# PALLA
## PA LEADERSHIP & LEARNING ACADEMY

# Annual Report: 2023-24

# PALLA Annual Report

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# PALLA Annual Report

## About the Annual Report

This report is designed to highlight key data, events, and metrics for PALLA spanning the most recent academic year. The academic year runs from July 01-June 30 every year. The Annual Report is organized in several key sections:

1. Annual Overview
2. Annual Scholarship
3. Quarterly Reports

The annual report serves as a key document for PALLA quality improvement and strategic planning for the future. PALLA and it's members will discuss key initiatives and outcomes highlighted in this report and develop goals and action plans for the upcoming year based on our discussion.

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# PALLA Annual Report

## About PALLA

The Physician Assistant Leadership and Learning Academy (PALLA) is a Maryland state-wide PA workforce innovation initiative. Based at the University of Maryland, Baltimore, PALLA was founded in 2019, with a mission to advance PA education, research, policy, and practice in Maryland and beyond. We support and enhance PA programs, particularly in the areas of faculty and preceptor development, clinical site recruitment, student success, accreditation, and ongoing programmatic quality improvement. PALLA is a collaborative that seeks to strengthen and promote the Maryland PA workforce by increasing faculty capacity to educate the next generation of PA program graduates. Our vision is to create an inclusive learning community dedicated to excellence in education and professional development. As a think tank, PALLA performs research and advocacy on crucial topics in health professions education, health services and systems science. Leveraging both virtual and face-to-face teaching, PALLA offers a PA faculty pipeline fellowship, and preceptor academy that addresses some of the critical barriers in the development of the PA workforce in Maryland and beyond.

## PALLA Team Members:

**Gerald Kayingo,** PHD, MBA, PA-C, DFAAPA- Executive Director, Assistant Dean and Professor

**Shani Fleming,** MS, MPH, PA-C- Associate Professor and Chief Equity, Diversity and Inclusion Officer **Jim Cawley,** MPH, PA-C, DHL (Hon)- Professor and Scholar in Residence

**Cara Felter,** PT, DPT, MPH- Chief Learning Officer

**Erin Hagar,** MA, MFA- Senior Academic Support Coordinator

**Eliza Healey-** Academic Services Specialist

**Aine McLaughlin,** MS- Senior Strategic Communications Specialist

**Emilie Ludeman,** MSLIS- Research, Education and Outreach Librarian

**Hyun-Jin Jun, PHD, MSW-** Assistant Professor

**Roisin Donegan,** MS- Clinical Partnerships Coordinator

**Andrew Stakem-** Program Evaluation, Data Analytics and Accreditation Specialist

**Victoria Trott,** PA-C- Advocacy and Leadership Development Director

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## Message from the Executive Director

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## PALLA Is Growing

In an effort to more directly address the needs of PA Educators and practitioners within Maryland, PALLA has hired two new members to its team.

### Chief Learning Officer:
### Cara Felter, PT, DPT, MPH

Cara Felter is the Chief Learning Officer for PALLA and an Associate Professor in the Graduate School at the University of Maryland, Baltimore (UMB). She earned a Doctorate in Physical Therapy from Belmont University, and a Master of Public Health from the Johns Hopkins Bloomberg School of Public Health. She is board certified in Neurology and Pediatrics. Dr. Felter is an active member of the American Physical Therapy Association (APTA) at the state and national level. Dr. Felter advocates for building the next generation of health professions researchers and scholars by engaging students in the scholarship process. She is currently a PhD candidate in the Health Professions Education program at UMB.
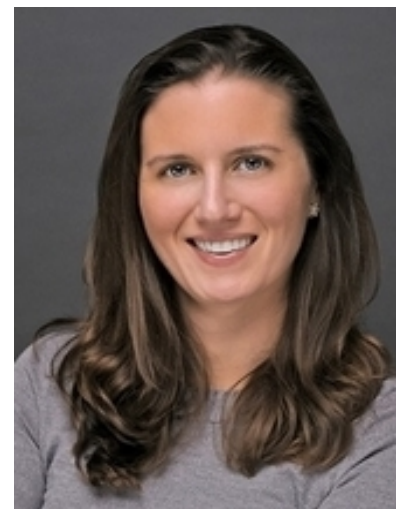
### Advocacy and Leadership Development Director
### Victoria Trott, PA-C, MMS, AQH

Victoria Trott is the Advocacy and Leadership Development Director for PALLA. Victoria graduated from Washington College in 2009 with a Bachelor of Science degree in Psychology: Specializing in Behavioral Neuroscience and a Minor in Music. She decided to pursue her love of medicine and began the journey to become a physician assistant. After graduating from St. Francis University/AACC in 2013, she started her career in an outpatient neurology office working closely with patients suffering from headache conditions, predominately migraines. She has focused on creating a positive experience for patients by listening to their needs, educating the patient on their medical condition, and designing and implementing a plan that can improve their quality of life.

