PA Program Goals Kansas State University PA program will:

1. Recruit and select a class of highly qualified applicants who successfully complete the program.

2. Provide students with the knowledge, skills, and competencies required for entry-level clinical practice.

3. Prepare students to provide medical care to a diverse patient population.

4. Encourage civic responsibility with professional and community involvement.

5. Strive for and encourage graduates to obtain their first job in the state of Kansas.

6. Prepare graduates to meet or exceed the national first time PANCE pass rate.

Results of Benchmarks and Goals as of May 15, 2025:

1. Recruitment and Selection of Highly Qualified Applicants

1A. 100% of matriculants will meet the minimum qualifications for acceptance.

Three criteria were used to determine if a student met or exceeded qualifications: an average interview score, a GPA of 3.5 or above, and PA experience hours above the class average. Each criterion was weighted at 0.3, and students who scored above a total of 0.6 were considered to exceed qualifications by meeting at least two of the three standards. In 2024, 97% met the minimum qualifications, but from 2025 onward, 100% of students exceeded admission qualifications.

PACO	Minimum Qualifications	Above Qualifications
PACO 2024	3%	97%
PACO 2025	0%	100%
PACO 2026	0%	100%
PACO 2027	0%	100%

Qualifications by PACO

1B. The cohort graduation rate will be within 2% of the national average

Graduation rate analysis considered two metrics: the PACO program's graduation rate and the national average. In 2024, PACO achieved a 100% graduation rate, significantly outperforming the national average of 94%. This suggests strong student retention and support within the PACO program that year.

PACO	National Avg	Graduation Rate
PACO 2024	94%	100%
PACO 2025	Pending	

*National data collected from NCCPA/PAEA

1C. The cohort attrition rate will be within 2% of the national average

Attrition rate was used to evaluate student retention, with comparison to the national average. In 2024, PACO reported a 0% attrition rate, outperforming the national average of 5.9%. This indicates that all enrolled students remained in the program through completion, reflecting strong engagement and program stability.

PACO	National Avg	Attrition rate
PACO 2024	5.9%	0%
PACO 2025	Pending	

*National data collected from NCCPA/PAEA

Results: Achievement of the goal is assessed based on the results of these three benchmarks (1A, 1B, 1C). These benchmarks serve as the primary criteria for determining whether **Recruitment and Selection of Highly Qualified Applicants** has been met. No goal can be accurately measured without a minimum of three years of data; however, the program is meeting their goal of recruiting highly qualified applicants. With only one year of data for 1B and 1C, trends cannot be identified.

2. Provision of Knowledge, Skills, and Competencies for Entry-Level Clinical Practice

2A. First-time taker annual PANCE pass rate ≥ national average first-time taker PANCE pass rate

PANCE success was assessed by comparing first attempt pass rates between KSU and the national average. In 2024, PACO students had an 86% first attempt pass rate, which was below the national average of 92%.

PACO	National Avg	First Attempt
PACO 2024	92%	86%
PACO 2025	Pending	

*National data collected from NCCPA/PAEA

2B. Among students who complete the didactic curriculum, the average didactic cumulative GPA per cohort will be ≥ 3.5.

GPA data for PA students shows the academic preparedness of each cohort. In 2024, the average GPA of didactic students was 3.68, slightly decreasing to 3.67 in 2025, then rising again to 3.68 in 2026. These GPAs indicate that the didactic students are well prepared in medical knowledge.

