

YU PA PROGRAM GOALS, OUTCOMES, & PLANS

YU PA PROGRAM GOALS:

1. **Clinical Excellence:** graduates will demonstrate a knowledgeable, analytical approach to clinical situations and provide patient-centered care that is effective, high quality, and evidence based.
2. **Professionalism:** graduates will provide health care with integrity, respect, accountability, ethics, and compassion.
3. **Cultural competence:** graduates will effectively and sensitively provide culturally competent, equitable health care to an increasingly diverse patient population.
4. **Leadership:** graduates will contribute to and enrich the PA profession throughout their careers as clinicians, mentors, educators, and members of state and national and professional organizations.
5. **Scholarship:** graduates will commit to lifelong learning, inquiry, study, evidence-based practice, and continuous professional development.

GOAL AND OUTCOMES | ASSESSMENT & PLANS:

1. **CLINICAL EXCELLENCE:** graduates will demonstrate a knowledgeable, analytical approach to clinical situations and provide patient care that is effective, high quality, and evidence based.

Data Source 1: Preceptor evaluations of student medical knowledge, critical thinking skills, and evidence-based practice:

Clinical rotation/clerkship preceptors/faculty evaluate each PA student's medical and surgical knowledge, critical thinking skills, and evidence-based decision making every five-weeks at the completion of the clerkship rotation. Each student is assessed ten times over one year by expert clinicians in their areas of specialty.

Clinical faculty/preceptors assessed PA students via Likert scale questionnaires. PA student medical knowledge, critical thinking and reasoning skills, and evidence-based management of disease were assessed from 1-5. (1=F 2=C, 2.5=C+, 3=B-, 3.5= B, 4=B+, 4.5=A-, 5=A.)

Data Collection: Over the course of the 2022-2023 Academic year, 220 evaluations/assessments for each item (knowledge, critical thinking, and evidence-based management) were collected from clinical faculty/preceptors. Response rates from preceptors were 100%.

The PA program goal/benchmark: 85% of students per cohort earn a 3.5 or higher on a Likert Scale in knowledge, critical thinking, and evidence-based practice in each clerkship course.

Results: In each clerkship course, **100%** of students earned a 3.5 on Likert scale or higher in each of the following categories:

- Knowledge of medical and surgical science
- Critical thinking and reasoning skills

- Evidence-based management of disease.

Analysis/Conclusions: The PA Program met the benchmark. Based on current data, the PA faculty concluded that the didactic curriculum has successfully prepared PA students for clinical practice. However, data collection and analysis are limited to one year. Additional data collection and analyses are needed to validate the conclusion.

Plan: PA faculty will review the data from each clinical course clerkship in relation to the corresponding didactic year course to identify strengths and weaknesses in specific courses. PA will continue to monitor student outcomes and collect data on student knowledge, critical thinking skills, and evidence-based management of disease via Likert scale questionnaires in the 2023-2024 academic year.

Data Source 2: PANCE performance of Class of 2023.

Graduates of the PA Program must take a national board certification examination (PANCE) administered by the NCCPA to practice clinically as PAs.

Data Collection: NCCPA PA program report documents the pass rate for each cohort.

The YU PA program goal/benchmark is to meet or exceed the national first-time taker pass rate (92% in 2023).

Results: The YU PA program first-time pass rate for the Inaugural (class of 2023) cohort is 100%.

Analysis/Conclusions: The PA Program first-time pass rate of 100% exceeded the national first-time pass rate of 92%. Based on the data, the PA Program faculty concluded that the PA program successfully prepared PA students to obtain national certification and enter the healthcare workforce.

Plan: The PA program will review the performance of the inaugural cohort in each of fourteen content and task areas of the PANCE to identify specific strengths and weaknesses in student performance. The findings will then be evaluated in relation to the curriculum, e.g., course learning outcomes, instructional objectives, and assessments as well as curriculum horizontal and vertical alignment.

Data Source 3: Graduate self-assessment of medical knowledge

Graduates (Class of 2023) completed a 5-point Likert scale questionnaire to self-assess their medical knowledge development in preparation for entry into clinical practice.

Data Collection: Likert scale questionnaire completed by class of 2023 graduates. Response rate 91%.

Graduates rated their medical knowledge on a scale of 1 (lowest) to 5 (highest).

The PA program goal/benchmark: A mean response of 4.65 on the Likert scale.

Data results: The mean was 4.85 on a scale of 1 (lowest) to 5 (highest).

Analysis/Conclusions: The PA program exceeded the benchmark of 4. Based on the results, the conclusion was that the PA program's curriculum successfully developed PA student confidence in the medical knowledge they gained as they prepare to begin their clinical careers.

Plan: Repeat survey after approximately 6 months of employment (December annually). Compare results. Reassess.

Data Source 4: Employer survey: assessment of YU PA alumni medical knowledge

Alumni employers will be asked to complete Likert scale questionnaires to assess YU PA alumni medical knowledge in the workplace in December 2024.

