Northeastern University PA Program Goals Outcomes:

Goal 1: Prepare students to become effective members of an interprofessional healthcare team.

Measurement 1: On every clinical rotation, the program collects data on students' ability to demonstrate competence as effective members of an interprofessional healthcare team on the first evaluation.
Benchmark 1: The programmatic benchmark for success in this goal is greater than or equal to 98% of student evaluations demonstrating competence on the first evaluation.
Strength Indicator 1: A strength indicator is 100% of student evaluations, which shows that the students demonstrate competence in course learning outcomes related to effectiveness on an interprofessional team during their first evaluation.
Response Rate Benchmark: The response rate benchmark is 39.3%.
Trend: A trend is defined as a unidirectional change of 2% or more over 3 years.
Findings: 100% of student evaluations showed competence on the first evaluation, meeting program strength indicator. Response rates met the benchmark at 100%.

Measurement 2: Students in their last month of the program complete an End-of-Program Survey. Students are asked to rank their agreement with the following item: The PA curriculum is consistent with the program goals. - Prepare students to become effective members of an interprofessional healthcare team on a scale of 1-5, with 5 being the strongest level of agreement.
Benchmark 2: The programmatic benchmark is 3.5/5 or greater.
Strength Indicator 2: A strength indicator is 4.5/5 or greater.
Trend: A unidirectional change of 0.5 or greater over three years.
Response Rate Benchmark: The response rate benchmark is 39.3%.
Findings: The mean student score was 4.43/5, meeting the program benchmark. Response rates met benchmark at 100%.

Measurement 3: The program collects faculty perceptions of the program through the annual Faculty and Staff Survey. Faculty are asked to rank their agreement with the following item: The PA curriculum is consistent with the program goals. - Prepare students to become effective members of an interprofessional healthcare team on a scale of 1-5, with 5 being the strongest level of agreement.
Benchmark 3: The programmatic benchmark is 3.5/5 or greater.
Strength Indicator 3: A strength indicator is 4.5/5 or greater.
Trend: A unidirectional change of 0.5 or greater over three years.
Response Rate Benchmark: The response rate benchmark is 39.3%.
Findings: The mean faculty score was 4.88/5, meeting the program strength indicator benchmark. Response rates met the benchmark at 89%.

Outcome: The Northeastern University PA Program successfully meets its goal of preparing students to become effective members of an interprofessional healthcare team.

Source	Measures	AY 2020-2021	AY 2021-2022	AY 2022-2023	Trend Sparklines	Trends	Response Rate
Preceptor Evaluations	Demonstrated competence as an effective member of an interprofessional healthcare team.	100.0%	100.0%	100.0%		No Significant Trend	AY 20-21 = 100% AY 21-22 = 100% Ay 22-23 = 100%
End of Program Survey	The PA curriculum is consistent with the program goals. - Prepare students to become effective members of an interprofessional healthcare team.	4.48	4.57	4.43		No Significant Trend	AY 20-21 = 89.8% AY 21-22 = 100% AY 22-23 = 100%
Faculty and Staff Survey	The PA curriculum is consistent with the program goals. - Prepare students to become effective members of an interprofessional healthcare team.	4.88	4.86	4.88		No Significant Trend	2021: 89% 2022: 78% 2023: 89%

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Goal 2: Graduate competent medical practitioners who are in high demand by employers.

Measurement 1: The program collects data from each graduating class in an *End-of-Program Survey* before graduation. In the *End-of-Program Survey*, students are asked if they have a job offer at the time of the survey.
Benchmark 1: The programmatic benchmark for the success of this goal is to have 25% or more students with a job offer before graduation.
Strength Indicator 1: A strength indicator is that 50% of students with a job offer before graduation.
Trend: A change of 10% or more over 3 years.
Response Rate Benchmark: The response rate benchmark is 39.3%.
Findings: In the Class of 2023 End of Program Survey, 42.9% of respondents had a job offer before graduation. Response rates met benchmark at 100%.

