

2022-23

Annual Report





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Executive Summary

2022-23 was marked by allied health expansion. Nine new programs were approved for establishment, expansion, or partnerships. These programs will address allied health vacancies at Vanderbilt University Medical Center (VUMC). To support radiology needs, the Nuclear Medicine Program will add a Computer Tomography (CT) Program in the Spring 2024. Also in the spring, the Medical Laboratory Science Program will add its Clinical Laboratory Assistant Program, including phlebotomy training, as well as a Histotechnology Program, to address the shortage of laboratory professionals. It is noteworthy that the Medical Laboratory Science Program expanded by 16 students (30%).

The Center for Programs in Allied Health (CPiAH) received approval to launch new internal allied health programs; Emergency Medical Technician (EMT), Pharmacy Technician, Ophthalmic Assistant (OPA), and Neurodiagnostic (EEG) programs starting in Fall 2023. Since there has been difficulty in identifying an EEG director, we are exploring the feasibility of supporting a current program and offering scholarship support for senior students. Finally, we will expand our partnership with Nashville State Community College to offer scholarships to surgical tech students and at Tennessee State University for respiratory care therapy students who will commit to working at VUMC upon graduation.

To prepare our team for program expansion, the VUMC Strategy and Innovations team led a retreat for CPiAH on January 20th. It provided a framework for addressing challenges of space, assessment, and workload. A number of recommendations were made that inform the strategic plan presented here.



CPIAH Strategic Plan Updates



Goal	Outcomes
1. Infrastructure: Clinical departments' input	1a. Clinical Steering Committee established, held first quarterly meeting. Sarah Allen appointed chair. 1b. CPIAH retreat held with recommendations for monthly program directors' meetings. Quarterly continuing education meetings established.
2. Resources: Support student admission and retention efforts to fill allied health vacancies	2a. Internal Review Committee established to decide which workforce development programs to support in meeting workforce needs. 2b VUMC provided resources to develop new workforce development programs. 2c. Assessment rubric established to gain insight on program success from students, faculty, and employers. 2d. Space identified and approved for expanding allied health programs. Currently being refurbished. 2e. Website expanded for donors to support student retention.
3. Growing partnerships: To address allied health vacancies and increase visibility	3a. Communications established with surgical tech programs within a 100-mile radius of VUMC to encourage clinical rotations at VUMC. 3b. Scholarship programs established with 3 external institutions to recruit future employees in surgical tech and respiratory care. 3c. Expanded partnerships with local high schools for participation in workforce development programs.
4. Tracking visiting students	4a. Tracking system in place and communicated broadly within VUMC. 4b. Assessment rubric established and to be launched in 2024 to gain insight from visiting students on the clinical rotation climate and to determine interest in working at VUMC upon graduation. 4b. Approximately 500 visiting allied health students tracked this year
5. Collaborative relationships: Increasing visibility of CPIAH and student networks	5a. Student Support Services Manager gained knowledge on interprofessional education to organize an event for 2024. 5b. Plans to establish an allied health student club for 2024.

Highlights & Accomplishments

Core Allied Health Programs

Our accredited programs continue to demonstrate stellar outcomes.

Title of Program	Start Date	Program Length	Number Enrolled	Certification Pass Rate	Job Placement Rate
Dietetic Internship	1929	10 mos.	18	100%*	100%*
Medical Laboratory Science	1954	13 mos.	12	100%	100%
Nuclear Medicine Technology	1979	12 mos.	8	100%	100%
Perfusion	1979	22 mos.	8	100%	100%
Diagnostic Medical Sonography	2002	18 mos.	5	100%	100%

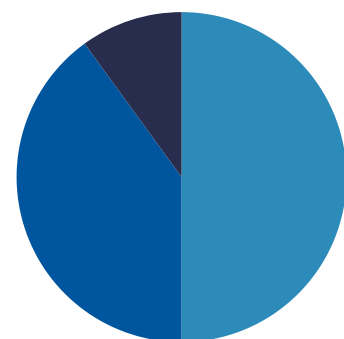
*17 of 18 DI graduates who have taken the certification exam have passed and are working. The remaining graduate will take the exam at a later date.

