



**18-Month Follow-Up
SUMMARY REPORT
October 3, 2025
Bachelor of Health Science (Hons) in Medical Laboratory Science
Dean: Dr. Carol Rodgers**

Under Ontario Tech University's Institutional Quality Assurance Process (IQAP) and the Ontario Quality Assurance Framework (QAF), all programs are subject to a comprehensive review at least/at minimum every eight years to ensure that they continue to meet provincial quality assurance requirements and to support their ongoing rigour and coherence. Program reviews involve several stages, including:

1. A comprehensive and analytical self-study brief developed by members of the program under review.
2. A site visit by academic experts who are external to and arm's length from the program. The visit involves discussions with senior academic administrators, faculty, staff, and students.
3. Submission of an external reviewers' report including recommendations on ways the program may be improved based on a review of the program's self-study brief, discussions during the site visit and supporting material.
4. Internal responses to the external review and recommendations prepared separately by the Program and Dean.
5. Development of an Implementation Plan prepared by the Dean including resource requirements and a timeline for acting on and monitoring the implementation of the recommendations.

All programs that undergo a review must provide a report eighteen months after the completion of the review to gather information on the progress that has been made implementing the agreed upon plans for improvement.

In academic years 2021-2023, a review was scheduled for the Bachelor of Health Science (Hons) in Medical Laboratory Science, with a site visit on June 12, 14-16, 2023. The program has submitted to the Provost's Office a report outlining the progress they have made relative to the implementation plan resulting from the review. A summary of this progress is provided on the following pages.

Implementation Plan Action Item(s) <i>(corresponding recommendation # from reviewers' report)</i>		Timeline	Status*	Comments from Dean on progress of implementation
1.	Investigate options for enhanced use of UB3075 ideally on a permanent basis to enable at least one focus area [eg transfusion] and its associated equipment to be permanently located in this other space. If UB3075 is not available explore other space options within the university, taking into consideration increased use of simulation and/or more flexibility in lab scheduling.	2023-24 academic year for Fall 2024 implementation.	In Progress	Discussion amongst the Deans began on this issue winter 2025 and has continued within each respective unit to gather needs/concerns. A meeting amongst representative individuals from both FHSc and SCI was held September 2025 to further discuss respective needs and pressure points. It was agreed that FSc will explore the possibility of using the forensic lab for any courses currently scheduled in BIT3075 (formerly UB3075), while the FHSc will make inquiries about the potential for using Durham College lab space. FHSc will share some days/times when prep access would be helpful so FSc can determine if it would work with their activities. Finally, the FHSc has proposed increasing FSc access to BIT3085 and BIT3095 space and equipment, such as QuantStudio Systems, Orchard Harvest LIS, and Panoptiq Microscopy. Other space ideas were also explored.
2.	Begin search process to fill pending vacancies – ensure that position descriptions align with both the needs of the program [created by the 3 upcoming vacancies] and current pedagogical trends in the field [ie simulation] as well as addressing the research needs of the program [TTT positions].	Fall 2023 – with the goal to have all 3 positions in place by July 1, 2024	In Progress	Two of three positions were filled as LTFM appointments in July/August 2024. One of these appointments is now being advertised – TF with anticipated start date of January 2025. The LTFM position will continue through the current academic year [with potential to advertise for TF in 2026/2027].
3.	[a] Identify areas where clinical partnerships need to be cultivated to better avail students of a greater breadth of placement opportunities.	Fall 2023 – Fall 2024	Complete	A. Comprehensive Curriculum Review o The program has implemented an MPM to reduce the time requirement associated with

				the clinical practicum, which will alleviate pressure on clinical partners while maintaining a significant breadth of placement opportunities. By leveraging increased simulation in the revised program map, the program can explore placement outside of traditional locations, including considerable rural placement for future students. The program has also begun implementation of a competency-based assessment element to ensure students are able to meet clinical practicum requirements. o Additionally, clinical practicum length has been considered a potential barrier due to pressures at clinical sites that have been exacerbated following COVID. This has been further impacted by the growth of MLS training institutes in the last 2 years. As such, the program has moved to reduce the clinical practicum from 25 weeks to 16 weeks and has supplemented it with new simulation courses. This will allow the program to place students throughout multiple potential semesters (e.g., Fall, Winter, Spring) and increase clinical placement capacity. These changes were proposed after extensive consultation with our Program Advisory Committee(PAC) members.
	[b] Strengthen relationships with current clinical partners – development of continuing education courses for practicing MLTS [licensure requirement need]; annual conference on current topics in the field	Spring 2024 – Fall 2025	Continuous	B. Preceptor Training Program Launch and Continuous Clinical Coordinator. - o As well as the identified curriculum changes, the program has implemented a preceptor training module that was created through an external partner and set up an independent email system to allow preceptors an opportunity to submit completion of the module for credit with the regulatory body. - o The program has also adopted a co-directorship model, which allows for shared

