South University Physician Assistant Program Outcomes
Tampa, Florida

GOAL 1: The program will recruit a highly qualified, diverse student cohort that will foster success in the program.

a.) Matriculate ≥20% non-female gender students
b.) Matriculate ≥20% non-Caucasian students
c.) Matriculate ≥20% students identified as socioeconomically disadvantaged

The program defines diversity as characteristics that include, but are not limited to, national origin, language, race, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, healthcare experience, and family structures. In recruiting a diverse student population, the programs are developing affiliations with local county school systems. The program faculty and enrollment advisors participate throughout the year in educational programs to provide mentorship opportunities to guide students towards a successful educational path into the SUTA PA program.

Selected benchmarks were established utilizing data from PAEA and from sister campuses across South University. Through the Admissions Committee working in tandem with the Curriculum Committee, the program will monitor annually successful achievement in meeting this goal to include recruitment methods through the school systems and tracking trends in remediation, attrition, deceleration, and graduation.

A1.11 The sponsoring institution must demonstrate its commitment to student, faculty and staff

Diversity and inclusion by:

a.) supporting the program in defining its goal(s) for diversity and inclusion,
b.) supporting the program in implementing recruitment strategies,

**Non-Female Matriculant Data for the South University, Tampa PA Program:**

Cohort 2022	18.75%
Cohort 2021	25.00%
Cohort 2020	16.67%
Cohort 2019	25.00%
4-Year Mean	21.36%
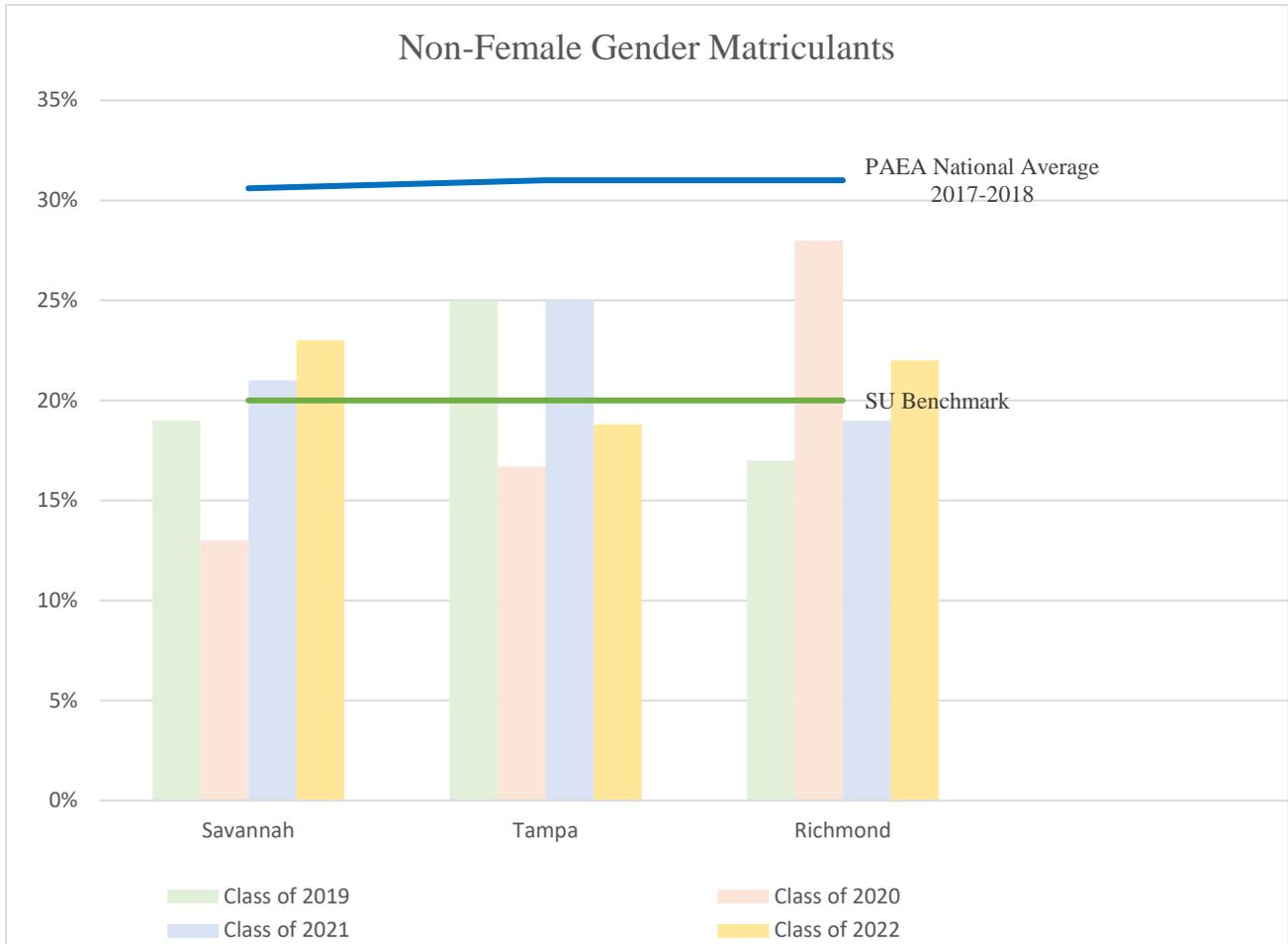
Program Diversity Goal a.): In order to **matriculate ≥20% non-female gender students**, the program will:

