

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 first-time PANCE pass rate. 95 % of all CUW graduates passed PANCE on first attempt (includes year 2021 as of August 5th, 2021), and since 2018, 97 % of all CUW graduates passed PANCE on first attempt. Furthermore, all CUW graduates who took PANCE have passed the exam. (N = 204).

PANCE PASS RATES

	2015	2016	2017	2018	2019	2020	2021
Took PANCE	29	29	30	29	28	29	30
Passed 1st	25	27	30	29	28	26	29
Passed 2nd	4	2	0	0	0	3	1

1st Pass Percent

	2015	2016	2017	2018	2019	2020	2021
CUW	86	93	100	100	100	90	87
National	96	96	97	98	93	95	93

- All CUW graduates who took PANCE have passed the exam. N=204
- 95% of all CUW graduates passed PANCE on the first attempt.
- Since year 2018, 97% of all CUW graduates passed PANCE on first attempt

Reference for National PANCE pass rates <https://www.nccpa.net/wp-content/uploads/2021/01/PANCEPassRates.pdf>

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

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 regarding 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.

Reference <http://www.arc-pa.org/wp-content/uploads/2021/07/Accreditation-History-Concordia-F-193.pdf>

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.

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

This goal is met by providing all matriculated students with the following:

- Low student- faculty ratio (7.5 didactic students to 1 full-time principal faculty with a cohort of 30 students and 4 full time principal faculty).
- 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 provide assistance to 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.
- CUW Academic Resource Center provides a variety of resources to students.

Components of the program's success in achieving Goal #3 are analyzed on the PA Graduate Survey with respect to faculty effectiveness and sufficiency of faculty. A majority of program graduates in the classes of 2018, 2019, 2020 indicated they were administratively supported very well or moderately well during both the didactic and clinical years, and that faculty effectiveness and sufficiency was very well or moderately well.

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

The program meets this goal as demonstrated by the following ways in which faculty support and promote the CUW PA program:

- Adhering to ARC-PA Standards
- Conducting on-going program assessment, identifying program strengths and weaknesses, and creating action plans to address deficiencies.
- Evaluation of breadth, depth, and effectiveness of curriculum at the PA Assessment Retreat
- Participating in admission, interview and selection process of students
- Providing additional educational experiences for students in addition to scheduled courses, such as boot-camp prior to clinical year, lunch and learn cases, exam preparation
- Participating in program events: white coat, May graduation, July PA program graduation celebration, PA alumni events, student challenge bowl, faculty support and mentorship of students who participate in community IPE service programs
- Providing PANCE preparation during the didactic year with focused PANCE-type question study sessions, and at the end of the program with a formal PANCE review course.

The program meets this goal as demonstrated by the following ways in which graduates support and promote the CUW PA program:

- Participating as members of the PA Program Advisory Committee
- Participating with interviews of prospective students
- Assisting with OSCEs and lecturing: Eleven out of PA Program alumni are active guest lecturers for the program (as of August 2021)
- Precepting students: Since the 2015-2016 academic year 29 alumni have precepted our CUW PA students.

The program's success in achieving Goal #4 pertaining to faculty is assessed by review of faculty accomplishments as document Digital Measures. The program's success in achieving Goal #4 pertaining to alumni is assessed by having an increasing number of alumni support the program each academic year.

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

The program meets this goal as demonstrated by the following ways in which faculty and alumni promote academics and leadership within the PA profession:

- All faculty hold current state licenses, current NCCPA certification, and BLS certification
- When required at clinical sites, faculty have DEA
- When required at clinical sites, faculty have additional certifications, including ACLS, PALS, ATLS
- 50% of full-time faculty have doctoral degrees
- PA faculty all participate in Team STEPPS training
- DCE and PD are on the WAPA board
- PA faculty and alumni have presented at WAPA conferences
- DCE and PD are part of a WI PA Program work group that was created by the CUW PD
- Program pays for student memberships to WAPA and AAPA
- Program participates in annual WI PA Program Challenge Bowl
- Three CUW PA Program alumni have either paid or volunteer positions with WAPA (as of August 2021)
- Faculty attend PAEA workshops and conferences

The program's success in achieving Goal #5 is assessed annually by the program director during the annual faculty evaluation when each faculty's service and scholarship are reviewed and by reviewing the WAPA roster to determine which alumni are serving a position with WAPA.

