

Radford University PA Program Mission

The mission of the Radford University Physician Assistant Program is to graduate ethical, competent, and compassionate PAs who are well versed in the art and science of medicine and are prepared to effectively function as members of the interprofessional healthcare team.

Radford University PA Program Goals

Goal 1. Recruit and enroll students who demonstrate academic excellence and a commitment to the healthcare profession.

The PA Program evaluates the average pre-requisite GPA of each cohort (benchmark ≥ 3.5) as a measure of academic excellence. The PA Program discerns commitment to the healthcare profession through assessment of the average number of reported patient care hours per cohort (benchmark ≥ 1000 hours).

- Average Cohort Prerequisite GPA of at least 3.5

Cohort Graduation Year	Average Pre-Req GPA	Goal Met
2022	3.59	Yes
2023	3.57	Yes
2024	3.65	Yes
2025	3.63	Yes
2026	3.67	Yes
2027	3.66	Yes

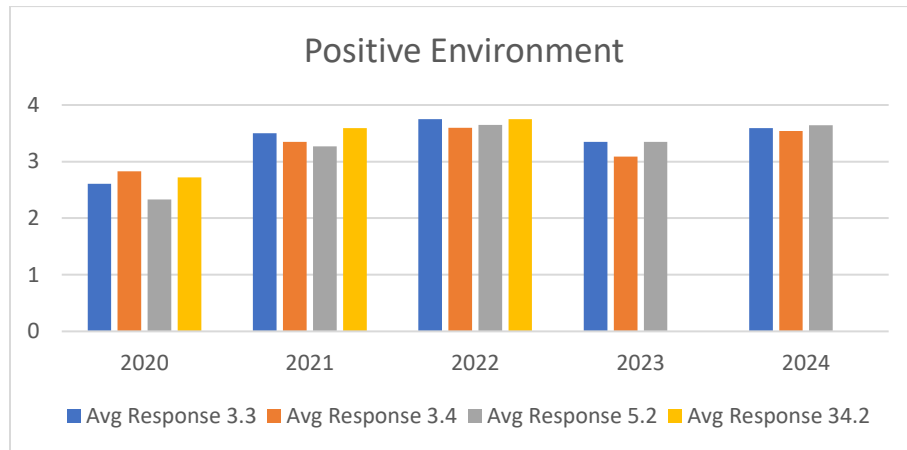
- Average reported patient care hours per cohort (benchmark ≥ 1000 hours). The minimum requirement for consideration for enrollment is 500 hours of hands-on patient care experience.

Cohort	Average Clinical Hours	Goal Met
2022	2278	Yes
2023	2389	Yes
2024	1891	Yes
2025	3046	Yes
2026	3150	Yes
2027	2904	Yes

Goal 2. Provide a positive learning environment that fosters the retention and success of the entire student population.

This goal is evaluated using questions from the Graduate Survey and the Administrative Survey completed by students annually. Items from these surveys are indicated below.

- The Graduate Survey administered by the Office of Institutional Effectiveness at Radford University includes the following 4 questions answered on a 4-point Likert scale (benchmark ≥ 3.00). Questions 3.3 and 3.4 fall under the section titled “General Knowledge, Skills, and Abilities,” and question 5.2 falls under the section titled “Rate your Radford University education in the following general education areas.” Question 34.2 falls under the section titled “Physician Assistant Program Goals and Learning Outcomes.”
 - 3.3 Interpersonal interactions that reflect dignity and respect.
 - 3.4 Appreciation of the diversity of human behavior and culture.
 - 5.2 How well did Radford University/Radford University Carilion faculty and administration provide a positive environment for learning.
 - 34.2 The PA Program provided a positive learning environment that was conducive to attainment of student learning outcomes (34.2a The PA Program provides a positive learning environment).



Cohort Grad Year	Avg Response to 3.3	Avg Response to 3.4	Avg Response to 5.2	Avg Response to 34.2	n	Goal Met?
2020	2.61	2.83	2.33	2.72	18	No
2021	3.50	3.35	3.27	3.59	34/34/33	Yes
2022	3.75	3.60	3.65	3.78	40	Yes
2023	3.35	3.09	3.35	3.52	23	Yes
2024	3.59	3.54	3.64	3.72	39	Yes
2025	--	--	--	--	--	--

The PA Program did not meet the benchmark ratings for the 2020 graduating cohort. This cohort encountered many obstacles including a merger and the COVID-19 pandemic. Also, there was a response rate of less than 50% of the cohort. The low ratings provided by the 2020 Cohort did not trend out and the PA Program met the benchmark for the following four graduating classes.

The number of respondents to this survey was low in 2023. Faculty members believe this is because an attestation was not required for this survey. The number of respondents increased in 2024 when the attestation was added.