- Interface with health professions that typically have higher numbers of males;
- Promote the PA profession within military veterans institutions;
- Interface with and promote the PA profession among first responders and military providers (historically higher rates of males in the field). Data for Male Veterans in Hillsborough County (https://floridavets.org/our-veterans/profilefast-facts) shows:
    - Gulf War Era Vets   10,970
    - Post 9-11 Vets   10,355
    - Total Vets   98,307

o **Success:** The program matriculated 18.75% of students identified as non-female gender and was below the benchmark in 2020. The 4-year mean of 21.36% was successfully above the benchmark.

South University PA Matriculant Diversity 2017-2020
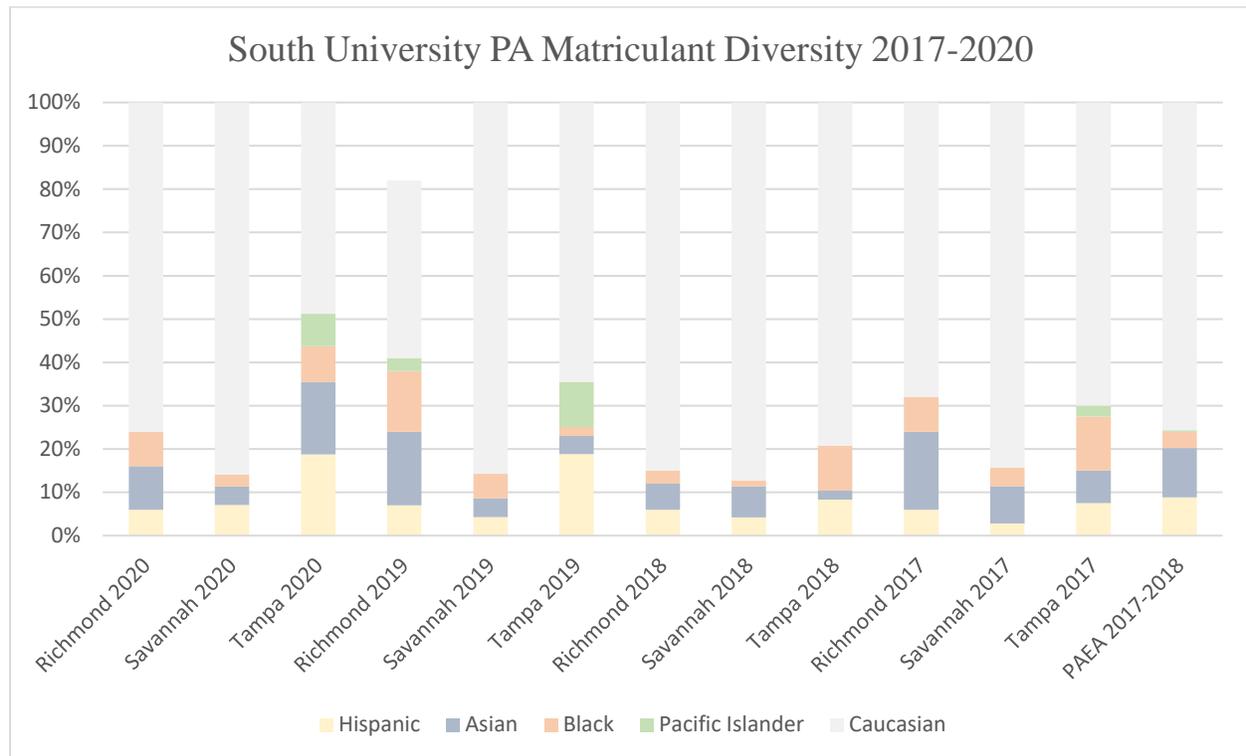
Program Diversity Goal b.): In order to **matriculate ≥20% non-Caucasian students**, the program will:

- Increase the visibility of the South University PA program within the local Hispanic/Latino and African-American, Pacific Islander, and Asian communities. The SUTA PA Program is seeking to increase awareness within its own program and the PA profession to matriculate students that better reflect the local population's cultural mix including Hispanic/Latino, Black or African American, and Asian students.
- Establish relationships with local universities/colleges including their diversity offices.
- Add alumni who can attest to diversity goals of South University to open Houses and to admissions interview panel
- Utilize guest speakers of different backgrounds to share their personal academic journey and their career as a PA.
- Encourage student society and/or admissions team to attend events with focus on diversity
- Partner with community organizations that celebrate heritages/festivals and participate in diversity festivals in Hillsborough County.

Diversity Data from Hillsborough County collected from 2013-2018 which supported the program's development of the benchmark:
https://www.census.gov/quickfacts/fact/table/hillsboroughcountyflorida/PST120219
indicate the following:

-Ethnic minorities predominately in the local community:
a) Hispanic or Latino, 29.7%
b) Black or African American, 18%
c) Asian alone, 4.4%

-Foreign languages spoken in the local community:
a) Spanish, 20%
b) Other Indo-European, 3.9%
c) Asian and Pacific Islander, 2.3%
d) Other languages, 1.1%

-Global diversity in Florida:
a) Cuban
b) Haitian
c) Columbian

Success: The program matriculated 50% of students identified as non-Caucasian and was successfully above the benchmark. The 4-year mean of 33.75% was also successfully above the benchmark.
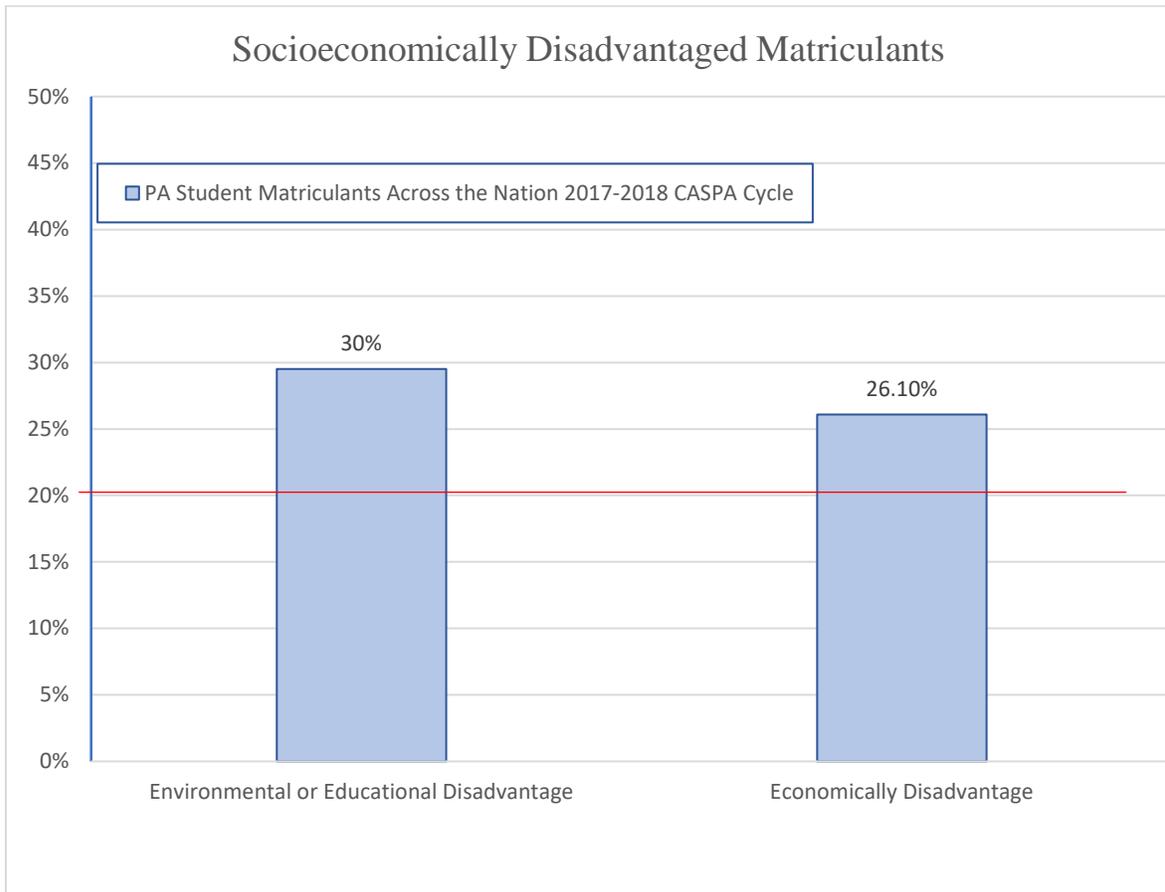
Program Diversity Goal c.): In order to **matriculate ≥20% socioeconomically disadvantaged students**, the

- Increase the visibility of the South University PA program within the local middle/high schools identified with large populations of socioeconomically disadvantaged students.