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## Leadership
- Legislative Support for PA modernization act
- Collaboration on implementation process of PA modernization act
- Collaborated on inception of first PA/APN Leadership Consortium

## Learning
- Faculty Fellowship 23/24 Graduation
- Preceptor Fellowship Inaugural Cohort Graduation
- BRITE Study Completion
- 02/01 Simulation Training
- 2 Symposiums

## Community
- 2023 MDAPA Conference Events
- Advisory Board Retreat
- Loan of Simulation Equipment to UMB PA program

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**BOLDLY Re-IMAGINED**

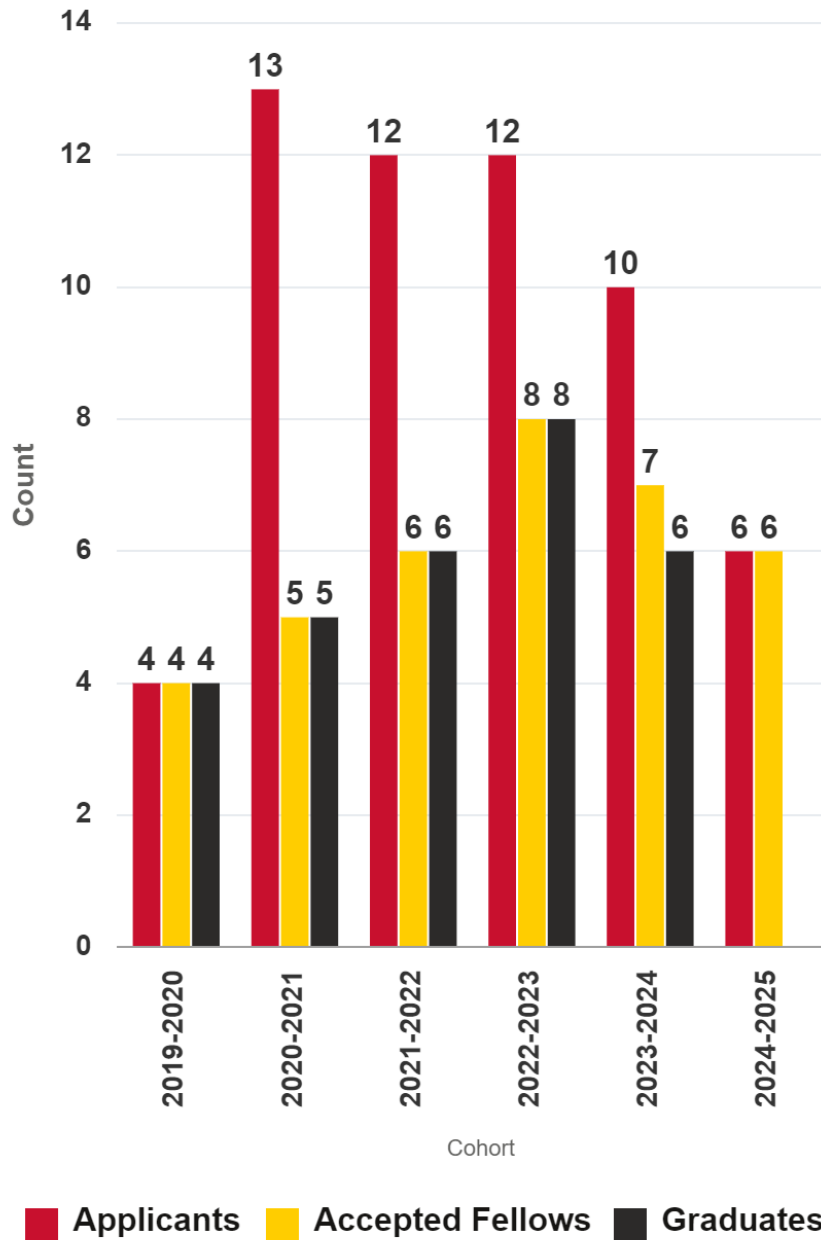Leadership · Learning · Community
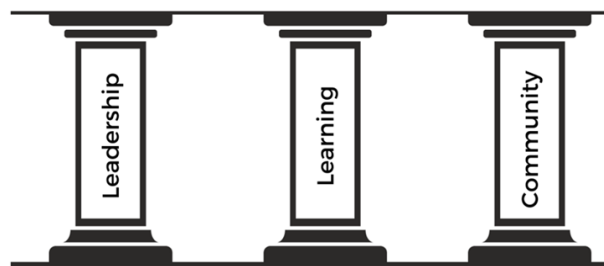
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## Overview Faculty Fellowship

**Applicants, Fellows and Graduates**



17 of 23 alumni are in teaching or precepting roles (2020-2023 cohorts)

14 of 23 have worked as PA program faculty post-fellowship (2020-2023 cohorts)

66% of Fellows Produced Scholarship After Completing the Fellowship (2020-2023 cohorts)

33% of Graduates Teaching Clinically

33% of Graduates Teaching in Academia

33% of Graduates Teaching in Both Settings (2020-2023 cohorts)

*2 2024-25 Fellows deferred acceptance from 2023-24 application cycle
** 3 are participating in 24-25 Fellowship as an "audit"

