



**South University® Physician Assistant Program Outcomes  
Richmond, Virginia**

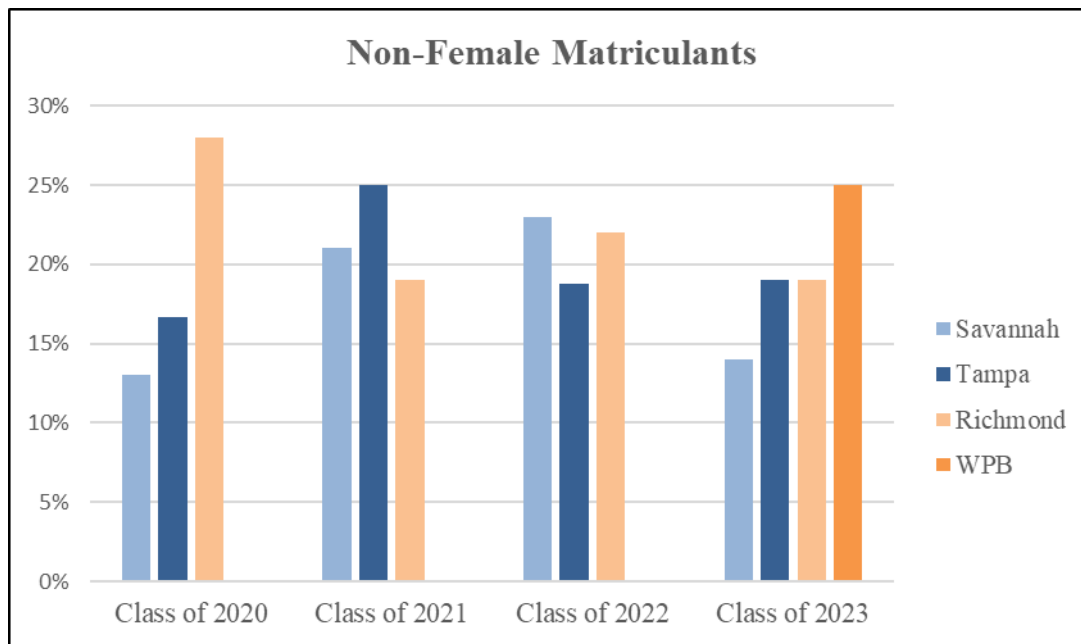
**GOAL 1: The program will recruit a highly qualified, diverse student cohort that will foster success in the program.**

- a.) matriculate  $\geq 20\%$  non-female gender students
- b.) matriculate  $\geq 20\%$  non-Caucasian students
- c.) matriculate  $\geq 20\%$  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 program is developing affiliations with local institutions of higher education. The faculty and Enrollment Advisors participate throughout the year in programs to provide information regarding the Physician Assistant (PA) profession to encourage potential students towards a successful educational path into the SU PA program.

Selected benchmarks by the South University, Richmond (SURIC) PA program were established utilizing national data from the Physician Assistant Education Association (PAEA) and regionally from sister campuses across South University. The SURIC PA Admissions Committee, working in tandem with the Curriculum Committee, will monitor annually successful achievement in meeting this goal to include recruitment methods through local affiliations and tracking trends in remediation, attrition, deceleration, and graduation.

<b>Matriculation Year</b>	<b>2019 (Class of 2021)</b>	<b>2020 (Class of 2022)</b>	<b>2021 (Class of 2023)</b>
<b>Number of Students</b>	36	36	36
<b>Average GPA</b>	3.39	3.38	3.40
<b>Gender</b>	Female 81%	Female 78%	Female: 81%
	Male 19%	Male 22%	Male: 19%
<b>Race Ethnicity</b>	Non-Caucasian 39%	Non-Caucasian 26%	Non-Caucasian 29%
	White/Caucasian 61%	White/Caucasian 74%	White/Caucasian 71%
<b>Economic, Environmental, or Educational Disadvantage</b>	Data Not Available	Data Not Available	31%



Program Diversity Goal a.): **matriculate  $\geq 20\%$  non-female gender students**

