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# 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 30. Increase applications from underrepresented groups through direct contact. ● On Track

Goal 31. 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 2019, members of the department met with UND recruiters to determine the department's role and support needs for expanded recruiting to Western North Dakota. Upcoming meetings will discuss linkages to private school and tribal colleges to recruit. 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.

Goal 30: The department continues to explore ways to recruit directly to tribal colleges and through programs like INMED. COVID still continues to impact the traditional programs and events to directly access students, but we hope that direct recruiting opportunities will be able to resume in the coming year. Updated marketing materials in production this summer are more reflective of diversity than in past years, and 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.

Goal 31: 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 will be collected beginning in fall 2022.

Goal 33: The Student Affairs and Assessment Committees collect assessment data 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 will offer a trial orientation and preparation program (PACE) to all incoming students to support the transition to the doctoral program. It is anticipated that early exposure to the culture and expectations of the OT program will support student success and retention.

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.

### 3. 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: Applications by INMED students were received in the 2021 OT admissions cycle. The number of applications for this cycle are an increase over recent years. 2 Inmed students accepted positions to the fall 2021 class.

Goal 31: Revision of the scoring of applicants from North Dakota and Wyoming have strengthened the number of students admitted to the OT program. It is anticipated that the vertical review process will also strengthen 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. From the summer 2021 report: Students appreciated the efforts to support their learning through this pandemic while also suggesting enhancements to communication. Majority were satisfied/very satisfied (more than 85%) with physical classroom, access to faculty, library access. Majority (more than 85%) were satisfied with: positive learning environment (peers), technology, supportive faculty, classroom technology, places to study, access to advisor. In response to student feedback about communication, faculty discussed and refined communication strategies: 1) when emailing students for a course, do so through Bb announcements so students can go back easily and find most updated announcements on Bb course site 2) address all students on both campus in the email announcements to help all students feel included 3) communicate consistently and clearly between all instructors for a course, especially through weekly instructor meetings.

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.