



Health Care Advisory Meeting (Certified Dietary Manager)

Minutes for Thursday, February 29, 2024

1:00 p.m. to 1:45 p.m.

Meeting held via Zoom

Meeting Participants: 6 Members Present

Committee Members Present: 9

- Adrian Casas, MPH, CHES, MES – Full Time Faculty Member at COD
- Dr. Kurt Spurgin, DC, PhD - Full Time Faculty Member at COD
- Sarah Fry, MSN, RN, PHN – Director of Nursing and Allied Health at COD
- Aaron Hamilton, CDM – Dietary Manager at Rehabilitation Hospital of So. Cal.
- Natalie Gruneberg, RD – Director of Nutrition Services at Vibra Health in Rancho Mirage and Adjunct Nutrition Faculty Member at College of the Canyons
- Sarah Gaete, RD – Diet and Wellness Manager for Employees at TrestleTree

Recorder: Adrian Casas

Meeting Minutes

1. Call to Order

- The meeting was called to order at 1:00 p.m. by Adrian Casas

2. Action Items

- Welcome
- Introductions
- The agenda was presented.
- Certified Dietary Manager Program (CDM) Goals & Objectives were presented.
- Labor Market Index Report pertinent to CDM was presented.
- *Questions and Advice from Industry Skills Panel*
 - **Question 1:** What types of training, education, or community college credentials are desirable for entry-level positions in your field?

Aaron Hamilton (AH):

- a. Spoke of the fact that companies are often times so interested in Certified Professionals that they provide Tuition Reimbursement Programs for such programs like the one that COD is trying to establish.
 - b. Most Certification graduates are expected to also be certified by the Association of Food and Nutrition Professionals (ANFP), which requires students to pass the CDM exam and then to continue to renew on a yearly basis with the completion of 45 hours of Continuing Education yearly. Furthermore at least nine hours must be completed within the realm of Safety and another minimum of nine hours in Ethics.
- **Question 2:** Could you please give us an idea of what your hiring process looks like? What advice would you give to an applicant?

Natalie Gruneberg (NG)

- a. Applicants must first apply online and then HR passes the applications to the Dietary Management team which will decide who to interview them.
- b. Management will also present possible scenarios to be able to determine what types of individuals tend to be the best fit in working with patients who at times may be more challenging to work with.

AH

- a. Although the hospitality industry is more lenient, in the Health-care setting, individuals are expected to have a completely clear criminal record.

- **Question 3:** What interpersonal skills are most important in your industry? What stands out as items we can enhance training with?

NG

- a. Good at working with older adults. In order to determine who may be good, there is role playing involved in order to be able to determine who's a good fit in working with individuals with hearing loss or mild forms of dementia. Such individuals must also be able to take meal orders while also meeting the dietary needs and restrictions that patients may have.

AH

- a. Individuals within this industry must be able to empathize with patients.
- b. They must also be familiar with state regulations within the industry.

- **Question 4:** What skills/knowledge is being required of new employees to address the latest trends in technology, equipment, regulations, laws, etc.? Are there new software systems or technology we need to incorporate in our training?

AH

- a. The System that is most important to be familiar with is Empower by Food Buy. This is used in order to order food from Cisco.
- b. Another important system would be some type of Time-Keeping software which can help keep employee times and schedules for the purpose of Payroll and Human Resources.

NG:

- a. Also important is the use of an iPad that is connected to any of the aforementioned software, which can be used by dietary aids in taking orders.

- **Question 5:** Does your company offer Internships? If so, what are the technical/non-technical skills needed? Also, what type of work do interns participate in? (not clinical).

NG

- a. No internships are available, but there are volunteer opportunities and COD students are more than welcome to participate in them.
 - b. Vibra Health welcomes any students who are truly enthusiastic about the industry and dietetics and further knowledge will continue to pour in.
 - c. Earnest Health may be currently offering some internship opportunities.
- **Question 6:** What openings do you have and are there any specialties or considerations to add to training that might help?

AH

- a. Current openings exist for Dietary Aids which could be a good starting position for future CDM's,
- b. In the near future the company may also hire additional CDM's in order to oversee Dietary Aids.

NG:

- a. Currently hiring a Per-Diem Registered Dietician

3. Good of the Order

- No items

Adjournment

- The meeting adjourned at 1:45 p.m.