

## Program Goals and Benchmarks

### Relevant ARC-PA Standard(s):

- A3.12 The program *must* define, publish and make *readily available* to enrolled and *prospective students* general program information to include:
  - b) evidence of its effectiveness in meeting its goals

### Goal 1: "Attract and admit diverse, qualified learners."

**Narrative:** "Our admissions process involves a holistic review of our applicants. We matriculate those that meet or exceed our program admissions requirements.<sup>1</sup> Moreover, our program places high importance on personal character that aligns with our mission and values. Our admissions selection process also demonstrates our value for diversity, experiential differences, and respect for individual backgrounds by specifically seeking to provide opportunities for under-represented minorities and first-generation college students to pursue PA education. In this way, we hope to enrich our program and the PA profession."

- Benchmark 1: "At least 10% of each student cohort will be a first-generation college student or under-represented minority."
  - Program Outcomes:

Cohort (Graduation Year)	Under-Represented Minority (URM)	First Generation College Student	Diverse (defined as URM or First Generation College Student)
2022	4% (2/45)	13.3% (6/45)	17.8% (8/45)
2023	4% (2/50)	4% (2/50)	4% (2/50)
2024	10% (5/50)	10% (5/50)	18% (9/50)
2025*	10.5% (5/48)	8% (4/48)	16.7% (8/48)
4-year Average	7.77% (15/193)	8.8% (17/193)	14% (27/193)

\* Admissions for 2025 Cohort is in progress and data is subject to change.

<sup>1</sup> See "Admissions Requirements" on our Program website for current admissions requirements.

- Benchmark 2: **“100% of our admitted students will meet or exceed our program admissions requirements which are in effect for the respective cohort.”**
  - Program Outcomes:
    - For our last 5 cohorts (Class of 2020 – Class of 2024), 100% of students from each cohort met or exceeded our program admissions requirements.
    - Entering students for the last several years have significantly exceeded our admissions requirements, as illustrated in the following table:

Cohort	Cohort Average										
	PA Shadowing Hours [10]	Volunteer Hours	Direct Patient Care Hours (DPC) [250]	GRE (combined score) [300]	GRE Q (quantitative)	GRE V (verbal)	General GPA (gGPA) [3.25]	Science GPA (sGPA) [3.25]	Upper Level GPA (uGPA)	Biology, Chemistry, Physics GPA (BCP)	Upper Level Course Hours
2022	59	305	1960	308.8	154.1	154.7	3.78	3.72	3.66	3.7	57.62
2023	63	204	1286	307.3	153.6	153.7	3.80	3.76	3.69	3.72	52.54
2024	52	291	1547	308	153.2	154.6	3.85	3.84	3.71	3.83	37.15
2025*	52	345	1158	306.5	152.8	153.7	3.85	3.81	3.77	3.78	36.14

Admissions minimum requirements are listed in [ ].

\*Admissions for 2025 Cohort is in progress and data is subject to change.

**Goal 2: “Cultivate graduates who recognize the value of service in communities.”**

**Narrative:** “Fundamental to our program’s mission and values is our intention to prepare our graduates to employ their knowledge, skills, and resources in compassionate service. We do so by providing program-sponsored opportunities for our students to serve communities through Nashville-area nonprofits and to participate in clinical rotations that care for medically underserved populations, both in the U.S. and internationally. We also encourage our students to reflect on the value of these experiences and to personally commit to supporting future community service/missions after graduation.”

- Benchmark 1: **“100% of students will complete at least one program-sponsored community service activity while in the program.”**
  - Program Outcomes:

	Program-sponsored service activity (Note that the activities utilized by the program vary by cohort)			
Cohort	Mercury Courts	Room in the Inn	Project CURE	% of Cohort who participated in at least 1 program-sponsored community service activity
2019	100%	100%		100%
2020	100%	100%		100%
2021	100%	100%		100%
2022	0%*	0%*		0%*
2023	N/A	N/A	**	**
2024	N/A	**	**	**

\*For didactic and clinical phases of Class of 2022 and the didactic phase of Class of 2023, community service activities were suspended due to the COVID-19 pandemic.

\*\*Activity is scheduled, pending completion.

