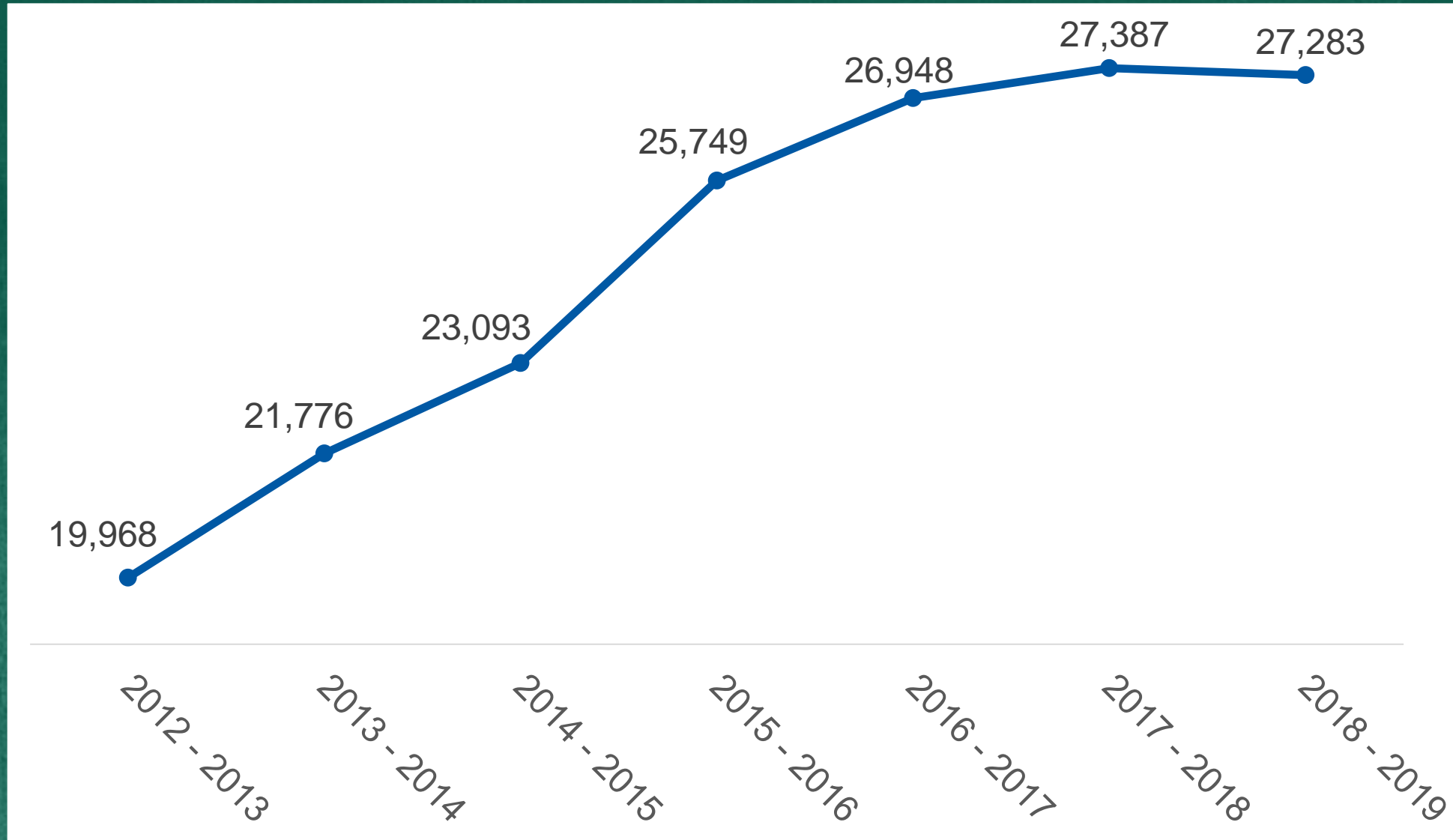


The PA Pipeline to Practice

Applicant and matriculant data from

CASPATM

Submitted applicants over time



Data from the 2017 – 2018 cycle

- Overview
- Geographic origin
- GPA
- GRE
- Demographics
- Disadvantaged statuses
- Matriculation rates

For each item

- Overall **submitted applicants**
- Grouped by **matriculants** and **non-matriculants**

27,283
submitted applicants



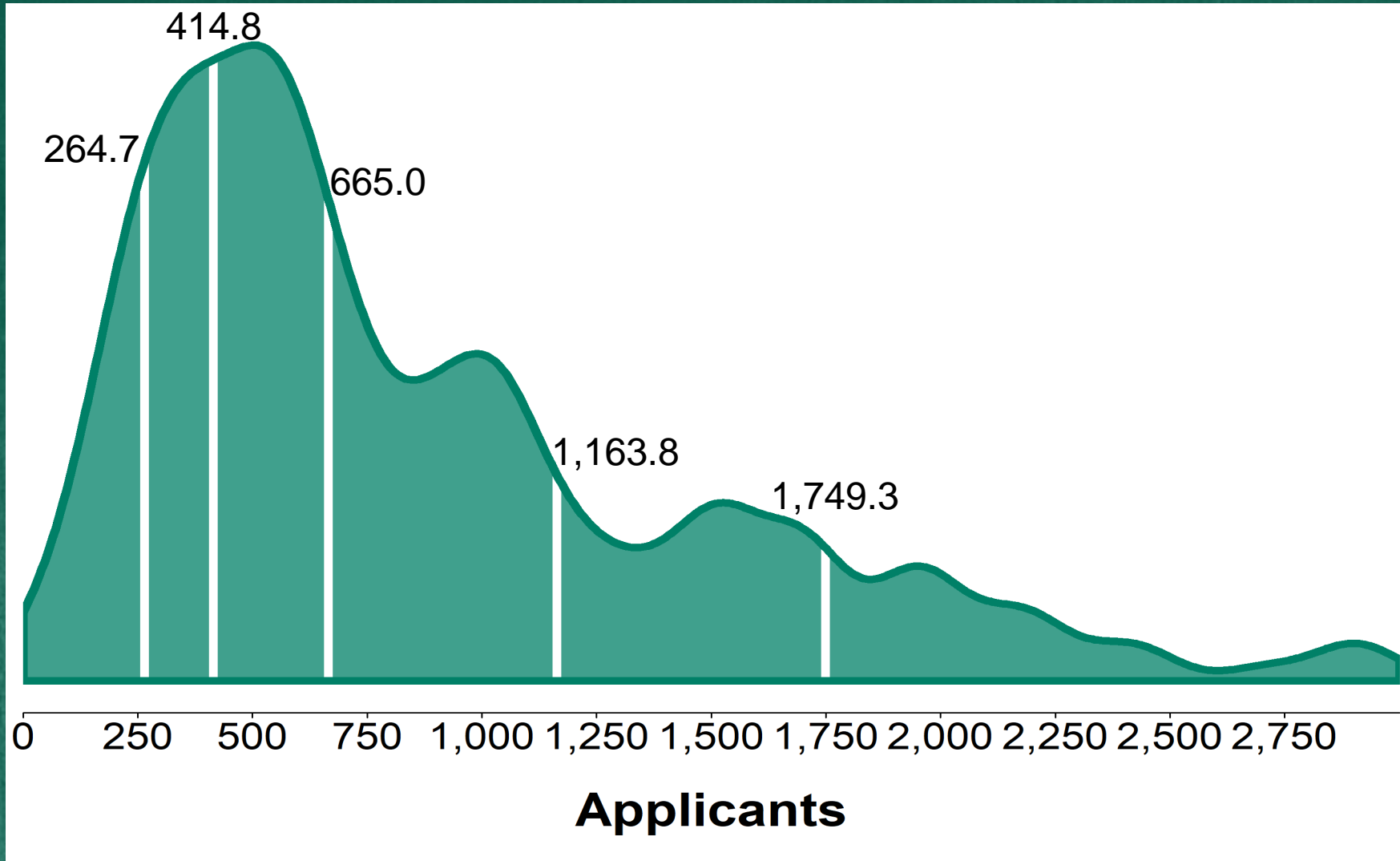
8,802
matriculants

32.3% of **all submitted applicants**
matriculated into a PA program

The **average program's**
matriculation rate was

7.0%

Applicants per program



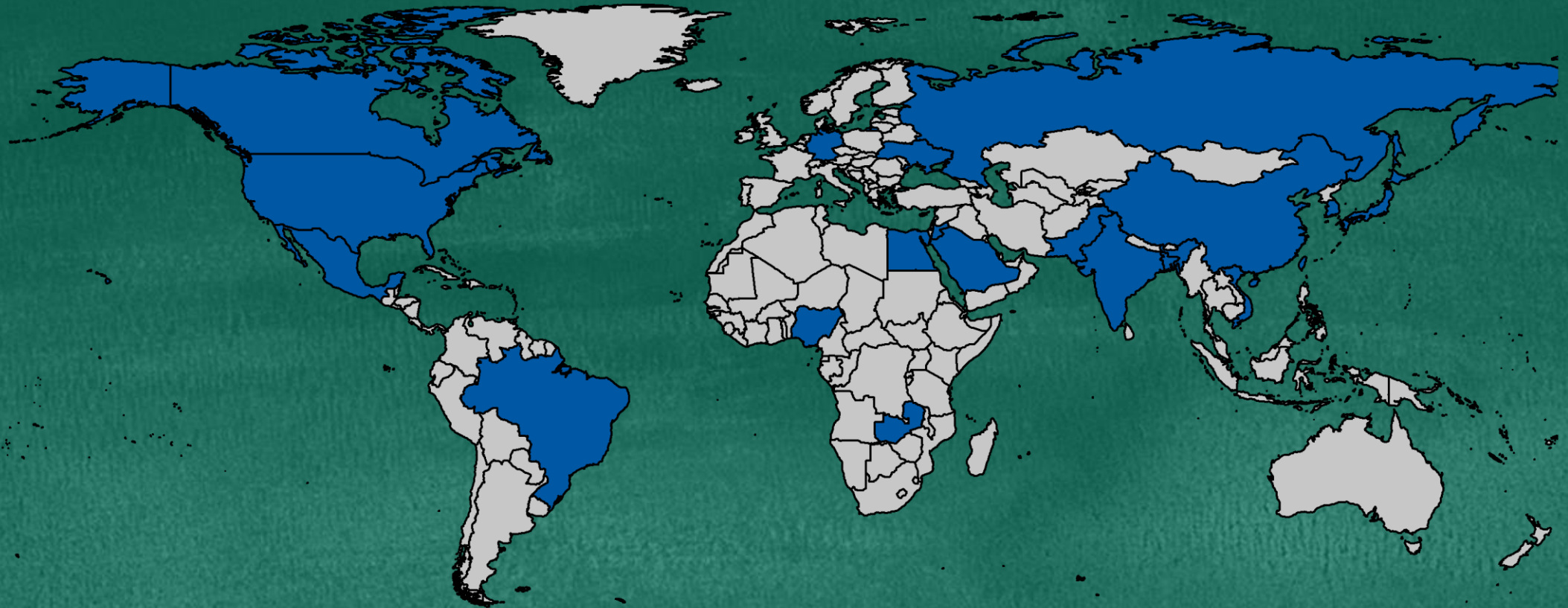
New ARC-PA diversity standard

The sponsoring institution *must* demonstrate its commitment to student, faculty and staff *diversity* and *inclusion* by:

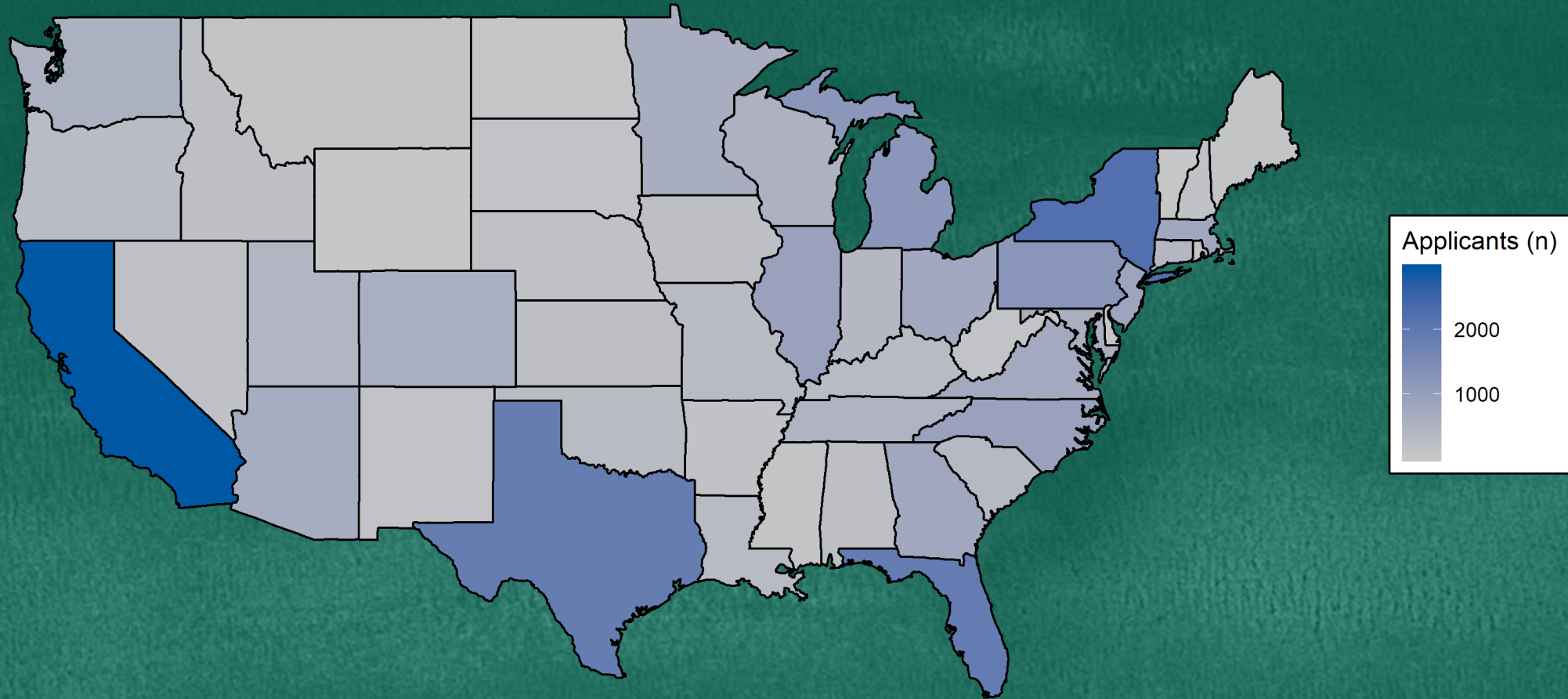
- a) supporting the program in defining its goal(s) for *diversity* and *inclusion*,
- b) supporting the program in implementing recruitment strategies,
- c) supporting the program in implementing retention strategies, and
- d) making available, resources which promote *diversity* and *inclusion*.

