to use a variety of

resources, responsible, credible, open minded; and demeanor; diplomatic, positive outlook, realistic idea of preceptor's day; respect for privacy, confidentiality and facility property; time management, independent judgment, knowledge of professional networking vs. socializing, tact, ability to express oneself orally, willingness to learn, accepting of constructive criticism, sound judgment, ability to prioritize, analytically think and solve problems. Interns are expected to conduct themselves in a professional manner at all times.

Academic program responsibility remains in the hands of the intern, including the responsibility for completing course work and planned experiences in an honest and ethical manner. Plagiarism, the theft of written material with the pretense of making the material represent your own work, is a serious offense in both the academic community and the working world. Deliberate photocopying, copying information without sufficiently referencing the source, and closely simulating information/ideas from an original reference are common forms of plagiarism. Interns are expected to honestly research information and present it accurately, both in written and oral formats. This may require obtaining information from more than one source to thoroughly comprehend a concept, discuss the significance of recent research findings, accurately assess a patient's needs, or make recommendations to improve a food service system. Academic dishonesty in any of its forms, including plagiarism, cheating, and failure to comply with guidelines for the conduct of human research, will not be tolerated at Russell Sage College. All interns are responsible for reviewing the [Student Handbook](#) which

includes the Code of Conduct prior to the start of the program.

Since papers are required in many of the courses, you must demonstrate good writing style and proper technique in all written assignments. Papers and assignments require research using professional literature and peer-reviewed journals. Refer to the *American Medical Association Manual of Style* for correct style in writing papers and citing references. All interns are provided electronic access to the AMA Manual of Style via Russell Sage College libraries. Refer to Appendix A for copyright information.

Important:

All written assignments must be submitted using Microsoft Word or PDF.

Uploaded files are to be uploaded as follows:

- Assignment or document title_last name
- Documents that are more than one-page are to be submitted as one document. Please do not submit each page individually. Supervised practice experiences also require professional responsibility. The healthcare field is a highly regulated environment. This helps to ensure the intern's safety and that of the patients, residents and clients you encounter as well as their privacy and confidentiality. Interns are responsible for maintaining confidentiality of all patient protected health information (PHI) and must adhere to the Health Insurance Portability and Accountability Act (HIPAA) at all times. Prior to starting the internship, all interns must

complete an online HIPAA and OSHA training module. The details regarding these online courses will be provided. Refer to Appendix B for further details related to the issues of safety, rights and confidentiality.

Activities not to be completed during supervised practice:

The following activities should not be completed at the facility: answering emails (except on lunch break), completion of any coursework assignments; **these activities are to be completed at home.**

Please note you will be receiving emails from faculty throughout the workday, however, you should not be checking or responding to emails during supervised practice hours as indicated above.

If your preceptors or the DI Director observe you completing any of these activities a warning notice may be issued.

Interns may collect patient related information for their clinical case study or collect and analyze data (raw data should not leave the facility), develop in-service(s) and education materials required for rotation-related activities and access the Russell Sage College or facility's library services to retrieve research papers during their rotation hours.

Graduate School Preparation

Interns are expected to complete all assigned work to reinforce didactic knowledge for application during planned supervised practice experiences and assigned activities. Oral and written communication skills, vital to the practicing

clinician and professional, are emphasized throughout the curriculum.

Computer Access: Interns are expected to have access to a computer (laptops are ideal), reliable internet and software to accommodate online courses, the learning management system (LMS) Moodle and the college web-based intranet communication system. Faculty communicates with interns via their RSC email account only. Proper email etiquette is expected in all electronic communications. More details on this to follow.

Record of Work Submitted: Interns MUST keep copies of ALL materials submitted, materials returned by the DI faculty and course instructors and copies of the course syllabus for future reference if needed (e.g., evaluation of transferring credit to another institution).

Human Subjects Guidelines: Before completing the management process improvement project and clinical case study assignment, the dietetic intern is responsible for carefully reading the Russell Sage College Institutional Review Board (IRB) Guidelines concerning human subjects' research. All procedures to apply for and obtain Russell Sage College IRB clearance to conduct the project must be adhered to. Russell Sage College IRB requires that all researchers (including students) applying for a project review must demonstrate competency in human subjects' research by completing the CITI Program training. The intern is responsible for providing a copy of the Russell Sage College IRB written verification to their main preceptor before conducting the project. Refer to Rotation Guide and IRB

website:

<https://www.sage.edu/academics/research/the-institutional-review-board/>, for details on receiving research approval involving human subjects, as required by federal and state regulations. The DI Director will go over this information in detail at August orientation.

Communication during DI:

Current address, telephone and cell phone(s) numbers, and email addresses are necessary to maintain ongoing communication. Interns are personally responsible to notify the DI Coordinator, as well as the Registrar's Office, <https://www.sage.edu/academics/academic-resources/registrar/>, of any changes with their mailing address and telephone number.

Academic Advisement for Interns

The DI faculty believe that advising is a shared, collaborative process between faculty and the individual intern. This process is ongoing, occurring both on a formal and informal basis. Together the DI Director and intern will:

- monitor intern academic progress and intervene accordingly (i.e. referral, updates of progress, problem solving);
- monitor intern progress towards fulfilling all practical supervised experiences, and graduate course requirements;
- assist the intern during registration, and
- assist the student in transitions including adapting to the demands of the graduate school, practical experiences and personal aspects of life as a dietetic intern.

The DI Director is responsible for:

- conducting internship advisement;
- maintaining student files in good order, including a brief note verifying each student/faculty meeting when warranted;
- meeting with advisees following any letter from the School of Health Sciences Dean which indicates the student is experiencing academic difficulty or there is a change of status (in the role of student advisor, advisors get a copy of these letters);
- making referrals as appropriate for career counseling, financial aid, learning assistance/tutoring, and/or physical/psychological support and services (in the role of student advisor) (see college catalog - Financial Aid, Academic Support Service and Student Life).

The Student is responsible for:

- Notifying the DI Director of any changes in name, address and home/work telephone numbers. These changes must also be made to the Registrar's Office.
- Additional notices to the DI Director may include, yet are not limited to: anticipated changes in academic status, including leave of absence, request for an incomplete in a course, adding or dropping courses, requests to take courses off campus, and requests to complete practical experiences outside of the Capital Region. These requests must be made in writing, using appropriate forms if applicable e.g., add/drop form etc.
- Maintain regular communication with the DI Director to review the sequence

and completion of the dietetic internship requirements.

- Checking e-mail daily and responding within 24 hours to DI-related correspondence.
- Immediately bringing preceptor or supervised practice related concerns to the attention of the DI Director.

The Preceptor is responsible for:

Preceptors focus on supervising practice-based learning. They demonstrate the incorporation of theory into practice, suggest useful learning experiences to help interns achieve learning objectives, and identify the usefulness of self-evaluation. Preceptors provide constructive feedback based on the intern(s) performance, to help enhance their learning experience and promote development of a strong professional. Preceptors often view themselves as a professional role model and view the intern as a prospective co-worker.

PROFESSIONAL IMAGE STANDARDS

Interns are expected to present themselves to facilities in professional attire. In acute care clinical settings, interns usually are required to wear a full-length lab coat over their clothes. Refer to the Dress Code Policy, Appendix B for further details. Interns should also obtain and adhere to their individual supervised practice site dress code policy at all times. Interns should present themselves in business casual attire at all times unless otherwise indicated by the DI Director or preceptor.

Interns who do not adhere to the dress code policy of the DI and/or facility will be asked to leave their rotation and receive a warning notice. Refer to the Warning Notice Policy, Appendix A for further details.

IDENTIFICATION (ID)

An ID name tag is required at most facilities. Your student ID is to be obtained during the August orientation (or other scheduled time prior to the start of supervised practice) and must be visible at all times during your rotation experiences, unless otherwise indicated. For more information about student identification cards visit:

<https://www.sage.edu/about/offices-center/s/public-safety/id-cards/>

Some facilities will require their organization's picture ID and will arrange for this on or before the first day of the rotation.

CELL PHONE USE

Interns may carry their cell phone discreetly and keep it silent/vibrate; however, they should not be on their phones/e-mail during supervised practice hours (with the exception of breaks). Interns must also abide by cell phone rules/policies set forth by each facility that they are completing supervised practice hours.

ACADEMIC AND PROFESSIONAL STANDARDS STATEMENT

The DI Director reviews the DI

Academic and Professional Standards Statement and the Academic Standards Policy at August orientation. Interns then sign the *Academic and Professional Standards Statement* to indicate they are aware of and understand the academic and professional program requirements. Refer to Appendix A to review the documents.

PROTECTION OF PRIVACY INFORMATION

Contents of intern files will be restricted to use by the DI faculty, but with written intern consent, it may be sent to preceptors/supervised practice facilities, prospective employers and other individuals as requested by the intern. Refer also to the Russell Sage College Catalog and the Student Handbook for more information.

ACCESS TO PERSONAL FILES

Intern files are maintained in the DI offices and online through secure, password-protected cloud-based storage and e-Value. These files include intern medical records, evaluations from rotations, assignments and grades earned in required graduate courses. Interns may see any/all of their file by making an appointment with the DI Director. The intern files are confidential and are made available only to the intern or faculty required to evaluate the intern. Interns who sign recommendation waivers may not review their DI application recommendation letters.

