



Success in Achieving Program Goals 2020-2024

Goal 1: Graduate competent physician assistants. (PLO 1, 5, 6)

Outcome Measure 1.1: First-time PANCE pass rate

Benchmark: UDPA's first-time PANCE test-taker pass rate meets or surpasses the national 5-year first-time test taker average data annually

Data:

	UDPA First-Time Test-Taker Pass Rate	Five Year National First-Time-Test Taker Average
2020 Cohort	92%	95%
2021 Cohort	100%	93%
2022 Cohort	100%	92%
2023 Cohort	96%	92%
2024 Cohort	92%	92%

Analysis:

- In 2020, the UDPA Program fell slightly below the benchmark of achieving a five-year first-time PANCE pass rate meeting or surpassing the national five-year data.
- In 2021, the UDPA program met the benchmark of achieving a five-year first-time PANCE pass rate meeting or surpassing the national five-year data.
- In 2022, the UDPA program met the benchmark of achieving a five-year first-time PANCE pass rate meeting or surpassing the national five-year data.
- In 2023, the UDPA program met the benchmark of achieving a five-year first-time PANCE pass rate meeting or surpassing the national five-year data.
- In 2024, the UDPA program met the benchmark of achieving a five-year first-time PANCE pass rate meeting or surpassing the national five-year data.

Discussion: The PANCE content blueprint was updated in 2019, and a drop in the national first-time test-taker average was seen for that year. While there was slight improvement in 2020, the program fell just below the program benchmark. Challenges posed by COVID-19 created educational barriers which may have affected student pass rate. Through analysis of PANCE data, admission criteria and program performance, indicators of PANCE success were identified as part of the program's ongoing self-assessment process to guide curricular and teaching modifications, which likely contributed to successful first-time pass rates in 2021 and 2022. Continued monitoring and improvements in response to recent declines will guide the program in maintaining achievement of this goal.

Conclusion: The UDPA Program is meeting the program goal of graduating competent physician assistants as determined through achievement of a first-time test-taker PANCE pass rate which meets or surpasses that of the national average five-year first-time test-taker data for the last four years.

Outcome Measure 1.2: Ultimate PANCE pass rate

Benchmark: UDPA will achieve an annual PANCE ultimate pass rate of 100%.

Data:

	UDPA Ultimate Pass Rate
2020 Cohort	100%
2021 Cohort	100%
2022 Cohort	100%
2023 Cohort	100%
2024 Cohort	-

Analysis:

- The UDPA Program met the benchmark of achieving an annual ultimate PANCE pass-rate of 100% in 2020.
- The UDPA Program met the benchmark of achieving an annual ultimate PANCE pass-rate of 100% in 2021.
- The UDPA Program met the benchmark of achieving an annual ultimate PANCE pass-rate of 100% in 2022.
- The UDPA Program met the benchmark of achieving an annual ultimate PANCE pass-rate of 100% in 2023.
- The UDPA Program is unable to assess ultimate-PANCE-pass rate for 2024 as data is currently incomplete.

Discussion: The achievement of an ultimate pass rate of 100% for all cohorts supports the depth and breadth of the program's curriculum which corresponds to the PANCE blueprint. Continued analysis of these data by the Curriculum Review Committee (CRC) guides curricular changes, if needed, and is used as part of the program's self-assessment process.

Conclusion: The UDPA Program is meeting the established goal of graduating competent physician assistants as determined through achievement of an annual ultimate PANCE pass rate of 100%.

Outcome Measure 1.3: Program Evaluation of Goal 1

Benchmark: The annual aggregate mean for the program's achievement of Goal 1 on the End of Didactic, Graduate Exit, and Faculty Evaluation of Program, Curriculum, and Administration Surveys will be 3.5 or greater on a 5-point Likert scale

Data:

The program is adequately meeting its goal of graduating competent physician assistants.				
	End of Didactic Survey	Graduate Exit Survey	Faculty Evaluation of Program	Aggregate Mean
2020	-	-	-	-
2021	4.60	4.71	5.00	4.77
2022	4.44	4.67	5.00	4.70
2023	4.52	4.74	5.00	4.75
2024	4.59	4.75	5.00	4.78

Analysis:

- The UDPA Program revised program surveys in 2021; therefore, data collection for this benchmark did not occur in 2020.
- In 2021, the UDPA Program exceeded the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 1.
- In 2022, the UDPA Program exceeded the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 1.
- In 2023, the UDPA Program exceeded the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 1.
- In 2024, the UDPA Program exceeded the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 1.