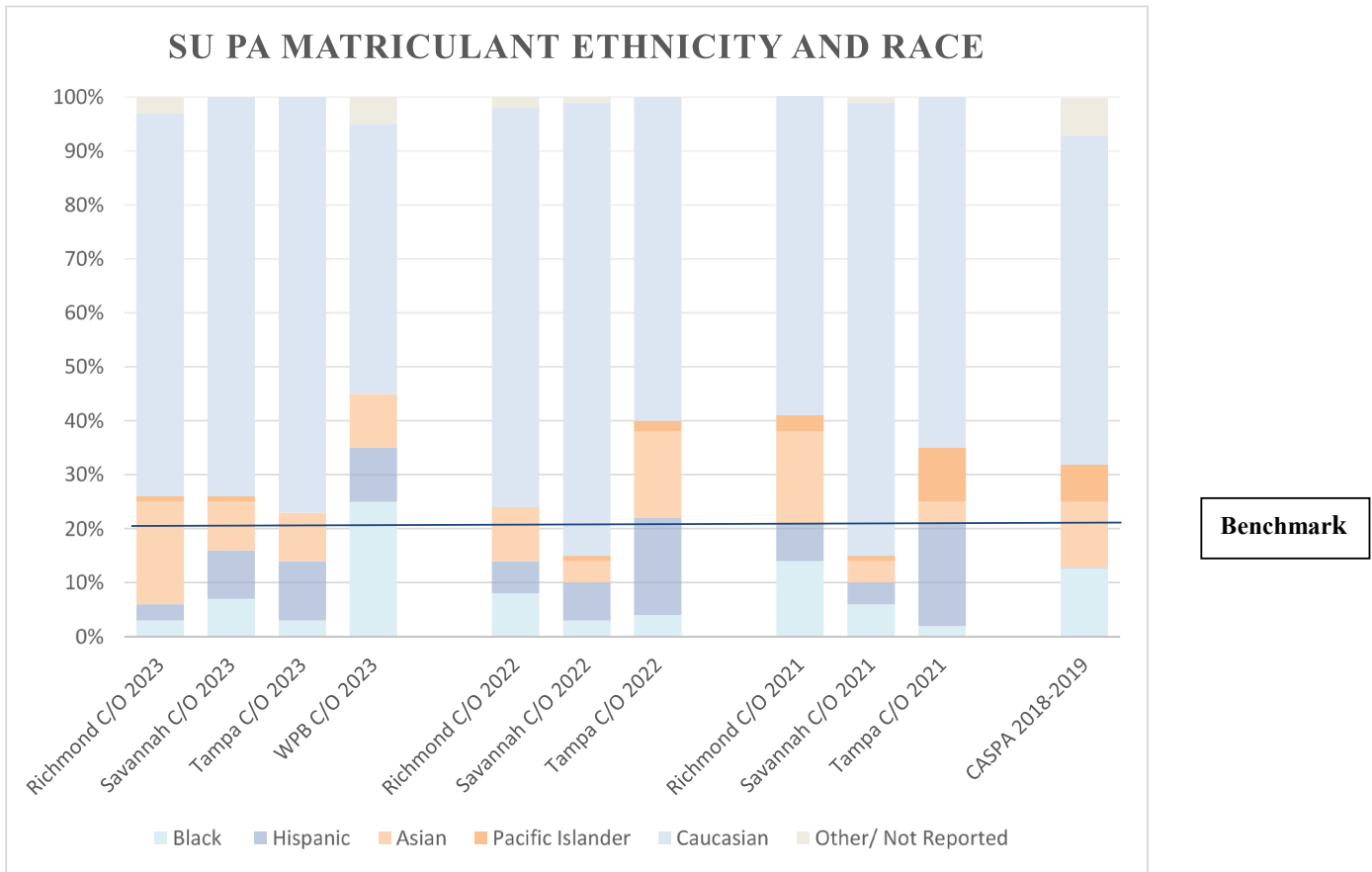
- The SURIC PA Program matriculated 19% of students who did not identify as female gender through CASPA during the 2020-2021 cycle which is below the benchmark of 20%.

The program will continue to:

- Interface with and promote the PA profession among first responders, which are historically male-dominated, including firefighters (92% male, <https://www.nfpa.org/-/media/Files/News-and-Research/Fire-statistics-and-reports/Emergency-responders/osfdprofile.pdf>), paramedics and EMTs (77% and 65% male, <https://www.usnews.com/news/healthiest-communities/articles/2019-08-19/diversity-emergency-women-minorities-underrepresented-in-emts>) and law enforcement (87% male, <https://www.statista.com/statistics/195324/gender-distribution-of-full-time-law-enforcement-employees-in-the-us/>).
- Interface with and promote the PA profession among military veterans, 91% of whom are male ([https://www.va.gov/vetdata/docs/SpecialReports/Women\\_Veterans\\_2015\\_Final.pdf](https://www.va.gov/vetdata/docs/SpecialReports/Women_Veterans_2015_Final.pdf))
- Interface with and promote the PA profession among LGBTQ-identifying individuals by establishing relationships with regional and national organizations that promote inclusivity.
- The program will also increase faculty awareness of gender identity.

Benchmark Data:

Gender Diversity data (specifically regarding education) from Henrico county collected in 2019 (<https://datausa.io/profile/geo/henrico-county-va#education>): Degrees awarded: In 2019, 679 men were awarded degrees from institutions in Henrico County, VA, which is 0.498 times less than the 1,363 female students who received degrees in the same year.



