

## Union College PA Program Success in Meeting Goals

<u>Goal</u>	<u>Metric</u>	<u>Benchmark</u>	<u>Data</u>	<u>Results</u>	<u>Notes</u>
<b>#1: Teamwork</b>	Preceptor Evaluations	3/5 on applicable survey question	Preceptors rated our students an average score of: 2018 cohort: 4.728 2019 cohort: 4.83 2020 cohort: 4.85 2021 cohort: 4.80	Goal Met!	
	Graduate Survey	3/5 on applicable survey question	Graduates rated preparation to work in interpersonal teams with an average score of: 2019 cohort: 4.5 2020 cohort: 4.8 2021 cohort: 4.6	Goal Met!	
	Employer Survey	3/5 on applicable survey question	Employers rate our students as having good teamwork skills with an average score of 2017 cohort: 4.94 2018 cohort: 4.8 2019 cohort: 4.7 2020 cohort: 4.6	Goal Met!	Awaiting 2021 data. Data collected in the spring following graduation.
<b>#2: Academic Excellence</b>	Performance in Program Courses	Maintain cumulative GPA of 3.0/ pass all courses with 73% (C) or above (<5% attrition)	The program strives to graduate students that matriculate. This is evident with a 4.44% attrition rate for the 2017, 2018, and 2019 graduating cohorts. For the 2020 and 2021 cohorts, the attrition rate was 6.66%	Goal not Met.	This goal relates to attrition, as performance below these benchmarks can lead to attrition (See Student Handbook outlining academic standing policies). Attrition rate is higher than benchmark, however, there doesn't seem to be a flaring trend in reasons why. Many changes have been made in the program that need to be monitored to determine effects, specifically in relation to dismissals and withdrawals, as these are the highest areas for attrition. The committee's action is to continue to track and monitor students' reasons for attrition, paying particular attention to effectiveness of remediation and outcomes related to remediation. Continue to evaluate effectiveness of admissions strategies.
	PACKRAT I	Cohort has an average score >50% for PACKRAT in any specialty area or task category.	Students have performed at or above benchmark for the past 3 years (2017, 2018, 2019) in all areas except dermatology and hematology. For the 2020 cohort, hematology, pulmonology, and urology are only areas below benchmark. For 2021 cohort, neurology and infectious disease were below benchmark will all other specialty and task areas above benchmark. For the 2022 cohort, infectious disease remains below benchmark, however, improvement was noted in pulmonology, neurology, women's health, and diagnostic studies.	Goal not Met.	To increase scores to meet benchmarks, the program has added more emphasis on these areas in the curriculum. These will continue to be monitored longitudinally.
	PACKRAT II	Cohort has an average score of >60% for PACKRAT II in any specialty area or task category.	Students have performed at or above benchmark for the past 3 cohorts (2016, 2017, 2018) in all areas except hematology, dermatology and clinical therapeutics. For the 2019 cohort, all areas were above benchmark except hematology. For the 2020 cohort, dermatology, neurology, infectious disease, and pulmonology are all below benchmark, with all other specialty area and task categories above benchmark. For the 2021 cohort, all areas measured were above benchmark. There was a greater than 5% decrease in urology and hematology compared to previous years.	Goal Met!	To increase scores in these lower performing areas, the program has added more emphasis on these areas in the curriculum. These will continue to be monitored longitudinally.

