

Appendix 1

South College Nashville Physician Assistant Program Programs Goals and Data Sources for Determining Success in Meeting the Goals

The South College Nashville Physician Assistant (PA) program has six primary goals that are designed to support the program in achieving its mission of educating competent, compassionate, and comprehensive PAs. Determination of success in achieving each of these goals is based on factually accurate evidence as identified below.

1. Select highly qualified applicants for admission into the program.

Admission of highly qualified applicants into the South College Nashville Physician Assistant Program, Classes of 2021-2024 (TBD = To be determined)					
Student Preparedness	Class of 2021	Class of 2022	Class of 2023	Class of 2024	National averages*
Undergraduate GPA	3.43	3.60	TBD	TBD	3.60
Undergraduate Science GPA	3.38	3.50	TBD	TBD	3.50
Patient Care Experience (hours)	5313	3975	TBD	TBD	3,020
PA Program Graduation Rate	TBD	TBD	TBD	TBD	92.67%

Averages for PA students nationally [Physician Assistant Education Association (PAEA), *By the Numbers: Program Report 34: Data from the 2018 Program Survey*, Washington, DC: PAEA; 2019. The Averages* will be updated annually, once they are available in subsequent PAEA *By the Numbers* reports.] The South College Nashville PA Program's **benchmarks are targeted to result in aggregated averages (means) that will be no more than 6% below the national average in each of the four categories listed above. (Note: South College Nashville minimum GPA requirements are 2.75 for Overall GPA and 2.75 for Science GPA.)*

2. Provide students with a rigorous didactic curriculum that promotes lifelong learning skills and prepares them for clinical rotations.

At the end of the clinical phase of the program, students will retrospectively assess their preparedness for entry into the clinical year by completing a reflective self-assessment. The students' self-assessments will evaluate their personal feelings and understanding of how well they were prepared for entry into the clinical phase of the program. The table below identifies each area that will be evaluated.

Student Self-Assessment of Level of Competence with Skills Taught in the PA Program, South College Nashville Physician Assistant Classes of 2021-2023*			
Area Assessed	Class of 2021	Class of 2022	Class of 2023
Obtain a detailed and accurate medical history	TBD	TBD	TBD
Perform a comprehensive physical examination	TBD	TBD	TBD
Develop a preliminary diagnosis and a secondary problem list	TBD	TBD	TBD

Student Self-Assessment of Level of Competence with Skills Taught in the PA Program, South College Nashville Physician Assistant Classes of 2021-2023*			
Identify, order, and interpret diagnostic tests	TBD	TBD	TBD
Accurately record, organize, and utilize the medical record	TBD	TBD	TBD
Access and analyze patient history	TBD	TBD	TBD
Formulate and implement treatment plans	TBD	TBD	TBD
Recognize and manage life-threatening emergencies	TBD	TBD	TBD
Identify and perform procedures common to primary care	TBD	TBD	TBD
Make appropriate referrals to specialists	TBD	TBD	TBD
Consult with a physician in situations beyond the PA's scope of expertise	TBD	TBD	TBD
Demonstrate effective oral and written communication skills as a health care professional	TBD	TBD	TBD
Interact with patients respecting cultural, religious, and socioeconomic differences	TBD	TBD	TBD
Counsel and educate patient regarding health promotion, disease prevention, and health risk interventions	TBD	TBD	TBD
Counsel, evaluate, and refer for psychosocial problems	TBD	TBD	TBD
Understand and integrate the principals of information technology and evidence-based medicine into clinical practice	TBD	TBD	TBD
Pursue life-long learning with appropriate use of medical literature	TBD	TBD	TBD
Understand the role of the Physician Assistant in the health care team	TBD	TBD	TBD

*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 aggregated average (mean) score equal to or greater than 4.0 in all areas assessed.*

Upon completion of the first clinical rotation, each preceptor will complete an evaluation of student preparedness, which will include the "Areas Assessed" below. This evaluation will be completed for each student. Subsequently, aggregated average (mean) results for each area assessed will be added to the table below.

