



Wolf Rinke Associates, Inc.

READ AND GROW RICH

The eNewsletter for Savvy Nutrition Professionals

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<http://www.easyCPEcredits.com>

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INSIGHT BREAK

Use what talents you possess; the woods would be very silent if no birds sang except those that sang best.

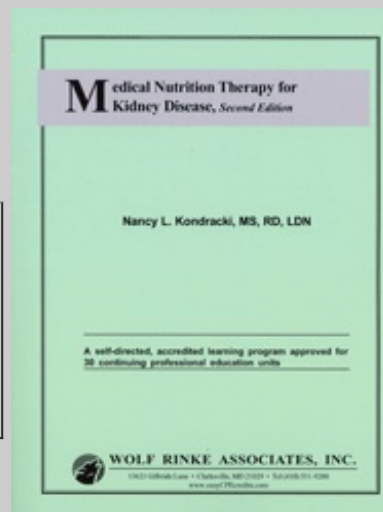
--Henry Van Dyke, Source: "Make it a Winning Life" Perpetual Calendar, available at <http://wolfrinke.com/calendar.html>.

1. NEW CPE PROGRAM--HOT OFF THE PRESS

Medical Nutrition Therapy for Kidney Disease Second Edition

N. L. Kondracki, MS, RD, LDN

C278	30 CPEUs	HARD COPY NEW Edition	\$199.95	Add to Cart
C278E	30 CPEUs	ELECTRONIC NEW Edition	\$184.95	Add to Cart



The most comprehensive CPE program we have ever published! Discover how to apply the principles of medical nutrition therapy (MNT) for a variety of kidney diseases consistent with current clinical practice recommendations including how to:

- Calculate dialysis adequacy for hemodialysis and peritoneal dialysis
- Implement treatment goals for conditions associated with kidney disease
- Assess fluid and nutrient needs for patients at each stage of kidney disease
- Interpret laboratory tests important to the evaluation of kidney patients' nutrition status
- Provide appropriate nutrition education to patients with kidney disease
- Plus much, much more.

For more information and customer comments, [click here](#).

Approved/Accepted by CDR, CBDM, NCBDE

For RDNs/RDs & NDTRs/DTRs:

Suggested Learning Need Codes for the Prof. Dev. Portfolio

2000, 2090, 2110, 3000, 3005, 3010, 3020, 3030, 3040, 3060, 3070, 3080, 3090, 3100, 4000, 4010, 4030, 4040, 4050, 4060, 4090, 4120, 4130, 4150, 4160, 4180, 4190, 5000, 5010, 5020, 5030, 5040, 5070, 5080, 5090, 5100, 5110, 5120, 5130, 5150, 5160, 5170, 5190, 5200, 5220, 5230, 5240, 5250, 5260, 5270, 5280, 5310, 5320, 5340, 5360, 5370, 5380, 5390, 5400, 5410, 5420, 5440, 5450, 5460, 6000, 6020, 7170, 8090, 8100

Suggested Performance Indicators for the Prof. Dev. Portfolio:

8.1.5, 8.3.1, 8.3.6, 10.2.9

Reminder: Meet your 5 year ethics requirement with our **FREE Ethics CPE program, C237E**, 2 CPEUs. Developed in collaboration with CDR. Free with purchase of any CPE Program, [available in electronic format only!](#) For more information and customer comments, [click here](#). *(Please note: C237E must be added to your shopping cart & can only be obtained on our website-NOT available with phone orders.)*

2. HOW TO SAVE MONEY WITH OUR CPE PROGRAMS

We have many ways that you can save money with our CPE programs:

Visit our [Bargain Page](#) for reduced programs

Easy to use [ePrograms](#)

Share with a [Friend and Save](#)

3. NUTRITION NEWS YOU CAN USE

Too Much Sitting Appears to Increase the Risk of Diabetes

Researchers collected data on 2,497 adults, average age 60, who were part of a population-based study in the Netherlands. To clock time spent in a sedentary position, participants wore an accelerometer for eight days. The investigators found that 56 percent of the participants had normal blood sugar; 15 percent had elevated blood sugar, and 29 percent had type 2 diabetes. On average people with type 2 diabetes had the most sedentary time -- up to 26 more minutes daily -- compared to those with elevated or normal blood sugar. The researchers concluded that "an extra hour of sedentary time was associated with a 22% increased odds for type 2 diabetes and a 39% increased odds for the metabolic syndrome...These results suggest that sedentary behaviour may play a significant role in the development and prevention of type 2 diabetes..."