	PANCE Performance	>85% first-time pass rate	First-time pass rates for the past 3 cohorts are as follow: 2019: 89% 2020: 97% 2021: 97%	Goal Met!	
	Summative Exam	100% passing rate on knowledge portion of exam	2018 cohort had a 100% pass rate. 2019 cohort had a 100% pass rate. 2020 cohort had a 100% pass rate. 2021 cohort had a 100% pass rate.	Goal Met!	
	Performance in Program Courses	Maintain cumulative GPA of 3.0/pass all courses with 73% (C) or above (<5% attrition)	The program strives to graduate students that matriculate. This is evident with a 4.44% attrition rate for the 2017, 2018, and 2019 graduating cohorts. For the 2020 and 2021 cohorts, the attrition rate was 6.66%	Goal not Met.	This goal relates to attrition, as performance below these benchmarks can lead to attrition (See Student Handbook outlining academic standing policies). Attrition rate is higher than benchmark, however, there doesn't seem to be a flaring trend in reasons why. Many changes have been made in the program that need to be monitored to determine effects, specifically in relation to dismissals and withdrawals, as these are the highest areas for attrition. The committee's action is to continue to track and monitor students' reasons for attrition, paying particular attention to effectiveness of remediation and outcomes related to remediation. Continue to evaluate effectiveness of admissions strategies.
	Preceptor Evaluations	3/5 on applicable survey question	Preceptor average ratings: 2018 cohort= 4.496 2019 cohort = 4.44 2020 cohort = 4.48 2021 cohort = 4.38	Goal Met!	
	Patient Encounter Logs	100% completion of all listed minimum exposures	2019 cohort: 4 clinical sites had >7 deficiencies.  All diagnoses had at least 1 deficiency except cardioversion and pacemaker.  21/60 (35%) had 1 student with a deficiency; 21/60 had 2-3 students with a deficiency (35%); 10/60 (16%) had 5-6 students with a deficiency; 5/60 (8.3%) had 9 or greater students with a deficiency.  Diagnoses/procedures with highest number of deficiencies: Asthma (12), Biopsy of skin lesion (13), hypogonadism (19), I&D abscess (17)  2020 cohort: 100% of encounters met!  2021 cohort: 100% of encounters met.	Goal Met!	Students are required to see/perform certain diagnoses/procedures during their clinical year ("minimum exposures"). These diagnoses/procedures are also used, in part, to determine in a clinical site can provide the instruction needed for our PA students. This was introduced into the curriculum for the 2019 cohort. The outcomes will continue to be monitored. Additionally discussion with and continued monitoring of clinical sites for capability in providing these opportunities will continue.
#3: Clinical Acumen	Graduate Survey	3/5 on applicable survey question	2018 cohort average rated preparation for patient care at 3.9 and practice-based learning and improvement at 3.6. 2019 cohort average rated preparation for patient care at 4.6 and practice-based learning and improvement at 4.1. 2020 cohort average rated preparation for patient care at 4.4 and practice-based learning and improvement at 3.9.	Goal Met!	Survey sent out 6 months following graduation. Awaiting 2021 cohort data.
	Employer Survey	3/5 on applicable survey question	Average rating of employers of graduates patient care skills for 2018 cohort was 4.7 and practice-based learning and improvement at 4.5. Average rating of employers of graduates patient care skills for 2019 cohort was 4.6 and practice-based learning and improvement at 4.3. Average rating of employers of graduates patient care skills for 2020 cohort was 4.5 and practice-based learning and improvement at 3.9.	Goal Met!	Awaiting 2021 data. Data collected in the spring following graduation.

