

# 2014-2015 AFDO FINAL COMMITTEE REPORT

## Professional Development Committee

\***Chair:** Craig Nielsen, Georgia Department of Agriculture, Atlanta, GA

**Chair:** Laura Van Wagenen-Birdsill, Colorado Department of Public Health & Environment, Denver, CO

**Chair:** Shana Davis, Kroger Corporation, Nashville, TN

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**Charge 1:** Provide IFPTI with a list of potential Fellowship projects that future Fellows can consider.

**Discussion:** An email was sent out to the Fellows in July 2014, asking for potential projects for Fellows to consider. A list of project ideas submitted by the Fellows was emailed to Joe Corby in August 2014.

**Recommendations:** This should be a recurring Charge for the Committee to consider. That way we can build a collection of possible topics for consideration. Given the intensive time schedule placed on the Fellows through the Fellowship Program, they may appreciate having project options readily available.

### Executive Committee Action:

Approval

Disapproval

Date

6/4/15

**Charge 2:** Identify/determine operational structure for Committee.

**Discussion:** At the 2014 AFDO conference, the Professional Development Committee was formed. Craig Nielsen was elected Committee Chair. Co-chairs were selected to handle one of three different areas of concern for the Professional Development Committee - IFPTI, Industry and AFDO. See Charge 5 for additional information.

**Recommendations:** Over the course of this year, the IFPTI Co-Chair representative switched jobs. She decided to step down as co-chair. Having a chair and three additional co-chairs may be a little excessive at this stage in the Committee's development. Recommend the Committee Chair take over IFPTI related concerns.

### Executive Committee Action:

Approval

Disapproval

Date

6/4/15

**Charge 3:** Reach out to potential new committee members.

**Discussion:** A survey was circulated to the Fellows. One of the questions asked for suggestions in reaching out to new committee members. Here are their ideas:

- Each Member should be encouraged to get others involved. Conference mentors is a good idea.
- You have to demonstrate what benefit individuals are going to receive from the organization. It can't just be another "due" to pay. Let them know about the on-line resources, the access to professional contacts, etc. Show up at other organizational events and make your pitch. Its competitive out there now with everyone wanting a membership fee these days.
- Ask each fellow to nominate a new recruit...
- A social mixer at the annual AFDO conference.
- Compile a list of contacts or list-serv for each state to promote the conference

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- Having a clear purpose and goals will help recruiting. Also specific tasks, especially ones that are "entry level" can help people plug in.
- Highlighting the activities of the committee in the Newsletter would be good, especially if the newsletter is available online to all members. Committee activities designed to provide or improve networking and relationship building could be appealing to new members from all areas, industry, academia, regulatory, etc.
- Keep them involved and informed. I volunteered for a committee but was never contacted.
- At the conference, maybe have a table set in a meet and greet area.
- Reaching out at Regional Affiliate Conferences as Mentors.
- Is it possible to co-sponsor the First Time Attendee's reception? If Fellows present their projects during the ice cream social, maybe the Professional Development Committee can have a table nearby (not to take away from the Fellows), and try to draft conference attendees to join the Committee. After they've seen what the projects, and the process looks like, maybe they would be more inclined to join the Committee that helps the program evolve. Also, a shout-out from IFPTI during the Fellowship graduation ceremony, asking for volunteers to serve on the Committee that will help continue to drive the program?
- I've broadcast to my co-workers the benefits of being a fellow and a member of AFDO. CASA NY has mentioned the fellowship in our meetings. We have DOH folks who are interested but say their department would not give them the time away nor the time to work on the fellowship.
- Talk about it during the social events :)
- Target industry and feds since they cannot be part of fellowship

**Recommendations:** Have the Executive Committee review the suggestions and see which ones are feasible. Soliciting for Committee Membership is hard enough, especially with multiple Committees vying for involvement from the same pool of candidates. I'm sure some of the suggestions have been tried before in other Committees. This seems like it should be a recurring Charge, since all Committees should be soliciting for participation.

