

Uniformed Services University

of the Health Sciences



“Learning to Care for Those in Harm’s Way”

Board of Regents

Quarterly Meeting

August 7, 2023

**BOARD OF REGENTS
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES (USU)
217TH MEETING**

**August 7, 2023 9:00 a.m. – 4:30 p.m. Eastern Time
Hosted in-person at the Board of Regents Room D-3001,
4301 Jones Bridge Rd, Bethesda, MD, 20814
and
Virtual by Google Meets**

MEETING AGENDA

OPEN MEETING

- | | | |
|----------------------------|--|--|
| 9:00 – 9:15 a.m.: | Meeting Call to Order
Designated Federal Officer | Ms. Annette Askins-Roberts |
| | Opening Comments
Chair, Board of Regents, USU | Dr. Nancy Dickey |
| 9:15 – 10:00 a.m.: | The Role of the Board of Regents
President, USU | HON Jonathan Woodson |
| 10:00 – 12:00 p.m.: | Supreme Court Decision on Admissions for Institutions of Higher Learning
Assoc. Dean, Recruitment & Admissions
General Counsel, USU | COL Danielle Holt and
Mr. Paul Hutter |
| 12:00 – 1:00 p.m.: | Lunch Break | |
| 1:00 – 3:00 p.m.: | Supreme Court Discussion and Recommendation Deliberation | |
| 3:00 – 3:15 p.m.: | Break | |
| 3:15 – 4:15 p.m.: | Strategy for New College of Allied Health Sciences (CAHS) Programs
Dean, CAHS | Dean Lula Pelayo |
| 4:15 – 4:25 p.m.: | Recognizing Dean Pelayo
President, USU | HON Jonathan Woodson |
| 4:25 – 4:30 p.m.: | Closing Comments
Chair, Board of Regents, USU | Dr. Nancy Dickey |
| | Adjourn
Designated Federal Officer | Ms. Annette Askins-Roberts |

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TAB 1

Supreme Court Decision on Admissions for Institutions of Higher Learning

School of Medicine Office of Admissions

Paul J. Hutter, General Counsel, USU
Danielle B. Holt, MD, MSS, FACS
Associate Dean of Admissions and Recruitment
Associate Professor of Surgery



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- The admissions programs at Harvard and UNC lack sufficiently **focused and measurable objectives** warranting the use of race, unavoidably **employ race in a negative manner**, involve **racial stereotyping** and **lack meaningful end points**, and thus cannot be reconciled with the guarantees of the Equal Protection Clause in the 14th Amendment.
- Race is not a **compelling interest** that meets **strict scrutiny** standards.
- College admissions is a **zero sum game**; by advantaging one group, an admissions policy directly disadvantages another group.
- Any metric associated with race is a quota, and **quotas are per se unlawful**.

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What the Decision Says

A Potential Way Ahead

- Nothing in the opinion should be construed as prohibiting universities from considering an applicant's discussion of how race affected his or her life, be it through discrimination, inspiration, or otherwise.
- Universities may not simply establish through application essays or other means the regime we hold unlawful today.
- A benefit to a student who overcame racial discrimination, for example, must be tied to that student's courage and determination.
- A benefit to a student whose heritage or culture motivated him or her to assume a leadership role or attain a particular goal must be tied to that student's unique ability to contribute to the university.



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Strategies in States with Affirmative Action Bans

- Top % Strategies
 - Top 10% of graduating classes automatically admitted to any Texas public university
 - University of California top 9% of all high school graduates statewide
 - most selective campuses minority enrollment dropped >50%
- Socioeconomic status
- Test optional
- Drop legacy admissions

Affirmative Action Bans

Nine states don't allow public schools to consider race in admissions

■ Ban in place



Source: The Chronicle of Higher Education

Proposition 209 banned use of race, ethnicity, national origin, and sex in university admissions in California in 1998

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- FN 4, p. 22. No military academy is a party to these cases, however, and none of the courts below addressed the propriety of race-based admissions systems in that context. This opinion also does not address the issue, in light of the potentially distinct interests that military academies may present.
- Sotomayor Dissent, p. 65. The majority recognizes the compelling need for diversity in the military and the national security implications at stake, but it ends race-conscious college admissions at civilian universities implicating those interests anyway.



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Amicus Brief for the United States

- DoD has identified diversity as a strategic imperative that is “integral to overall readiness and mission accomplishment.”
- White servicemembers are 53% of the active force & 73% of officers. Black servicemembers are 18% of the active force & 8% of officers. Hispanic servicemembers are 19% of the active force & 8% of officers.
- Battlefield experience from the Vietnam War demonstrated that a disparity between an overwhelmingly white officer corps and highly diverse enlisted ranks “threatened the integrity and performance of the military.”
- The Report of the Military Leadership Diversity Commission of 2009 found a diverse officer corps would “inspire future servicemembers,” “engender trust among the population,” and foster trust and confidence “between the enlisted corps and its leaders.”
- Research has shown that more diverse military organizations “are more effective at accomplishing their missions,” while “armies with high rates of inequality have done poorly based on various measures of battle-field performance.” Dwayne M. Butler & Sarah W. Denton, RAND Corp., *How Effective Are Blinding Concepts and Practices To Promote Equity in the Department of the Air Force?* 4 (Dec. 2021).
- As “[t]omorrow’s military leaders will be drawn almost entirely from those who join the military today,” “DoD must ensure the development of a diverse pipeline of leaders.” DoD has concluded that fostering diversity at the service academies, which supply 19% of officers, is essential to fulfilling its mission to defend the Nation.

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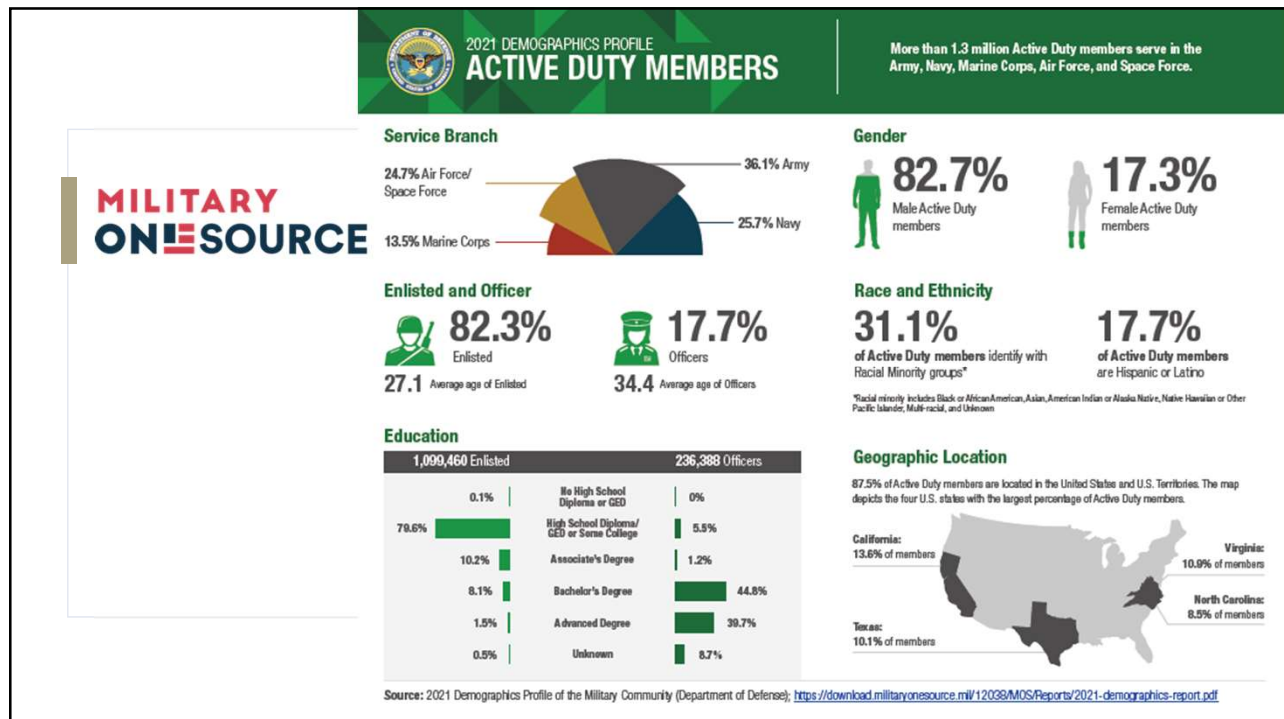
Analysis

- Race cannot be considered as an admissions factor by civilian universities.
- Did not challenge **ALDC** tips: athletes, legacy, donors, children of faculty (Not used at USU).
- The decision may carve out “the military academies,” so the decision may not apply to them, and by extension to the USU School of Medicine.
- The Graduate School of Nursing, College of Allied Health Sciences, Post Graduate Dental School and residency programs do not draw students from the general population; and, like residents are employees and are covered by equal employment protections.
- Future admissions policies must rely on student anecdotes concerning race that demonstrate leadership, ability to overcome challenges and the individual’s value to the university.

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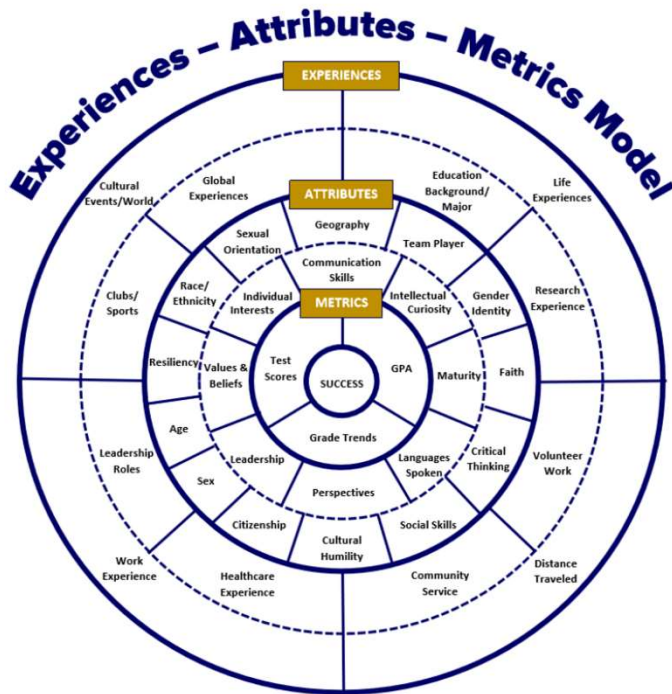
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Diversity in Healthcare



- Racial and Ethnic Health Disparities
- Black physician representation improves mortality
 - JAMA 2023 Snyder et al., 10% increase in county-level Black PCP representation associated with 31-day higher age-standardized life expectancy among Black individuals
- More likely to practice in underserved communities

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Holistic Review

- Mission-aligned
- Experiences, attributes, academic metrics
- Contribution to school and field of medicine
- Educational benefits of diversity – cultural competence and access to care

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Demographic Self-Identification

Socioeconomic status

- Parent's income
- Parent's highest educational attainment, lowest EO1, highest EO5