  The benchmark was selected based upon data from PAEA collected from 2017-2018 which identifies 29.5% of matriculants nationally reported at least one educational/ environmental disadvantage (CASPAMatriculant data, published 1-2020: https://paeaonline.org/wp-content/uploads/2020/01/paea-presentation-caspa-20200106.pdf). In addition, PAEA data collected from 2017-2018 notes 26.1% of matriculants nationally reported an economic disadvantage.

- Create partnerships with local middle high school students, many of whom are underprivileged (57% of students in Hillsborough County participate in the free or reduced lunch program).

- **Success:** The program will measure matriculant from the CASPA 2020-2021. Success in achieving this benchmark will be published in 2021 as this is a newly developed goal.

GOAL 2: The program will strive to adequately prepare graduating students to achieve a first-time pass rate that exceeds the national average upon completion of the Physician Assistant National Certification Examination (PANCE).

Physician Assistant National Certification Examination (PANCE) Performance Data*			
Class*	SUTA-PAP Number of First Time Takers	SUTA-PAP First Time Taker Pass Rate	National First Time Taker Pass Rate
Class of 2016	28	96%	96%
Class of 2017	24	100%	97%
Class of 2018	24	100%	98%
Class of 2019	36	97%	93%
Class of 2020	47	87%	Pending in 2021

- **Success:** The program first time taker pass rate for the years 2017, 2018 and 2019 was above the benchmark. For 2020, the National first time taker pass rate average is pending.

Benchmark: A first-time pass rate that exceeds the national average as published according to NCCPA.

The faculty have developed curriculum mapped to the NCCPA blueprint and aligned to the ARC-PA standards. In addition, the program has prepared several resources to provide preparation for the PANCE exam including ROSH Review throughout the didactic year, KAPLAN Review, ROSH Review, and EHR Go during the clinical year, PANCE preparation course prior to graduation, and PACKRAT examinations at the end of the didactic and clinical years. The PA program has also developed a stringent remediation plan to identify students at risk early to provide them academic tutoring and support to successfully meet this goal upon graduation.

To assess this achievement, the program analyzes data from the Physician Assistant National Certifying Examination Program Performance Report by Class, available on the NCCPA Website. Requirements for NCCPA Certification are determined by the NCCPA and are subject to change without notification to South University. Graduation from the South University, Tampa, PA Program does not guarantee certification or employment.

GOAL 3: The program will provide students service-learning opportunities that allow them to use their skills and education to demonstrate compassion and commitment to the community.

Sixty-nine % of college students volunteered over 15 hours in a year and the state of Florida ranked number 45 in the nation with 24.1% of Florida college students volunteering per the Corporation for National and Community Service. The state of Florida and ranked number 45 out of 50 states in the nation for volunteer commitment. (https://www.nationalservice.gov/pdf/06_1016_RPD_college_full.pdf; https://www.nationalservice.gov/vcla/college-students-volunteer-rate-states)

Benchmark: The program has chosen a **benchmark of providing ≥15 hours** of community-based service opportunities during their graduate education. By providing two or more service-learning opportunities to students during the course of their education in the program, the program strives to enhance the student's understanding of service learning and the importance of community involvement as a clinician with the long-term goal of fostering improvement of student perception related to service activities in the medical field.

The program aspires to instill the values of compassion and commitment in graduates through service-learning opportunities. Through courses such as PAS 5295-5298 Applied Learning Experience I-IV, the SUTA-PA program faculty and students will participate in clinical and non-clinical service-learning opportunities within the county. Students will explore the integral components of community health, including the effects of health disparities, access to health care, and the impact of social environments on health and behavior. They will have the opportunity to outline the various patient assistance programs and possibilities for free access to screening and preventative health care. Finally, the PA students will identify environmental factors that are believed to influence public health and ways that these can be reduced.

o **Success:** As this is a new goal, the program will measure the achievement of success through program exit surveys in 2021 to identify progression of student self-reflection prior to and after exposure to service-learning opportunities in the program including hours dedicated to service. Success in achieving this benchmark will be published in 2021.