**Executive Committee Action:**

Approval  Disapproval  Date 6/4/15

**Charge 4:** Develop a Fellowship Alumni Newsletter.

**Discussion:** A couple of questions on the Fellows survey asked the Fellows what frequency a Fellowship Newsletter should be published, and what articles they would care to see. A list of articles was given for consideration, and the Fellows were able to suggest other topics for articles. Here are the results:

How often should a Fellowship Alumni newsletter be published?		
Answer Options	Response Percent	Response Count
Quarterly	5.0%	1
Biannually	70.0%	14
Annually	25.0%	5
Comments?		2

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## Comments?

1. There may not be enough information for a quarterly newsletter. Perhaps biannual would be good. The first one of the year can provide the new cohort bio's and the second can list the research documents and any career changes.
2. often enough to keep interest

## What topics would you like to see in a Fellowship Alumni Newsletter?

Answer Options	Response Percent	Response Count
• "Where are they now...." - Fellow profile since graduating the program	85.0%	17
• "Catching up with...." - Interview with Mentors/IFPTI Personnel	85.0%	17
• Hot Topics from your Agency/State/Region	70.0%	14
• AFDO Conference Report	55.0%	11
• AFDO Affiliate Conference Reports	45.0%	9
• Q&A on MFRPS/VNRFRRPS Standards	45.0%	9
• Report from Battle Creek - Interviews from the current batch of Fellows/Mentors/IFPTI Personnel	75.0%	15
• Updated Contact List of Fellows, with Areas of Specialty - In case you need help	80.0%	16
• Other Suggestions for Content		4

## Other Suggestions for Content

1. New scientific information from the food sector, new information regarding food safety, Up coming changes to regulation, etc.
2. Tech Talk from SMEs on challenging/emerging food science or policy issues
3. If on a biannual schedule, possibly having one newsletter focus on current fellows and then one newsletter focus more on alumni? The fellows newsletter could be timed to come out when the current fellows have solid projects that could be shared and highlighted, perhaps.
4. Professional development opportunities to continue growing in the field.

**Recommendations:** Based on the recommendations from the survey, the Fellows would like a biannual newsletter. The articles mentioned above will be used as a jumping off point for the first few publications of the newsletter. The timing of the newsletter will be decided during the Professional Development Committee meeting at the 2015 AFDO conference.

## Executive Committee Action:

Approval



Disapproval



Date

6/4/15

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**Charge 5:** Identify a Co-Chair Representative for each AFDO, IFPTI, and Industry.

**Discussion:** At the 2014 AFDO conference, the following Co-Chairs were selected:

- Laura VanWagenen-Birdsill (Cohort III) is the AFDO Co-Chair,
- Sarah Robbin (Cohort III) is the IFPTI Co-Chair, and
- Shana Davis (Cohort II) is the Industry Co-Chair.

**Recommendations:** As stated in the recommendation for Charge 2, recommend the Committee Chair assume the IFPTI related Committee responsibilities.

**Executive Committee Action:**

Approval  Disapproval  Date 6/4/15

**Charge 6:** The Chair and/or Co-Chair(s) participate in Fellowship Advisory Meetings.

**Discussion:** The Committee Chair participated in Fellowship redevelopment meetings held by IFPTI. These meetings took place during each week of Fellowship Cohort IV.

**Recommendations:** The Committee Chair will continue to participate in Fellowship redevelopment meetings.

**Executive Committee Action:**

Approval  Disapproval  Date 6/4/15

**Charge 7:** Identify/determine new ways for Fellows to get involved in affiliates and AFDO

**Discussion:** The Fellow survey asked Fellows about their participation in AFDO, the affiliates, and other public health organizations/groups. The results are summarized here:

After completing the Fellowship Program, have you remained a member of AFDO?		
Answer Options	Response Percent	Response Count
Yes	90.5%	19
No	9.5%	2

If you are no longer a member of AFDO, why have you let your membership lapse?		
Answer Options	Response Percent	Response Count
• Personal reasons	0.0%	0
• No longer in line with my job duties/responsibilities (still with my agency)	50.0%	1
• I am no longer in the Food Safety/Public Health Profession	0.0%	0
• My agency has a budgetary restraint on my participation	50.0%	1
• Other (please specify)	0.0%	0

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## If you answered Yes to Question 1, how often do you attend the annual conferences?