Discussion: The 2021-2025 cohorts, as well as faculty, indicated achievement of the program's benchmark of achieving an annual aggregate mean of 3.5 or higher for the program's achievement of Program Goal 1. The 2021 cohort is reflected in the 2021 Graduate Exit Survey, the 2022 cohort is reflected in the 2021 End of Didactic Survey and 2022 Graduate Exit Survey, the 2023 cohort is reflected in the 2022 End of Didactic Survey and 2023 Graduate Exit Survey, the 2024 cohort is reflected in the 2023 End of Didactic Survey and 2024 Graduate Exit Survey, and the 2025 cohort is reflected in the 2024 End of Didactic Survey. Ongoing review of these surveys will monitor trends and changes in relation to the achievement of Program Goal 1.

Conclusion: The UDPA Program is surpassing the program-established goal of graduating competent physician assistants as determined through achievement of a 3.5 or greater aggregate mean for achievement of goal 1 across program surveys annually.

Program Goal 2: Cultivate compassionate healthcare providers. (PLO 2, 3, 4)

Outcome Measure 2.1: Preceptor Evaluation of Student

Benchmark: The cohort aggregate mean across all rotations of preceptor ratings regarding student compassion and respect for others will meet 3.5 or greater on a 5-point Likert scale

Data:

	Cohort Average
2020 Cohort	-
2021 Cohort	-
2022 Cohort	4.45
2023 Cohort	4.59
2024 Cohort	4.53

Analysis:

- The UDPA Program revised the preceptor evaluation of students in 2022; therefore, data collection for this benchmark did not occur for the 2020 cohort.
- The UDPA Program revised the preceptor evaluation of students in 2022; therefore, data collection for this benchmark did not occur for the 2021 cohort.
- In 2022, the UDPA Program met its benchmark for achievement of an aggregate mean of 3.5 or higher for preceptor rating of student compassion and respect for others across all rotations.
- In 2023, the UDPA Program met its benchmark for achievement of an aggregate mean of 3.5 or higher for preceptor rating of student compassion and respect for others across all rotations.
- In 2024, the UDPA Program met its benchmark for achievement of an aggregate mean of 3.5 or higher for preceptor rating of student compassion and respect for others across all rotations.

Discussion: The UDPA classes of 2022, 2023, and 2024 exceeded the program benchmark of achieving an aggregate mean of 3.5 or greater on the preceptor evaluation of student for the item of compassion and respect for others across all rotations. Analysis of preceptor evaluation of compassion and respect for others during the clinical phase guides the cultivation of compassion during the didactic phase to prepare students for providing compassionate care in clinical practice. The program will continue to analyze trends and changes in relation to Goal 2.

Conclusion: The UDPA Program is surpassing its goal of graduating compassionate physician assistants as determined by the aggregate cohort mean of preceptor ratings regarding student compassion and respect for others across all rotations.

Outcome Measure 2.2: Didactic Comprehensive Examination Mock Patient OSCE Evaluation

Benchmark: The cohort mean of the Didactic Comprehensive Examination Mock Patient Evaluation for student verbal and nonverbal respect, honesty, and compassion will be 2.0 or greater on a 3-point Likert scale

Data:

	Cohort Mean
2021 Cohort	2.96
2022 Cohort	3.00
2023 Cohort	2.96
2024 Cohort	2.68
2025 Cohort	2.90

Analysis:

- The UDPA Class of 2021 exceeded the benchmark of achieving a 2.0 or greater on the didactic summative examination mock patient OSCE evaluation for student verbal and nonverbal respect, honesty, and compassion.
- The UDPA Class of 2022 exceeded the benchmark of achieving a 2.0 or greater on the didactic summative examination mock patient OSCE evaluation for student verbal and nonverbal respect, honesty, and compassion.
- The UDPA Class of 2023 exceeded the benchmark of achieving a 2.0 or greater on the didactic summative examination mock patient OSCE evaluation for student verbal and nonverbal respect, honesty, and compassion.
- The UDPA Class of 2024 exceeded the benchmark of achieving a 2.0 or greater on the didactic summative examination mock patient OSCE evaluation for student verbal and nonverbal respect, honesty, and compassion.
- The UDPA Class of 2025 exceeded the benchmark of achieving a 2.0 or greater on the didactic summative examination mock patient OSCE evaluation for student verbal and nonverbal respect, honesty, and compassion.

Discussion: The Classes of 2021-2025 demonstrated achievement of the program's benchmark of achieving a cohort mean of 2.0 or higher on the 3-point Likert scale for the didactic summative exam evaluation of verbal and nonverbal respect, honesty, and compassion. Students receive regular feedback on this criterion during both formative and summative mock-patient OSCEs throughout the didactic phase. Continued analysis of this criterion will ensure student awareness of patient perception to help cultivate compassionate providers.