Program Diversity Goal b.) **matriculate  $\geq 20\%$  non-Caucasian students**

- **Success:** The program matriculated 40% non-Caucasian students in the Class of 2023 (Black or African American: 3%, Hispanic: 3%, Asian 19%, Other/Not reported: 5%) as measured through CASPA during the 2020-2021 cycle and successfully exceeded the benchmark of 20%.

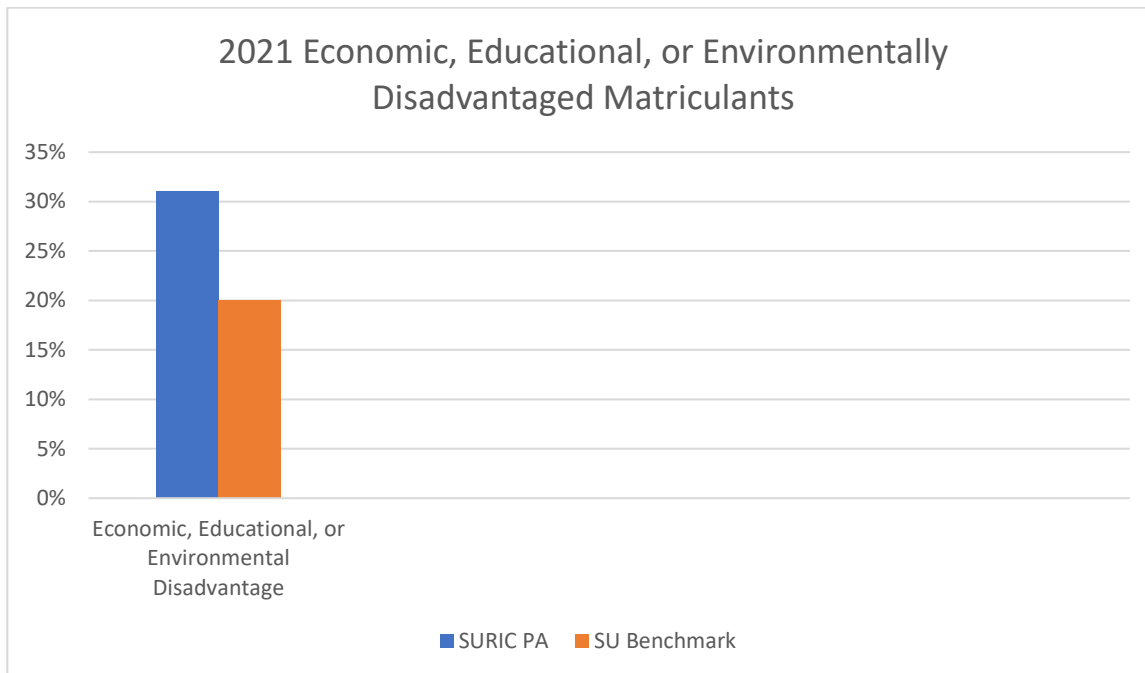
The Program will continue to:

- Increase the visibility of the South University PA program within the local communities. The PA program is seeking to increase awareness of the PA Profession and the South University program to matriculate students that better reflect the local population’s cultural mix including Hispanic/Latin, Black or African American, and Asian students.
- Utilize faculty with diverse backgrounds to support a more diverse student population. Currently 20% of the SURIC PA Faculty Team identify as non-Caucasian.

Benchmark data:

- Diversity data from Henrico county which supported the program’s development of the benchmark and was collected from 2014-2019 (<http://datausa.io/profile/geo/henrico-county-va#demographics>) indicated the following overall information regarding Henrico County: Henrico County, VA is home to a population of 330k people, from which 92.7% are citizens. As of 2019, 21.8% of Henrico County, VA residents were born outside of the country (72k people). Ethnic diversity data for the local non-Caucasian community included 30.1% Black or African American residents, 8.53% Asian residents, 3.32% Hispanic or Latino Residents, 3.89% two or more races residents, and 1.96% some other race alone residents.

- The program is establishing relationships with pre-health profession clubs at local universities/colleges. The South University Richmond PA Program is a partner with the VCU P.R.I.M.E. (Pre-Health and Related Interests Mentoring Experiences) organization. VCU PRIME is an organization that aims to provide resources for underrepresented students interested in healthcare. As a PRIME partner, the SURIC PA Program mentors underrepresented students that have demonstrated an interest in the Physician Assistant field. This partnership increases the visibility of the South University Richmond PA Program to a diverse population and can foster a more diverse applicant pool.