Answer Options	Response Percent	Response Count
Every year.	44.4%	8
Every other year.	27.8%	5
I have not attended since the Fellowship graduation.	27.8%	5
Care to Comment?		10

### Care to Comment?

- The cost and time commitment away from work is significant for a field level employee. It is not supported by upper management. Higher management feels these types of conferences are better suited for their level of employment rather than field staff.
- I work more exclusively under USDA as opposed to FDA and therefore, don't really relate to the AFDO conference as much as some of the others.
- I have been a member and attended the annual conference prior to the IFPTI Fellowship.
- I am fortunate that my program and agency see the value in AFDO.
- I was unable to attend the year after Fellowship graduation due to personal reasons.
- Budget restraints, no funding available
- My agency has several people that attend annually. My attendance this year would bump someone else from attending unfortunately.
- Actually, I have attended once since graduation. My agency does not have the budget to send me to the conference every year, even with a potential scholarship.
- I have chosen to focus on being a leader within my agency. I am heavily involved with several food safety projects within our agency. To prevent burnout, I have decided to focus on these projects, with hopes to share them with AFDO in the future when the projects are up and running as smoothly as possible.
- Personal finances.

## Have you participated in any of the AFDO annual conferences since your Fellowship Graduation? (Check all that apply)

Answer Options	Response Percent	Response Count
• Yes, as a Presenter	9.5%	2
• Yes, as a Moderator	19.0%	4
• Yes, as a Conference Mentor	9.5%	2
• Yes, as a member of Local Arrangements	14.3%	3
• Yes, as a Board Member	9.5%	2
• Yes, as a Member of a Committee (Please list the Committee in the Comment Block)	57.1%	12
• Yes, in an Other Capacity (Please list what capacity in the Comment Block)	4.8%	1
• No, I have not participated in any of the AFDO conferences	38.1%	8
• Comment		9

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## Comment

- Committee Chair - Administration  
Committee Member - Seafood, Food, International Affairs
- Participated as an attendee.
- Chair of Allergen Control at Retail Ad Hoc committee
- Wild mushroom committee
- Food Committee
- Body Art
- Professional Development Committee Chair  
Food Committee Member
- Food Committee
- Food Committee, Professional Development Committee

## Are you currently a member of one of the AFDO regional affiliates?

Answer Options	Response Percent	Response Count
Yes	66.7%	14
No	33.3%	7

## If you are no longer a member of (or never joined) one of the AFDO affiliates, why have you let your membership lapse (or have not joined an affiliate)?

Answer Options	Response Percent	Response Count
• Personal reasons	0.0%	0
• No longer in line with my job duties/responsibilities (still with my agency)	28.6%	2
• I am no longer in the Food Safety/Public Health Profession	0.0%	0
• My agency has a budgetary restraint on my participation	14.3%	1
• Other (please specify)	57.1%	4

## Other (please specify)

- I have memberships in three other professional organizations and it becomes cost prohibitive to join a second variety of AFDO that doesn't provide me as many resources.
- Again, my job focuses more on USDA regulations vs. FDA
- I stepped aside to let others participate in the regional affiliate to let them experience the benefits.
- I meant to join, but haven't done so yet.

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## If you answered Yes to Question 5, how often do attend your affiliate conferences?