STUDENT SUPPORT SERVICES

The following services are available to all dietetic interns:

Financial aid (see more information below), fitness programs and recreation facilities, housing, academic advising, career development, health and counseling services, accessibility services, academic support, among others.

Financial aid is available to all interns who matriculated into a degree-bearing program

at Russell Sage College. For more information regarding financial aid, visit: <https://www.sage.edu/admission/financial-aid/>

LIBRARY SERVICES AND REQUIREMENTS

Library services include computer-based periodical indexes, interlibrary loan service, and online databases. Interlibrary loan includes access to library databases, e-books and journals.

Anyone wishing to use the library system or to take books out of the library **must** have a Sage photo ID and Sage Passport login and password.

ACADEMIC COMPUTER CENTERS

The online-distance format of this internship requires every intern to own or have access to a computer. The majority of assignments throughout the DI requires computers.

Campus Computer Access: Computers are located in the libraries and computer labs on the Russell Sage College Albany and Troy campuses.

CAREER PLANNING

Career development, planning and placement activities are available through the Career Planning website, <https://www.sage.edu/student-life/career-planning/>. Assistance is available for revising resumes, writing cover letters, negotiating salaries and interviewing for new positions and much more! Career Planning provides a comprehensive lecture for the interns during exit week.

ACCESSIBILITY SERVICES

Russell Sage College is committed to responding to the needs of students with disabilities, as defined by the Americans with Disabilities Act. Students who require accommodations contact Accessibility Services at 518-244-6874. You can also e-mail the office:

accessibility_services@sage.edu

Visit:

<https://www.sage.edu/student-life/wellness-center/accessibility-services/>

It is imperative that any student in need of classroom assistance or modification must alert the Professor to the particular condition or need within the first week of class. Refer to Appendix A, College Policy Statements and individual course syllabi for details.

SOFTWARE/HARDWARE REQUIREMENTS

All interns must use Moodle and several supporting programs during the internship. A webcam, speakers and a microphone will be needed for recording various assignments and to deliver presentations. You will need Microsoft Office 365* (free for students through the college), Zoom (free through the college), Screencast-o-matic (free) and updated web browsers.

*To access Microsoft Office 365 log in to Passport and click on the office 365 icon in the left column. Log in using your Sage email account and password.

SAGE PASSPORT

Passport is our Intranet portal, which provides access to the college email, community interaction and collaboration

tools, course/instructional support, and a centralized web portal through which information is disseminated to the RSC community. Each intern is provided witPassport access details (ID and password) once the initial deposit is made. Interns are responsible for maintaining their Passport account and email. All DI correspondence via email will be sent using RSC email utilizing proper email etiquette.

e-VALUE

Interns and preceptors will be provided access to e-Value. This platform will be utilized to collect required documentation from interns, preceptors and supervised practice sites as well as assist with competency and accreditation related data collection.

ONLINE IDENTITY VERIFICATION

All new students (online or onsite) receive their Sage username and a temporary password through the personal email account supplied by the student to the admissions office at time of application. If the student does not have a personal email account or does not wish to provide one, they are sent their username and password via US mail. When student's login for the first time, they are required to change their password to meet complexity requirements:

- Password is case sensitive.
- Must be at least 8 characters long.
- Must include at least 1 number.
- Cannot use any of your last 10 passwords.
- Must not include any of the following values: test password
- Must not include part of your name or username.

Must have at least three types of the following characters: Uppercase (A-Z), Lowercase (a-z), Number (0-9), Symbol (!, #, \$, etc.). The same username and password

are used to access all online tools including email, Passport, Self Service, Library resources, on-campus workstations, and the Moodle Learning Management System.

Additionally, there are items within Moodle that can assist in this process such as using Poodll video questions. Professors can create Poodll questions for exams that require a brief recorded video response. The recording is then viewed by the Professor to ensure the correct student responded (by comparing to the SAGE ID). The DI Director will integrate this into the one online course in the curriculum.

PROFESSIONAL COMMUNICATION AND E-MAIL ETIQUETTE

Never use Hey! Avoid "Hi" or any other casual greeting. Most appropriate way to address faculty or preceptors:

Dear Dr./Professor/Ms./Mr. "last name." or
Hello Dr./Professor/Ms./Mr. "last name."

Examples:

- "Good Morning Professor Morgan"
- "Good Afternoon Ms. Guy"

When communicating with the Deans:

- "Dear Dean Kelly" (Avoid addressing with "Hello or Hi". Use formal communication when addressing the Deans.)

INSURANCE REQUIREMENTS

Having medical insurance is the intern's responsibility while participating in the DI. All interns must present proof of insurance to the DI Coordinator prior to or upon beginning the program. Interns must have medical coverage throughout the duration of the internship. Health insurance is

available through the college. The health insurance cost is \$4,738 for the 2022-2023 year. Graduate students will purchase insurance directly through www.MyStudentMedical.com (-> select Russell Sage College in the dropdown menu -> Enrollment Form). Enrollment is open now until September 23rd, 2022.

Professional liability insurance is required and must be purchased by the intern on or after July 1, 2022 so it is valid for the entire program. All interns must present proof of insurance to the DI coordinator prior to or upon beginning the program.

Liability for Safety in Travel: Car insurance is required. The DI program assumes no liability.

Injury or Illness While in a Facility: Facilities must make emergency medical care available to interns who may become ill or injured while at the facility. There may be a fee for this service dependent upon the nature of the illness or injury.

DRUG TESTING & CRIMINAL BACKGROUND CHECKS

Currently the DI does not require drug testing and criminal background checks; however, some placements require both. The DI faculty will assist all interns with this process. Any associated fees are the responsibility of the intern.

IMMUNIZATION AND HEALTH REQUIREMENTS

To meet state and federal health code requirements, all interns must provide proof of immunization for a minimum of measles, mumps, rubella, and chicken pox (natural

immunity or varicella vaccination), TD or Tdap within the past 10 years, Hepatitis B vaccinations (in progress or completed) and submit a medical history form, proof of yearly physical exam and 2-step tuberculin test completed on or after July 1, 2022. Yearly flu shot documentation or refusal must be submitted to e-Value by October 31, 2022. Proof of COVID-19 vaccination and booster are required prior to the start of the program. *

Interns will not be allowed into any health facility unless the physical examination report, complete immunizations, and necessary blood tests have been done. All documents must be uploaded to e-Value by the time specified. This information is held within e-Value in and released only according to HIPAA requirements and upon receiving a medical release form from the intern.

* COVID-19 vaccination is mandatory, unless you have received an approved medical or religious exemption. Please review the Medical and Religious Exemption details on the following site:

<https://sites.google.com/sage.edu/covid19>.

Please note that this exemption process is specific to RSC and not our supervised practice sites. You will need to obtain approval for either medical or religious exemption per rotation site.

You are required to adhere to all college and facility policies regarding COVID-19 testing and/or vaccination.

TITLE IX

Civil Rights Equity and Title IX

Sage seeks to provide an environment that is free of bias, discrimination, and

harassment. If you have been the victim of harassment, discrimination or sexual misconduct, we encourage you to report this. If you inform me of an issue of harassment, discrimination, or sexual misconduct I will keep the information as private as I can, but I am required to bring it to the attention of the institution's Title IX Coordinator. If you would like to talk to the Title IX Coordinator (Dishpaul

S. Dhuga, J.D.) directly, he can be reached at (518)-244-4809 or titleix@sage.edu. For more information, please refer to the Title IX webpage at: <https://www.sage.edu/student-life/title-ix/>

UNPAID INTERNSHIP

All supervised practice through the dietetic internship at Russell Sage College is unpaid, with the exception of those dietetic interns placed at the Stratton Veterans Affairs Medical Center in Albany, NY. A small monetary stipend may be offered for the 1-2 interns that are placed at this location annually.

EDUCATIONAL PURPOSE OF THE DI

Interns are at facilities for the educational purpose of completing supervised practice experiences. They are neither to be considered employees nor to replace employees. Dietetic interns may be placed at a facility in which they are employed based on the contingency that internship time and activities remain separate from the individual's employment hours and responsibilities (see Employment at Supervised Practice Facility Policy).

ACADEMIC/CLINICAL GRIEVANCES, PETITIONS AND COMPLAINTS ABOUT PROGRAM

In unusual circumstances, a difficulty may arise at a supervised practice location. Interns are encouraged to discuss complaints and questions with the preceptor first. If satisfaction is not attained or the intern feels that they cannot approach the preceptor, they contact the DI Director. Professor Morgan will arrange to meet with the intern and preceptor immediately to discuss and resolve the issue(s). If the intern wishes they may either initially or further pursue the matter with the Nutrition Science Department Chair (518-244-2048), the Dean of the School of Health Sciences (518-244-2030) and/or the ACEND. For ACEND contact information, refer to the ACEND Grievance/Complaint Procedure information in Appendix A.*

**The process listed above also applies to preceptor complaints about the program.*

The program will maintain a record of intern complaints to include resolution of complaints for a seven-year period.

