



MSPA Program Goals and Success Indicators

This document shows the program's progress toward meeting program goals based on the following success indicators, based on data from Fall 2023.

GOAL #1. TO PRODUCE A GRADUATING CLASS OF HIGHLY COMPETENT PAs.

Indicators of success for this goal are: (A) first-time [PANCE](#) pass rate above the national average, and (B) all students meeting graduate competencies as measured by the summative assessments.

A. First-time PANCE Pass Rate Data:

- First-time pass rate for the Class of 2021 inaugural cohort was 97%, which was above the national average of 91%.
- First-time pass rate for the Class of 2022 was 97%, which was above the national average of 93%.
- First-time pass rate for the Class of 2023 was 92%, which was equal to the national average of 92%.

For further data on the program and national PANCE pass rates, see PANCE Pass Rate on the program website.

B. Summative Assessments:

- **PAEA End of Curriculum Exam Data:** Students scored above the national average on this national standardized exam for all three years. The average score for the Class of 2021 was 1532 (national, 1495); the Class of 2022 was 1527 (national, 1519); the Class of 2023 was 1523 (national, 1519). None of the students scored in the limited medical knowledge category. The PAEA End of Curriculum Exam report summaries for all three cohorts can be found on the last page of this document.
- **Summative OSCE:** This test is used to assess clinical performance using standardized patients and proctors. One student (3%) in the class of 2021 and one student (3%) in the class of 2022 fell below the passing benchmark of 75% one of the components of this summative assessment and successfully remediated the exam. This is within the acceptable remediation rate of 10% for this assessment.

- Summative Technical Skills Component:** This evaluation assessed a sampling of the skills learned in the program. For this exam it included sterile technique, donning and gloving, local injection of a digital block, and suturing skills in 2021. The summative assessment exam included sterile technique, donning and gloving, and suturing skills in 2022. A safety component was added to the Summative Technical Skills assessment in 2023.

All students in the Classes of 2021, 2022, and 2023 met the passing benchmark of 75% on every component of this summative assessment on the first attempt. The goal was a remediation rate of 10% or less.

Summative Assessment - Performance Summary Data:

Cohort	Objective Structured Clinical Exam (OSCE)			Spanish Patient Education			Technical Skills Assessment			PAEA End of Curriculum (EOC) Exam		
	Mean %	Cohort First Time Pass Rate	Remediation (S or NS)	P/F	Cohort Pass Rate	Remediation	P/F	Cohort First Time Pass Rate	Remediation	Mean %	Cohort First Time Pass Rate	Remediation
2021	86.3%	96.5%	1, S				P	100%	0	86.7%	100%	0
2022	87.0%	96.6%	1, S				P	93.3%	2	85.8%	100%	0
2023	87.0%	84.0%	4, S	P	100%	0	P	84.0%	4	86.5%	100%	0

*Abbreviations: S=Successful; NS=Not Successful; P=Pass; F=Fail

GOAL #2. TO FOSTER A COMMITMENT TO MISSION-DRIVEN CARE FOR DIVERSE AND UNDERSERVED COMMUNITIES

Indicators of success for this goal and the program’s progress in meeting these goals:

A. Graduates in Primary Care Underserved: Greater than 50% of graduates working in primary care and/or underserved communities within a year of graduation based on graduate surveys.

- Graduate Data:** The 84 graduates (Classes of 2021, 2022, and 2023) were surveyed 6-9 months after graduation. Of the 92% for whom we have data, 48% are working in primary care, 39% in unserved communities with a total of 56% of graduates working in either primary care or in underserved communities. Three percent of graduates are working in mental and behavioral health.

B. Spanish: 90% of students achieving a Spanish language proficiency level of 3 on the Interagency Language Roundtable (ILR) scale, defined as being able to speak with sufficient accuracy and vocabulary for effective conversations in a clinical setting.

- **Language Proficiency Data:**

Class of 2021: 90% of graduates achieved a Spanish language proficiency level of 3 by the time they entered their clinical year. This is a notable increase from the baseline of 24% of entering students at Level 1 and 41% at Level 2, for a total of 65% being below Level 3 at matriculation. This is above our benchmark, indicating success in meeting this goal for the first cohort.

Class of 2022: 90% (27 of 30 students) achieved Level 3 proficiency in this cohort. This is a notable increase from baseline where 50% reported being below Level 3 at matriculation, despite completing the prerequisite 1 year of college-level Spanish. This is above our benchmark, indicating success in meeting this goal for the first cohort.

Class of 2023: 92% (23 of 25 students) achieved Level 3 proficiency in this cohort. This is a notable increase from baseline where 30% of the cohort initially reported either not speaking Spanish at all (Level 0) or minimally (Level 1) upon entering the program, despite the 1 year of Spanish prerequisite.

C. Diversity among the faculty, staff, and students above the national average.

- **Gender diversity** among the students is slightly above the national average with a mean across the first four cohorts of 28% male in contrast to 25% nationally. The program also has more male faculty (40%) than the national mean (27.7%).
- **Race and ethnic diversity** among the students are above the national average for Hispanic (31%), Asian (25%), Black (4%), Native American (2%), and Pacific Islander (2%). Faculty diversity is below the national average, however, diversity among faculty is a goal that the program continues to strive for and values highly.
- **Age diversity** among the students is at the national mean with an age range of 22-38 years. See the table below for data on students, faculty, and staff in comparison to available national data.