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 program meets this goal by providing the following IPE experiences during the PA Program:

1. Within a course for a specific IPE event. For example: Type II Diabetes OSCE event during which PA students participate with CUW PharmD students.
2. Shared course content. For example: PA students and PharmD students participate in multiple class periods pertaining to Medical Safety and Medical Errors.
3. School of Health Professions students (DMS, OT, PA, PT, SLP, SW) participate in Team STEPPS training, a communication and medical error prevention training provided by the Dean of SHP, PA PD, and IPE Clinic Coordinator.
4. CUW campus-wide IPE events. For example: Nursing, DMS, OT, PA PharmD, PT, SLP, SW students participate in problem-based cases
5. IPE events in which CUW health profession programs and other local Universities participate. For example: Marquette dental students, MCW medical students, and students from multiple CUW health profession programs (such as PA and Pharm D) participate in an opioid case study.
6. Participate in interprofessional practice during clinical rotations.
7. Students have the opportunity to participate in AHEC competition
8. Participate in annual Refugee Health Conference with multiple health profession from local Institutions
9. A Students are able to earn an IPE Certificate

The program's success in achieving Goal #6 is assessed at the end of each term when IPE events that took place during that term are evaluated.

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

The program meets this goal. The student body varies with regard to a variety of attributes. Some of these attributes are identified by the student in their CASPA application: age, ethnicity, gender, military experience, and health care experience.

The table below provides student data, obtained from CASPA applications, pertaining to the cohorts of 2017-2022: percent of cohort that identifies as female, percent of cohort that identifies as male, average age, percent of cohort that are a veteran, and the type of health care experience.

Key:

HC Exp= health care experience

CNA= certified nursing assistant

PTA= physical therapy assistant

EMT= emergency medical technician

ED Tech= emergency department technician

	Cohort of 2023	Cohort of 2022	Cohort of 2021	Cohort of 2020	Cohort of 2019	Cohort of 2018
% Female	67%	70%	70%	90%	70%	80%
% Male	33%	30%	30%	10%	30%	20%
Avg Age	24.33	24.37	23.6	22.77	24.66	22.67
% Veteran	3.30%	3.30%	0%	6.70%	0%	0%
HC Exp:						
	30% CNA	30% CNA	44% CNA	33% CNA	Rehabilitation Technician	43% CNA
	13% EMT	10% Phlebotomist	17% Phlebotomist	7% PTA	Phlebotomist	7% PTA
	10% ED Tech	Pharmacy Tech	7% PTA	Home Health Aide	Patient Care Tech	Radiologic Tech
	Ultrasound Tech	Scribe	10% ED Tech	Patient Care Technician	Program Counselor	17% EMT
	Chiropractor	10% EMT	10% Scribe	Rehab Aide	30% CNA	7% Medical Assistant
	PTA	7% Endoscopy Tech	Ophthalmic Tech	Medical Scribe	Medical Scribe	
	Ophthalmic Tech	Radiology Tech	Surgical Assistant	7% EMT	7% EMT	

Action Based on Conclusions

The program is not currently meeting Goal #2 because it currently has accreditation status probation and the program has 16 citations for which it is not in compliance with the ARC-PA Standards. The action plan to achieve this goal is multi-faceted. The CUW PA Program has prepared for the focused virtual site visit that will occur August 24, 2021. The faculty will explain and demonstrate to the site visitors the on-going program evaluation and assessment plan that has been developed. The goal of this plan is to improve current assessment and evaluation processes, to comply with the standards, and most importantly, to offer the highest quality program possible leading to positive student outcomes and success.

In Fall 2021, the program director will hold a series of planning meetings with the faculty during which the program director and faculty will create an action plan with a specific timeline to organize and complete the components of the mSSR to ensure compliance with ARC-PA Standards. The action plan will assist the program director, faculty, and CUW administration to ensure completeness and accuracy of required documents prior to submission of the mSSR that is due January 2023. The action plan will be available at the Probation Site Visit, scheduled for March 2023.

Pertaining to Goal #3, the program does not currently assess whether or not students' needs are met by the academic resource center or to what extent students rate the academic support provided by faculty. The program director will create a Qualtrics survey that will be distributed to didactic and clinical year students in spring 2022. The data will be analyzed and action steps will be created to address any deficiencies identified.

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