- *Accreditation Standards for Physician Assistant Education*© ,
Fifth Edition

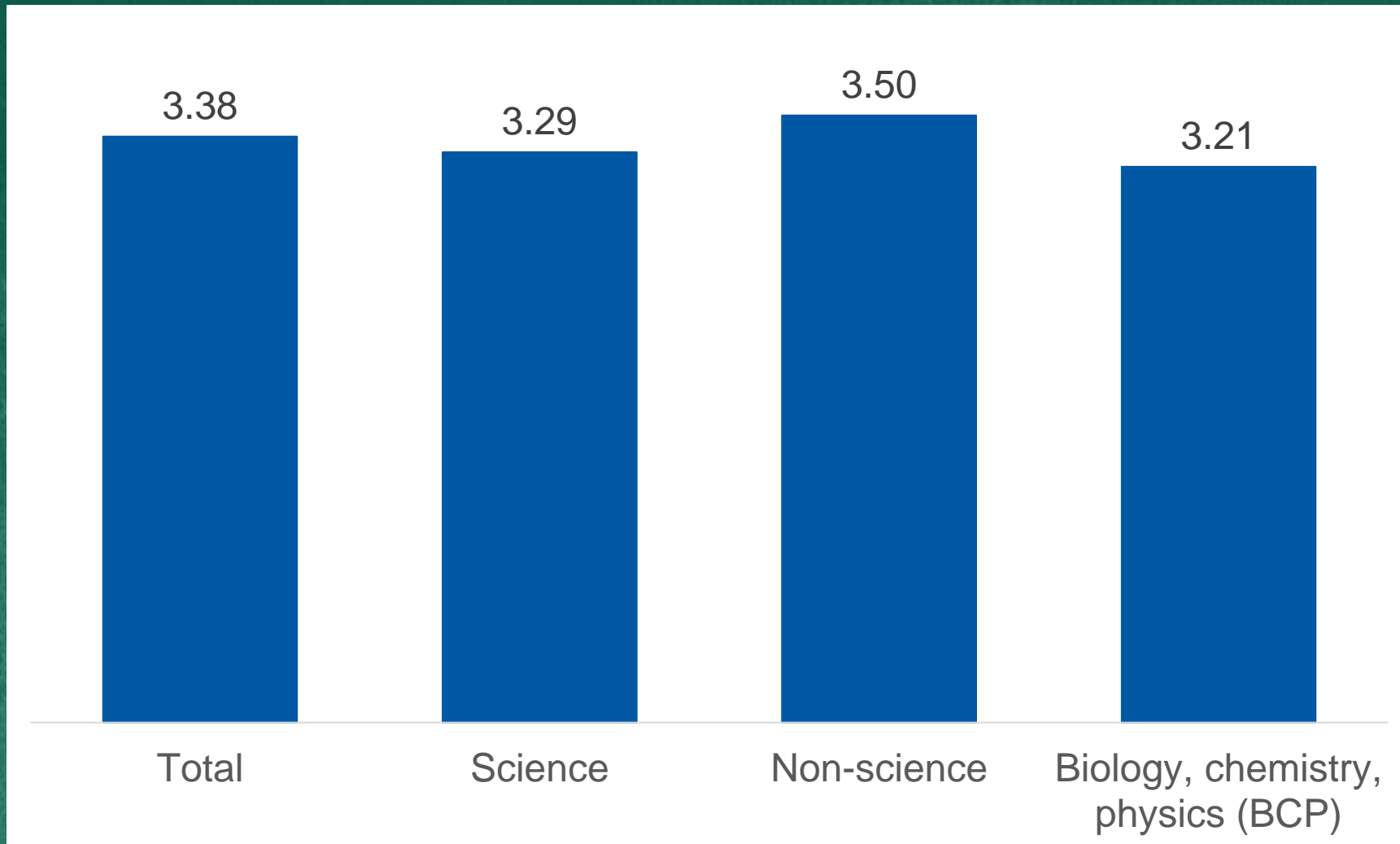
Applicants from 24 countries



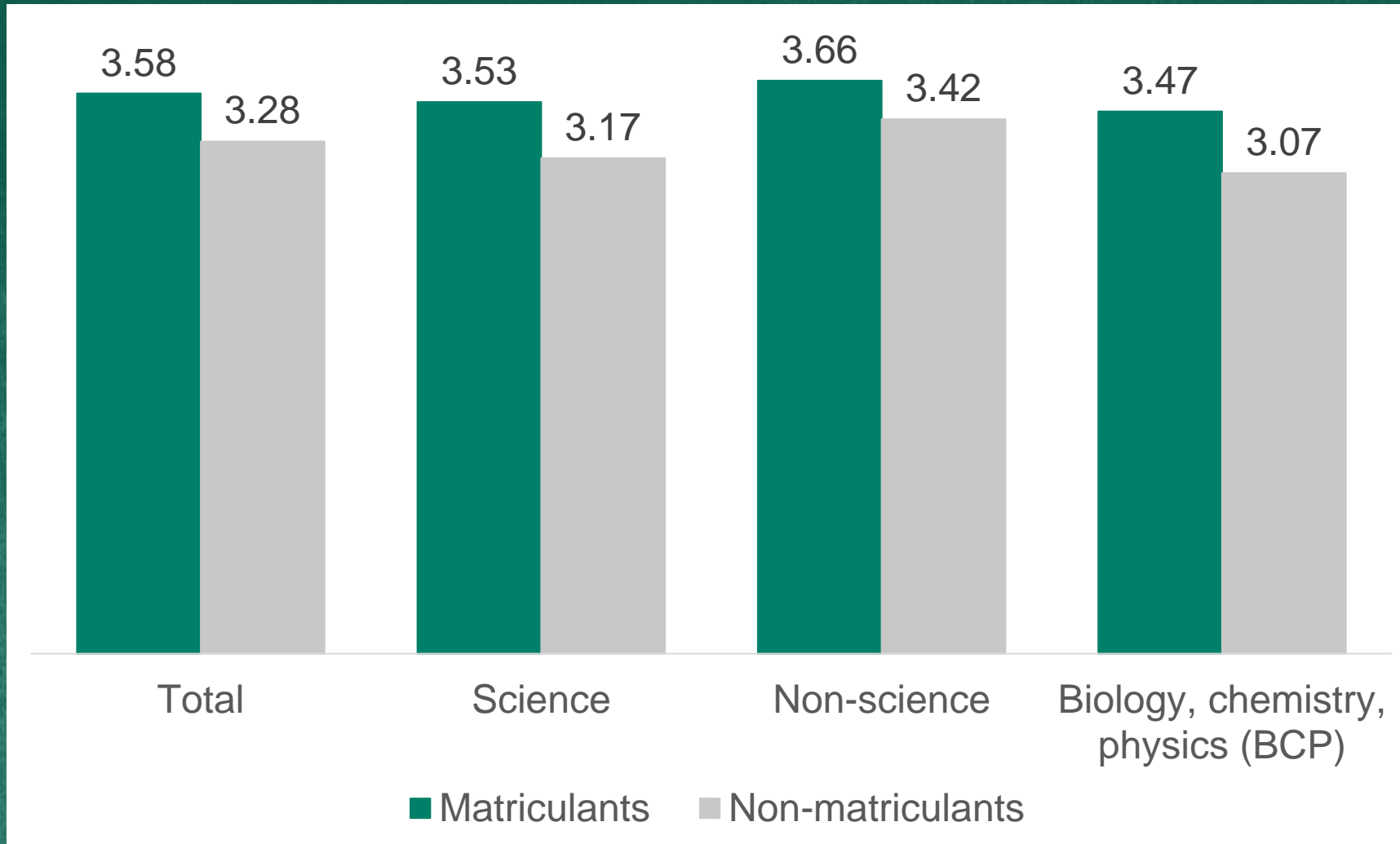
Applicants from 50 states



Applicant undergrad GPAs

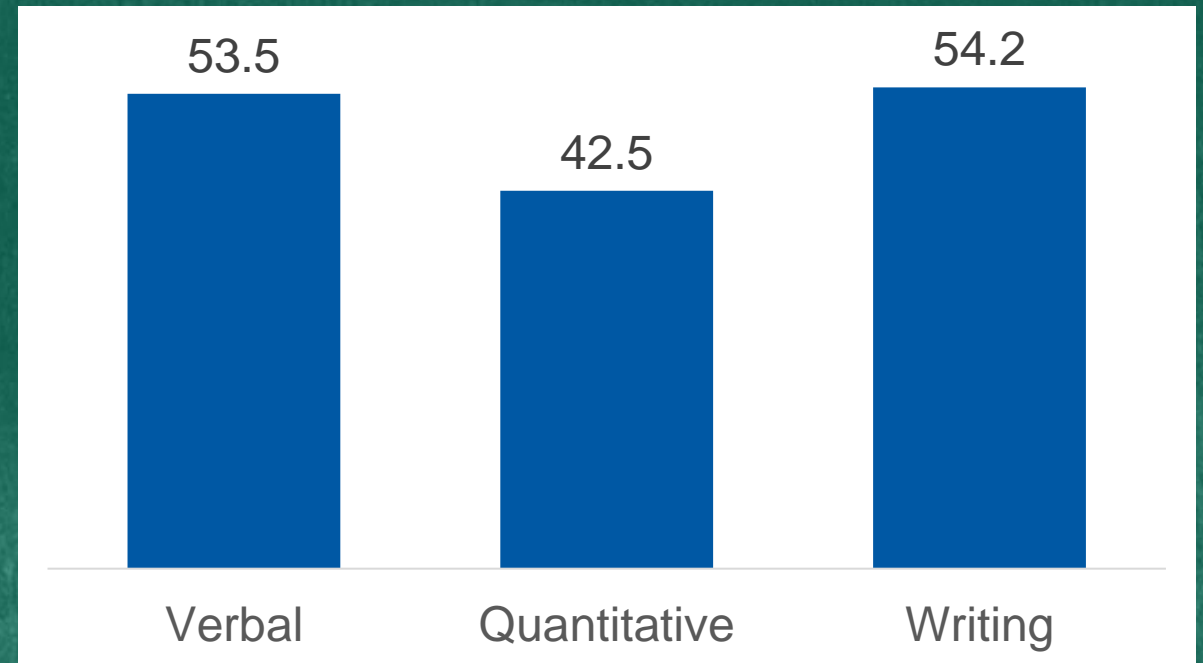


GPA by matriculation status



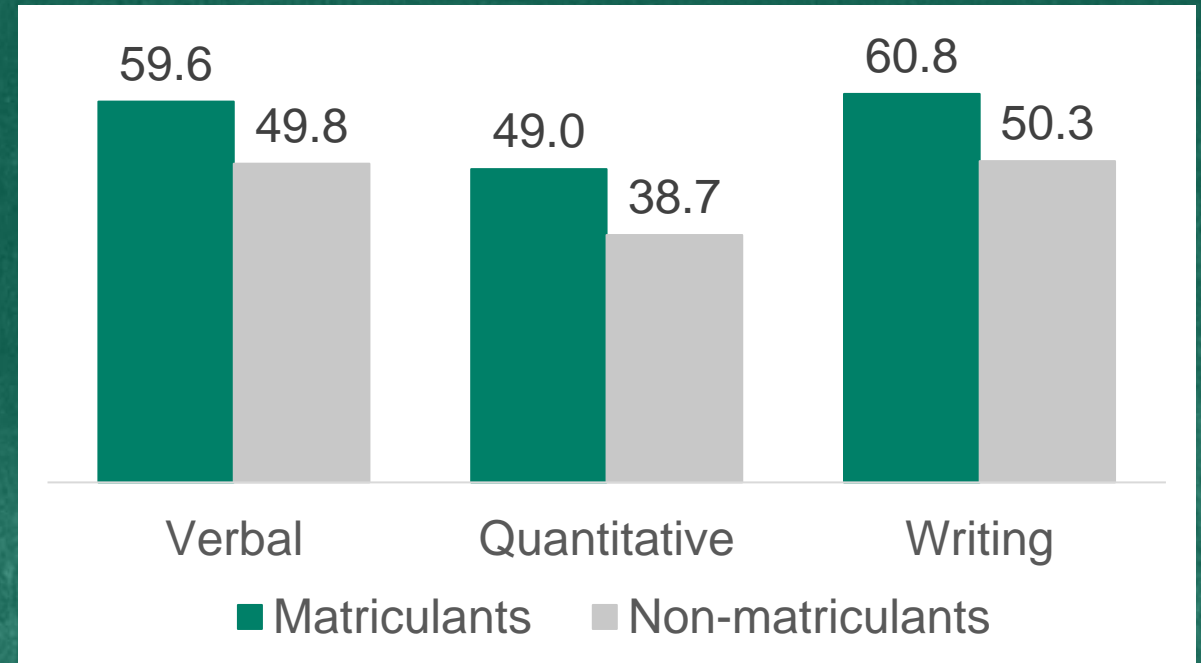
Applicant GREs

Section	Range	Average
Verbal	130 - 170	152.2
Quantitative	130 - 170	151.9
Writing	0 - 6	3.8

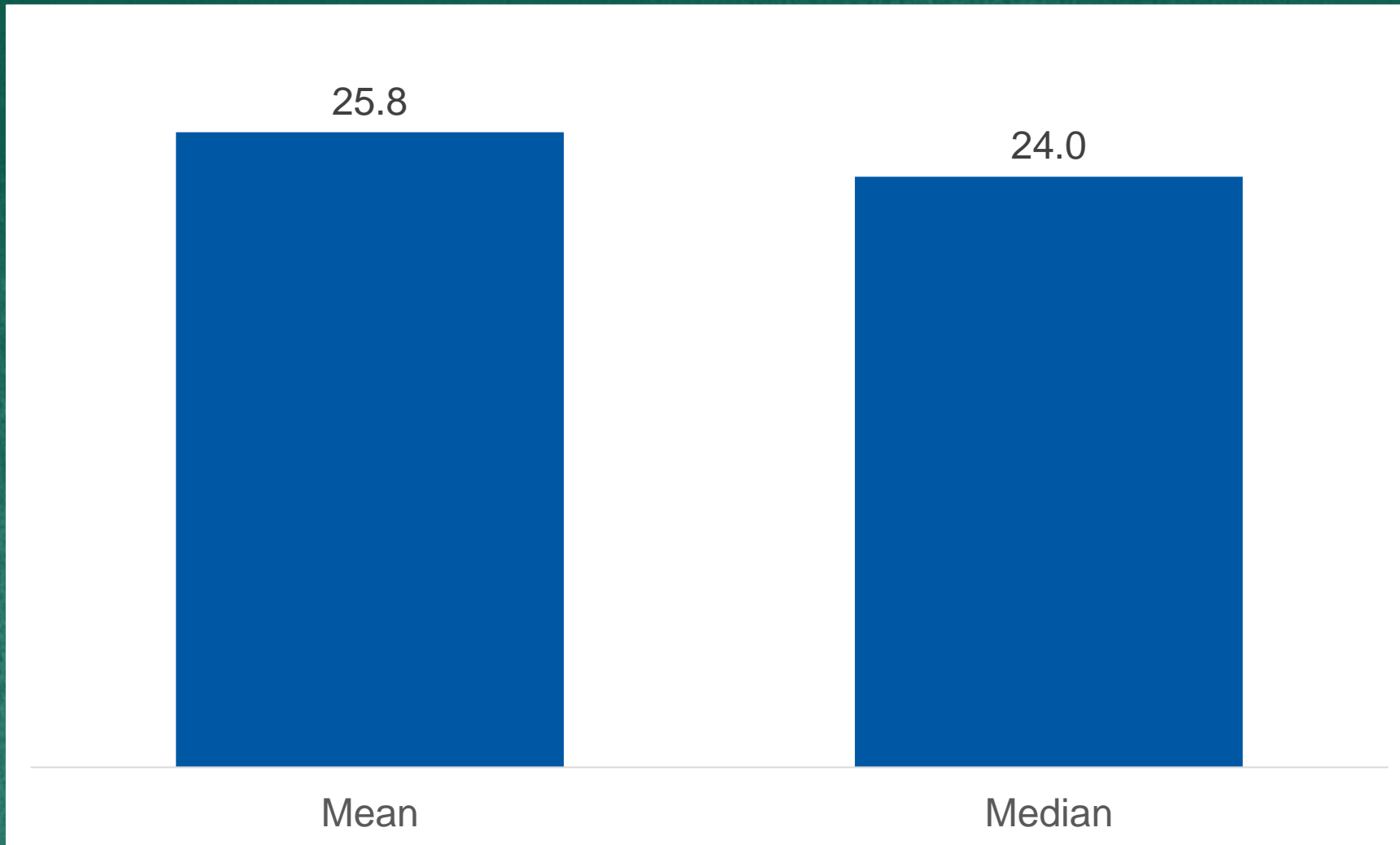


GREs by matriculation status

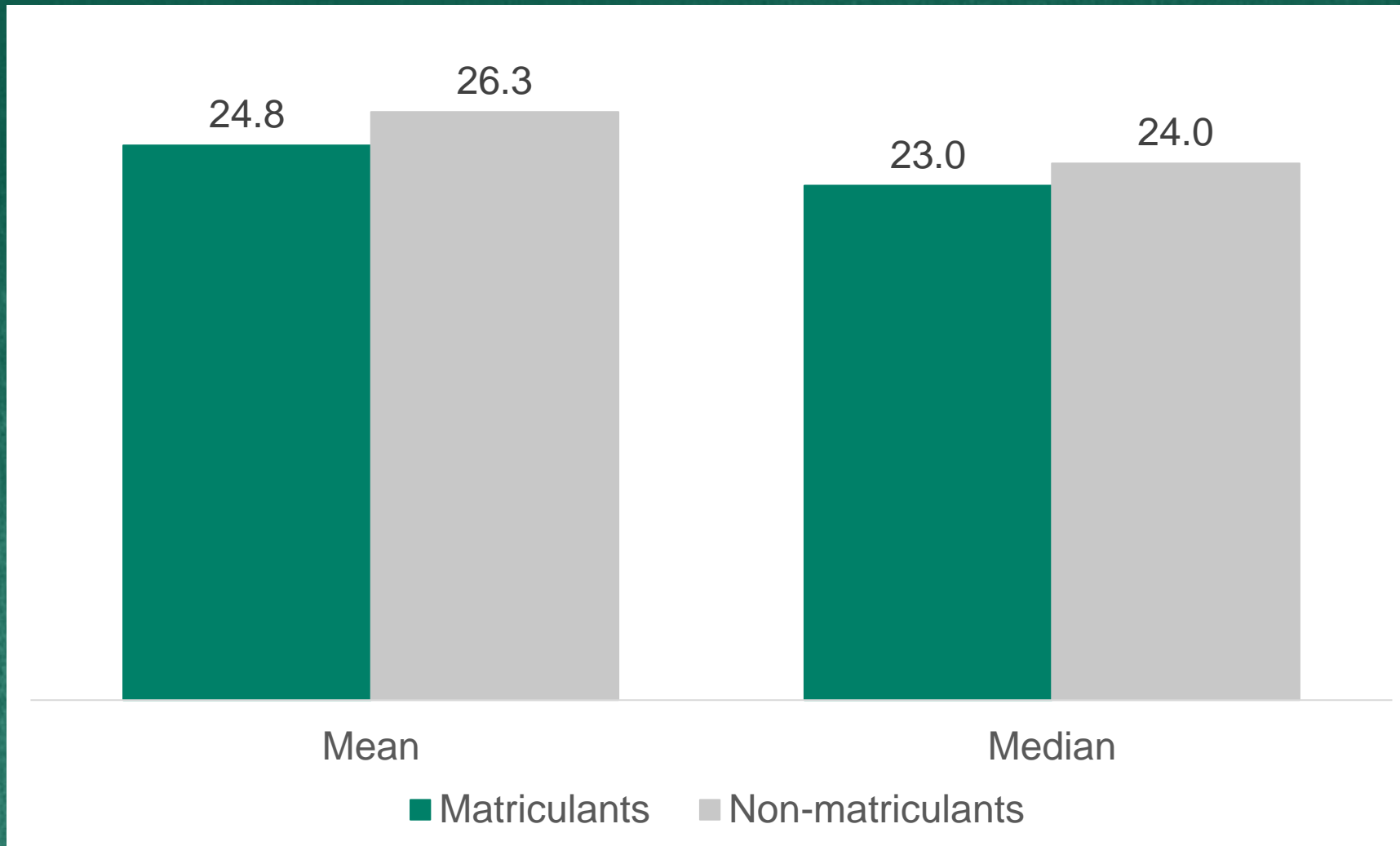
Section	Range	Matric.	Non-matric.
Verbal	130 - 170	153.4	151.5
Quant.	130 - 170	153.3	151.0
Writing	0 - 6	4.0	3.8



