BUPAP General Goals

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

   At its March 2024 meeting, the Accreditation Review Commission on Education for the Physician Assistant, Inc. (ARC-PA) placed the Bethel University – TN Physician Assistant Program sponsored by Bethel University on Accreditation-Probation status until its next review in March 2026.

   Probation accreditation is a temporary accreditation status initially of not less than two years. However, that period may be extended by the ARC-PA for up to an additional two years if the ARC-PA finds that the program is making substantial progress toward meeting all applicable standards but requires additional time to come into full compliance. Probation accreditation status is granted, at the sole discretion of the ARC-PA, when a program holding an accreditation status of Accreditation - Provisional or Accreditation - Continued does not, in the judgment of the ARC-PA, meet the Standards or when the capability of the program to provide an acceptable educational experience for its students is threatened.

   Once placed on probation, a program that fails to comply with accreditation requirements in a timely manner, as specified by the ARC-PA, may be scheduled for a focused site visit and is subject to having its accreditation withdrawn.

   Specific questions regarding the Program and its plans should be directed to the Program Director and/or the appropriate institutional official(s).

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

2. **Recruit and admit highly qualified applicants from diverse backgrounds.**

   Bethel University Physician Assistant Program (BUPAP) evaluates the recruitment of highly qualified applicants by comparing the entering cohort's average admissions criteria scores against the previous cohort admissions criteria scores producing a retrospective analysis of Admissions criteria. BUPAP analyzes the data to aid in the admissions process of selecting highly qualified applicants, which in turn, accomplishes our goal.

BUPAP lists the recommendations of a highly qualified PA Candidate under the [Admissions portion of our website](), under BUPAP applicants, as well as in the 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 recruits and admits highly qualified applicants based on GRE scores (quantitative and analytical), GPAs (Prerequisite, Undergraduate/Graduate Cumulative, and Undergraduate/Graduate Science), shadowing hours, patient care experience, health care experience, leadership, and community service hours. BUPAP applicants must also score at least a "C" in the required prerequisite courses.

To determine if the goal has been met for highly qualified students, BUPAP uses GRE scores, both quantitative and analytical, as well as cumulative GRE scores. The benchmarks demonstrating core knowledge proficiency is GRE total of $\geq$300, a GRE analytical $\geq$ 3.5, and cumulative GPA $\geq$ 3.4. The strength benchmarks are noted with a GRE quantitative total of >310 and an analytical $\geq$ 4.5. The Physician Assistant Education Association's (PAEA) *Program Report 36* identifies these areas average scores as a total GRE of 305.8 (N = 76), GRE analytical average of 4.1 (N = 65), and cumulative GPA of 3.6 (N = 195). The goal has been met for 2024.

BUPAP continues to admit highly qualified applicants from diverse backgrounds. Diverse backgrounds are defined as underrepresented individuals in the PA profession who identify as Hispanic or non-Caucasian, as well as the male gender. BUPAP does not discriminate during the application cycle and believes having a more diverse cohort aids in the formation of a compassionate healthcare professional. The benchmarks are $\geq$ 15% underrepresented students for Hispanic or non-Caucasian and males $\geq$ 25%. The strength benchmarks are $\geq$ 25% Hispanic or non-Caucasian and $\geq$ 35% for male underrepresented students. The PAEA's *Program Report 36* identifies these areas average scores as white = 76.9% (23.1 % non-Caucasian, N = 179) and males = 25.4% (N =194). BUPAP's goal is to be in the top 50% of programs across the nation. The United States Census Bureau, Population Estimates Program (PEP), which is updated annually (https://www.census.gov/quickfacts/fact/table/TN/PST045224), also identifies Tennessee with a 78.4% white-alone population percentage (or 21.6% non-caucasion). The goal has been met for 2024.

Matriculation	2017	2018	2019	2020	2021	2022	2023	2024

Graduation Year	2019	2020	2021	2022	2023	2024	2025	2026
Enrolled	50	50	50	50	50	50	50	50
Underrepresented in the Physician Assistant Profession								
% Male	46	34	38	34	24	28	42	28
% Underrepresented	24	16	20	14	30	18	16	20
Goal Met	Yes	Yes	Yes	No	No	Yes	Yes	Yes
Highly Qualified Cohort								
GPA Overall	3.20	3.37	3.37	3.33	3.43	3.42	3.46	3.52
GRE Overall	309	301	304	302	305	303	306	304
GRE Analytical	3.9	3.75	3.82	3.80	3.97	4.04	4.0	4.1
Goal Met	No	No	No	No	Yes	Yes	Yes	Yes

🟥 *Below Benchmark*　　🟩 *At or Above Strength Benchmark*

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 to be met if >50% 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 > 50% 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.