				coordination of the program responsibilities and focused support for clinical partners. - o Clinical site visits continue with scheduled visits to clinical partners that include an education session. - o The program continues to offer education days at the end of each academic year for clinical partners, which include guest speakers regarding various MLS education topics. - o The program has also begun the process for development of a graduate program focused on medical laboratory practitioners to better address some of the continuous learning needs of clinical partners, as no such programs exist in Ontario.
	[c] Explore options around shared buying opportunities for equipment and reagent with some of our closest partners like Lakeridge Health.	Fall 2024	Complete	C. Secured Donations - o While the relationships with our closest partners remain strong, shared buying of equipment presents challenges due to regulatory, operational, and accreditation requirements at facilities and is not considered a viable mechanism for laboratory capital or consumable resources; however, the program has received several donations to support the program through continued partnership and has secured central funding to replace significant equipment, including a new hematology analyzer, new chemistry analyzers, and new molecular equipment, as well as new IT infrastructure. The program also completed a revised capital needs list and has identified priority capital requests to ensure effective program delivery. - o The program has also worked to develop new partnerships with groups such as Gamma Dynacare, which resulted in the donation of modern molecular biology equipment (e.g., Quant Studio 7 Flex).

4.	[a] Review options to include information beyond GPA only as part of the current admissions process.	Fall 2023-24	On Hold	A. Admission Criteria - o Admissions processes are controlled at the registrar's level, and implementation of non-academic elements has been deemed impractical for MLS admissions. A review of MLS admissions in Canada indicates that admission is primarily based on academic factors. - o The program continues to explore and utilize opportunities for the advanced entry pathways for students with undergraduate degrees in health-related fields and biotechnology-related diplomas.
	[b] Explore opportunities to create a fast-track for internationally trained MLTs.	Winter 2024	Cancelled	B. IEMLT Action - o Initial discussions were held regarding this option; however, in August 2024, the regulatory bodies within the Canadian Medical Laboratory Science sector unexpectedly shifted the entry to practice certification examination, which has nullified the viability of this action. - o IEMLT education is no longer considered a viable mechanism to address the workforce shortages or student recruitment, as IEMLTs who are deficient in a select MLS discipline(s) may now avail of "discipline-specific" certification (i.e., there is no business case for a fast-track model for IELMT).
	[c] Inventory curriculum re. EDIA inclusion/ opportunities	Fall 2025	Complete	C. MPM, Regulatory Changes, and Patient Partner o The regulatory shift noted above also resulted in the two-phase MPM process, where the program conducted a fulsome review of its course offerings and addressed all aspects of the MLS landscape. Course revisions were proposed, and the MPM has passed through the required committees with the Academic Council Remaining.

				- o Changes related to the program incorporated all aspects of the new CAMPLR fields of practice, which incorporate elements of EDI, social determinants of health, as well as revised clinical discipline elements. These have been included within course revisions. However, course improvement is a continuous quality cycle and therefore will be reviewed as courses are delivered. - o The program also implemented a new patient partnership strategy, which, in addition to meeting accreditation requirements, allows for the incorporation of EDI-based concepts within the MLS curriculum. The inaugural patient partnership day was held in June 2025, and we have voted to include a patient partner within the program PAC.
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***Process Status Legend:**

Complete: Accomplished action item; no further steps required.

Continuous: Initial action item complete but requires ongoing monitoring and/or enhancement.

In Progress: Progress on the action item has been initiated but is not complete at this time. Outline all steps taken in the comment's column.

On Hold: Unable to complete due to other dependent factor(s).

Cancelled: Item no longer relevant or resources unavailable.

Additional comments:

- In addition to the UPR, the program is currently undergoing an external assessment by its accreditation partner (Equal Canada). The program has submitted a comprehensive program audit, which involves 31 criteria (10 high priority) by which MLSc programs are measured and through which its accreditation status is determined. This is a 6-year quality assurance cycle.
- These criteria involve all aspects of the program's structure, ranging from admissions to competency-based curriculum requirements, to institutional policies and quality improvement. The program has submitted its

documentation on schedule and is expecting an off-site report in the Fall 2025 semester. Upon receipt of this follow-up, the program will be required to conduct an on-site assessment, which may include a number of recommendations to ensure compliance with the EQal standards. As part of the commitment to continuous quality improvement, the program will address these recommendations in concert with those continuous elements within the 18-month follow-up.

This summary report will be sent for approval to the appropriate standing committee of Academic Council (USC or GSC), and will subsequently be reported to Academic Council. It will then be posted on the Ontario Tech corporate website.

Next Scheduled Program Review: 2029-2031