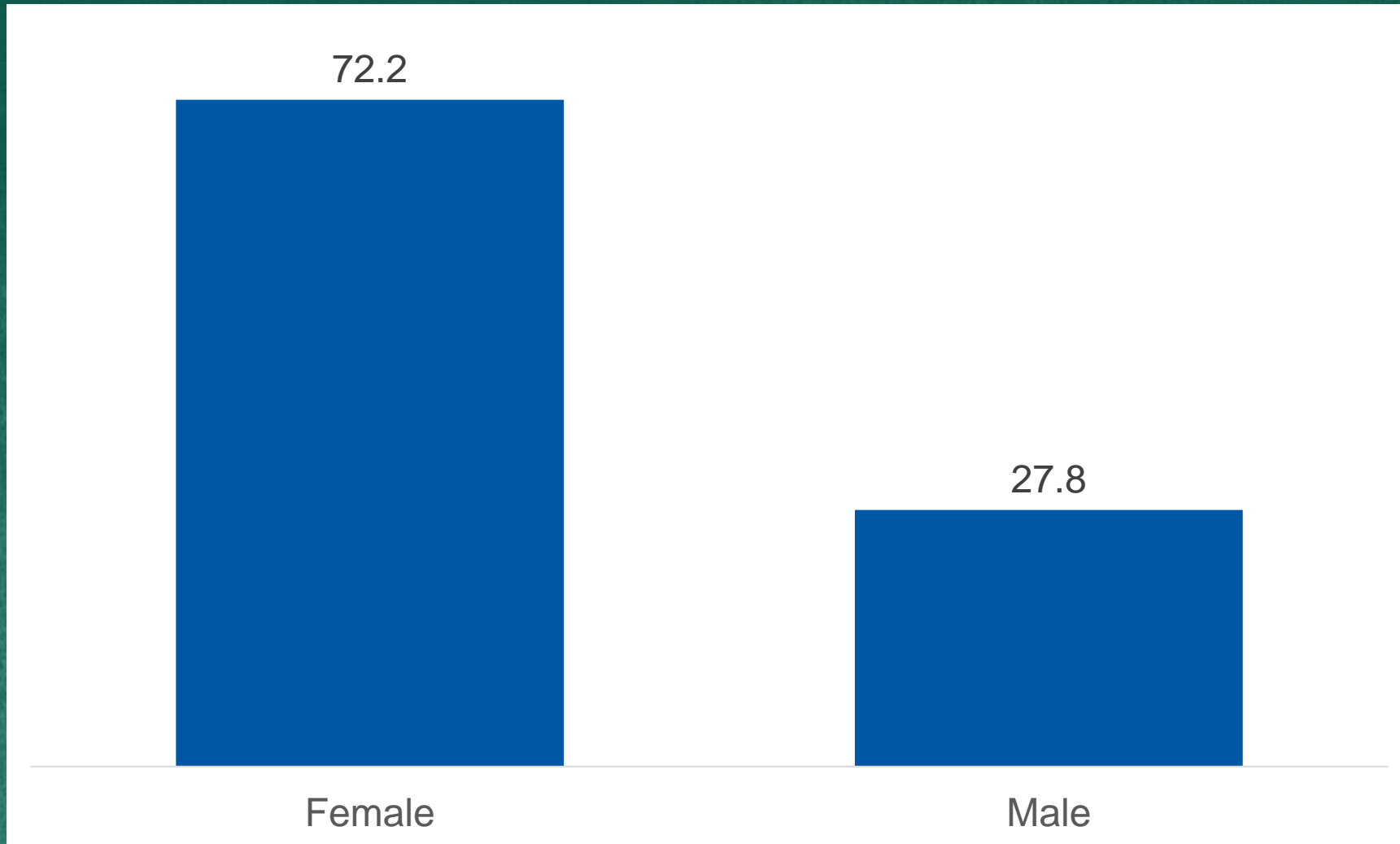
Applicant age



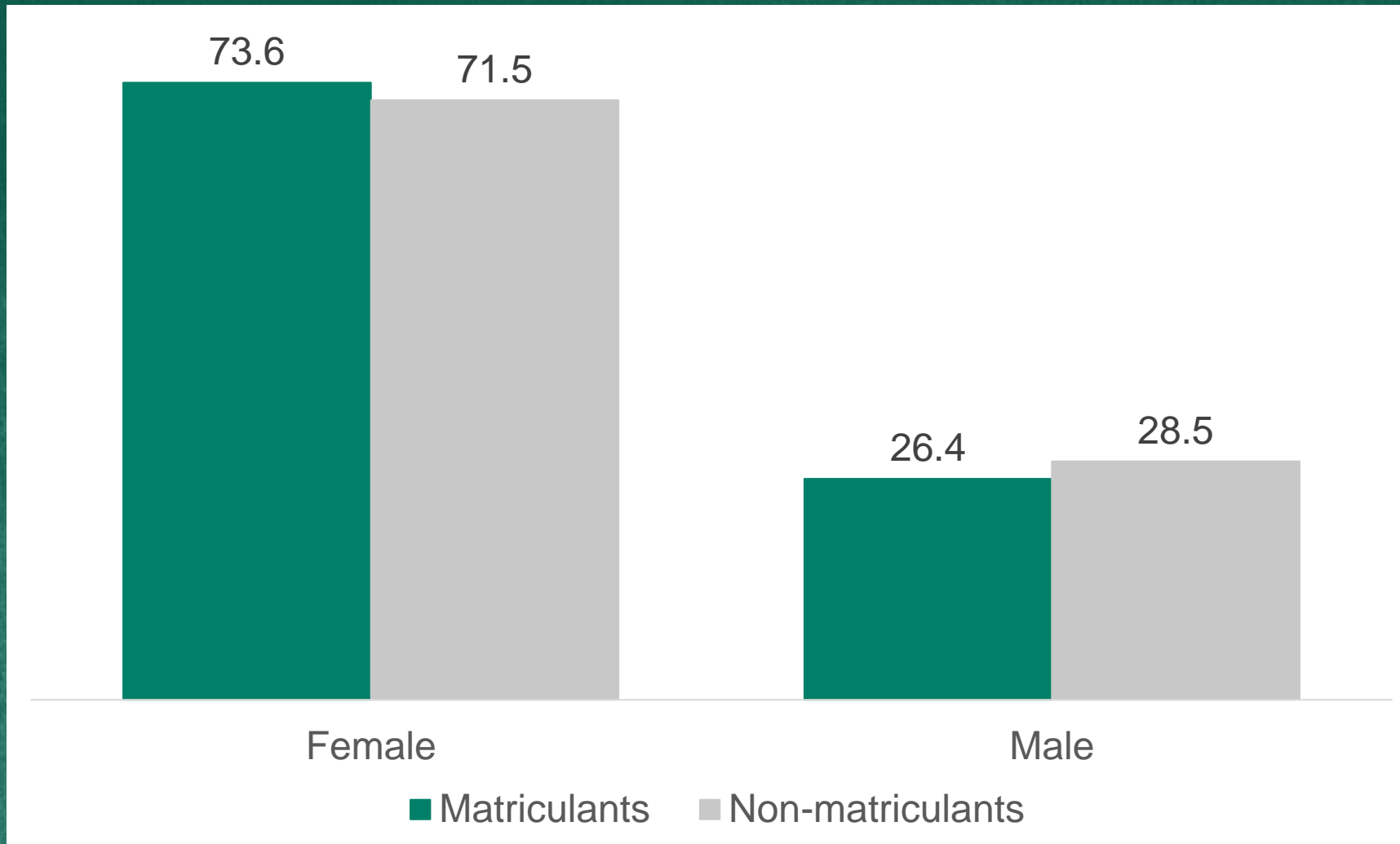
Age by matriculation status



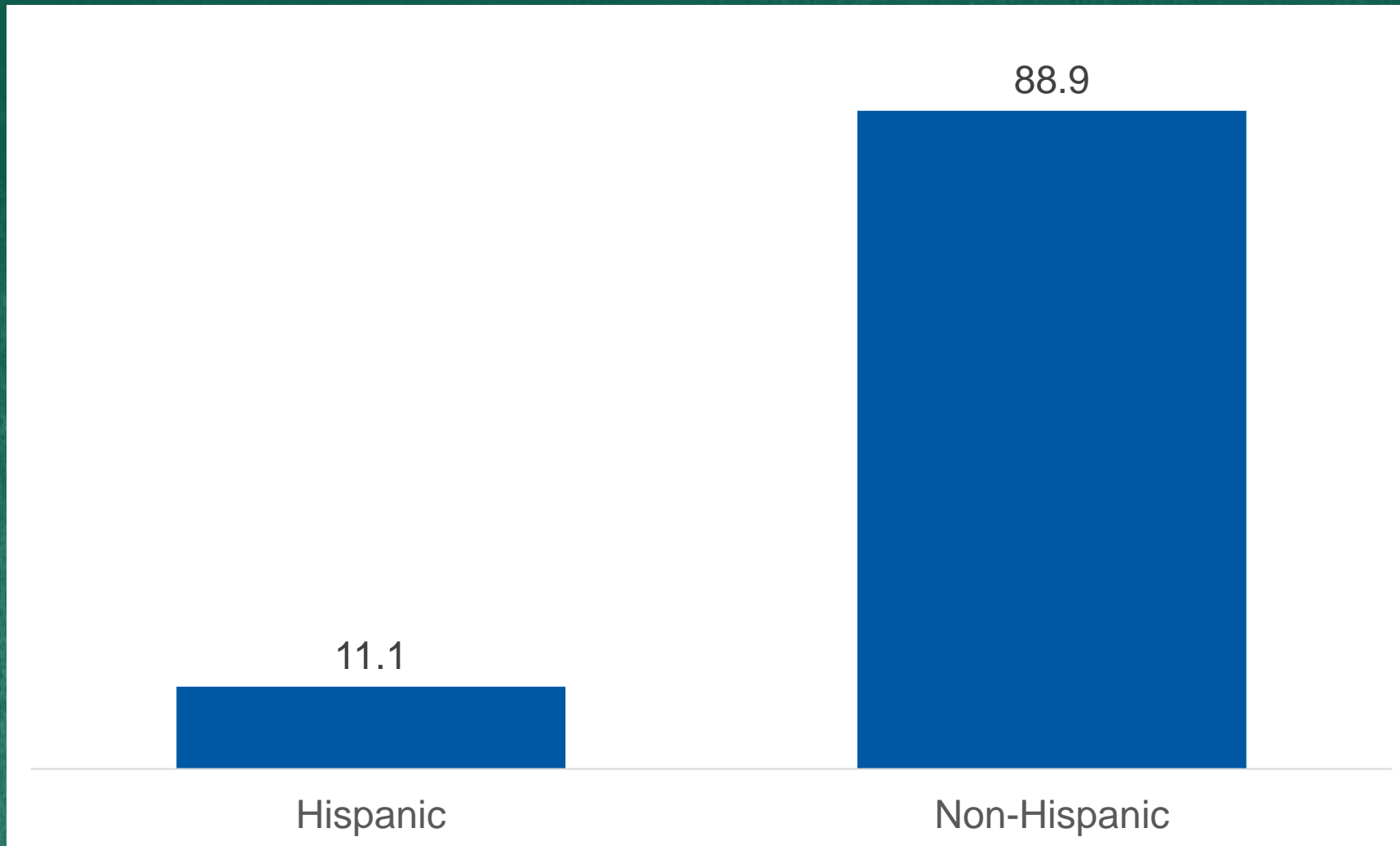
Applicant gender



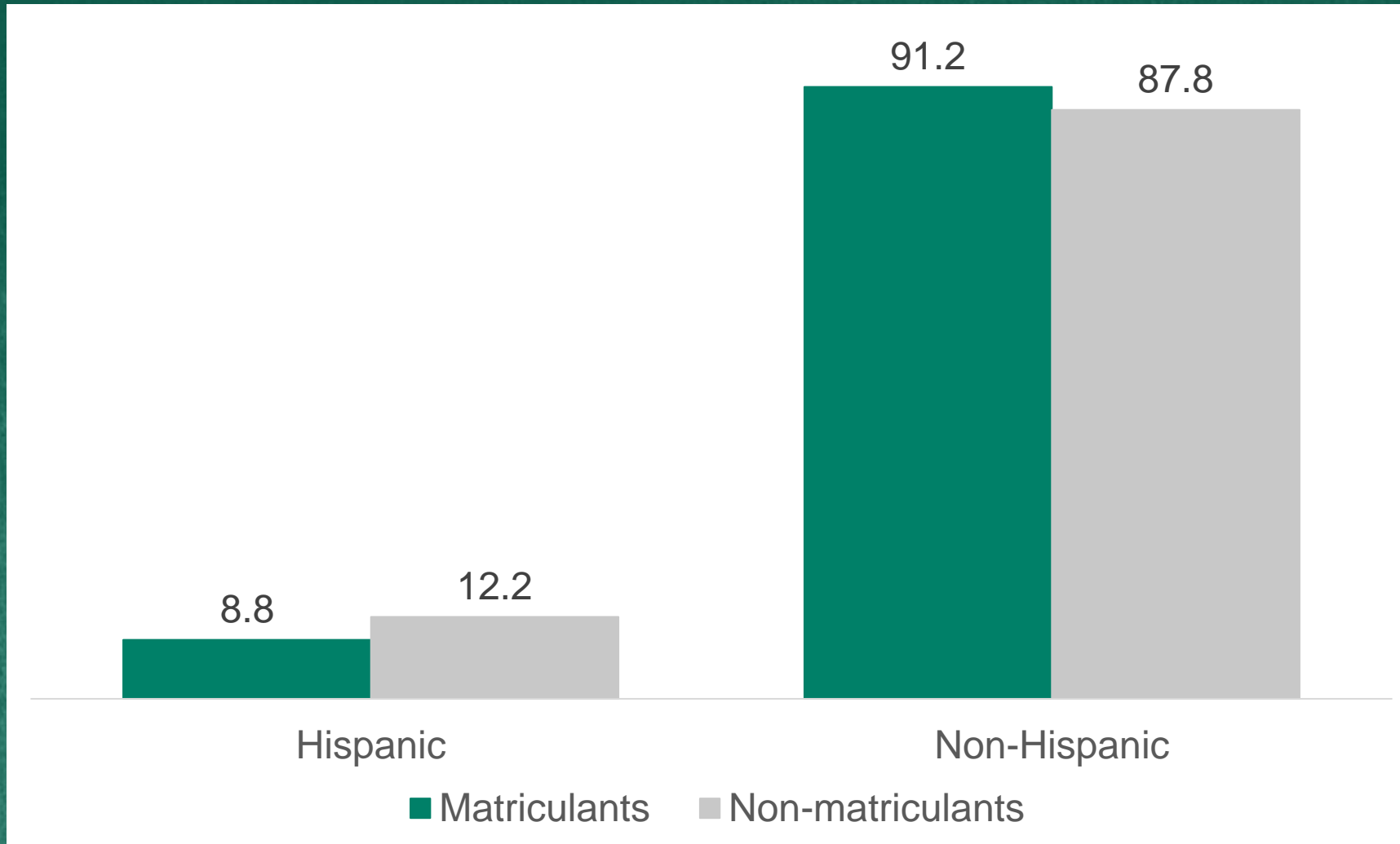
Gender by matriculation status



Applicant ethnicity



Ethnicity by matric. status



Applicant race

Race	Applicants	%
White	18,037	74.1
Asian	3,365	13.8
Black or African American	1,842	7.6
Multiracial	919	3.8
American Indian or Alaskan Native	110	0.5
Native Hawaiian or Pacific Islander	56	0.2

Race by matriculation status

	<u>Matriculants</u>		<u>Non-matriculants</u>	
	<i>n</i>	%	<i>n</i>	%
White	6,419	80.4	11618	71.1
Asian	913	11.4	2,451	15.0
Multiracial	305	3.8	614	3.8
Black or African American	303	3.8	1,539	9.4
American Indian or Alaskan Native	25	0.3	85	0.5
Native Hawaiian or Pacific Islander	17	0.2	39	0.2