Answer Options	Response Percent	Response Count
Every year	64.3%	9
Every other year	21.4%	3
I do not regularly attend the affiliate conferences	14.3%	2
Care to Comment?		2

### Care to Comment?

- Funding is an issue since they do not offer grants. I am able to attend this year only because I can drive a car and will be sharing a room with a presenter.
- CASA

## Have you participated in any of the affiliate annual conferences since your Fellowship Graduation? (Check all that apply)

Answer Options	Response Percent	Response Count
• Yes, as a Presenter	42.9%	9
• Yes, as a Moderator	23.8%	5
• Yes, as a Conference Mentor	14.3%	3
• Yes, as a member of Local Arrangements	23.8%	5
• Yes, as a Board Member	23.8%	5
• Yes, as a member of a Committee (Please list the Committee in the Comment Block)	23.8%	5
• Yes, in an Other Capacity (Please indicate what capacity in the Comment Block)	14.3%	3
• No, I have not participated in any of the conferences	33.3%	7
• Comments		6

### Comments

- I did attend the regional conference when it came to my State. I assisted in locating presenters and helped coach a small entrepreneur presenting at the conference.
- Co chair food committee and local engagements
- As an attendee.
- AFDOSS
- AFDOSS Laws & Regulations Committee Chair  
AFDOSS A/V Guru
- Training Committee

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Are you a member or participate in any other Food Safety Organizations? (Check all that apply)		
Answer Options	Response Percent	Response Count
• Association of American Feed Control Officials (AAFCO)	4.8%	1
• Conference for Food Protection (CFP)	28.6%	6
• Food Safety Summit	14.3%	3
• International Association for Food Protection (IAFP)	14.3%	3
• IAFP State or Local Affiliate	14.3%	3
• Interstate Shellfish Sanitation Conference (ISSC)	4.8%	1
• MFRPS Alliance	23.8%	5
• National Association of County and City Health Officials (NACCHO)	0.0%	0
• National Association of Dairy Regulatory Officials (NADRO)	0.0%	0
• National Association of State Departments of Agriculture (NASDA)	9.5%	2
• NASDA Regional Affiliate	0.0%	0
• National Conference on Interstate Milk Shipments (NCIMS)	0.0%	0
• National Environmental Health Association (NEHA)	19.0%	4
• NEHA State or Local Affiliate	42.9%	9
• Partnership for Food Protection (PFP)	9.5%	2
• State/Local Public Health Organizations (Please list in the Comments block)	28.6%	6
• I am not involved with any of the Public Health Organizations listed above	9.5%	2
• Comments		6
<b>Comments</b>		
<ul style="list-style-type: none"> <li>• GA Food Safety &amp; Defense Taskforce</li> <li>• NEHA, MEHA, Great Lakes Conference on Food Protection</li> <li>• Florida Association of Food Professionals (FAFP)</li> <li>• Up until recently I was a member of IAFP. I finally let that membership lapse because I don't have time to read the materials.</li> <li>• Local Food Safety Advisory groups (Farmers Market, Temp Events, and Retail)</li> <li>• GA Food Safety Task Force</li> </ul>		

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If you have participated in any of these other Food Safety Organizations, please indicate in what capacity?  
(Check all that apply)

Answer Options	Response Percent	Response Count
• Presenter	53.8%	7
• Moderator	30.8%	4
• Conference Mentor	0.0%	0
• Local Arrangements	38.5%	5
• Board Member	46.2%	6
• Committee Chair/Member (Please list the Committee name in the Comments block)	38.5%	5
• Other Capacity (Please indicate what capacity in the Comments block)	23.1%	3
• Comments		7

## Comments

- Vice-President and Current President of Great Lakes Conference on Food Protection
- Past President of CASA - NY Conference
- Member
- Standards 1, 7, 8, and 9 Committee Chair
- Food safety section TEHA AEC
- GEHA Conference A/V Chair
- Served on Council.

**One of the committee charges involves getting Fellow involvement with AFDO Local Arrangements, and identifying potential speakers and conference presentations. Do you have a suggestion on how to get Fellows more involved with the AFDO conference after their Fellowship Graduation?**

- Funding would be helpful.
- Time and money are major constraints. In our State, often if we are requested to attend an event and present, it has to have the cost covered. They might donate our time, but at this time they are not going to pay the bill for field staff. Grant monies and scholarships are available, but only to the easily available amount of about \$750 dollars. It is rare that we travel out of State unless someone else pays for the travel.
- Maybe have regular fellow conference calls and ask for participation
- This committee should assist with this task.  
Also, approval and funding to attend the annual conference.
- Provide funding for individuals to attend. Allow members no able to attend see committed charges etc
- Offer a small conference grant specific to fellows. Some agencies may not fund travel to AFDO, particularly if they are local city or county. If the funds were available for Fellows to attend from those areas it should increase their ability to participate.
- I suspect funding is probably the biggest barrier. I know funds are always tight. Perhaps a discounted rate for Fellows Alums/Recent Grads?