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# PALLA 5 Year Celebration

## Preceptor Fellowship

## Inaugural Fellowship: 2023-2024

**4 Month Synchronous Phase**
05/2023-09/2023

**2 Month Asynchronous Phase**
09/2023-11/2023

**Case Based Design Project**
05/2023-05/2024

## 8 Fellows

**1**
- UMES Instructional Staff

**2**
- UMB Clinical Preceptors- 1 Existing, 1 New

**1**
- Preceptor is newly affiliated with a MD PA program through the AAPA/PAEA Clinical Preceptor Recognition Program

**Key Takeaways**

Wellness

- Clear expectations and goals
- Utilization of preceptor models
- Patient centered precepting
- Inclusive environment

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## Maryland PA Report

## PA Education and Practice in Maryland:
## Current Status, Opportunities & Challenges

We are very excited to launch our inaugural State of the Profession Report for Maryland. Our aim is to use it as a guide to advance the PA landscape within Maryland.

This report identifies the opportunities and challenges within the profession's milieu, and we identify potential interventions that can advance the profession. The future looks very bright, we are optimistic that this report will ignite transformational changes and that if we all work together, we can make PA education in Maryland a model in the country.

**Dissemination February 2024**

**Maryland PA Programs**
- Program Leadership
- Faculty
- Staff

**UMB Stakeholders**
- University Leadership
- DMSc Program, HPE Programs
- University Newsletters

**External Stakeholders**
- National and Local Professional Organizations
- Regional PA programs
- Gray Literature
- PALLA Listserv
- Social Media

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## Sadler Distinguished Lecture Series

### UNIVERSITY *of* MARYLAND GRADUATE SCHOOL
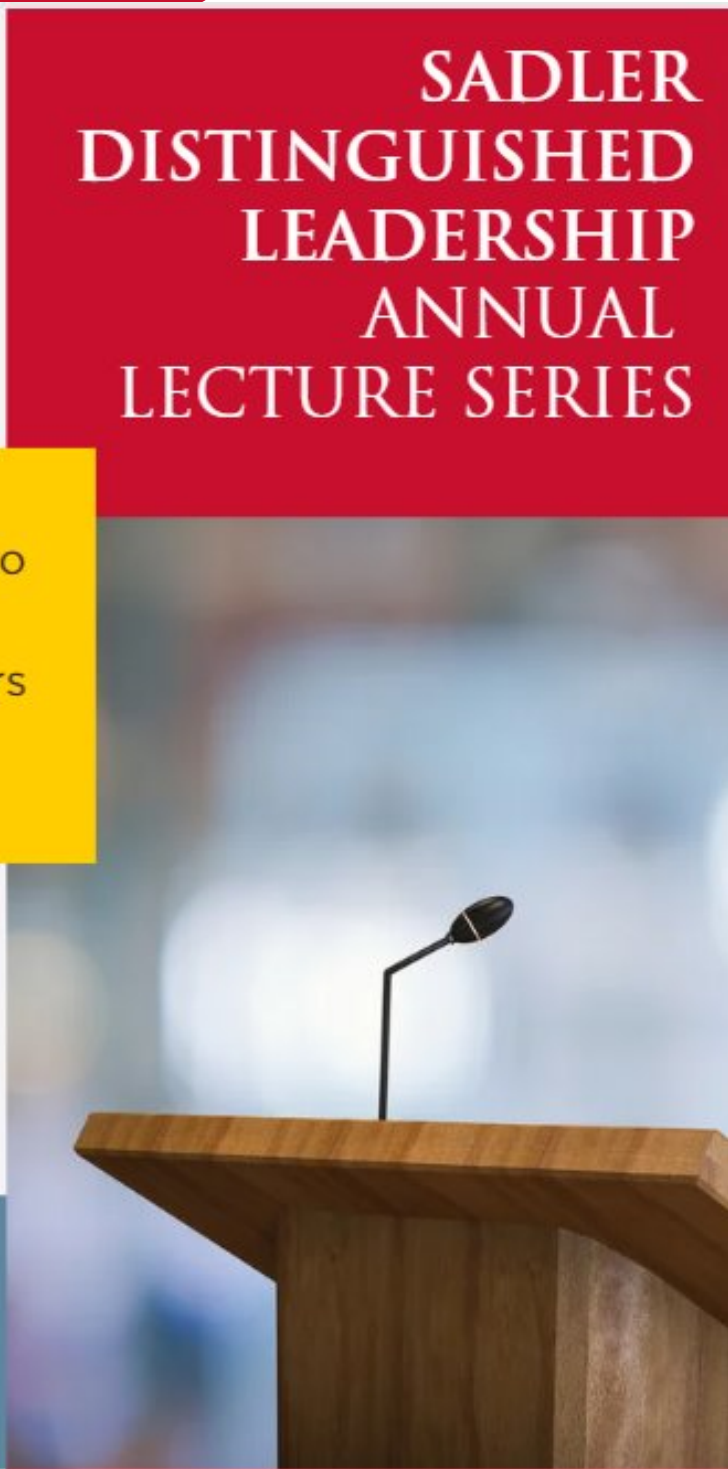
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# SADLER DISTINGUISHED LEADERSHIP ANNUAL LECTURE SERIES

The Sadler Distinguished Leadership Lecture Series aims to cultivate a new generation of healthcare leaders and innovators by featuring pioneers in health and human services leadership.

