

Harding PA Program Effectiveness in Meeting Goals

Goal 1: Equip PA students to deliver competent and ethical care from a Christian perspective

The program's goal is to prepare graduates who demonstrate competence in PA practice and uphold the highest ethical standards, guided by a Christian worldview. Achievement of this goal is assessed through competency-based evaluations conducted throughout the curriculum, graduate outcomes including performance on the national certification examination, and student feedback at graduation regarding both their confidence in these areas and the integration of Christian principles as reflected in the Christian Bioethics course and faculty evaluations.

Indicators	Statement, Question, or Data Point	Program Goal	Class of 2021	Class of 2022	Class of 2023	Class of 2024
Competent Care Measurements						
Didactic Phase Summative Evaluation	Pass with or without remediation	100% of cohort	100% (36 students)	100% (35 students)	100% (34 students)	100% (33 students)
Clinical Phase Summative Evaluation	Pass with or without remediation	100% of cohort	100% (36 students)	100% (35 students)	100% (33 students)	100% (33 students)
PAEA End of Curriculum Exam (Written Section of the Clinical Phase Summative Evaluation)	Comparison to National Average	Within a ½ standard deviation of the national mean	N/A	0.025 SD from the national avg	-0.33 SD from the national avg	-0.32 SD from the national avg
PANCE	First time taker	>National	94% (national	97% (national	94% (national	91% (national

Performance	pass rate	average	avg 93%)	avg 92%)	avg 92%)	avg 92%)
	% of Candidates who Ultimately Passed PANCE	100%	100% (93% national avg)	100% (92% national avg)	94% (89% national avg)	100% (89% national avg)
NCCPA Competencies Survey ¹	Manage general medical and surgical conditions, including understanding the indications, contraindications, side effects, interactions, and adverse reactions of pharmacological agents and other relevant treatment modalities	Average >3.0	3.17 (n=36)	data not collected	2.94 (n=33)	3.03 (n=33)
	Competently perform medical and surgical procedures considered essential in the area of practice	Average >3.0	3.25 (n=36)	data not collected	3.12 (n=33)	3.12 (n=33)
Ethical Patient Care Measurements						
Christian Bioethics Student Course Evaluation ²	Average course evaluation scores for PAS 6110 Christian Bioethics	Average >4.0	Avg 4.29 (n=22)	Avg 4.36 (n=9)	Avg 4.44 (n=20)	Avg 4.0 (n=4)

Preceptor Eval ³	Adheres to patient privacy laws and demonstrates ethical behavior	Average >2.8	N/A	N/A	Avg score 3.0	Avg score 3.0
NCCPA Comp	Create and sustain a therapeutic and ethically sound relationship with patients	Average >3.0	3.75 (n=36)	data not collected	3.58 (n=33)	3.7 (n=33)
	Commit to ethical principles pertaining to provision or withholding of clinical care, confidentiality of patient information, informed consent, and business practices	Average >3.0	3.78 (n=36)	data not collected	3.61 (n=33)	3.85 (n=33)
Christian Perspective Measurements						
Student Evaluation of Faculty ⁴	The instructor taught the course from a Christian perspective	Avg > 4.5	Avg 4.76	Avg 4.70	Avg 4.58	Avg 4.49

¹The NCCPA competencies survey is administered prior to graduation, allowing graduates to self-assess their strengths in areas such as health maintenance, physical diagnosis, clinical reasoning, patient management, and diagnostic study interpretation. The survey uses a Likert scale (1-Needs improvement, 2-Adequate, 3-Strong, 4-Very strong).

²The PAS 6110 Christian Bioethics course evaluation is administered at the close of the course. The survey uses a Likert scale (1-Strongly Disagree, 2-Disagree, 3-Neither agree nor disagree, 4-Agree, 5-Strongly agree).

³The preceptor evaluation of the student is administered at the close of every clinical rotation. The reported number is an average for all students from all rotations during the clinical phase. For the Class of 2023 and 2024 the survey uses a Likert scale (3-Competent, 2-Inconsistent, 1-Incompetent). Beginning with the Class of 2025 the Likert scale is updated to 1-Poor, 2-Below Average, 3-Average, 4-Above Average, 5-Superior in response to preceptor feedback.