Program Diversity Goal c.): **matriculate  $\geq 20\%$  socioeconomically disadvantaged students**

- **Success:** The program matriculated 31% students who identified as economically, educationally, or environmentally disadvantaged from the CASPA 2020-2021 cycle.

The program will continue to:

- Recruit and increase the visibility of the SURIC PA program within the local institutions of higher education including affiliations with VCU Prime. The South University Richmond PA Program is a partner with the VCU P.R.I.M.E. (Pre-Health and Related Interests Mentoring Experiences) organization. VCU PRIME is an organization that aims to provide resources for underrepresented students interested in healthcare. As a PRIME partner, the SURIC PA Program connects with underrepresented students that have demonstrated an interest in the Physician Assistant field. This partnership increases the visibility of the South University Richmond PA Program to a diverse population and can foster a more diverse applicant pool.
- Utilize faculty with diverse backgrounds to support a more diverse student population. Currently 40% of the SURIC PA Faculty and Staff Team identify experiences in being economically, environmentally, or educationally disadvantaged on their personal journey to SU. 70% of the SURIC PA Faculty and Staff Team report that they have worked clinically in an underserved population, 100% report that they have worked professionally with a diverse population, and 80% report that they have worked professionally with a diverse healthcare team.

Benchmark Data:

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 (CASPA Matriculant 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

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nationally reported an economic disadvantage. In Henrico County, 41.18% of students met the criteria to receive free lunch. Eligibility criteria is determined by household size and income, using federal eligibility guidelines (Henrico County Public Schools

Data: <http://www.doe.virginia.gov/support/nutrition/statistics/admin-reviews/henrico-co-fpar-summary-2018.docx> <http://www.doe.virginia.gov/support/nutrition/statistics/index.shtml#vdoe>). Data from Henrico County also indicates that 9.15% of the population for whom poverty status is determined in Henrico County, Va (29.7k out of 324k people) live below the poverty line (<https://datausa.io/profile/geo/henrico-county-va#demographics>).

**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). \***

- **Success:** The program PANCE pass rate for the Class of 2020 was 97% while the national average for the PANCE pass rate was 93%.

**The program will continue to:**

- Support a first-time pass rate that exceeds the national average as published according to NCCPA.
- Develop 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 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, Richmond, PA Program does not guarantee certification or employment.

**Physician Assistant National Certification Examination (PANCE) Performance Data\***

Class	Class Graduation Year	Number of Candidates Who Took PANCE	Number of Exam Attempts	Number of Exams Passed	Program Exam Pass Rate	National Exam Pass Rate for the Class Graduation year	% of Candidates Who Ultimately Passed PANCE
Class of 2019	2019	35	35	35	100%	91%	100%
Class of 2020	2020	35	36	34	97%	93%	100%
Class of 2021	2021	33	37	33	88%	Available 1/2022	100%

**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 percent of college students volunteered over 15 hours in a year and the state of Virginia ranked number 46 in the nation with 24.6% of Virginia college students volunteering per the Corporation for National and Community Service. 30.6% of residents volunteer in the state of Virginia and ranked number 16 out of 50 states in the nation. ([https://www.nationalservice.gov/pdf/06\\_1016\\_RPD\\_college\\_full.pdf](https://www.nationalservice.gov/pdf/06_1016_RPD_college_full.pdf); <https://www.nationalservice.gov/vcla/college-students-volunteer-rate-states>).

Benchmark: Therefore, the program has chosen a **benchmark of providing  $\geq 15$  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.

Through courses such as PAS 5295- 5298 Applied Learning Experience I-IV, the SURIC PA students will participate in service-learning opportunities in Richmond and the surrounding community and community organizations such as Soar365 and Reach out and Read. SOAR365 is a Richmond based organization that offers various programs for adults with disabilities in the Richmond area. SURIC PA students participate in SOAR365 with the adult day program and pediatric summer camp in which they are able to positively influence the community through patient education on topics that are social determinant of health such as safety, hygiene, healthy eating, physical fitness, and dental hygiene. Students have the opportunity to interact and participate with the populations served by SOAR365 in addition to creating valuable resources utilized by various programs. Reach out and Read is a non-profit organization that seeks to equip clinicians with vital information about the importance of reading at routine pediatric checkups. During these service-learning opportunities, students 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 evaluate the various patient assistance programs. Finally, the PA students identify environmental factors that influence public health and ways that these can be modified.

Through these curricular elements, the Physician Assistant program will provide an environment that fosters quality academic and clinical education with a balanced path towards life-long service. The program's Curriculum Committee is responsible for the ongoing review of the curriculum. It is the Program Director, Medical Director, and Principal Faculty who ensure that the curriculum is consistent with the vision and mission of the program.

- **Success:** As this is a new goal developed in 2020, the program will measure the achievement of success through student surveys conducted during the didactic and clinical year 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 2022.