Class of	2020	2021	2022	2023	2024	2025	2026
Matriculation Year	2018	2019	2020	2021	2022	2023	2024
# Matriculated	50	50	50	50	50	50	50
Total Service Hours	16,571	15,859	21,062	28,945	24,703	16,490	37760
Average	456.5	417.3	478.7	578.9	494	329.8	755.2
>200	21 (42%)	20 (40%)	27 (54%)	32 (64%)	27 (54%)	23 (46%)	28 (56%)
100-200	2	10	11	10	12	15	10
Total Students ≥ 100	23 (46%)	30 (60%)	38 (76%)	42 (84%)	39 (78%)	38 (76%)	38 (76%)
50-100	5	2	3	7	6	12	4
25-50	5	3	2	1	5	0	8
<25	17	15	7	0	0	0	0
Goal Met	No	Yes	Yes/ Strength	Yes/ Strength	Yes/ Strength	Yes	Yes/ Strength
Graduating Students with a Servant's Heart							
# Graduated	49	47	48	50	47		
# Hours Required	40	40	26*	40	40		
Total hours	2768	2255.7	1729.25	2501.5	2539.5		
Total Medical	1756	1242	963.5	1552.5	1329.5		
Total non-medical	1012	1013.7	781.25	949	1210		
Class Average	56	48	36	50	54		
# Students < 41 hrs.	11	12	8	14	7		
# Students ≥ 41 hrs.	38 (78%)	34 (72%)	40 (83%)	36 (72%)	40 (85%)		
# Students ≥ 50 hrs.	21 (43%)	15 (32%)	16 (33%)	14 (28%)	19 (40%)		
Goal Met	Yes	Yes	Yes*	Yes	Yes		

🟥 *Below Benchmark*   🟩 *At or Above Strength Benchmark*

Graduating Class (Class of 2024)

Both the Matriculation and Graduation data for the Class of 2024 met the Goal for attracting and graduating a student that exhibit a servant's heart.

- For the Class of 2024 matriculation data was considered a strength as 54% of the class of 2024 had > 200 volunteer hours at matriculation.

- Upon graduation, the Class of 2024 met the benchmark of > 75% of the class had 41 volunteer hours or greater.

- The class did not meet the strength criteria of > 50% of the class having logged > 50 hours as 40% of the class logged over 50 hours.

Didactic Data Class of 2026 (Didactic Year 2024)
The class of 2026 matriculated in Jan 2024. This class met the Matriculation data Goal for attracting a student that exhibits a servant's heart.

- For the Class of 2026, matriculation data was considered a strength as 56% of the class had > 200 volunteer hours.

- We will continue to follow this class through the clinical year and until graduation. Currently at the end of their didact year, the class has a total of 1635 hours with 1020.5 being non-medical and 601.5 medical hours. Below are some of the volunteer experiences the class participated in during their didactic year.

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.

- Wildlife refuge center

Summer Semester:
- PA students organized and competed in a Pickleball Tournament to benefit the Neurodegeneration with Brain Iron Accumulation (NBIA) Organization.

Fall 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 ambulances 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 local charities.

- 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:

- Animal Shelter (walking dogs, cleaning, etc.)
- Carl Perkins Center
- Nursing Homes (painting nails, helping patients with ADLs)
- Blood Drives
- Volunteering at local clinics.

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

The goal was not met for the Class of 2023 as the class scored below the first time PANCE pass rate national average. The goal was met for the Class of 2024 as the class scored at national average for the first time PANCE pass rate. We will continue to adjust the didactic and clinical curriculum as needed to increase our first time PANCE Pass rate.

a. PACO 2023 First Time Taker Average PassRate

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

b. PACO 2024 First Time Taker Average Pass Rate

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

c. Five-Year First-Time Taker Average PassRate

- Bethel University PA Program - 91%
- National – 93%