

UND SMHS Strategic Plan Individual Unit Report for 2023

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.

We continue to work on our diversity projects (through the school and university strategic plan) to strategize how to best meet the new accreditation standard related to diversity. A team of four faculty attended the DEI workshop offered by TTaDa in May 2022 and garnered new ideas and implementation strategies for a plan moving forward. Together as a department, we diligently created a diversity statement given the knowledge and expertise from the workshop, school and university resources and the collective wisdom within the faculty department. Individual faculty instructors have each been assessing various aspects of their courses to ensure thoughtful changes are implemented with relation to DEI &B.

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 along the way.

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.

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, the DEI workshop as mentioned above, 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, 34% of matriculants are from ND and 83% are from the tri-state area; 71% are female and 29% are male.

The graduation rate (5 yr average) is 90%; 64% of graduates over the past 5 years are practicing in primary care field, while 51% 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 continued instructional recommendations of the SMHS DEI working group. One of the goals of the DEI workshop participants is to reach out to various other attendees for a follow-up at one year to share ideas, progress and accomplishments.

The DPAS continues to 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.

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.