
UND SMHS Strategic Plan Individual Unit Report for 2022

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. In conjunction with UND Rural Health, we also hosted a Rural Lab Workforce meeting for rural North Dakota laboratory sites, and plan to continue the discussions initiated as part of that meeting.

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 on an annual basis.

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

Student exit survey and post-graduation survey responses continue to suggest that the main reasons for students staying/leaving the region have to do with location and pay.

Based on data from responses from our most recent finalized cohort survey (2020-2021), 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. Feedback from the Rural Lab Workforce meeting also corroborates this.

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

Some factors for students leaving the region appear to be out of control, but we will continue to brainstorm how best to facilitate clinical placement with the highest chances of retaining in-state and in-region employees. We are also looking into options of how to best collaborate with rural lab sites in hopes of facilitating student exposure and/or retention at their sites.

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.