Measurement 2: The program collects data from each graduating class in a *Graduate Survey* at least a year after graduation. In the Graduate Survey, students are asked how long it took them to find a job.
Benchmark 2: The programmatic benchmark for 95% of graduates responding employed* by one year after graduation. *Excludes graduates who choose not to seek employment for personal reasons.
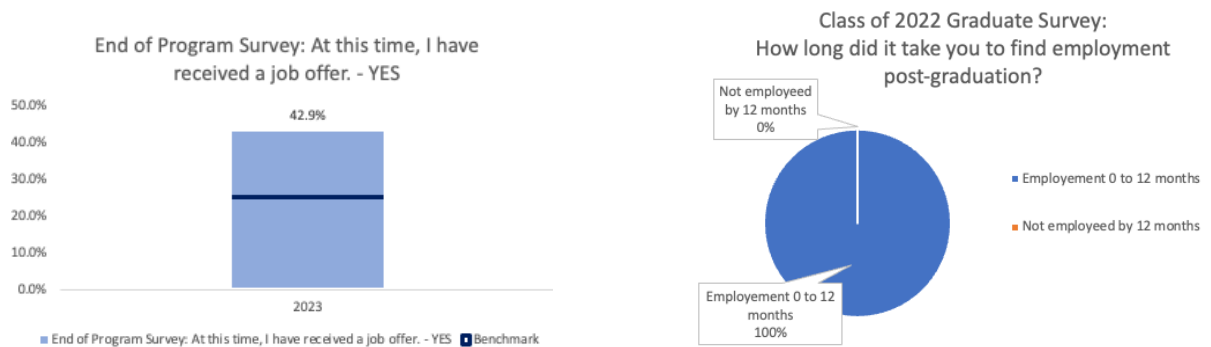**Strength Indicator 2:** A program strength indicator is 100% employed by 1 year
Trend: A change of 10% or more over 3 years.
Response Rate Benchmark: The response rate benchmark is 39.3%.
Findings: In the Class of 2022 *Graduate Survey,* 100% of respondents reported employment by 1 year. Response rates met benchmark at 57.1%.

Outcome: The Northeastern University PA Program successfully meets its goal of graduating competent medical practitioners who are highly sought after by employers.

End of Program Survey: At this time, I have received a job offer. - YES

Class of 2022 Graduate Survey: How long did it take you to find employment post-graduation?

Source	Measures	AY 2020-2021	AY 2021-2022	AY 2022-2023	Trend Sparklines	Trends	Response Rate
End of Program Survey	At this time, I have received a job offer. - YES	22.7%	16.7%	42.9%		Positive trend	AY 20-21 = 89.8% AY 21-22 = 100% AY 22-23 = 100%
Graduate Survey	How long did it take you to find employment post-graduation? - 0-12 months	100%	100%	100%		No Significant Trend	AY 20-21 = 72% AY 21-22 = 70.8% AY 22-23 = 57.1%

Goal 3: The program's didactic education will prepare students to provide care for diverse patient populations with consideration for disability status, special healthcare needs, ethnicity, race, gender identity, religion/spirituality, sexual orientation, and social determinants of health.

Measurements: The program collects data from each graduating class in an *End of Program* survey before graduation. Students are asked if their didactic education prepared them to care for patients with consideration for disability status, special healthcare needs, ethnicity, race, gender identity, religion/spirituality, sexual orientation, and social determinants of health.

Benchmarks: Programmatic benchmark for the success of this goal is to achieve a mean score of 3.5 or higher out of 5 for each area, including disability status, special healthcare needs, ethnicity/race, gender identity, religion/spirituality, sexual orientation, and social determinants of health.

Strength Indicators: A strength indicator is 4.5/5 or greater for each of the survey items.

Response Rate Benchmark: The response rate benchmark is 39.3%.

Findings: Students' mean for all items met or exceeded the program benchmark, and 3/6 items met the program strength indicator metric as shown below. Response rate benchmark was met with a 100% response rate.

Outcome: The Northeastern University PA Program successfully meets its goal of the program's didactic education will prepare students to provide care for diverse patient populations with consideration for disability status, special healthcare needs, ethnicity, race, gender identity, religion/spirituality, sexual orientation, and social determinants of health.

