



## South University, Richmond Physician Assistant Program Goals

1. The program aims to foster a culture of inclusivity and equity for students, faculty, and staff by means of education and resources.

Method of Assessment:

- DEIB Survey
- Graduate Exit Survey (2025)
- Faculty and Staff Resources Survey

Benchmark:

- 3.5/5.0 or greater on a 5-point Likert scale

2024 Success in Achieving Goal:

The South University, Richmond PA Program was successful in meeting goal #1 with the average scores from Faculty/Staff and Student Perception Data Assessments above benchmark.

### Culture of Inclusivity and Equity by Means of Education and Resources

	Instrument	Score (Overall Mean)
Faculty/Staff Perception	DEIB Survey	4.96/5.00 (RR 83.33%)
	Faculty and Staff Resource Survey	4.00/5.00 (RR 75.00%)
<b>Faculty and Staff Average Score from data points: 4.48</b>		
Student Perception	DEIB Survey	4.49/5.00 (RR 41.67%)
	Graduate Exit Survey (CO 2024)	3.44/5.00 (RR 50.00%)
<b>Student Average Score from data points: 3.97</b>		

Opportunities for Improvement: While the average scores for Faculty/Staff and Student Perception were above benchmark, the Graduate Exit Survey items related to this program goal were below benchmark at 3.44. The South University, Richmond PA Program will support this goal by:

- Participating in events with local middle and high schools (grades 6-12), junior colleges, and four-year institutions that enroll priority populations identified by published demographics on institutional websites as a means of outreach and education about the PA profession and SU PA program.
- Intentionally identifying opportunities to recruit and support individuals (Faculty and Staff) who represent groups that have been historically marginalized or made vulnerable.
- Reviewing admissions criteria on an annual basis to ensure equity of access to physician assistant medical education.
- Reviewing the admissions process on an annual basis to ensure it creates and cultivates a sense of belonging where all individuals feel valued, respected, and empowered.
- Intentionally creating an environment that promotes opportunities and eliminates barriers to enable all individuals to succeed.



- Creating and cultivating a sense of belonging where all individuals feel valued, respected, and empowered.
- Intentionally identifying opportunities to enhance knowledge and facilitate work dynamics for individuals who represent groups that have been historically marginalized or made vulnerable.
- Intentionally creating an environment that promotes opportunities and eliminates barriers to enable all individuals to succeed through cultural competency educational opportunities to enhance their knowledge and career opportunities.
- Intentionally creating and cultivating a sense of belonging where all individuals feel valued, respected, and empowered through Cultural Days to celebrate our heritages and to appreciate our differences.

**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).**

Method of Assessment:

- Cohort first-time pass rate compared to the NCCPA published national pass rate
- Evaluation of Curricular Content Survey (faculty perception of effective preparedness for PANCE)
- Graduate Exit Survey (student perception of effective preparedness for PANCE)

Benchmark:

- Pass rate greater than the national average as published by NCCPA
- 3.5/5.0 or greater on a 5-point Likert scale

2024 Success in Achieving Goal:

The program was successful in meeting goal #2. The program's first attempt PANCE pass rate for the Class of 2024 was 94% while the national average for the first attempt was 93%. Therefore, the program exceeded the benchmark.



### PANCE First-Time Pass Rate

Cohort	Cohort First-Time Pass Rate	National First-Time Pass Rate
Class of 2019	100%	93%
Class of 2020	97%	95%
Class of 2021	88%	93%
Class of 2022	94%	92%
Class of 2023	100%	92%
Class of 2024	94%	93%

### PANCE Preparedness

	Instrument	Score (Overall Mean)
Faculty Perception	Evaluation of Curricular Content	4.86/5.00 (RR 87.50%)
Student Perception	Graduate Exit Survey (CO 2024)	4.14/5.00 (RR 50.00%)

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.
- Provide preparation for the PANCE exam including ROSH Review throughout the didactic year; ROSH Review during the clinical year; PANCE preparation course prior to graduation; and PACKRAT formative examinations at the end of the didactic and clinical years.
- Develop a stringent remediation plan to identify at-risk students early, to provide academic support and tutoring, to foster PANCE success.
- Increase curricular time and resources toward content area(s) where the performance was below that of the national average in the clinical and/or didactic phase of the program.
- Analyze data provided by the Physician Assistant National Certifying Examination Program Performance Report by Class, available on the NCCPA Website.

### 3. The program will provide opportunities for local community service and outreach that foster a commitment to reducing health disparities.

Method of Assessment:

- Graduate Exit Survey (community service-related questions)
- The program will provide a minimum of two community service/outreach opportunities for faculty, staff, and students annually

Benchmark:



- 3.5/5.0 or greater on a 5-point Likert scale
- Two or more community service/outreach events to be detailed by the program

2024 Success in Achieving Goal:

The program was successful in meeting goal #3.

#### **Opportunities for Community Service and Outreach**

	<b>Instrument</b>	<b>Score (Overall Mean)</b>
Student Perception	Graduate Exit Survey (CO 2024)	4.06/5.00 (RR 50.00%)
Student Participation in Community Service/Outreach Events	Community Service Outreach Events	6 events as detailed below

In 2024, the South University, Richmond Physician Assistant Program engaged in community service and outreach demonstrating a commitment to reducing health disparities by participating in the following events:

#### **1. Reach out and Read Volunteer Training**

- 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. Students receive training regarding this program during the didactic phase of their education. During the clinical phase, students have the opportunity to practice techniques taught during their training. During these service- learning opportunities, students explore the integral components of community health, including the effects of health disparities, and the impact of social environments on health and behavior.

#### **2. SOAR 365 Volunteer opportunities with Adult Day Programs and Summer Camp Programs**

- SOAR365 is a Richmond-based organization that offers various programs for adults with disabilities in the Richmond area. South University, Richmond PA students support SOAR365 programs to include the adult day program and summer camp programs. Through these opportunities students are able to positively influence the community through interaction and education.

#### **3. Student and/or participation with VCU P.R.I.M.E. Events**

- VCU P.R.I.M.E. is an undergraduate program that fosters relationships with pre-health profession clubs at local universities/colleges. The aim of this organization is to ensure that underrecognized students interested in a healthcare career are empowered. The SURIC PA Program is a partner with the VCU P.R.I.M.E. organization. As a P.R.I.M.E. partner, the SURIC PA Program supports underrepresented students that have demonstrated an interest in the Physician Assistant field by participating in events such as the annual healthcare mixer.



#### **4. Faculty participation with Health Occupations Students of America (HOSA) Virginia State Leadership Competitions**

- Virginia HOSA is a state student organization for students whose purpose is to develop leadership and technical skill competencies through a program of motivation, awareness, and recognition. The Mission of HOSA is to empower HOSA Future Health Professionals to become leaders in the global health community through education, collaboration, and experience. Faculty participation in the annual Fall leadership conference allows education about the profession and program to students interested in healthcare.

#### **5. Student community service volunteer organization research and participation**

- As part of PAS 5297: Applied Learning Experiences III, didactic students have the opportunity to research, explore, and participate in a community service group project that benefits our local area. The students present information regarding their experience and the research they conducted to foster education about local community service opportunities.

#### **6. Medical Society of Virginia (MSV) and Virginia Academy of Physician Assistants (VAPA)**

- As part of PAS 5298: Applied Learning Experiences IV, didactic students participated with clinicians, MSV, and VAPA to lobby for legislation to support the PA Profession in the state of Virginia.