Underrepresented status

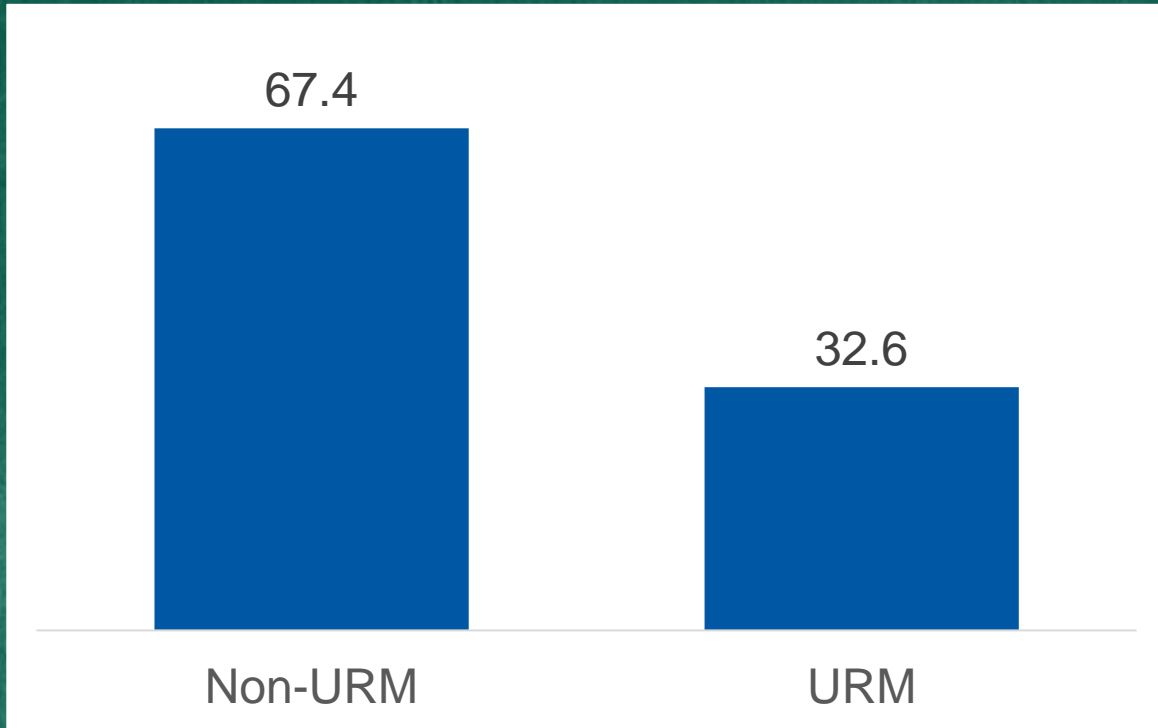
- **Underrepresented Minority (URM)**
 - **Hispanic and/or**
 - **Single non-White race or**
 - **Non-White race in combination with another race**
- **Underrepresented (UR) in medicine**
 - **Hispanic and/or**
 - **Single non-Asian, non-White race**
 - **Non-Asian, non-White race in combination with another race**

Underrepresented status

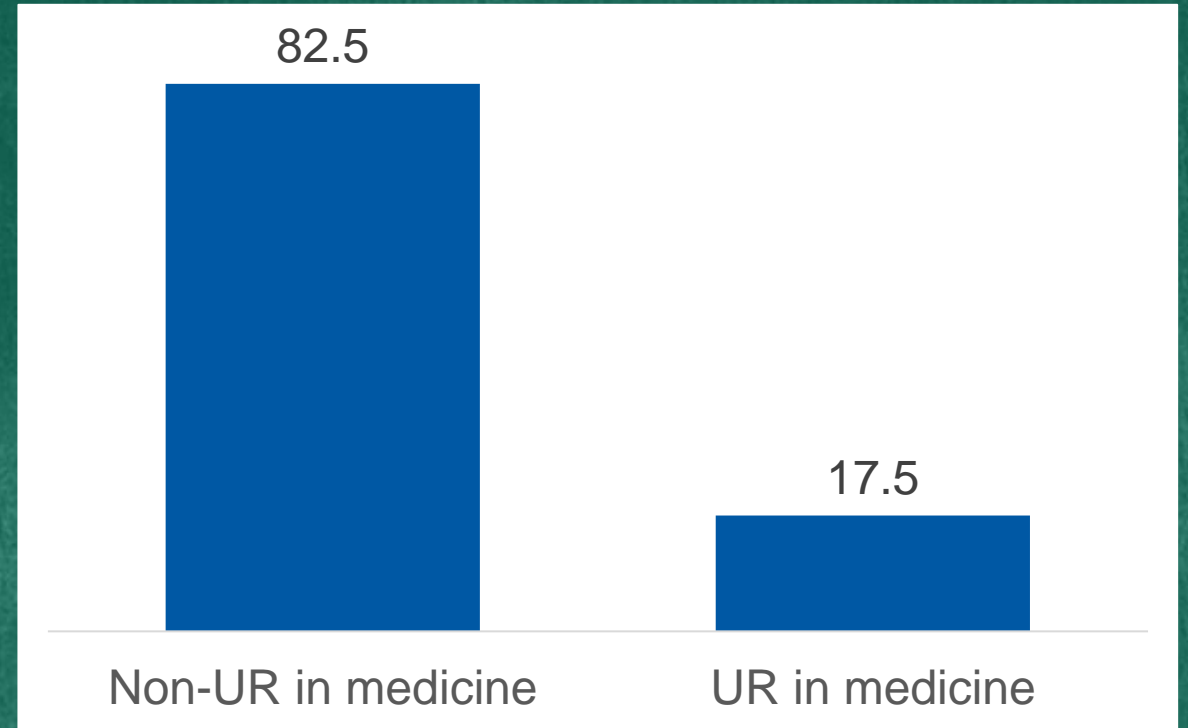
- Underrepresented Minority (URM)
 - Hispanic and/or
 - Single non-White race or
 - Non-White race in combination with another race
- Underrepresented (UR) in medicine
 - Hispanic and/or
 - Single **non-Asian**, non-White race
 - Non-Asian, non-White race in combination with another race

Underrepresented status

URM status



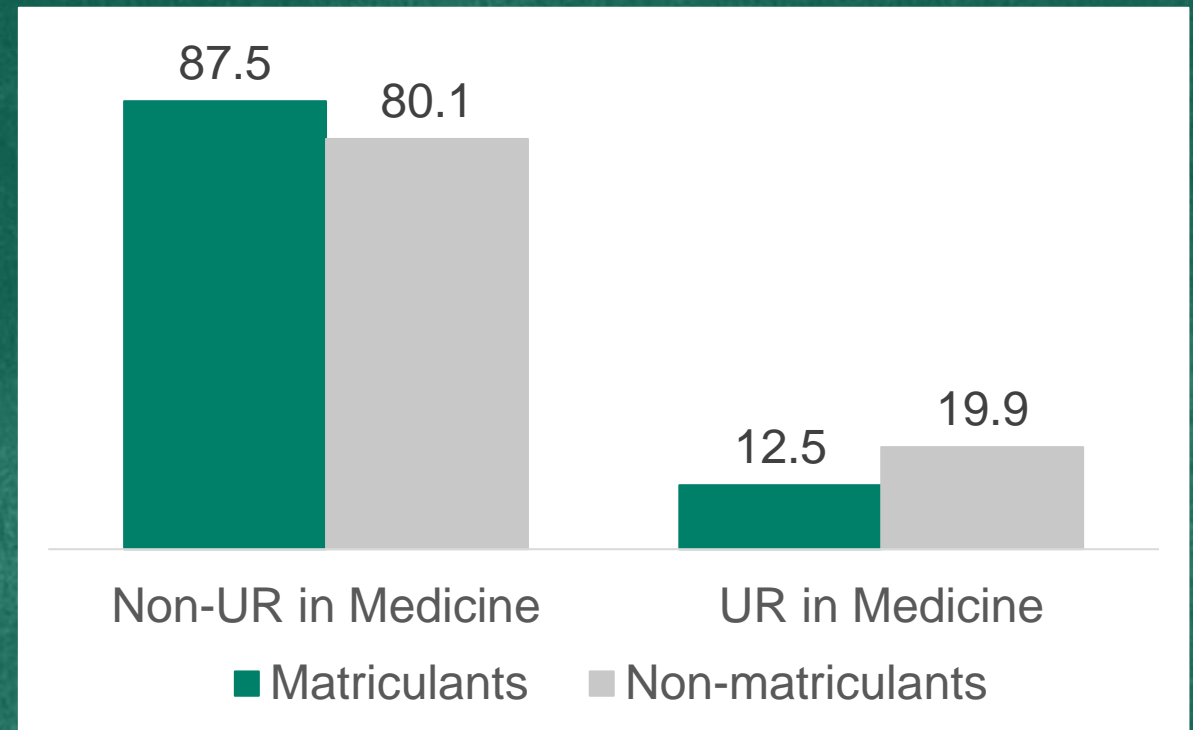
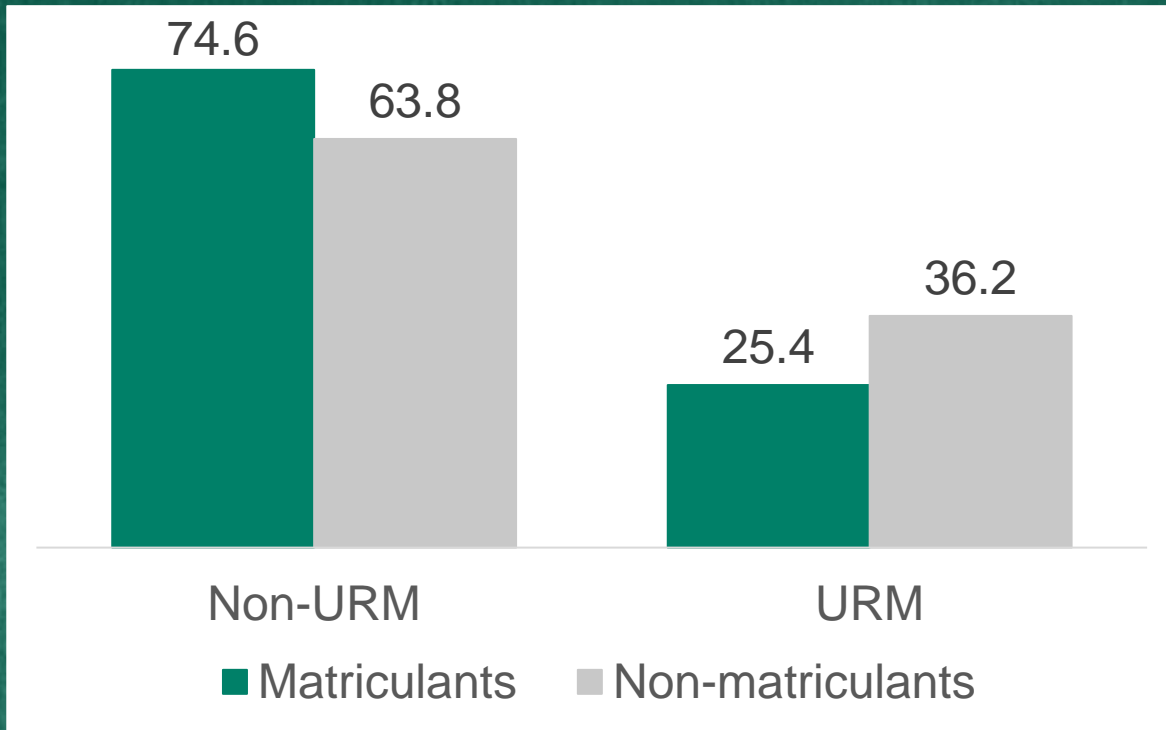
UR in medicine status



UR status by matric. status

URM status

UR in medicine status



Disadvantaged status

42.6%

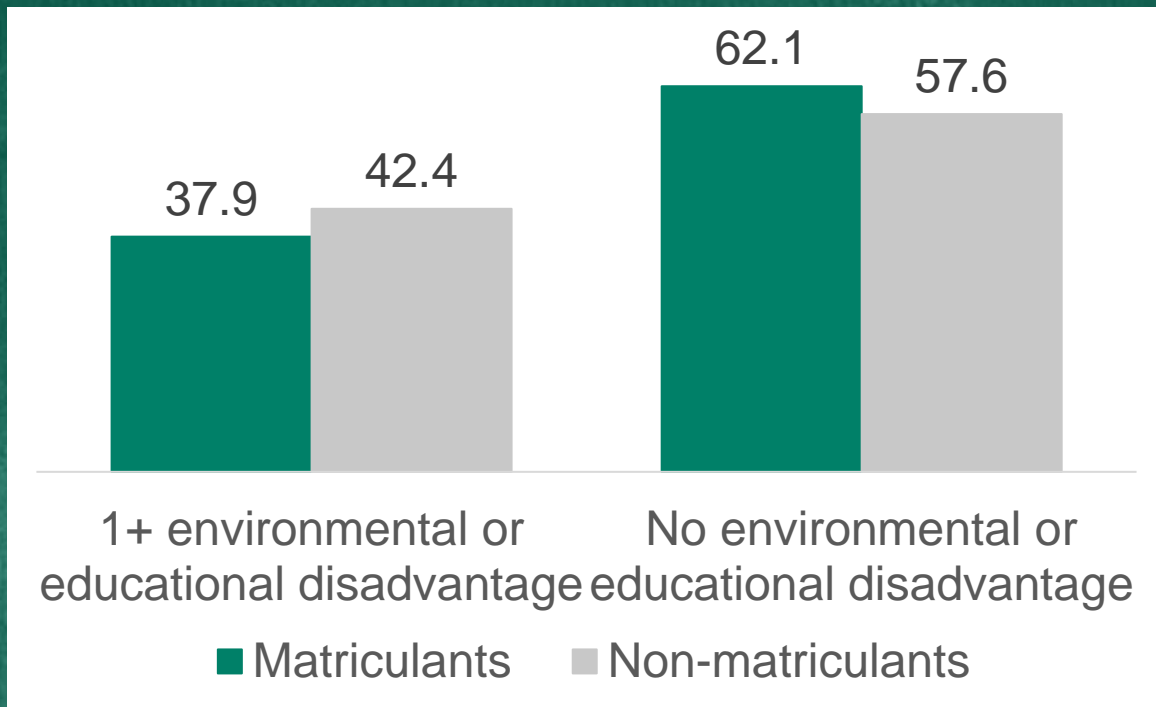
reported
at least one
**educational/
environmental**
disadvantage

15.2%

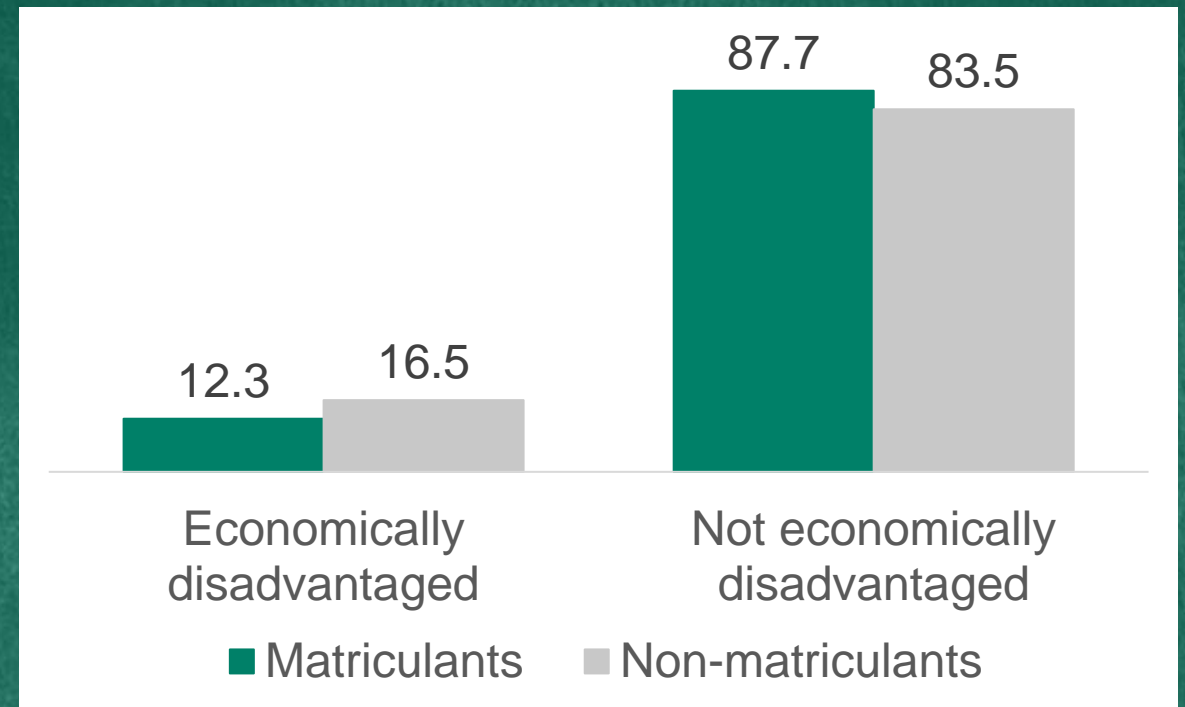
reported an
economic
disadvantage

Disadv. status by metric.