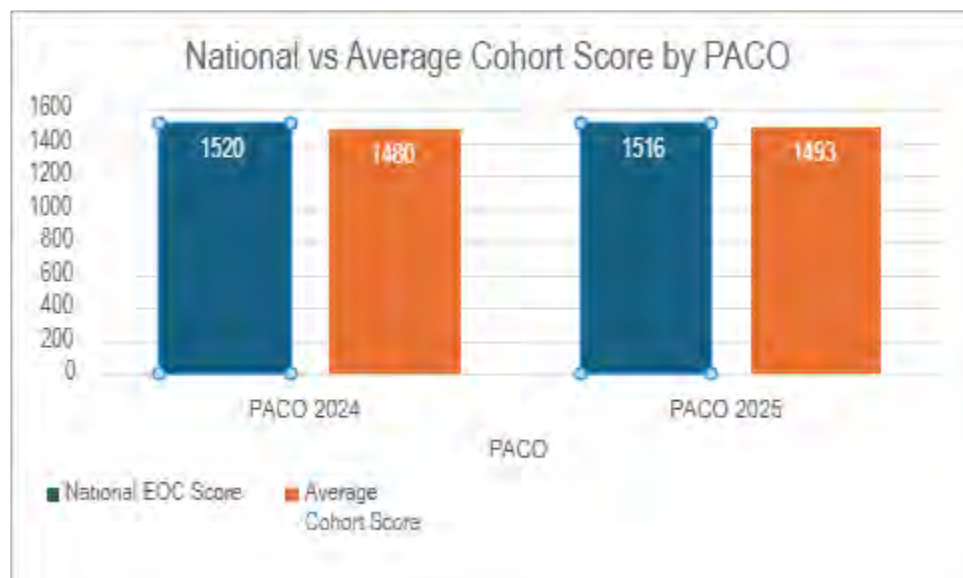| PACO	Cohort GPA
PACO 2024	3.68
PACO 2025	3.67
PACO 2026	3.68

Didactic Cohort GPA

2C. Average PAEA EOC Exam scores for each cohort ≥ the national average

The data compares KSU's average cohort scores with the national End of Course (EOC) scores. In 2024, KSU's cohort scored an average of 1480, just below the national EOC score of 1520, and this trend continued in 2025 with KSU's cohort scoring 1493 compared to the national score of 1516.

PACO	National EOC Score	Average Cohort Score
PACO 2024	1520	1480
PACO 2025	1516	1493

*National data collected from NCCPA/PAEA

National vs Average Cohort Score by PACO

Results: Achievement of the goal is assessed based on the results of these three benchmarks (2A, 2B, 2C). These benchmarks serve as the primary criteria for determining whether **Provision of Knowledge, Skills, and Competencies for Entry-Level Clinical Practice** has been met. No goal can be successfully measured without a minimum of three years of data; however, the second benchmark shows that each of the three cohorts who have finished their didactic year have exceeded the goal of GPA > 3.5. The program appears to be below our goal on the EOC exam, but is trending up.

3. Preparation to Provide Medical Care to a Diverse Patient Population

3A. More than 90% of students complete a minimum of one rotation in a medically underserved area.

The goal is to ensure over 90% of students complete at least one rotation in a medically underserved area to enhance their exposure to diverse healthcare needs. This experience helps prepare students to address health disparities and improve access to care. In both 2024 and 2025, 100% student participation was achieved, exceeding the goal.

PACO	Participation
PACO 2024	100%
PACO 2025	100%

3B. One hundred percent (100%) of didactic students participate in one clinical experience at a local low-income medical clinic

The data on community service hours for low-income initiatives reflects the total hours and participation rates. For PACO 2024, 2025 and 2026 with full participation from all members, 100% participation was maintained. This consistent involvement highlights the program's dedication to supporting low-income communities through service.
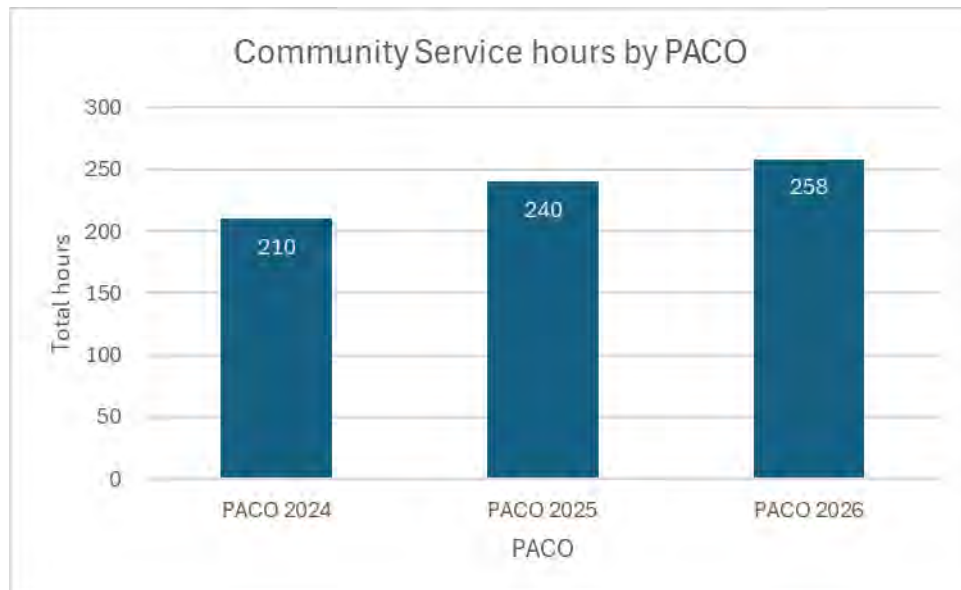
Low-Income clinic Participation by PACO