Conclusion: The UDPA Program is surpassing the program established goal of cultivating compassionate providers as determined through successfully achieving a mean of 2.0 or greater for student verbal and nonverbal respect, honesty, and compassion on the Didactic Summative Exam Mock Patient OSCE Evaluation.

Outcome Measure 2.3: Program Evaluation of Goal 2

Benchmark: The Program will achieve an annual aggregate mean of 3.5 or greater on a 5-point Likert scale for the End of Didactic, Graduate Exit, and Faculty Evaluation of Program, Curriculum, and Administration Surveys regarding the program's achievement of Goal 2

Data:

The program is adequately meeting its goal of cultivating compassionate health care providers.				
	End of Didactic Survey	Graduate Exit Survey	Faculty Evaluation of Program	Aggregate Mean
2020	-	-	-	-
2021	4.72	4.67	5.00	4.80
2022	4.56	4.72	4.89	4.72
2023	4.60	4.74	5.00	4.78
2024	4.67	4.84	5.00	4.84

Analysis:

- The UDPA Program revised program surveys in 2021; therefore, data collection for this benchmark did not occur in 2020.
- In 2021, the UDPA Program exceeded the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 2.
- In 2022, the UDPA Program exceeded the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 2.
- In 2023, the UDPA Program exceeded the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 2.
- In 2024, the UDPA Program exceeded the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 2.

Discussion: The 2021-2025 cohorts, as well as faculty, demonstrated achievement of the program's benchmark of an annual aggregate mean of 3.5 or higher for the program's achievement of Program Goal 2. The 2021 cohort is reflected in the 2021 Graduate Exit Survey, the 2022 cohort is reflected in the 2021 End of Didactic Survey and 2022 Graduate Exit Survey, the 2023 cohort is reflected in the 2022 End of Didactic Survey and 2023 Exit Survey, the 2024 cohort is reflected in the 2023 End of Didactic Survey and 2024 Graduate Exit Survey, and the 2025 cohort is reflected in the 2024 End of Didactic Survey. Through these surveys, the program will continue to monitor trends and changes in relation to the achievement of Program Goal 2.

Conclusion: The UDPA Program is exceeding the program established goal of cultivating compassionate providers as determined through achievement of a 3.5 or greater aggregate mean for achievement of goal 2 across program surveys annually.

Program Goal 3: Provide a supportive and engaging learning environment. (PLO 2, 4)

Outcome Measure 3.1: Didactic Course and Instructor Evaluation

Benchmark: The cohort aggregate mean of all didactic courses will achieve a 3.5 or greater on a 5-point Likert scale for the instructor's contribution to an engaging and supportive learning environment on the Didactic Course and Instructor Evaluation

Data:

The instructor contributed to an engaging and supportive learning environment.	
	Aggregate Mean of All Courses
2022 Cohort	-
2023 Cohort	4.72
2024 Cohort	4.74
2025 Cohort	4.78

Analysis:

- The UDPA Program modified the didactic course and instructor evaluation in 2021; therefore, data collection for this benchmark did not occur for the 2022 cohort (didactic courses completed 2020-2021).
- In 2021-22, the UDPA program exceeded the benchmark for the 2023 cohort aggregate mean of all didactic courses for instructor's contribution to an engaging and supportive learning environment on the Didactic Course and Instructor Evaluation.
- In 2022-23, the UDPA program exceeded the benchmark for the 2024 cohort aggregate mean of all didactic courses for instructor's contribution to an engaging and supportive learning environment on the Didactic Course and Instructor Evaluation.
- In 2023-24, the UDPA program exceeded the benchmark for the 2025 cohort aggregate mean of all didactic courses for instructor's contribution to an engaging and supportive learning environment on the Didactic Course and Instructor Evaluation.

Discussion: The UDPA program demonstrated achievement of having an engaging and supportive learning environment as demonstrated by the 2023-2025 cohorts' responses to didactic course and instructor evaluations. The program strives to better understand and analyze the contribution of our instructors to an engaging and supportive learning environment and will continue to monitor trends and changes to this survey item.

Conclusion The UDPA Program is exceeding the program established goal of providing a supportive and engaging learning environment as determined through achievement of an aggregate cohort mean of 3.5 or greater across all courses in relation to the instructor contributing to an engaging and supportive learning environment.