PARENT/GUARDIAN EDUCATION	PARENT/GUARDIAN OCCUPATION	
	Executive, managerial, professional position	Service, clerical, skilled, and unskilled labor
Doctorate/professional degree	SES Disadvantaged Indicator: No	SES Disadvantaged Indicator: Yes, EO2
Master's degree	SES Disadvantaged Indicator: No	SES Disadvantaged Indicator: Yes, EO2
Bachelor's degree	SES Disadvantaged Indicator: No	SES Disadvantaged Indicator: Yes, EO2
Less than Bachelor's degree	SES Disadvantaged Indicator: Yes, EO1	SES Disadvantaged Indicator: Yes, EO1

Race/Ethnicity

- Hispanic, Latino or of Spanish Origin
- American Indian or Alaskan Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Other

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LCME



Liaison Committee on Medical Education (LCME)

- accrediting body for U.S. allopathic medical schools (M.D.)
- sponsored by the AAMC and AMA
- establishes eligibility for selected federal grants and programs
- most state boards require U.S. medical schools granting MD degree be accredited as a condition for licensure
- eligibility of U.S. students to take the United States Medical Licensing Examination (USMLE) requires LCME accreditation

Element 3.3 (Diversity/Pipeline Programs and Partnerships)



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URiM



- **AAMC Underrepresented in Medicine (URiM)**

- Races underrepresented in medicine relative to general population: Black/African American; Mexican American; Native American Indian; Native Alaskan; Native Hawaiian/Pacific Islander; Puerto Rican (2004)
- Post Grutter Revised URiM Definition Shifts
 1. Instead of fixed 4 groups to continually evolving definition of URiM
 2. National to locoregional definition of underrepresentation
 3. Data collection to broad range of self-reported racial and ethnic descriptions

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Admissions Calendar

- 1 June first applications received by AMCAS
- 1 July first applications received by USU
- 15 August first interview invitations offered
- First week September first interviews and first Committee meeting
- Mid October first conditional acceptances offered
- 1 November final date for applications to AMCAS
- Beginning to mid January last interview invitations offered
- Mid February final interview week
- Last Tuesday of March final Committee meeting
- 1 June class filled and all offers should be unconditional

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Holistic Scoring Rubric

- interviews scored 1-5

- file scored 1-5 by 3 Committee members
 highest score = 15


Experiences

- clinical exposure
- community service
- research

Attributes


- distance travelled
- military experience
- leadership

Metrics

- MCAT/GPA
- AMCAS and USU essays
- Letters of recommendation
- Interviews

Full Committee voting categories:

5. Accept Now
4. Accept Hold
3. Alternate
2. Hold
1. Reject



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Admissions Procedures

- First 100 - Rolling admissions any Accept Now
- Remaining class, order of merit from Committee – 15, 14, 13
- Holistic metrics – military service, URiM, women, EO1



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SOM Class of 2027

Academics:

- Undergraduate **GPA – 3.71** [range: 3.0-4.0]
- Average **MCAT – 510 (80th percentile)** [range: 496-527]

Diversity:

- Women **83 (48%)** and Men **91 (52%)**
- Students from races/ethnicities Underrepresented in Medicine: **27 (16%); 33 (19% including all Hispanic)**
- 1st Generation College Graduates: **29 (17%)**
- Prior Service Officers/Enlisted/ROTC/Service Academy: **58 (33%)**
- **22 Varsity Athletes (10 Team Captains); Classical Musician; 2 Echols Scholars; Finisher; Stand Up Comedian; 6 Eagle Scouts; 5 Military Linguists**



Iron Man

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ENLISTED TO MEDICAL DEGREE PREPARATORY PROGRAM (EMDP2)

- Provides enlisted service members pathway to medical school
- Serves strategic objective to increase matriculation from the enlisted ranks
- Contributes to the retention of highly-qualified, experienced, often battle-tested service members to support military readiness needs
- Supports holistic admissions and metrics
 - 28% of students are URiM



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Summary

- **Diversity impacts School of Medicine accreditation**
- **Holistic admissions**
 - experiences, attributes, and metrics
- **Data Informed**
- **Mission Driven >> Endstate**
 - *Produce the physician healthcare workforce that our country needs and our service members deserve*

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Considerations and Recommended Way Ahead

- As demonstrated by the recent letter from the Liberty Justice Center, USU and the Military Academies are in the crosshairs for future litigation.
- Immediately form a group to study current admissions policies in light of the recent opinion, emphasizing admissions considerations based on:
 - University mission and strategy.
 - Diversity as a function of excellence as part of the USU vision, mission and national security.
 - Emphasize holistic review, to allow inclusion of individual challenges.

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Recommended Way Ahead

- Continue to dialogue with DoD, the Service Academies and other DoD schools to consider approaches.
- Review upcoming guidance from DoJ and DoE, promised immediately after publication of the decision.
- Await guidance from LCME and Middle States – that is so far absent, but forthcoming.
- Set a reasonable deadline for instituting an updated policy.
- Maintain all records and decisions from the 2024 admissions year, along with those pertaining to updating the policies – in anticipation of litigation.

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- Anticipate Congressional and media inquiries and FOIA requests concerning USU's current admission policies.
- Prepare for potential hearings (House and Senate) on the subject.

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Questions?

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COL Danielle B. Holt, MD, MSS, FACS
Associate Dean for Admissions
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TAB 2

Strategy for New College of Allied Health Sciences (CAHS) Programs

Uniformed Services University of the Health Sciences Board of Regents Meeting August 7, 2023



Lula Westrup Pelayo, Ph.D, RN, FAAN
Dean, College of Allied Health Sciences



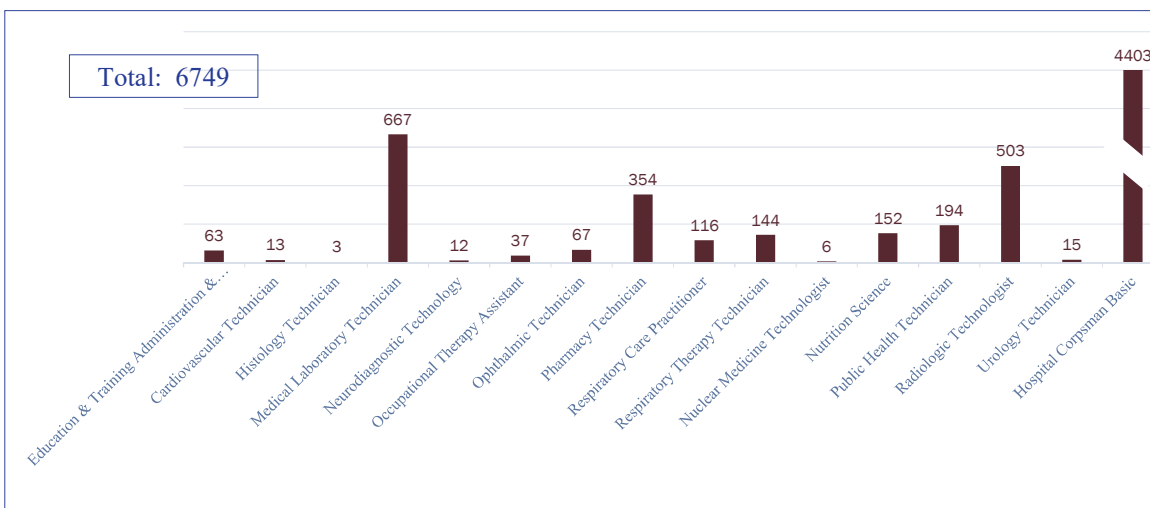
Medical Education and Training Campus Academic Programs-Academic Year 2022-2023



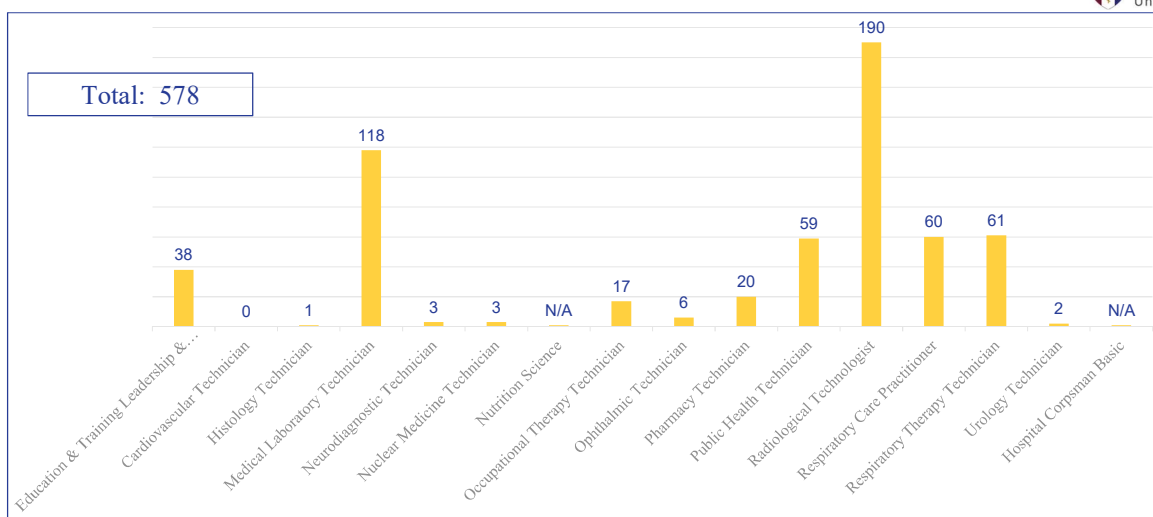
Program	Degree	Services	Accreditation	Enrollment	Degrees
Education & Training Administration & Leadership	Associate	Army/Navy/Air Force	No	63	38
Cardiovascular Technician	Associate	Navy	Yes	13	0
Histology Technician	Associate	Navy/Air Force	Yes	3	1
Medical Laboratory Technician	Associate	Army/Navy	Yes	667	118
Neurodiagnostic Technologist	Associate	Navy/Air Force	Yes	12	3
Occupational Therapy Assistant	Associate (on completion)	Army/Navy	Yes	37	17
Ophthalmic Technician	Associate	Army/Air Force	Yes	67	6
Pharmacy Technician	Associate	Army/Navy/Air Force/ Coast Guard	Yes	354	20
Respiratory Care Practitioner	Associate (on completion)	Air Force	Yes	116	60
Respiratory Therapy Technician	Associate (on completion)	Army/Navy	Yes	144	61
Nuclear Medicine Technologist	Bachelor	Army/Navy/Air Force	No	6	3
Nutrition Science	Certificate	Army/Air Force	No	152	N/A
Public Health Technician	Associate	Army/Navy	No	194	59
Radiologic Technologist	Associate	Army/Navy/Air Force/Coast Guard	No	503	190
Urology Technician	Associate	Navy/Air Force	No	15	2
Hospital Corpsman Basic	Certificate	Navy	No	4403	N/A



