

Appendix 14H

Goals

Table 14H-1

Admission of highly qualified applicants into the South College Nashville Physician Assistant Program

Student Preparedness	Benchmark	Class of 2021	Class of 2022	Class of 2023	Class of 2024
Undergraduate GPA	3.40	3.43	3.60	3.7	TBD
Undergraduate Science GPA	3.30	3.38	3.50	3.48	TBD
Patient Care Experience (hrs)	3,000	5,313	3,975	3,794	TBD
PA Program Graduation Rate	93.6%	93.3%	TBD	TBD	TBD

Benchmarks re: GPA & patient care hours were developed to target averages of the program applicant pools in each of the four categories listed above. Graduation Rate benchmark adopted from [Physician Assistant Education Association (PAEA), By the Numbers: Program Report 35: Data from the 2019 Program Survey, Washington, DC: PAEA; 2020. South College – Nashville PA Program has successfully met all benchmarks for Goal 1 to include GPA and patient care experience for the 2021 and 2022 graduating cohorts. PA Program Graduate Rate to be determined and evaluated upon graduation of first cohort.

Table 14H-2

Student diversity by ethnicity/race, South College Nashville Physician Assistant Program

Student Diversity	Benchmark	Class of 2021	Class of 2022	Class of 2023	Class of 2024
Minority students by ethnicity/race	10%	23.33%	13.33%	6.67%	TBD

The program's benchmark for student diversity is that at least 10% of each cohort identify with a diverse population. *Diverse* refers to ethnicities and races considered to be minorities (African American, American Indian, Asian American, Pacific Islander, Hispanic).

Table 14H-3

Student Self-Assessment of Level of Competence with Skills Taught in the PA Program*

Area Assessed	Benchmark	Class of 2021 RR: 86% (25/29)	Class of 2022	Class of 2023
Obtain a detailed and accurate medical history	4.0	4.7		
Perform a comprehensive physical examination	4.0	4.8		
Develop a preliminary diagnosis and a secondary problem list	4.0	4.7		
Identify, order, and interpret diagnostic tests	4.0	4.6		
Accurately record, organize, and utilize the medical record	4.0	4.6		
Access and analyze patient history	4.0	4.7		
Formulate and implement treatment plans	4.0	4.6		
Recognize and manage life-threatening emergencies	4.0	4.6		
Identify and perform procedures common to primary care	4.0	4.5		
Make appropriate referrals to specialists	4.0	4.7		
Consult with a physician in situations beyond the PA's scope of expertise	4.0	4.7		
Demonstrate effective oral and written communication skills as a health care professional	4.0	4.7		
Interact with patients respecting cultural, religious, and socioeconomic differences	4.0	4.7		
Counsel and educate patient regarding health promotion, disease prevention, and health risk interventions	4.0	4.6		
Counsel, evaluate, and refer for psychosocial problems	4.0	4.8		
Understand and integrate the principals of information technology and evidence-based medicine into clinical practice	4.0	4.6		
Pursue life-long learning with appropriate use of medical literature	4.0	4.7		
Understand the role of the Physician Assistant in the health care team	4.0	4.8		

Students will complete comprehensive self-assessment evaluations at the end of the clinical phase of the program. The aggregated average (mean) score for each area assessed will be based on a five-point Likert scale (1=Unsatisfactory, 2=Needs Improvement, 3=Average, 4=Above Average, 5=Excellent). *The South College Nashville PA Program's benchmark is an average score equal to or greater than 4.0 in all areas.*

Table 14H-4**Student & Faculty Assessment of Preparation for Clinical Rotations & Life-Long Learning**

Area Assessed	Benchmark	Class of 2021	Class of 2022	Class of 2023
Student End of Individual Didactic Course Evaluations	3.5	4.13	4.3	TBD
Faculty Evaluation of Curriculum	3.5	4.3	4.6	TBD
Student Graduate Exit Survey	3.5	4.6	NA	TBD

Average student & faculty assessment of preparation in life-long learning is assessed during each end of course evaluation, the bi-annual faculty evaluation of curriculum and the student graduate exit survey. The program's benchmark for assessing student preparation in life-long learning is set at 3.5, which represents a 70% and is the minimum passing score for each didactic course.