- Benchmark 2: **“On the Graduation Exit Survey, at least two-thirds (>66%) of student respondents will report they are either 'extremely likely' or 'likely' to participate in missions/community service after graduation.”**
  - Program Outcomes:

Graduation Exit Survey Question: “How likely are you to participate in missions/community service after graduation?”	Class of 2018 (43/43)	Class of 2019 (41/46)	Class of 2020 (49/53)	Class of 2021 (43/44)	Class of 2022 (45/45)
Response:					
Extremely likely	39.5% (17)	46.3% (19)	43% (21)	28% (12)	28.89% (13)
Likely	37.2% (16)	36.6% (15)	35% (17)	39% (17)	46.67% (21)
Somewhat likely	18.6% (8)	17.1% (7)	18% (9)	26% (11)	22.22% (10)
Not at all likely	4.7% (2)	0%	4% (2)	7% (3)	2.22% (1)
% of Responses that are either “Extremely Likely” or “Likely”	76.7%	82.9%	78%	67%	75.56%

Number of respondents/response rate given in parentheses.

**Goal 3: "Provide a comprehensive educational experience that enables students to acquire the essential knowledge and skills for entry-level practice as a PA."**

**Narrative:** "Our program-defined competencies required of all graduating students encompass knowledge for practice, interpersonal and communication skills, patient-centered care, professionalism, and practice-based learning and improvement. We have designed a curriculum of sufficient depth and breadth in both the didactic and clinical phases to address these competencies and allow us to be confident that all of our graduates are ready for entry-level PA practice."

- Benchmark 1: **"At least 90% of students from each cohort will achieve a score at or above 80% on their initial Clinical Phase Summative History and Physical (H&P) objective structured clinical examination (OSCE)."**
  - Program Outcomes:

Cohort	% of cohort achieving at or above 80% on initial clinical summative H&P OSCE
2021	86.36% (38/44)
2022	87.23% (41/47)
2023	Data pending

- Benchmark 2: **"At least 90% of students from each cohort will respond that they feel 'extremely prepared' or 'adequately prepared' to practice medicine at the time of the Graduation Exit Survey."**
  - Program Outcomes:

Graduate Exit Survey Question: "How well do you feel prepared to practice medicine at this time?"	Class of 2018 (43/43)	Class of 2019 (41/46)	Class of 2020 (49/53)	Class of 2021 (43/44)	Class of 2022 (45/45)
Response:					
Extremely prepared	23.3% (10)	34.2% (14)	31% (15)	33% (14)	35.56% (16)
Adequately prepared	67.4% (29)	61% (25)	65% (32)	58% (25)	62.22% (28)
Somewhat prepared	9.3% (4)	4.88% (2)	4% (2)	9% (4)	0%
Not at all prepared	0	0	0	0	0
% of Responses that are either "Extremely prepared" or "Adequately prepared"	90.7%	95.2%	96%	91%	97.78%

*Number of respondents/response rate given in parentheses.*

- Benchmark 3: **"For each organ system on the PANCE, at least 50% of the students from each cohort will score above national average."**
  - Program Outcomes: (Cohort Mean Score and National PANCE Average are for First-Time Exams)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	Cardiovascular	84	81	72.09% (31/43)
CO2019		81	80	60.87% (28/46)
CO2020		87	82	84.91% (45/53)
CO2021		82	81	50% (22/44)
CO2022		85	82	68.09% (32/47)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	Dermatologic	85	81	72.09% (31/43)
CO2019		83	80	76.09% (35/46)
CO2020		86	82	77.36% (41/53)
CO2021		81	78	59.09% (26/44)
CO2022		87	80	80.85% (38/47)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	Endocrine	81	78	65.12% (28/43)
CO2019		86	85	60.87% (28/46)
CO2020		85	83	77.36% (41/53)
CO2021		81	81	34.09% (15/44)
CO2022		82	78	63.83% (30/47)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	EENT	83	80	65.12% (28/43)
CO2019		85	81	80.43% (37/46)
CO2020		86	81	69.81% (37/53)
CO2021		81	78	38.67% (17/44)
CO2022		85*	79	72.34% (34/47)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	Gastrointestinal/ Nutrition	84	79	74.42% (32/43)
CO2019		79	76	60.87% (28/46)
CO2020		83	79	71.70% (38/53)
CO2021		83	80	50% (22/44)
CO2022		81	77	59.57% (28/47)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	Genitourinary	81	77	67.44% (29/43)
CO2019		86	81	76.09% (35/46)
CO2020		85	80	73.58% (39/53)
CO2021		83	80	31.82% (14/44)
CO2022		83	79	70.21% (33/47)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	Hematologic	78	76	44.19% (19/43)
CO2019		82	81	69.57% (32/46)
CO2020		80	77	54.72% (29/53)
CO2021		84	80	40.91% (18/44)
CO2022		82	78	61.70% (29/47)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	Infectious Disease	86	81	76.74% (33/43)
CO2019		84	80	58.70% (27/46)
CO2020		81	79	47.17% (23/53)
CO2021		81	80	43.18% (19/44)
CO2022		81	76	70.21% (33/47)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	Musculoskeletal	81	78	62.79% (27/43)
CO2019		84	80	69.57% (32/46)
CO2020		78	77	62.26% (33/53)
CO2021		80	78	36.36% (16/44)
CO2022		77	76	59.57% (28/47)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	Neurological	81	78	69.77% (30/43)
CO2019		76	74	60.87% (28/46)
CO2020		85	80	66.04% (35/53)
CO2021		79	77	50% (22/44)
CO2022		77	74	63.83% (30/47)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	Psychiatric/ Behavioral	83	80	43.51% (20/43)
CO2019		83	81	60.87% (28/46)
CO2020		86	84	64.15% (34/53)
CO2021		83	82	56.82% (25/44)
CO2022		87	82	74.47% (82/47)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	Pulmonary	81	79	60.47% (26/43)
CO2019		83	80	63.04% (29/46)
CO2020		84	79	73.58% (39/53)
CO2021		83	80	52.27% (23/44)
CO2022		78	75	57.45% (27/47)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	Renal*  (*Not included on PANCE blueprint prior to CO2019)	N/A	N/A	N/A
CO2019		82	81	56.52% (26/46)
CO2020		88	83	50.94% (27/53)
CO2021		85	82	54.55% (24/44)
CO2022		80	79	55.32% (26/47)