I think Fellows will increase their involvement as they progress in their careers into leadership roles that allow them to participate in the AEC. The Fellowship program has a huge impact on the Fellows, and most Fellows want to pay that impact forward.

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- I thought the idea of the Professional Development Committee was great and I think more work or outreach through that committee during the year would help keep me connected and engaged.
- Funding, the cost to send one to AFDO will cover the cost of 4 to our TEHA AEC. The TEHA AEC is where we get most of our required CEU's
- CFP does something very cool. They have first timer attendees partner with a member...someone to make them feel welcome and show them around.
- I do not. Most of the restrictions I face with regard to participation hinge on budgetary constraints, followed by time away from the office.
- Was not aware of this. Need to make sure AFDO past president asks for conference presentations or speakers since he/she puts the agenda together.
- Cloning? I could use an extra one of me.

I hope that the IFPTI Fellowship is not viewed negatively based on the rate of participation of fellows in AFDO. The program develops leaders in the field that can serve in different settings such as government, academia, professional organizations, etc. Currently, I choose to use what I learned and gained from the fellowship to improve our state manufactured foods program.

- Hold a quarterly conference call to update on food trends in the various regions.
- Have continued participation at the AFDO conference as a requirement for the Fellowship program. Have a commitment from the potential Fellow's agency stating they will continue to send the Fellow to AFDO and affiliate conferences, and require they participate in Committee work. Especially if Fellows can get grants to attend the conferences.

If Fellows are involved with other professional organizations, have them refer presentation topics and speakers to AFDO for consideration to be put on the conference agenda.

Maybe require a 3 or 5 year update to the Fellow's project to be presented at the AFDO conference. They can either perform the study again and gauge if there has been any changes, describe how food safety has changed since the project was originally done, is there still a problem, how has their agency progressed since the study, etc.

- Wish I did. Some of this depends on the fellows jobs/bosses offering financial support by paying for memberships, allowing paid time off; how much other activities they are involved in demands time and energy; and if they see a continued benefit to belonging even when/if they have to pay their own way.
- Put them in as moderators, put them on agenda. Provide a Fellowship Scholarship to send more to conference. Reach out to state/local leaders and let them know their participation is important.
- Full funding when possible with an emphasis on those not supported by their agency at all fit finding. As part of IFPTI ask them to sign up for a committee of interest.

**Recommendations:** Based on the survey results, it appears that Fellows still are members of AFDO; however, funding and time away from work seem to be significant hurdles to continued participation. Fewer of the respondents indicated they were members or involved with the affiliates. This may still be attributable to funding and time away from their assigned duties.

Travel grants and discounted conference registrations can help offset the cost of participation. Agency commitments allowing their employees to participate in AFDO and the affiliates after graduating the Fellowship program may help ensure continued participation.

## **Executive Committee Action:**

Approval



Disapproval



Date

6/4/15

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**Charge 8:** Identify ways for Fellow-involvement with AFDO Local Arrangements and identifying potential conference speakers and presentations.

**Discussion:** This is very similar to Charge 7. See the survey results from Charge 7 to see the challenges identified with Fellows continued participation in AFDO conferences.

**Recommendations:** The respondents were participating in other public health organizations. Primarily NEHA affiliates, MFRPS Alliance, CFP, and state/local public health organizations. The possibility of identifying potential conference speakers exists in their participation with these additional public health organizations. Fellows could recommend potential conference speakers identified through involvement with the organizations to the Professional Development Committee.

**Executive Committee Action:**

Approval



Disapproval



Date

6/4/15

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