The Sadler Distinguished Speaker will give their keynote address at the graduation ceremony for the PALLA fellows in the presence of leaders in the medical education and practice community and leaders of various organizations and institutions in Maryland and beyond.

We are pleased to announce that Dawn Morton-Rias, Ed. D., PA-C. (President and CEO, NCCPA) and Marc A. Nivet, Ed.D., M.B.A. (Executive Vice President, UT Southwestern) have been named as the inaugural speakers for the 2024 series.
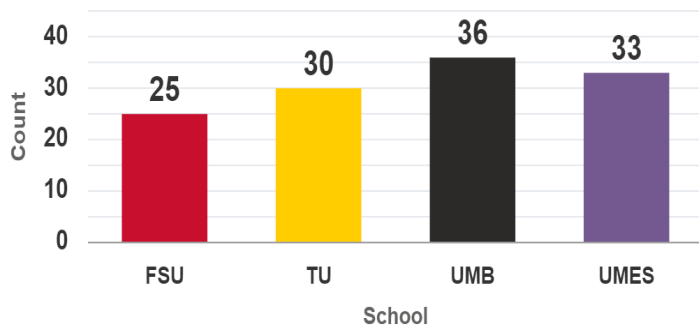
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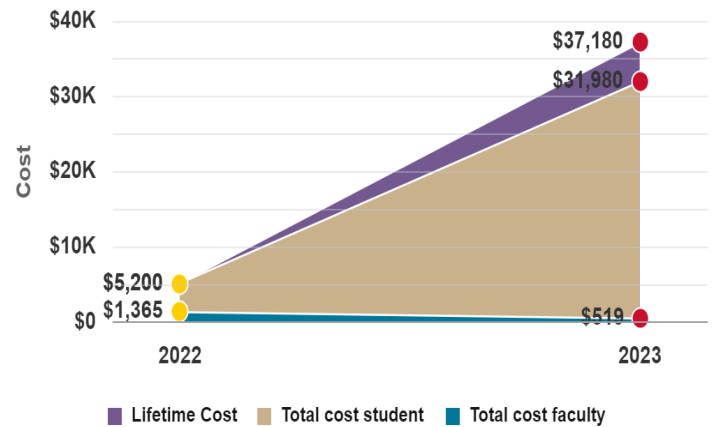
# PALLA Annual Report

## Program PANCE Support

### Courses Sponsored

Students (n)
**124**



### Cost by Year



Cost

- Lifetime Cost
- Total cost student
- Total cost faculty

| | 2022 | 2023 |
|---|---|---|
| Lifetime Cost | $5,200 | $37,180 |
| Total cost student | $1,365 | $31,980 |
| Total cost faculty | | $519 |

### Courses Sponsored by Year



Year
- 2022
- 2023
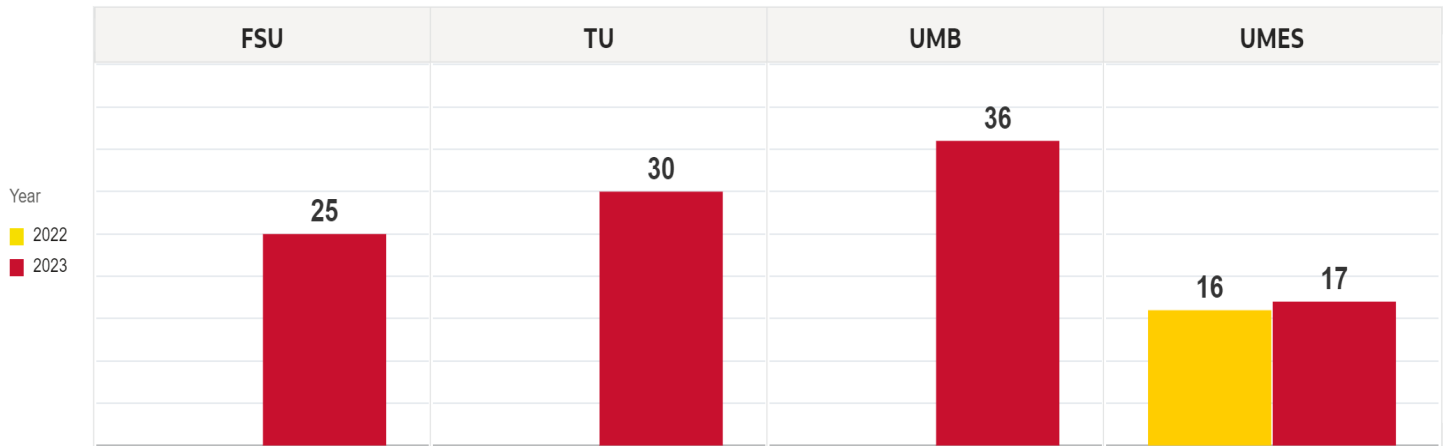
| FSU | TU | UMB | UMES |
|---|---|---|---|
| 25 | 30 | 36 | 16 / 17 |

| School | 2019 PANCE 1st Time | 2020 PANCE 1st Time | 2021 PANCE 1st Time | 2022 PANCE 1st Time | 2023 PANCE |
|---|---|---|---|---|---|
| University of Maryland-Baltimore | 97% | 100% | 97% | 97% | 86% |
| Towson University | 79% | 100% | 91% | 87% | 97% |
| University of Maryland Eastern Shore | | | | 92% | 94% |
| Frostburg State University | | | 72% | 83% | 80% |