Cohort	PANCE Organ System	Cohort score (%)	National PANCE Average (%)	% Cohort Above National Average
CO2018	Reproductive	80	79	65.12% (28/43)
CO2019		75	76	28.26% (13/46)
CO2020		85	80	75.47% (40/53)
CO2021		79	80	54.55% (24/44)
CO2022		75	75	51.06% (24/47)

**Goal 4: "Foster a highly supportive educational community dedicated to student retention and success."**

**Narrative:** "Our program endeavors to challenge our students to excel and achieve their fullest potential within a strongly supportive learning community. We are committed to the success of each student admitted to our program; thus, we strive to maintain a high graduation rate. Additionally, we seek to develop encouraging, mentoring relationships between faculty/staff and students that promote ongoing holistic growth and excellence, as well as close-knit student-peer relationships that encourage camaraderie and teamwork. Methods by which this is accomplished include strong academic advising support; formative educational experiences with intentional one-on-one or small group faculty-student coaching; student learning activities that facilitate interpersonal student interaction and teamwork; class officer appointments that model leadership and service to one's cohort; and the intentional design of facility spaces to allow for small group learning."

- Benchmark 1: **"The program will maintain a graduation rate (as defined by the ARC-PA) of  $\geq 90\%$  for each cohort."**
  - Program Outcomes:
    - Please refer to the Attrition Data table on our Program website.
- Benchmark 2: **"At least 90% of student respondents will report that they 'strongly agree' or 'agree' to the question, 'I felt instructors truly cared for me and worked hard to prepare me for the PANCE and ultimately clinical practice' on the Graduation Exit survey."**
  - Program Outcomes:

Graduate Exit Survey Question: "I felt instructors truly cared for me and worked hard to prepare me for the PANCE and ultimately clinical practice."	Class of 2018 (43/43)	Class of 2019 (41/46)	Class of 2020 (49/53)	Class of 2021 (43/44)	Class of 2022 (44/45)
Response:					
Strongly agree	53.5% (23)	77.5% (31)	57% (28)	61% (26)	50% (22)
Agree	41.9% (18)	22.5% (9)	41% (20)	37% (16)	45.45% (20)
Disagree	4.7% (2)	0%	0%	0%	4.55% (2)
Strongly disagree	0	0%	2% (1)	2% (1)	0%
% of Responses that are either "Strongly agree" or "Agree"	95.4%	100%	98%	98%	95.45%

*Number of respondents/response rate given in parentheses.*



- Benchmark 3: "At least 90% of student respondents will report that they 'strongly agree' or 'agree' to the question, 'I felt the advising process helped me establish a beneficial mentor-mentee relationship with my faculty advisor' on the end-of-didactic advising survey."

- Program Outcomes:

Didactic Advising Survey Question: "I felt the advising process helped me establish a beneficial mentor-mentee relationship with my faculty advisor."	Class of 2022 (40)	Class of 2023 (34)
Responses:		
Strongly agree	42.50% (17)	47.06% (16)
Agree	42.50% (17)	47.06% (16)
Disagree	15.00% (6)	5.88% (2)
Strongly disagree	0% (0)	0.00% (0)
% of responses that are either "Strongly agree" or "Agree"	85.00%	94.12%

*Number of respondents/response rate given in parentheses.*