Outcome Measure 3.2: Student Evaluation of Preceptor

Benchmark: The cohort mean for facilitating learning opportunities and guiding learning on the Student Evaluation of Preceptor will be 3.5 or greater on a 5-point Likert scale

Data:

	Cohort Mean
2020 Cohort	4.71
2021 Cohort	4.80
2022 Cohort	4.76
2023 Cohort	4.71
2024 Cohort	4.78

Analysis:

- The UDPA Program exceeded the benchmark of achieving a mean of 3.5 or greater for facilitating learning opportunities and guiding learning on the Student Evaluation of Preceptor for the 2020 cohort.
- The UDPA Program exceeded the benchmark of achieving a mean of 3.5 or greater for facilitating learning opportunities and guiding learning on the Student Evaluation of Preceptor for the 2021 cohort.
- The UDPA Program exceeded the benchmark of achieving a mean of 3.5 or greater for facilitating learning opportunities and guiding learning on the Student Evaluation of Preceptor for the 2022 cohort.
- The UDPA Program exceeded the benchmark of achieving a mean of 3.5 or greater for facilitating learning opportunities and guiding learning on the Student Evaluation of Preceptor for the 2023 cohort.
- The UDPA Program exceeded the benchmark of achieving a mean of 3.5 or greater for facilitating learning opportunities and guiding learning on the Student Evaluation of Preceptor for the 2024 cohort.

Discussion: The classes of 2020-2024 demonstrated achievement of the programs benchmark of a cohort mean of 3.5 or higher for preceptor facilitation of learning opportunities and providing guided learning on the Student Evaluation of Preceptor. This rating has remained consistently above benchmark over the past five years. Continued analysis of this criterion will ensure a supportive and engaging learning environment is provided to UDPA students through the program's clinical partnerships.

Conclusion: The UDPA Program is meeting the program established goal of providing a supportive and engaging learning environment as determined through achievement of an annual cohort mean of 3.5 or greater for student evaluation of preceptor's ability to facilitate learning opportunities and guide learning.

Outcome Measure 3.3: Program Evaluation of Goal 3

Benchmark: The annual aggregate mean for the program's achievement of Goal 3 on the End of Didactic, Graduate Exit, and Faculty Evaluation of Program, Curriculum, and Administration Surveys will be 3.5 or greater on a 5-point Likert scale

Data:

The program is adequately meeting its goal of providing a supportive and engaging learning environment.				
	End of Didactic Survey	Graduate Exit Survey	Faculty Evaluation of Program	Aggregate Mean
2020	-	-	-	-
2021	4.56	4.67	5.00	4.74
2022	4.17	4.44	5.00	4.54
2023	4.56	4.83	4.89	4.76
2024	4.69	4.72	5.00	4.80

Analysis:

- The UDPA Program revised program surveys in 2021; therefore, data collection for this benchmark did not occur in 2020.
- In 2021, the UDPA Program met the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 3.
- In 2022, the UDPA Program met the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 3.
- In 2023, the UDPA Program met the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 3.
- In 2024, the UDPA Program met the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 3

Discussion: The 2021-2025 cohorts, as well as faculty, indicated achievement of the program's benchmark of achieving an annual aggregate mean of 3.5 or higher for Program Goal 3. The 2021 cohort is reflected in the 2021 Graduate Exit Survey, the 2022 cohort is reflected in the 2021 End of Didactic Survey and 2022 Graduate Exit Survey, the 2023 cohort is reflected in the 2022 End of Didactic Survey and 2023 Exit Survey, the 2024 cohort is reflected in the 2023 End of Didactic Survey and 2024 Graduate Exit Survey, and the 2025 cohort is reflected in the 2024 End of Didactic Survey. These surveys are reviewed annually and monitored for trends and changes in relation to the achievement of Program Goal 3.

Conclusion: The UDPA Program is surpassing the program-established goal of providing a supportive and engaging learning environment as determined through achievement of a 3.5 or greater aggregate mean for achievement of goal 3 across program surveys annually.

Goal 4: Model volunteerism and provide opportunities for service. (PLO 5)

Outcome Measure 4.1: Principal faculty and student participation in professional health organizations

Benchmark: Participation of faculty and students in at least one professional health organization will achieve a rate of 100% annually

Data:

	2020	2021	2022	2023	2024
Percent of Faculty Participation	100%	100%	100%	100%	100%
Percent of Student Participation	100%	100%	100%	100%	100%
Percent Overall (Principal Faculty and Student) Participation	100%	100%	100%	100%	100%

Analysis:

- In 2020, UDPA program faculty and students met the benchmark of being certified in one or more professional health organizations.
- In 2021, UDPA program faculty and students met the benchmark of being certified in one or more professional health organizations.
- In 2022, UDPA program faculty and students met the benchmark of being certified in one or more professional health organizations.
- In 2023, UDPA program faculty and students met the benchmark of being certified in one or more professional health organizations.
- In 2024, UDPA program faculty and students met the benchmark of being certified in one or more professional health organizations.

