
UND SMHS Strategic Plan Individual Unit Report for 2021

GOAL 5 for **Medical Lab Science**

LEARNING

One UND Strategic Plan Goal 5: Foster a welcoming, safe, and inclusive campus climate, Goal by 2022, diverse segments (identified in IPEDS) fully participate in improvements in graduation rates and credit hours.

UND SMHS Strategic Plan Goal 5: UND SMHS will foster a welcoming, safe, and inclusive environment across all campuses.

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

SMHS has addressed this goal as outlined in the Strategic Plan, with appointment of a Diversity Officer, Goal 5 working group, and initial development of a SMHS Diversity Plan. A faculty member from the Department of MLS is a member of the Goal 5 working group, which enables flow of information between the group and the Department, and keeps the Department abreast of new initiatives/goals. The Department also works to remain in compliance with accreditation standards related to diversity and inclusion, has initiated expanded tracking of diversity-related data, and has developed departmental goals related to serving a diverse student populace.

2. Describe how your efforts are being assessed.

When applicable, the Department of MLS will follow the assessment measures as established by the SMHS Diversity Plan. The Department has also begun expanded tracking of diversity-related data for students in undergraduate and graduate programs. Further assessment measures for newly identified departmental goals will be established and implemented as part of the 2021-2022 revision of the Department of MLS Assessment Plan.

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

The Department will follow the assessment measures established by the SMHS Diversity plan, and as defined by the revised 2021-2022 Department of MLS Assessment Plan. Additionally the Department has analyzed demographic information for undergraduate and graduate student cohorts related to ethnicity/background, gender identity, and age (see next page for summary of most recent data collected). While no determinations were made based on these data, they will help guide assessment targets/thresholds and initiatives moving forward.

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

The Department of MLS will adjust initiatives and/or assessment measures as indicated by the Diversity Plan and/or revisions to it, as well as the upcoming revised 2021-2022 Departmental Assessment Plan. Some challenges may arise with recruitment of certain diverse populations given the state/regional focus of recruitment, and certain trends in laboratory science professions. While not a barrier, there also is a lack of comparative data related to diversity available from our accrediting body, which makes drawing conclusions or setting realistic targets more challenging.

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 5 (optional):

	ETHNICITY/BACKGROUND					GENDER IDENTITY			AGE
	Asian/ Pacific Islander	Black/ African American	Hispanic	Native American	White	F	M	Other	Years
MLS Undergrad 20-21	8.5%	4.3%	4.3%	4.3%	78.7%	63.3%	36.7%	0.0%	24.4
MLS Undergrad 19-20	10.2%	5.1%	3.4%	5.1%	76.3%	70.6%	29.4%	0.0%	25.4
MLS Graduate Spring 2021 (new admits)	0.0%	16.7%	0.0%	0.0%	83.3%	100.0%	0.0%	0.0%	34.7
MLS Graduate Spring 2020 (new admits)	10.0%	0.0%	10.0%	0.0%	80.0%	70.0%	30.0%	0.0%	29.6
MLS Graduate Fall 2019 (new admits)	10.0%	20.0%	0.0%	0.0%	70.0%	80.0%	20.0%	0.0%	34.1