Medical Education and Training Campus Enrollment- Academic Year 2022-2023



METC Degree Conferrals-Academic Year 2022-2023



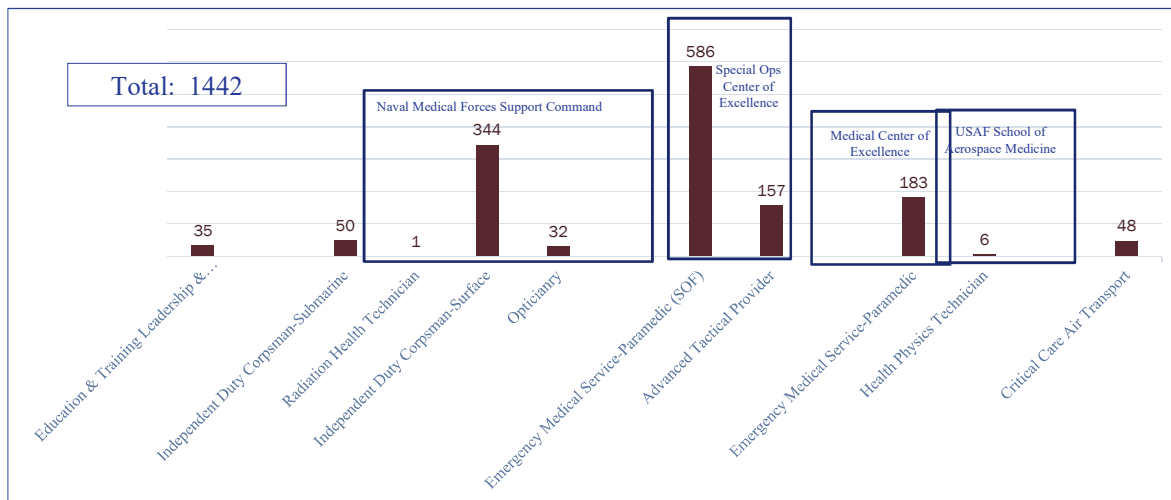
Academic Partner Programs-Academic Year 2022-2023



Program	Degree	Services	Accreditation	Enrollment	Degrees
Education & Training Administration & Leadership	Associate	Offered at all locations.	No	30	0
Naval Medical Forces Support Command					
<u>Naval Undersea Medical Institute</u>					
Independent Duty Corpsman (Sub)	Bachelor	Navy	No	50	12
Radiation Health Technician	Associate	Navy	No	1	3
<u>Surface Warfare Medical Institute</u>					
Independent Duty Corpsman (Surf)	Bachelor	Navy/Coast Guard	No	344	54
<u>Tri Service Optician School</u>					
Opticianry	Associate	Army/Navy	Yes	32	2
Special Operation Center of Excellence					
Emergency Medical Services-Paramedic	Associate	Army/Navy	Yes	586	215
Advanced Tactical Provider	Bachelor	Army/Navy	No	157	100
Medical Center of Excellence					
Emergency Medical Services-Paramedic	Associate	Army	Yes**	183	29
Health Physics Technician	Associate	Army	No	6	4
USAF School of Aerospace Medicine					
Critical Care Air Transport	Certificate	Air Force	No	48	N/A



Academic Partner Enrollment-Academic Year 2022-2023



Academic Partner Degree Conferral-Academic Year 2022-2023



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Potential Program Expansion



- Medical Education and Training Campus (METC)
 - 32 Additional Programs and Courses of Study
 - More than 17,000 Additional Enrollments
 - Over 550 Semester Hours of New Curriculum
 - Naval Medical Forces Support Command (NMFSC)
 - Six Additional Programs
 - 378 Additional Enrollments Per Year
 - Over 140 Semester Hours of New Curriculum
 - US Army Medical Center of Excellence (MEDCoE)
 - Four Additional Programs
 - 968 Additional Enrollments
 - Approximately 100 Semester Hours of New Curriculum
 - US Air Force School of Aerospace Medicine (USAFSAM)
 - Four Additional Programs
 - Nearly 450 Additional Enrollments
 - Approximately 47 Semester Hours of New Curriculum
 - US Army Special Operations Center of Excellence (SOCoE)
 - One Additional Program (2+2 Bachelors)
 - 15 Additional Enrollments
 - 11 Semester Hours of New Curriculum
- ALL SEMESTER HOURS ARE ESTIMATED**

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METC Potential Program Expansion



Program	Degree	Services	Enrollment	Semester Hours
Biomedical Equipment Technician (BMET)	Associate	Army/Navy/Air Force	400	60-80
BMET Advanced/Specialty Training Courses (9)	Certificate	Army/Navy/ Air Force	120	2-9
Army Dental Specialist	Certificate	Army	300	12
Navy Dental Technician	Associate	Navy	300	9+20 HCB
Air Force Dental Assistant (Accredited)	Associate	Air Force	300	15
Dental Laboratory Technician	Associate	Army/Navy/Air Force	100	34-40
Advanced Dental Laboratory Technology	Bachelor	Navy	12	31
Dental Lab Advanced/Specialty Courses (3)	Certificate	Army/Navy/Air Force	80	5-7

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METC Potential Program Expansion – cont.



Program	Degree	Services	Enrollment	Semester Hours
Surgical Technologist (Accredited)	Associate	Army/Navy/Air Force	533	12-27
Behavioral Health Technician	Associate	Army/Navy/Air Force	576	20-24
Physical Therapy Technician	Associate	Army/Navy/Air Force	156	23-36
Diagnostic Medical Sonographer (Accredited)	Associate	Navy/Air Force	23	15

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METC Potential Program Expansion – cont.



Program	Degree	Services	Enrollment	Semester Hours
Orthopedic Specialty Technician (Surg Tech)	Associate	Army/Navy/Air Force	102	9-17
Medical Laboratory Apprentice (Accredited)	Associate	Air Force	396	52
Medical Logistics	Certificate	Army/Air Force	556	7-9
Health Care Administration	Certificate	Army/Air Force	418	10

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METC Potential Program Expansion-cont.



Program	Degree	Services	Enrollment	Semester Hours
Otolaryngology Technician (Surg Tech)	Associate	Air Force	6	16
Independent Duty Medical Technician	Associate	Air Force	105	18
Nutrition Management and Accounting	Certificate	Air Force	24	3
Medical Material Supervisor	Certificate	Air Force	28	5
Aerospace Medical Service Apprentice (Accredited)	Associate	Air Force	1324	19
Army Combat Medic Specialist (Accredited)	Associate or Certificate	Army	7514	23

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NMFSC Potential Program Expansion



Program	Degree	Services	Enrollment	Semester Hours
Aerospace Physiology Technician	Associate	Navy	18	17
Aerospace Medical Technician	Associate	Navy	144	13+20 HCB
Drug and Alcohol Counselor	Associate	Navy	128	21
Dental Laboratory-Oral Maxillofacial Technician	Associate	Navy	4	49
Hemodialysis Technician	Associate	Navy	4	29
Flight Medic Course (Search and Rescue Med Tech)	Associate	Navy	80	17

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MEDCoE Potential Program Expansion



Program	Degree	Services	Enrollment	Semester Hours
Army Practical Nurse Program (Accredited)	Associate	Army	470	54
Preventive Dentistry Specialist	Associate	Army	56	17
Veterinary Food Inspection Specialist	Certificate (currently)	Army	286	11 (currently)
Animal Care Specialist	Associate	Army	154	18

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USAFSAM Potential Program Expansion



Program	Degree	Services	Enrollment	Semester Hours
Bioenvironmental Engineering Apprentice	Associate	Air Force	160	19
Public Health Apprentice	Associate	Air Force	180	13
Aerospace Physiology Apprentice	Certificate	Air Force	45	12
Critical Care Air Transport Team Training	Credit Only	Air Force	48	3



SOCoE Potential Program Expansion



Program	Degree	Services	Enrollment	Semester Hours
Civil Affairs Medical Sergeant Program	Bachelor (2+2)	Army	15	11+54 EMS-P



Potential Program Expansion



- There are 46 programs and courses of study that could potentially be affiliated with the USUCAHS
 - METC-32
 - NMFSC-6
 - MEDCoE-4
 - USAFSAM-3
 - SOCoe-1
- Increase overall enrollment by more than 11,000 students per year
- Add nearly 850 semester hours to the USU CAHS Catalog
- Require the establishment of a new Other Instructional Site with Middle States Commission on Higher Education
- The USU CAHS Futures Advisory Board will provide guidance and assistance in the execution of these initiatives.

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Challenges



- College of Allied Health Sciences
 - Order of Merit Selection of Future Programs
 - Program / Curriculum Development
 - Faculty Appointments
 - Academic Advisors
- Office Of The University Registrar
 - Program Enrollment
 - Registration
 - Transfer Evaluations
 - Phase II Enrollment
 - Student Action Tracking (Drops, Recycles, Reliefs, etc.)
 - Delayed Grade Entry
- Funding Model
- Acquiring Adequate Staffing

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Discussion

Supplement

TAB 3

Potential CAHS Programs

	Program Name	Potential Degree Pathway	Description	Cohort Starts	Annual Enrollment FY 24	Estimated Sem Hours / Student FY 24
Medical Education and Training Campus			USA=United States Army USN=United States Navy USAF=United States Air Force			
1	Biomedical Equipment Tech (BMET)	Associate of Sciences	Biomedical Equipment Technician training is a group lockstep course and provides initial skills training for Army, Navy, and Air Force personnel on clinical applications, operation, inspection, maintenance, and modification of a wide variety of biomedical equipment systems. The program consists of a	USA: 20 USN: 7 USAF: 13	225 70 105	60 80 60
2	Biomedical Maintenance Management	None - This program is an advanced follow-on from the initial BMET training program.	This program provides formal training for biomedical equipment maintenance personnel who are assigned to a medical treatment facility. The program is designed to provide advance technical training in Biomedical Equipment Maintenance Management. The program will focus on regulatory guidance and operations, self-inspections, maintenance contracts, and reports.	USA: 4 USAF: 4	1 2	2 2
3	Telemedicine Systems	None - This program is an advanced follow-on from the initial BMET training program.	The Telemedicine Systems (TELE) program s designed to provide training on: computed radiography, radiographic film digitization, high density digital-image and patient demographic storage, digital image networking and display, and digital data and computer communications. Students will become familiar with advanced telemetric electronics, theory of operation, system applications, installation, quality assurance, preventive maintenance, calibration, and troubleshooting.	USA: 7 USN: 6 USAF: 7	1 0 8	5 5 5
4	Medical Laser Systems	None - This program is an advanced follow-on from the initial BMET training program.	The Medical Laser Systems (MLS) program provides formal training for biomedical equipment maintenance personnel who are being assigned to a contingency medical treatment facility. The program is designed to provide advanced technical training on medical laser systems. The program will focus on regulatory guidance and operations, self-inspections, maintenance contracts and reports.	USN: 4 USAF: 4	1 3	3 3
5	Mammography Imaging Systems	None - This program is an advanced follow-on from the initial BMET training program.	This program is a consolidated program with three military services that is designed to provide training on: theory of operation, clinical applications, related physiology, preventive maintenance, circuit analysis, troubleshooting, calibration, and safe operating procedures. The instructional design of this program's courses is group lockstep. Methods of instruction include, but are not limited to: lecture, demonstration, online materials, simulations, laboratory practice, and practical exercises on mammography imaging systems.	USA: 15 USAF: 14	4 10	2 2
6	Advanced Radiographic / Fluoroscopic & Acceptance	None - This program is an advanced follow-on from the initial BMET training program.	The Advanced Radiography/Fluoroscopic and Acceptance (ARFA) program provides formal training for DoD biomedical equipment maintenance technicians assigned to an Air Force, Army or Navy medical treatment facility (MTF). The program is designed to provide advanced training in DoD radiographic X-ray acceptance inspection procedures and post-calibration inspection procedures. The program provides the necessary skills and knowledge required to perform acceptance inspections and post-calibration radiation surveys for radiographic X-ray systems.	USA: 7 USN: 7 USAF: 7	3 1 8	4 4 4
7	Advanced Sterilization Systems	None - This program is an advanced follow-on from the initial BMET training program.	The Advanced Sterilization Systems (ADSS) program provides formal training for biomedical equipment maintenance personnel who are assigned to a medical treatment facility. The program focuses on clinical application principles, along with equipment and operation theory of plasma sterilization and endoscopic cleaning systems. ADSS also provides performance-based organizational maintenance (preventive maintenance inspection/calibration verification) and malfunction isolation (circuit analysis/troubleshooting) training on endoscopic cleaning systems.	USA: 4 USN: 4 USAF: 4	10 2 1	2 2 2
8	Ultrasound Imaging Systems	None - This program is an advanced follow-on from the initial BMET training program.	The Ultrasound Imaging Systems (UIS) program provides e training on: equipment theory of operation, clinical applications, related physiology, circuit analysis, troubleshooting, calibration, and safe operational procedures.	USA: 15 USN: 7 USAF: 14	13 3 8	2 2 2
9	Advanced Field Medical Support Systems	None - This program is an advanced follow-on from the initial BMET training program.	The Advanced Field Medical Support Systems (AFMSS) program consolidates formal training on biomedical equipment maintenance technicians that are either tasked for an imminent contingency, or are provisioned for one, and/or for readiness skill verification training. The course provides realistic contingency, operational, and maintenance refresher training on equipment not normally operated at a peacetime facility.	USA: 5 USN: 5 USAF: 5	10 10 4	4 4 4
10	Medical Device Information Technology Systems	None - This program is an advanced follow-on from the initial BMET training program.	The Medical Device Information Technology Systems (MDITS) program provides training on: server and personal computer hardware, software, medical network configuration and administration, computer system repair, video system theory and calibration, circuit analysis, troubleshooting, and safe operating procedures.	USA: 7 USN: 7 USAF: 7	7 3 7	9 9 9
11	Navy Dental Assistant	Associate of Sciences	The Navy Dental Assistant (NDAP) program provides students with formal education and training that develops them into entry-level dental assistants within fixed and deployable medical facilities. Students are trained in the basic dental disciplines of oral anatomy, dental administration, and dental procedures. Performance-based training is conducted for infection control, general chairside assisting, and radiology procedures in simulated and clinical environments. Students learn about dental materials and instruments, maintaining dental equipment, and performing basic oral hygiene procedures. Dental demonstrations and practice are provided in laboratory settings.	USN: 25	259	9 + 20 from Hosp Corpsman Basic