ACCESS TO GRADUATE ACADEMIC POLICIES

All graduate academic policies can be accessed at the following link. Several of these policies can also be found in Appendix A. <https://grad-catalog.sage.edu/>

ASSESSMENT OF PRIOR LEARNING

The program has an assessment of prior learning process which provides limited waivers in a way that recognizes the learning achievements of interns while conserving their resources of time in the

pursuit of the supervised practical experience. Interns accepted into the program are encouraged to complete the waiver application as soon as possible after official acceptance into the DI to have prior learning experiences applied towards the 1000 required hours. A minimum experience of 6 months in any setting is required before a waiver is considered. Waiver can only be considered for competencies related to community and food service management supervised practice experiences. Refer to the DI website for all details and policies related to this process:

<https://www.sage.edu/academics/schools/health-sciences/nutrition-programs/dietetic-internship/dietetic-internship-assessment-of-prior-learning/>

EVALUATION PROCEDURES, FORMAL ASSESSMENT OF INTERN LEARNING, REMEDIATION & RETENTION

Interns receive performance evaluations at the midpoint and/or at the end of each rotation depending on rotation length. Each intern is accountable for ensuring their preceptors complete the evaluations on e-Value.

The preceptors and DI Director evaluate the competency achievement of interns. Performance evaluations and assignments are used to assess that all competencies have been attained. Interns must achieve at least a rating of competent on all final evaluations of intern performance where competency requirements are assessed. Interns who do not successfully meet the required competencies must either repeat an activity or supervised practice experience (in whole or in part as

determined by the DI Director and preceptor) until competency is attained for all CRDNs being evaluated. The DI Director documents and maintains the plan for completing any remedial supervised practice experience and/or assignments deemed necessary. Refer to the *Academic Standards Policy* in Appendix A. Evaluation procedures are discussed with interns at orientation.

Failure to comply with stated policies and procedures subject the intern to dismissal from the program. The preceptor and/or DI Director shall issue up to three warnings regarding new or repeat violations of policies and procedures at the facility. Upon receipt of three warnings, the intern will be dismissed from the program. *The Warning Notice Policy and Procedure* is in Appendix A.

Please refer to Appendix A, *Academic Standards Policy*, for further elaboration on disciplinary and dismissal actions if academic and professional standards are not met.

The DI Director reserves the right to dismiss an intern from the program if program policies are violated.

INTERN PERFORMANCE MONITORING, EARLY DETECTION OF ACADEMIC DIFFICULTY

The DI Director reviews all performance evaluations for early detection of difficulty at supervised practice. Intern check-in calls and advising calls/meetings take place several times throughout each academic semester and/or supervised practice experience to address any potential

concerns (performance-related or academic).

Academic performance monitoring also takes place through grading of individual assignments and compiling all interns' supervised practice-related graded works/required submissions into a gradebook (for NTR-530, NTR-531 and NTR-532. The DI Director also regularly checks in with faculty delivering NTR-555 and NTR-525 at various points throughout the semester to identify if there are any performance concerns.

In the event the intern's GPA drops below college/program standards following an academic semester a call/meeting is scheduled with the intern and a remedial plan is put in place in accordance with our *Academic Standards Policy*. In the event that the intern is having difficulty with supervised practice or performing below expectations, the DI Director works individually with the intern and preceptor to determine how we can support the intern. The DI program offers weekly drop-in sessions (virtual office hours) for interns to ask any assignment or supervised practice related questions they may have.

CONDITIONS FOR DISMISSAL

"The administrative officers at Sage reserve the right to require at any time the withdrawal of students for reasons of health or conduct or whose academic standing does not comply with the regulations; in such cases fees will not be refunded or remitted, in whole or in part, and neither Sage nor any of its officers shall be under any liability whatsoever for such exclusion."
<https://grad-catalog.sage.edu/conditions-for-dismissal>

DISMISSAL AND WITHDRAWAL: TUITION REIMBURSEMENT

Interns that are dismissed from the program and receiving financial aid must also contact the financial aid office to discuss any financial aid implications.

In the event of withdrawal the intern must follow the following procedures:

<https://www.sage.edu/academics/academic-resources/student-accounts/tuition-liability-policy/#:~:text=To%20withdraw%20from%20the%20college,to%20tuition%20or%20room%20charges>

Tuition reimbursement will depend on the time that the withdrawal request occurs. Interns that withdraw from the program must also contact the financial aid office to discuss any financial aid implications.

GRIEVANCES AND APPEALS

"Students who wish to request reconsideration of academic decisions made with regard to their progress and performance in the academic program may appeal to the Academic Standards Subcommittee of the Sage Graduate Schools Curriculum Committee. Students who wish to appeal to the Academic Standards Subcommittee must write to the appropriate graduate school dean, explaining the nature and rationale for the request. The student's program director and dean each make a recommendation to the Academic Standards Subcommittee, which then makes a determination regarding the student's request. The appropriate graduate school dean communicates the determination to the student.

The Sage Graduate Schools Grievance Appeals Panel reviews student grievances

which have been acted upon by the Academic Standards Committee of the SGS Curriculum Committee. The Grievance Appeals Panel will consider student grievances concerning academic matters including:

- the degree process such as grading, evaluation, or status
- allegedly unprofessional conduct toward students
- allegedly unfair or discriminatory treatment of students
- allegedly unfair disciplinary actions

The request for an appeal must be made in writing to the appropriate graduate school dean, within 30 days of the student's receipt of the determination of the Academic Standards Subcommittee. The letter requesting an appeal must state the basis of the grievance and the facts that support it. It should include a summary of steps already taken (or why steps were omitted). The student/appellant must state why the resolution is unfair or unsatisfactory. The student must state what the desired remedy is. The Dean will transmit the appeal to the Sage Graduate Schools Curriculum Committee (SGSCC) Chairperson to determine whether or not the appeal will be accepted for review. If the appeal involves a student from the program in which the Chair of the SGSCC serves, the Chair will designate a member of the SGSCC who is not affiliated with the appellant's program to determine whether or not the appeal will be accepted for review. If an appeal is accepted for review, a Grievance Appeals Panel will be formed to hear the case within 20 business days of receipt of the student's request."

<https://grad-catalog.sage.edu/sage-graduate-schools-grievances-and-appeals>

REQUIREMENTS FOR COMPLETION

The following components must satisfactorily be completed to receive the Verification Statement, which qualifies the intern to sit for the Registration Examination for Dietitians.

1. Successfully complete all planned supervised practice experiences of the DI (clinical, management and community);
2. Successfully achieve all competencies by the end of the program.
3. Earn an overall average grade of "B" or better in the five required graduate courses; and
4. Pass a final comprehensive examination (minimum 75% score).

Maximum time allowed for completing program requirements: The program should be completed within 150% of program length. Per college policy "A graduate degree program requiring fewer than 42 credit hours must be completed within six years from the end of the semester of completing the first applicable course." <https://grad-catalog.sage.edu/time-limit-for-degree-completion>

CREDENTIALING & VERIFICATION STATEMENT PROCEDURES

Upon successful completion of the practical experiences, all assignments, the final DI comprehensive examination and the academic graduate component, the DI Director signs the Verification Statement substantiating completion of the program and provides each intern with six copies. An original copy is maintained indefinitely by the Nutrition Science Department. Upon program completion, The DI Director completes and submits the registration eligibility application to CDR via the online

Registration Eligibility Processing System (REPS). CDR is the credentialing agency for AND is responsible for establishing and enforcing standards and qualifications for dietetic registration and minimum competency for entry-level practice. As of July 1, 1999, CDR utilizes a computer assisted test (CAT) format. The DI Director provides information and guidance pertaining to the examination during exit week. Extensive information is also available at CDR's website, www.cdrnet.org.

CDR GRADUATE DEGREE REQUIREMENTS

Beginning on January 1, 2024 a minimum requirement of a master's degree is required to take the registration examination for dietitians. For more information, please **visit the Commission on Dietetic Registration's website**.

MS IN APPLIED NUTRITION AND HEALTH SERVICES ADMINISTRATION

Enrolled interns are automatically accepted into either of the RSC online programs listed above. During or before exit week you will receive information about these programs. Interns will be able to apply the 24 credits obtained from the DI towards either program of study.

<https://www.sage.edu/academics/programs/health-services-administration/>

<https://www.sage.edu/academics/programs/applied-nutrition/>

New York State Certification of Nutritionists/Dietitians

New York State has a certification for nutritionists/dietitians to become certified with the New York State Education

Department as a Certified Dietitian/Nutritionist (CDN). The application process is reviewed at the end of the internship. The nutrition science program at Russell Sage College is registered with the New York State Education Department.

INTERNSHIP CONTACT INFORMATION

Michelle Morgan, MS, RDN, CDN
Director, Dietetic Internship
*Office: Ackerman 306
Nutrition Science Department
Russell Sage College 65 1st
Street
Troy, NY 12180
Phone: (518) 244-4598
Fax: (518) 244-4586
E-mail: morgam1@sage.edu*

Michelle Guy, MS, RDN
Coordinator, Dietetic Internship
Nutrition Science Department
*Nutrition Science Department
Russell Sage College 65 1st
Street
Troy, NY 12180
email: guym@sage.edu*

Appointments for meetings should be scheduled directly with the DI Director and/or Coordinator.

The DI faculty do not have open office hours. Interns must make appointments in advance. This will allow adequate time for scheduling advising calls or meetings.

Any academic, supervised practice completion or personal concerns should be directed to the DI Director.

Questions regarding supervised practice placements, preceptor contact information and associated paperwork should be directed to the DI Coordinator.

In efforts to streamline communication, all general questions regarding the DI that can be generalizable to the group, including but not limited to: supervised practice-related assignments, due dates, orientation, etc., should be posted to the associated Q&A forum on Moodle.

