Progress toward the goals of the Creighton University PA Program – Phoenix will be monitored and evaluated as follows:

Goal #1: Create and nurture a learning environment that embraces diversity, equity, and inclusion.						
		Performance (Reported by Admissions/Recruitment Cycle)				
Key Performance Indicator	Target	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
For institutions at which recruitment/outreach activities are conducted, the average percent of enrolled students that identify as an underrepresented minority	≥ 35%	48%				
For recruitment/outreach activities hosted by the program, the average percent of attendees that identify as an underrepresented minority	≥ 15%	40.85%				
The percent of recruitment/outreach activities that are conducted at a First Forward designated college/university	≥ 50%	66.67%				
For institutions at which recruitment/outreach activities are conducted, the average percent of enrolled students that identify as a first-generation student	≥ 20%	38%				
First-generation college students in attendance at a recruitment/outreach activity	≥ 15%	33.87%				

Goal #1, continued		Performance (Reported by Cohort)				
Key Performance Indicator	Target	Class of 2025	Class of 2026	Class of 2027	Class of 2028	Class of 2029
Percent of students completing rotations in rural or medically underserved areas	≥ 75%					
Student perceptions related to the learning environment embracing diversity, equity, and inclusion.	mean score ≥ 4.0 (6.0 scale)					
Faculty, staff, and student perceptions of university support and resources related to diversity, equity, and inclusion	mean score ≥ 4.0 (6.0 scale)					
Students that have accepted a job in a healthcare provider shortage area or medically underserved area	≥ 5%					
Students that would consider employment in a healthcare provider shortage area or medically underserved area	≥ 15%					

Goal #2: Support a culture of service to others and to community.						
		Performance (Reported by Cohort)				
Key Performance Indicator	Target	Class of 2025	Class of 2026	Class of 2027	Class of 2028	Class of 2029
Average number of service hours accumulated prior to PA school for matriculants to the program.	≥ 250	339				

Student perceptions of availability of service activities.	mean score ≥ 4.0 (6.0 scale)					
Students applying for service indebtedness programs (e.g., National Health Service Corps scholar program)	≥ 10%					
Students that have accepted a job in a healthcare provider shortage area or medically underserved area.	≥ 5%					

Goal #3: Foster the personal and professional development of students as medical providers.						
		Performance (Reported by Cohort)				
Key Performance Indicator	Target	Class of 2025	Class of 2026	Class of 2027	Class of 2028	Class of 2029
Student perceptions of their personal and professional development as a medical provider	mean score ≥ 4.0 (6.0 scale)					
Students who participated in extracurricular professional development, continuing education, and other leadership activities	≥ 25%					

Goal #4: Deliver an educational experience that provides students with the knowledge and skills necessary for entry-level practice as physician assistants.						
		Performance (Reported by Cohort)				
Key Performance Indicator	Target	Class of 2025	Class of 2026	Class of 2027	Class of 2028	Class of 2029
PANCE pass rate (overall)	100%					

Student perceptions of the educational experience provided regarding knowledge and skills necessary for practice.	mean score ≥ 4.0 (6.0 scale)				

Goal #5: Achieve a first-time PANCE pass rate that is above the national average.						
			Performance (Reported by Cohort)			
Key Performance Indicator	**Target**		**Class of 2025**	**Class of 2026**	**Class of 2027**	**Class of 2028**	**Class of 2029**
PANCE first-time pass rate	Higher than national average	National average					
		CU - Phoenix					

Goal #6: Foster the development of PA graduates who value interprofessional, collaborative, and patient-centered delivery of health care.						
		Performance (Reported by Cohort)				
Key Performance Indicator	**Target**	**Class of 2025**	**Class of 2026**	**Class of 2027**	**Class of 2028**	**Class of 2029**
Student perceptions of their confidence as it relates to interprofessional collaborative practice	mean score ≥ 4.0 (6.0 scale)					