Student Self-Assessment	3/5 on applicable survey question	<p>Students at the end of the didactic phase (2020 cohort) rated themselves, on average, at: 3.25 for practice based-learning and improvement 3.31 for patient care</p> <p>Students at the end of the clinical phase (2019 cohort) rated themselves, on average, at: 4.40 for practice-based learning and improvement 4.64 for patient care</p> <p>Students at the end of the didactic phase (2021 cohort) rated themselves, on average, at: 3.68 for practice based-learning and improvement 3.97 for patient care</p> <p>Students at the end of the clinical phase (2020 cohort) rated themselves, on average, at: 4.04 for practice-based learning and improvement 4.31 for patient care</p> <p>Students at the end of the didactic phase (2022 cohort) rated themselves, on average, at: 3.61 for practice based-learning and improvement 3.73 for patient care</p> <p>Students at the end of the clinical phase (2021 cohort) rated themselves, on average, at:</p>	Goal Met!	This was introduced for the 2019 graduating cohort.
Student Professionalism Performance	100% of students with 2 or less professionalism infractions.	<p>All students met expectations for fall 2018/spring 2019 professionalism evaluations. 7 total incidents reported in 2018/19 academic year with no student incurring a second professionalism infraction. Trends of unprofessional behavior included communication and taking constructive feedback.</p> <p>2019/20 academic year: All students had 2 or less professionalism infractions with no clear trends except for tardiness.</p> <p>2020/21 academic year: All students had 2 or less professionalism infractions, except for 1 student.</p>	Goal not met.	For 2020/21 one students did not meet benchmark. There is no clear trend of professional behavior concerns, overall. Will continue to monitor.
Summative Exam	100% student performance on summative professionalism portion of OSCEs	100% of students passed the professionalism portion of the summative exam for the 2018, 2019, 2020 and 2021 cohorts.	Goal Met!	
Preceptor Evaluations	3/5 on applicable survey question	<p>Preceptors rated our students on professionalism on average at:</p> <p>2018 cohort = 4.72 2019 cohort = 4.80 2020 cohort = 4.85 2021 cohort = 4.85</p>	Goal Met!	

**#4. Professionalism**

Student Self-Assessment	3/5 on applicable survey question	<p>Students at the end of the didactic phase (2020 cohort) rated themselves, on average, on professionalism at 3.90.</p> <p>Students at the end of the clinical phase (2019 cohort) rated themselves, on average, on professionalism at 4.77.</p> <p>Students at the end of the didactic phase (2021 cohort) rated themselves, on average, on professionalism at 4.29.</p> <p>Students at the end of the clinical phase (2020 cohort) rated themselves, on average, on professionalism at 4.66.</p> <p>Students at the end of the didactic phase (2022 cohort) rated themselves, on average, on professionalism at 4.21.</p> <p>Students at the end of the clinical phase (2021 cohort) rated themselves, on average, on professionalism at 4.68.</p>	Goal Met!	This was introduced in spring of 2019.
Employer Survey	3/5 on applicable survey question	<p>Employers rated graduates on professionalism on average at</p> <p>2017 cohort = 4.94                  2018 cohort = 4.8                  2019 cohort = 4.7                  2020 cohort = 4.5</p>	Goal Met!	Awaiting 2021 data. Data collected in the spring following graduation.

**#5. Servanthood**

Student Community Service Activity Participation	100% student participation	For 2018, 2019, 2020 and 2021, 100% of our students participated in community service events while enrolled in the program including Matt Talbot Foot Clinics, Project Impact, and Clinic With a Heart	Goal Met!	Note: Some service projects were suspended due to COVID-19 during the 2020/21 academic year.
Preceptor Evaluations	3/5 on applicable survey question	<p>Preceptors rated students on average for servanthood: 2018 cohort = 4.47                  2019 cohort = 4.86                  2020 cohort = 4.85                  2021 cohort = 4.84</p>	Goal Met!	
Employer Survey	3/5 on applicable survey question	<p>Employers rated the 2018/2019 cohorts, on average, at:                  5.0/4.6 = demonstrating caring and respectful behaviors when interacting with patients and their families                  4.9/4.7 = showing respect, compassion, and integrity                  5.0/4.7 = sensitivity and responsiveness to patients' culture, age, gender and disabilities,</p> <p>Employers rated the 2020 cohort, on average, at:                  4.7 = demonstrating caring and respectful behaviors when interacting with patients and their families                  4.6 = showing respect, compassion, and integrity                  4.5 = sensitivity and responsiveness to patients' culture, age, gender and disabilities,</p>	Goal Met!	Awaiting 2021 data. Data collected in the spring following graduation. Scale from 1-5.
Alumni Survey	60% or more of alumni reporting volunteer work	<p>Data recorded on volunteer work is as follows:                  2014: 78%                  2016: 82%                  2018: 87%                  2020: 92%</p>	Goal Met!	This survey is sent out every two years.