Results: Achievement of the goal is assessed based on the results of these two benchmarks (3A, 3B). These benchmarks serve as the primary criteria for determining whether **Preparation to Provide Medical Care to a Diverse Patient Population** has been met. No goal can be successfully measured without a minimum of three years of data; however, both benchmarks are being met at this time.

4. Encouragement of Civic Responsibility through Professional and Community Involvement

4A. Each student will complete and log ≥ 30 hours of community service, professional service, and/or experiential learning opportunities prior to graduation

The completed community hours data reflects the total hours, participation, and student membership for each year. PACO 2024 students completed a total of 210 hours with 35 participants, and this number steadily increased each year, reaching 254 hours with 44 participants for PACO 2026. Throughout this period, 100% of student members participated, demonstrating consistent engagement in community service activities.

PACO	Total hours	Student Members
PACO 2024	210	100%
PACO 2025	240	100%
PACO 2026	258	100%

Community Service hours by PACO

4B. 100% of students will be members of the KSU PA Student Chapter and participate in at least one event a semester.

The goal is for 100% of students to be active members of the KSU PA Student Chapter and participate in at least one event each semester. This involvement promotes professional development, leadership, and community engagement. Participation was successfully achieved by PACOs 2024, 2025, and 2026.

PACO	Events Participated
PACO 2024	Yes
PACO 2025	Yes
PACO 2026	Yes

Results: Achievement of the goal is assessed based on the results of these two benchmarks (4A, 4B). These benchmarks serve as the primary criteria for determining whether **Encouragement of Civic Responsibility through Professional and Community Involvement** has been met. Review of the available three years of data shows that this goal is being met with many hours of both community service and student involvement with the student chapter.

5. Striving for Graduates to Obtain Employment in the State of Kansas

5A. Greater than 30% of the graduates of KSU PA will obtain their first job in the state of Kansas.

PACO	Working in Kansas
PACO 2024	Pending surveys
PACO 2025	Pending surveys

5B. Greater than 90% of students complete a minimum of one rotation in Kansas making them more likely to find employment in Kansas.