Table 14H-5**Preceptor Feedback of Student Preparedness for Supervised Clinical Practice Experiences***

Area Assessed	Benchmark	Class of 2021 RR: 100% (98/98)	Class of 2022	Class of 2023
Medical interview	4.0	4.76	TBD	TBD
Physical examination	4.0	4.76	TBD	TBD
Oral case presentation	4.0	4.66	TBD	TBD
Written patient record	4.0	4.75	TBD	TBD
Knowledge of diagnostic studies	4.0	4.72	TBD	TBD
Problem-solving/Critical thinking	4.0	4.62	TBD	TBD
Factual knowledge and concepts	4.0	4.69	TBD	TBD
Assessment/Differential diagnosis	4.0	4.62	TBD	TBD
Ability to develop a management plan	4.0	4.62	TBD	TBD
Ability to implement a management plan	4.0	4.66	TBD	TBD
Patient education and counseling	4.0	4.86	TBD	TBD
Pharmacology and drug knowledge	4.0	4.59	TBD	TBD
Prevention/Health maintenance	4.0	4.94	TBD	TBD
Interprofessional teamwork	4.0	5.00	TBD	TBD
Practicing evidence-based medicine	4.0	4.82	TBD	TBD
Cultural awareness/inclusion	4.0	5.00	TBD	TBD
Performing Clinical Procedures	4.0	4.88	TBD	TBD

Clinical preceptors will evaluate all students at the end of their first clinical rotation. Shown is the aggregated average (mean) score for each area assessed for all rotation courses, collectively, based on a Likert scale (1=Unsatisfactory, 2=Needs Improvement, 3=Average, 4=Above Average, 5=Excellent). The South College Nashville PA Program's benchmark is an average score equal to or greater than 4.0 in all areas.

Table 14H-6**Physician Assistant National Certifying Exam (PANCE) Pass Rates and Employment Rates***

Areas Assessed	Class of 2021	Class of 2022	Class of 2023	Class of 2024	Class of 2025
South College first-time takers pass rate	96%	TBD	TBD	TBD	TBD
National first-time takers pass rate	93%	TBD	TBD	TBD	TBD
Number of South College students tested	28	TBD	TBD	TBD	TBD
Employment rate of South College Nash	NA	TBD	TBD	TBD	TBD

Percent of students who pass the PANCE and gain employment as a PA-C. *The South College Nashville benchmarks are to have a first-time takers PANCE pass rate (Data Source: NCCPA PANCE Reports) that is equal to or greater than the national average pass rate, and for 100% of graduates who pass the PANCE to be employed as a PA-C.*
**Data updated on 2/15/2022*

Table 14H-7**Student Community Service Hours for the South College Physician Assistant Program**

Community Service Hours	Benchmark	Class of 2021*	Class of 2022	Class of 2023
Average	50	51.7	TBD	TBD
Minimum	50	50	TBD	TBD
Maximum	50	62	TBD	TBD

50 hours of approved community service is required of all PA Program students. *As such, the benchmark for Community Service hours for each cohort is 50 hours or greater.*
**Pending one student's data*

Table 14H-8**Student Membership in Professional Organizations**

Professional Organization	Class of 2021	Class of 2022	Class of 2023	Class of 2024
Tennessee Academy of Physician Assistants (TAPA)	100%	100%	100%	TBD
American Academy of Physician Assistants (AAPA)	100%	100%	100%	TBD

As all PA program students are required to have membership in AAPA and TAPA, the benchmark is for 100% of PA students to be members of TAPA and AAPA.

Table 14H-9
Faculty Qualifications for the South College Nashville Physician Assistant Classes of 2021-2023

Measures	Benchmark	Class of 2021	Class of 2022	Class of 2023
Average Clinical Experience of Faculty	3 years	10 years	14 years	14 years
NCCPA Certification/Board Certification	100%	100%	100%	100%
<i>Average number of clinical years' experience of program PA/Physician faculty, was determined by dividing total number of clinical years by number of clinical Principal Faculty onboard for each cohort.</i>				

Table 14H-10
Faculty diversity by ethnicity/race, South College Nashville Physician Assistant Classes of 2021-2024

Faculty Diversity	Benchmark	Class of 2021	Class of 2022	Class of 2023	Class of 2024
Minority faculty by ethnicity/race	2 PF	1 PF	2 PF	2 PF	
<p><i>*PF = Principal Faculty</i> <i>The program's benchmark for faculty diversity is to employ at least 2PF who identify with a diverse population. Diverse refers to ethnicities and races considered to be minorities (African American, American Indian, Asian American, Pacific Islander, Hispanic).</i></p> <p><i>The program's benchmarks for the faculty and SFR include maintaining at least 3.0 FTE PA principal faculty at all times, hiring and maintaining professional faculty members who possess at least three (3) years of clinical experience. All PA faculty members must have and maintain appropriate certification, licensure, and credentials. PA's must maintain NCCPA certification and be eligible for licensure in the State of Tennessee.</i></p>					

Table 14H-11
ARC-PA Accreditation Status for the South College Nashville Physician Assistant Program

Measures	Dates Obtained
Accreditation – Initial Provisional	June 2019
Accreditation – Provisional Monitoring	March 2022
Final Provisional Accreditation	
Accreditation – Continued	
Next Accreditation Review	June 2024
<i>The benchmark for performance for this goal includes maintaining ARC-PA Accreditation-Provisional status and maintaining a good standing status at all times.</i>	