



FINAL ASSESSMENT REPORT Executive Summary Cyclical Program Review

Degree Program:	Bachelor of Health Science
Components:	Medical Laboratory Science
Dean:	Dr. Carol D. Rodgers, PhD
Date:	October 2, 2023

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.

In academic years 2021-2023, a program review was scheduled for Bachelor of Health Science in Medical Laboratory Science. This is the third program review for this program. A timeline of the review is provided below.

Program Review Timeline	Date
Program Review start date:	Nov. 21, 2022
Self Study submitted/approved:	Mar. 3, 2023
Site Visit:	June 12, 14-16, 2023
External Reviewers Report received:	June 21, 2023
Program Response received:	Aug. 2, 2023
Decanal Response received:	Sept 11, 2023

The self-study and the external reviewers noted that the Medical Laboratory Science program is, overall, highly effective, well-managed, with an impressive track record of success. There is a close community of students, graduates, faculty and staff. Laboratory space, maintenance of faculty/staff positions, and continued relationship building with community partners are important pieces for further enhancement.

The site visit took place on **June 12, 14-16, 2023.**

The review consisted of two external reviewers. During the virtual site visit, the reviewers met with the following groups and individuals:

- Dr. Lori Livingston, Provost
- Dr. Carol Rodgers – Dean, Faculty of Health Sciences
- Dr. Lavern Bourne – IAT Chair
- Dr. Otto Sanchez – Associate Dean, Undergraduate programs
- Ms. Evelyn Moreau – Program Director and Practicum Coordinator
- Staff from the Faculty of Health Sciences
- Faculty from the Faculty of Health Sciences
- Student Life Office representative
- Internal Assessment Team members
- Students in the Faculty of Health Sciences

The external reviewers identified four recommendations identifying specific steps to be taken to improve the program. Optimizing laboratory space, faculty recruitment, engagement with strategic partners, and implementing additional admission criteria to the program were highlighted as themes. The prioritized list of recommendations is available in the Implementation Plan.

A Final Assessment Report (FAR) has been prepared to synthesize the reports and recommendations resulting from the review, identifying the strengths of the program as well as the opportunities for program improvement and enhancement. The Implementation Plan (IP) presents a timeline of the follow-up and resource requirements addressing the recommendations from the external reviewers' report. Both documents, accompanied by this Executive Summary (ES), will be delivered to the appropriate standing committee of Academic Council (USC/GSC) and approved on **November 21, 2023.**

Governance	Document(s)	Type of review	Date
Faculty Council	IP	Feedback	October 4, 2023
Resource Committee	IP	Resource review	September 18, 2023
USC/GSC	FAR, ES, IP	Approval	November 21, 2023
Quality Council	FAR, ES, IP	QAF requirement	
Academic Council	ES, IP	For information	
Board of Governors	ES, IP	For information	
Corporate Website	ES, IP	QAF requirement	

Due Date for 18-Month Follow-up Report: October 3, 2025
Date of Next Cyclical Review: 2029-2031

Timeframe for associated site visit:

Winter 2030



IMPLEMENTATION PLAN
September 1, 2023
BHSc Medical Laboratory Science
Program Review
Prepared by: Evelyn Moreau [Program Director]
And Dr. Carol Rodgers

The table below presents a timeline of the follow-up and resource requirements addressing the recommendations from the external reviewers' report. The Dean solicits feedback on this Implementation Plan through Faculty Council.

Recommendation <i>(corresponding # from reviewers' report)</i>	Action Item(s)	Specify role of person responsible	Timeline for action and monitoring	Resource Requirements
1. Optimization of Laboratory Space The lack of a third dedicated laboratory space for the program is a major challenge and a barrier to growth. The requirement to share the lab with another faculty results in substantial inefficiency in the system that places additional burden on faculty and staff in the program. Additional dedicated laboratory space would allow for permanent placement of heavy and sensitive equipment and would likely improve efficiency of limited staff resources. This recommendation's urgency is further heightened to ensure a	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.	FHSc Dean, Director of Planning and Operations, and MLSc Program Director	2023-24 academic year for Fall 2024 implementation.	

<p>quality student experience with increased enrollment.</p>				
<p>2. Support and prioritize faculty recruitment: The program has a number of upcoming faculty retirements of key individuals that have been with the program since its inception. Appropriate faculty recruitment needs to be a priority of the program to ensure continued excellence and success.</p>	<p>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].</p>	<p>FHS Dean, MLSc Program Director, MLSc faculty</p>	<p>Fall 2023 – with goal to have all 3 positions in place by July 1, 2024</p>	
<p>3. Engage with and leverage strategic partners: There is a significant need for trained medical laboratory technologists in the province and country. Given the need of clinical labs this may allow for strategic partnerships with clinical labs to support placement of students, teaching of specialized content, equipment and funding of the program.</p>	<p>Identify areas where clinical partnerships need to be cultivated to better avail students of a greater breadth of placement opportunities.</p> <p>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</p> <p>Explore options around shared buying opportunities for equipment and reagent with some of our closest partners like Lakeridge Health.</p>	<p>MLSc Program Director & Practicum Coordinator</p> <p>MLSc Program Director & Practicum Coordinator and discipline leads</p> <p>MLSc Program Director; FHSc DPO</p>	<p>Fall 2023 – Fall 2024</p> <p>Spring 2024 – Fall 2025</p> <p>Fall 2024</p>	<p>Continuing Educ.</p>
<p>4. Support EDI-D in Admissions and throughout the Program: Currently admission into the program is largely based on high</p>	<p>Review options to include information beyond GPA only as part</p>	<p>MLSc Program Director and MLSc faculty</p>	<p>Fall 2023-24</p>	<p>Recruitment Office</p>

school GPAs. The program should support social accountability and EDI-D principles with procedures to base admission on additional information beyond GPAs.	of the current admissions process.			
	Explore opportunities to create a fast-track for internationally trained MLTs.	MLSc Program Director	Winter 2024	
	Inventory curriculum re. EDIA inclusion/ opportunities	MLSc Program Director and MLSc faculty	Fall 2025	

Recommendations not Addressed and Rationale

#	Recommendation not Addressed	Rationale