Preceptor Feedback of Student Preparedness for Supervised Clinical Practice Experiences, South College Nashville Physician Assistant Classes of 2021-2023*			
Area Assessed	Class of 2021	Class of 2022	Class of 2023
Medical Interview	TBD	TBD	TBD
Physical Examination	TBD	TBD	TBD
Oral Case Presentation	TBD	TBD	TBD
Written Patient Record	TBD	TBD	TBD
Knowledge of Diagnostic Studies	TBD	TBD	TBD
Ability to Perform Clinical Procedures	TBD	TBD	TBD
Problem-solving/Critical Thinking	TBD	TBD	TBD
Factual Knowledge & Concepts	TBD	TBD	TBD
Assessment/Differential Diagnosis	TBD	TBD	TBD
Ability to Form Management Plan	TBD	TBD	TBD
Ability to Implement Management Plan	TBD	TBD	TBD
Relating to Colleagues	TBD	TBD	TBD
Relating to Patients	TBD	TBD	TBD
Understanding Role of PA	TBD	TBD	TBD
Self-confidence	TBD	TBD	TBD
Reliability and Dependability	TBD	TBD	TBD
Professionalism	TBD	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 aggregate average (mean) score equal to or greater than 4.0 in all areas.*

3. Provide students with a comprehensive clinical curriculum that prepares them to pass the Physician Assistant National Certifying Exam and become competent, compassionate, and comprehensive health care providers.

The PA program's curriculum is a process for delivering educational excellence and offering students the most current, best-practice, evidence-based medical knowledge. The program has a process of continual assessment of the curriculum to meet this objective, and to implement revisions based on feedback from principal faculty, instructional faculty, students, clinical preceptors, and the medical director.

Physician Assistant National Certifying Exam (PANCE) Pass Rates and Employment Rates for the South College Nashville Physician Assistant Classes of 2021-2025					
Areas Assessed	2021	2022	2023	2024	2025
South College first-time takers pass rate	TBD	TBD	TBD	TBD	TBD
National first-time takers pass rate	TBD	TBD	TBD	TBD	TBD
South College all takers pass rate	TBD	TBD	TBD	TBD	TBD
National all takers pass rate	TBD	TBD	TBD	TBD	TBD
Number of South College students tested	TBD	TBD	TBD	TBD	TBD

Number of national students tested	TBD	TBD	TBD	TBD	TBD
Employment rate of South College Nash graduates*	TBD	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.*

4. Prepare students to make significant contributions in the communities that they serve, foster their ability to improve patient care practices, and promote the PA profession.

Community service allows South College Nashville Physician Assistant students to improve patient care practices and promote the PA profession. Community service focuses on personal and civic responsibility. The South College Nashville Physician Assistant program embraces community service in medically underserved and economically disadvantaged populations. Community service programs involve PA students in activities that address local needs while promoting their lifelong learning skills and professional development.

Student Community Service Hours for the South College Physician Assistant Program			
Community Service Hours	Class of 2021	Class of 2022	Class of 2023
Average	TBD	TBD	TBD
Minimum	TBD	TBD	TBD
Maximum	TBD	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 an aggregated average (mean) of 50 hours or more, with a "Minimum" threshold of at least 50 hours, or greater.*

Membership in the Tennessee Academy of Physician Assistants and the American Academy of Physician Assistants permits South College Nashville PA students to participate in student-specific programming at local and national conferences, to network with other PA students and practicing PAs, and to receive career counseling and advice from practicing PAs.

Student Membership in Professional Organizations for the South College Nashville Physician Assistant Classes of 2021-2024				
Professional Organization	Class of 2021	Class of 2022	Class of 2023	Class of 2024
Tennessee Academy of Physician Assistants (TAPA)	100%	TBD	TBD	TBD
American Academy of Physician Assistants (AAPA)	100%	TBD	TBD	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.*

5. Recruit and select highly qualified faculty to provide innovative education and training of students, and ongoing assessment and improvement of the program.

The program's requirements for selecting and hiring highly qualified faculty members include a minimum of three (3) years of clinical experience for PAs or physicians (internal medicine, pediatrics, women's health, surgery, or primary care medicine are preferred). All PA faculty members must have and maintain NCCPA certification and be eligible for licensure in the state of Tennessee. Physician faculty members must be eligible for licensure in the state of Tennessee. Additional consideration is given to faculty applicants who have prior experience in formal teaching and/or clinical precepting capacities.

