# Evidence in Effectiveness in meeting Program Goals

<table>
<thead>
<tr>
<th>Program Goals and Related Outcomes</th>
<th>Benchmark Criteria</th>
<th>Assessment Tool</th>
<th>Review Period</th>
<th>Review Process (who analyzes and reviews data)</th>
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</thead>
<tbody>
<tr>
<td>1. Recruit and retain diverse and highly qualified students</td>
<td>Cumulative GPA and Science GPA &gt;3.0 PA shadowing hours &gt;30 Direct Patient Care Hours &gt;750 % URM at or above national average Attrition no more than one student per year</td>
<td>Admissions data: Cumulative Undergraduate GPA Science GPA % URM % Student fluent in 2nd language Student Experience Focus Groups Retention rate at or above national average Moslach Burnout Inventory Perceived Stress Scale</td>
<td>Annual based on calendar year</td>
<td>Program Director Director of Assessments and Programmatic Outcomes Principal Faculty Bi-annual data summit with Office of Institutional Effectiveness</td>
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<td>2. Prepare graduates in the <em>therapeutic use of lifestyle changes</em> to prevent and treat disease.</td>
<td>Student will score &gt;75% on lifestyle related questions on summative exams &gt;75% of students will report feeling competent in applying lifestyle counseling to patient encounters</td>
<td>Qualtrics Survey Focus Groups Monthly reflections Clinical Preceptor Survey Graduation Survey Alumni Survey Employer Satisfaction Survey American Academy of Lifestyle Medicine Survey</td>
<td>Annual based on calendar year</td>
<td>Medical Director Program Director Director of Assessments and Programmatic Outcomes Principal Faculty Bi-annual data summit with Office of Institutional Effectiveness</td>
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<td>3. Educate graduates who possess the competence required of contemporary health care practice</td>
<td>PANCE pass rate at or above national average PACKRAT I &amp; II at or above national average</td>
<td>Formative Exams Summative Exam Professionalism Rubric Peer-to-Peer Evaluations OSCE evaluations</td>
<td>Weekly for formative assessments Formally at end of each semester</td>
<td>Program Director Director of Assessments and Programmatic Outcomes Principal Faculty</td>
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<td>3.2/5</td>
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<td>&gt;95% students EPAs/OSCE hit milestone benchmark (TBD)</td>
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| 4. Develop future PA leaders and interprofessional team members who raise awareness of the PA profession |
| >95% students EPAs/OSCE milestone benchmarks Graduates score >3.2/5 on graduation, alumni and employer survey |
| Graduation Survey Alumni Survey Employer Satisfaction Survey Interprofessional Simulation Assessments |
| Annual based on calendar year |
| Program Director Director of Assessments and Programmatic Outcomes Principal Faculty Bi-annual data summit with Office of Institutional Effectiveness |

| 5. Prepare graduates who are engaged in community service and self-directed scholars |
| Volunteer with Faculty once per year Alumni self-report benchmark >75% students |
| Alumni Graduation Survey Employer Satisfaction Survey Capstone rubric |
| Annual based on calendar year |
| Program Director Director of Assessments and Programmatic Outcomes Principal Faculty Bi-annual data summit with Office of Institutional Effectiveness |