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 patients from varied backgrounds and experiences.

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 exceed the national first-time PANCE pass rate.

Results of Benchmarks and Goals as of January 31, 2026:

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. 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%
PACO 2028	0%	100%

Qualifications by PACO

Legend: ■ Minimum Qualifications ■ Above Qualifications

Categories: PACO 2024, PACO 2025, PACO 2026, PACO 2027, PACO 2028

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	93%	100%

*National data collected from NCCPA/PAEA

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

The attrition rate was used to evaluate student retention, with comparisons 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	7%	0%

*National data collected from NCCPA/PAEA

Results: Achievement of the goal is assessed based on the results of these three benchmarks (1A, 1B, 1C) to determine if **Recruitment and Selection of Highly Qualified Applicants** has been met. The program is partially meeting its goal of recruiting highly qualified applicants. Data for at least one more year will need to be collected on graduation rates and attrition to determine whether this goal is fully met.

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 a 86% first-attempt pass rate, which was below the national average of 92%. In 2025, the first-attempt pass rate was 85%. Both are lower than the national average.
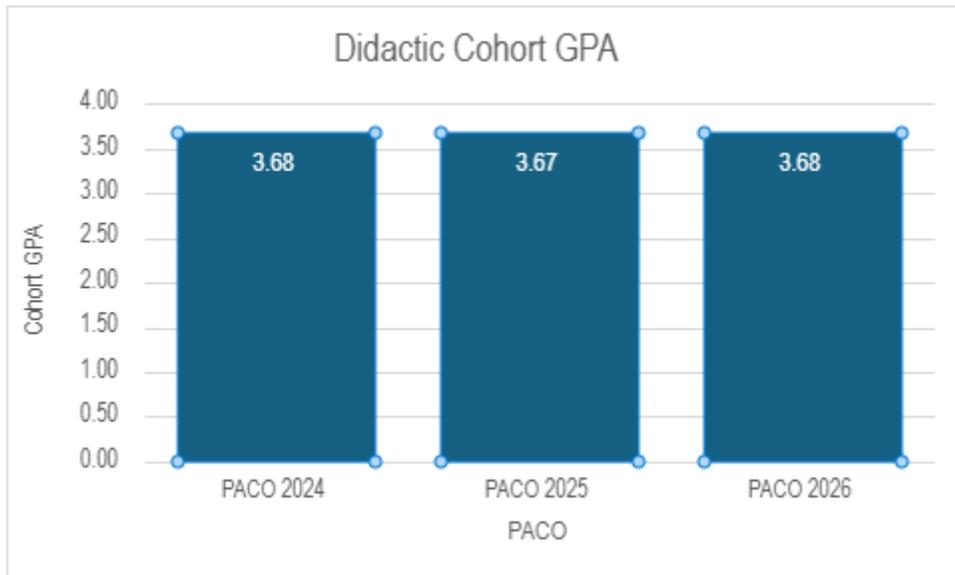
PACO	National Avg	First Attempt
PACO 2024	92%	86%
PACO 2025	92%	85%

*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. For PACO2024, the average GPA of didactic students was 3.68, slightly decreased to 3.67 for PACO2025, and then rose again to 3.68 for PACO2026. 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

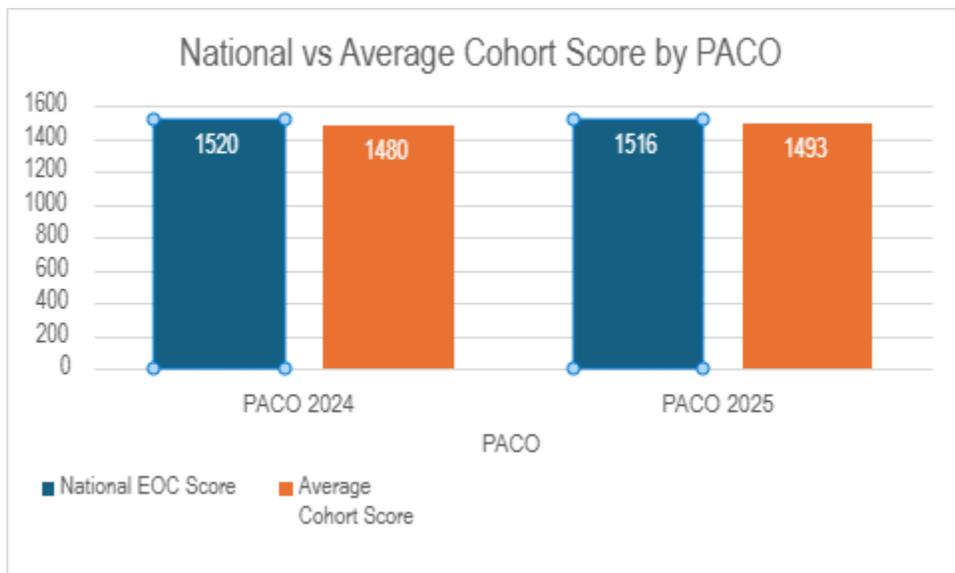2C. Average PAEA EOC Exam scores for each cohort ≥ the national average