1+ environmental or educational disadvantage



Family income economically disadvantaged

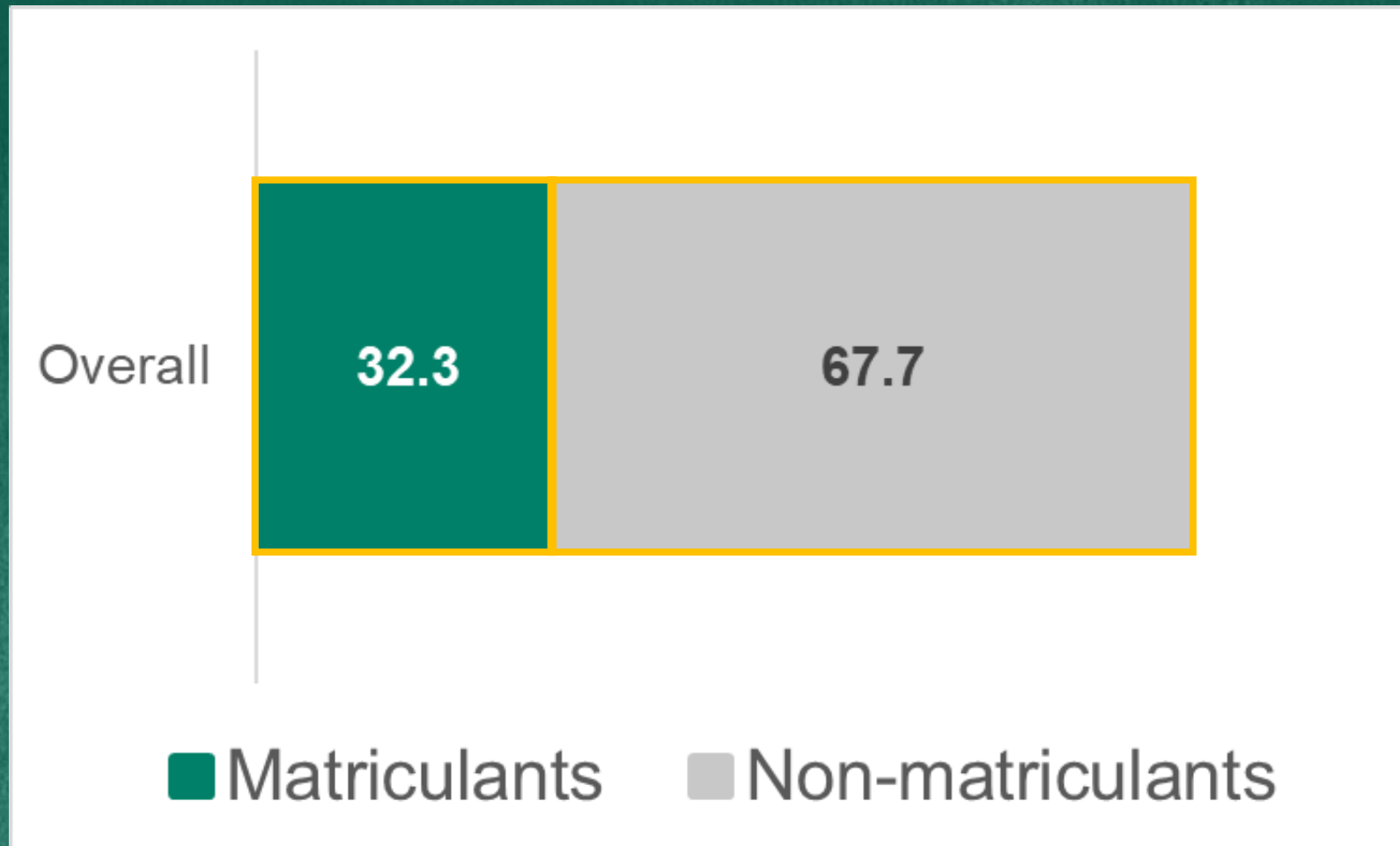


Matriculation rates

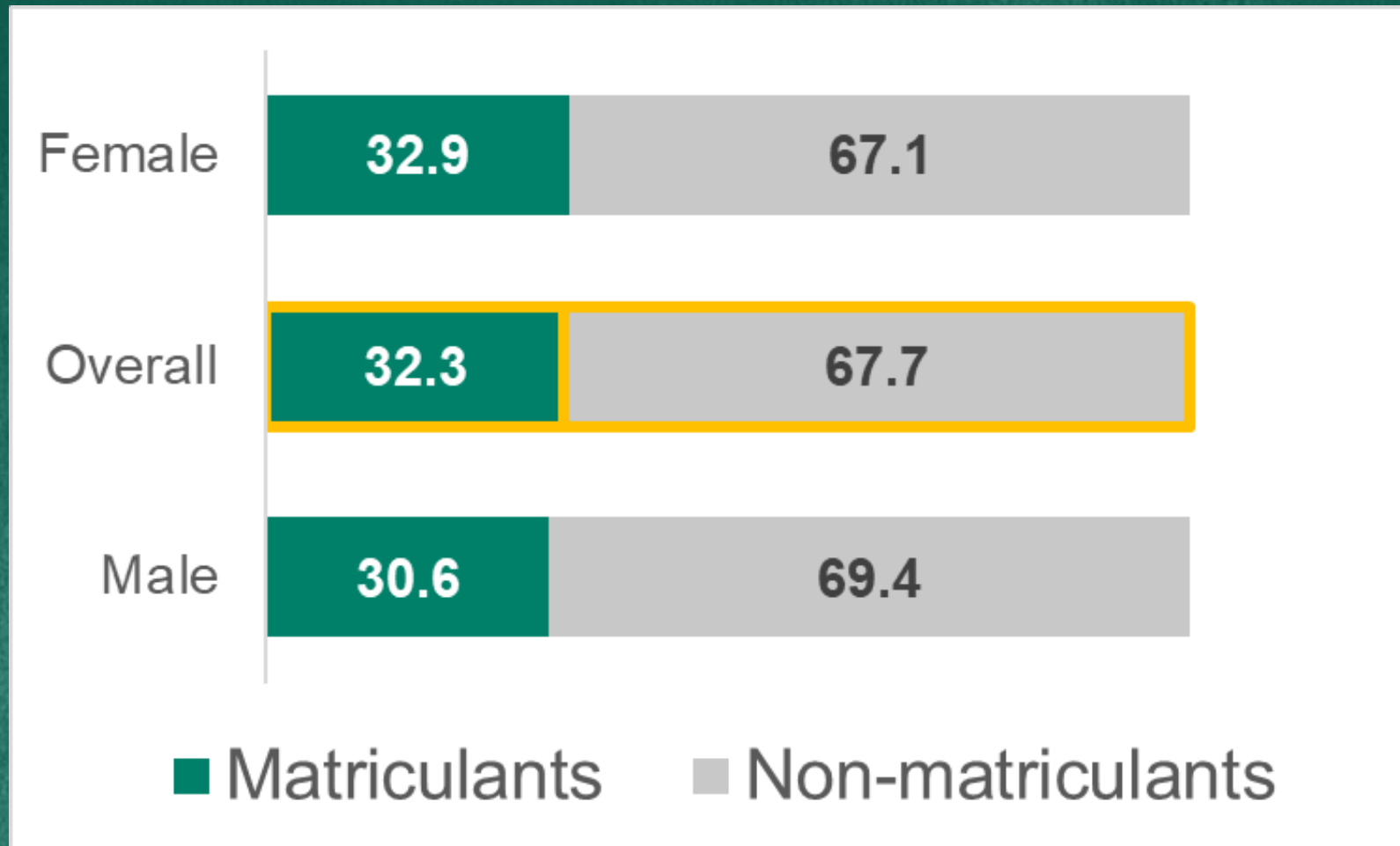
What percentage of matriculants belong to each demographic group?

What percentage of each demographic group matriculated into a PA program?