Student Diversity Data:¹

GENDER	Class of 2021 (n=29)	Class of 2022 (n=30)	Class of 2023 (n=25)	Class of 2024 (n=27)	Class of 2025 (n=29)	5-Cohort Averages (n=111)	National Mean ²
Female	69%	67%	68%	83%	79%	72%	75%
Male	31%	33%	32%	17%	17%	28%	25%
AGE (years at matriculation)	26.9	26.4	25.8	26.9	28	26.5	25.6
1st generation to go to college	41%	43%	56%	38%	20%	45%	n/a

RACE/ETHNICITY³	Class of 2021 (n=29)	Class of 2022 (n=30)	Class of 2023 (n=25)	Class of 2024 (n=27)	Class of 2025 (n=29)	5-Cohort Averages (n=111)	National Mean²
Hispanic	34%	30%	32%	28%	38%	31%	9.1%
Asian	21%	10%	44%	28%	41%	26%	11.9%
Native American	0%	0%	0%	7%	0%	2%	1.3%
Black	3%	3%	0%	7%	3%	3%	3.9%
Pacific Islander	0%	0%	4%	3%	0%	2%	0.6%
White, non-Hispanic	45%	60%	24%	34%	28%	41%	n/a

1. Data was collected on students who either completed the program or who were active in the program December 2023.
2. Physician Assistant Education Association, *By the Numbers: Student Report 4: Data from the 2019 Matriculating Student and End of Program Surveys*, Washington, DC: PAEA; 2020.
3. Totals for race and ethnicity may not sum to the total since students were able to select more than one category.

Faculty and Staff Diversity Data:¹

GENDER	Faculty (n=3)	National Mean²	Staff (n=3)
Female	67%	70.1%	67%
Male	33%	27.7%	33%
Something else	0%	0.3%	0%
AGE (average years)	57.3	45.5	39
First generation to go to college	33%	n/a	33%

Faculty/Staff RACE & ETHNICITY	Faculty (n=3)	National Mean²	Staff (n=3)
Hispanic	0%	4.4	33%
Asian	0%	2.1%	33%
Native American	0%	0.2%	0%
Black	0%	3.1%	0%
Pacific Islander	0%	0.2%	0%
White, non-Hispanic	100%	84.7%	33%

1. Faculty and staff data from December 2023
2. Physician Assistant Education Association, *By the Numbers: Faculty Report 4: Data from the 2019 Faculty & Directors Survey*. Washington, DC: PAEA; 2020.

D. Increased number of PAs practicing in the state and, in particular, in the Monterey-Santa Cruz-San Benito tri-county region as demonstrated by graduate surveys.

- **Benchmarks:** 25% of graduates being employed in the tri-county region, 50% of graduates employed within a 100-mile program service area, and 75% of graduates employed in California.
- **Employment Data:** Graduate survey data collected 6-9 months after graduation show increased numbers of PA graduates working in the tri-county region, within the 100-mile program service area, and within the state of California. Survey data was supplement with information from online databases and email follow up.
Data show that 45% of program graduates (n=35 of the 77 for whom we have data) are currently employed as PAs in the Monterey-Santa Cruz-San Benito tri-county region, 55% (n=42) of graduates are employed as PAs within the 100-mile service area of the program and 84% (65 of 77) of graduates are employed as PAs in California. All of these percentages are above the benchmark, indicating success in meeting this goal.

Further achievement in support of Goal #2 and the program mission:

- **National Health Service Corps** Scholarships and Loan Repayment Programs are awarded to students who are committed to working in primary care and or underserved communities. To date, 9 of our students have received this honor, which also reflects positively on the program's mission to "serve the health needs of underserved communities."

Appendix

End of Curriculum Exam Report Summaries 2021, 2022, & 2023

California State University, Monterey Bay Performance Report by Class			
End of Curriculum Exam (v2)			
<small>This report presents information on students and scores for the End of Curriculum examination. Specific information about your program is confidential and is not released to any other program.</small>			
	Number of Exams	Mean Score	Standard Deviation
All PROGRAMS			
Reference Population	4756	1519	52
CLASS - Class of 2023			
Class Average	25	1523	28
		CLASS - Class of 2023	All PROGRAMS
		Percent	Percent
Performance Levels			
Limited Medical Knowledge (1200-1399)		0%	1%
Satisfactory Medical Knowledge (1400-1554)		88%	75.4%
Advanced Medical Knowledge (1555-1800)		12%	23.6%

California State University, Monterey Bay Performance Report by Class			
End of Curriculum Exam (v2)			
<small>This report presents information on students and scores for the End of Curriculum examination. Specific information about your program is confidential and is not released to any other program.</small>			
	Number of Exams	Mean Score	Standard Deviation
All PROGRAMS			
Reference Population	4756	1519	52
CLASS - Class of 2022			
Class Average	30	1527	35
		CLASS - Class of 2022	All PROGRAMS
		Percent	Percent
Performance Levels			
Limited Medical Knowledge (1200-1399)		0%	1%
Satisfactory Medical Knowledge (1400-1554)		87%	75.4%
Advanced Medical Knowledge (1555-1800)		13%	23.6%

California State University, Monterey Bay Performance Report by Class			
End of Curriculum Exam (v1)			
<small>This report presents information on students and scores for the End of Curriculum examination. Specific information about your program is confidential and is not released to any other program.</small>			
	Number of Exams	Mean Score	Standard Deviation
All PROGRAMS			
Reference Population	784	1495	53
CLASS - Class of 2021			
Class Average	29	1532	36
		CLASS - Class of 2021	All PROGRAMS
		Percent	Percent
Performance Levels			
Limited Medical Knowledge (1200-1399)		0%	2.6%
Satisfactory Medical Knowledge (1400-1524)		48%	72.3%
Advanced Medical Knowledge (1525-1800)		52%	25.1%