

## Success in Meeting the Program's Goals

The program has seven goals that were created by faculty. The goals, and the program's achievement of each goal, are assessed at the PA Assessment Retreat to ensure the goals align with the program mission.

### **Goal #1: PA graduates from CUW will have a first-time PANCE pass rate at or above the national average.**

PANCE scores are analyzed annually in late summer once the newly graduated cohort's scores are posted. The program met this goal in 2017, 2018, and 2019 with a 100% first-time PANCE pass rate, which was above the national average for first-time PANCE pass rate.

#### PANCE Pass Rates

	2015	2016	2017	2018	2019	2020	2021	2022
Took PANCE	29	29	30	29	28	29	30	29
Passed 1 <sup>st</sup> attempt	25	27	30	29	28	26	29	27
Passed 2 <sup>nd</sup> attempt	4	2	0	0	0	3	1	2

#### First Attempt Pass Percentage

	2015	2016	2017	2018	2019	2020	2021	2022
CUW	86	93	100	100	100	90	97	93
National	96	96	97	98	93	95	93	

- All CUW graduates who took PANCE have passed the exam. N=233
- Overall (2015-2022) 95% of all CUW graduates passed PANCE on first attempt
- The five-year average of CUW graduates who passed PANCE on the first attempt is 96%

The program's success in achieving Goal #1 is analyzed annually in late summer once the newly graduated cohort's scores are posted.

The program is effective in meeting Goal #1.

### **Goal #2: The CUW PA program will maintain continuing accreditation status, fully compliant with all ARC-PA standards.**

The program met this goal from 2016-July 2021 maintaining on-going accreditation status. However, the program currently has ARC-PA status accreditation-probation and the probation status will be reviewed at the June 2023 ARC-PA Commission Meeting. The program's success in achieving Goal #2 is analyzed by correspondence from ARC-PA pertaining to the program's accreditation status, and the program's compliance with all ARC-PA Standards.

The program is not currently meeting Goal #2.

### **Goal #3: The CUW PA Program will provide academic support to all matriculated students.**

This goal is measured with the following:

- Course experience surveys
- Graduate survey data
- Student annual surveys

- Student attrition

The program was above the determined benchmarks consistently, in many instances meeting the strength threshold for the course experience survey. Areas below benchmark included only one of 18 terms. The graduate survey met the benchmarks indicating that the faculty were helpful, knowledgeable, and effective in teaching for the classes of 2018, 2019, and 2021. The question was not asked to the 2020 cohort. The graduate survey did indicate a lack of university support for matriculating students, as this measure was below the benchmark. The student annual survey had similar results, with university academic support below the benchmark. Student attrition was at a strength for three of the six cohorts, and always remained above the benchmark.

Overall, the program is successful in achieving Goal #3.

Additional factors to support achievement of Goal #3 include:

- Small cohort size
- Faculty mentorship/advising in which every student is assigned to a specific faculty to serve as their mentor throughout the program.
- Faculty are readily accessible to assist and support students during office hours (10 per week are required by CUW) and as needed by appointment.
- Student performance is discussed at weekly faculty meetings, and faculty identify and work with students who need additional support outside of scheduled class.

**Goal #4: The faculty and graduates will support and promote the CUW PA program.**

The program measures the effectiveness of this goal through faculty accomplishments and alumni support of the program. Faculty accomplishments include involvement in promotion of the program through events, meetings, and outreach. Alumni support of the program is determined through participation in lectures, OSCEs and labs, visit days, and becoming preceptors for the program once qualified. In both instances, the amount of faculty promotion of the program and alumni interaction with the program have either maintained in number or increased.

The program is successful in meeting Goal #4.

Additional factors to support achievement of Goal #4 include:

- In addition to scheduled courses, faculty and graduates participate in a boot-camp for students prior to the clinical year and lunch and learn sessions
- Program faculty participate in PA alumni events

**Goal #5: The faculty and graduates will promote academics and leadership within the PA profession.**

The program measures this goal through two measures. The first is the fulfillment of the scholarship and service expectations of CUW. These activities demonstrate the promotion of leadership, research, and ongoing academic support of the program. In addition, the Director of Clinical Education and Program Director are on the board of the Wisconsin Academy of Physician Assistants (WAPA) and PA faculty have presented at WAPA conferences. The second measure is the number of alumni in leadership roles. Currently three CUW PA alumni have paid or volunteer positions with WAPA. The program has thus met the determined benchmarks.

The program is successful in meeting Goal #5.

**Goal #6: The CUW PA Program will provide opportunities in inter-professional education and inter-professional practice in order to perform effectively as a member of the health care team.**

The analysis of data collected for Goal 6 is used to ensure that the PA students graduate with a robust understanding of their role in the healthcare team.

PA students are required to complete TeamSTEPPS (an evidence-based set of teamwork tools aimed at optimizing patient outcomes by improving communication and teamwork skills among health care professionals) and two other large interprofessional education (IPE) trainings during the didactic year. There has been 100% student participation. In addition, the program measures Goal 6 through the number of PA students who obtain the optional IPE certificate offered by CUW, with a benchmark of steady or increasing numbers.

The program is successful in meeting Goal #6.

Additional factors to support the achievement of Goal #6 include:

- CUW campus-wide IPE events which include students from PA working with students in nursing, diagnostic medical sonography, occupational therapy, physical therapy, pharmacy, speech language pathology, and social work in problem-based cases
- IPE events in which CUW health profession programs and other local Universities participate.
  - For example: Marquette dental students, Medical College of Wisconsin medical students, and students from multiple CUW health profession programs participate in an opioid case study.
- Students participate in interprofessional practice during clinical rotations.
- Students have the opportunity to participate in AHEC competition
- Participation in an annual Refugee Health Conference with multiple health profession from local institutions

**Goal #7: Matriculate a diverse student body that differs in attributes, including life and health care experience.**

Beginning in 2022 (class of 2024) the program began to use diversity measures of race, gender, family income, students from medically underserved communities, first-generation college students, and English as a second language. The program will use the information gathered from the Centralized Application Service for Physician Assistants (CASPA) to compare diversity measures of the applicants to those of the selected students.

The program benchmark is to not have a statistically significant difference in the selected diversity measures between the applicant pool and the matriculated cohort. When analyzed using CHI SQUARE categorical test, there is no statistical difference between applicants and matriculated students when comparing ESL, gender, race, underserved community, or family income. The program does matriculate a higher percent of first-generation college students than is represented in the applicant pool. The program concludes that it is meeting the goal of matriculating a diverse student body.

The CUW PA Program will continue to assess the seven goals, and the program's achievement of each goal.