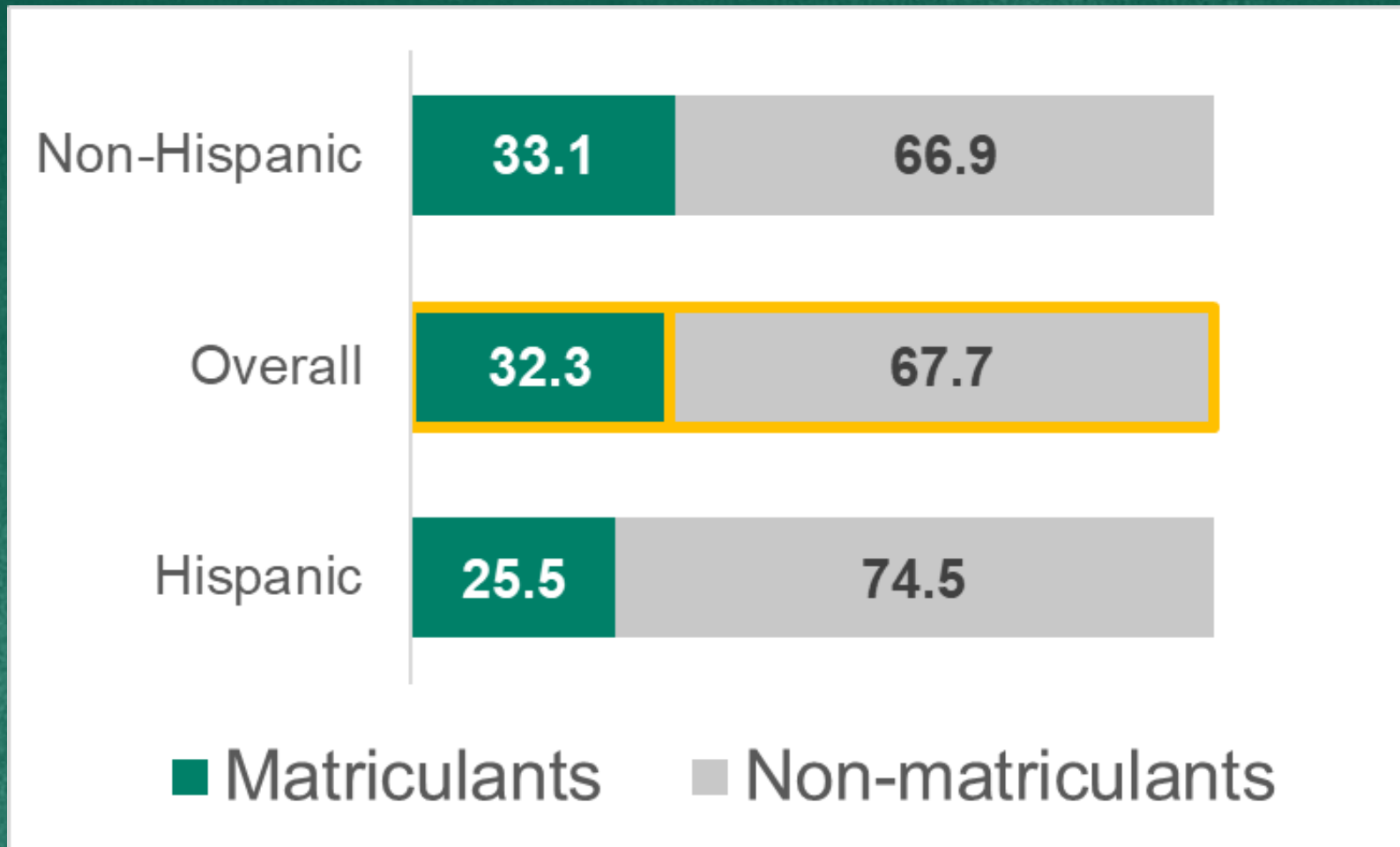
Overall matriculation rates



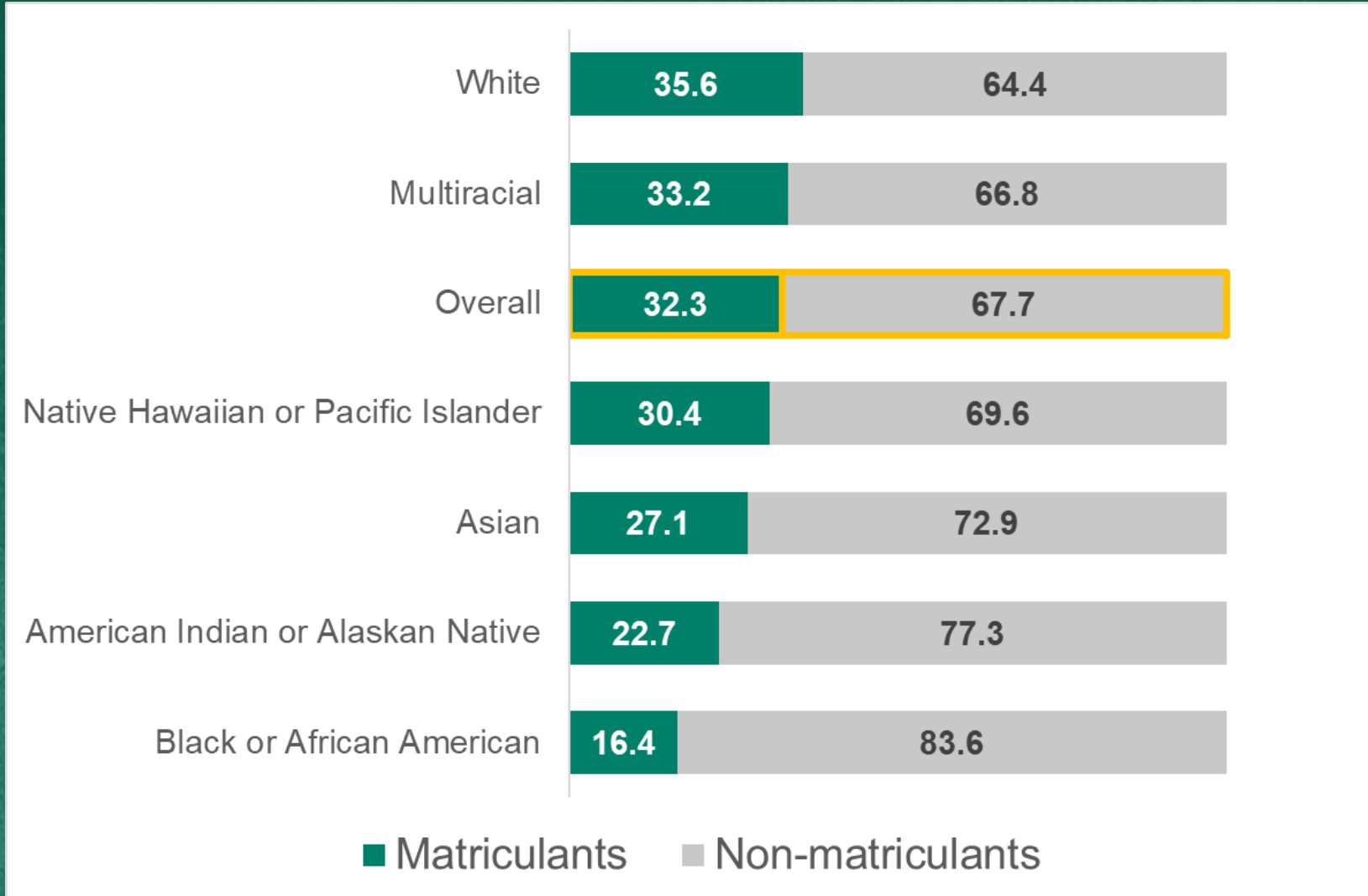
Matric. rates by gender



Matric. rates by ethnicity

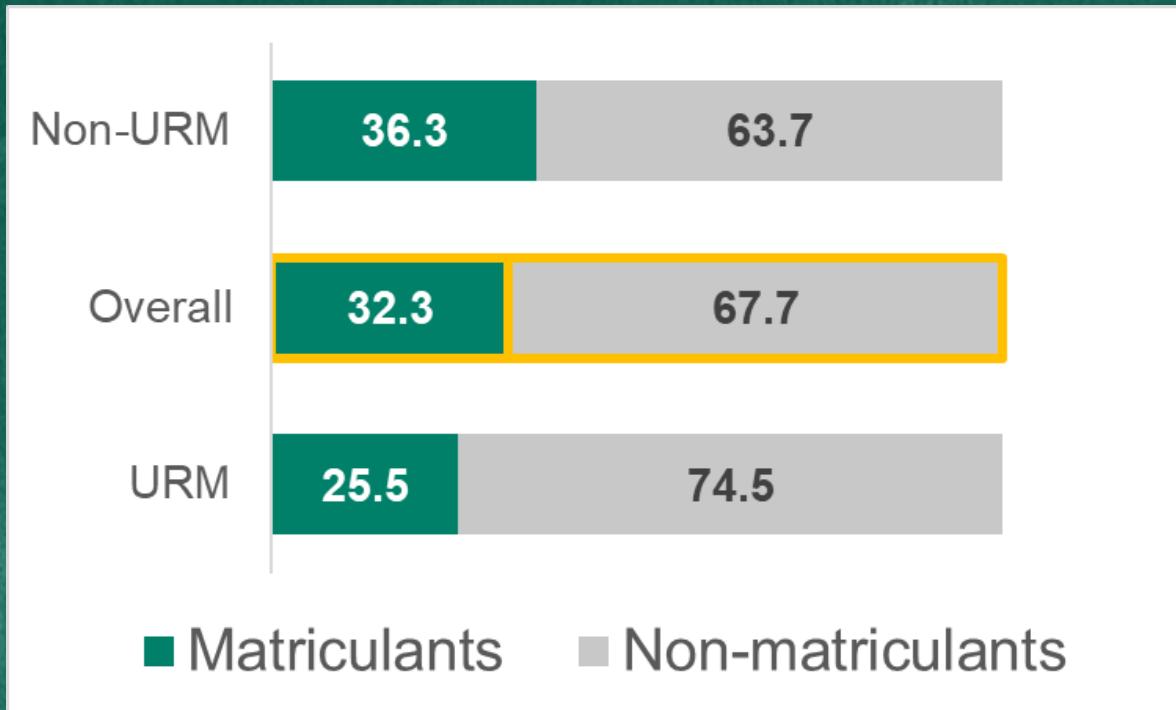


Matric. rates by race

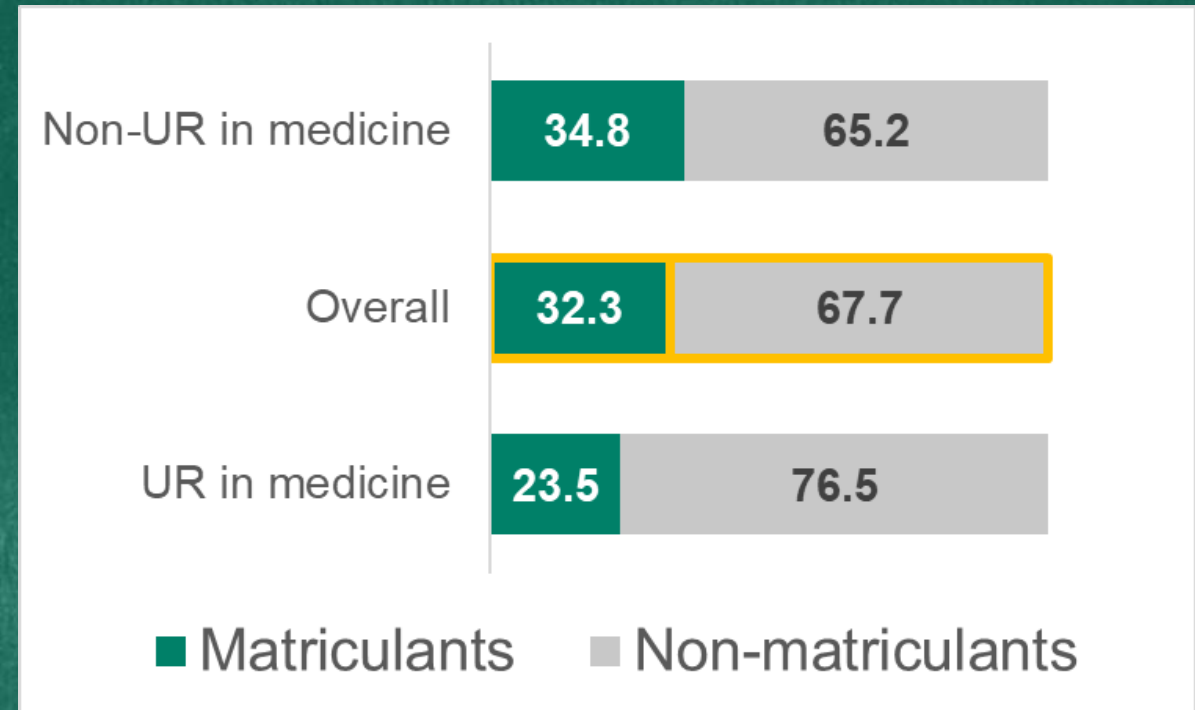


Matric. rates by UR status

URM

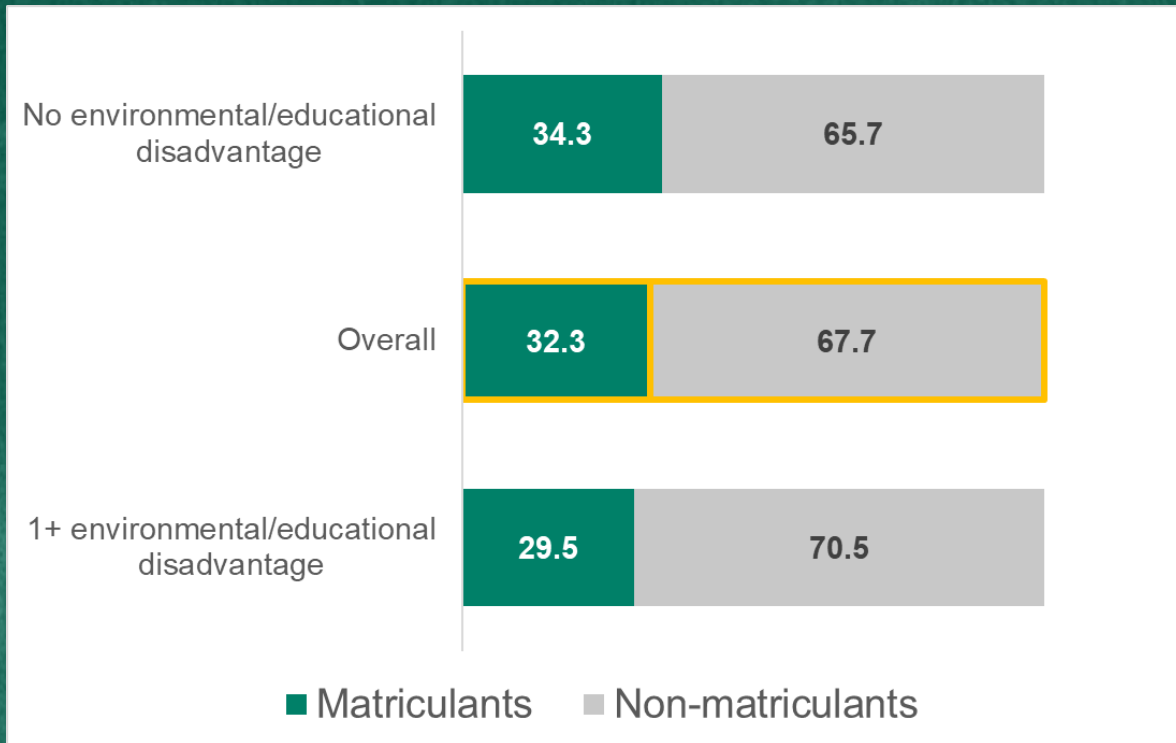


UR in medicine

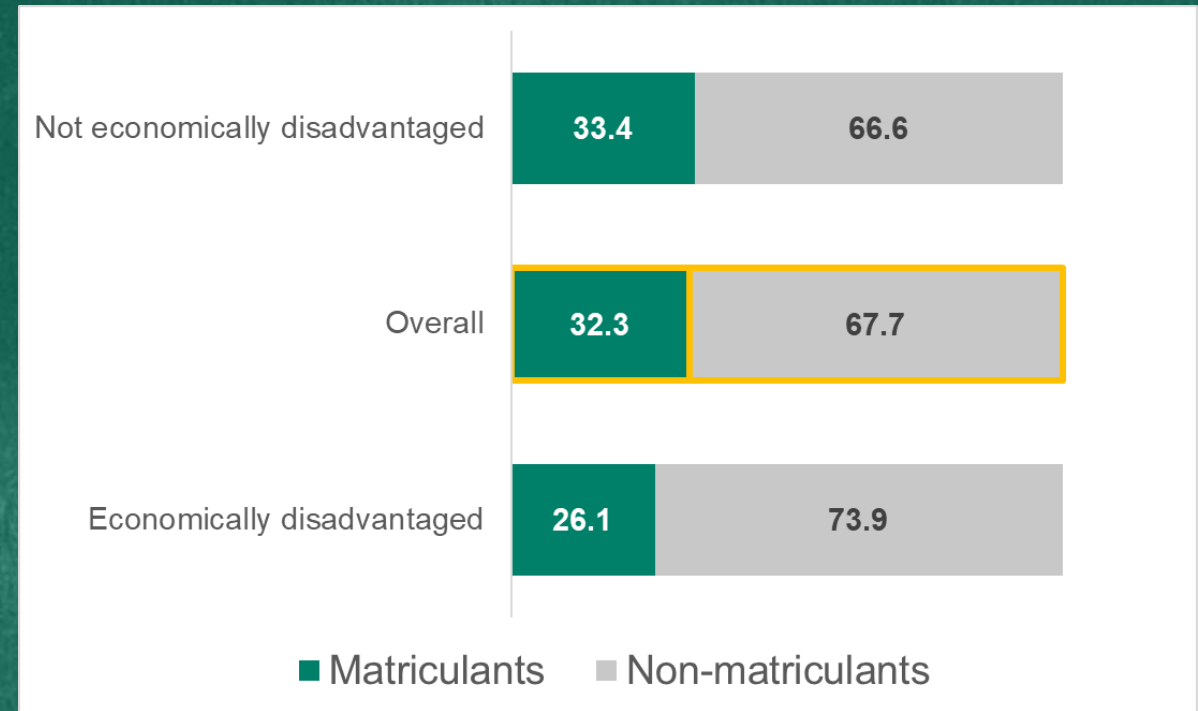


Matric. Rates by disadv. status

1+ environmental or educational disadvantage



Family income economically disadvantaged

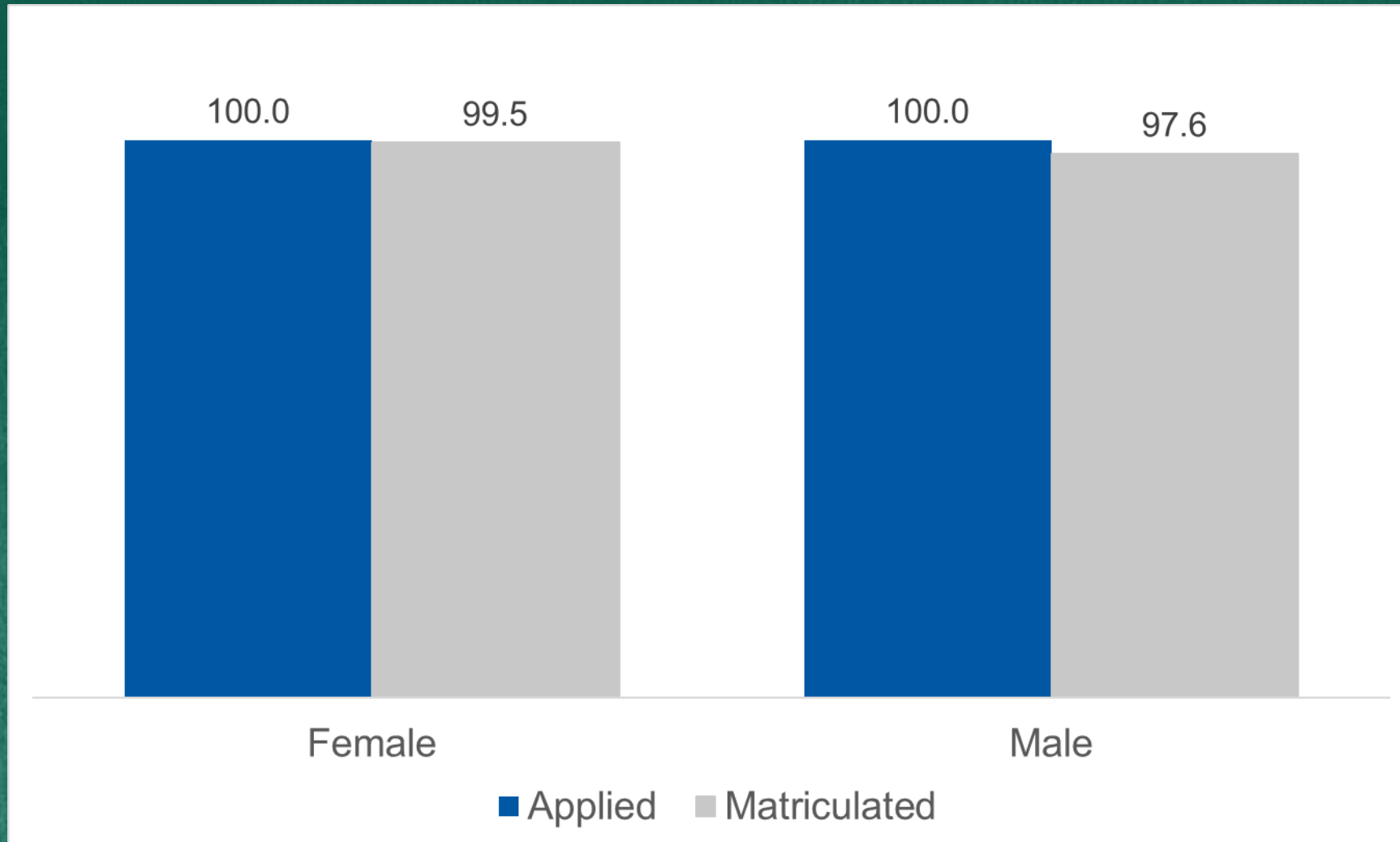


Programs receiving applicants

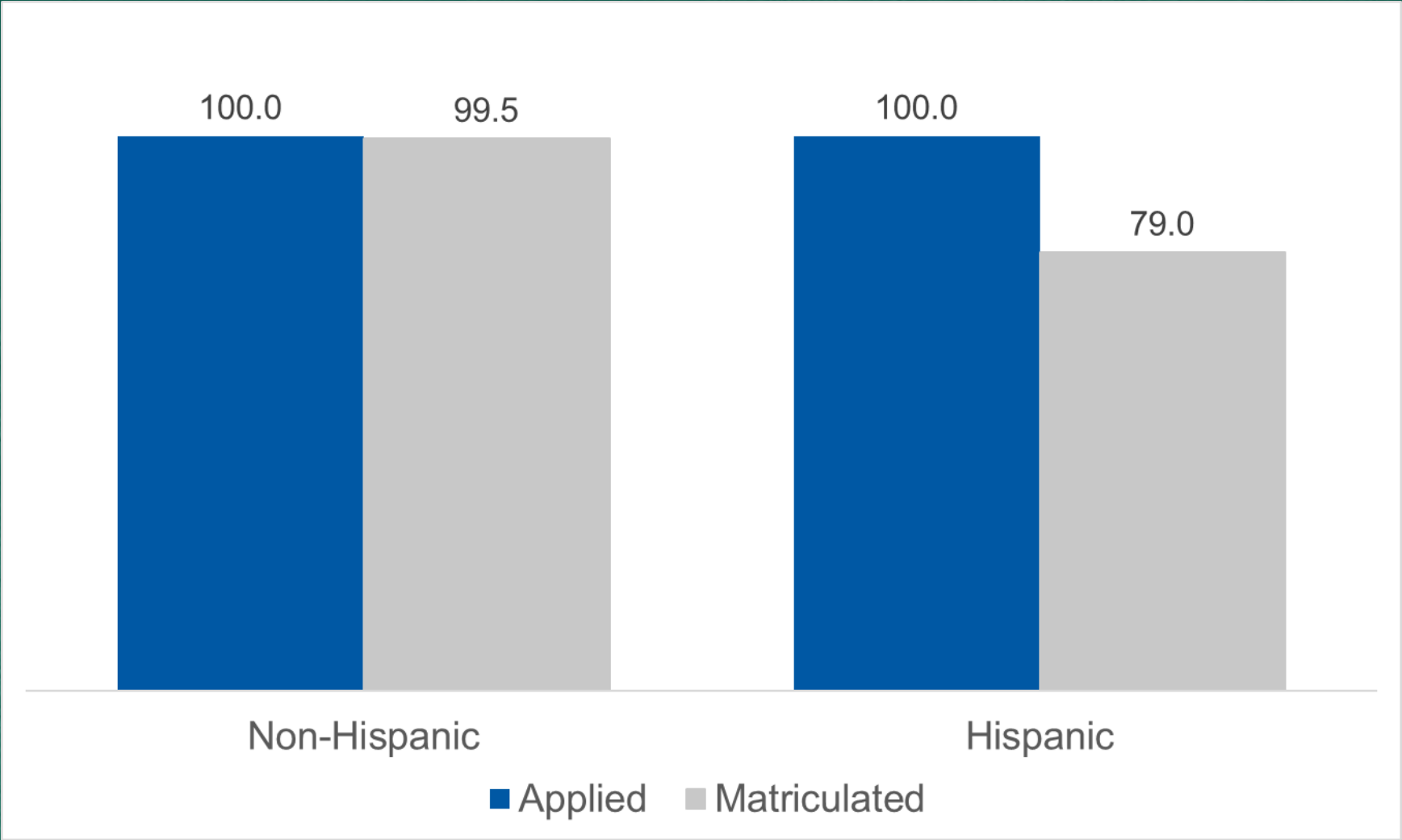
What percentage of programs *received* applicants from various demographic groups?

Of all programs *receiving* applicants from that group, what percentage *matriculated* at least one applicant from that group?

