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# UND SMHS Strategic Plan Individual Unit Report for 2020

## 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 been working toward addressing the HWI goal of: *Retain more healthcare [MLS] graduates for North Dakota.* Specifically, we have been trying to identify reasons why MLS students stay or leave North Dakota after graduation, and if there are any steps we could take to help enhance the reasons for staying, and minimize the reasons for leaving. Additionally, we have been 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.

#### 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. 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 are assessed for trends in regards to reasons for staying/leaving North Dakota after graduation. Responses suggest that reasoning for staying/leaving is multi-factorial, with some aspects being personal (ex. being 'closer to home') and others being situational (the pay, the work environment, etc.).

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

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

We will continue to monitor these areas, and share situational findings with clinical sites so they can utilize the feedback to potentially increase retention of students as employees after graduation. We also are trying to best 'match' students with their clinical rotation site, in hopes of increasing post-graduation retention at that site.

We are actively brainstorming how to better utilize more rural North Dakota laboratory sites that are not able to provide the full learning experience needed, but want to be involved in student training. There are barriers with this, as splitting rotations over multiple smaller sites is prohibitive with the amount of on-boarding work and site-specific policies, as well as the lack of facilities offering certain needed areas of testing.

**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.