The student is responsible for reading all DI associated materials. This professional program requires self-reliance and problem solving. Your DI Director and Coordinator are here to assist; however, the expectation is that you research your questions by utilizing your resources prior to directing them to the program faculty.

Before emailing a question, please initially look at the materials provided. If unable to locate the answer upon review, please post your questions to the forum on Moodle as indicated above. Do not post personal questions on the forum.

Due to a high volume of emails, phone calls and meetings, please be patient in waiting for our response to a phone call or email. If there is truly an urgent matter at hand, please call and leave a message or e-mail with the subject title:

“IMPORTANT or URGENT”. This will allow us to respond to your concerns promptly.

When leaving phone messages, be sure to indicate the best number to reach you, the time(s) you are reachable and a brief description of what you need from the faculty.

As your program faculty, we do not accept any social media requests.

OTHER RESOURCES

Russell Sage College Catalog, Calendars and Course Schedules are only available online, in a paperless format. These documents provide the most current information and additional details, college policies and general information. Interns will find policies on Health Services, Losses, Snow Emergencies, Library and Computer Center hours, Graduate Program requirements (other than the DI), Title IX, as well as course descriptions, faculty profiles and campus maps. Interns are required to use online registration and access all information from the colleges’ website (www.sage.edu).

APPENDIX A
ACADEMIC RESPONSIBILITIES AND POLICIES

**Accreditation Council for Education in Nutrition and Dietetics (ACEND) Core Competency
Requirements for Dietetic Interns**

Domain 1. Scientific and Evidence Base of Practice: Integration of scientific information and translation of research into practice.

Competencies

Upon completion of the program, graduates are able to:

CRDN 1.1 Select indicators of program quality and/or customer service and measure achievement of objectives.

CRDN 1.2 Evaluate research and apply evidence-based guidelines, systematic reviews and scientific literature in nutrition and dietetics practice.

CRDN 1.3 Justify programs, products, services and care using appropriate evidence or data.

CRDN 1.4 Conduct projects using appropriate research or quality improvement methods, ethical procedures and data analysis utilizing current and/or new technologies.

CRDN 1.5 Incorporate critical-thinking skills in overall practice.

Domain 2. Professional Practice Expectations: Beliefs, values, attitudes and behaviors for the nutrition and dietetics practitioner level of practice.

Competencies

Upon completion of the program, graduates are able to:

CRDN 2.1 Practice in compliance with current federal regulations and state statutes and rules, as applicable, and in accordance with accreditation standards and the Scope of Practice for the Registered Dietitian Nutritionist, Standards of Practice, Standards of Professional Performance, and Code of Ethics for the Profession of Nutrition and Dietetics.

CRDN 2.2 Demonstrate professional writing skills in preparing professional communications.

CRDN 2.3 Demonstrate active participation, teamwork and contributions in group settings.

CRDN 2.4 Function as a member of interprofessional teams.

CRDN 2.5 Work collaboratively with NDTRs and/or support personnel in other disciplines.

CRDN 2.6 Refer clients and patients to other professionals and services when needs are beyond individual scope of practice.

CRDN 2.7 Apply change management strategies to achieve desired outcomes.

CRDN 2.8 Demonstrate negotiation skills.

CRDN 2.9 Actively contribute to nutrition and dietetics professional and community organizations.

CRDN 2.10 Demonstrate professional attributes in all areas of practice.

CRDN 2.11 Show cultural humility in interactions with colleagues, staff, clients, patients and the public.

CRDN 2.12 Implement culturally sensitive strategies to address cultural biases and differences.

CRDN 2.13 Advocate for local, state or national legislative and regulatory issues or policies impacting the nutrition and dietetics profession.

Domain 3. Clinical and Client Services: Development and delivery of information, products and services to individuals, groups and populations.

Competencies

Upon completion of the program, graduates are able to:

CRDN 3.1 Perform Medical Nutrition Therapy by utilizing the Nutrition Care Process including use of standardized nutrition terminology as a part of the clinical workflow elements for individuals, groups and populations of differing ages and health status, in a variety of settings.

CRDN 3.2 Conduct nutrition focused physical exams.

CRDN 3.3 Perform routine health screening assessments including measuring blood pressure, conducting waived point-of-care laboratory testing (such as blood glucose or cholesterol), recommending and/or initiating nutrition-related pharmacotherapy plans (such as modifications to bowel regimens, carbohydrate to insulin ratio, B12 or iron supplementation)

CRDN 3.4 Provide instruction to clients/patients for self-monitoring blood glucose, considering diabetes medication and medical nutrition therapy plan.

CRDN 3.5 Explain the steps involved and observe the placement of nasogastric or nasoenteric feeding tubes; if available, assist in the process of placing nasogastric or nasoenteric feeding tubes.

CRDN 3.6 Conduct a swallow screen and refer to the appropriate health care professional for full swallow evaluation when needed.

CRDN 3.7 Demonstrate effective communication and documentation skills for clinical and client services in a variety of formats and settings, such as telehealth and other information technologies and digital media.

CRDN 3.8 Design, implement and evaluate presentations to a target audience.

CRDN 3.9 Develop nutrition education materials that are culturally and age appropriate and designed for the literacy level of the audience.

CRDN 3.10 Use effective education and counseling skills to facilitate behavior change.

CRDN 3.11 Develop and deliver products, programs or services that promote consumer health, wellness and lifestyle management.

CRDN 3.12 Deliver respectful, science-based answers to client/patient questions concerning emerging trends.

CRDN 3.13 Coordinate procurement, production, distribution and service of goods and services, demonstrating and promoting responsible use of resources.

CRDN 3.14 Develop and evaluate recipes, formulas and menus for acceptability and affordability that accommodate the cultural diversity and health needs of various populations, groups and individuals.

Domain 4. Practice Management and Use of Resources: Strategic application of principles of management and systems in the provision of services to individuals and organizations.

Competencies

Upon completion of the program, graduates are able to:

CRDN 4.1 Participate in management functions of human resources (such as hiring, training and scheduling).

CRDN 4.2 Perform management functions related to safety, security and sanitation that affect employees, clients, patients, facilities and food.

CRDN 4.3 Conduct clinical and client service quality management activities (such as quality improvement or quality assurance projects)

CRDN 4.4 Apply current information technologies to develop, manage and disseminate nutrition information and data.

CRDN 4.5 Analyze quality, financial and productivity data for use in planning.

CRDN 4.6 Propose and use procedures as appropriate to the practice setting to promote sustainability, reduce waste and protect the environment.

CRDN 4.7 Conduct feasibility studies for products, programs or services with consideration of costs and benefits.

CRDN 4.8 Develop a plan to provide or develop a product, program or service that includes a budget, staffing needs, equipment and supplies.

CRDN 4.9 Engage in the process for coding and billing for nutrition and dietetics services to obtain reimbursement from public or private payers, fee-for-service and value-based payment systems.

CRDN 4.10 Analyze risk in nutrition and dietetics practice (such as risks to achieving set goals and objectives, risk management plan, or risk due to clinical liability or foodborne illness).

Domain 5. Leadership and Career Management: Skills, strengths, knowledge and experience relevant to leadership potential and professional growth for the nutrition and dietetics practitioner.

Competencies

Upon completion of the program, graduates are able to:

CRDN 5.1 Perform self-assessment that includes awareness in terms of learning and leadership styles and cultural orientation and develop goals for self-improvement.

CRDN 5.2 Identify and articulate one's skills, strengths, knowledge and experiences relevant to the position desired and career goals.

CRDN 5.3 Prepare a plan for professional development according to Commission on Dietetic Registration guidelines.

CRDN 5.4 Advocate for opportunities in the professional settings (such as asking for additional responsibility, practicing negotiating a salary or wage or asking for a promotion).

CRDN 5.5 Demonstrate the ability to resolve conflict.

CRDN 5.6 Promote team involvement and recognize the skills of each member.

CRDN 5.7 Mentor Others.

CRDN 5.8 Identify and articulate the value of precepting.

ACEND COMPLAINT POLICIES AND PROCEDURES

To file a complaint with or about ACEND visit:

<https://www.eatrightpro.org/acend/public-notices-and-announcements/filing-a-complaint-with-acend>

“ACEND® has established a process for reviewing complaints against accredited programs in order to fulfill its public responsibility for assuring the quality and integrity of the educational programs that it accredits. Any individual, for example, student, faculty, dietetics practitioner and/or member of the public may submit a complaint against any accredited program to ACEND®. However, the ACEND® board does not intervene on behalf of individuals or act as a court of appeal for individuals in matters of admissions, appointment, promotion or dismissal of faculty or students. It acts only upon a signed allegation that the program may not be in compliance with the Accreditation Standards or policies. The complaint must be signed by the complainant. Anonymous complaints are not considered.