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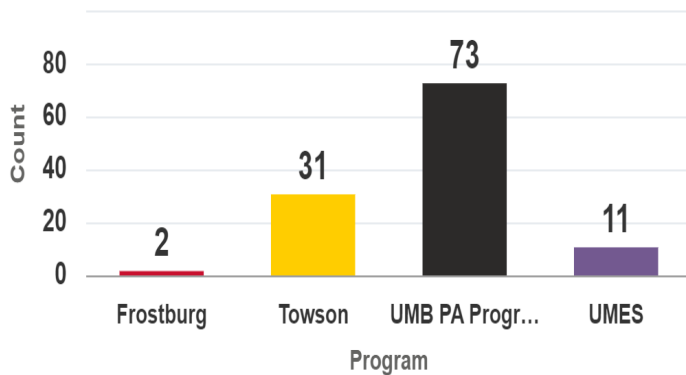PA LEADERSHIP & LEARNING ACADEMY

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## AHA Telehealth Certificate Sponsorship

### Completed Certificates Sponsored

Count Value

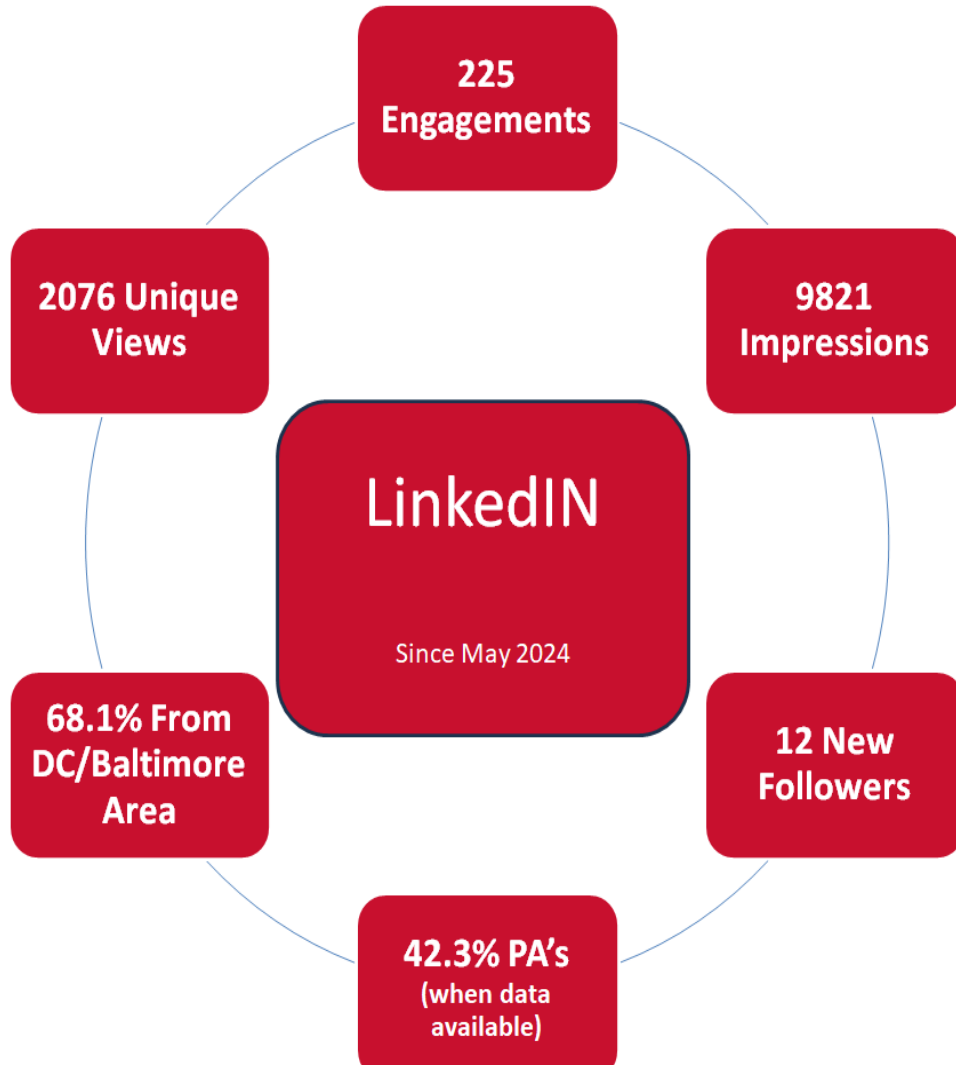**117**



### Cost and Sum of Cost by Student Year



Legend: Sum of Student Year — Total Cost
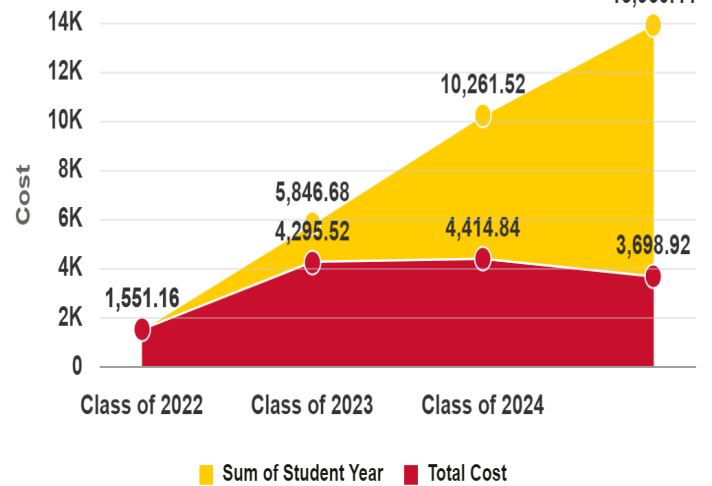
### Certificates by Program Class
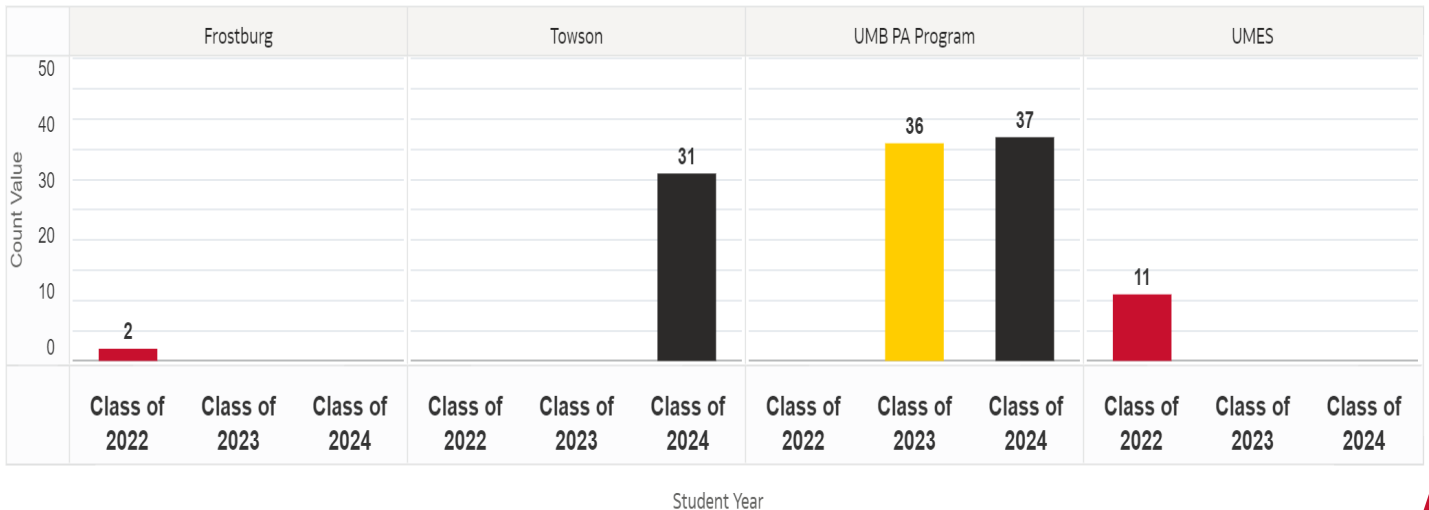
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## LinkedIn Activity

```
              ┌──────────────┐
              │     225      │
              │ Engagements  │
              └──────────────┘

┌──────────────┐              ┌──────────────┐
│ 2076 Unique  │              │    9821      │
│    Views     │              │ Impressions  │
└──────────────┘              └──────────────┘

          ┌────────────────────┐
          │     LinkedIN       │
          │                    │
          │   Since May 2024   │
          └────────────────────┘

┌──────────────┐              ┌──────────────┐
│ 68.1% From   │              │   12 New     │
│ DC/Baltimore │              │  Followers   │
│    Area      │              │              │
└──────────────┘              └──────────────┘

              ┌──────────────┐
              │  42.3% PA's  │
              │ (when data   │
              │  available)  │
              └──────────────┘
```

**Top Impressions**

| AAPA post of MD PA Modernization Act | HELP-PA fellowship |
|---|---|
| • 911 Impressions | • 675 Impressions |