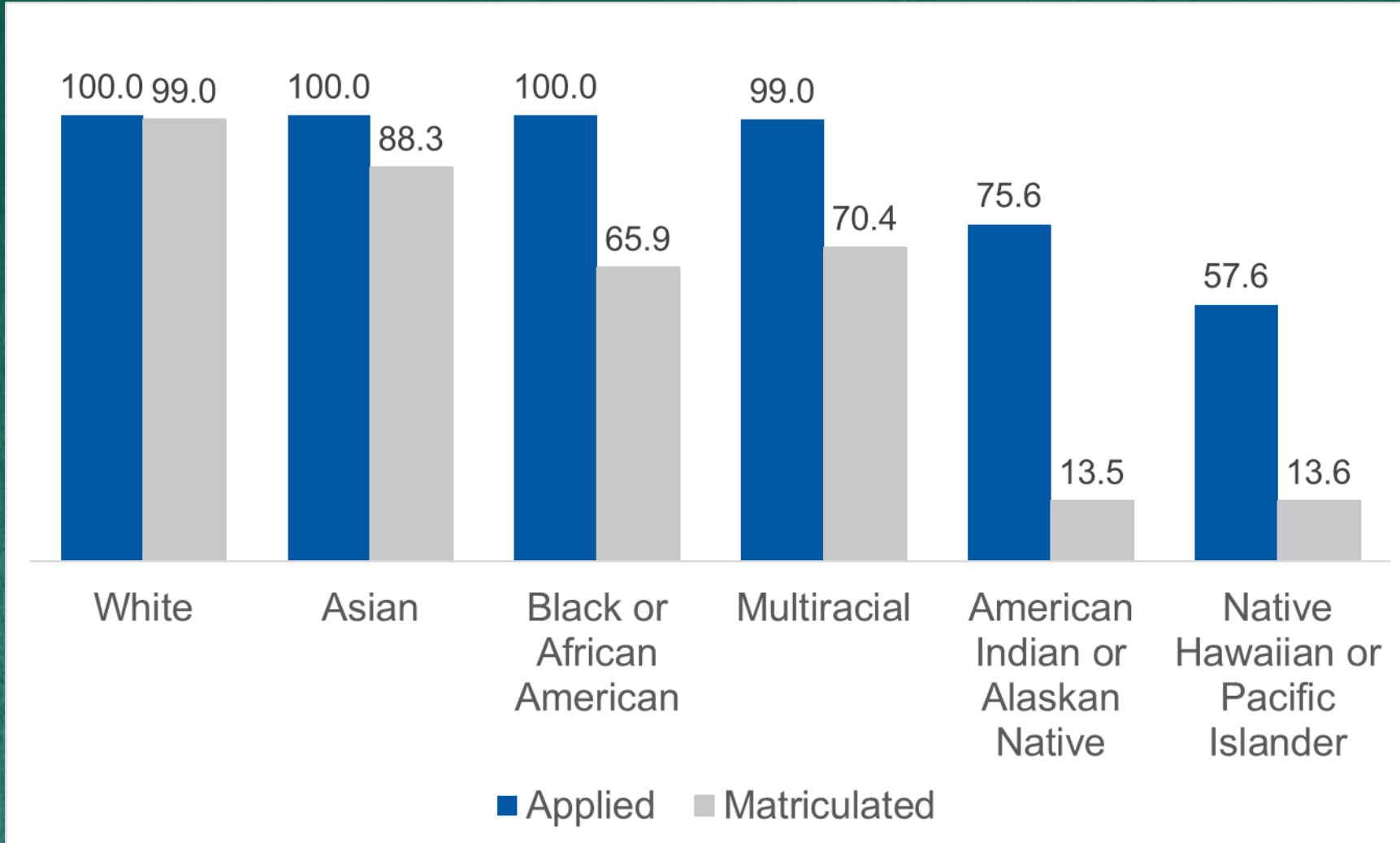
Programs receiving: Gender



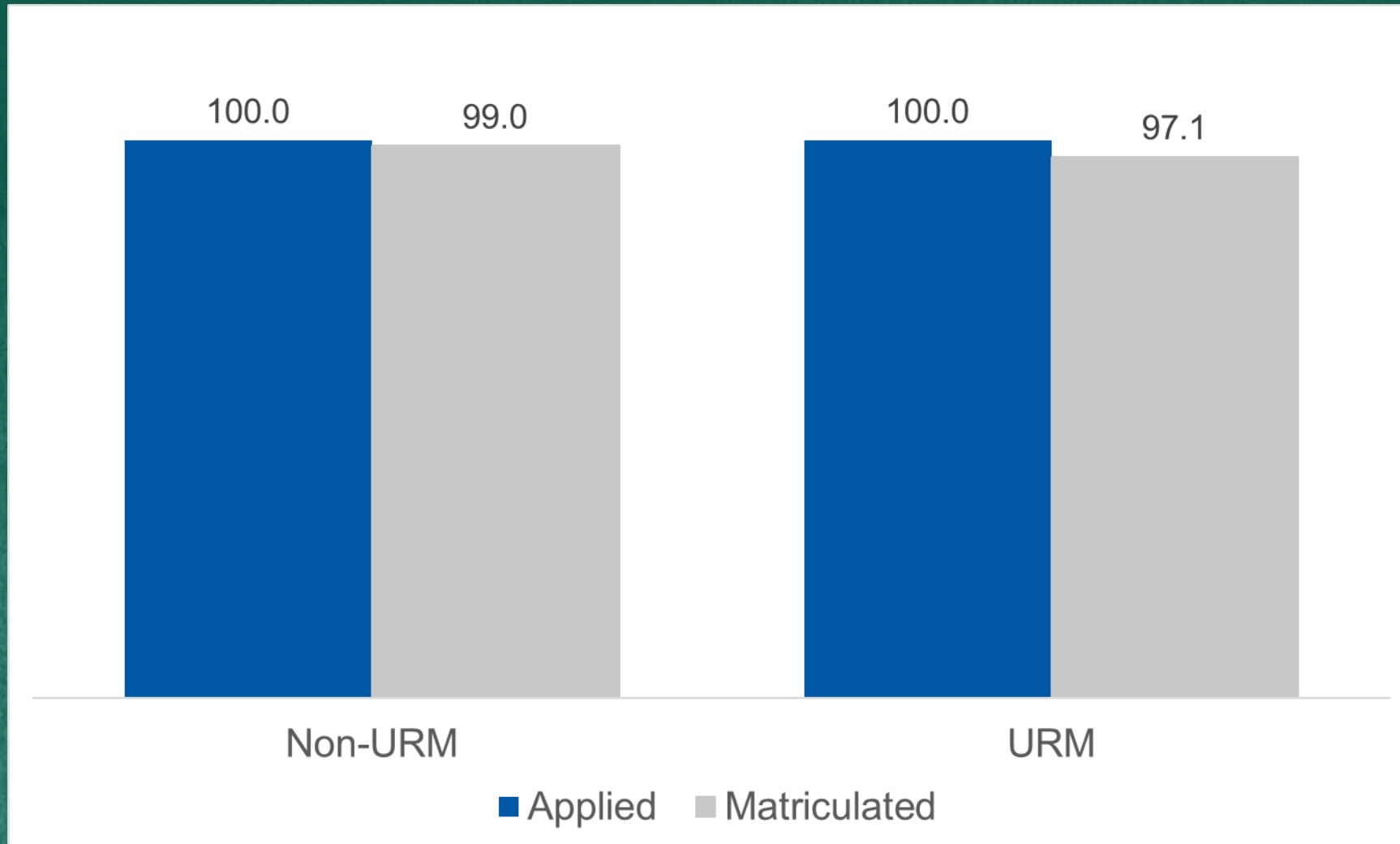
Programs receiving: Ethnicity



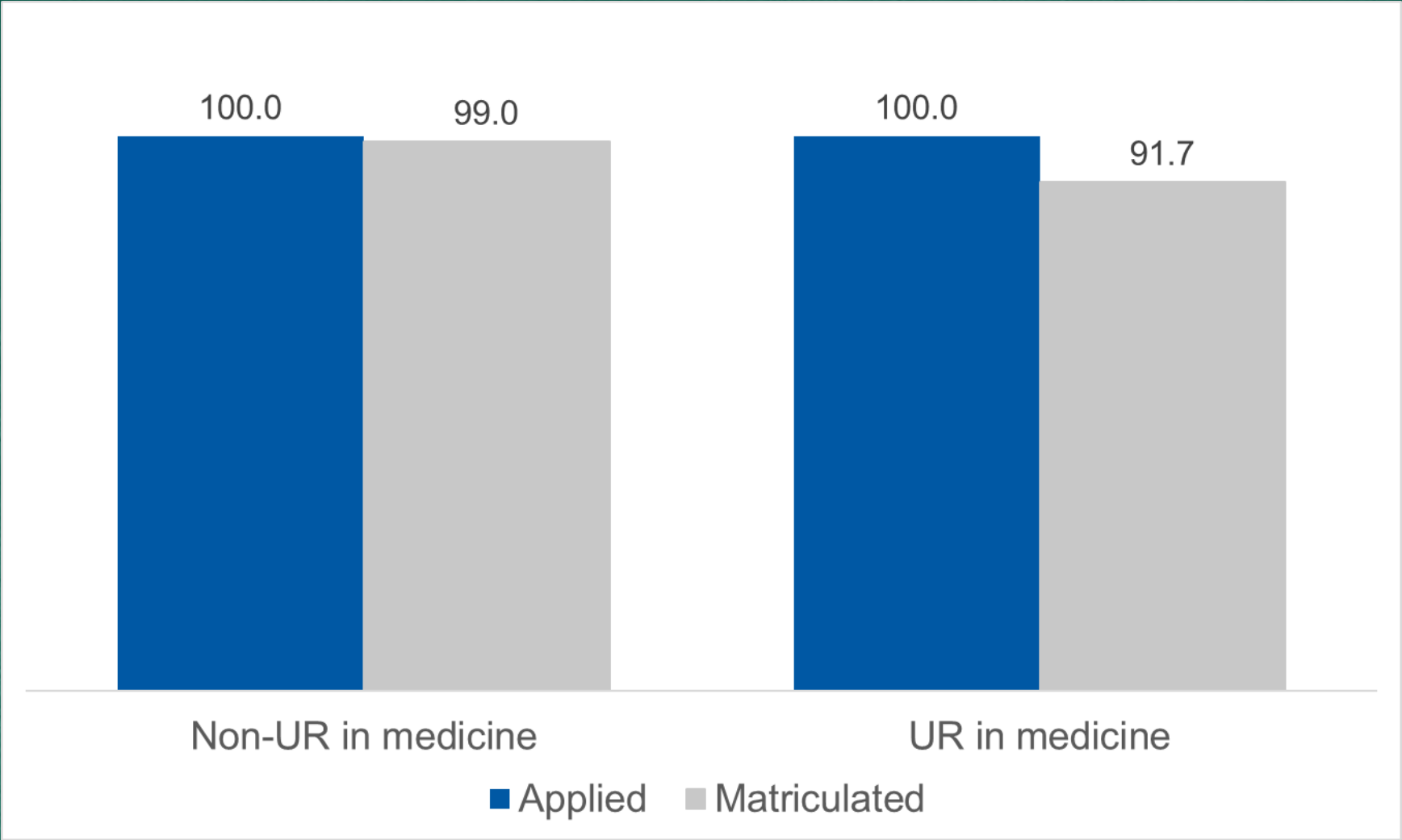
Programs receiving: Race



Programs receiving: URM



Programs receiving: UR in med.



Summary

- First decline in total applicants
- Use CASPA data to demonstrate commitment to diversity!
- Wide variation in numbers across programs
- Consistent patterns in applicants/matriculants
- Underrepresented groups continue to matriculate at lower rates
- Even when receiving applicants from certain groups, not all programs matriculate students from that group

Contact

Data

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Extra slides

Military status

Military status	Applicants	%
Not a member of the military	19,697	72.2
Veteran	582	2.1
Military Dependent	372	1.4
Member of Reserve or National Guard	227	0.8
Active Duty	39	0.1
Other	71	0.3
No response	6,296	23.1

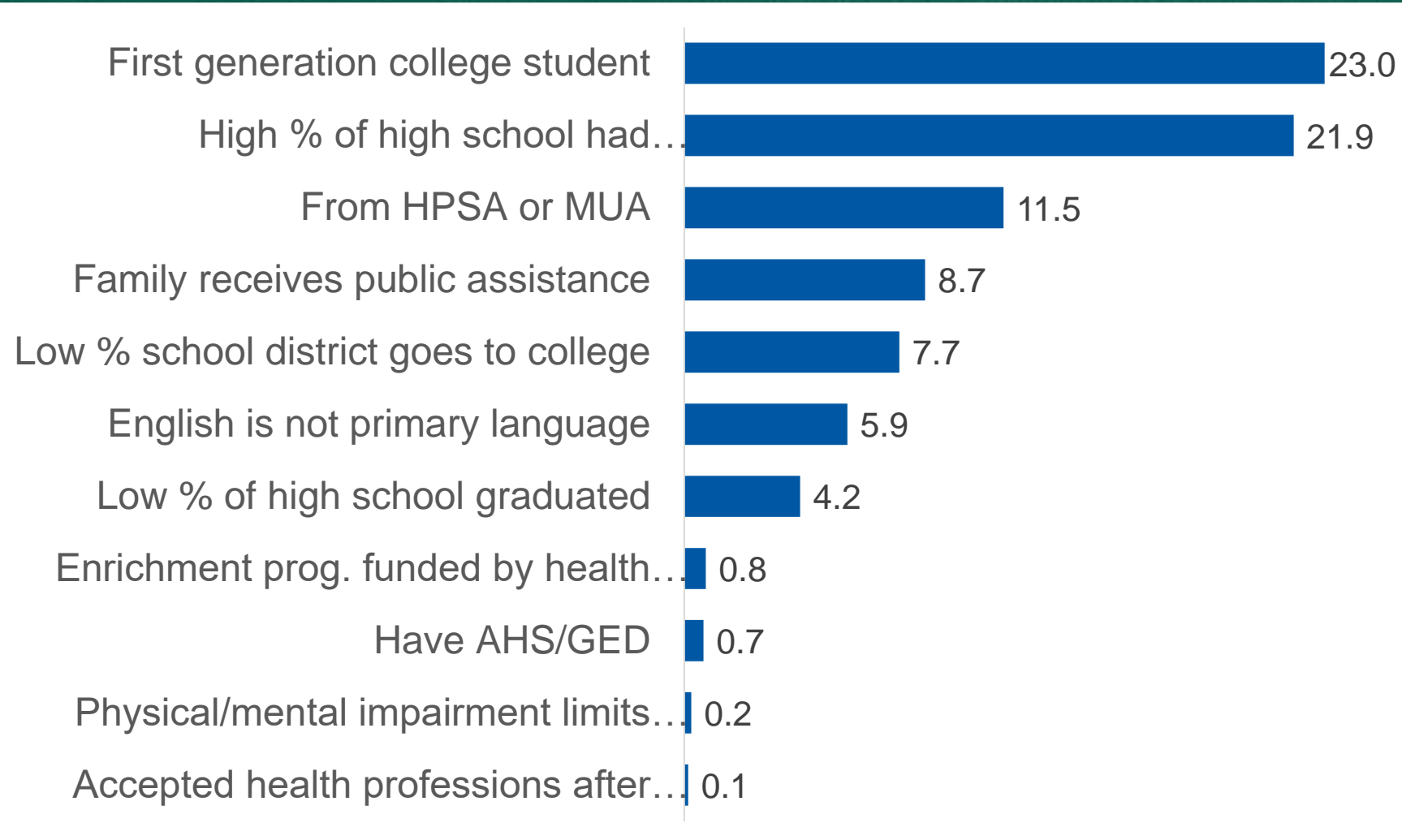
Military status by matric.

Military status	Matric.	Non-matric.
Not a member of the military	72.9%	71.9%
Veteran	2.4%	2.1%
Military Dependent	1.3%	1.4%
Member of Reserve or National Guard	0.7%	0.9%
Active Duty	0.1%	0.1%
Other	0.3%	0.2%
No response	23.3%	23.4

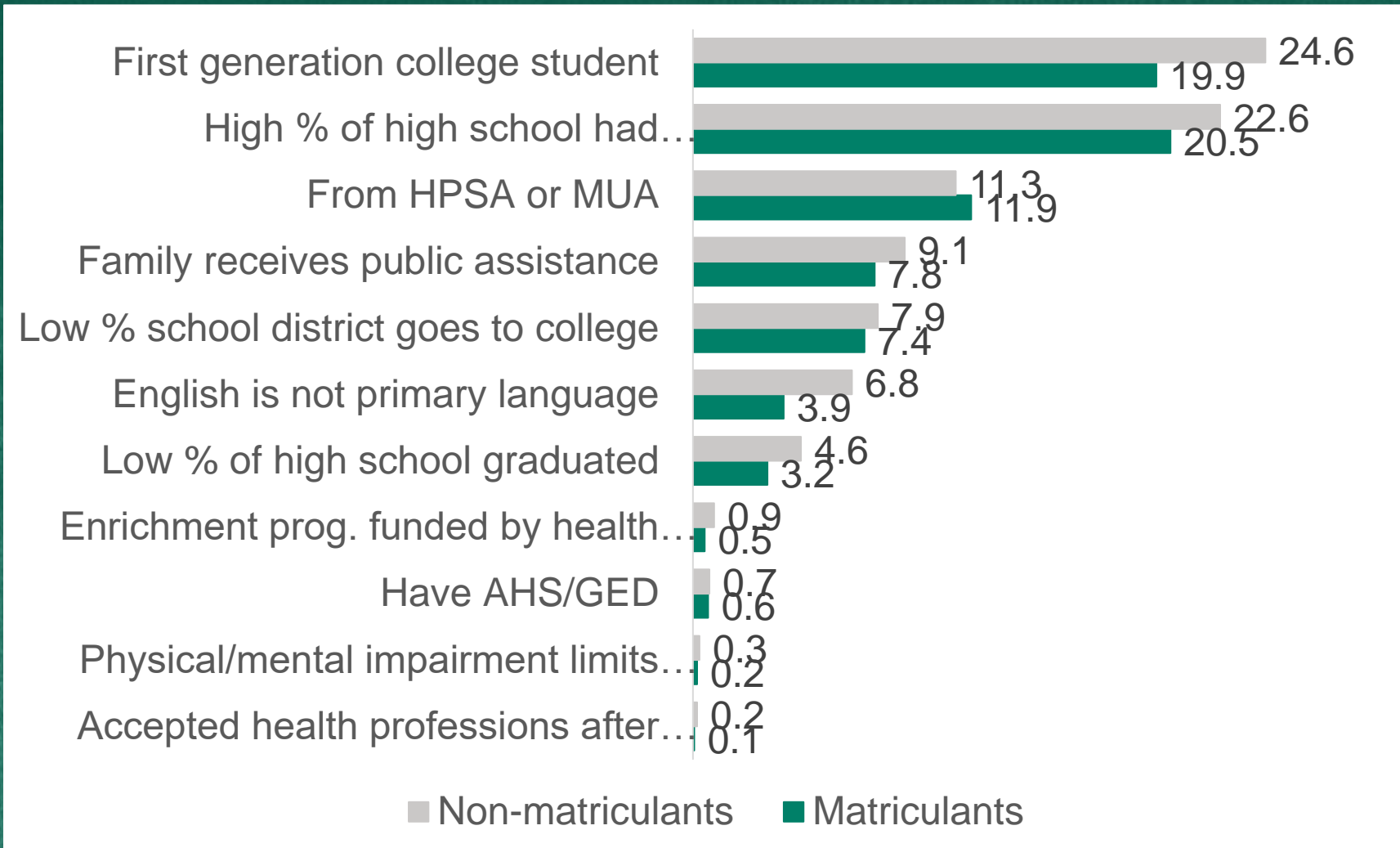
HRSA indicators

- I am the first generation in my family to attend college (neither my mother nor my father attended college).
- I graduated from a high school at which many of the enrolled students are eligible for free or reduced-price lunches.
- I am from a family that lives in an area that is designated as a Health Professional Shortage Area or a Medically Underserved Area.
- I am from a family that receives public assistance (e.g. Aid to Families with Dependent Children, food stamps, Medicaid, public housing).
- I am from a school district where 50 or less of graduates go to college or where college education is not encouraged.
- English is not my primary language.
- I graduated from a high school from which a low percentage of seniors receive a high school diploma.
- I participated in an academic enrichment program funded in whole or in part by the Health Careers Opportunity Program.
- I am a high-school drop-out who received AHS diploma or GED.
- I have a diagnosed physical or mental impairment that substantially limits my participation in educational experiences and opportunities offered by a college.
- I was accepted to the health professions program after academic reassessment at the completion of remedial courses.

