

BUPAP General Goals

1. Maintain continuous accreditation with the Accreditation Review Commission on Education for the Physician Assistant.

The Accreditation Review Commission on Education for the Physician Assistant, Inc. (ARC-PA) has granted Accreditation-Continued status to the Bethel University Physician Assistant Program sponsored by Bethel University. Accreditation-Continued is an accreditation status granted when a currently accredited program is in compliance with the ARC-PA Standards.

Accreditation remains in effect until the program closes or withdraws from the accreditation process or until accreditation is withdrawn for failure to comply with the Standards. The approximate date for the next validation review of the program by the ARC-PA will be March 2024. The review date is contingent upon continued compliance with the Accreditation Standards and ARC-PA policy.

The program's accreditation history can be viewed on the ARC-PA website on the [ARC-PA website](#).

2. Recruit and admit highly qualified applicants.

The evaluation of the Admissions standards required by BUPAP determines the effectiveness of this goal as well as the didactic performance, clinical performance and ultimately the PANCE PASS rate. BUPAP evaluates this goal by comparing the entering cohort's scores with the prior cohorts and how well they did on the PANCE, producing a retrospective analysis of Admissions criteria. We analyze the data to aid in the admissions process of selecting highly qualified applicants, which in turn, accomplishes our goal.

Bethel University Physician Assistant Program recruits and admits highly qualified applicants based on GRE scores, GPAs (Prerequisite, Undergraduate/Graduate Cumulative, and Undergraduate/Graduate Science), PA Shadowing Hours (must have a minimum of 40 hours), Patient Care Experience, Health Care Experience Hours, Leadership, and Community Service Hours. In addition to the 40-hour minimum PA Shadowing requirement, BUPAP applicants must also score at least a "C" in the required prerequisite courses. Benchmark demonstrating core knowledge proficiency is GRE total of 300 and Analytical above 3.5. Strength is noted with GRE Total of >310 and Analytical above 4.5.

BUPAP lists the recommendations of a highly qualified PA Candidate under the Admissions portion of our website, as well as in our PA Information Packet. These recommendations are based on the averages of successful candidates in prior admission cycles, as well as what is deemed to be an ideal candidate. While this is a goal for applicants to achieve, BUPAP does not make these scores/hours an admissions requirement. Instead, BUPAP recommends that applicants refer to the averages. Applicants are informed that these are only averages, and that each application is evaluated on its own merit.

BUPAP Admission decisions are not only based on satisfactory academic achievement, but also on non-academic factors, such as Patient Care Experience Hours, Health Care Experience Hours, Leadership, and Volunteer/Community Service Hours, which serve to ensure that applicants for admission can complete the essential functions of the didactic and clinical education required for graduation.

BUPAP continues to admit highly qualified applicants from diverse backgrounds. We do not discriminate during the application cycle and believe having a more diverse cohort aids in the formation of a compassionate healthcare professional.

Diversity within our program does not consist of ethnicity alone, but also those who are from varying socioeconomic levels, as well as geographic locations. Benchmark is > 15% underrepresented students and strength is noted > 20% underrepresented students.

Matriculation Year	2017	2018	2019	2020	2021	2022	2023
Completed Applications	335	425	409	448	390	432	424
Interviewed	76	92	102	108	118	116	108
Enrolled	50	50	50	50	50	50	50
Mean Age	26	26	25	26	25	24	24
% Tennessean	24	28	48	42	34	28	32
% Male	46	34	38	34	24	28	42
% Underrepresented	24	16	20	14	30	18	16
GPA Overall	3.20	3.37	3.37	3.33	3.43	3.42	3.46
GRE Verbal	155	151	151	151.7	153	152	153
GRE Quantitative	154	150	153	151.9	151	151	153
GRE Analytical Writing	3.9	3.75	3.82	3.80	3.97	4.04	4.0

3. Attract and graduate students who exhibit a servant's heart.

BUPAP determines the effectiveness in meeting this goal based on exceeding the minimal requirements of volunteer hours during the admission's process and volunteer hours during the student's time at the PA program. The minimum hours for applicants to receive an interview is 25 volunteer hours. The required volunteer hours during the didactic and clinical phase of the program are 40 hours. This goal is evaluated only on those students who are admitted to the program.

To attract students who exhibit a servant's heart, applicants matriculating into the program are required to have a minimum of 25 volunteer hours to gain an interview and be considered for admission into the program. This minimum was established for the admission cycle starting April of 2021 for the Physician Assistant Class of 2024. Previous classes did not have this minimum; however, volunteer hours remained a criterion on the Admission's Interview rubric used during the interview process. The benchmark for a matriculating student is 100 volunteer hours. This benchmark is based on data obtained on previous matriculating classes demonstrating the number of students greater than 100 volunteer hours ranged from ~20-80%, as well as the benchmark of 100 volunteer hours is the halfway

point on the Admission's Interview rubric. The goal is considered met if >75% of the students have more than 100 volunteer hours. It is considered a strength of the program if > 50% of the admitted students have more than 200 volunteer hours.