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# PALLA Annual Report

## Scholarly Output 2023-2024

### Articles

Submitted/

Accepted- **11**

Published-**8**

All Time
Published Total-
**64**

### Books, Reports, etc.

Book Chapters- **3**

Editor- **0**

Letter- **0**

Reports- **0**

Special Article- **1**

All Time Total- **13**

### Presentations, Posters, Panels

Presentations- **8**

Posters- **5**

Panels- **0**

All Time Total-
**77**

### Grants

Total Submitted- **3**

Total Awarded- **1**

Funding Submitted-
**$3,050,000**

Funding Awarded-
**$50,000**

All Time Total
Submitted- **18**

All Time Total
Awarded- **11**

All Time Funding
Awarded- **$482,555**

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## Scholarly Output

**Total Articles**



**Articles by Year**

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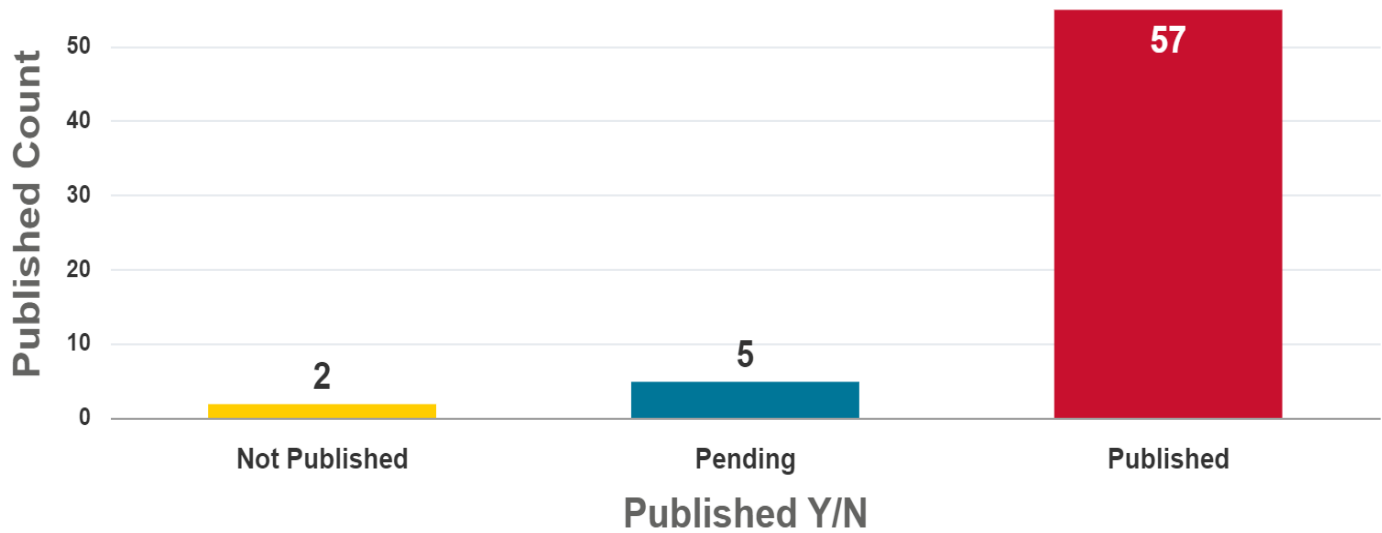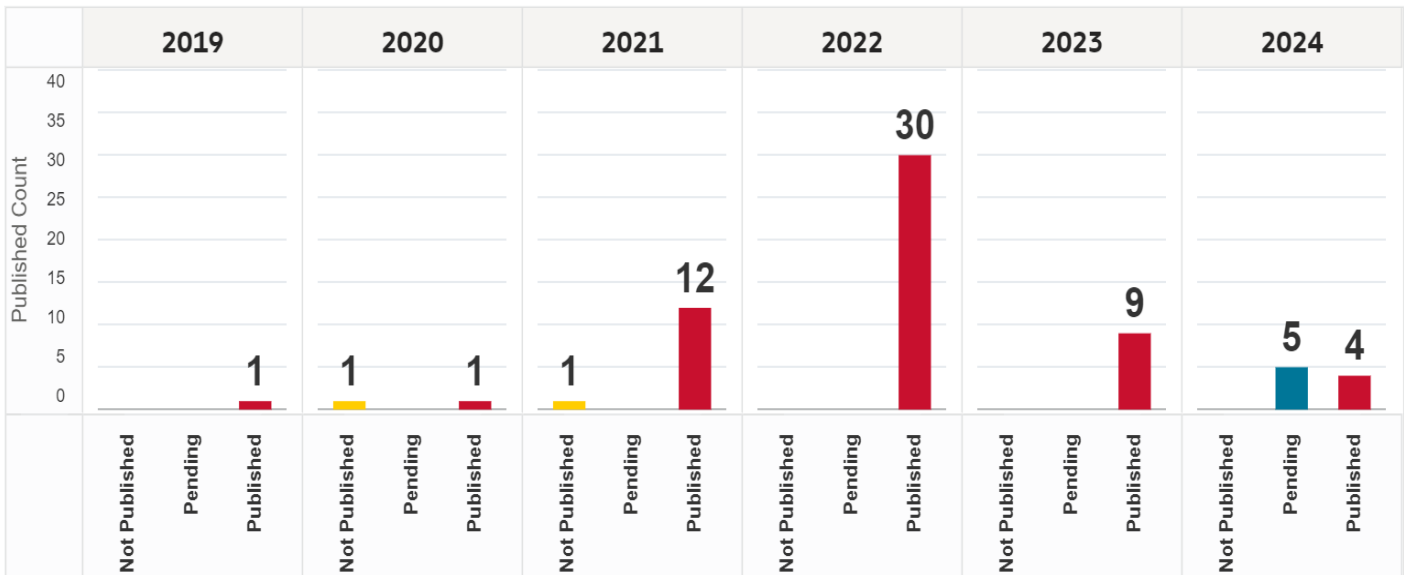
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## Quarterly Articles