	Program Name	Potential Degree Pathway	Description	Cohort Starts	Annual Enrollment	Estimated Sem Hours / Student
	Medical Education and Training Campus				FY 24	FY 24
	USA=United States Army USN=United States Navy USAF=United States Air Force					
12	Army Dental Specialist	Certificate - Insufficient credit to establish academic residency.	The Army Dental Specialist (ADSP) program provides students with formal education and training that develops them into entry-level dental assistants within fixed and deployable medical facilities. Students are trained in the basic dental disciplines of: head anatomy, elementary physiology, dental administration, and dental procedures. Performance-based training is conducted for: infection control, general chairside and surgical assisting, and radiology procedures in simulated and on-the-job clinical environments. Students mix dental materials, maintain dental equipment, and perform basic oral hygiene procedures. Dental skill demonstrations and practice are provided in laboratory settings.	USA: 17	289	12
13	Air Force Dental Assistant Commission on Dental Accreditation Certified Dental Assistant (CDA) , Radiation Health & Safety (RHS) and Infection Control Examination (ICE)	Associate of Sciences	The Air Force Dental Assistant Apprentice Program provides students the technical skills and knowledge required to achieve entry-level competencies and perform AF Dental Assistant Apprentice duties at fixed medical treatment facilities and field environments. It provides training for personnel to accomplish duties and responsibilities to assist in basic dental treatment procedures, oral and dental anatomy, materials, sterilization and disinfection of instruments, dental health procedures, radiology and radiographic techniques, care of dental instruments and equipment, dental administrative procedures, restorative dentistry, patient behavior practical experience in oral health care instruction, and assisting the dental officer.	USAF: 12	288	15
14	Navy Advanced Dental Laboratory Technology	Associate of Sciences / Bachelor of Sciences	The Navy Advanced Dental Laboratory Technology (DENTLA) program is designed to further enhance students' knowledge and practical aptitude for procedures accomplished in dental laboratories throughout the fleet. Students will be exposed to the digital revolution in the form of Computer-Aided Design/Computer-Aided Manufacturing (CAD/CAM) technology and 3D printing options. Students will be trained on digital workflows that offer advanced restoration solutions with greater accuracy, efficiency, and a more predictable outcome to include both complex fixed and removable prostheses.	USN: 25	12	31
15	Adv. Porcelain Dental Lab Technology	Certificate - This course an advanced program for graduates of a Dental Laboratory program.	The Advanced Porcelain Dental Laboratory Technology (APDLT) program is designed to train the student in the fabrication of advanced porcelain techniques utilizing digital dental technology. Students will navigate through the course by using a systematic approach which covers a wide spectrum of indications and functions utilizing the latest software applications that allow for optimal digital workflows. The laboratory practical experience will integrate full contouring, porcelain layering, and porcelain pressing techniques. This program will expose students to porcelain restoration techniques to include intrinsic modifications, individualized characterization and shade matching using photo images.	USA: 3 USAF: 3	0 24	7 7
16	Dental Laboratory Technology Commission on Dental Accreditation [AF] Dental Laboratory Technician	Associate of Sciences / Bachelor of Sciences	The Dental Laboratory Technology (DLT) program provides students the technical skills and knowledge required to achieve entry-level competencies and perform Army Dental Laboratory Specialist / Navy Dental Laboratory Technician / AF Dental Laboratory Apprentice duties at fixed dental treatment facilities and field environments. The training provides fundamental instruction for procedures accomplished in dental laboratories on fabrication of complete dentures, removable partial dentures, dental appliances, crown and bridge, dental ceramics, and dental implants using various processing methods to include analog and digital dental technology.	USA: 7 USN: 7 USAF: 7	19 44 37	34 40 34
17	Advanced Implant Dental Laboratory Technology	Certificate - This is an advanced course for Air Force students of the Dental Laboratory course.	The Advanced Implant Dental Laboratory Technology (AIDLTL) program is designed to train the student in the fabrication of complex implants utilizing digital dental technology. Students will be exposed to advanced treatment planning software and navigate through a digital workflow that offers the best advanced restoration solutions with greater accuracy and efficiency.	USAF: 3	24	5
18	Advanced Removable Dental Laboratory Technology	Certificate - This is an advanced course for Air Force students of the Dental Laboratory course.	The Advanced Removable Dental Laboratory Technology (ARDLTL) program is designed to train the student in the fabrication of complex removable appliances utilizing both digital technology and traditional methods. Students will navigate through the course by using a systematic approach which covers a wide spectrum of indications and functions utilizing the latest software applications that allow for optimal digital workflows.	USAF: 3	26	6
19	Physical Therapy Technician	Associate of Sciences	The Physical Therapy Technician program provides training aspects of physical therapy medicine to include functional human anatomy, physiology, kinesiology, clinical pathophysiology, and musculoskeletal physical therapy assessment and management. Therapeutic exercises, procedures, and modalities (physical agents, spinal traction, ultrasound, electrotherapy, theory and application of (TENS), neurological and medical disorders, physical therapy assessments, clinical management, professional communication, psychosocial issues in health care and clinical experiences are introduced.	USA: 3 USN: 3 USAF: 3	93 27 36	25 36 23

	Program Name	Potential Degree Pathway	Description	Cohort Starts	Annual Enrollment	Estimated Sem Hours / Student
	Medical Education and Training Campus				FY 24	FY 24
	USA=United States Army USN=United States Navy USAF=United States Air Force					
20	Orthopedic Specialty Technician	Certificate - Insufficient credit to establish academic residency. However, this course is specialty training for Surgical Technicians.	The Orthopedic Specialty Technician (ORTHO) program prepares Orthopedic Technicians to properly fit and apply both pre- and post-operative braces, crutches and other soft goods; utilize proper safety precautions while changing dressings and removing sutures; utilize proper technique to apply, remove, and modify casts and splints; assist with procedures including wound care, aspirations, minor surgical procedures, fracture reductions, prepare injections sites and draw medications; apply traction and orthopedic appliances on patients; and instruct patients in cast and splints.	USA: 5 USN: 5 USAF: 5	62 25 15	12 17
21	Surgical Technologist Commission on Accreditation of Allied Health Education Programs (CAAHEP) - Accreditation Review Council on Education in Surgical Technology and Surgical Assisting (ARC/STSA) [Army/Navy} Certified Surgical Technologist (CST)	Associate of Sciences Air Force program structure does not allow for academic residency or a degree pathway.	The Surgical Technologist (ST) program provides enlisted personnel from multi-services and foreign nationals with a basic knowledge of surgical technology. Surgical technologists are allied health professionals who are an integral part of the medical team providing surgical care to patients in a variety of settings. The surgical technologist works under the supervision of licensed medical personnel to facilitate safe and effective surgical procedures. The Surgical Technologist program provides both simulated and clinical training in various aspects of perioperative care. Subjects include anatomy and physiology, introduction to the surgical environment, microbiology, surgical pharmacology, surgical supplies and equipment, functions of the sterile and non-sterile team member, basic life support and basic surgical technologist skills.	USA: 4 USN: 15 USAF: 15	264 187 82	9 27 27 12
22	Behavioral Health Technician	Associate of Sciences	The Behavioral Health Technician (BHT) program is a tri-service program that prepares Service Members to function as entry-level behavioral health technicians through specific training in anatomy/neuroanatomy and physiology, behavioral health ethics, clinical interviewing, Combat Operational Stress Control (COSC), cultural competency/diversity, individual and group counseling, inpatient and psychiatric interventions, pharmacological and non-pharmacological interventions, psychological testing, psychopathology, and theories of human development.	USA: 12 USN: 12 USAF: 12	298 110 168	24 21 20
23	Otolaryngology Technician	Associate of Sciences - This course is specialty training for Air Force students who have completed a Surgical Technologist program.	The Otolaryngology Technologist (OTOL) program provides simulated and live training in all aspects of otolaryngology and/or audiology services, to include invasive and non-invasive otolaryngology procedures and diagnostic audiology services.	USAF: 3	6	16
24	Independent Duty Medical Technician	Associate of Sciences	The Independent Duty Medical Technician (IDMT) program provides training for members of the Aeromedical Services career field prior to being assigned to operate a medical aid station at a remote or isolated duty station, or providing medical support to a non-medical field unit or other government agencies and joint service missions as directed by the DoD. Course instruction includes obtaining medical histories, examining, assessing, treating and documenting patient care encounters, training in emergency medical, dental, and surgical procedures to stabilize patient condition until evacuation for definitive care can occur, general knowledge and procedural skill in medical administration, monitoring medical aspects of special interest programs and health promotions, advanced medication administration and dispensary operation, and low complexity laboratory procedures.	USAF: 7	105	18
25	Air Force Medical Laboratory Apprentice National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) Medical Laboratory Technician certification through the American Society of Clinical Pathology	Associate of Sciences	The Medical Laboratory Apprentice (MLA) program provides education and training in the major disciplines of the clinical laboratory to include: clinical chemistry, hematology, immunohematology, immunology, microbiology, parasitology, urinalysis, blood donor center operations, specimen collection and processing, and laboratory operations.	USAF: 4	99	52
26	Combat Medic Specialist Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions Nationally Registered Emergency Medical Technicians (NREMT)	Associate of Science	The Combat Medic Specialist Training Program (CMSTP) trains initial entry Soldiers to provide emergency lifesaving treatment. Students are instructed in the national EMT standard curriculum of EMS pre-hospital training which culminates in a rigorous skills and computer based test. Once students pass this testing, they receive certification by the National Registry of Emergency Medical Technicians. Then students receive extensive training with special emphasis on individual life saving interventions and are qualified as Tactical Combat Casualty Care tier level 3 after completing the advanced Tactical Combat Casualty Care training. Students are also trained in limited primary care, medical care for patients exposed to weapons of mass destruction (chemical, biological, radiological, and nuclear - CBRN agents), deployable medical systems, aircraft and ground evacuation, and casualty triage and processing.	USA: 17	7514	23