1. ACEND staff forwards all written complaints to the ACEND® chair within three weeks of receipt of the complaint. If the complainant requests to remain anonymous to the program, the complainant must also provide a written copy of the complaint where identifying information is blocked out.
2. If the ACEND® chair determines that the complaint does not relate to the accreditation standards or policies, the complainant is notified in writing within two weeks of the Chair's review that no further action will be taken.
3. If the ACEND® chair determines that the complaint may relate to the accreditation standards or policies, the complaint is acknowledged in writing within two weeks of the chair's review and the complainant is provided a copy of the process for handling the complaint.
4. At the same time as the complainant is notified, the complaint is forwarded to the program director by express mail second day delivery for tracking purposes. The administrative officers of the institution or organization sponsoring the program, currently on file with ACEND®, receive copies of the correspondence by first class mail.
5. The ACEND® chair requests the program to conduct a preliminary investigation and submit a report addressing the relevant accreditation standards or policies postmarked no more than 30 calendar days from receipt of the notification, as documented by the record of second day delivery.
6. The ACEND® chair may also request further information or materials relating to the complaint from the complainant, the institution or other sources.
7. The ACEND® chair appoints a review committee to consider the complaint, along with all relevant information. The review committee recommends appropriate action to the ACEND® board at its next scheduled meeting.

8. In determining the appropriate action, the ACEND[®] board considers the complaint, materials relating to the complaint, the review committee's recommendation, if any, and additional evidence provided by the program, if any.
9. The ACEND[®] board or the ACEND[®] chair may determine that legal counsel is needed to address the complaint. Staff works with the ACEND[®] board and legal counsel to identify a plan to address the complaint.
10. If the complaint is determined to be unsubstantiated or not related to the accreditation standards or policies, no action is taken.
11. If the complaint is substantiated and indicates that the program may not be in compliance with the accreditation standards or policies, appropriate action is taken, which may include, but is not limited to, scheduling an on-site visit of the program. If the complaint is substantiated and the ACEND[®] board determines that the program is not in compliance with the accreditation standards or policies, the ACEND[®] board may place the program on probation or withdraw accreditation.
12. The program director and administration of the sponsoring institution are notified of the ACEND[®] board's decision and action in writing within two weeks of the decision. The complainant is notified of the final decision and action when the reconsideration and appeals process expires.
13. The program has the right to request the ACEND[®] board to reconsider a decision to withdraw accreditation or probationary accreditation.”

COLLEGE POLICY STATEMENTS

RUSSELL SAGE COLLEGE DIVERSITY STATEMENT

Russell Sage College embraces diversity, equity, and inclusion as essential components of a rich intellectual and cultural environment in which all members are given the opportunity to reach their full potential as active participants in our local and global society.

We realize that the work of diversity, equity, and inclusion is an evolution that moves us towards our aspirations of a culturally inclusive community. The understanding we gain, as we continually assess our institution, will create informed and intentional transformation.

Russell Sage College is committed to developing policies and programs to create a campus that supports an optimal learning and working environment for all students, alumni, faculty, administrators, and staff.

THE SPIRIT OF LEARNING: STATEMENT ON APPROPRIATE CONDUCT ON CAMPUS

All members of the Russell Sage College community are expected to conduct themselves in a way which respects the learning environment. Thus, Sage has the right to remove any student from a classroom, other academic area, or program at any time if the student's behavior is contrary to the spirit of learning or hinders the operation of the program in any way. Violent, disruptive, harassing or intimidating behavior is not tolerated in the classroom or any other place on campus. Any student whose conduct disrupts a class or other learning environment may be required to leave the premises immediately and subjected to disciplinary and/or legal action.

AMERICANS WITH DISABILITIES ACT

Russell Sage College is committed to providing equal access and responding to the needs of students with disabilities, as defined by the Americans with Disabilities Act. A student seeking academic adjustments under the Americans with Disabilities Act must register and provide documentation to the Director of Accessibility Services. Any student in need of classroom assistance or modification under the Americans with Disabilities Act must inform the instructor of the needed adjustment by first obtaining the necessary accommodation letters from the Director of Accessibility Services in order for reasonable accommodations to be provided. It is recommended that students do so at the onset of classes as reasonable prior notice needs to be given. The Director of Accessibility Services can be contacted in Troy at 65 First Street Troy NY 12180 (518) 244-6874 or in Albany at 140 New Scotland Avenue, Albany NY 12208 (518) 292-8624, or via email at accessibility_services@sage.edu.

POLICY ON ACADEMIC HONESTY

Academic dishonesty in any of its forms, including cheating, plagiarism, misuse of SageNet, and failure to comply with guidelines for the conduct of human research, will not be tolerated at Russell Sage College. A full statement of the policy on Academic Honesty can be found as an

appendix to the Student Conduct Code on the Russell Sage College website. A hard copy can be requested from the Dean of Students in Albany Kahl Campus Center 145 (518) 292-1753 or in Troy McKinstry Student Center (518) 244-2207.

For guidance in proper referencing of sources, as well as how to avoid plagiarism, consult the most recent editions of the following works, which are available in the reference section of the libraries on the Troy and Albany campus.

- Joseph Gibaldi, *MLA Handbook for Writers of Research Papers*, New York, Modern Language Association.

- Kate L. Turabian, *A Manual for Writers of Term Papers, Theses, and Dissertations*, Chicago, University of Chicago Press.

<https://researchguides.library.wisc.edu/c.php?g=177820&p=1167371>

- American Psychological Association. *Publication Manual for the American Psychological Association*, Washington, D.C., American Psychological Association. <http://apastyle.apa.org/>

RELIGIOUS OBSERVANCE

Russell Sage College recognizes the value of participation in and observance of religious obligations and practices by individual students. No student will be penalized because a religious observance prevents participation in any course requirement. An opportunity will be provided for each student to make any requirement missed for an absence due to religious observance. A student who intends to be absent from classes for a religious observance must notify each instructor in advance and make arrangements to cover missed course materials and to complete the course requirement(s) missed. The College reserves the right to confirm the existence of the observance through an interfaith calendar.

E-MAIL POLICY FOR RUSSELL SAGE COLLEGE

Sage considers Sage Gmail (username@sage.edu) the exclusive vehicle for official college e-mail communication. As such, username@sage.edu will be considered the official email address for writing and forwarding electronic correspondence. All users are expected to regularly check their Sage email account (on Gmail) and to acknowledge messages in a timely manner. In addition to general College notices, faculty members frequently use the College's email system to notify and correspond with members of their classes. It is recommended that students frequently access their College assigned email account for information. Any electronic business conducted with the College must be done via a sage.edu account.

CREDIT HOUR POLICY AT SAGE

All courses offered at Russell Sage College—graduate, undergraduate, and professional—comply with the definition of the credit hour and the policies established by the New York State Commissioner of Education and the US Department of Education regardless of delivery modality. A contact hour is described as the interaction between faculty and students via lecture, discussion, research, project/problem, debate, etc. For lecture class formats, one credit requires a minimum of 12.5 faculty contact hours (750 minutes) and a minimum of 30 hours of

out-of-class student work over the course of a 15 week semester. For example, a three-credit course is thus equal to a minimum of 37.5 faculty contact hours (2,250 minutes) with the expectation of a minimum of 90 hours of student out-of-class work time.

GRADING POLICY

Written coursework that does not conform to the fundamentals of good English usage will be returned to the student for revision or adversely graded at the discretion of the instructor.

At the end of each term, the standing of a student in each of his/her courses is reported by the instructor to the Registrar and is entered on the student's permanent record. Standing is expressed according to proficiency using a grading system with plus and minus designations, which is also used to determine quality points for calculating grade point averages. At Sage Graduate Schools, the grades of A+ and D are NOT used. Sage uses the following grading systems:

Sage Graduate Schools Grades

A = Distinguished Work

B = Average Work

C = Below Average Work

F = Failure

STUDENT RESPONSIBILITY

The ultimate responsibility for fulfilling graduation requirements rests with the individual student. At the time of admission, in consultation with his/her advisor, each student reviews his/her academic program to make certain that requirements for the degree are being met satisfactorily. In addition to the requirements listed here, programs may have additional requirements. Each student is responsible for communicating with program advisors to ensure that all prerequisite and required coursework and associated activities such as internships, theses, and portfolios are identified, scheduled, and completed. Any requests for exceptions not specifically addressed by stated policies and procedures can be made to the appropriate graduate school dean.

COPYRIGHT ISSUES

The U.S. Copyright laws, 17 U.S.C. 102(a)(1982) give protection to authors of works, whether or not actually published. If a work is copyrighted, it ordinarily cannot be reproduced without the permission of the copyright holder, which may include paying a royalty or purchasing the work.

The "fair use" exception allows for limited copying of copyrighted works without incurring penalties for violation of the law. "Fair use" clearly allows, for example, the making of a single copy of an article for one's personal use, or to place on reserve in the Library. Beyond this example, fair use has been determined on a case-by-case basis.

Factors included in the law when considering whether a “fair use” exception is present include:

- 1) the purpose and character of use, including whether such use is of a commercial nature or is for nonprofit educational purposes;
- 2) the nature of the copyrighted work;
- 3) the amount and substantiality of the portion used in relation to the copyrighted work as a whole; and
- 4) the effect of the use upon the potential market for or value of the copyrighted work. (17 U.S.C. sec. 107)

When the copyright law was last amended, in 1976, considerable discussion was held in Congress about the role of photocopying, particularly of book chapters, articles, etc., for classroom use. During the hearings for the law, an Agreement on Guidelines for Classroom Copying was made part of the legislative history of the bill [91975 U.S. Code

Cong. and Ad. News 5682, discussed in *Basic Books, Inc., v. Kinko’s Graphics Corp.*, 758 F. Supp. 1522 (S.D.N.Y. 1991)]. The guidelines emphasize that copying for classroom use must be spontaneous, brief, and limited and that each copy must include a copyright notice. The Agreement went on to give examples of each of these characteristics. Spontaneous means that the decision to copy a work is made too late to obtain the necessary permission. Brief means an article of less than 2500 words, or an excerpt of not more than 1000 words or 10 percent of the article, whichever is less. Limited in effect means that there are no more than 9 instances of multiple copying for one course during one class term; limited to one course (i.e., one time) only; and not more than one piece of work per author.