- 2. PROFESSIONALISM:** Professional behaviors are of paramount importance in the practice of medicine and patient care.

Data Source 1: Preceptor evaluation of PA Student professional behaviors

Clinical rotation/clerkship preceptors/faculty evaluate each PA student's professional behaviors via Likert scale questionnaires. The students in the class of 2023 were assessed on an 8-point Likert scale of 1-5 (1=F 2=C, 2.5=C+, 3=B-, 3.5= B, 4=B+, 4.5=A-, 5=A) by their preceptors at the conclusion of each of their clerkship courses.

The following PA student professional attributes were evaluated by their clinical preceptors:

- Accountability
- Reliability
- Integrity
- Compassion
- Ethics

Data Collection: Likert scale questionnaires completed by preceptors. Clinical preceptors/faculty assessed PA student accountability, reliability, integrity, compassion, and ethics on an 8-point Likert scale of 1-5.

Over the course of the 2022-2023 Academic year, 220 Likert survey evaluations/assessments were collected to assess each attribute listed above. Response rates from preceptors were 100%.

The PA program goal/benchmark: 90% of students per cohort earn a 3.5 or higher in each clerkship (Internal Medicine, Surgery, Pediatrics, Family Medicine, Emergency Medicine, Women's Health, Behavioral Health, Primary Care and Elective I and II,) course.

Data Results: 100% of students earned a 3.5 or higher in each course in demonstration of the professional behaviors of accountability, reliability, integrity, compassion, and ethics during their clinical clerkships.

Analysis/Conclusions: The PA Program exceeded the benchmark of 90%. Based on the results, the conclusion was that the didactic year curriculum successfully developed professionalism in PA students. PA faculty recognize that this conclusion's value is impacted by the small sample size. It will be re-evaluated in one year after a second year of data collection and analysis are completed.

Plan: Continue to collect data via Likert scale questionnaires in the current, 2023-2024 year. Analyze data at completion of academic year and compare cohort data over time.

Data Source 2: Graduate Self-Assessment of Professionalism

Graduates (Class of 2023) completed a 5-point Likert scale questionnaire to self-assess their professional behaviors and to assess the PA program's contribution to their professional development.

Data Collection: Likert scale questionnaire completed by class of 2023 graduates. Response rate 91%.

Graduates rated their professionalism competency on a scale of 1 (lowest) to 5 (highest).

The PA program goal/benchmark: A mean response of 4 on the Likert scale.

Data results: The mean was 4.85 on a scale of 1 (lowest) to 5 (highest).

Analysis/Conclusions: The PA program exceeded the benchmark of 4. Based on the results, the conclusion was that the PA program's curriculum successfully developed PA student confidence in their professionalism and ethics.

Plan: Repeat survey after approximately 6 months of employment (December annually). Compare results. Reassess.

Data Source 3: Employer survey: assessment of YU PA alumni professionalism

Alumni employers will be asked to complete Likert scale questionnaires to assess YU PA alumni professional behaviors in the workplace in December 2024.

3. CULTURAL COMPETENCE

Graduates will demonstrate cultural sensitivity and provide culturally competent care to patients from diverse backgrounds.

Data Source 1:

Clinical rotation/clerkship preceptors/faculty evaluate each PA student's competence. Preceptors utilized a Likert scale questionnaire to assess the student's:

- Demonstration of cultural sensitivity
- Ability to competently care for patients from diverse backgrounds.

Data Collection: Preceptor assessed student cultural competence via Likert scale questionnaires. Student clinical skills were assessed on an 8-point Likert Scale from 1-5 by their preceptors/clinical clerkship faculty. 1=poor(F) to 5=Superior (A): 1=F 2=C, 2.5=C+, 3=B-, 3.5= B, 4=B+, 4.5=A-, 5=A.)

The PA program goal/benchmark: 90% of students per cohort earn a 3.5 or higher in each clerkship (Internal Medicine, Surgery, Pediatrics, Family Medicine, Emergency Medicine, Women's Health, Behavioral Health, Primary Care and Elective I and II,) course.

Data Collected: Over the course of the 2022-2023 Academic year, 220 Likert survey evaluations/assessments were collected. Response rates from preceptors were 100%.

Data Results: In each course, 100% of students earned a 3.5 or higher in both demonstration of cultural sensitivity and ability to competently care for patients from diverse backgrounds.

Analysis/Conclusions: The PA Program met the benchmark. The curriculum and faculty successfully developed cultural sensitivity and cultural competence in PA students. This conclusion's value is limited by the small sample size. It will be re-evaluated in one year after a second year of data collection and analysis are completed.

Plan: Continue to monitor student progress and collect data outcomes on rotation in the current 2023-2024 year and reassess.