The Radford University Graduate Survey was deployed to all students in the Class of 2025 by the Radford University Office of Institutional Effectiveness. However, a technical issue prevented the collection of program-specific information, resulting in an inability to identify which data had been provided by PA students. This was not identified by the Office of Institutional Effectiveness until after the students had graduated. As a result, we do not have data for the Class of 2025. The responses to the indicated items have been above benchmark since 2021. The program is working with the Office of Institutional Effectiveness to ensure this data is collected for the Class of 2026 so we can continue to evaluate and trend these responses.

- Retention of students is evaluated by assessing the attrition rate for each cohort. The PA Program’s goal is an attrition rate of 5% or less per cohort. Students leave the program for a variety of reasons, including personal choices to withdraw and dismissal for professional or academic reasons. The attrition rate benchmark was not met for the 2025 cohort and will not be met for the 2026 cohort. The PA Program faculty are reviewing multiple factors related to the attrition rate, including admission criteria, with the intent of improving future program retention.

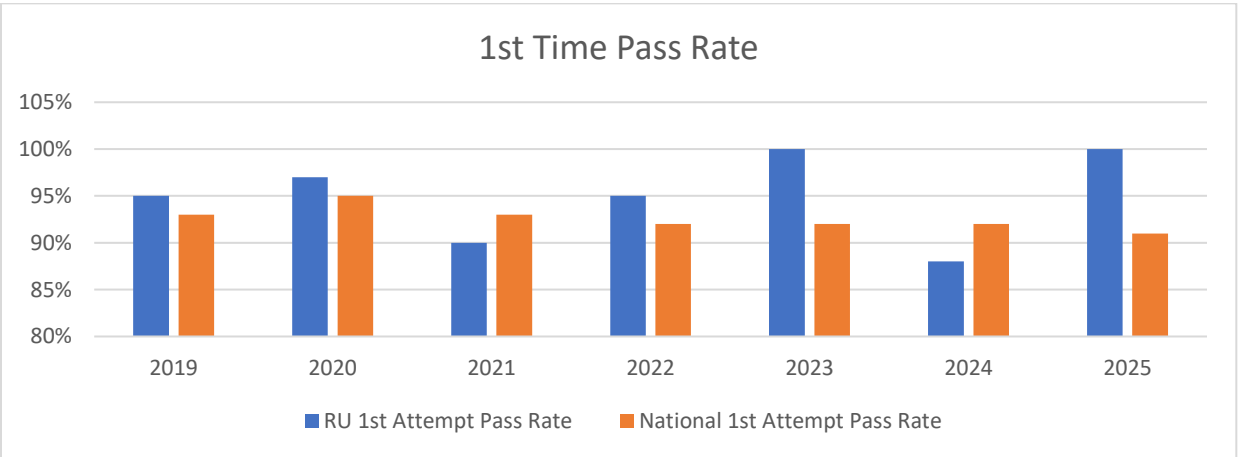
Cohort	Entering Class Size	Attrition Number	Attrition Rate	Graduation Rate	Goal Met
2020	42	1	2%	98%	Yes
2021	42	1	2%	98%	Yes
2022	42	1	2%	98%	Yes
2023	42	2	5%	95%	Yes
2024	42	2	5%	95%	Yes
2025	42	3	7%	93%	No
2026	42	3	7%	Pending	Pending
2027	42	2	5%	Pending	Pending

Goal 3. Provide a strong foundation of medical knowledge, clinical skills, and ethical and professional behaviors that will meet the needs of a practicing PA.

The PA Program assesses medical knowledge using the PANCE first time pass rate of each cohort. The Summative Evaluation outcomes are also used to assess this goal as the components of the evaluation include medical knowledge, clinical skills, application of ethical standards, and professionalism displayed during an Objective Structured Clinical Examination (OSCE).

The benchmark for achievement of this goal, as it relates to PANCE outcomes, is for the first-time pass rate to meet or exceed the national first-time pass rate for the cohort graduating year.

- PANCE first time pass rate of cohorts compared to national average.



Cohort Grad Year	RU 1st Attempt Pass Rate	National 1st Attempt Pass Rate	Goal Met
2019	95%	93%	Yes
2020	97%	95%	Yes
2021	90%	93%	No
2022	95%	92%	Yes
2023	100%	92%	Yes
2024	88%	92%	No
2025	100%	91%	Yes

The graduating cohorts in 2019 and 2020 exceeded the national 1st attempt pass rate. The 2021 graduating cohort fell below the national 1st attempt pass rate. We believe this is due to effects of the pandemic that equated to decreased face-to-face learning in the didactic year and during the PANCE review portion of the program. The 2022 cohort completed the PANCE review in-person, and the program instituted additional assignments to clinical students at risk of lower performance. The 1st attempt pass rate was again above the national average for the 2022 Cohort, and the 2023 cohort had a 100% pass rate. The 2024 cohort pass rate fell below the national average. All students in the 2024 cohort took a PANCE review course and were allowed to attend program offered review sessions as an option. The 2025 cohort was required to attend program review sessions and complete a PANCE Review course that was provided to the students at no additional cost. The PANCE pass rate was 100% for the 2025 cohort.