Other restrictions include: copying cannot create, replace, or substitute for an anthology; cannot substitute for the purchase of books, reprints, or periodicals; and students cannot be charged more than the actual cost of the photocopying.

New areas of copyright law concern the copying of computer software; the use of copyrighted materials (text, graphs, images, etc.) for multimedia classroom presentations; and downloading and uploading material on the Internet. Similar principles seem to be applying to these new uses for copyrighted materials.

While most of the litigation around the copyrighted law has concerned for-profit operations like Kinko’s, lack of profit, or no charge to students, is not enough to exempt a potential violator. The law provides for statutory damages, regardless of actual proven monetary losses, of up to \$20,000 per infringement, plus attorney’s fees.

The safest rule of thumb is that if you are unsure whether making more than one copy of a copyrighted work is a violation of the law, it probably is!

Characteristics of Graduate Study

The Sage Graduate Schools Curriculum Committee requires that graduate courses exhibit the following characteristics categorized by content, role of the instructor, and role of the student.

Content

- An emphasis on theory and the translation of theory into practice.
- A greater reliance on the development of critical evaluation skills through analysis of research literature.
- The range of content covered addresses the depth and complexity of recent developments in the field at a substantial, professional level.

Role of the Instructor

- The role of the instructor goes beyond that of a conveyor of information.
- The instructor of a graduate course develops a learning environment that allows students to construct their own knowledge and understanding.
- Graduate courses rely on interactive, collaborative problem solving to a greater extent, allowing students the opportunity to integrate and apply what is learned to relevant and current situations.

Role of the Student

- Graduate students are expected to assume responsibility for their own learning.
- Graduate students are presumed to have knowledge based in the discipline that prepares them for independent pursuit of knowledge, expertise and skills.
- Graduate students are expected to be proficient in written and spoken communication.

Russell Sage College Dietetic Internship Program
Social Media Etiquette Policy

In order to safeguard against potential Health Insurance Portability and Accountability Act (HIPAA) violations and the privacy and legal concerns with social media, no intern shall post information regarding their supervised practice facilities on any social media sites. This includes, but is not limited to: tagging yourself at a specific location, identifying facility names or patient information, on any social media sites (Twitter, Facebook, LinkedIn, etc.). Posting anything about your supervised practice site or place of employment puts you at risk, and you may innocently disclose sensitive information that infringes upon a patient's privacy and puts you in danger of serious consequences. Any and all patient information is private, regardless of the way, shape or form it is shared.

Russell Sage College Dietetic Internship Program
Warning Notice Policy and Procedure

Policy: The preceptor and/or program director will document, via e-mail and/or letterhead, any incident whereby an intern fails to comply with the policies and procedures of the affiliating organization and/or the RSC DI while completing their planned experience.

Purpose: To provide documentation of an incident which may lead to suspension or dismissal from the program

- Procedure:
1. Interns are expected to abide by policies and procedures of the affiliating organizations, the DI and Russell Sage College while completing their planned experiences.
 2. The facility mentor and/or DI Director documents an incident contrary to facility policies and procedures or the DI policies and procedures, and identifies the required corrective action(s). The DI Director may be consulted to determine what, if any, action is to be taken.
 3. The documentation of policy violation, which is known as a warning notice, is given to the intern in a timely fashion, i.e., within hours of the unacceptable action. The warning notice is discussed with the intern.
 4. The DI Director is notified immediately by the preceptor of actions that warrant a suspension.
 5. The DI Director receives a copy of the warning notice from the facility preceptor. The copy is maintained in the intern's file for the duration of the program.
 6. Receipt of three warning notices will lead to dismissal from the program.

**Russell Sage College Dietetic Internship Program
Academic Standards Policy**

Effective: 8/2016

Revised by: DI Director Michelle Morgan, MS, RDN, CDN

Revision Dates: 8/2016, 8/2017, 6/2020, 6/2021, 6/2022

Policy:

In accordance with the Russell Sage College Graduate Schools Academic Standards Policy Dietetic Interns must maintain acceptable academic standing by meeting the following criteria:

- An average of B or above (GPA of 3.0 or above on a 4.0 scale)
- Completion of program within the specified time limits 15 months for full-time interns, 33 months for PT interns
- No more than two Incomplete or RP grades on the transcript
- A ratio of Attempted to Completed credits, excluding credits in the current semester, of .75 or better
- An acceptable level of professional behavior

Grade Point Average

- A 3.0 must be maintained in Dietetic Internship Practicum (NTR 530-532) & Related Coursework (NTR-525 & NTR-555) each semester.
- A GPA below 3.0 will result in probation the following semester.
- If the semester GPA is below 3.0 for two consecutive semesters, the intern will not be allowed to pursue their next planned supervised practice experience until remediation takes place and academic standing is improved.

Program Completion

- Intern must maintain a minimum GPA of 3.0, achieve competency in all CRDNs and receive a 75% on their comprehensive final exam to complete the program.

Failure of Dietetic Internship Supervised Practice (Practicum) Course(s) and/or Related Coursework

- If a grade of "F" is obtained in Dietetic Internship Practicum (NTR 530-532) the intern will be suspended from the program for a year. NTR 530-532 are sequential practicums; failure of any practicum course makes you ineligible to continue on to NTR 531 and/or NTR 532 until the failed practicum course is completed successfully. Interns must achieve a minimum grade of a "B-" upon retaking practicum course. NTR 530-532 may only be repeated once. A second unsuccessful course attempt will result in dismissal from the program. The intern will also be dismissed from the program if a grade of "F" is obtained in two practicum courses.

- If a grade of “F” is obtained in NTR-525 and/or NTR-555 the student will be placed on probation and must repeat the course the following semester and achieve a minimum grade of a “B-”. NTR-525 and NTR-555 may only be repeated once. A second unsuccessful course attempt will result in dismissal from the program.
- Failure of a rotation based on the preceptor's assessment will result in remediation or failure of the associated practicum course. A meeting will be held with the program director, preceptor and intern to determine whether additional time and/or remedial work is needed in order to attain competence in specified areas.
- Should the program director grant the intern remediation in place of suspension (Practicum Courses (NTR 530, 531, 532)): the intern must redo any unsatisfactory practicum course assignments specified by the program director. The highest achievable grade for assignments that have been resubmitted is a B (85%).

Completion of Supervised Practice Portion of Dietetic Internship (Acute Care, Community and Food Service Management Rotations)

Interns must achieve at least a rating of competent on all final evaluations of intern performance where competency requirements are assessed. Interns who do not successfully meet the required competencies must either repeat an activity or supervised practice experience (in whole or in part as determined by the program director and preceptor) until competency is attained for all CRDNs being evaluated.

An intern will only be granted the opportunity to complete a supervised practice rotation a maximum of two times in whole. If an intern is unsuccessful in attaining competence after the second whole rotation attempt they will be dismissed from the program.

Professional Behavior (Academic & Supervised Practice)

Interns who demonstrate unprofessional behavior will be subject to failure of a practicum course, leading to suspension or dismissal upon review from DI Director, Nutrition Science Department Chair and preceptors.

Unprofessional behavior includes but is not limited to the following:

- Violation of RSC, DI or supervised practice facility policies and procedures
- Any actions deemed to be insubordinate by program director or preceptors
- Misconduct including but not limited to plagiarism, misbehavior, repeat tardiness and/or absence etc.

Documented Warning Notices

The DI Director and supervised practice preceptor will document any violation of program or supervised practice facility's policies and procedures as a warning.

Intern will be dismissed from the program upon receipt of three warning notices, however, intern may be dismissed for reasons listed above and without receiving a warning notice. See warning letter policy on page 39.

Policy Violation

The DI Director reserves the right to dismiss an intern from the program if any program policies are violated in whole or in part.

**Russell Sage College Dietetic Internship Program
Academic and Professional Standards Statement**

Instructions: Complete and Return to Dietetic Internship Director

To: Dietetic Internship Director:

Didactic Coursework:

I _____ am aware of the criteria I must meet in order to maintain my status as a dietetic intern and to be able to be eligible for continuation in the supervised practice component of the program. I understand I must achieve an average of B or above (GPA of 3.0 or above on a 4.0 scale) in all program related courses (NTR 530, 531, 532, 525 & 555). I understand I must successfully complete all practicum assignments and hours, oral presentations, and final comprehensive exam while demonstrating effective professional behavior; including interpersonal communication skills and judgment, necessary for the application of didactic educational experiences and professional practice.

Competency achievement:

I must meet competence or above on all competencies being assessed by the end of my supervised practice experience and program.

Should I achieve an overall average grade of B- or lower (<3.0) in the dietetic internship program, I will be subject to probation, suspension or dismissal from the program. I agree to maintain the standards outlined above and understand that failure to meet these standards may result in my dismissal from the professional program.

I understand I must be continually enrolled in the program. In the event a leave of absence is required, this must be requested by the intern and approved by the program director to maintain a place in the program and eventually be eligible to receive a Verification Statement.

