

## Union College PA Program Success in Meeting Goals

| Goal                    | Metric                         | Benchmark  | Data  | Results       | Notes  |
|-------------------------|--------------------------------|--|---|---------------|--|
| #1: Teamwork            | Preceptor Evaluations          | 3/5 on applicable survey question  | Preceptors rated our students an average score of:<br>2019 cohort: 4.83<br>2020 cohort: 4.85<br>2021 cohort: 4.80<br>2022 cohort: 4.83<br>2023 cohort: 4.86   | Goal Met!     |  |
|                         | Graduate Survey                | 3/5 on applicable survey question  | Graduates rated preparation to work in interpersonal teams with an average score of:<br>2019 cohort: 4.8<br>2020 cohort: 4.6<br>2021 cohort: 4.6<br>2022 cohort: 4.2  | Goal Met!     | 2023 data collected 6 months following graduation.   |
|                         | Employer Survey                | 3/5 on applicable survey question  | Employers rate our students as having good teamwork skills with an average score of<br>2018 cohort: 4.8<br>2019 cohort: 4.7<br>2020 cohort: 4.6<br>2021 cohort: 4.5<br>2022 cohort: 4.7   | Goal Met!     | Awaiting 2023 data. Data collected in the spring following graduation.   |
| #2: Academic Excellence | 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% 2022 cohort attrition rate is 5.55%. For 2023 cohort, attrition rate was 4.4%.  | Goal Met!     | This goal relates to attrition, as performance below these benchmarks can lead to attrition (See Student Handbook outlining academic standing policies). Goal was met after working on this goal for the past few years. Continue to evaluate the effectiveness of admissions strategies.<br>Implementation of a student success program beginning fall 2022, with full implementation fall 2023. Will continue to monitor and compare past actions to outcomes.   |
|                         | PACKRAT I                      | Cohort has an average score >50% for PACKRAT in any specialty area or task category with no average score decrease >5%.        | Students have performed at or above benchmark in 2017, 2018, 2019 in all areas except dermatology and hematology. For the 2020 cohort, hematology, pulmonology, and urology are only areas below benchmark.<br>For 2021 cohort, neurology and infectious disease were below benchmark will all other specialty and task areas above benchmark.<br>For the 2022 cohort, infectious disease remains below benchmark, however, improvement was noted in pulmonology, neurology, women's health, and diagnostic studies.<br>For 2022 Cohort: All areas above benchmark except for Infectious Disease. >5% decline from last year in OB/GYN, ortho, psych, diagnostic studies, and clinical therapeutics.<br>For 2023 cohort: All areas above 50% benchmark except for hematology. >5% decrease in hematology, EENT, OB/GYN and endocrine for specialty areas. All task areas above benchmark with >5% decrease in intervention and maintenance.   | Goal not Met. | Faculty analyzed data in relation to other current and previous metrics and program changes and determined that an in-depth analysis of specific areas in the curriculum (including curriculum depth and breadth of topics, adequate coverage of topics in curriculum, and student performance on areas in curriculum, along with faculty and guest speaker performance) will be done with recommendations for curricular change based upon this data. 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, with no average score decrease >5%. | 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.<br>For the 2020 cohort, dermatology, neurology, infectious disease, and pulmonology are all below benchmark, with all other specialty area and task categories above benchmark.<br>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.<br>For 2022 cohort: All areas above benchmark except for infectious disease. Greater than 5% decline in hematology, EENT, gastroenterology, dermatology, OB/GYN, ortho, clinical therapeutics, diagnostic studies, and history/physical.<br>For 2023 cohort: All areas above 60% benchmark except hematology, with greater than 5% decrease in hematology, neurology, pulmonology, and endocrine for specialty areas. All task areas above benchmark, with greater than 5% decrease in maintenance. | Goal not Met. | Faculty analyzed data in relation to other current and previous metrics and program changes and determined that an in-depth analysis of specific areas in the curriculum (including curriculum depth and breadth of topics, adequate coverage of topics in curriculum, and student performance on areas in curriculum, along with faculty and guest speaker performance) will be done with recommendations for curricular change based upon this data. These will continue to be monitored longitudinally. |
|                         | PANCE Performance              | >85% first-time pass rate with no downward trends for 3 consecutive years.   | First-time pass rates for the past 3 cohorts are as follow:<br>2019: 89%<br>2020: 97%<br>2021: 97%<br>2022: 100%<br>2023: 90%   | Goal Met!     |  |
|                         | Summative Exam                 | 100% passing rate on knowledge portion of exam   | 2018 cohort had a 100% pass rate.<br>2019 cohort had a 100% pass rate.<br>2020 cohort had a 100% pass rate.<br>2021 cohort had a 100% pass rate.<br>2022 cohort had a 100% pass rate.<br>2023 cohort had a 100% pass rate.  | Goal Met!     | Switched to PAEA End of Curriculum Exam beginning with the 2021 cohort.  |
|                         | 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% 2022 cohort attrition rate is 5.55%. For 2023 cohort, attrition rate was 4.4%.  | Goal Met!     | This goal relates to attrition, as performance below these benchmarks can lead to attrition (See Student Handbook outlining academic standing policies). Goal was met after working on this goal for the past few years. Continue to evaluate the effectiveness of admissions strategies.<br>Implementation of a student success program beginning fall 2022, with full implementation fall 2023. Will continue to monitor and compare past actions to outcomes.   |
|                         | Preceptor Evaluations          | 3/5 on applicable survey question  | Preceptor average ratings:<br>2019 cohort = 4.44<br>2020 cohort = 4.48<br>2021 cohort = 4.38<br>2022 cohort = 4.5<br>2023 cohort = 4.55   | Goal Met!     |  |

