UND SMHS Strategic Plan Individual Unit Report for 2021
GOAL 5 for Physician Assistant Studies

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.

The accreditation commission for PA education has implemented a newly adopted accreditation standard related to diversity and equity. We are working as a department (through the school and university strategic plan) to strategize how to best meet this standard.

SMHS has addressed this goal with the development of a SMHS Diversity Plan. Within this plan is the Diversity Working Group, which includes one faculty member from the DPAS. The faculty member reports to the department after each quarterly meeting and has shared discussion points such as a diversity clinical elective. These experiences might include working in the inner city such as HCMC, with a homeless population, within the jail systems, involved in home visits, etc. Additional discussion was related to earning badges indicative of completion of diversity modules and review of the diversity website.

Additionally, all faculty have completed basic Ally training and plan to attend the gender equity Ally training later this year. Additional training is being offered through PA organizations at the national level. Faculty have also attended session from the UND Diversity Office as well as Student Disability Services.

There are admission preferences for applicants from ND and with rural, underserved backgrounds.

Lastly, we are connecting with other campus resources to implement additional curriculum segments related specifically to the LGBTQ community for our student returning to campus this fall.

2. Describe how your efforts are being assessed.

The DPAS will continue to assess and report data related to diversity of admissions as required by national organizations.

Assessment of content will be based on student performance of diversity and equity curricular segments.

Further, the PA Education Association requests demographic information on students as well as retention and graduation rates to compare to the national benchmarks.

 Faculty will continue with annual training per UND as well as participation in national educational opportunities as they become available. Additional measures established by the SMHS diversity plan will also be provided as requested.

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

Admission data is reviewed, analyzed, and discussed among faculty. Demographic data shows that the PA student population is ~91% Caucasian. In addition, 54% of matriculants are from ND and 82% are from the tri-state area; 64% are female and 36% are male.

The graduation rate (5 yr average) is 89%; 48% of graduates over the past 5 years are practicing in primary care field, while 37% are practicing in rural or underserved areas.

Additional data points through CASPA will be analyzed after the next admission cycle.

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

The DPAS is looking forward to instructional recommendations of the SMHS DEI working group.

The DPAS will also evaluate student instruction related to DEI as well as student exposure to diverse populations in the clinical setting. Continued analysis of demographic data related to student population will continue over time.

Due to the shortage of clinical site placements, we cannot take more students from ND or the tri-state area for concern of not being able to place them which is considered a barrier.

PROVIDE A RATING OF YOUR PROGRESS ON THIS GOAL: ⬤On Track

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Additional Information on Goal 5 (optional):

Insert any additional information here.