	Program Name	Potential Degree Pathway	Description	Cohort Starts	Annual Enrollment	Estimated Sem Hours / Student
					FY 24	FY 24
	Medical Education and Training Campus		USA=United States Army USN=United States Navy USAF=United States Air Force			
27	Aerospace Medical Service Apprentice Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions Basic Life Support for the Health Care Provider (BLS) and National Registry of Emergency Medical Technicians (NREMT) certifications	Associate of Sciences	The Air Force's Aerospace Medical Service Apprentice (AMSA) program provides enlisted personnel with basic medical knowledge of pre-hospital, inpatient, and outpatient medical care within the scope of the apprentice-level medic utilizing technical skills and knowledge based performance. Curricula include Basic Life Support (BLS), medical terminology, anatomy & physiology, Emergency Medical Technician (EMT), as well as various aspects of nursing and primary patient care with emphasis on outcome-based practice and safety techniques.	USAF: 50	1324	19
28	Nutrition Management and Accounting	Certificate - This is an advanced course for AF students who are Nutrition and Diet Therapy Technicians.	The Nutrition Management and Accounting program targets selected Department of Defense personnel who perform nutritional medicine financial operations. The scope of training includes: effective management of cash receipts, ration earnings, and subsistence cost accounting. In addition, this course trains diet therapists on proper execution of medical food service accounting procedures required by the 2011 Nutritional Medicine Audit Summary.	USAF: 2	24	3
29	Diagnostic Medical Sonographer American Registry for the Diagnostic Medical Sonographer Registered Diagnostic Medical Sonographer	Associate of Sciences	The Diagnostic Medical Sonographer (DMS) program provides education and training in the major disciplines of: ultrasound physics, sonography of the abdomen, small parts sonography, basic vascular sonography, sonography of the pelvis, and obstetrical sonography.	USN: 4 USAF: 4	8 15	15 15
30	Medical Logistics	Certificate - Insufficient credit to establish academic residency	Medical logisticians are allied health professionals focused on procurement, distribution and life cycle management of all necessary supplies and equipment to sustain fixed and contingency medical treatment facilities and other medical activities. Instruction is presented in these major areas: Fundamentals of Medical Logistics, Supply Chain Management, Storage and Distribution, Medical Materiel Quality Control, Medical Assemblage Management / War Reserve Materiel, and Inventory / Property Management.	USA: 13 USAF: 13	212 344	9 7
31	Medical Materiel Supervisor	Certificate - This is an advanced course for Air Force students of the Medical Logistics Course.	The Medical Materiel Supervisor program provides education and training in the major disciplines of medical materiel to include providing training in the knowledge and skills needed to perform the duties in the medical logistics system emphasizing medical logistics management techniques.	USAF: 4	28	5
32	Healthcare Administration Specialist American Academy of Professional Coders - Certified Professional Coder	Certificate - Insufficient credit to establish academic residency	The Healthcare Administration Specialist (HAS) program provides students the technical skills and knowledge required to achieve entry-level competencies and perform patient administration specialist/health services management duties at fixed medical treatment facilities and field environments. The HAS program provides a basic knowledge of healthcare finance, patient safety, entitlements and benefits, admission and disposition procedures, medical records, automated healthcare information systems, medical terminology, anatomy and physiology, line of duty determination, medical evaluation board procedures, and governing regulations.	USA: 10 USAF: 10	208 210	10 10
	The program is a viable consideration for affiliation with USUCAHS without significant conditions.					
	The program is a candidate for affiliation so long as certain conditions can be met. For example: Affiliation of basic program; additional course work is available for academic residency, accreditation status is modified, etc.					
	The program could only be considered after significant changes to the program curriculum, student body, current affiliation, accreditation standards are made. Or there is a significant increase in USUCAHS resourcing to adequately support the affiliation.					

	Program Name	Potential Degree Pathway	Description	Cohort Starts	Annual Enrollment	Estimated Sem Hours / Student
					FY 24	FY 24
Naval Medical Forces Support Command			USA=United States Army USN=United States Navy USAF=United States Air Force			
1	Aerospace Physiology Technician (Approved CAHS Program-Unfunded)	Associate of Sciences	The Aerospace Physiology Technician program prepares corpsmen to instruct aviation and non-aviation personnel in aeromedical aspects of flight, in-flight visual problems, spatial disorientation, emergency egress systems, personal life support equipment, and water survival techniques. Students will also be able to perform an inside instructor/observer on hypobaric chamber flights, operate and maintain training devices peculiar to the aviation physiology and aviation water survival training programs.	USN: 3	18	17
2	Aerospace Medical Technician (Approved CAHS Program-Unfunded)	Associate of Sciences	The program prepares Corpsmen to assist flight surgeons or medical officers in special examinations and treatments for naval aviators and flight personnel. The training also includes assisting in conducting aviation medical tests, assisting flight surgeons in investigating and reporting results of aircraft mishaps, and maintaining aviation medical records and files.	USN: 4	144	13
3	Dental Laboratory-Oral Maxillofacial Technician	Associate of Sciences	The Oral Maxillofacial Technician program trains students to assist the maxillofacial prosthodontist in the clinical and technical procedures required to fabricate prostheses and appliances for oral, craniofacial and other anatomical defects. Students will learn how to construct and finish ocular, extraoral, intraoral and somato prostheses of silicone and other related materials.	USN: 2	4	49
4	Hemodialysis Technician	Associate of Sciences	The Hemodialysis Technician program trains Corpsmen to perform independently the standard principles and procedures of hemodialysis and peritoneal dialysis, including assisting with the invasive renal, vascular and peritoneal procedures and maintenance of access devices.	USN: 2	4	29
5	Drug and Alcohol Counselor	Associate of Sciences	Students will learn how to perform assessment and intake interviews, develop treatment plans, maintain statistical data on patient's progress, prepare summary reports, conduct individual and group counseling, crisis intervention, aftercare planning, referral, conducting prevention, outreach, and other educational services related to alcohol and drug abuse, and provide counseling in other areas as prescribed by program sponsors.	USN: 4	128	21
6	Flight Medic Course (Search and Rescue Medical Technician and Non-Search and Rescue Medical Technicians)	Associate of Sciences	The Flight Medic Course prepares Corpsmen to perform aircrew and Advanced Life Support (ALS) End Route Care (ERC) functions in support of Search and Rescue (SAR), tactical evacuation, air ambulance and combat SAR from rotary and fixed wing aircraft. The program trains students to provide ERC of routine illness and emergent patients in-flight, from ship to ship and ship to shore patient movement. The course includes the use of ALS medications, Pre-Hospital Trauma Life Support, Tactical Combat Casualty Care, Advanced Cardiac Life Support, Basic Life Support, and the use of emergency medical equipment, rescue and recovery devices, patient handling and aeromedical/patient movement techniques.	USN: 5	80	17
	The program is a viable consideration for affiliation with USUCAHS without significant conditions.					
	The program is a candidate for affiliation so long as certain conditions can be met. For example: Affiliation of basic program; additional course work is available for academic residency, accreditation status is modified, etc.					
	The program could only be considered after significant changes to the program curriculum, student body, current affiliation, accreditation standards are made. Or there is a significant increase in USUCAHS resourcing to adequately support the affiliation.					

	Program Name	Potential Degree Pathway	Description	Cohort Starts	Annual Enrollment	Estimated Sem Hours / Student
					FY 24	FY 24
US Army Medical Center of Excellence						
1	Army Practical Nurse Texas Board of Vocational Nurse Examiners Licensed Practical Nurse	Associate of Sciences	This two-phased Military Occupational Specialty (MOS) producing course trains Soldiers in the skills and knowledge necessary to become a proficient entry level licensed Practical Nursing Specialist, MOS 68C. The training encompasses nursing for in/outpatient care, emergent and minor acute treatments, and casualty care management. The Soldier will be trained to the licensing standards of the Texas Board of Vocational Nurse Examiners. Additionally, the student receives specific training in military hospital nursing and critical care.	USA: 10	470	54
2	Animal Care Specialist	Certificate - Insufficient credit to establish academic residency	This program trains enlisted veterinary personnel to assist in providing military support for animal care, management and treatment of animals to military veterinary service teams, Veterinary Treatment Facilities (VTFs), field veterinary units, and biomedical research facilities. Training subjects include veterinary administrative procedures, basic sciences, anatomy, physiology, pharmacology, pathology, toxicology, mathematics, diagnostic laboratory procedures, radiology, laboratory animal care and handling, anesthesiology, surgical procedures and support, emergency medical care, and large animal management and handling.	USA: 7	154	18
3	Veterinary Food Inspection Specialist	Associate of Sciences Program is undergoing a curriculum revision that should generate additional academic hours to meet residency requirements.	The program provides students with a working knowledge of techniques used to determine identity, condition, and quantity in these food groups: red meats (to include pork), water foods, poultry, eggs, dairy products, fresh fruits, and vegetables, and semi-perishables. Also included in the training are sampling procedures, forms, contract administration, basic food inspection procedures (including sensory evaluation), basic food establishment sanitation, food safety and quality assurance, surveillance inspection and veterinary preventive medicine. The training stresses the competencies required to perform assigned food inspection responsibilities.	USA: 11	286	11
4	Preventive Dentistry Specialist	Associate of Sciences	To provide the student with the necessary knowledge and skills to perform the duties of a Preventive Dentistry Specialist under the supervision of a Dental Corps Officer. Instructional objectives include, but are not limited to: Performing oral hygiene prophylactic procedures; conducting individual oral disease control programs; applying pit and fissure sealants to the teeth; evaluating dental radiographs, and cleaning and sterilizing dental instruments and equipment.	USA: 3	56	17
	The program is a viable consideration for affiliation with USUCAHS without significant conditions.					
	The program is a candidate for affiliation so long as certain conditions can be met. For example: Affiliation of basic program; additional course work is available for academic residency, accreditation status is modified, etc.					
	The program could only be considered after significant changes to the program curriculum, student body, current affiliation, accreditation standards are made. Or there is a significant increase in USUCAHS resourcing to adequately support the affiliation.					