The Summative Evaluation includes assessments of knowledge, clinical skills, application of ethical standards in clinical practice, student performance during an OSCE, and application of evidence-based medicine to a case encountered by the student, presented in poster format. Students must pass each portion of the Summative Evaluation to pass the overall evaluation and qualify for graduation. The program faculty set the goal of having all students pass the Summative Evaluation without need for remediation of any portion of the evaluation tool.

- Summative Evaluation with 100% pass rate with or without remediation

Cohort	Summ Eval Pass Rate (%)	# of Students Requiring Remediation (# portions remediated)	Goal Met
2019	100	0	Yes
2020	100	0	Yes
2021	100	1 (1)	No
2022	100	0	Yes
2023	100	0	Yes
2024	100	0	Yes
2025	100	0	Yes

Goal 4. Prepare students to provide patient centered, evidence-based medical care.

The PA Program assesses this goal using the Master’s Capstone Poster project assessment and responses to related questions on the Graduate Survey.

The Master’s Capstone Poster assignment requires students to answer a clinical question encountered during their time on clinical rotations using principles of evidence-based medical practice. Students must demonstrate appropriate search strategies and assessment of evidence to answer their question, include references in requested format, and provide reflection of their experience with evidence-based practice during their clinical rotations. The minimum grade for passing is 70%. The benchmark for goal achievement is 100% of students receiving a grade of 85% (equates to 3.0) or better.

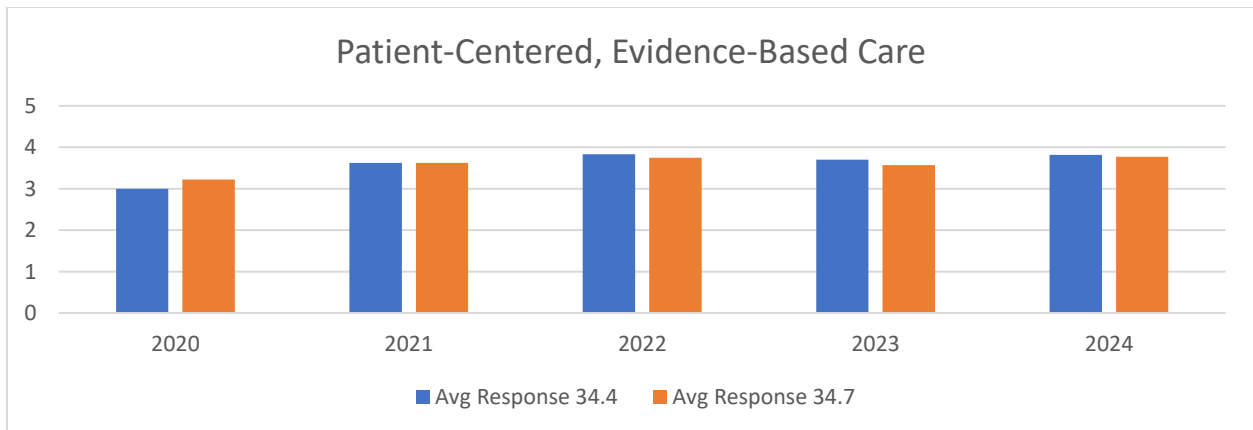
- Master’s Capstone Poster with a passing grade of at least 85%.

Cohort	Poster >85% (%)	Goal Met
2020	100	Yes
2021	100	Yes
2022	100	Yes
2023	100	Yes
2024	100	Yes
2025	100	Yes

- Graduate Survey Questions with benchmark of 3.00

The Graduate Survey items were updated between the 2022 and 2023 cohort assessments to better align with the content of Goal 4. The items below that are indicated as 34.4 and 34.7 were administered to the 2021 and 2022 cohorts. These two items were removed from the assessment and have been replaced with the items indicated as updated. These items are included in the Graduate Survey disseminated by the Radford University Office of Institutional Effectiveness. These questions/statements are answered on a 4-point Likert scale (benchmark 3.00).

- 34.4: The PA Program instilled an appreciation for life-long learning skills and the need to provide the most current patient-centered care possible.
- 34.5 (updated): The PA Program instilled an appreciation for patient-centered, evidence-based medical care.
- 34.7: The PA Program prepared you to recognize healthy versus ill patients in the context of the patient's lives and determine the stage of illness using up-to-date scientific evidence to inform clinical reasoning and judgement.
- 34.8 (updated): The PA Program prepared you to provide appropriate evidence-based, culturally sensitive, patient-centered care across the lifespan.



Cohort Grad Year	Avg Response 34.4/34.5 (2020-2022)/Avg Response 34.4 updated (2023)	Avg Response 34.7/34.8 (2020-2022)/Avg Response 34.7 updated (2023)	n	Goal Met
2020	3.00	3.22	17/18	Yes
2021	3.62	3.62	34	Yes
2022	3.83	3.75	40	Yes
2023	3.70	3.57	23	Yes
2024	3.82	3.77	39	Yes
2025	--	--	--	--

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