
UND SMHS Strategic Plan Individual Unit Report for 2022

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, has developed departmental goals related to serving a diverse student populace, and has expanded DEI-related content to Capstone coursework for both HT and MLS undergraduate programs. We also plan to begin working to address the Equity pillar of the new UND LEADS strategic plan.

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 and equity-related initiatives will be established and implemented as part of an upcoming revision of the Department of MLS Assessment Plan, with intent to focus on aspects of support, safety, and inclusion.

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

The department has begun analysis of demographic information for undergraduate and graduate student cohorts. While no determinations have been made based on these data, they are helping guide establishment of realistic assessment targets/thresholds and further initiatives related to DEI. Student performance on new DEI-related assignments in the MLS capstone course was analyzed and our internal target for performance (>90% on related assignments) was met.

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

We anticipate expanding efforts in this area related to forecasted accreditation initiatives, as well as incorporation of the UND LEADS strategic plan.

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

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