

Effectiveness of Meeting Program Goals

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

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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. 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 experiential differences. Out of respect for individual backgrounds, we seek to provide opportunities for applicants who represent medically underserved communities, economic disadvantages, first-generation college students, military, and those with the gift of expanded connection due to proficiency in a second language. In this way, we hope to enrich our program and the PA profession."

- Benchmark 1: "At least 20% of each student cohort will represent at least one of the following experiential differences criteria: first-generation college student, military veteran or dependent, economically disadvantaged, medically underserved community, or proficiency in a second language."

- Program Outcomes:

Cohort	Matriculating Cohort Size	% of Cohort: Family Economically Disadvantaged	% of Cohort: Medically Underserved Community	% of Cohort: First-Generation College Student (FGCS)	% of Cohort: Proficient in 2nd Language	% of Cohort: Veteran or Dependent	% of Cohort Meeting 1 or More Criteria	% of Cohort Meeting 2 or More Criteria
CO2021	45	4.44%	13.33%	8.89%	13.33%	0.00%	36%	6.67%
CO2022	50	0.00%	16.00%	12.00%	6.00%	0.00%	32%	4.00%
CO2023	51	1.96%	13.73%	3.92%	5.88%	3.92%	20%	5.88%
CO2024	50	10.00%	24.00%	10.00%	6.00%	2.00%	36%	14.00%
CO2025	50	8.00%	16.00%	6.00%	2.00%	6.00%	36%	6.00%
5 year Average	49.20	4.88%	16.67%	8.13%	6.64%	2.44%	31.71%	7.32%

- 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 2021 – Class of 2025), 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	GRE Score [300]	Cumulative Undergraduate GPA [3.25]	Overall Science GPA [3.25]	Direct Patient Care Hours [250]	Met 10 hours shadowing requirement
CO2021	307.7 (300-325)	3.76 (3.37-4.0)	3.7 (3.28-4.0)	2505	Yes
CO2022	308.8 (300-325)	3.78 (3.30-3.99)	3.72 (3.25-4.0)	1960	Yes
CO2023	307.5 (300-323)	3.8 (3.43-4.0)	3.76 (3.36-4.0)	1286	Yes
CO2024	308 (300-323)	3.85 (3.37-4.0)	3.84 (3.53-4.0)	1547	Yes
CO2025	306.6 (300-321)	3.83 (3.49-4.0)	3.79 (3.45-4.0)	1791	Yes
5 year Average	307.70	3.80	3.76	1818	

Admissions requirements are presented as Mean or Mean (range) where applicable

GRE Score= the total of the Verbal and Quantitative GRE scores

[] designates the minimum required value for the TNU Admissions requirement variable

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:

Cohort	Program-sponsored service activity			% of Cohort who participated in at least 1 program-sponsored community service activity
	Mercury Courts	Room in the Inn	Project CURE	
CO2020	100%	100%	N/A	100%
CO2021	100%	100%	N/A	100%
CO2022	0%*	0%*	N/A	0%*
CO2023	N/A	0%*	100%	100%
CO2024	N/A	100%	100%	100%

*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.
 N/A indicated this community service activity is not in use. For Mercury Court: beginning with CO 2023, activity was no longer used by the program. For Project Cure: the activity began with CO 2023.

- **Benchmark 2: The mean Likert score for the question “How likely are you to participate in missions/community service after graduation?” will be above 2.8 on the 4-point scale.**
 - Program Outcomes:

Graduate Survey: Student likelihood of future participation in missions/community service	Cohort Mean
CO2019	3.29
CO2020	3.16
CO2021	2.88
CO2022	3.02
CO2023	3.26

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 graduates are ready for entry-level PA practice."

- Benchmark 1: "At least 95% of students from each cohort will score at or above 80% on the first attempt of their summative objective structured clinical examination (OSCE)."
 ○ Program Outcomes:

Cohort	% of Graduating Cohort Achieving at or above 80% on Initial Clinical Summative OSCE
CO2021	95.45%
CO2022	87.23%
CO2023	94.11%
Average	92.26%

- Benchmark 2: The mean Likert score for the question “How well do you feel prepared to practice medicine at this time?” will be above 2.8 on the 4-point scale.
 ○ Program Outcomes:

Graduate Survey: Student perception of preparedness to practice medicine	Cohort Mean
CO2019	3.29
CO2020	3.27
CO2021	3.23
CO2022	3.36
CO2023	3.44

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

Medical Content Categories

PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Cardiovascular	CO2019	81	80	1	28	46	60.87%
	CO2020	87	82	5	45	53	84.91%
	CO2021	82	81	1	22	44	50.00%
	CO2022	85	82	3	32	47	68.09%
	CO2023	84	80	4	33	51	64.71%
	5 Year Mean	84	81	3	160	241	66.39%

PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Dermatologic	CO2019	83	80	3	35	46	76.09%
	CO2020	86	82	4	41	53	77.36%
	CO2021	81	78	3	26	44	59.09%
	CO2022	87	80	7	38	47	80.85%
	CO2023	83	80	3	32	51	62.75%
	5 Year Mean	84	80	4	172	241	71.37%
PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Endocrine	CO2019	86	85	1	28	46	60.87%
	CO2020	85	83	2	41	53	77.36%
	CO2021	81	81	0	15	44	34.09%
	CO2022	82	78	4	30	47	63.83%
	CO2023	83	79	4	34	51	66.67%
	5 Year Mean	83	81	2	148	241	61.41%
PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
EENT	CO2019	85	81	4	37	46	80.43%
	CO2020	86	81	5	37	53	69.81%
	CO2021	81	78	3	17	44	38.64%
	CO2022	85	79	6	34	47	72.34%
	CO2023	82	76	6	32	51	62.75%
	5 Year Mean	84	79	5	157	241	65.15%
PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Gastrointestinal/ Nutrition	CO2019	79	76	3	28	46	60.87%
	CO2020	86	79	7	38	53	71.70%
	CO2021	83	80	3	22	44	50.00%
	CO2022	81	77	4	28	47	59.57%
	CO2023	85	80	5	33	51	64.71%
	5 Year Mean	83	78	5	149	241	61.83%
PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Genitourinary	CO2019	86	81	5	35	46	76.09%
	CO2020	85	80	5	39	53	73.58%
	CO2021	83	80	3	14	44	31.82%
	CO2022	83	79	4	33	47	70.21%
	CO2023	85	79	6	38	51	74.51%
	5 Year Mean	84	80	4	159	241	65.98%
PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Infectious Disease	CO2019	84	80	4	27	46	58.70%
	CO2020	81	79	2	23	53	43.40%
	CO2021	81	80	1	19	44	43.18%
	CO2022	81	76	5	33	47	70.21%
	CO2023	79	74	5	33	51	64.71%
	5 Year Mean	81	78	3	135	241	56.02%

PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Musculoskeletal	CO2019	84	80	4	32	46	69.57%
	CO2020	78	77	1	33	53	62.26%
	CO2021	80	78	2	16	44	36.36%
	CO2022	77	76	1	28	47	59.57%
	CO2023	80	80	0	24	51	47.06%
	5 Year Mean	80	78	2	133	241	55.19%
PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Neurological	CO2019	76	74	2	28	46	60.87%
	CO2020	85	80	5	35	53	66.04%
	CO2021	79	77	2	22	44	50.00%
	CO2022	77	74	3	30	47	63.83%
	CO2023	82	76	6	32	51	62.75%
	5 Year Mean	80	76	4	147	241	61.00%
PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Psychiatric/ Behavioral	CO2019	83	81	2	28	46	60.87%
	CO2020	86	84	2	34	53	64.15%
	CO2021	83	82	1	25	44	56.82%
	CO2022	87	82	5	35	47	74.47%
	CO2023	84	83	1	32	51	62.75%
	5 Year Mean	85	82	3	154	241	63.90%
PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Pulmonary	CO2019	83	80	3	29	46	63.04%
	CO2020	84	79	5	39	53	73.58%
	CO2021	83	80	3	23	44	52.27%
	CO2022	78	75	3	27	47	57.45%
	CO2023	83	78	5	33	51	64.71%
	5 Year Mean	82	78	4	151	241	62.66%
PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Renal	CO2019	82	81	1	26	46	56.52%
	CO2020	88	83	5	27	53	50.94%
	CO2021	85	82	3	24	44	54.55%
	CO2022	80	79	1	26	47	55.32%
	CO2023	86	81	5	41	51	80.39%
	5 Year Mean	84	81	3	144	241	59.75%
PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Reproductive	CO2019	75	76	-1	13	46	28.26%
	CO2020	85	80	5	40	53	75.47%
	CO2021	79	80	-1	24	44	54.55%
	CO2022	75	75	0	24	47	51.06%
	CO2023	76	71	5	28	51	54.90%
	5 Year Mean	78	76	2	129	241	53.53%

Task Categories

PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Applying Basic Scientific Concepts	CO2019	84	80	4	32	46	69.57%
	CO2020	82	78	4	39	53	73.58%
	CO2021	83	79	4	35	44	79.55%
	CO2022	77	73	4	32	47	68.09%
	CO2023	85	79	6	43	51	84.31%
	5 Year Mean	82	78	4	181	241	75.10%

PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Clinical Intervention	CO2019	81	79	2	33	46	71.74%
	CO2020	84	81	3	41	53	77.36%
	CO2021	80	79	1	27	44	61.36%
	CO2022	80	77	3	30	47	63.83%
	CO2023	80	76	4	36	51	70.59%
	5 Year Mean	81	78	3	167	241	69.29%

PANCE Medical Content Category	Cohort	Cohort Mean (%) First-Time Exams	NM (%) First-Time Exams	Cohort mean difference from national mean (%)	# of Students Above NM	Cohort Total	% Cohort Above NM
Formulating Most Likely Diagnosis	CO2019	84	81	3	32	46	69.57%
	CO2020	87	82	5	44	53	83.02%
	CO2021	83	82	1	25	44	56.82%
	CO2022	84	80	4	36	47	76.60%
	CO2023	83	79	4	36	51	70.59%
	5 Year Mean	84	81	3	173	241	71.78%

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 ≥95% for each cohort."
 - Program Outcomes:
 - Please refer to the Attrition Data table on our Program website.

	Attrition Rate	Graduation Rate
CO2021	2.22%	97.78%
CO2022	6.00%	94.00%
CO2023	0.00%	100.00%
CO2024	2.00%	*
CO2025	0.00%	*

*designates that the cohort is still in progress and no final graduation rate date is available.

- **Benchmark 2: The mean Likert score for the question “I felt instructors truly cared for me and worked hard to prepare me for the PANCE and ultimately clinical practice” will be above 2.8 on the 4-point scale.**
 - Program Outcomes:

Cohort Mean	
CO2019	3.78
CO2020	3.53
CO2021	3.56
CO2022	3.45
CO2023	3.94

- **Benchmark 3: The mean Likert score for the question “I felt the advising process helped me establish a beneficial mentor-mentee relationship with my faculty advisor” will be above 2.8 on the 4-point scale.**
 - Program Outcomes:

Cohort Mean	
CO2020	3.67
CO2021	3.45
CO2022	3.28
CO2023	3.41
CO2024	4.31