

University of Oklahoma Physician Associate Program

Program Goals Evaluation

Annual Internal Analysis



COLLEGE OF MEDICINE
The UNIVERSITY of OKLAHOMA

Table of Contents

Introduction.....	2
Program Goals Evaluation	3
Goal 1: Our holistic admissions strategy matriculates diverse students	4
Admissions Compared to National Metrics and OU Applicants	4
Goal 2: Our educational experiences are designed to produce highly qualified physician assistants who will expand Oklahoman's access to healthcare.....	5
Looking at the University of Oklahoma PA Program Alumni	5
Goal 3: Students are educated in an environment that emphasizes professionalism and team- based healthcare	7
Inter-professional Team Medicine	7
Goal 4: We prepare and promote students to deliver healthcare to disadvantaged populations	8
Service.....	8
Goal 5: The institution will invest in faculty, staff, technologies, and facilities that will enable us to achieve our mission and goals	9
Institutional Commitment	9

INTRODUCTION

The University of Oklahoma Physician Associate Program (OU PA Program) leans on its Mission Statement in order to unify our efforts for long-term excellence, identity, and purpose. Wielding this Mission Statement as a tool, we have also defined broad Goals for the Program. Each year, the OU PA Program reviews our progress on these goals. Every three years, we revisit and review the Mission Statement and Goals of the OU PA Program. This document serves as a review of our Goals from the objective metrics we are able to track. The document was presented at the September Program Education Committee Meeting for Review and Approval.

Keywords: Mission, Goals, Metrics, PEC

PROGRAM GOALS EVALUATION

In 2016, the University of Oklahoma Physician Associate Program outlined its purpose by crafting a Mission Statement:

Our mission is to attract the best talent from diverse backgrounds and equip them with the capability to provide excellent patient care.

This Mission Statement is a powerful direction our Faculty, Staff, Students, and Alumni can navigate toward in our efforts to enrich and serve our community. In order to truly identify if we are on the right course as a community of servants, providers, and educators, we have outlined five integrally important Goals:

- 1. Our holistic admissions strategy matriculates diverse students.*
- 2. Our educational experiences are designed to produce highly qualified physician assistants who will expand Oklahoman's access to healthcare.*
- 3. Students are educated in an environment that emphasizes professionalism and team-based healthcare.*
- 4. We prepare and promote students to deliver healthcare to disadvantaged populations.*
- 5. The institution will invest in faculty, staff, technologies, and facilities that will enable us to achieve our mission and goals.*

Using these goals as a barometer, we've assessed our progress towards excellent community service over the past three years.

GOAL 1: OUR HOLISTIC ADMISSIONS STRATEGY

MATRICULATES DIVERSE STUDENTS

ADMISSIONS COMPARED TO NATIONAL METRICS AND OU APPLICANTS

Our holistic admissions strategy has resulted in the matriculation of a diverse cohort of students. Our program has been particularly successful in matriculating Native American and Hispanic students. Like many programs around the country, we have struggled to attract African American students. OUHSC has implemented programs that we hope will attract a greater number of African American students in the coming years. The tables below reflect the program’s matriculation data compared to national average.

	Co2020 ²	Co2021 ²	Co2022 ²	Co2023 ²	Applied to Co2023 ²	National Average ¹
Race						
White	64%	74%	82%	74%	73.5%	77.5%
African American	2%	0%	6%	2%	2.5%	6.7%
Asian	10%	8%	4%	9%	7.8%	11.2%
Native American	16%	14%	4%	9%	10.8%	3.3%
Multi	0%	0%	0%	0%	0.0%	7.3%
Unknown	0	0%	0%	0%	0.0%	9.4%
Hispanic	8%	2%	4%	6%	5.0%	11.5%
Hawaiian Islander	0%	0%	0%	0%	0.0%	14.0%
Sex						
Male	30	16	22	20	19.1	26.3%
Female	70	84	78	80	80.9	73.8%
Age						
Age	25	23.5	24.1	24.4	22.8	25.2
Residency						
In-State	82%	85%	58%	60%	55%	52.2%
Out-of-State	18%	15%	42%	40%	45%	47.8%
Pre-Program Academics						
GPA Average	3.7	3.73	3.77	3.72	3.56	3.63
GPA – Last 60hr Avg	3.81	3.85	3.87	3.89	3.65	NR
GPA – Science Avg	3.69	3.73	3.77	3.75	3.45	3.52
GRE	302	305	303	NA	NA	306.0

¹Physician Assistant Education Association – Program Report 35

²The Central Application Service for Physician Assistants (CASPA)

GOAL 2: OUR EDUCATIONAL EXPERIENCES ARE DESIGNED TO PRODUCE HIGHLY QUALIFIED PHYSICIAN ASSISTANTS WHO WILL EXPAND OKLAHOMAN'S ACCESS TO HEALTHCARE

LOOKING AT THE UNIVERSITY OF OKLAHOMA PA PROGRAM ALUMNI

In 2020 the Oklahoma State Board of Medical Licensure and Supervision reported that 1011 program alumni were practicing in Oklahoma. The percentage practicing in primary care was 25.9%¹, squarely above the national average of 24.3%². 36% of our graduates are practicing in rural areas¹ compared to the national average of 1.7%². 88.9% of our 2020 graduating class are practicing in Oklahoma⁴. This represents a higher percentage practicing in-state compared to the national average of 61.1% for PA students attending a state sponsored institution⁵. The program's 94% first time pass rate on the national certification exam (PANCE) for the past five years is superior to the national average and speaks to our program's success in graduating healthcare providers who are immediately able to enter the workforce. 88.5% of our graduates have begun employment as a PA within three months of graduation¹.