#3: Clinical Acumen

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| Patient Encounter Logs  | 100% completion of all listed minimum exposures | 2019 cohort: 4 clinical sites had >7 deficiencies.<br>All diagnoses had at least 1 deficiency except cardioversion and pacemaker.<br>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.<br>Diagnoses/procedures with highest number of deficiencies: Asthma (12), Biopsy of skin lesion (13), hypogonadism (19), I&D abscess (17)<br>2020 cohort: 100% of encounters met!<br>2021 cohort: 100% of encounters met.<br>2022 cohort: 100% of encounters met.<br>2023 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. |
| 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.<br>2019 cohort average rated preparation for patient care at 4.6 and practice-based learning and improvement at 4.1.<br>2020 cohort average rated preparation for patient care at 4.4 and practice-based learning and improvement at 3.9.<br>2021 cohort average rated preparation for patient care at 4.6 and practice-based learning and improvement at 4.1.<br>2022 cohort average rated preparation for patient care at 4.2 and practice-based learning and improvement at 3.9.  | Goal Met! | Survey sent out 6 months following graduation. Awaiting 2023 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.<br>Average rating of employers of graduates patient care skills for 2019 cohort was 4.6 and practice-based learning and improvement at 4.3.<br>Average rating of employers of graduates patient care skills for 2020 cohort was 4.5 and practice-based learning and improvement at 3.9.<br>Average rating of employers of graduates patient care skills for 2021 cohort was 4.4 and practice-based learning and improvement at 4.0.<br>Average rating of employers of graduates patient care skills for 2022 cohort was 4.7 and practice-based learning and improvement at 4.4.   | Goal Met! | Awaiting 2023 data. Data collected in the spring following graduation.   |
| Student Self-Assessment | 3/5 on applicable survey question               | Students at the end of the didactic phase (2022 cohort) rated themselves, on average, at:<br>3.61 for practice based-learning and improvement<br>3.73 for patient care<br>Students at the end of the clinical phase (2021 cohort) rated themselves, on average, at:<br>4.23 for practice-based learning and improvement<br>4.37 for patient care<br>Students at the end of the didactic phase (2023 cohort) rated themselves, on average, at:<br>3.73 for practice based-learning and improvement<br>3.98 for patient care<br>Students at the end of the clinical phase (2022 cohort) rated themselves, on average, at:<br>4.17 for practice-based learning and improvement<br>4.39 for patient care<br>Students at the end of the didactic phase (2024 cohort) rated themselves, on average, at:<br>4.08 for practice based-learning and improvement<br>4.33 for patient care<br>Students at the end of the clinical phase (2023 cohort) rated themselves, on average, at:<br>4.26 for practice-based learning and improvement<br>4.55 for patient care | Goal Met! | This was introduced for the 2019 graduating cohort.  |