ACTION STEPS: For in-depth information about diabetes enter the keyword "diabetes" in the search field at www.easyCPEcredits.com and find 51 CPE programs to choose from, including our latest Medical Nutrition Therapy for Kidney Disease, Second Edition, C278, 30 CPEUs (see above).

Source: Berg, J D van der et al. Associations of total amount and patterns of sedentary behaviour with type 2 diabetes and the metabolic syndrome: The Maastricht Study, *Diabetologia*, 2016, 59 (4), 709-718, <http://link.springer.com/article/10.1007/s00125-015-3861-8>.

4. IMPROVE YOUR COMPENSATION IN DIETETICS NOW

By Wolf J. Rinke, PhD, RDN, CSP

The March 2016 issue of the *Journal of the Academy of Nutrition and Dietetics* features the 2015 Compensation and Benefits Survey (pp. 370-388) which you may want to read if you like to find out how your compensation stacks up to your colleagues. The survey reveals that we are more than keeping pace with inflation and are making some progress. For example according to this survey the 2015 median hourly wage for RDNs was \$30.62 (a 6.1% increase from 2013.)

To compare our median hourly wages for 2015 with other healthcare professionals I went to the Bureau of Labor Statistics (BLS) at http://www.bls.gov/oes/current/oes_nat.htm#29-0000 and selected six healthcare occupations that have similar academic preparation, and that are, for the most part, also primarily female. Here is what I found:

Dietitians and Nutritionists:	\$27.84*
Registered Nurses	\$32.45
Dental Hygienists	\$34.74**
Occupational Therapists	\$38.54
Physical Therapists	\$40.40
Nurse Practitioners	\$47.21

*This value is lower than the *JAND* Compensation Survey because the BLS does not restrict itself only to those who are registered.

**Included for contrast even though this occupation does *not* require similar academic preparation.

According to the *JAND* Compensation Survey here are specific things you can do that will have a relatively high probability of increasing your compensation. The list is in no particular order. All data refer to median hourly wages:

- Get an advanced degree--\$28.85 for a BS degree vs \$44.23 for a Doctorate.
- Stick with it--\$24.04 for <5 years' experience vs \$33.46 for 20+ years.
- Supervise people--\$28.85 no people supervised vs \$45.43 for 100+ people.
- Manage budgets--\$29.33 no budget responsibility vs \$42.79 for \$1 million+ budget.
- Pick the right practice area--\$26.92 in Community Nutrition vs \$37.50 in Food and Nutrition Management, or \$38.46 in Education & Research.
- Assume more responsibility--\$32.93 as an Asst. FdSvc. Director vs \$50.24 for an Executive position.

You might ask: Is this a good time to ask for an increase in compensation? It may be, especially if...

- **You are improving the "bottom line"**

The most important criterion that will help determine whether your boss is going to be receptive to a salary increase is the question: "What have you done for our organization lately?" So if your accomplishments have improved the bottom line by either helping your organization make more money or decrease expenses you are ready to schedule an appointment with your boss.

- **You are solving lots of problems**

Directly related to the above, if you've been actively looking for problems, especially ones that impact negatively on the bottom line, and have assembled cross-functional teams to solve those problems, it's time to let others know (especially the powers-that-be) what a great job you and your team have done and how much your team has improved the profitability or productivity of your organization. BTW keeping your boss in the loop of your accomplishments is *not* bragging, it's a smart thing to do.