As of August 2020, the South College Nashville PA Program has one Program Director (1.0FTE PA), one Medical Director (0.5 FTE MD), and six principal faculty members (6.0 FTE PAs). The faculty and medical director, collectively, possess a breadth of experience in clinical practice ranging from 3 years to 31 years. Areas of clinical practice experiences across the faculty, program director, and medical director include primary care, family medicine (civilian and military service), trauma-critical care, pediatrics, geriatrics, emergency medicine, gastroenterology, women's health, geriatrics, medical nutrition, and orthopedic surgery. The Medical Director is an MD who is board certified in family medicine with 24 years of family medicine clinical practice experience. The Medical Director actively participates in the didactic phase of the program. He is the course director and lead instructor for the Medical Anatomy, Essentials of Cardiology, and Psychiatry & Behavioral Medicine courses.

As indicated, the South College Nashville PA program currently has 6.0 FTE Principal faculty. The Class of 2021 began in October 2019 with 30 students; that cohort has maintained a 100% retention rate throughout the Summer 2020 quarter. The Class of 2022 will initiate studies on Monday, September 28, 2020 with 45 students. With 6.0 FTE Principal faculty and a total of 75 first and second year students, a student to faculty (SFR) ratio of $(75 / 6.0 \text{ FTE}) = 12.5:1$ will be maintained. Additionally, the program is staffed by a Program Director (1.0 FTE) and a Medical Director (0.5 FTE). The average student to faculty ratio (SFR) for all PA programs in the United States is 14.0 (Physician Assistant Education Association, *By the Numbers: Program Report 34: Data from the 2018 Program Survey*, Washington, DC: PAEA; 2019). The South College Nashville PA program works to be comparable.

The SFR is calculated annually during the Fall quarter of each year when the program (ultimately) will have three concurrent cohorts of students. The South College Nashville PA program's long-term target SFR is 15.0:1, given its anticipated growth in successive cohorts.

Additional instructional faculty include physicians, NCCPA certified PAs, and other licensed health care providers qualified in their area of instruction.

The program's benchmarks for the faculty and SFR include maintaining at least 3.0 FTE principal faculty at all times, hiring and maintaining a faculty compliment in which each professional faculty member possess at least three (3) years of clinical care experience, hiring PA faculty who are NCCPA certified and eligible for licensure in Tennessee, hiring MD faculty who are eligible for licensure in Tennessee, and maintenance of a SFR at or below 15:1 regardless of the size of future cohorts. Additionally, faculty must possess a minimum of a master's degree.

6. Maintain program accreditation from the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) through a process of continuous program self-assessment.

The sixth program goal is to maintain program accreditation from the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) through a process of continuous program self-assessment. Sources of information to assess this goal include compliance with ARC-PA annual reporting by due dates and avoidance of any ARC-PA levied probationary status.

The South College Nashville Physician Assistant Program was awarded *Accreditation – Provisional* status during the June 2019 ARC-PA Commission Meeting, with the accreditation statement as follows:

The ARC-PA has granted Accreditation-Provisional status to the South College – Nashville Physician Assistant Program sponsored by South College – Nashville.

Accreditation-Provisional is an accreditation status granted when the plans and resource allocation, if fully implemented as planned, of a proposed program that has not yet enrolled students appear to demonstrate the program’s ability to meet the ARC-PA Standards or when a program holding Accreditation-Provisional status appears to demonstrate continued progress in complying with the Standards as it prepares for the graduation of the first class (cohort) of students.

Accreditation-Provisional does not ensure any subsequent accreditation status. It is limited to no more than five years from matriculation of the first class.

The program’s accreditation history can be viewed on the ARC-PA website at: <http://www.arc-pa.org/wp-content/uploads/2020/08/Accreditation-History-South-College-Nashville.pdf>

*The **benchmark** for performance for this goal includes maintaining ARC-PA Accreditation-Provisional status and maintaining a good standing status at all times.*

The program will determine its success in achieving each of the 6 goals by comparing actual performance, once specific outcome data is available after program initiation, against program determined benchmarks.

Updates: September 3, 2020 (JGJr.)