HRSA indicators



HRSA indicators by metric.



Race x ethnicity

	Hispanic	Non-Hispanic
White	1,647	16,390
Black or African American	126	1,716
Multiracial	99	820
Asian	55	3,309
American Indian or Alaskan Native	21	89
Native Hawaiian or Pacific Islander	8	48

Race x ethnicity by matric.

	<u>Matriculants</u>		<u>Non-matriculants</u>	
	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic
White	463	5,956	1,184	10,434
Multiracial	23	282	76	538
Asian	17	896	38	2,413
Black or African American	17	286	109	1,430
Am. Indian or Alaskan Native	3	22	18	67
Hawaiian or Pacific Islander	3	14	5	34

Race x gender

	Female	Male
White	13,061	4,970
Asian	2,479	882
Black or African American	1,321	520
Multiracial	680	239
American Indian or Alaskan Native	79	31
Native Hawaiian or Pacific Islander	32	24

Race x gender by matric.

	<u>Matriculants</u>		<u>Non-matriculants</u>	
	Female	Male	Female	Male
White	4,731	1,685	8,330	3,285
Asian	687	226	1,792	656
Multiracial	224	81	1,104	434
Black or African American	217	86	456	158
Am. Indian or Alaskan Native	19	6	60	25
Hawaiian or Pacific Islander	10	7	22	17

GPA - Gender

	Female	Male
Total	3.40	3.32
Science	3.29	3.29
Non-science	3.54	3.40
Biology, chemistry, physics (BCP)	3.20	3.21

GPA – Gender by matric.

	<u>Matriculants</u>		<u>Non-matriculants</u>	
	Female	Male	Female	Male
Total	3.61	3.51	3.29	3.23
Science	3.53	3.51	3.16	3.18
Non-science	3.70	3.55	3.45	3.32
Biology, chemistry, physics (BCP)	3.47	3.46	3.06	3.10

GPA - Ethnicity

	Hispanic	Non-Hisp.
Total	3.28	3.39
Science	3.19	3.30
Non-science	3.40	3.51
Biology, chemistry, physics (BCP)	3.11	3.22

GPA – Ethnicity by matric.

	<u>Matriculants</u>		<u>Non-matriculants</u>	
	Hisp.	Non-Hisp.	Hisp.	Non-Hisp.
Total	3.50	3.59	3.20	3.29
Science	3.45	3.53	3.09	3.18
Non-science	3.58	3.67	3.33	3.43
Biology, chemistry, physics (BCP)	3.38	3.47	3.00	3.08

GPA - Race

	Total	Science	Non-science	BCP
Am. Ind.	3.25	3.16	3.38	3.06
Asian	3.32	3.21	3.47	3.14
Black	3.15	3.04	3.31	2.94
Multiracial	3.35	3.25	3.47	3.16
Native HI/PI	3.13	3.04	3.27	2.96
White	3.42	3.34	3.54	3.25

GPA – Race by matric.

	<u>Total</u>		<u>Science</u>		<u>Non-science</u>		<u>BCP</u>	
	Matric.	NM	Matric.	NM	Matric.	NM	Matric.	NM
Am. Ind.	3.48	3.18	3.44	3.07	3.58	3.32	3.31	2.98
Asian	3.55	3.23	3.47	3.10	3.64	3.40	3.43	3.03
Black	3.45	3.09	3.39	2.96	3.55	3.26	3.32	2.86
Multiracial	3.55	3.24	3.49	3.13	3.65	3.38	3.42	3.03
Native HI/PI	3.38	3.01	3.32	2.90	3.45	3.19	3.35	2.78
White	3.60	3.32	3.55	3.22	3.68	3.45	3.49	3.12

GPA - URM

	URM	Non-URM
Total	3.28	3.43
Science	3.18	3.35
Non-science	3.43	3.55
Biology, chemistry, physics (BCP)	3.10	3.26

GPA – URM by matric.

	<u>Matriculants</u>		<u>Non-matriculants</u>	
	URM	Non-URM	URM	Non-URM
Total	3.53	3.61	3.19	3.33
Science	3.46	3.55	3.08	3.23
Non-science	3.62	3.69	3.35	3.46
BCP	3.40	3.49	2.99	3.12

GPA – UR in medicine

	UR in med.	Non-UR in med.
Total	3.24	3.42
Science	3.15	3.33
Non-science	3.38	3.53
Biology, chemistry, physics (BCP)	3.06	3.24

GPA – UR in med. by matric.

	<u>Matriculants</u>		<u>Non-matriculants</u>	
	UR in med.	Non-UR in med.	UR in med.	Non-UR in med.
Total	3.50	3.60	3.16	3.31
Science	3.45	3.54	3.05	3.20
Non-science	3.59	3.68	3.31	3.45
BCP	3.38	3.48	2.95	3.11

GPA – Env/edu disadv

	Disadv.	Non-disadv.
Total	3.34	3.41
Science	3.25	3.32
Non-science	3.46	3.53
Biology, chemistry, physics (BCP)	3.17	3.23

GPA – Env/edu disadv by matric.

	<u>Matriculants</u>		<u>Non-matriculants</u>	
	Disadv.	Non-Dis.	Disadv.	Non-Dis.
Total	3.55	3.60	3.24	3.30
Science	3.50	3.55	3.14	3.19
Non-science	3.63	3.69	3.38	3.45
BCP	3.43	3.49	3.04	3.09

GPA – Economic disadv

	Disadv.	Non-disadv.
Total	3.30	3.39
Science	3.21	3.30
Non-science	3.42	3.51
Biology, chemistry, physics (BCP)	3.13	3.22

GPA – Econ. disadv by matric.

	<u>Matriculants</u>		<u>Non-matriculants</u>	
	Disadv.	Non-Dis.	Disadv.	Non-Dis.
Total	3.53	3.59	3.21	3.29
Science	3.47	3.53	3.11	3.18
Non-science	3.61	3.67	3.35	3.43
BCP	3.41	3.47	3.02	3.08

GRE - Gender

	<u>Scores</u>		<u>Percentiles</u>	
	Female	Male	Female	Male
Verbal	151.8	153.1	52.3	56.6
Quantitative	151.2	152.5	41.4	45.8
Writing	3.9	3.8	55.0	51.7

GRE – Gender by matric.

	Scores				Percentiles			
	<u>Matriculants</u>		<u>Non-matriculants</u>		<u>Matriculants</u>		<u>Non-matriculants</u>	
	Female	Male	Female	Male	Female	Male	Female	Male
Verbal	153.4	154.3	150.9	152.4	58.9	51.5	48.4	53.9
Quant	153.0	153.9	150.1	151.7	48.5	50.5	37.1	43.1
Writing	4.1	3.9	3.8	3.7	61.9	57.3	50.9	48.6

GRE - Ethnicity

	<u>Scores</u>		<u>Percentiles</u>	
	Hisp.	Non-Hisp.	Hisp.	Non-Hisp
Verbal	150.9	152.3	48.3	54.0
Quantitative	149.9	151.7	35.7	43.3
Writing	3.7	3.9	48.4	54.8

GRE – Ethnicity by metric.

	Scores				Percentiles			
	<u>Matriculants</u>		<u>Non-matriculants</u>		<u>Matriculants</u>		<u>Non-matriculants</u>	
	Non-Hisp.	Non-Hisp.	Non-Hisp.	Non-Hisp.	Non-Hisp.	Non-Hisp.	Non-Hisp.	Non-Hisp.
Verbal	152.1	153.8	150.4	151.4	55.2	60.0	45.2	50.4
Quant	150.8	153.4	149.4	150.6	42.1	49.6	32.9	39.4
Writing	3.9	4.1	3.6	3.8	55.2	61.3	45.4	50.9

GRE - Race

	<u>Scores</u>			<u>Percentiles</u>		
	Verbal	Quant.	Writing	Verbal	Quant.	Writing
Am. Ind.	150.2	148.1	3.7	48.4	33.0	46.4
Asian	151.0	153.0	3.8	49.4	47.5	53.2
Black	148.5	146.9	3.4	39.2	25.8	38.2
Multiracial	153.3	152.3	3.9	55.0	42.2	55.9
Native HI/PI	149.2	147.9	3.7	44.7	32.8	49.4
White	152.4	151.5	3.9	55.0	43.3	55.8

GRE – Race by matric.

	<u>Verbal score</u>		<u>Quant score</u>		<u>Writing score</u>	
	Matric.	NM	Matric.	NM	Matric.	NM
Am. Ind.	152.9	149.1	150.5	147.1	3.9	3.6
Asian	152.9	150.1	154.8	152.1	4.0	3.7
Black	150.9	147.9	149.6	146.2	3.7	3.4
Multiracial	154.6	152.4	154.2	151.1	4.0	3.8
Native HI/PI	150.0	148.7	150.4	146.1	3.8	3.7
White	153.7	151.5	153.1	150.4	4.1	3.8
	<u>Verbal percentile</u>		<u>Quant percentile</u>		<u>Writing percentile</u>	
	Matric.	NM	Matric.	NM	Matric.	NM
Am. Ind.	57.8	44.3	40.7	29.6	55.1	42.6
Asian	56.8	45.7	54.6	44.0	60.6	49.6
Black	48.3	36.8	35.1	23.4	45.7	36.3
Multiracial	59.5	52.2	48.7	38.2	60.8	52.8
Native HI/PI	47.1	43.0	40.8	26.8	53.2	46.6
White	60.2	51.6	48.9	39.5	61.5	51.9

GRE - URM

	<u>Scores</u>		<u>Percentiles</u>	
	URM	Non-URM	URM	Non-URM
Verbal	152.5	150.7	55.5	48.0
Quantitative	151.7	150.8	43.9	39.7
Writing	3.9	3.7	56.4	49.3

GRE – URM by matric.

	Scores				Percentiles			
	<u>Matriculants</u>		<u>Non-matriculants</u>		<u>Matriculants</u>		<u>Non-matriculants</u>	
	URM	Non-URM	URM	Non-URM	URM	Non-URM	URM	Non-URM
Verbal	152.7	153.8	149.8	151.7	55.9	60.4	44.4	52.1
Quant	153.0	153.2	149.8	150.6	47.9	49.4	36.0	40.1
Writing	3.9	4.1	3.6	3.8	57.2	62.0	45.8	52.6

GRE – UR in medicine

	<u>Scores</u>		<u>Percentiles</u>	
	UR in med.	Non-UR in med.	UR in med.	Non-UR in med.
Verbal	150.1	152.3	45.7	54.7
Quantitative	148.7	151.9	32.5	44.5
Writing	3.6	3.9	45.2	56.0

GRE – UR in med. by matric.

	Scores				Percentiles			
	<u>Matriculants</u>		<u>Non-matriculants</u>		<u>Matriculants</u>		<u>Non-matriculants</u>	
	UR in med.	Non-UR in med.	UR in med.	Non-UR in med.	UR in med.	Non-UR in med.	UR in med.	Non-UR in med.
Verbal	152.0	153.8	149.3	151.4	54.1	60.1	42.4	51.2
Quant	150.7	153.5	147.8	150.9	40.9	50.1	29.1	40.8
Writing	3.8	4.1	3.5	3.8	53.3	61.9	41.9	52.2

GRE – Env/edu disadv

	<u>Scores</u>		<u>Percentiles</u>	
	Disadv.	Non-disadv.	Disadv.	Non-disadv.
Verbal	151.4	152.6	50.4	55.5
Quantitative	150.7	152.1	39.0	44.9
Writing	3.8	3.9	50.8	56.5

GRE – Env/edu disadv by matric.

	Scores				Percentiles			
	<u>Matriculants</u>		<u>Non-matriculants</u>		<u>Matriculants</u>		<u>Non-matriculants</u>	
	Disadv	ND	Disadv	ND	Disadv	ND	Disadv	ND
Verbal	152.9	154.1	150.7	151.7	56.6	61.3	47.0	51.8
Quant	152.4	153.7	149.8	151.0	45.5	51.0	35.6	40.9
Writing	4.0	4.1	3.7	3.8	57.7	62.6	47.0	52.6

GRE – Economic disadv

	<u>Scores</u>		<u>Percentiles</u>	
	Disadv.	Non-disadv.	Disadv.	Non-disadv.
Verbal	150.8	152.3	47.8	54.3
Quantitative	150.2	151.7	36.8	43.4
Writing	3.7	3.9	48.6	55.0

GRE – Econ. disadv by matric.

	Scores				Percentiles			
	<u>Matriculants</u>		<u>Non-matriculants</u>		<u>Matriculants</u>		<u>Non-matriculants</u>	
	Disadv	ND	Disadv	ND	Disadv	ND	Disadv	ND
Verbal	152.2	153.8	150.1	151.5	53.8	60.3	45.0	50.6
Quant	152.0	153.4	149.4	150.7	43.5	49.7	33.7	39.5
Writing	3.9	4.1	3.6	3.8	55.5	61.4	45.5	51.1

Disadv - Gender

	<u>Educational/environmental disadvantage</u>		Economically disadvantaged (%)
	% report disadvantage	# disadvantages	
Female	41.7	2.0	14.6
Male	44.8	2.1	16.6

Disadv – Gender by matric.

	Educational/environmental disadvantage				Economically disadvantaged (%)	
	<u>% report disadvantage</u>		<u># disadvantages</u>			
	Matric.	NM	Matric.	NM	Matric.	NM
Female	37.2	43.9	1.9	2.0	11.6	16.1
Male	43.6	45.4	2.0	2.1	14.2	17.6

Disadv - Ethnicity

	<u>Educational/environmental disadvantage</u>		Economically disadvantaged (%)
	% report disadvantage	# disadvantages	
Hisp.	63.7	2.5	28.2
Non-Hisp.	39.9	1.9	13.5

Disadv – Ethnicity by metric.

	Educational/environmental disadvantage				Economically disadvantaged (%)	
	<u>% report disadvantage</u>		<u># disadvantages</u>			
	Matric.	NM	Matric.	NM	Matric.	NM
Hispanic	60.3	64.8	2.5	2.5	24.7	29.4
Non-Hisp.	36.9	41.5	1.9	1.9	11.1	14.7

Disadv - Race

	<u>Educational/environmental disadvantage</u>		Economically disadvantaged (%)
	% report disadvantage	# disadvantages	
Am. Ind.	71.8	2.8	37.3
Asian	54.1	2.1	25.7
Black	63.4	2.4	35.1
Multiracial	46.6	2.0	18.6
Native HI/PI	60.7	2.2	23.2
White	36.5	1.8	9.9

Disadv – Race by metric.

	Educational/environmental				Economic	
	<u>% report</u>		<u># disadvantages</u>		<u>disadvantage (%)</u>	
	<u>Matric.</u>	<u>NM</u>	<u>Matric.</u>	<u>NM</u>	<u>Matric.</u>	<u>NM</u>
Am. Ind.	64.0	74.1	2.7	2.8	24.0	41.2
Asian	55.6	53.5	2.1	2.1	26.6	25.4
Black	61.7	63.7	2.4	2.4	33.7	35.4
Multiracial	47.9	45.9	2.0	2.0	18.7	18.6
Native HI/PI	52.9	64.1	2.2	2.2	17.6	25.6
White	33.9	37.9	1.8	1.8	8.1	10.8

Disadv - URM

	<u>Educational/environmental disadvantage</u>		Economically disadvantaged (%)
	% report disadvantage	# disadvantages	
URM	56.3	2.2	26.6
Non-URM	34.4	1.7	8.6

Disadv – URM by metric.

	Educational/environmental disadvantage				Economically disadvantaged (%)	
	<u>% report disadvantage</u>		<u># disadvantages</u>			
	Matric.	NM	Matric.	NM	Matric.	NM
URM	55.0	56.7	2.2	2.2	24.4	27.3
Non-URM	32.4	35.6	1.7	1.7	7.3	9.3

Disadv – UR in medicine

	<u>Educational/environmental disadvantage</u>		Economically disadvantaged (%)
	% report disadvantage	# disadvantages	
UR in med.	60.1	2.3	28.7
Non-UR in med.	37.6	1.8	11.4

Disadv – UR in med. by matric.

	Educational/environmental disadvantage				Economically disadvantaged (%)	
	<u>% report disadvantage</u>		<u># disadvantages</u>			
	Matric.	NM	Matric.	NM	Matric.	NM
UR in med.	57.5	60.8	2.3	2.3	24.2	30.1
Non-UR in med.	35.3	38.8	1.8	1.8	9.9	12.3