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 outcomes of these three benchmarks (2A, 2B, 2C) to determine 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 3 years of data; however, the second benchmark shows that each of the three cohorts that have completed their didactic year has exceeded the goal of a GPA >3.5.

3. Provide medical care to patients from varied backgrounds and experiences.
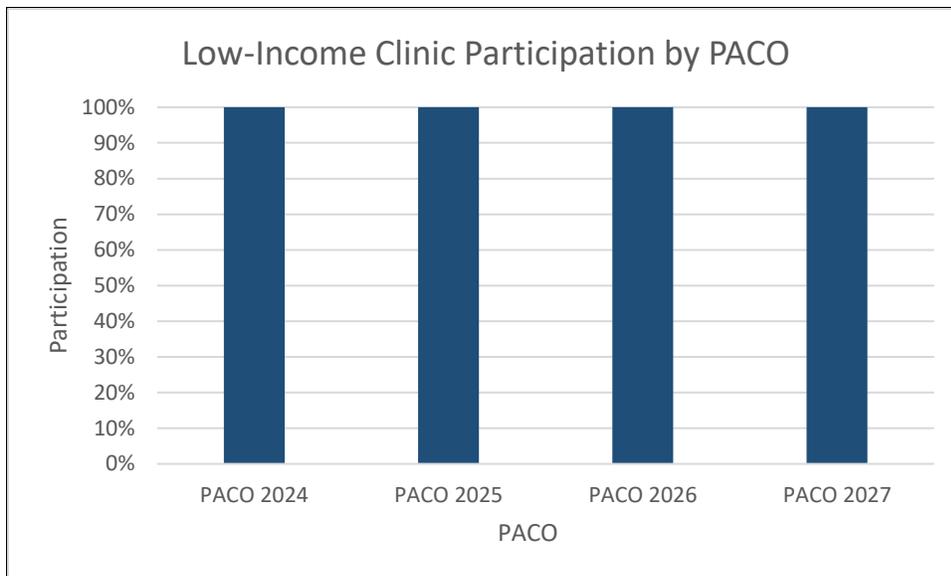
3A. More than 90% of students complete a minimum of one rotation in a medically underserved area.

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 all cohorts, 100% student participation was achieved, exceeding the goal.

PACO	Participation
PACO 2024	100%
PACO 2025	100%
PACO 2026	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, 2026, and 2027, with full participation from all members, 100% participation was maintained. This consistent involvement underscores the program's dedication to exposing our students to serving low-income communities.

Low-Income Clinic Participation by PACO

A bar chart showing Participation (y-axis, 0% to 100%) by PACO (x-axis). Four bars each reaching 100%: PACO 2024, PACO 2025, PACO 2026, PACO 2027.

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. The program showed strong performance on both benchmarks, meeting the definition of a program strength.

4. Civic Responsibility through Professional and Community Involvement

4A. Each student will complete and log ≥ 10 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 increased each year, reaching 258 hours with 44 participants for PACO 2026. Throughout this period, 100% of student members participated, demonstrating consistent engagement in community service activities.

PACO	Avg hours	Student Involvement
PACO 2024	6.0	100%
PACO 2025	6.0	100%
PACO 2026	5.9	100%

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. PACOs 2024, 2025, 2026, and 2027 achieved participation.