Data Source 2: Graduate Self-Assessment of Cultural Competency

Graduates (Class of 2023) completed a 5-point Likert scale questionnaire to self-assess their professional behaviors and to assess the PA program's contribution to their cultural sensitivity and competency.

Data Collection: Likert scale questionnaire completed by class of 2023 graduates. Response rate 91%.

Graduates rated their cultural sensitivity and competency on a scale of 1 (lowest) to 5 (highest).

The PA program goal/benchmark: A mean response of 4 on the Likert scale.

Data results: The mean was 4.8 on a scale of 1 (lowest) to 5 (highest).

Analysis/Conclusions: The PA program exceeded the benchmark of 4. Based on the results, the conclusion was that the PA program's curriculum successfully developed PA student confidence in their cultural sensitivity and competency.

Data Source 3: Employer Assessment of Graduate cultural sensitivity

Alumni employers will be asked to complete Likert surveys to assess YU PA alumni cultural sensitivity and competence in the workplace in January 2025.

Plan: Repeat survey after approximately 6 months of employment (December annually). Compare results. Reassess.

4. LEADERSHIP

Graduates will enrich the PA profession as active members of professional organizations and through the demonstration of selflessness in the service of others.

Data Source 1: Student memberships in AAPA & NYSSPA

Data Collection:

- Proof of student membership in professional organizations (membership card submission by students)

PA Program Goal/Benchmark: 90% of each cohort will join NYSSPA and AAPA.

Results:

PA Program Cohort Membership count in NYSSPA (New York State Society of PAs):

- 100% student membership in Class of 2023
- 100% student membership in Class of 2024
- 100% student membership in Class of 2025

PA Program Cohort Membership count in AAPA (American Academy of PAs)

- 100% student membership in Class of 2023
- 100% student membership in Class of 2024
- 100% student membership in Class of 2025

Analysis/Conclusions: The PA program has exceeded the membership goal for three consecutive years. 100% PA Students from each cohort joined professional organizations and developed student chapters in both NYSSPA and AAPA.

The faculty, curriculum structure, and program policies successfully conveyed and supported student service and leadership activities.

Plan: The PA program will continue to support student participation in professional organizations and leadership activities in professional organization student government through faculty mentorship and

excused time off from classes and clinical experiences to attend NYSSPA and AAPA conferences and participate in NYS and national lobbying sessions in support of professional progress.

Data Source 2: Student Attendance/participation in PA Program sponsored community service activities, e.g., food drives, coat drives, toy drives, and Bronx Zoo fundraising initiatives.

Data Collection: via attendance/participation event logs/rosters.

PA program benchmark/goal: 75% of each cohort participate in community service.

RESULTS:

- Class of 2023: 85% of students participated in a community service event.
- Class of 2024: 95% of students participated in a community service event.
- Class of 2025: 94% of students participated in a community service event.

Analysis/Conclusions: The benchmark was exceeded in each cohort. Faculty mentorship and the curriculum have successfully supported student understanding of the importance of service to others.

PLAN: The PA Program will continue to prioritize community service via faculty mentorship and student release from class and clinical experience time to participate in service events.

5. SCHOLARSHIP

Benchmark/Goal 1: 100% of students will complete the Capstone with a B grade or higher.

Data Collection: PAS 6015 CAPSTONE course grades.

Result: 100% of students in the Inaugural Class earned a B or A grade in PAS 6015.

Analysis/Conclusions: The benchmark was met. The Capstone course syllabus learning outcomes, instructional objectives, policies, and faculty advisors supported PA students in their successful completion of their Capstone projects.

Plan: The learning outcomes, instructional objectives, assessment, and policies in PAS 6015 will be reviewed for strengths and weaknesses. Outcomes will be continued to be assessed in new cohorts via collection of PAS 6015 Capstone course grades.

Benchmark/Goal 2: Each PA program cohort will have representation in the annual Katz Research Symposium.

COHORT 1:

Data Collection: Records of PA student selection to present research in Katz Symposium.

Results

- **Class of 2023:** 0 students participated in the Katz Symposium in the Inaugural Cohort

Analysis/Conclusions: PA did not meet the benchmark/goal. Cohort 1 did not participate in the Katz Symposium. Review and analysis of the PAS 5006A Research Methods I and PAS 5006B Research Methods II syllabi led to the conclusion that the timing of lectures and assessments prevented students from participating in the Symposium.

Plan: In 2022-2023, the PAS 5006A RM I and PAS 5006B RM II courses' lecture, project, and assessment schedules were reorganized by faculty to facilitate PA student participation in the Katz Symposium.

COHORT 2:

Data was collected via student selection to participate in the Symposium.

Results:

- **Class of 2024:** Four (4) PA students were selected to present their research in the Katz Symposium in May 2024.

Analysis/Conclusions: PA met the benchmark/goal.

Plan: The timing of lectures and assessments in the Research Methods courses will remain steady to support the continued participation of PA students in the Symposium.