Allied Health Education Programs

During the last fiscal year, two educational programs were established: Medical Assistant (MA) and Central Sterile Processing Technician (CSPT) in partnership with Nashville State Community College. The MA Program has now graduated 5 cohorts of 71 trainees, and over 85% of trainees have been retained with 97% passing their certification examination to date. The CSPT Program has graduated 2 cohorts of 27 trainees, with an overall retention rate of 67%. Unfamiliarity with night shift work caused challenges; consequently, adjustments were made to strengthen training and reduce cohort size. The second, smaller cohort has a 90% retention rate. Both programs enrolled ethnically and racially diverse classes, far surpassing their representation in the general population. As a major incentive, VUMC covers the tuitions, fees, and salary for trainees enrolled in these programs.

Medical Assistant Program (12-weeks)

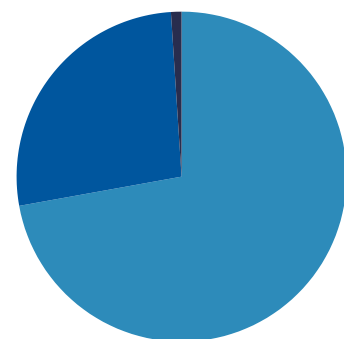
Cohort	Start Date	Completion Date	Enrolled/ Terminated/ Resign	Percent Pass Rate	Number Retained to date
1	4/25/22	7/14/22	11/0/0	100%	10
2	9/12/22	12/15/22	15/1/1	100%	12
3	1/30/23	4/20/23	15/1/1	100%	13
4	3/6/23	5/25/23	15/1/0	100%	13
5	7/10/23	9/21/23	15/1/0	86%	14
6	9/25/23	12/14/23	21	TBD	



Diversity:
50% African American,
40% White, 10% other.

Central Sterile Processing Technician Program (10-weeks)

Cohort	Start Date	Completion Date	Enrolled/ Terminated/ Resign	Percent Pass Rate	Number Retained to date
1	9/26/22	12/2/22	17/1/7	100%*	7
2	6/5/23	8/4/23	10/2/1	TBD	7

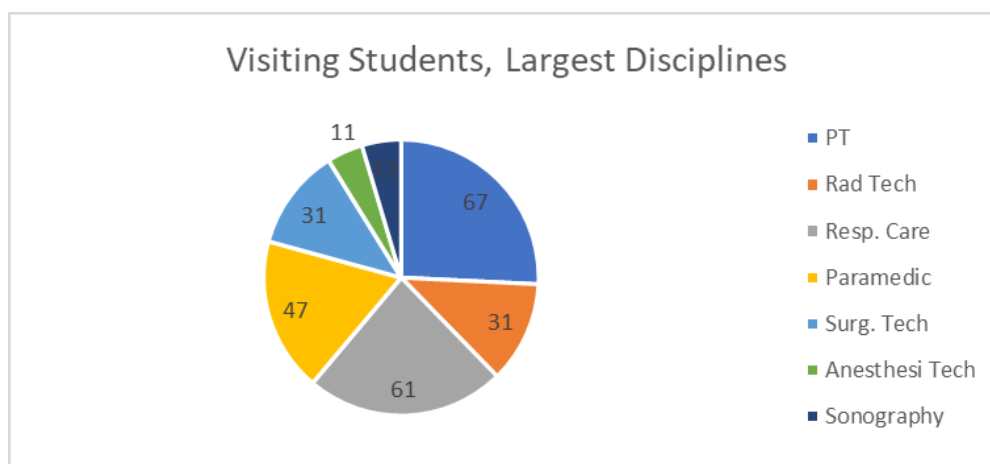


Diversity:
70% African American,
26% White, 4% other.

*The four who have taken the certification examination passed the first time.

Visiting Allied Health Students

Close to 500 allied health students visited VUMC this year. Of these, 342 students were onboarded by CPIAH, and Nursing Education onboarded another 142 students. Physical therapy and respiratory care comprised the most popular majors. Given the shortage of respiratory care therapists, VUMC has a recruiting opportunity for these professionals.



As shown in the map below, over half of all visiting allied health students came from Tennessee and the eastern half of the US.





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In summary, this was a highly productive year. CPiAH has a clearer strategic direction for expanded growth after the January 2023 retreat. Progress has been made in acquiring input from clinical departments on which allied health programs should be expanded. We have learned invaluable lessons about building successful educational programs in-house and in partnership with others. Our internal and external relationships are crucial in meeting the allied health needs of the medical center. We expect continued successful outcomes in supporting current programs, building new programs, providing external scholarship opportunities for disciplines of the highest demand, and maximizing our relationship with visiting students.