

Harding University PA Program Goals and Outcomes

Goal 1: Instruct physician assistants who will provide primary care reflective of their Christian faith and service to their community and to the world.

The program is meeting its goals by cultivating interest in primary care, achieving high rates of employment as practicing PAs, exceeding national benchmarks for primary care and rural practice, and promoting active engagement in a Christian servant lifestyle.

Indicators	Statement, Question, or Data Point	Program Goal	Class of 2020	Class of 2021	Class of 2022	Class of 2023
Exit Survey				n=36	n=35	n=33
	I am interested in primary care as a PA employment opportunity option currently or in the future.	>50% Extremely interested, very interested, or somewhat interested	N/A	67%	69%	58%
6-Month Grad Survey			n=27	n=10	n=11	n=17
	Are you currently practicing as a PA?	>90% currently practicing	93%	100%	91%	94%
	How would you describe the primary clinical speciality in which you work (>50% of work time)?	> program % compared to the national average of PAs working in Primary Care (22% 2023) ¹	37%	20%	22%	43%
	Which of the following best describes the location of your primary practice?	>percentage compared to the national average of PAs working in large or small rural areas or	37%	20%	33%	29%

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		isolated areas (5.8% 2023) ¹				
	In what ways do you participate in a Christian servant lifestyle?	>80% actively participate in a church or community of Christian faith	88%	80%	100%	92%

¹Primary care includes family medicine/general practice, general internal medicine, and general pediatrics. Statistics referencing the 2023 Statistical Profile of Board Certified PAs © NCCPA 2024.

Goal 2: Develop practice-oriented critical thinking which recognizes dependence on God, is committed to lifelong intellectual excellence, and is built upon a foundation of general cultural knowledge.

The program meets its goal of developing practice-oriented critical thinking through strong academic and professional preparation. This is evidenced by high pass rates, performance on critical assessments, and positive graduate feedback.

Indicators	Statement, Question, or Data Point	Program Goal	Class of 2020	Class of 2021	Class of 2022	Class of 2023
Didactic Orientation Survey			n=34	n=30	n=31	n=34
	Please rate the following according to usefulness or effectiveness in addressing critical thinking in PA education and practice. Learning Medicine: Learning & Critical Thinking	>80% Highly effective or effective	79.41%	90%	87.1%	85.29%

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Didactic Phase Summative Evaluation	Pass with or without remediation	100% of cohort	100% (35 students)	100% (36 students)	100% (35 students)	100% (34 students)
Clinical Phase Summative Evaluation	Pass with or without remediation	100% of cohort	100% (35 students)	100% (36 students)	100% (35 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	N/A	0.025 standard deviation from the national average ¹	-0.33 standard deviation from the national average ¹
Master's Project Scores ²	Average score for the results, analysis, and presentation phase	>90%	93.0%	96.1%	96.10%	96.70%
PANCE Performance	First time taker pass rate	>National average	94% (National avg 95%)	94% (National avg 93%)	97% (National avg 92%)	94% (National avg 92%)
	% of Candidates who Ultimately Passed PANCE	100%	100%	100%	100%	94%
6-month grad survey			n=27	n=10	n=11	n=17
	Rate the overall effectiveness of the program in preparing you for professional life as a physician assistant	100% very effective or effective	94.74%	100%	100%	100%

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¹Class of 2022 Program mean 1520, national mean 1519, and SD 52 and Class of 2023 Program mean 1502, national mean 1519 and SD 52

²PAS 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. The Master's Project is intentionally structured to foster critical thinking, emphasize preventive care, and enhance community health outcomes, highlighting the practical application and enduring value of the COPC framework for lifelong practice and professional growth.

Goal 3: Promote supportive personal and professional relationships.

The data demonstrates strong alignment with the program goal of promoting supportive personal and professional relationships, particularly through mentoring programs, organizational membership, and institutional resources.