	Program Name	Potential Degree Pathway	Description	Cohort Starts	Annual Enrollment	Estimated Sem Hours / Student
					FY 24	FY 24
US Air Force School of Aerospace Medicine						
1	Bioenvironmental Engineering Apprentice	Associate of Sciences	Perform and manage occupational and environmental health (OEH)- related activities to include anticipating, recognizing, evaluating, and controlling exposure(s) to chemical, biological, and radiological hazards in garrison and deployed settings. Perform health risk assessments (HRAs) by monitoring and sampling to identify and quantify CBRN hazards. Provide expert health risk communication to support commander's decision making and to prevent short and long term health effects to all personnel residing and/or working on the installation.	USAF: 5	160	19
2	Public Health Apprentice	Associate of Sciences (with additional coursework to establish academic residency)	Manages and performs public health activities and programs in support of the Air Force Operational Medicine Program. There are two major divisions within Public Health: Community Health Management and Force Health Management. Community Health Management encompasses communicable disease control and prevention, food safety and defense, medical entomology, facility sanitation, and public health contingency response.	USAF: 4	180	13
3	Aerospace Physiology Apprentice		The Aerospace Physiology Apprentice program trains Airmen to trains flying/non-flying personnel in subjects such as aircraft pressurization, night vision, emergency first aid, oxygen equipment, physiological effects of altitude, human performance, spatial disorientation, sensory phenomena, acceleration, and emergency escape from aircraft. Graduates also learn how to operates and maintain aerospace physiology training devices including altitude chambers and related training equipment.	USAF: 3	45	12
4	Critical Care Air Transport (CCAT) <i>(Currently enrolling students but without funding from US Air Force School of Aerospace Medicine)</i>	Coursework Only - This is follow-on training for Respiratory Care Practitioners assigned to air evacuation organizations.	This course prepares students, Respiratory Care Practitioners, to support Critical Care Air Transport Teams by providing advanced specialty medical capability to patients requiring ongoing resuscitation, continuous physiologic support (i.e., mechanical ventilation), continuous physiologic monitoring, frequent and unpredictable therapeutic interventions, intensive nursing support, or other medical interventions to sustain life, limb, or eyesight during movement.	USAF: 13	48	3
	The program is a viable consideration for affiliation with USUCAHS without significant conditions.					
	The program is a candidate for affiliation so long as certain conditions can be met. For example: Affiliation of basic program; additional course work is available for academic residency, accreditation status is modified, etc.					
	The program could only be considered after significant changes to the program curriculum, student body, current affiliation, accreditation standards are made. Or there is a significant increase in USUCAHS resourcing to adequately support the affiliation.					

	Program Name	Potential Degree Pathway	Description	Cohort Starts	Annual Enrollment	Estimated Sem Hours / Student
					FY 24	FY 24
US Army Special Operations Center of Excellence						
1	Civil Affairs Medical Sergeant Currently being presented to the USU for final approval.	Bachelor of Sciences This is a 2+2 program where the students have already earned an Associate of Sciences (Emergency Medical Services-Paramedic) during the Special Operations Combat Medic Course; which is a prerequisite.	This program trains Civil Affairs Medical Sergeant students in the skills required to perform duties as a Civil Affairs Medical Sergeant (38W) on a Civil Affairs Team. The student will learn to leverage cultural competence and the ability to bridge language barriers to assess, plan, and execute medically focused Civil Affairs Operations. In addition to their primary responsibilities of providing medical care to team members and attached elements, they will be able to collaborate with unified action partners to influence foreign policy and military environments. The course also focuses on the unique capabilities necessary to operate and influence effectively and efficiently in population-centric conflicts utilizing innovative, low-cost, and small-footprint approaches. Additionally, the students train in the following specialized fields: preventive medicine, agriculture, veterinary, laboratory, and dentistry relevant to Civil Affairs Operations in direct support of Special Operations Forces Core Activities and Operations across the Range of Military Operations.	USA: 3	15	11 + 54 Sem Hours from the Special Operations Combat Medic Course
	The program is a viable consideration for affiliation with USUCAHS without significant conditions.					
	The program is a candidate for affiliation so long as certain conditions can be met. For example: Affiliation of basic program; additional course work is available for academic residency, accreditation status is modified, etc.					
	The program could only be considered after significant changes to the program curriculum, student body, current affiliation, accreditation standards are made. Or there is a significant increase in USUCAHS resourcing to adequately support the affiliation.					

Supplement

TAB 4

CAHS Quarterly Board Report

Uniformed Services University of the Health Sciences Board of Regents

College of Allied Health Sciences Quarterly Board Report

07 August 2023

Submitted by: Lula Westrup Pelayo, Ph.D., RN, FAAN

Date: 27 July 2023

Title & Department: Dean, College of Allied Health Sciences

Phone: 210-299-8527

Purpose: Provide Quarterly Update Information: Below

Action None

Subject: College of Allied Health Sciences (CAHS) Quarterly Report

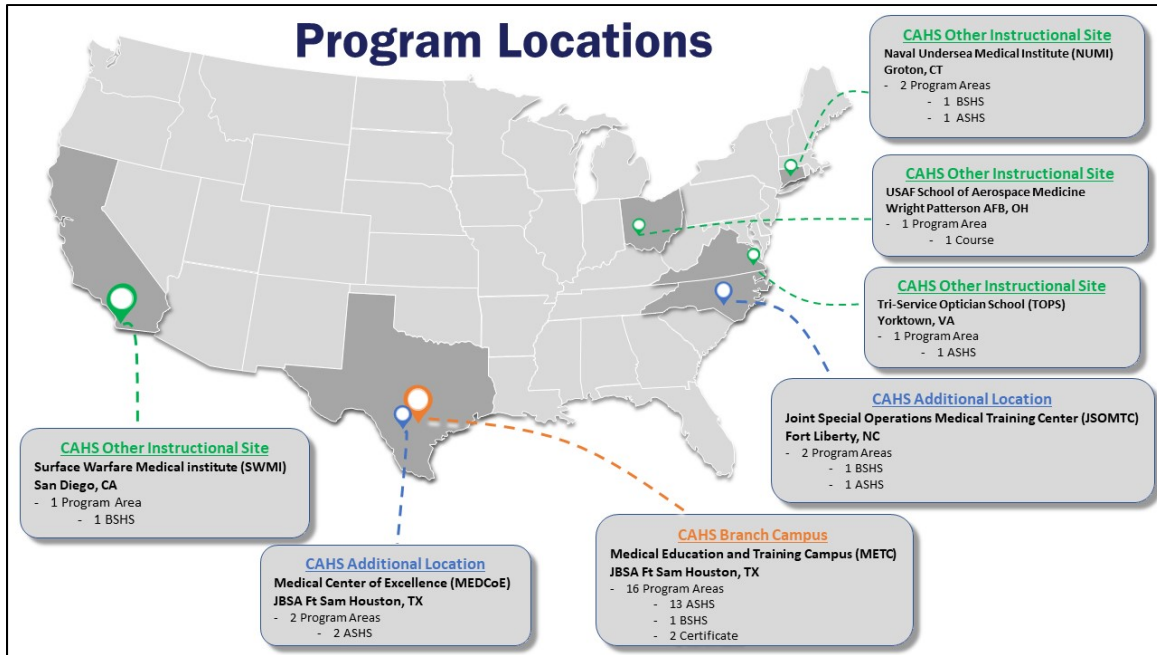
The Uniformed Services University College of Allied Health Sciences Expansion Forecast

1. The State of The Present

A. Since its establishment in 2016, the Uniformed Services University College of Allied Health Sciences (USUCAHS) has expanded from its single program, at the Medical Education and Training Campus (METC), to a current total of twenty-six programs of study, at six different mission partner sites. The USUCAHS's first graduate, in 2017, has been joined by over 1900 graduates in both associate and baccalaureate degree programs. Service training organizations began seeking out academic partnerships with the USUCAHS early on. Starting with the US Air Force School of Aerospace Medicine (USAFSAM), the USUCAHS's academic partners now include the following: US Army Medical Center of Excellence (MEDCoE), the Navy Medical Forces Support Command (NMFSC), and the US Army Special Operations Center of Excellence (SOCoE). The college and Uniformed Services University are collaborating to establish additional academic partnerships with the US Army Training and Doctrine Command and the US Air Force Special Warfare Human Performance Support Group.

B. The USUCAHS, along with its current academic partners, operates at the following locations:

- Branch Campus (METC, Joint Base San Antonio-Ft. Sam Houston, TX),
- Two Additional Locations (MEDCoE, Joint Base San Antonio-Ft. Sam Houston, TX; and the SCoE, Joint Special Operations Medical Training Center, Ft. Liberty, NC)
- Four Other Instructional Sites (Naval Ophthalmic Support Training Activity, Naval Weapons Station Yorktown, VA; Naval Undersea Medical Institute, Navy Sub Base New London, Groton, CT; Surface Warfare Medical Institute, Naval Base San Diego, CA; and the US Air Force School of Aerospace Medicine, Wright-Patterson Air Force Base, OH).

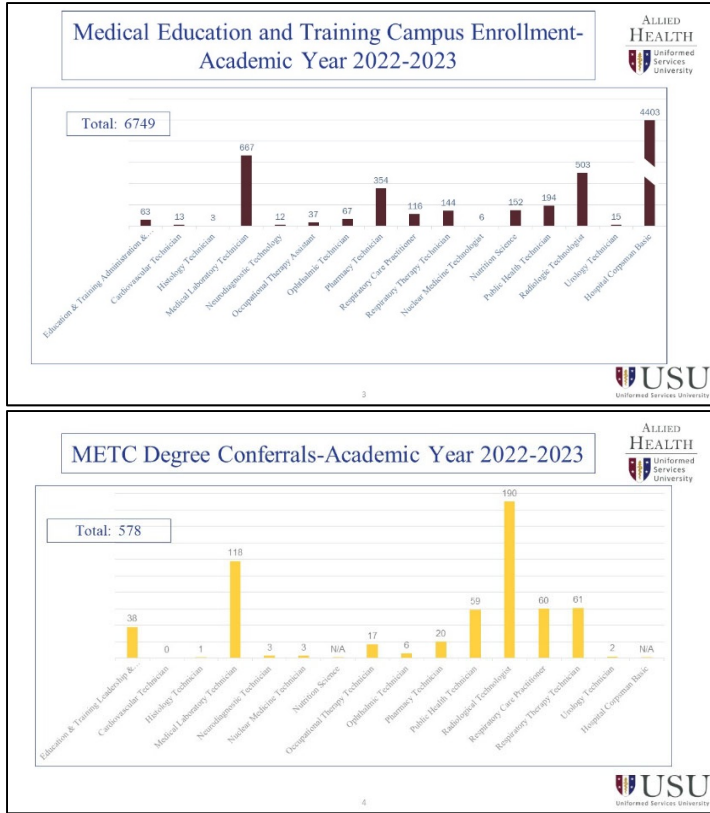


C. Branch Campus (METC) Programs

The USUCAHS offers sixteen programs of study at the METC location. Below is a table providing details on the programs offered during Academic Year 2022-2023:

Program	Degree	Services	Accreditation	Enrollment	Degrees*
Education & Training Administration & Leadership	Associate	Army/Navy/Air Force	No	63	38
Cardiovascular Technician	Associate	Navy	Yes	13	0
Histology Technician	Associate	Navy/Air Force	Yes	3	1
Medical Laboratory Technician	Associate	Army/Navy	Yes	667	118
Neurodiagnostic Technologist	Associate	Navy/Air Force	Yes	12	3
Occupational Therapy Assistant	Associate (on completion)	Army/Navy	Yes	37	17
Ophthalmic Technician	Associate	Army/Air Force	Yes	67	6
Pharmacy Technician	Associate	Army/Navy/Air Force/ Coast Guard	Yes	354	20
Respiratory Care Practitioner	Associate (on completion)	Air Force	Yes	116	60
Respiratory Therapy Technician	Associate (on completion)	Army/Navy	Yes	144	61
Nuclear Medicine Technologist	Bachelor	Army/Navy/Air Force	No	6	3
Nutrition Science	Certificate	Army/Air Force	No	152	N/A
Public Health Technician	Associate	Army/Navy	No	194	59
Radiologic Technologist	Associate	Army/Navy/Air Force/Coast Guard	No	503	190
Urology Technician	Associate	Navy/Air Force	No	15	2
Hospital Corpsman Basic	Certificate	Navy	No	4403	N/A

*Students have five years from completing their training program to use reverse transfer credit to achieve their degree.