I understand that upon completion of the dietetic internship I am expected to successfully pass the registration examination for dietitians and serve as a preceptor once dietetics employment is secured. I have read and agree to the Russell Sage College Dietetic Internship Academic Standards Policy.

Signature _____ Date _____

**Russell Sage College Dietetic Internship Program
Employment at a DI Supervised Practice Facility**

POLICY:

Dietetic interns may be placed at a facility in which they are employed based on the contingency that internship time and activities remain separate from the individual's employment hours and responsibilities. If an intern is getting paid during a supervised practice rotation, it should be clear that they are not replacing other employees and are there to complete specific program requirements as specified by the DI Director.

PROCEDURES:

1. It is the intern's responsibility to notify the DI Director of their anticipated employment situation while completing the dietetic internship.
2. The DI Director discusses with the intern their employment status, responsibilities, hours etc.
3. If an intern desires to complete a portion of supervised practice at their place of employment, the Dietetic Intern shares information about the DI with their supervisor, manager, etc., to determine the feasibility of completing a portion of the DI at the respective facility. Key items to discuss include, yet are not limited to: DI hour requirements, learning activities required for the supervised practice rotation/experience, Affiliation Agreement requirements, and benefits for the facility.
4. When the facility determines that either they will consider having the intern complete some or all of the supervised practice requirements, while employed at the facility, the DI Director meets with the facility to review program requirements and clarify any concerns regarding conflict of interest, schedule, etc.

Russell Sage College Dietetic Internship Program
Selection, Evaluation and Affiliation Agreement Requirements for Supervised Practice Sites

Policy: Selection, Evaluation and Affiliation Agreement Requirements for Supervised Practice Sites

Written by: Michelle Morgan, MS, RDN, CDN, Dietetic Internship Director

Approved by: Kathleen Kelly, PhD, MPH, MS, FNP, Dean, School of Health Sciences

Selection of Supervised Practice Sites and Preceptor

Supervised practice sites in the areas of acute care, outpatient and long-term care must have at least 1 registered dietitian nutritionist (RDN), adequate staffing, space and support to host a dietetic intern for any rotation experiences. Achievement of competence must be evaluated by an RDN. Ideally, the RDN has been working for at least one-year in their specified area of practice. On rare occasions under specific circumstances, a new RDN may serve as a preceptor. The program director will closely monitor interns under the supervision of a new RDN. Food service management and community preceptors do not need to hold the RDN credential, however, they should be competent and adequately experienced in their area of practice.

All preceptors must complete training requirements as designated by the program director to include an application, resume and their CDR credentialing card prior to hosting a dietetic intern. In addition, they must complete the Dietetics Preceptor Training prior to hosting a dietetic intern and every 3 years.

Evaluation of Supervised Practice Sites and Preceptors

Supervised practice Sites and Preceptors will be evaluated annually based on intern feedback and program director site visits and/or meetings with preceptors. The program director reserves the right to discontinue the use of supervised practice sites if staffing is not adequate to support the needs of an intern, the environment is not conducive to learning and/or ongoing complaints, or confirmed negative intern feedback regarding the site or preceptor(s).

Affiliation Agreement Requirements:

A fully executed affiliation agreement must be in effect prior to a dietetic intern fulfilling any supervised practice requirements. Affiliation agreements may be department or facility specific depending upon the site. If affiliation agreements from a department or facility need to be modified they must be approved by the RSC *VP for Finance & Administration*. The dietetic internship program director (or their designee) are responsible for ensuring all affiliation agreements are fully executed and active prior to an intern beginning supervised practice. For agreements that do not have auto renewal terms, the program will initiate renewals no less than 90 days prior to an agreement's expiration date.

APPENDIX B
PROFESSIONAL RESPONSIBILITIES

OSHA REGULATIONS – DEFINITIONS

Blood Borne Pathogens mean pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, hepatitis B virus (HBV) and human immunodeficiency virus (HIV).

Contaminated means the presence or the reasonably anticipated presence of blood or other potentially infectious materials on an item or surface.

Exposure Incident means a specific eye, mouth, other mucous membrane, non-intact skin, or parenteral contact with blood or other potentially infectious materials that result from the performance of an employee's duties.

Other Potentially Infectious Materials (1) The following human body fluids: semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, amniotic fluid, saliva in dental procedures, and body fluid that is visibly contaminated with blood, and all body fluids in situations where it is difficult or impossible to differentiate between body fluids; (2) Any unfixed tissue or organ (other than intact skin) from a human (living or dead); and (3) HIV-containing cell or tissue cultures, organ cultures and HIV or HBV contaminating culture medium or other solutions; and blood, organs or other tissues from experimental animals infected with HIV or HBV.

Personal Protective Equipment is specialized clothing or equipment worn by an employee for protection against a hazard. General work clothes (e.g. uniforms, pants, shirts, or blouses) not intended to function as protection against a hazard are not considered to be personal protective equipment.

Regulated Waste means liquid or semi-liquid blood or other potentially infectious materials; contaminated items that would release blood or other potentially infectious materials in a liquid or semi-liquid state if compressed; items that are caked with dried blood or other potentially infectious materials and are capable of releasing these materials during handling; contaminated sharps; and pathological and microbiological wastes containing blood or other potentially infectious materials.

Universal Precautions is an approach to infection control. According to the concept of Universal Precautions, all human blood and certain human body fluids are treated as if known to be infectious for HIV, HBV, and other blood borne pathogens.

Right to Know – employees (interns) have the right to know about all types of chemical hazards. Information concerning chemical hazards is transmitted by container labeling, material safety data sheets (MSDS), and employee training.

INFECTION CONTROL

Universal Blood and Body Fluid Precautions (Universal Precautions)

General Information

The following information is a summary of key points for the Infection Control of Universal Blood and Body Fluid Precautions (UP). Detailed guidelines vary by facility.

Consult a Mentor as needed.

1. Universal precautions are designed to protect the health care worker from exposure to potentially infectious agents through the use of barriers such as gloves, gowns, masks, and protective eyewear. The universal blood body fluid precautions are used with all patients and patient care equipment. Traditional isolation precautions are still used, but are only implemented when the patient is known or suspected of have a specific communicable disease
2. All health care workers must routinely use the appropriate barrier(s) (i.e. gowns, gloves, masks, eye protection) to prevent skin and mucous membrane exposure when in direct contact with blood or body fluids.
3. Unsterile latex or vinyl examination gloves are not the most common barrier worn for touching blood and body fluids, mucous membranes or non-intact skin of all patients, and for handling items or surfaces soiled with blood or body fluids. Gloves must be changed after contact with each patient followed by hand washing. **NOTE:** Sterile gloves are worn for procedures involving contact with normally sterile areas of the body.
4. Masks and protective eyewear or face shields must be worn during procedures that are likely to generate droplets or aerosolization of blood in order to prevent exposure to mucous membranes of the mouth, nose and eyes.
5. Moisture resistant gowns or aprons should be worn during procedures that are likely to generate splashes of blood or other body fluids.
6. Never recap used needles. Always discard into locked sharps containers. Never bend or break needles by hand.
7. Discard all sharps (razor/scalpel blades, suture needles and syringes) into locked sharps containers.
8. Emergency mouth-to-mouth resuscitation devices should be readily available in all areas where resuscitation is predictable.
9. Gloves must be worn when cleaning up all blood spills. Rubber utility work gloves are available for all cleaning procedures.
10. Any health care worker who has contact with blood or sharps in their day-to-day activities should consider receiving the Hepatitis B Vaccine. Contact the Employee Health Clinic for more information.

INFECTION CONTROL – GENERAL CONSIDERATIONS

“Hospitals should do the sick no harm” (Florence Nightingale, 1856)

1. The infection control program is implemented for the development of systems within a healthcare facility in order to provide a high level of patient care through the surveillance, prevention and control of nosocomial (hospital acquired) infections.
2. Hand washing is the single most effective way of preventing the spread of infection to both patients and employees.
3. Each facility has an Infection Control Policy Manual, which contains infection control policies and procedures. These provide guidelines and standards to prevent infections to both employees and patients/residents. Consult a mentor as needed for a specific facility’s policy.
4. The two main goals of the Infection Control Program are to
 - 1) Prevent patients from acquiring infections while they are hospitalized (nosocomial), and
 - 2) Prevent employees from being unnecessarily exposed to communicable or infectious diseases.
5. All employees must have documented an infection control in-service annually. Education is an important aspect in preventing infections.
6. The employee’s understanding of the infection control program is one of the key elements to controlling and reducing infections
7. All needle sticks or cuts from contaminated sources should be reported by completing the facility’s Incident Report form. Splashing of body fluids into eyes, mouth or onto non-intact skin should also be reported on the Incident Form. When the source (the patient) is known, ALWAYS identify them on the Incident Form.
8. Employee Health Clinic is responsible for all follow-ups related to contaminated needles sticks and bloody mucous membrane exposures. Notify your mentor for immediate treatment procedures.