#4. Professionalism

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| Student Professionalism Performance | 100% of students with 2 or less professionalism infractions.           | 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.<br>2019/20 academic year: All students had 2 or less professionalism infractions with no clear trends except for tardiness.<br>2020/21 academic year: All students had 2 or less professionalism infractions, except for 1 student.<br>2021/22 academic year: All students had 2 or less professionalism infractions, except for 1 student.<br>2022/23 academic year: All students had 2 or less professionalism infractions.   | Goal Met! |  |
| Summative Exam                      | 100% student performance on summative professionalism portion of OSCEs | 100% of students passed the professionalism portion of the summative exam for the 2019, 2020, 2021, 2022, and 2023 cohorts.  | Goal Met! |  |
| Preceptor Evaluations               | 3/5 on applicable survey question                                      | Preceptors rated our students on professionalism on average at:<br>2019 cohort = 4.80<br>2020 cohort = 4.85<br>2021 cohort = 4.85<br>2022 cohort: 4.8<br>2023 cohort: 4.87   | Goal Met! |  |
| Student Self-Assessment             | 3/5 on applicable survey question                                      | Students at the end of the didactic phase (2021 cohort) rated themselves, on average, on professionalism at 4.29.<br>Students at the end of the clinical phase (2020 cohort) rated themselves, on average, on professionalism at 4.66.<br>Students at the end of the didactic phase (2022 cohort) rated themselves, on average, on professionalism at 4.21.<br>Students at the end of the clinical phase (2021 cohort) rated themselves, on average, on professionalism at 4.68.<br>Students at the end of the didactic phase (2023 cohort) rated themselves, on average, on professionalism at 4.36.<br>Students at the end of the clinical phase (2022 cohort) rated themselves, on average, on professionalism at 4.77.<br>Students at the end of the didactic phase (2024 cohort) rated themselves, on average, on professionalism at 4.64.<br>Students at the end of the clinical phase (2023 cohort) rated themselves, on average, on professionalism at 4.73. | Goal Met! | This was introduced in spring of 2019.                                 |
| Employer Survey                     | 3/5 on applicable survey question                                      | Employers rated graduates on professionalism on average at<br>2018 cohort = 4.8<br>2019 cohort = 4.7<br>2020 cohort = 4.5<br>2021 cohort=4.5<br>2022 cohort=4.96   | Goal Met! | Awaiting 2023 data. Data collected in the spring following graduation. |

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| Student Community Service Activity Participation | 100% student participation        | For 2019, 2020, 2021, 2022, 2023 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 | Preceptors rated students on average for servanthood:<br>2019 cohort = 4.86<br>2020 cohort = 4.85<br>2021 cohort = 4.84  | Goal Met! |  |