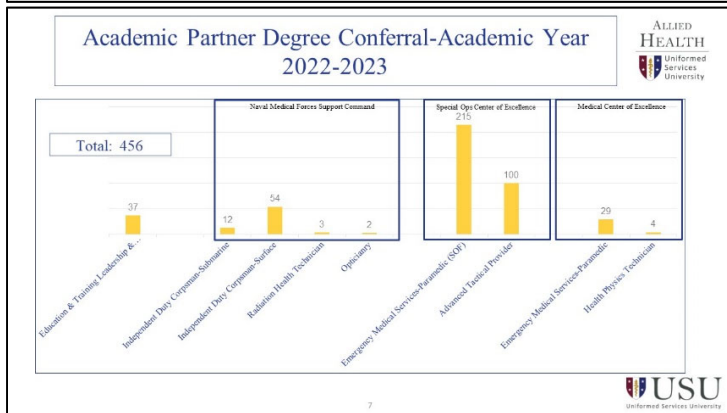
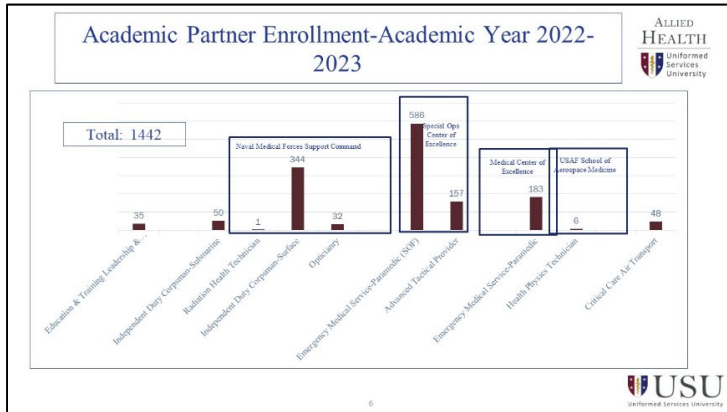
D. Academic Partner Programs

The USUCAHS offers ten programs of study with its academic partners at multiple locations across the United States. The tables below provide details on the program offerings for the Academic Year 2022-2023:

Program	Degree	Services	Accreditation	Enrollment	Degrees*
Education & Training Administration & Leadership	Associate	Offered at all locations.	No	30	0
NAVAL MEDICAL FORCES SUPPORT COMMAND					
Naval Undersea Medical Institute					
Independent Duty Corpsman (Submarine)	Bachelor	Navy	No	50	12
Radiation Health Technician	Associate	Navy	No	1	3
Surface Warfare Medical Institute					
Independent Duty Corpsman (Surface)	Bachelor	Navy/Coast Guard	No	344	54
Tri Service Optician School					
Opticianry	Associates	Army/Navy	Yes	32	2
SPECIAL OPERATION CENTER OF EXCELLENCE					
Emergency Medical Services-Paramedic	Associate	Army/Navy	Yes	586	215
Advanced Tactical Provider	Bachelor	Army/Navy	No	157	100
MEDICAL CENTER OF EXCELLENCE					
Emergency Medical Services-Paramedic	Associate	Army	Yes**	183	29
Health Physics Technician	Associate	Army	No	6	4
USAF SCHOOL OF AEROSPACE MEDICINE					
Critical Care Air Transport	Certificate	Air Force	No	48	N/A

*Students have five years from completing their training program to use reverse transfer credit to achieve their degree.

**Accreditation favorably reviewed, but pending final site visit by the Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions



2. Potential Program Expansion

With the sheer number of enlisted, allied health training courses that exist within the Department of Defense, examining them all for potential affiliation with the USUCAHS would be an overwhelming task. However, the information that is available from the current branch campus and academic partners provides enough to develop a reasonable, although basic, forecast of potential programs that would benefit from affiliation. What follows are summaries of these forecasts, organized not by the likelihood of affiliation, but by the partners that currently host the training programs. More detailed descriptions of these training programs and enrollment forecasts are available on the included document, “Potential CAHS Programs”. **All semester credit hours are estimates based on training course length.**

MEDICAL EDUCATION AND TRAINING CAMPUS (METC)

A. The **Biomedical Equipment Maintenance Technician (BMET)** program includes the basic, entry-level, technician program and nine advanced or specialty courses. The BMET basic course is a tri-service program (Army, Navy, Air Force) that enrolls approximately 400 students per fiscal year. The training curriculum generates, based on instructional hours, 60-80 semester hours. The USUCAHS could offer students an Associate of Science degree pathway based on completion of the basic, entry-level training. The nine additional training courses conducted by this department are all consolidated, either with two Services or all three. Subject matter covered in these programs include Telemedicine, Medical Laser, Mammography Imaging, Advanced Sterilization, Ultrasound, and Medical Device Information Technology Systems; along with Advanced Maintenance Program Management, Radiography Equipment maintenance and calibration, and deployable medical systems maintenance.

While forecasted enrollment is much smaller than the entry level course, it still totals 120 students per year. These training programs are much shorter than the base course and will vary in college credit from 2-9 semester hours that could be applied to completion of the Associate degree or, potentially, to resident credit toward a Baccalaureate.

B. Dental

1. The METC conducts the Army, Navy, and Air Force **Dental Assistant** programs in a collocated status, meeting the requirements of the 2005 Base Realignment and Closure decision that prompted formation of the METC. However, despite numerous efforts and similarities in the training curriculum they have never been able to achieve consolidation. Each of these programs enrolls approximately 300 students per year and have differing course lengths. The Army program would generate approximately 12 semester hours of credit, the Navy would generate nine, and the Air Force approximately fifteen. Of the three, only the Air Force program is accredited (Commission on Dental Accreditation) and provides a national credentialing opportunity for students who complete the training. Navy students, while only earning nine semester hours from this training, are enrolled directly from the Hospital Corpsman Basic (HCB) program where they currently earn twenty semester hours from the USUCAHS. This allows both the Navy and Air Force students to enroll in the program with an Associate Degree pathway. Army students would be able to earn an undergraduate certificate, along with twelve semester hours of transcribed college credit, upon completion of the training program.

2. The Army, Navy, and Air Force **Dental Laboratory** training is comprised of five programs which are conducted both collocated and consolidated at the METC. Two of these training programs culminate in the awarding of an Army Military Occupational Specialty, Navy Enlisted Classification, or Air Force Specialty Code. The tri-service Dental Laboratory Technician program enrolls 100 students per year, each of which would earn between 34 and 40 semester hours upon completion of the training course. This program is accredited by the Commission on Dental Accreditation and students are eligible for certification as Dental Laboratory Technicians. These students would be eligible to enroll with the USUCAHS in an Associate of Science degree program. Navy students who are already Dental Laboratory Technicians can return for the Navy **Advanced Dental Laboratory Technology** program which enrolls twelve students a year and could earn approximately 31 semester hours. The remaining three programs focus on specific types of dental prosthetics (removable and fixed) and specialized porcelain fabrication. These programs combined are forecasted to enroll 80 students per year. Each of these differ in length, but students could earn between 5 and 7 semester hours in addition to any other resident credit from previous training programs.

C. There are fifteen allied health programs at the METC that could affiliate with the USUCAHS. Of special note are the tri-service and consolidate programs that would provide academic opportunities for Army, Navy, and Air Force students. Many of these programs currently receive college credit from the Community College of the Air Force; any academic incongruities require resolution during the transition of these programs to USUCAHS.

1) Tri-Service Programs. The **Surgical Technologist** program is tri-service with the Army and Navy tracks holding accreditation from the Accreditation Review Council on Education in Surgical Technology and Surgical Assisting. Army and Navy enrollment is forecasted at 451 students per year; Air Force student enrollment would be 82. Soldiers and Sailors could earn 27 semester hours of credit from the USUCAHS and would be eligible for an Associate of Science degree. Due to the length of Air Force training, Airmen could earn 12 semester hours and be eligible for a certificate upon completion of the training. The **Behavioral Health Technician** program also enrolls students

from the Army, Navy, and Air Force. The fiscal year enrollment forecast is currently at 576 students from all branches. Students could earn between 20 and 24 semester hours due to differences in the service specific training curriculum. All three groups of students would be eligible for enrollment in an Associate of Sciences degree pathway. The **Physical Therapy Technician** program is also tri-service. The total enrollment forecast for all three services is 156 Soldiers, Sailors, and Airmen. All students would be eligible for enrollment into an Associate of Science degree pathway, as they would earn between 23 and 36 semester hours of resident credit from the USUCAHS. The **Orthopedic Specialty Technician** program trains Army, Navy, and Air Force students on the design and application of braces, splints, and casts. The total forecasted enrollment is 102 students per year. These students would earn between 9 and 17 semester hours of credit. However, to attend this training students must already be qualified as Surgical Technologists. Therefore, the additional credit could be applied toward a second Associate of Science degree if the USUCAHS was affiliated with the Surgical Technologist program.

2) Consolidated Programs. The **Diagnostic Medical Sonographer** program is consolidated training program that is accredited by the American Registry for the Diagnostic Medical Sonographer. Navy and Air Force students participate in this program, with a total annual enrollment of 23 students. These students could earn 15 semester hours of credit and be eligible for an Associate of Science degree. Two programs are consolidated with Army and Air Force enrollment. The **Medical Logistics** program enrolls 556 Soldiers and Airmen each year. These students could earn 7-9 semester hours during their training and be granted an undergraduate certificate upon completion. Students enrolled in the **Health Care Administration** program, in addition to being eligible to test for the American Academy of Professional Coders - Certified Professional Coder credential, would earn 10 semester hours of resident credit from the USUCAHS. This program is forecasted to enroll 418 Army and Air Force students per year.