	Student Self-Assessment	3/5 on applicable survey question	Students at the end of the didactic phase (2020/2021/2022 cohorts) rated themselves, on average, at: 3.31/4.38/4.20 = demonstrating caring and respectful behaviors when interacting with patients and their families 4.06/4.41/4.27 = showing respect, compassion, and integrity 3.87/4.41/4.30 = sensitivity and responsiveness to patients' culture, age, gender and disabilities,  Students at the end of the clinical phase (2019/2020/2021 cohorts) rated themselves, on average, at: 4.64/4.63/4.59 = demonstrating caring and respectful behaviors when interacting with patients and their families 4.85/4.73/4.74 = showing respect, compassion, and integrity 4.81/4.73/4.74 = sensitivity and responsiveness to patients' culture, age, gender and disabilities,	Goal Met!	This was introduced in spring of 2019.
	Summative Exam	100% pass rate on patient perspective paper	2019 Cohort: 100% pass rate 2020 cohort: 100% pass rate 2021 cohort: 100% pass rate	Goal Met!	This was introduced for the 2019 cohort.
<b>#6. Quality</b>	PANCE Performance	>85% first-time pass rate	First-time pass rates for the past 3 cohorts are as follow: 2019: 89% 2020: 97% 2021: 97%	Goal Met!	
	Student Attrition	<5% attrition rate	The program strives to graduate students that matriculate. This is evident with a 4.44% attrition rate for the 2017, 2018, and 2019 graduating cohorts. For the 2020 and 2021 cohorts, the attrition rate was 6.66%	Goal not Met.	This goal relates to attrition, as performance below these benchmarks can lead to attrition (See Student Handbook outlining academic standing policies). Attrition rate is higher than benchmark, however, there doesn't seem to be a flaring trend in reasons why. Many changes have been made in the program that need to be monitored to determine effects, specifically in relation to dismissals and withdrawals, as these are the highest areas for attrition. The committee's action is to continue to track and monitor students' reasons for attrition, paying particular attention to effectiveness of remediation and outcomes related to remediation. Continue to evaluate effectiveness of admissions strategies.
	Student Surveys (End of Program Survey)	3/5 on applicable survey question	Students consistently rate the program above the 3.0 benchmark in response to "overall satisfaction with the program." The past three years results are as follow: 2019: 4.07 2020: 4.31 2021: 4.59	Goal Met!	
	Employer Survey	3/5 on applicable survey question	On the questions: Advocates for quality patient care, employers, on average, rated 2018 cohort: 4.7 2019 cohort: 4.1 2020 cohort: 3.9	Goal Met!	Awaiting 2021 data. Data collected in the spring following graduation.
	Institutional Support	Budget at or above national median for private institutions.	Union College PA Program's Revenue to Expenditure Ratio is >50% and falls above the national median for private institutions.	Goal Met!	National data is based upon published data by the PAEA.*
<b>#7. Diversity</b>	Student to Faculty Ratio	>50th percentile for 3-cohort PA schools nationally	Union College PA Program student to faculty ratio is 12:1 currently, compared to national P50 (FTE calculation) of 12.5:1.	Goal Met!	National data is based upon published data by the PAEA.**
	CASPA Applicant Pool Data	at least 13% or higher applicants with diverse backgrounds within pool	2019/20 application cycle: 17.34% from diverse backgrounds 2020/21 application cycle: 19.5% from diverse backgrounds	Goal Met!	Compared past Union College PA program data and Nebraska Census data.

\* These numbers were taken from: Physician Assistant Education Association, By the Numbers: Program Report 35: Data from the 2019 Program Survey, Washington, D.C.: PAEA; 2020.

\*\* These numbers were taken from: Physician Assistant Education Association, specialized data report, based upon By the Numbers: Program Report 35: Data from the 2019 Program Survey, Washington, D.C.: PAEA; 2020.

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