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| #5. Servanthood | Employer Survey                         | 3/5 on applicable survey question  | Employers rated the 2020 cohort, on average, at:<br>4.7=demonstrating caring and respectful behaviors when interacting with patients and their families<br>4.6 = showing respect, compassion, and integrity<br>4.5 = sensitivity and responsiveness to patients' culture, age, gender and disabilities,<br><br>Employers rated the 2021 cohort, on average, at:<br>4.5=demonstrating caring and respectful behaviors when interacting with patients and their families<br>4.5 = showing respect, compassion, and integrity<br>5.0 = sensitivity and responsiveness to patients' culture, age, gender and disabilities.<br><br>Employers rated the 2022 cohort, on average, at:<br>5.0=demonstrating caring and respectful behaviors when interacting with patients and their families<br>5.0 = showing respect, compassion, and integrity<br>5.0 = sensitivity and responsiveness to patients' culture, age, gender and disabilities, | Goal Met! | Awaiting 2023 data. Data collected in the spring following graduation.   |
|                 | Alumni Survey                           | 60% or more of alumni reporting volunteer work                             | Data recorded on volunteer work is as follows:<br>2014: 78%<br>2016: 82%<br>2018: 87%<br>2020: 92%<br>2022: 92%   | 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 (2020/2021/2022/2023/2024 cohorts) rated themselves, on average, at:<br>3.31/4.38/4.20/4.38/4.57 = demonstrating caring and respectful behaviors when interacting with patients and their families<br>4.06/4.41/4.27/4.45/4.71 = showing respect, compassion, and integrity<br>3.87/4.41/4.30/4.45/4.68 = sensitivity and responsiveness to patients' culture, age, gender and disabilities,<br><br>Students at the end of the clinical phase (2019/2020/2021/2022/2023 cohorts) rated themselves, on average, at:<br>4.64/4.63/4.59/4.72/4.83= demonstrating caring and respectful behaviors when interacting with patients and their families<br>4.85/4.73/4.74/4.66/4.83 = showing respect, compassion, and integrity<br>4.81/4.73/4.74/4.62/4.79 = 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<br>2020 cohort: 100% pass rate<br>2021 cohort: 100% pass rate<br>2022 cohort: 100% pass rate<br>2023 cohort: 100% pass rate   | Goal Met! | This was introduced for the 2019 cohort.   |
| #6. Quality     | PANCE Performance                       | >85% first-time pass rate with no downward trends for 3 consecutive years. | First-time pass rates for the past 3 cohorts are as follow:<br>2019: 89%<br>2020: 97%<br>2021: 97%<br>2022: 100%<br>2023: 90%   | 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% 2022 cohort attrition rate is 5.55%. For 2023 cohort, attrition rate was 4.4%.  | Goal Met! | Goal was met after working on this goal for the past few years. Continue to evaluate the effectiveness of admissions strategies. Implementation of a student success program beginning fall 2022, with full implementation fall 2023. Will continue to monitor and compare past actions to outcomes. |
|                 | 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 five years results are as follow:<br>2019: 4.07<br>2020: 4.31<br>2021: 4.59<br>2022: 3.63<br>2023: 4.44   | Goal Met! |  |
|                 | Employer Survey                         | 3/5 on applicable survey question  | On the questions: Advocates for quality patient care, employers, on average, rated<br>2018 cohort: 4.7<br>2019 cohort: 4.1<br>2020 cohort: 3.9<br>2021 cohort: 3.5<br>2022 cohort: 4.7  | Goal Met! | Awaiting 2023 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. *  |
|                 | 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 (75th calculation) of 12.5:1.   | Goal Met! | National data is based upon published data by the PAEA. **   |
| #7. Diversity   | CASPA Applicant Pool Data               | at least 13% or higher applicants with diverse backgrounds within pool     | 2019/20 application cycle: 17.34% from diverse backgrounds<br>2020/21 application cycle: 19.5% from diverse backgrounds<br>2021/22 application cycle: 23.8% from diverse backgrounds<br>2022/23 application cycle: 28.53% from diverse backgrounds  | Goal Met! | Compared past Union College PA program data and Nebraska Census data.  |
|                 | Learning Environment Survey             | 3/5 on applicable survey question  | Spring 2023: 4.48 (2023 cohort) and 3.86 (2024 cohort)  | Goal Met! | Metric and Benchmark set beginning with 2022/23 academic year.   |

\* 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.