**Notre Dame of Maryland University Physician Assistant Program Goals**

**GOAL I : Educate and mentor Physician Assistant students to value and demonstrate inclusive behaviors in the delivery of healthcare.**

**GOAL II:** **Prepare PA graduates who possess the medical knowledge and skills necessary for entry into clinical practice.**

**GOAL III: Promote a culture of social responsibility within each cohort by serving local communities.**

**GOAL IV: Retain and graduate at least 94% of all matriculated students in each cohort.**

**GOAL V: Each NDMU PA Studies cohort will achieve a first-time taker PANCE Passage rate equal to or greater than the first-time taker PANCE National first-time taker passage rate for the same cohort year.**

**GOAL VI:** **The NDMU PA Program strives to create a welcoming culture with the goal of advancing the retention of faculty and staff from diverse backgrounds; the NDMU PAS team will initiate a mentorship program for new faculty and staff members, thereby demonstrating value for each new PAS team member.**

**Notre Dame of Maryland University**

**Physician Assistant Studies Program Goals**

**(Results)**

**NDMU PAS Goal I – Inclusive Competence**

Measures/Benchmarks:

1. Preceptor Evaluation of Student (student use of cultural inclusion)/ >3.5 out of 5.0 cohort average on the survey)
2. Student End of Didactic Phase Survey (student preparation in cultural inclusion)/ >3.5 out of 5.0 cohort average on the survey)
3. Faculty Evaluation of Curriculum (student preparation in cultural inclusion)/ >3.5 out of 5.0 annual average on the survey)
4. Graduate Exit Survey (student preparation in cultural inclusion)/ >3.5 out of 5.0 cohort average on the survey)

Success

|  |  |  |  |
| --- | --- | --- | --- |
| Measure: | Cohort 2025 | Cohort 2026 | Cohort 2027 |
| Preceptor Evaluation of Student (student use of cultural inclusion) |  |  |  |
| Student End of Didactic Phase Survey (student preparation in cultural inclusion) |  |  |  |
| Faculty Evaluation of Curriculum (student preparation in cultural inclusion) |  |  |  |
| Graduate Exit Survey (student preparation in cultural inclusion) |  |  |  |

NDMU PAS Goal II [Two components, (a) and (b)]

Goal II(a) – Medical Knowledge

Measures/Benchmarks:

1. Preceptor Evaluation of Student (medical knowledge)/ >3.5 out of 5.0 cohort average on the survey
2. Student End of Didactic Phase Survey (student preparation medical knowledge)/ >3.5 out of 5.0 cohort average on the survey
3. Faculty Evaluation of Curriculum (student preparation medical knowledge)/ >3.5 out of 5.0 annual average on the survey
4. Graduate Exit Survey (student preparation medical knowledge)/ >3.5 out of 5.0 cohort average on the survey

Success

|  |  |  |  |
| --- | --- | --- | --- |
| Measure: | Cohort 2025 | Cohort 2026 | Cohort 2027 |
| Preceptor Evaluation of Student (medical knowledge) |  |  |  |
| Student End of Didactic Phase Survey (student preparation medical knowledge) |  |  |  |
| Faculty Evaluation of Curriculum (student preparation medical knowledge) |  |  |  |
| Graduate Exit Survey (student preparation medical knowledge) |  |  |  |

Goal IIb – Procedural Skills

Measures/Benchmarks:

1. Preceptor Evaluation of Student (Procedural Skills)/ >3.5 out of 5.0 cohort average on the survey
2. Student End of Didactic Phase Survey (student preparation in Procedural Skills)/ >3.5 out of 5.0 cohort average on the survey
3. Faculty Evaluation of Curriculum (student preparation in Procedural Skills)/ >3.5 out of 5.0 annual average on the survey
4. Graduate Exit Survey (student preparation in Procedural Skills)/ >3.5 out of 5.0 cohort average on the survey

Success

|  |  |  |  |
| --- | --- | --- | --- |
| Measure: | Cohort 2025 | Cohort 2026 | Cohort 2027 |
| Preceptor Evaluation of Student (Procedural Skills) |  |  |  |
| Student End of Didactic Phase Survey (student preparation in Procedural Skills) |  |  |  |
| Faculty Evaluation of Curriculum (student preparation in Procedural Skills) |  |  |  |
| Graduate Exit Survey (student preparation in Procedural Skills) |  |  |  |

NDMU PAS Goal III – Social Responsibility

Measures/Benchmarks:

Student logging of community service hours. Average per student community service hours across each cohort must be at least 20 hours of service per student.

Success

|  |  |  |  |
| --- | --- | --- | --- |
| Measure: | Cohort 2024 | Cohort 2025 | Cohort 2026 |
| Student Involvement in Community Service (Average Number of Hours / Student in Each Cohort) |  |  |  |

NDMU PAS Goal IV – Graduation Success

Measures/Benchmarks:

Graduation rates for each cohort must be 94% or greater of all students who matriculated into each respective cohort.

Success

|  |  |  |  |
| --- | --- | --- | --- |
| Measure: | Cohort 2025 | Cohort 2026 | Cohort 2027 |
| Student Graduation Rate |  |  |  |

NDMU PAS Goal V – Physician Assistant National Certification Exam Success (PANCE)

Measures/Benchmarks:

Annual *Physician Assistant National Certifying Examination - Exam Performance Summary Report.* Meet or exceed the PANCE National first-time taker passage rate for the same cohort year.

Success

|  |  |  |  |
| --- | --- | --- | --- |
| Measure: | Cohort 2025 | Cohort 2026 | Cohort 2027 |
| NDMU PAS PANCE 1st time-taker Pass Rate |  |  |  |
| PANCE National 1st time-taker Pass Rate  |  |  |  |

 NDMU PAS Goal VI – Recruitment & Retention of Faculty & Staff from Diverse Backgrounds

 Measures/Benchmarks:

1. I feel I am supported in my role within the NDMU community and in particular the NDMU PAS program. (each new faculty or staff member expresses feeling of support ≥4 out of 5 on 5-point Likert scale)
2. I am able to contribute freely, openly, and without judgement in my position to the work of the NDMU PAS program. (each new faculty or staff member is able to contribute ≥4 out of 5 on 5-point Likert scale)
3. I am intellectually challenged by my assigned work responsibilities. (each new faculty or staff member indicates they are intellectually challenged ≥4 out of 5 on 5-point Likert scale)
4. I plan to remain in my current position with Notre Dame of Maryland University Physician Assistant Studies Program. (each new faculty or staff member indicates a high intention of remaining with the NDMU PAS Program by selecting ≥4 out of 5 on 5-point Likert scale)

Success

|  |  |  |  |
| --- | --- | --- | --- |
| Measure: | Hired in 2023 | Hired in 2024 | Hired in 2025 |
| Faculty/staff member feels supported in new role |  |  |  |
| Faculty/staff member is able to contribute |  |  |  |
| Faculty/staff member is intellectually challenged |  |  |  |
| Faculty/staff member is likely to be retained |  |  |  |