Indicators	Statement, Question, or Data Point	Program Goal	Class of 2021	Class of 2022	Class of 2023	Class of 2024
Student Mentor Groups Volunteers	Students volunteer to serve as mentors for incoming students	>75% of cohort volunteers	86.1% (36 students)	79.4% (34 students)	84.3% (34 students)	77.4% (32 students)
Membership AAPA and ARAPA	% members in these organizations	100%	100%	100%	100%	100%
Sufficiency of Institutional Resources Survey ¹					n=27	n=27
	The faculty and staff promote supportive personal and professional relationships	Average response >4.0	N/A	N/A	4.15	4.15
	During the admissions process, I felt involved and valued as a person.	Average response >4.0	N/A	N/A	4.7	4.7
Exit Survey				n=35	n=33	

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	Reason for choosing HU? Qualitative A theme indication a supportive environment	>10% of comments identify supportive environment	N/A	Met	Met	
6-Month Grad Survey			n=10	n=11	n=17	
	Do you maintain memberships in the following organizations:	>90% maintain membership in AAPA	100%	100%	92.31%	
		>80% maintain membership in the state PA Chapter	100%	42.86%	69.23%	

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 Likert scale is 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: Nurture lifelong personal habits that lead to a healthier quality of life physically, spiritually, psychologically and socially.

The program effectively fosters lifelong personal habits that support physical, spiritual, psychological, and social wellness. The program demonstrates a comprehensive approach to cultivating well-rounded habits that contribute to lifelong health and wellness as demonstrated by the data below.

Indicators	Statement, Question, or Data Point	Program Goal	Class of 2020	Class of 2021	Class of 2022	Class of 2023
Didactic Orientation Course Evaluation ¹			n=34	n=30	n=31	n=34
	Please rate the following according to usefulness or effectiveness in promoting	>90% Very effective or effective	97%	97%	94%	94%

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	student wellness.Becoming a PA Student: The Stress Talk					
	Please rate the following according to usefulness or effectiveness in promoting student wellness.Loving Medicine: Challenge Course	>90% Very effective or effective	97%	70%	97%	100%
Master's Project Interventions ²	% of projects emphasizing a preventive care intervention	>75% of projects	89%	79%	100%	89%
Prayer Breakfast ³	Weeks offering prayer breakfast during didactic year	100% of regular weeks in the semester	100%	100%	100%	100%
6-Month Grad Survey			n=27	n=10	n=11	n=17
	What do you do to promote your physical and spiritual health?	> 80% Exercise/ Meditation	90%	80%	90%	87%
		>80% Prayer/ Bible study	74%	80%	90%	80%
	>80% Outdoor activities	100%	90%	80%	93%	

¹PAS 6001 Didactic Orientation course evaluation has questions addressing the sessions that provide instruction in medical learning and critical thinking. The survey has a Likert scale 5:High Effective, 4:Effective, 3: Average, 2: Ineffective, 1: Highly ineffective

²PAS 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. The Master's Project is intentionally structured to foster critical thinking, emphasize preventive care, and enhance community health outcomes, highlighting the practical

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application and enduring value of the COPC framework for lifelong practice and professional growth.

³The program facilitates a weekly, optional prayer breakfast for students, during the regular semester designed to provide a structured opportunity for collective prayer and Bible study. The objective of this initiative is to foster spiritual growth and encourage the development and nurturing of consistent spiritual practices.

Goal 5. Emphasize a servant-leadership lifestyle which prepares graduates to have a respect for other cultures and an understanding of world missions.

To support its mission of nurturing servant leadership and fostering meaningful community engagement, the Physician Assistant Program facilitates events to provide no-cost pre-participation physical examinations to medically underserved populations, including students in local schools with limited healthcare access and Special Olympics athletes. Conducted once per semester, these events deliver over 300 physical examinations annually while fostering collaborative relationships with community leaders.

The program prioritizes servant leadership by incorporating cultural humility and cross-cultural training into its curriculum. This training is embedded across multiple courses, with designated hours identified to achieve the program's objectives. Initially, the curriculum included 20 hours of content; however, it has been expanded to 40 hours through the integration of experiential learning opportunities.

Indicators	Statement, Question, or Data Point	Program Goal	Class of 2020	Class of 2021	Class of 2022	Class of 2023
Program sponsored event serving medically underserved populations	# of events per semester	1 event/didactic semester	Met	Met	Met	Met
Curriculum content hours on cultural competency and mission work	Curriculum hours	>20 hours of training in didactic curriculum	20 hours	32 hours	40 hours	40 hours
6-Month Grad Survey			n=27	n=10	n=11	n=17
	In what ways to you	>10% leadership in a church or	12%	30%	13%	50%

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	participate in a Christian servant lifestyle?	community organization				
		>80% involvement in missions or active participation in faith community	88%	80%	100%	92%