LONG TERM CARE FACILITIES - RESIDENT RIGHTS

As a nursing home resident, you have the right to:

Dignity, respect and a comfortable living environment

- Quality of care and treatment without discrimination
- Freedom of choice to make your own, independent decisions
- The safeguard of your property and money
- Safeguards in admission, transfer and discharge
- Privacy in communications
- Participate in organizations and activities of your choice
- An easy to use and responsive complaint procedure
- Exercise all of your rights without fear of reprisals

DIGNITY AND RESPECT

You have the right to:

- be treated with dignity, respect and consideration at all times;
- privacy in the treatment and care of your personal needs;
- choose activities, schedules and health care consistent with your interests and plan of care;
- communicate with and have access to people and services inside and outside the facility;
- be consulted when the facility sets policies about your rights and responsibilities and about aspects of your life in the facility;
- staff assistance in the interpretation of your rights.

Facility Responsibility

The facility must:

- Ensure that you are treated as an individual and encourage you to participate in programs and services of your choice;
- Provide you with safe, clean and comfortable rooms and surroundings;
- Protect you from any kind of harsh and abusive treatment;
- Provide you privacy in communicating and associating with people of your choice.

HOSPITALS - PATIENT'S BILL OF RIGHTS

As a patient in a hospital in New York State, you have the right consistent with law, to:

1. Understand and use these rights. If for any reason you do not understand or you need help, the hospital MUST provide assistance, including an interpreter.
2. Receive treatment without discrimination as to race, color, religion, sex, national origin, disability, sexual orientation or source of payment.
3. Receive considerate and respectful care in a clean and safe environment free of unnecessary restraints.
4. Receive emergency care if you need it.
5. Be informed of the name and position of the doctor who will be in charge of your care in the hospital.
6. Know the names, positions and functions of any hospital staff involved in your care and refuse their treatment, examination or observation.
7. A no smoking room.
8. Receive complete information about your diagnosis, treatment and prognosis.
9. Receive all the information that you need to give informed consent for any proposed procedure or treatment. This information shall include the possible risks and benefits of the procedure or treatment.
10. Receive all the information that you need to give informed consent for an order not to resuscitate. You also have the right to designate an individual to give this consent for you if you are too ill to do so. If you would like additional information, please ask for a copy of the pamphlet "Do Not Resuscitate Orders – A Guide for Patients and Families."
11. Refuse treatment and be told what effect this may have on your health.
12. Refuse to take part in research. In deciding whether or not to participate, you have the right to a full explanation.
13. Privacy while in the hospital and confidentiality of all information and records regarding your care.
14. Participate in all decisions about your treatment and discharge from the hospital. The hospital must provide you with a written discharge plan and written description of how you can appeal your discharge.
15. Review your medical record without charge and obtain a copy of your medical record for which the hospital can charge a reasonable fee. You cannot be denied a copy solely because you cannot afford to pay.
16. Receive an itemized bill and explanations of all charges.
17. Complain without fear of reprisals about the care and services you are receiving and to have the hospital respond to you and if you request it, a written response. If you are not satisfied with the hospital's response, you can complain to the New York State Health Department. The hospital must provide you with the Health Department telephone Number.

CONFIDENTIALITY OF HIV RELATED INFORMATION

Public health law – Article 27-F Part 63

Sub-Chapter G in 10 NYCRR

“This information has been disclosed to you from confidential records which are protected by state law. State law prohibits you from making any further disclosure of this information without the specific written consent of the person to whom it pertains, or as otherwise permitted by law. Any unauthorized further disclosure in violation of state law may result in a fine or jail sentence or both. A general authorization for the release of medical or other information is not sufficient authorization for further disclosure. Disclosure of confidential HIV information that occurs as the result of a general authorization for the release of medical or other information will be in violation of the state law and may result in a fine or a jail sentence or both.”

GENERAL INCIDENT REPORTING SYSTEM

Definition

An *Incident* is any unexpected event, including yet not limited to an injury or illness while in a facility for supervised practice, involving a patient, visitor, employee, physician, volunteer, student or piece of equipment.

Purpose

- Rapid identification of all situations with liability potential so they can be investigated immediately and action can be taken to reduce losses and prevent a recurrence.
- Identification of situations, which present a risk to patients or staff so that corrective action can be taken to prevent injuries.
- Review of all incidents for problems or opportunities to improve care/service so action can be taken to correct the problem or improve the care/service.
- Identification of educational topics to promote facility-wide safety and reduce liability and losses.

Procedures

- Refer to the facility's Incident Reporting Policy for details.
- Complete an incident report when an unexpected event is identified.
- The person discovering the incident completes the form no later than the end of that shift.
- Notify your preceptor of all incidents and give them the completed incident report.
- If unsure if an event is an "incident," ask your preceptor.
- New York State requires that certain types of incidents with injury be reported to the Department of Health. The details of this process and what types of incidents are reported will be provided to those interns involved in identifying State reportable incidents.
- If you become ill or have an accident at a facility, they are required to provide immediate medical care. However, depending on the nature of the situation, you may be billed for services rendered.

GENERAL SAFETY PRECAUTIONS

Intern will:

- Report all conditions considered unsafe to the Mentor/Department Head if they cannot correct the problem themselves.
- Use caution when operating or closing doors to avoid injury to others close by.
- Make a practice of picking up any waste, refuse, fruit skins, or other items that may cause someone to slip, fall or trip.
- Do not place disposable items or equipment in the laundry.
- Remove or turn down nails which stick out wherever found, especially in crating or containers.
- Be sure to keep supplies and materials properly labeled and stacked or arranged securely in bins or racks
- Use ladders to reach overhead work. Chairs, boxes, tables, shelves, or other makeshift supports may result in a serious fall.
- Not remove guards from electric or other power drive equipment while in operation. Do not operate without guards. If repairs have to be made, guards must be replaced before the equipment is used again.
- Not attempt to touch or operate electrical equipment unless trained in its operation.
- Walk going up or down stairs, not run, and use handrails.
- When lifting a heavy object, be sure to have good footing, bend at the knees to grasp the weight, keep the center of gravity of the object close to the body, get a firm hold, and keep arms and back as straight as possible.
- Make sure that wet or slippery floors are properly designated.

**RUSSELL SAGE COLLEGE DIETETIC INTERNSHIP PROGRAM
PROFESSIONAL IMAGE STANDARDS**

POLICY: All dietetic interns are to wear professional attire during all internship planned experiences.

PURPOSE: To properly represent the DI and affiliate Nutrition Departments as professional health care workers; to comply with standards of professional responsibility in the day-to-day work environment; and to promote self-development.

PROCEDURE:

1. Dress code for interns is to match professional standards of the facilities responsible for planned experiences.
2. Dress code is business casual at most facilities. No denim, leggings, miniskirts, sweatshirts/sweatpants, plunging necklines (cleavage is unacceptable), halter tops, sandals/open toed shoes or sneakers. Avoid excessive jewelry (can pose as a hazard). Please adhere to facility policy on piercing and tattoo policies. Nail polish and synthetic nails are often not accepted in food service operations.
3. A lab coat is to be worn at all times during planned clinical experiences, unless stated otherwise/not required by the supervised practice location.
4. An intern who arrives in non-professional attire for a planned experience receives a *Warning Notice* and is requested to change their attire prior to beginning the workday. This may require the intern to leave the facility.
5. Facility mentor is to issue a warning notice to the intern regarding lack of compliance with facility policy. Refer to the Warning Notice Policy in Appendix A for details.
6. Any time lost from the planned experience due to improper attire is to be made up at the convenience of the facility.
7. Interns who are to be involved in physical activity or casual work environment are to verify acceptable attire with the facility preceptor.

APPENDIX C
RUSSELL SAGE COLLEGE DIETETIC INTERNSHIP PROGRAM
ACKNOWLEDGEMENT OF ORIENTATION TO POLICY AND PROCEDURES

INTERN ORIENTATION ACKNOWLEDGEMENT

Policy: all interns shall be required to attend orientation on the subject matter listed below.

- Dietetic Internship Mission
- Accreditation Status
- Program Goals & Objectives
- Dietetic Internship Program Competencies
- Program Format
- Credit Hour Policy
- Supervised Practice Placements
- Rotation Changes
- Attendance
- Supervised Practice Documentation
- Absences
- Weather
- Tuition and Anticipated Costs 2022-2023
- Housing
- Transportation
- Intern Roles and Responsibilities
- Identification
- Professional Image Standards
- Cell Phone Use
- Academic and Professional Standards
- Protection of Privacy Information
- Access to Personal Files
- Student Support Services
- Library Services and Requirements
- Academic Computer Centers
- Career Planning
- Accessibility Services
- Online Identity Verification
- E-mail Etiquette
- Software/Hardware Requirements
- Sage Passport
- e-Value
- Insurance Requirements
- Drug Testing & Criminal Background Checks
- Immunization and Health Requirements
- Title IX
- Unpaid Internship
- Educational Purpose of DI
- Academic/Clinical Grievances and Petitions
- Access to RSC Academic Policies
- Assessment of Prior Learning
- Evaluation Procedure & Formal Assessment of Intern Learning
- DI Retention and Remediation
- Disciplinary and Dismissal Procedures
- Dismissal and Withdrawal Tuition Reimbursement
- Requirements for Completion
- Credentialing & Verification Statement Procedures
- Internship Contact Information
- Other Resources

This is to acknowledge that the above listed topics have been reviewed with the intern. The intern understands that they should first consult the DI handbook for further clarification. Either the DI Director or immediate mentor may be contacted with further questions.

Intern Signature/Date

Internship Director Signature/Date

Intern Name (print)

Internship Director Name (print)