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# UND SMHS Strategic Plan Individual Unit Report for 2023

## GOAL 8 for **Medical Lab Science**

### LEARNING

**UND SMHS Strategic Plan Goal 8: *The SMHS will enhance its purposes of education, service, and discovery by focusing additional efforts toward achieving the broad goals stated in the School's Healthcare Workforce Initiative.***

#### **1. Describe if/how your unit has addressed this goal.**

The Department of MLS has continued working toward addressing the HWI goal of: *Retain more healthcare [MLS] graduates for North Dakota.* Specifically, we have been gathering feedback from students/alumni to identify reasons why graduates stay or leave North Dakota after graduation, and if there are any steps we could take to help enhance the reasons for staying, and/or minimize the reasons for leaving. We have been facilitating career fair experiences between students and regional employers, continuing to utilize available in-state clinical sites that meet our requirements for student training, and seeking out opportunities for marketing/program development to in-state students and entities. We also have added service goals for faculty related to recruitment and professional awareness efforts within the state and region.

#### **2. Describe how your efforts are being assessed.**

Questions asking about reasons for staying/leaving North Dakota after graduation are asked on the student exit survey and post-graduation survey. The percentage of students from ND and the region (ND & MN) that stay in ND and the region is monitored (from responses to post-graduation and/or placement surveys). Clinical site placement rates for North Dakota clinical sites are analyzed.

#### **3. Describe how your unit analyzed these data and what assessments were determined.**

Our next cohort of survey data will be finalized in May and reviewed during the summer of 2023. Our most recent finalized cohort (reported on in the last Goal 8 report from summer of 2022) showed that the main reasons for students staying/leaving the region have to do with location and pay, and that the percentage of students from ND or ND/MN staying to work in ND or ND/MN was 57% and 80%, respectively. Additionally, 11% of non-regional residents ended up staying to work in the region.

Assessment of clinical site placement rates for North Dakota sites suggest that utilization of sites that meet full MLS curricular requirements is optimal, but smaller sites that can only offer portions of MLS training are not able to be utilized as often as we or the sites would like.

#### **4. Describe how your unit will implement any further changes and what barriers may exist.**

We are exploring program route options that may be appealing to smaller/more rural clinical sites and allow students to utilize those sites for clinical rotations.

**PROVIDE A RATING OF YOUR PROGRESS ON THIS GOAL:**  **On Track;**  **Delayed;**  **Behind**

*(additional space for text is provided on page 3 if needed)*

**Additional Information on Goal 8 (optional):**

Insert any additional information here.