
UND SMHS Strategic Plan Individual Unit Report for 2022

GOAL 8 for Occupational Therapy

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 OT Department has identified the HWI broad goals of retaining and training more health care workers, particularly those who desire to practice in rural North Dakota, as the focus of department efforts. The following strategic goals are intended to address the SMHS Goal:

Goal 21. Strategize recruitment efforts in the Western part of the state. ● On Track

Goal 29. Increase applications from underrepresented groups through direct contact. ● On Track

Goal 30. Assure applications from ND and WY are competitive in transition to OTD. ● On Track

Goal 33. Ensure that department processes include assessment of student needs and satisfaction. ●
On Track

Goal 34. Identify policies and procedures to ensure welcoming, safe, and inclusive fieldwork experiences for students. ● On Track

2. Describe how your efforts are being assessed.

Goal 21: In fall 2022, members of the department conducted extensive recruiting events, both in person and through digital means, to attract and recruit students from across campuses as well as across the states of ND and WY. With regard to students in areas with lower recruiting, for example western ND and Northeastern WY, faculty provided voice over video for addition to distance and online courses, as well as travelled to those areas for larger high school recruiting events to meet with students face to face. These contacts are then followed up with hand-written postcards to encourage further contact. Additionally, the department early assurance admissions committee has offered slots to qualified incoming freshmen starting fall 2022 to allow UND to remain competitive with other regional schools offering similar assurances to students in the Western part of ND. Early assurance applications are being submitted and reviewed every month.

Goal 29: The department continues to explore ways to recruit directly to tribal colleges and through programs like INMED. It is anticipated that we will once again be able to plan events with INMED now that COVID restrictions have been lifted. Updated marketing materials for both campuses are completed and are more reflective of diversity than in past years. Efforts have been made to recognize diversity in applicants through vertical review of program applications. This allows for varied avenues to complete program requirements; leadership and service for example, can be viewed through a more holistic lens and scored competitively. Anecdotally, although it is a slow process, representation of diversity in the program is increasing at both campuses when diversity is viewed through a broad lens.

Goal 30: The OT department application process has been modified to give consideration to applications from resident students through point values. Additionally, beginning in the 2021 application cycle, vertical review of applicants was added to view all applicants holistically. This allows for students with diverse backgrounds to have a department advocate during the application process. It is also believed that the addition of the early entry application process to the main campus will benefit ND residents who attend UND starting as incoming freshmen. It is hoped that this early entry option will encourage more ND residents will decided to attend and remain at UND through completion of the OTD. Longitudinal data on retention was collected beginning in fall 2022.

Goal 33: The Student Affairs and Assessment Committees collect assessment data annually to assess students' needs and identify action steps to improve the educational experience students believe they have. Beginning in summer 2022, and based on student feedback, the department offers an orientation and preparation program (PACE) to all incoming students to support the transition to the doctoral program. Feedback from students in the inaugural offering was very positive, and planning for PACE 2023 is underway.

Goal 34: Analysis of the departmental messaging on accommodations was conducted in fall 2018. A revised department statement on ADA accommodations was developed for all syllabi. Additionally, the department has received training during the summer faculty retreat on best practices for referral to Disability Support Services. The department continues to employ best to support students on accommodations to the highest degree.

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

Goal 21: The number of 2022 applications from students in this region will be assessed through the OT admissions process to determine the impact on numbers of applications from this region.

Goal 30: Revision of the scoring of applicants from North Dakota and Wyoming have strengthened the number of students admitted to the OT program. The vertical review process also strengthens the chances for diverse applicants to be competitive with applicant peers.

Goal 33: Student satisfaction survey assessment data is both quantitatively and qualitatively analyzed, and recommendations to the department based on data analysis are made annually. Recent feedback has resulted in the addition of the PACE program prior to students starting in the fall, and increased opportunities to recognize student achievements at benchmark program stages.

Goal 34: Students who are in need of accommodations are receiving the necessary referrals at all stages of the OT program.

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

At this time, no additional changes are indicated.

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.