My PA didactic education prepared me to provide medical care to patients with consideration for -	Mean Score out of 5	Benchmark > 3.5. Program Strength Indicator > 4.5.
disability status or special health care needs	4.31	Meets benchmark
ethnicity and race	4.51	Program strength indicator
gender identity	4.63	Program strength indicator
religion/spirituality	4.47	Meets benchmark
sexual orientation	4.63	Program strength indicator
social determinants of health	4.39	Meets benchmark

Source	Measures	AY 2020-2021	AY 2021-2022	AY 2022-2023	Trend Sparklines	Trends	Response Rate
End of Program Survey	My PA didactic education prepared me to provide medical care to patients with consideration for - disability status or specia health care needs.	3.45	3.87	4.31		Positive trend	AY 20-21 = 89.8% AY 21-22 = 100% AY 22-23 = 100%
End of Program Survey	My PA didactic education prepared me to provide medical care to patients with consideration for - ethnicity/race.	3.77	4.15	4.51		Positive trend	AY 20-21 = 89.8% AY 21-22 = 100% AY 22-23 = 100%
End of Program Survey	My PA didactic education prepared me to provide medical care to patients with consideration for - gender identity.	4.2	4.36	4.63		No Significant Trend	AY 20-21 = 89.8% AY 21-22 = 100% AY 22-23 = 100%
End of Program Survey	My PA didactic education prepared me to provide medical care to patients with consideration for - religion/spirituality.	3.48	3.91	4.47		Positive trend	AY 20-21 = 89.8% AY 21-22 = 100% AY 22-23 = 100%
End of Program Survey	My PA didactic education prepared me to provide medical care to patients with consideration for - sexual orientation.	4.11	4.23	4.63		Positive trend	AY 20-21 = 89.8% AY 21-22 = 100% AY 22-23 = 100%
End of Program Survey	My PA didactic education prepared me to provide medical care to patients with consideration for - social determinants of health.	4	4.19	4.39		No Significant Trend	AY 20-21 = 89.8% AY 21-22 = 100% AY 22-23 = 100%

Goal 4: Prepare students who demonstrate cultural humility during interactions with patients, families, and the healthcare team.

Measurement 1: On every clinical rotation, the program collects data on students' ability to demonstrate cultural humility during interactions with patients, families, and the healthcare team.
Benchmark 1: The programmatic benchmark for success in this goal is greater than or equal to 98% of student evaluations demonstrating competence on the first evaluation.
Strength Indicator 1: A strength indicator is 100% of student evaluations, which shows that the students demonstrate competence in course learning outcomes related to effectiveness on an interprofessional team during their first evaluation.
Response Rate Benchmark: The response rate benchmark is 39.3%.
Trend: A trend is defined as a change of 2% or more over 3 years.
Findings: 100% of student evaluations showed competence on the first evaluation, meeting program strength indicator. Response rates met the benchmark at 100%.

Measurement 2: The program collects faculty perceptions of the program through the annual Faculty and Staff Survey. Faculty are asked to rank their agreement with the following item: The PA curriculum is consistent with the program goals. - Prepare students who demonstrate cultural humility during interactions with patients, families, and the healthcare team on a scale of 1-5, with 5 being the strongest level of agreement.
Benchmark 2: The programmatic benchmark is 3.5/5 or greater.
Strength Indicator 2: A strength indicator is 4.5/5 or greater.
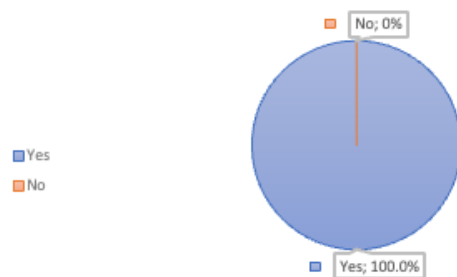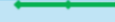**Trend:** A unidirectional change of 0.5 or greater over three years.
Response Rate Benchmark: The response rate benchmark is 39.3%.
Findings: The mean faculty score was 4.88/5, meeting the program strength indicator benchmark. Response rates met the benchmark at 89%.

Outcome: The Northeastern University PA Program successfully meets its goal of preparing students who demonstrate cultural humility during interactions with patients, families, and the healthcare team.

Student demonstrated cultural humility (competence) during interactions with patients, families, and the healthcare team.

No; 0%

Yes
No

Yes; 100.0%

Measures	AY 2020-2021	AY 2021 -2022	AY 2022 -2023	Trend Sparklines	Trends	Response Rate
The PA curriculum is consistent with the program goals. - Prepare students who demonstrate cultural humility during interactions with patients, families, and the healthcare team.	4.25	4.43	4.43		No Significant Trend	AY 20-21 = 89.8% AY 21-22 = 100% AY 22-23 = 100%
Demonstrated cultural humility during interactions with patients, families, and the healthcare team.	100.0%	100.0%	100.0%		No Significant Trend	AY 20-21 = 100% AY 21-22 = 100% Ay 22-23 = 100%