

Goal 1: Matriculate highly qualified students with a wide variety of perspectives and experiences.

Rationale: The Yale School of Medicine PA Program offers an academically rigorous curriculum in a collaborative learning environment. We seek students who are well-prepared academically and bring a range of experiences that enrich the program and the profession.

Outcomes: The Yale School of Medicine PA Program attracts cohorts that embody academic excellence, extensive patient care experience, and varied perspectives.

Characteristics of Matriculated Yale Physician Associate Student Cohorts					
	Class of 2022	Class of 2023	Class of 2024	Class of 2025	Class of 2026
Age, average	25	25	25	25	24
Age, range	21-33	21-39	21-39	21-32	21-32
States represented	14 (2 international)	18 (2 international)	18	24	16
Average Overall GPA	3.78	3.72	3.71	3.75	3.74
Average Science GPA	3.80	3.70	3.66	3.69	3.70
Patient Care Experience (range of hours)	144-19,613	660-16,426	1,014-47,800	410-16,968	1,000-10,888
First generation (%)	5.6%	17.9%	11.4%	15%	15%
Economically disadvantaged (%)	5.6%	7.7%	8.8%	22.5%	15%
Veteran (%)	2.8%	5.1%	5.7%	7.5%	0%
Prior advanced degrees (Masters or Doctorate) (%)	5.5%	12.8%	2.8%	7.5%	7.5%

Goal 2: Prepare graduates for clinical excellence in a variety of practice settings.

Rationale: A graduate is prepared for clinical excellence when they achieve the program-defined competencies and pass the NCCPA PANCE exam. All students are exposed to a variety of practice settings during Supervised Clinical Practice Experiences. Program competencies are aligned with the practice expectations defined by the four PA organizations. Program competencies are evaluated throughout the curriculum and in the summative assessments, which occur in the final four months of the program.

Benchmark: Five-year first time PANCE pass rate \geq national five-year first-time PANCE pass rate

Benchmark: > 85% of students should pass SCPE on first Attempt

Outcomes:

PANCE: The five-year first-time PANCE pass rate for the Yale Physician Associate Program is 97% which exceeds the national five-year first-time PANCE pass rate of 93%.

Percentage of Students who Pass Mandatory SCPEs on First Attempt			
Metric	Class of 2022 n=36	Class of 2023 n=39	Class 2024 n=35
Internal Medicine I&II	100%	100%	97%
Primary Care/ Family Med I&II	100%	100%	100%
Emergency Medicine	100%	100%	100%
General Surgery	100%	100%	100%
Pediatrics	100%	100%	100%
Psychiatry/Behavioral Health	100%	100%	100%
Women's Health	100%	100%	100%

Note: SCPE = Supervised Clinical Practice Experience

Goal 3: Prepare graduates for patient-centered and interprofessional team-based care.

Rationale: The Yale PA Program values collaboration and compassion, values that are fundamental to interprofessional, team-based, patient-centered care. All students participate in the Interprofessional Longitudinal Clinical Experience with MD and advanced practice nursing students in the first year of training. All students participate in Supervised Clinical Practice Experiences with teams that are patient-centered, interprofessional, and team-oriented.

Benchmark: Cohort average scores of clinical preceptor evaluation domains relating to interprofessional, patient centered, team-based care reach a score of >85%.

Outcomes:

Cohort Average Score (%) on Clinical Preceptor Evaluations			
Evaluation Domain Item	Class of 2022	Class of 2023	Class 2024
Demonstrates appropriate communication with patients, families, and team members.	98%	95%	98%
Elicits and documents a culturally appropriate medical history.	98%	96%	97%
Establishes effective person-centered therapeutic relationships with patients.	96%	94%	96%
Collaborates with other members of the healthcare team to provide patient-centered care on an interdisciplinary team.	97%	98%	98%

Goal 4: Foster a supportive and inclusive learning environment committed to student success.

Rationale: The Yale PA Program believes that students learn at their own pace and, therefore, the program works to promote equitable access to educational resources. Furthermore, the Yale PA Program values community and strives to foster a culture based on connection, mutual respect, and collective responsibility for the well-being of all members.

Benchmark:

- Maintain a cohort attrition rate of 5% or lower.
- Achieve at least 75% agreement on the Learning Environment Survey.

Outcomes:

Attrition			
Year of Graduation	Class of 2022	Class of 2023	Class of 2024
Maximum entering class size	45	45	45
Entering class size	36	40	35
Graduates	36	39	35
Attrition rate	0%	2%	0%
Graduation rate	100%	98%	100%

Learning Environment Survey Results, 2024		
<i>Please indicate your level of agreement with the following:</i>	Class of 2024 n=35, RR=71%	Class of 2025, n=40 RR=63%
The Yale PA Program's mission is consistent with my personal values.	88%	88%
I would recommend Yale as a great place to become a PA.	92%	92%
I am treated fairly at the Yale PA Program.	88%	92%
I have access to the resources I need to perform well.	76%	92%
I feel psychologically safe at the Yale PA Program.	80%	84%
I can voice concerns or make suggestions.	60%	84%

Note: The Learning Environment Survey was first deployed in May 2024. At the time of data collection, the Class of 2024 was in their clinical year and the Class of 2025 was in the pre-clinical year.

Goal 5: Cultivate PA leaders.

Rationale: Many of Yale Physician Associate Program's students are involved in leadership, volunteer, regional and national professional training, and scholarly activities that go beyond the PA Program curriculum while they are enrolled within the program. Many alumni have held meaningful leadership positions in the program's 50+ year history. Yale Physician Associate Program graduates lead by serving their patients, their communities, the healthcare system, and the profession.

Benchmark: At least 50% of students enrolled in the PA Program will be involved in some leadership activity.

Benchmark: Of Alumni survey respondents, at least 25% will hold or have held a leadership position after graduation.

Outcomes:

Reported (%) Student Leadership Activities while enrolled		
Year of Graduation	Class of 2023 n=39	Class of 2024 n=35
Volunteer Activities ¹	51%	49%
Regional/ National Professional development ²	74%	77%
Scholarly Activities ³	18%	17%
Interprofessional Electives ⁴	25%	31%
Leadership Roles ⁵	41%	42%
Overall Cohort Leadership Participation	82%	74%

Selected examples:

1. Neighborhood Health Project, HAVEN Student run free clinic, Integrated Refugee and Immigrant Services, Hunger & Homelessness Committee, Health Professions Recruitment & Exposure Program
2. ConnAPA Charter Oak Conference, AAPA Conference, AAPA Leadership and Advocacy, PAEA Future Educator Fellowship, PAEA Health Policy Fellowship
3. Peer reviewed publications, national and regional poster presentations
4. US Health Justice, Global Health Seminar, Southwick Society, Bioethics, Medical Spanish
5. Class officer positions, YSM Medical School Council, AAPA Student House of Delegates, Peer Advocate

50th Anniversary alumni survey data (537 respondents)	
Alumni who currently hold or have held a leadership position in their personal or professional life.	53% (n=285)
Leadership Roles Held by Alumni	
PA faculty roles	
Student preceptors	
Executive leadership in healthcare	
Military leadership	
Clinical Management/Lead	
Medical director/ Department chief	
Non-profit leadership	
Lead research positions	
Board Members within NCCPA, AAPA, PAEA, State and local constituent organization	

Note: Data is based on the Yale PA Program 50th Anniversary alumni survey, deployed in 2023. This large alumni survey will be deployed every 5 years.