OUHSC graduates are actively recruited by top employers seeking well-educated, compassionate, articulate, and hardworking physician assistants. 99% of employers rated OUHSC graduates as strong or very strong in patient care, professionalism, and communication skills⁷. The pre-clinical and clinical curriculum emphasize all of the conditions included in the national certifying examination. Conditions unique to Oklahoma based on demographics and geography are included in the pre-clinical curriculum and students are provided appropriate patient exposure during their clinical training.

OU PA PROGRAM GOALS: HOW ARE WE DOING

Our program has been recognized by US News and World Report as one of the nation’s 50 best programs. We are proud of our #46 ranking in 2021⁸

	OU PA Program-OKC		
	OU PA Program-OKC	Oklahoma	National
Total Number of PAs	1,011	2,310	148,560
In Primary Care	25.9%	27.5%	24.3%
Rural Populations	36%	28%	1.7%
Underserved Populations	32%	26.7%	34%
Practicing In-State	88.9%	85.1%	61.1%
Graduating Students (Co2020)	48	101	9,990
Attrition rate	5.8%	9.1%	6.7%
Average starting Salary	\$105,000	\$103,600	\$110,326
5 Year First Time PANCE Pass Rate	94%	95.3	95%
2020 First Time PANCE Pass Rate	96%	95.0%	95%
2019 First Time PANCE Pass Rate	91%	91.6%	93%
2018 First Time PANCE Pass Rate	98%	99.1%	98%

OU PA Program-OKC	
Student Didactic Experience (Co2020)	
Average Didactic GPA	3.5
Number of program devoted PA faculty	10
Student Clinical Experience (Co2020)	
Students Completing Minimum Patient Encounters	100%
Employers rating Graduates (Co2018)	
Satisfied with Professionalism	99%
Satisfied with Patient Care	99%
Satisfied with Communication	99%
Alumni Rating (Co2020)	
Employed within 3 months	88.5%
Salary above expected salary	74.1%
Placed at first choice of medical specialty and setting	55.0%

¹2020 Alumni Survey

²National Commission on Certification of Physician Assistants – 2020 Specialty Report

⁴Oklahoma State Board of Medical Licensure and Supervision

⁵Physician Assistant Education Association – Student Report 4

⁷2018 Employer Survey

⁸US News and World Report 2021

GOAL 3: STUDENTS ARE EDUCATED IN AN ENVIRONMENT THAT EMPHASIZES PROFESSIONALISM AND TEAM-BASED HEALTHCARE

INTER-PROFESSIONAL TEAM MEDICINE

Professionalism and team skills training is infused across the curriculum. Students participate in 6 Objective Structured Clinical Examination (OSCE) events where they receive feedback from standardized patients on their professional abilities. At these OSCE events, students have the opportunity to demonstrate competency in communication, history taking, physical examination, clinical reasoning, medical knowledge, and integration of these skills in a controlled, simulated hospital environment. It is meant to be a fair and accurate way to assess competence, as well as identify areas that need more work and practice. Course work includes multiple healthcare providers and professionals demonstrating their role within the system. Crucially, the 2020 Alumni Survey found that 85.7% of graduates said “the [OU PA] program prepared me to work effectively with an inter-professional team” and 88.6% those graduates felt the program was integral in preparing them work as part of an inter-professional team. Additionally, the 2020 Alumni Survey revealed that 91.4% of graduates believe the program prepared them well in developing “patient care skills” and 94.3% of graduates rated that the program equipped them well with the interpersonal and communication skills necessary for professional practice.

	OU PA Program-OKC
Graduated Students	
Prepared for work in an inter-professional team	88.6%
Able to work effectively in an inter-professional team	85.7%
Prepared them well in developing “patient care skills”	91.4%
Equipped with the interpersonal/communication skills for PA practice	94.3%

**GOAL 4: WE PREPARE AND PROMOTE STUDENTS TO DELIVER
HEALTHCARE TO DISADVANTAGED POPULATIONS**

SERVICE

Delivery of healthcare to underserved populations begins with training in the pre-clinical curriculum through the community volunteer service requirement. 100% of students participate in the care of special and underserved populations during this time. Last year our students completed 2,902 volunteer hours. Diversity training is integrated throughout the pre-clinical and clinical curriculums. Additionally, students participate in Diversity Day where students from all programs at OUHSC come together to identify and discuss cultural differences that impact healthcare.

GOAL 5: THE INSTITUTION WILL INVEST IN FACULTY, STAFF, TECHNOLOGIES, AND FACILITIES THAT WILL ENABLE US TO ACHIEVE OUR MISSION AND GOALS

INSTITUTIONAL COMMITMENT

The PA Program student:faculty ratio is 13.6:1. This is comparable to the student to faculty ratio at other academic health science centers at 13.2:1¹. The PA Program budget is consistent with the national average for an academic health science center. The program has access to a state of the art clinical simulation center that is actively used for objective structured clinical examinations and patient simulation events. The program has dedicated classroom space.

The program has access to a top tier medical library that provides print and online resources for students and faculty.

¹Physician Assistant Education Association – Program Report 35