⁴Student evaluations of faculty are administered at the close of every semester for each principal faculty member. The surveys use a Likert scale (1-Strongly Disagree, 2-Disagree, 3-Neither agree nor disagree, 4-Agree, 5-Strongly agree). The average represents all evaluations throughout the year.

Goal 2: Encourage skills in lifelong learning and professional development including participation in professional organizations

Throughout the program, faculty intentionally equip students with the skills and mindset needed for lifelong learning and ongoing professional growth. This commitment is reinforced through participation in professional organizations and the structured Master's Project, which is designed to foster critical thinking, emphasize preventive care, and improve community health outcomes. By engaging with the COPC framework, students gain practical experience that prepares them for a career of continual learning and professional development.

Achievement of this goal is demonstrated through strong performance on Master's Project evaluations and course assessments, high levels of graduate-reported confidence in their commitment to professional development and in the program's preparation for professional life, consistent participation in professional organizations during and after the program from survey respondents, and preceptor evaluations of students' engagement in lifelong learning throughout clinical experiences.

Indicators	Statement, Question, or Data Point	Program Goal	Class of 2021	Class of 2022	Class of 2023	Class of 2024
Lifelong Learning Measurements						
Master's Project Scores ¹	Average score for the results/analysis and presentation phase	>90%	96.1%	96.10%	96.70%	95.81%

Master's Project Course Evaluations ²	Course Eval	>4.0 average for the course	4.48 (n=22)	4.18 (n=34)	4.04 (n=25)	4.39 (n=29)
Professional Organizations & Development Measurements						
Membership AAPA and ARAPA	% members in these organizations	100%	100%	100%	100%	100%
Graduate Survey	Do you maintain memberships in the following organizations	>90% maintain membership in AAPA	100% (n=10)	100% (n=11)	92.31% (n=17)	
		>80% maintain membership in the state PA Chapter	100% (n=10)	42.86% (n=11)	69.23% (n=17)	
NCCPA Comp Survey	Commit to excellence and on-going professional development	Average response >3.0	3.72 (n=36)	Data not collected	3.61 (n=33)	3.76 (n=33)
Graduate Survey	Rate the overall effectiveness of the program in preparing you for professional life as a physician assistant	100% very effective or effective	100% (n=10)	100% (n=11)	100% (n=17)	

¹PAS 6750: Master's Project serves as the capstone course for the program. Within this course, students design and implement a research study and intervention grounded in the Community-Oriented Primary Care (COPC) model. This integrative model combines principles of population health with patient-centered primary care.

²The course evaluation is administered at the close of the course at graduation and the survey uses a Likert scale (1-Strongly Disagree,

2-Disagree, 3-Neither agree nor disagree, 4-Agree, 5-Strongly agree)

Goal 3: Promote supportive professional relationships among faculty, staff, and students

The program is committed to fostering a supportive and collaborative learning environment where faculty, staff, and students encourage one another, reflecting the teamwork essential to professional practice. Progress toward this goal is measured through student participation in volunteer mentor groups, student feedback on the level of support and faculty accessibility, and graduate confidence in carrying this skill into their own professional practice.

Indicators	Statement, Question, or Data Point	Program Goal	Class of 2021	Class of 2022	Class of 2023	Class of 2024
Supportive Professional Relationship Measurements						
Student Mentor Groups Volunteers	Students volunteer to serve as mentors for incoming students	>75% of cohort volunteers	86.1% (n=36)	79.4% (n=34)	84.3% (n=34)	77.4% (n=32)
Sufficiency of Institutional Resources Survey ¹	The faculty and staff promote supportive personal and professional relationships	Average >4.0	N/A	N/A	4.15 (n=27)	4.15 (n=27)
	During the admissions process, I felt involved and valued as a person.	Average >4.0	N/A	N/A	4.7 (n=27)	4.7 (n=27)

	The program director, academic director, and clinical director are accessible and available as needed.	Average >4.0	N/A	N/A	4.56 (n=27)	4.56 (n=27)
NCCPA Comp Survey	Create professional relationships with physician supervisors and other health care providers	Average >3.0	3.81 (n=36)	data not collected	3.58 (n=33)	3.76 (n=33)

¹This survey is new starting with the Class of 2023 with the intention to assess faculty and staff sufficiency and effectiveness and institutional resources. The survey uses a Likert scale (5-Strongly Agree, 4-Agree, 3-Neutral, 2-Disagree, 1-Strongly Disagree). The cohorts were not separated for the initial survey deployment but will be for future survey administration.