PACO	Percent of Students Participated
PACO 2024	100%
PACO 2025	100%
PACO 2026	100%
PACO 2027	100%

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. A review of the available 3 years of data shows that this goal is not being met for community service. Student involvement with the student chapter exceeds the benchmark for more than 3 years, making it a strength. Goal 4 is being partially met.

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	23%
PACO 2025	13%

5B. Greater than 90% of students complete a minimum of one rotation in Kansas, making them more likely to find employment in Kansas.
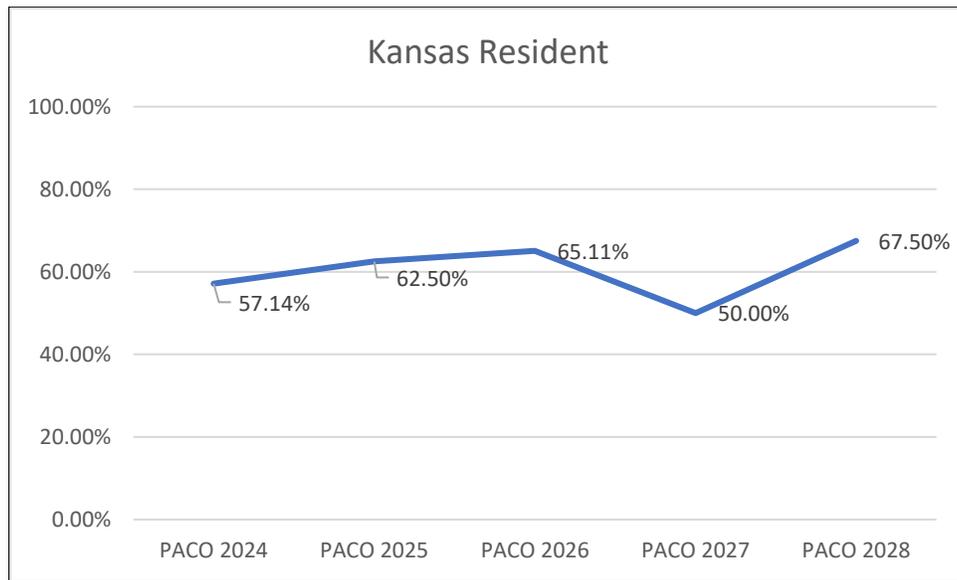
At least 90% of PA students complete one or more rotations in Kansas. In all cohorts, 100% of students participated in at least one such rotation. This demonstrates the program's ongoing commitment to exposing students to clinical practice in Kansas.

PACO	1 or greater in Kansas
PACO 2024	100%
PACO 2025	100%
PACO 2026	100%
PACO 2027	100%

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 62.5 % for PACO 2025 to 65.11% for PACO 2026, followed by a dip to 50.00% for PACO 2027 and an improvement for PACO 2028 at 67.5%.

PACO	Kansas Resident
PACO 2024	57.14%
PACO 2025	62.50%
PACO 2026	65.11%
PACO 2027	50.00%
PACO 2028	67.50%

Kansas Resident

- PACO 2024: 57.14%
- PACO 2025: 62.50%
- PACO 2026: 65.11%
- PACO 2027: 50.00%
- PACO 2028: 67.50%

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. 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%. PACO 2035 data showed very similar results, with a first-attempt pass rate of 85%.

PACO	National Avg	First Attempt
PACO 2024	92%	86%
PACO 2025	92%	85%

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

PANCE exam performance was measured by first- and second-attempt pass rates and total class pass rate, and compared with the national average. In 2024, PACO students achieved an 86% pass rate on the first attempt and a 14% pass rate on the second, resulting in a 100% class pass rate. The second cohort had a first attempt pass rate of 85% and a second attempt pass rate of 15%. This measure is met.

KSU PACO	National Passing Average	First Attempt	Second Attempt	Total Class Pass rate
PACO 2024	92%	86%	14%	100%
PACO 2025	91%	85%	15%	100%

*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 at least 3 years of data; however, the first 2 years of data indicate that we did not meet the benchmark for the first-time pass rate. We did have all our students pass the PANCE on either the first or second attempt, so the second benchmark was met. Further assessment will be made as data becomes available.