3) Single Service Programs. The Air Force **Medial Laboratory Apprentice** program, very similar to the currently affiliated Army and Navy program, is forecast to enroll 396 Airmen per year who would be eligible for an Associate of Science degree and earn 52 semester hours of credit. This program is accredited by the National Accrediting Agency for Clinical Laboratory Sciences and students who complete the training can test for the Medical Laboratory Technician certification through the American Society of Clinical Pathology. The **Otolaryngology Technician** program enrolls Air Force students, with a forecast of 6 students per year, who are already Surgical Technologists. These students could earn 16 semester hours of credit and be eligible to enroll in an Associate of Science degree pathway. The **Air Force's Independent Duty Medical Technician** program is an advanced provider course for members of the Aeromedical Services who train to operate medical aid stations at remote or isolated duty stations. The current enrollment forecast is 105 students per year; each of which could earn 18 semester hours of credit and be eligible for an Associate of Science degree. The remaining courses are advanced technical training programs for Air Force Diet Therapy Apprentices and Medical Material Apprentices. The **Nutrition Management and Accounting** program enrolls 24 Airmen a year, who could earn 3 semester hours of credit from the USUCAHS. The **Medical Material Supervisor** program enrolls 28 Airmen, selected for supervisory positions, per year. These students could earn 5 semester hours of resident credit from the USUCAHS.

E. Single Service – High Volume Programs

1) The **Army Combat Medic Specialist** program is accredited by the Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions and Soldiers completing the course are required to pass the Nationally Registered Emergency Medical Technicians examination for Emergency Medical Technician-Basic. This program could earn the students 23

semester hours or credit. The Army and USUCAHS have not determined if this will be a degree program or, as is typical of similar civilian programs, be a certificate program. The current forecast enrollment is 7514 students per year.

2) The **Air Force Aerospace Medical Service Apprentice** program provides Airmen with basic medical knowledge of pre-hospital, inpatient, and outpatient medical care within the scope of the apprentice-level medic utilizing technical skills and knowledge-based performance. Curricula include Basic Life Support, medical terminology, anatomy and physiology, and Emergency Medical Technician. The annual enrollment forecast is projected to be 1324 Airmen per year. Each of these students could earn 19 semester hours or resident credit toward an Associate of Science degree or certificate. This program is accredited by the Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions and Airmen completing the course are required to pass the Nationally Registered Emergency Medical Technicians examination for Emergency Medical Technician-Basic.

Service Training Organization – Academic Partner Programs

NAVAL MEDICAL FORCES SUPPORT COMMAND (NMFSC)

A. The **Aerospace Physiology Technician** program is conducted at the Naval Aerospace Medical Institute (NAMI) and is forecasted to enroll 18 students per year. It trains corpsmen to instruct personnel in the aeromedical aspects of flight, in-flight visual problems, spatial disorientation, emergency egress systems, personal life support equipment, and water survival techniques. The program's curriculum and Associate of Science degree pathway have been approved through the USUCAHS, but enrollment is being delayed due to resourcing at the NMFSC. Once enrollment begins, students will earn 17 semester hours toward their degree.

B. The **Aerospace Medical Technician** program is also conducted at the NAMI. The USUCAHS has approved its curriculum for 13 semester hours of resident credit and can offer an Associate of Science degree since students are directly matriculated from the Hospital Corpsman Basic program. The current projections are for 144 students per year. This program is ready for implementation as soon as the NMFSC approves funding.

C. The Navy delivers its **Drug and Alcohol Counselor** program at the Surface Warfare Medical Institute where students learn how to perform assessment and intake interviews, develop treatment plans, conduct individual and group counseling, crisis intervention, aftercare planning, and other educational services related to alcohol and drug abuse, and provide counseling in other areas as prescribed by program sponsors. This program could earn Sailors 21 semester hours toward an Associate of Science degree. Projected enrollment is 128 students per year.

D. The **Flight Medic Course for Search and Rescue Medical Technicians** is an advanced training program for Corpsmen and focuses on en route care of routine illness and emergent patients in-flight, from ship to ship and ship to shore patient movement. The course includes the use of Advance Life Support medications, Pre-Hospital Trauma Life Support, Tactical Combat Casualty Care, Advanced Cardiac Life Support, Basic Life Support, and the use of emergency medical equipment. The program is projected to enroll 80 students per year, each of which could earn 17 semester credit hours. The USUCAHS can offer student enrollment into an Associate of Science degree pathway.

E. The **Hemodialysis Technician** program trains Corpsmen to performs independently the standard principles and procedures of hemodialysis and peritoneal dialysis. Its enrollment projections are 4 students per year. Based on the course length it could earn students 29 semester hours of credit and make them eligible for an Associate of Science degree.

F. The **Dental Laboratory-Oral Maxillofacial Technician** program trains students to assist the maxillofacial prosthodontist in the clinical and technical procedures required to fabricate prostheses and appliances for oral, craniofacial and other anatomical defects. Enrollment is forecasted at 4 students a year. The program would earn students 49 semester hours of credit, leading to an Associate of Science degree. Students attending this program are already Dental Laboratory Technicians.

US ARMY MEDICAL CENTER OF EXCELLENCE (MEDCOE)

A. The **Army Practical Nurse** program is conducted by the MEDCoE at Joint Base San Antonio-Ft. Sam Houston. It is a two-phased Military Occupational Specialty producing course that trains Soldiers in the skills and knowledge necessary to become a proficient entry level Licensed Practical Nursing Specialist. The training encompasses nursing for in and outpatient care, emergent and minor acute treatments, and casualty care management. The program is accredited by the Texas Board of Vocational Nurse Examiners, and students must pass the national licensing examination. Annual enrollment is projected to be 470 students who would earn 54 semester hours of resident credit from the USUCAHS. This program's students would be eligible to earn an Associate of Science degree.

B. The **Animal Care Specialist** program trains Soldiers to assist in providing military support for animal care, the management and treatment of animals by military veterinary service teams, Veterinary Treatment Facilities, field veterinary units, and biomedical research facilities. This program enrolls 154 Army students each year. Based on the course length, it would generate 18 semester hours of credit; making the students eligible for an Associate of Science degree.

C. Also, with the MEDCoE is the **Veterinary Food Inspection Specialist** program, which trains entry level Soldiers in a working knowledge of food safety, sanitation, and inspection procedures. The current training curriculum would generate 11 semester hours of credit. The service is conducting a curriculum revision (estimated completion in August 2023) that may result in additional credit hours. If, through this revision, there is an increase in resident credit or additional training programs are affiliated for more credit, students would be eligible for an Associate of Science degree. The program currently enrolls 286 students per year.

D. The **Preventive Dentistry Specialist** program is advanced training for Army Dental Specialists in dental prophylaxis, oral disease control, application of sealants, advanced dental radiography, and dental equipment maintenance. The program is forecast to enroll 56 students per year, who would earn 17 semester hours toward an Associate of Science. These credits could possibly be applied to a Bachelor of Science degree if the Army Dental Specialist program was also affiliated with USUCAHS.

US AIR FORCE SCHOOL OF AEROSPACE MEDICINE (USAFSAM)

A. The USAFAM, at Wright-Patterson Air Force Base, conducts the **Bioenvironmental Engineering Apprentice** program that prepares Airmen to perform and manage occupational and environmental health related activities to include anticipating, recognizing, evaluating, and controlling exposure(s) to chemical, biological, and radiological hazards in garrison and deployed

settings. This program enrolls 160 initial entry students per year. These students could earn 19 semester hours toward an Associate of Science degree with the USUCAHS.

B. The **Public Health Apprentice** program trains Airmen to manage and perform public health activities and programs in support of the Air Force Operational Medicine Program, including communicable disease control and prevention, food safety and defense, medical entomology, facility sanitation, and public health contingency response. This program would earn students 13 semester hours of credit, but is part of a much larger career field with numerous potential credit-bearing programs. A combination of this entry level course with others would make students eligible for an Associate of Science degree. The annual enrollment forecast for this program is 180 students per year.

C. The USAFSAM also conducts the **Critical Care Air Transport Team training** course. Students, who are Respiratory Care Practitioners, learn to support Critical Care Air Transport Teams by providing advanced specialty medical capability to patients requiring ongoing resuscitation, continuous physiologic support (i.e., mechanical ventilation), and continuous physiologic monitoring. This program is currently supported by the USUCAHS, with 48 students enrolling each year and earning 3 semester hours.

D. The **Aerospace Physiology Apprentice** program trains Airmen to trains flying/non-flying personnel in subjects such as aircraft pressurization, night vision, emergency first aid, physiological effects of altitude, human performance, sensory phenomena, acceleration, and emergency escape from aircraft. Graduates also learn how to operate and maintain aerospace physiology training devices, instruct and observe on simulated flights to altitude, and manage aerospace and operational physiology facilities. The annual enrollment forecast for this program is 45 students per year and would earn students approximately 12 semester hours.

US ARMY SPECIAL OPERATIONS CENTER OF EXCELLENCE (SOCOE)

The **Civil Affairs Medical Sergeant** program trains students in the skills required to perform their duties on a Civil Affairs Team. The student will learn to leverage cultural competence and the ability to bridge language barriers to assess, plan, and execute medically focused Civil Affairs Operations. This program is currently in the approval process for implementation as a 2+2 Bachelor of Science degree that builds on the Associate of Science Health Sciences-Emergency Medical Services degree. Students will earn 11 additional semester hours of credit beyond the 54 earned in the associate program. This program is forecast to enroll 15 students per year. They will earn a Bachelor of Science Health Sciences – Global Community Health when they complete this training and all other degree required coursework.

3. Summary

The expansion potential for the USUCAHS, the METC, and other Academic Partners is huge. Programs at the METC, excluding the Combat Medic Specialist and the Aerospace Medical Service Apprentice programs, would exceed 4000 students a year and more than 500 semester hours of academic credit. If the Combat Medic and Aerospace Medical Service programs are included, they would increase enrollment by nearly 9000 student each year; bringing the overall potential annual enrollment for METC programs from the 6849 students in the 2022-2023 academic year to more than 17,000.

The NMFSC has requested that six of their training programs be affiliated with the USUCAHS. These programs would consist of approximately 146 semester hours of academic credit and would enroll

nearly 400 students each year; adding to the already affiliated programs (currently two baccalaureate and two associate degree programs).

The MEDCoE has requested that the USUCAHS evaluate an additional four programs for inclusions in its catalog. These new programs would enroll a total of 968 students per year and include approximately 100 semester hours of academic work. One of these, the Army Practical Nurse program, brings with it the added complexities of accreditation and licensure requirements for all graduates.

The USAFSAM requested that the USUCAHS consider all its training courses for affiliation; but only three are currently viable candidates. These programs enroll approximately 390 students per year and are made up of about 35 semester hours of coursework. It is possible that more of this partner's programs could affiliate in the future.

Lastly, the SOCoE and the USUCAHS are in the last stages of implementing a second 2+2 Bachelor of Science program that builds on the Associate of Science degree earned by students in the Special Operations Combat Medic program. These students (15 per year) will earn an additional 11 semester hours beyond the 54 in the associate degree. Upon final approval, this will become the second baccalaureate program of this design in the USUCAHS Catalog.

In total, there are 46 programs and courses of study that could potentially be affiliated with the USUCAHS (METC-32, NMFSC-6, MEDCoE-4, USAFSAM-3, and SOCoE-1). All these combined would increase the overall enrollment by more than 11,000 students per year and add nearly 850 semester hours to the USUCAHS Catalog.