



Department of Physician Assistant Studies

Mission, Goals, and Program Outcomes (Rev. 10/25)

Mission

Kean University's Physician Assistant Program graduates PAs who provide evidence-based, equitable health care to diverse populations; are clinically and culturally competent; and value life-long learning.

Program Goals and Outcomes: Reported for C2024 and C2025

Goal 1) Provide a structured curriculum that produces graduates who demonstrate the knowledge, skills, and behaviors necessary for competent PA practice.

Measure (Direct): Preceptor Evaluation of Student Performance

Derivation: Ratings on items related to medical knowledge and clinical skills

Benchmark: **≥80%**

Outcome: Achieved as per scores on the following evaluation items:

- Identify signs and symptoms of common conditions
- Apply clinical reasoning and problem-solving skills
- Elicit a medical history
- Perform a physical exam based on patient presentation

Measure (Direct): Summative Evaluation Pass Rate

Derivation: PAEA's End of Curriculum Exam, program's OSCEs and testing of technical skills

Benchmark: **100%**

Outcome: **100%**

Measure (Direct): Graduation Rate

Derivation: Equal to or greater than the latest reported PAEA rate (Report 36)

Benchmark: **93.6%**

Outcome: C2024: **95%** C2025: **96%**

Measure (Direct): PANCE Pass Rates **(all/first-time test takers)**

Derivation: National averages of PANCE test-takers

Benchmark: Equal to or greater than the National averages - **2024: 89%/92%; 2025: 90%/92%**

Outcomes: C2024: **100%/72%** C2025: **100%/92%**

Measure (Indirect): PAEA End of Program (Graduate Exit) Survey

Derivation: Ratings on items related to achievement of knowledge and skills necessary for practice

Benchmark: ≥80%

Outcome: Achieved or not as per the following item ratings **(C2024/C2025):**

Evaluate didactic instruction (quantity and quality): 97.5%/93.3%
Rate overall quality of experiences in clinical rotations: 77.5%/77.5%
Observed by preceptor taking patient history: 70.1%/87.3%
Observed by preceptor performing physical exam: 74%/90.5%
Observed by preceptor performing technical procedures: 87%/90.4%
Given mid-point feedback by preceptor: 88.3%/98.4%
Confidence in implementing the Core Competencies for New PA Graduates: 81.3%/84%
Cultural humility: 88%/86%
Health care finance and systems: 68%/80%
Health literacy and communication: 86%/84%
Interprofessional collaborative practice and leadership: 84%/86%
Patient-centered practice knowledge: 86%/86%
Professional and legal aspects of health care: 72%/80%
Self-assessment and ongoing professional development: 84%/88%
Society and population health: 82%/82%

Goal 2) Sustain a supportive and reflective learning environment that fosters empathy and a respect for justice, equity, diversity, and inclusion (JEDI).

Measure (Direct): Preceptor Evaluation of Student Performance

Derivation: Ratings on items related to professionalism, interprofessional communication, and demonstration of cultural humility

Benchmark: ≥80%

Outcome: Achieved as per scores on the following evaluation items:

Demonstrates cultural humility in the clinical setting
Functions as an effective member of an IP health care team
Exhibits professional appearance, demeanor, and conduct

Measure (Indirect): PAEA End of Program (Graduate Exit) Survey

Derivation: Ratings on items related to the learning environment and JEDI issues

Benchmark: ≥80%

Outcome: Achieved or not as per the following item ratings **(C2024/C2025):**

Evaluate didactic instruction (quantity and quality): 97.5%/100%
Burnout prevention/Provider wellbeing: 100%/100%
Culturally appropriate care for diverse populations: 100%/100%
Disease prevention/Health maintenance: 100%/100%
Health equity/Social determinants of health: 100%/100%
Implicit bias: 100%/100%
Leadership: 95%/100%
Palliative/End of life care: 70%/100%
Public health: 100%/100%
Role of community health and social service agencies: 100%/100%
Social justice/Anti-racism training and curriculum: 100%/100%
Substance use disorders: 90%/100%

How satisfied are you with:

Accessibility/Responsiveness of faculty: 90%/86%

Class size/Student-faculty ratio: 96%/96%

Diversity of faculty: 72%/92%

Diversity of student body: 78%/96%

Opportunities to participate in community service: 86%/88%

Program mission consistent with personal values: 84%/82%

Program reputation: 92%/80%

How true are the following statements:

I am treated with as much respect as other students in my PA program: 92%/88%

I can really be myself in my PA program: 86%/88%

Measure (Indirect): PAEA End of Program (Graduate Exit) Survey

Derivation: Ratings on items related to negative experiences in PA school

Benchmark: 0%

Outcome: Achieved or not as per the following item ratings (C2024/C2025):

To your knowledge were any students in your cohort:

Discriminated against or harassed based on their age: 0%/0%

Discriminated against or harassed based on their disability status: 0%/0%

Discriminated against or harassed based on their gender/gender identity:

12.5%/18.2%

Discriminated against or harassed based on their race or ethnicity: 0%/0%

Discriminated against or harassed based on their religion: 0%/0%

Discriminated against or harassed based on their sexual orientation: 0%/0%

Publicly embarrassed or humiliated: 25%/18.2%

Required to perform personal services (e.g., shopping, babysitting): 0%/18.2%

Subjected to unwanted sexual advances: 37.5%/0%

Threatened with or experienced physical harm: 0%/0%

Goal 3) Promote interprofessional and collaborative efforts with partners within the University, in clinical practice, and in the community to advance quality, patient-centered healthcare.

Measure (Indirect): Interprofessional Education and Grand Rounds

Derivation: PA student participation in IPE events and CHPHS Grand Rounds

Benchmark: ≥90%

Outcome: 100%

Measure (Direct): Clinical Logging

Derivation: Reported interactions with other health care providers

Benchmark: ≥90%

Outcome: 100%

Measure (Indirect): Service to the Community

Derivation: KU PA Student Society (KUPASS) Community Service Projects

Benchmark: ≥2 per year

Outcome: 100% as per the following:

| Activity | Purpose/Goals | Volunteers | Impact | Date |
|---------------------|---|-----------------------|--|---------------|
| School Supply Drive | Collect school supplies for students who are in low-income communities/ public schools. | 3 students | School supplies, including binders, folders, notebooks, pencils, pens, pencil cases, sharpeners, scissors, glue sticks, and crayons were collected in collaboration with NJSSPA and other schools including FDU and St. Elizabeth. | 7/24-8/7/23 |
| PAEA Project Access | Student led competition in which PA students teach second grade students about the PA profession and human anatomy. | 9 students, 3 faculty | Activities included “pin the organ on the body” and PA themed coloring books. This was a way to show school spirit and advocate for the PA profession in the community of Linden. | 10/10/23 |
| Food Drive | Collect non-perishable food items, as well as health and hygiene products, for Kean’s Cougar Pantry. | 2 students | Items collected included coffee, tea bags, oils, condiments, pasta, shampoo, conditioner, hair ties, toilet paper, and deodorant. | 10/19-11/6/23 |
| Coat/Toy Drive | Collaborate with Elmora Youth Little League to collect coats and toys for the 2023 holiday season | 4 students | Coats and toys were collected and donated. | 12/9/23 |
| Special Olympics | Collaborate with | 3 students | Provided | 3/5/24 |

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|---------------------------|---|------------------------|---|----------|
| New Jersey Young Athletes | KEAN OT to guide children aged 2-7 through different Olympic style sports stations. | | meaningful training and completion opportunities for young athletes. | |
| Clothing Drive | Collect clothes for a community in need. | 6 students | Students visited and provided clothing to individuals in Elizabeth, NJ. | 6/13/24 |
| School Supply Drive | Partner with Make the Road New Jersey to collect school supplies. | 4 students | Collected and distributed school supplies for children in preparation for the new school year. | 9/5/24 |
| PA Profession Education | Educate 5th grade students about the PA profession. | 13 students, 2 faculty | Taught students about the PA profession through different activities including relay races, trivia and "pin the organ on the body." | 10/16/24 |

Measure (Indirect): Service to the Profession

Derivation: Participate in state, regional or national PA organizations and/or conferences

Benchmark: 20%

Outcome: 100%

All students presented research posters at the following conferences:
 NJ PA Educator's Student Research Symposium: C2024, C2025
 KU Graduate Research Days: C2024, C2025

Student participation supported by PAS for the following conferences:
 AAPA - May 2023 Nashville, TN: 9 students
 AAPA - May 2024 Houston, TX: 1 Student
 AAPA - May 2025 Denver: 6 Students

The following students were elected to positions in national organizations:
 Jhocelyn Mesias, C2024: Northeast Regional Director of Student Academy, AAPA
 Nasrin Jahan, C2025: Student Academy Representative to House of Delegates, AAPA