Discussion: PA faculty and students are involved in the state PA chapter, Iowa PA Society, and the national PA society, American Academy of Physician Assistants. Non-PA faculty maintain membership in discipline-specific organizations to remain engaged and current in their respective fields. Maintaining 100% participation in professional health organizations will ensure faculty and student commitment to their profession with opportunities to participate in its advancement.

Conclusion: The UDPA program is meeting the program established goal of modeling volunteerism and providing opportunities for service as determined through 100% faculty and student participation in a professional health organization annually.

Outcome Measure 4.2: Faculty, staff, and student annual participation in volunteer work

Benchmark: Annually, 100% of principal faculty and staff and didactic students will participate in volunteer work.

Data:

	2020	2021	2022	2023	2024
Percent of Faculty & Staff Participation	90.90%	100%	100%	100%	100%
Percent of Student Participation	100%	100%	100%	100%	100%
Aggregate Participation	97.22%	100%	100%	100%	100%

Analysis:

- In 2020, the UDPA program fell slightly below its goal of 100% of faculty, staff, and didactic student participation in volunteer work.
- In 2021, the UDPA program met its goal of 100% faculty, staff, and didactic student participation in volunteer work.
- In 2022, the UDPA program met its goal of 100% faculty, staff, and didactic student participation in volunteer work.
- In 2023, the UDPA program met its goal of 100% faculty, staff, and didactic student participation in volunteer work.
- In 2024, the UDPA program met its goal of 100% faculty, staff, and didactic student participation in volunteer work.

Discussion: The Alzheimer's Walk continues to be a major fundraising event for faculty, staff, and students to participate. Students are encouraged to balance additional volunteer activities with course work and maintain a tracking sheet to share from cohort to cohort of volunteer opportunities. Continuing to stress the importance of volunteerism and modelling it through faculty involvement will ensure continued commitment of the UDPA program to community service.

Conclusion: The UDPA program is meeting the program established goal of modeling volunteerism and providing service opportunities as determined through achievement of 100% annual didactic student and principal faculty and staff participation in volunteerism.

Outcome Measure 4.3: Program Evaluation of Goal 4

Benchmark: The annual aggregate mean for the program's achievement of Goal 4 on the End of Didactic, Graduate Exit, and Faculty Evaluation of Program, Curriculum, and Administration Surveys will be 3.5 or greater on a 5-point Likert scale

Data:

The program is adequately meeting its goal of modeling volunteerism and providing opportunities for service.				
	End of Didactic Survey	Graduate Exit Survey	Faculty Evaluation of Program	Aggregate Mean
2020	-	-	-	-
2021	4.32	4.38	4.60	4.43
2022	4.06	4.44	4.78	4.43
2023	4.52	4.70	5.00	4.74
2024	4.62	4.64	5.00	4.75

Analysis:

- The UDPA Program revised program surveys in 2021; therefore, data collection for this benchmark did not occur in 2020.
- In 2021, the UDPA Program met the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 3.
- In 2022, the UDPA Program met the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 3.
- In 2023, the UDPA Program met the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 3.
- In 2024, the UDPA Program met the benchmark of achieving a 3.5 or higher across all program surveys assessing the achievement of Program Goal 3.

Discussion: The 2021-2025 cohorts, as well as faculty, demonstrated achievement of the program's benchmark for Program Goal 4. The 2021 cohort is reflected in the 2021 Graduate Exit Survey, the 2022 cohort is reflected in the 2021 End of Didactic Survey and 2022 Graduate Exit Survey, the 2023 cohort is reflected in the 2022 End of Didactic Survey and 2023 Graduate Exit Survey, the 2024 cohort is reflected in the 2023 End of Didactic Survey and 2024 Graduate Exit Survey, and the 2025 cohort is reflected in the 2024 End of Didactic Survey. COVID impacted the volunteer opportunities in 2021 and 2022, leading to lower ratings. Students and faculty continue to be encouraged to pursue opportunities for involvement which has led to significant improvement of this goal.

Conclusion: The UDPA Program is surpassing the program-established goal of modeling volunteerism and providing opportunities for service as determined through achievement of a 3.5 or greater aggregate mean for achievement of goal 4 across program surveys annually.