Goal 4: Prepare students to engage collaboratively with clinical teams and display curiosity in interactions

The program strives to instill a curious and inquisitive mindset in students, encouraging them to use this mindset as a tool for effective collaboration within healthcare teams. Achievement of this goal is measured through preceptor evaluations of student performance across clinical rotations and graduate confidence in their ability to continue applying these skills in professional practice.

Indicators	Statement, Question, or Data Point	Program Goal	Class of 2021	Class of 2022	Class of 2023	Class of 2024
Collaboration Measurements						
Preceptor Eval	Interacts effectively with	Average >2.8	N/A	N/A	Avg score 2.97	Avg score 3.0

	patients, families, colleagues, and other health care professionals					
	Collaborates effectively with members of the healthcare team.	Average >2.8	N/A	N/A	Avg score 2.94	Avg score 3.0
NCCPA Comp	Work effectively with physicians and other health care professionals as a member or leader of a health care team or other professional group	Average >3.0	3.78 (n=36)	data not collected	3.48 (n=33)	3.85 (n=33)
Curiosity Measurements						
Preceptor Eval	Displays enthusiasm, curiosity, and a mature attitude	Average >2.8	N/A	N/A	Avg score 2.94	Avg score 2.99
NCCPA Comp	Foster self-reflection, critical curiosity, and initiative	Average >3.0	3.69 (n=36)	Data not collected	3.58 (n=33)	3.76

Goal 5. Prepare graduates for servant leadership by engaging them in meaningful community service and developing their ability to provide culturally respectful care

The program is committed to cultivating a servant leadership mindset in its students. A key component of this commitment is the facilitation of events that provide no-cost pre-participation physical examinations to medically underserved populations, including local school students with limited access to healthcare and Special Olympics athletes. Conducted once per semester, these events deliver more than 300 physicals annually while fostering meaningful partnerships with community leaders.

Servant leadership is further emphasized through the integration of cultural humility and cross-cultural training across the curriculum. This training has expanded from 20 to 40 designated hours through the addition of experiential learning opportunities, ensuring students develop the skills needed to engage diverse patient populations with respect and empathy.

Progress toward this goal is measured by student participation in service events, continued program sponsorship of these activities, preceptor assessments of student performance, and graduate confidence and ongoing engagement in servant leadership after program completion.

Indicators	Statement, Question, or Data Point	Program Goal	Class of 2021	Class of 2022	Class of 2023	Class of 2024
Engagement in Community Service Measurements						
Program sponsored event serving medically underserved populations	# of events per semester	1 event/didactic semester	Met	Met	Met	Met
% students electing to do cross-cultural	>20% elect to participate		No trips related to pandemic	17.6%	27.3%	3.0%

clinical experience						
Culturally Respectful Care Measurements						
Preceptor Eval Item	Adjusts communication effectively (i.e., speaking, body language, reading, writing, listening) for varied audiences and purposes.	Average >2.8	N/A	N/A	Avg score 2.94	Avg score 3.0
	Incorporates cultural competence into patient care in a primary care setting	Average >2.8	N/A	N/A	Avg score 2.94	Avg score 3.0
NCCPA Comp	Demonstrate sensitivity and responsiveness to patients' culture, age, gender, and disabilities	Average >3.0	3.97 (n=36)	data not collected	3.67 (n=33)	3.85 9 (n=33)
Graduate Servant Leadership Measurements						
6-Month Grad Survey	In what ways do you participate in a Christian	>10% leadership in a church or	30% (n=10)	13% (n=11)	50% (n=17)	

	servant lifestyle?	community organization				
		>80% involvement in missions or active participation in faith community	80% (n=10)	100% (n=11)	92% (n=17)	