PA Students admitted into the program are required to complete a minimum of 40 volunteer hours prior to graduation. The benchmark for graduating students is 41 hours. The goal is considered met if > 75% of students obtain more than 41 volunteer hours and it is considered a strength of the program if 50% of the class has > 50 hours.

The Class of 2024 Admission Goal was met and considered a strength to the program as they had greater than 25 students who had greater than 200 service hours at the time of admission and had greater than 38 students that had greater than 100 service hours. We will continue to follow this class through the didactic year and until graduation. Currently at the end of their didactic year, the class has a total of 1271 hours with 742 being non-medical and 529 medical hours. Below are some of the volunteer experiences the class participated in during their didactic year.

Class of	2019	2020	2021	2022	2023	2024
Matriculation Year	2017	2018	2019	2020	2021	2022
# Matriculated	50	50	50	50	50	50
Total Service Hours	13,018	16,571	15,859	21,062	28,945	24,703
Average	325.45	456.5	417.3	478.7	578.9	494
>200	11	21	20	27	32	27
100-200	0	2	10	11	10	12
50-100	8	5	2	3	7	6
25-50	8	5	3	2	1	5
<25	19	17	15	7	0	0
Goal Met		No	Yes	Yes/ Strength	Yes/ Strength	Yes/ Strength

# Graduated	49	47	48	50	
#Hours Required	20	40	40	26*	40
Total hours		2768	2255.7	1729.25	2501.5
Total Medical		1756	1242	963.5	1552.5
Total Non-Medical		1012	1013.7	781.25	949
Class Average		56	48	36	50
# Students < 41 hours		11	12	8	14
# Students > 41 hours		38	34	40	36
# Students > 50 hours		21	15	16	14
Goal Met		Yes	No	Yes*	No

Spring Semester:

- PA students visited local schools and provided health education on nutrition, healthy lifestyles, personal hygiene, and dental care. The PA students conducted fundraising activities to purchase personal hygiene supplies for the various elementary and middle school students.
- PA students volunteered to serve the local community at the World's Largest Fish Fry in Paris, TN.

Summer Semester:

- PA students conducted a Junior PA Day to introduce children of the surrounding communities to various aspects of healthcare. Children had the opportunity to observe a Helicopter Air Ambulance from the Vanderbilt Team with it making a landing at our Paris Campus. Attendees were able to board the helicopter and spend time with the flight team. The children also received tours of a firetruck from the Paris FD and ground ambulance from Henry County EMS. They were allowed photographs of the teams who donated their time to make this day a success. The students also offered stations that provided education in CPR, suturing concepts, and basic anatomy. All proceeds went to St. Jude's Research Hospital to help combat pediatric cancers and other diseases.
- PA students participated in cleanup efforts of the shoreline and hiking trails at Paris Landing State Park, Keep Tennessee Beautiful. They worked with Park Rangers over wooded and swampy terrain to find, collect, and stage waste for removal to preserve environmental quality for the local community.

Fall Semester:

- PA students organized and completed the annual 5K run to benefit the Neurodegeneration with Brain Iron Accumulation (NBIA) Organization.
- Planting and cleaning of the outside area of the PA program Building
- Students were also given the opportunity to participate individually. Some local opportunities were at the following:
 - Keep TN Beautiful
 - Benton County Animal Shelter
 - Second Harvest Food Bank
 - Heritage Center
 - Real Hope Youth Center
 - TN National Wildlife refuge visitor center
 - Tomorrow's Hope
 - Big Sandy Community Outreach
 - The World's Biggest Fish Fry

The class of 2022 graduated 48 students in May of 2022. Their volunteer experiences span from Jan. 2020- May 2022. Due to Covid they were unable to participate in volunteer experiences as classes have in the past and were only required to obtain a total of 26 volunteer hours to graduate. During that time, the Class of 2022 logged a total of 1729.25 hours with 963.5 being non-medical and 781.25 medical hours.

Goal was met for the class of 2022 as 40 students obtained greater than the minimum required hours.

4. To maintain a level of first- time PANCE pass rates above the national average.

The goal was not met for the Class of 2022 as the class scored below the first time PANCE pass rate national average. We will continue to adjust the didactic and clinical curriculum as needed to increase our first time PANCE Pass rate.

a. PACO 2022 First Time Taker Average Pass Rate

- Bethel University PA Program - 88%
- National – 92%

b. Five Year First Time Taker Average Pass Rate

- Bethel University PA Program - 93%
- National – 94%

5. To maintain a 95% employment rate as a PA at six months of graduation.

The goal was not met for the Class of 2022 due to a poor response rate and low percentage of those that did respond. BUPAP is initiating phone surveys and NPI searches to elicit employment information.

The recent Graduate Survey for Class of 2022 had a 41% response rate (20 out of 49 students responded to the survey). This survey showed an 85% employment rate for respondents within 6 months of graduation. (20 students responded 3 were not employed).

The Graduate Survey for Class of 2021 had a 55% response rate (26 out of 47 students responded to the survey). This survey showed an 88% employment rate for respondents, within 6 months of graduation. (25 students responded 3 were not employed, 1 skipped for total 22 out of 26).