At least 90% of PA students complete one or more rotations in Kansas. In both PACO2024 and PACO2025, all students participated in at least one such rotation. This demonstrates the program's ongoing commitment to exposing students to clinical practice in Kansas.
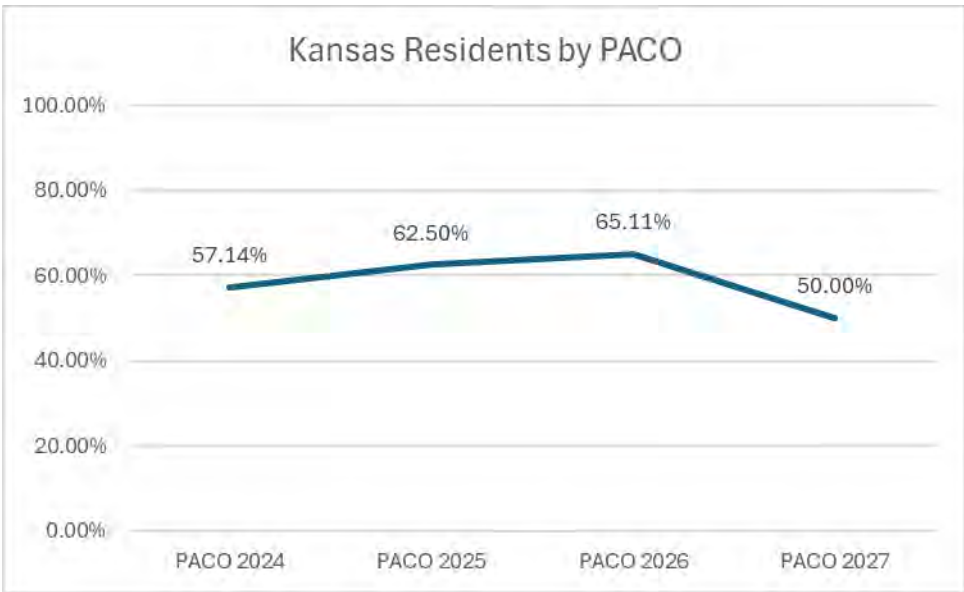
Paco	1 or greater in Kansas
PACO 2024	Yes
PACO 2025	Yes

5C. Greater than 30% of applicants accepted into the program either currently live in Kansas or have in the past.

This data represents the PA cohort percentages for Kansas residents from PACOs 2024 to 2027. The values have fluctuated over the years, showing an initial increase from

57.14% for PACO 2024 to 65.11% for PACO 2026, followed by a dip to 50.00% for PACO 2027.

PACO	Kansas Resident
PACO 2024	57.14%
PACO 2025	62.50%
PACO 2026	65.11%
PACO 2027	50.00%

Kansas Residents by PACO

Results: Achievement of the goal is assessed based on the results of these three benchmarks (5A, 5B, 5C). These benchmarks serve as the primary criteria for determining whether **Striving for Graduates to Obtain Employment in the State of Kansas** has been met. No goal can be successfully measured without a minimum of three years of data; however, the goals of selecting students with a previous relationship with the state of Kansas and exposing them to Kansas rotations are being met. This goal will be assessed when data of employment is collected.

6. Preparation to Meet or Exceed the National First-Time PANCE Pass Rate

6A. First-time, first attempt annual PANCE pass rate ≥ national average PANCE first-time, first attempt pass rate

PANCE success was assessed by comparing first attempt pass rates between KSU and the national average. In 2024, KSU students had an 86% first attempt pass rate, which

was below the national average of 92%. This suggests a potential area for improvement in initial exam preparation within the program, but data from the next few years will need to be further assessed.

PACO	National Avg	First Attempt
PACO 2024	92%	86%
PACO 2025		Pending

6B. 100% of students will pass the PANCE in the first or second attempt.

PANCE exam performance was measured by first attempt pass rate, second attempt pass rate, and total class pass rate, compared against the national average. In 2024, PACO students achieved an 86% pass rate on the first attempt and 14% on the second, resulting in a 100% total class pass rate. This performance aligns slightly less than the national average of 92%.

PACO	National Passing Average	PACO KSU First Attempt	Second Attempt	Total Class Pass rate
PACO 2024	92%	86%	14%	100%
PACO 2025		Pending		

*National data collected from NCCPA/PAEA

Results: Achievement of the goal is assessed based on the results of these two benchmarks (6A, 6B). These benchmarks serve as the primary criteria for determining whether **Preparation to Meet or Exceed the National First-Time PANCE Pass Rate** has been met. No goal can be successfully measured without a minimum of three years of data; however, the first year of data indicates that we did not meet the benchmark for first-time pass rate. We did have all our students pass the PANCE either the first, or second attempt. No conclusions can be made with just one year of data.

Announcement:

Improvements are coming to our site to display how the Kansas State University PA Program is doing in meeting Program Goals. Check back later this summer for the launch of this interactive display.