- **You have assumed new and/or more important roles and responsibilities**

Let's say that your organization has radically downsized and asked you to assume some of the responsibilities of positions that have been eliminated. Or you have been asked to assume the role of senior manager or executive. Or you have been transferred to another job that requires additional skills or competencies. All great reasons for asking for that raise now.

- **New hires are being paid more than you**

If the market place has changed significantly and your newly hired colleagues are getting paid more than you, it's time to do a little research and find out what comparable positions are getting paid. Start by reading the 2015 Compensation Survey I mentioned above, or better yet use the interactive salary calculator at <https://www.eatrightpro.org/resource/career/career-development/salary-calculator/salary->

[calculator-rdn](#) which provides you with an average estimate of what dietetic practitioners with similar characteristics and in similar situations earn. Then talk to your HR department to find out what the current salary range is for your position. If you are on the low end of that range it may be time to ask for a raise. You may also want to go to www.Salary.com or www.Payscale.com to find out what other comparable jobs are being paid at other organizations, especially if you are not able to use the interactive salary calculator. (Requires that you are a member of the Academy to use it.)

- **You have continued to invest in yourself**

Are you continuing to do all you can to become the best you can be by reading, studying and engaging in continuing education, training and development? Face it-the people who are the best in their profession are typically the most valued team members and tend to be compensated accordingly.

- **You are doing more of the things your boss does not like to do**

To make yourself indispensable to your boss figure out what she does not like to do and do more of it. Consistently executing this strategy may get you a pay raise or promotion without even asking for it.

- **You make it a habit to always go beyond the expected**

People who consistently deliver more than expected typically are the first to get recognized, promoted and compensated accordingly.

- **You exhibit a consistently positive attitude**

No matter what happens, remember your attitude is always your choice. So choose to always-yes I do mean always-exhibit a positive attitude. Because if you do it consistently, your subconscious will internalize it, and cause you to behave accordingly. (Psycho the mind, over the long run, will control how "soma" the body feels.) If you like help with this read or listen to my "*Make it a Winning Life*" book available at <http://wolfrinke.com/miwlbook.html>; or if you need CPE credits read "*Develop a Positive Attitude: Live a Healthier and More Productive Life*" available at <http://www.wolfrinke.com/CEFILES/C230CPEcourse.html>.

- **You say good things about others or say nothing at all**

Even though just about everyone seems to complain about something or someone-don't be like everyone, be the exception. Don't gossip, whine complain, or say anything bad about anyone, especially not your boss! (Don't you wonder what these people say about *you* to others?) And right along with that, avoid office politics like the plague. And by all means, distance yourself from people who engage in any of these counter-productive behaviors.

- **Your organization is growing and doing well financially**

Even if all of these apply to you, but your organization is struggling financially, that is management is imposing pay cuts, laying people off, or are cancelling bonuses and/or dividends, it may *not* be a good time to ask for a raise. If on the other hand your organization's financial health is in good shape and you can answer most of the above in the affirmative, you may want to go for it *now*.

In the next issue of this eNewsletter we'll talk about fail-safe strategies that will help you get the raise you have earned.

5. HUMOR BREAK

A preschool Sunday School teacher told her students that she wanted them to learn one fact about Jesus Christ by next Sunday.

The following week she asked each child in turn what they had learned.

Susie said, "He was born in a manger."

Bobby said, "He threw the money changers out of the temple."

Little Johnny said, "He has a red pickup truck but he doesn't know how to drive it."

Curious, the teacher asked, "And where did you learn that, Johnny?"

"From my Daddy," said Johnny. "Yesterday we were driving down the highway, and this red pickup truck pulled out in front of us and Daddy yelled at him, 'Jesus Christ! Why don't you learn how to drive?'"

6. ABOUT THE EDITOR

Dr. Wolf J. Rinke, RDN, CSP, is the president of Wolf Rinke Associates, Inc.--an accredited



provider of easy to use pre-approved CPE self-study programs for nutrition professionals since 1990, available at <http://www.easyCPEcredits.com>.

If you have questions, or would like him to address a specific issue or topic in this eNewsletter please e-mail him at WolfRinke@aol.com.

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