Articles by Quarter



|        | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|--------|------|------|------|------|------|------|
| Q1     |      | 1    | 2    | 7    | 3    | 4 / 2 |
| Q2     | 1    |      | 2    | 6    | 2    | 1 / 2 |
| Q3     |      | 1    | 1    | 5    | 1    |      |
| Q4     |      |      | 1 / 7 | 12   | 3    |      |
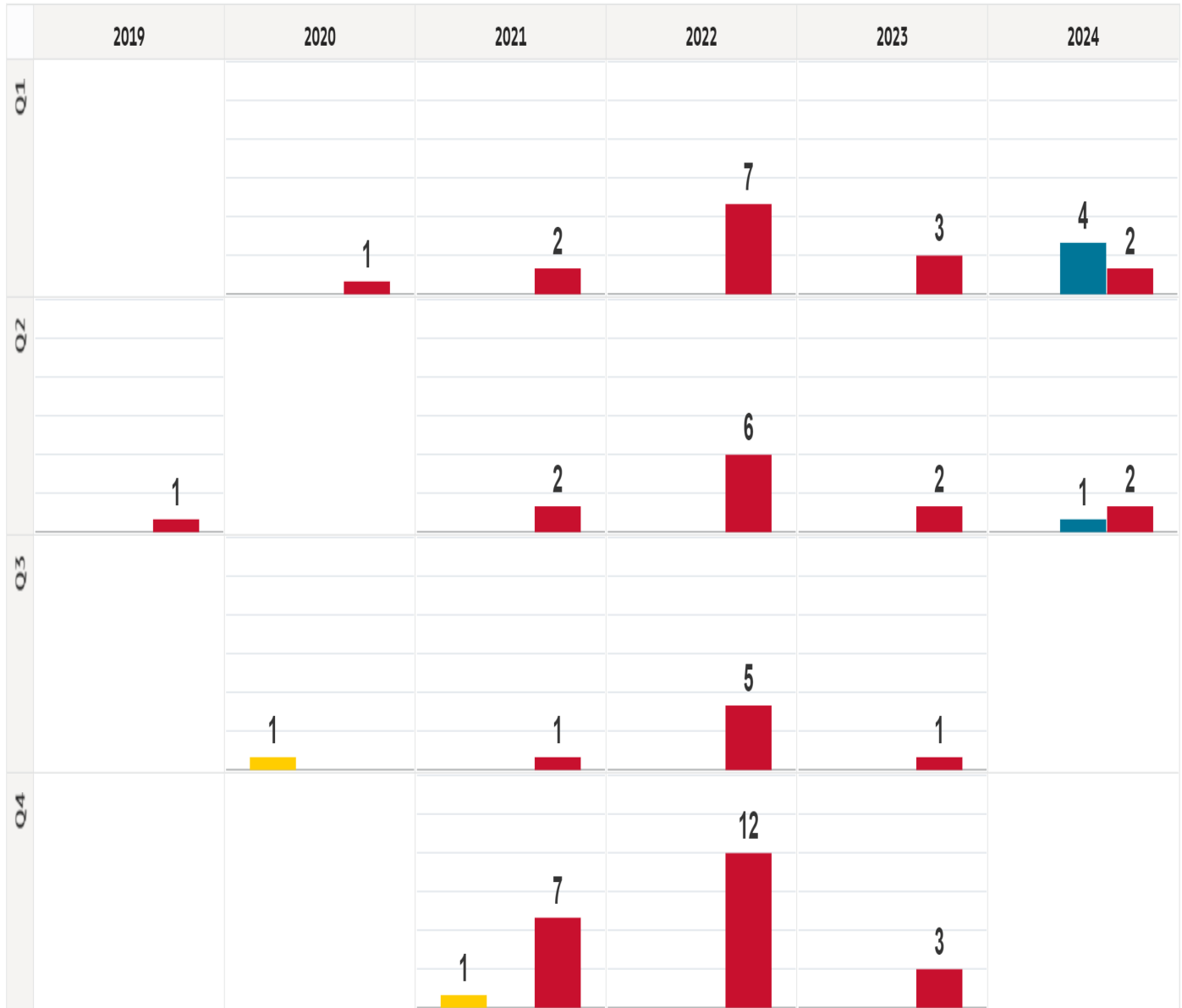
Published Y/N  ■ Not Published  ■ Pending  ■ Published

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## Books,Reports,Etc.

### Count by Publication Type



| Publication Type | Count |
|---|---|
| Book Chapter | 7 |
| Editor | 1 |
| Letter Format | 1 |
| Report | 1 |
| Special Article | 3 |

### Quarterly Counts

| | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Q1 | | | 3 | 1 | |
| Q2 | 1 | 1 | | 1 | 1 |
| Q3 | 1 | 1 | | 3 | |
| | Complete | Complete | Complete | Complete | Complete |

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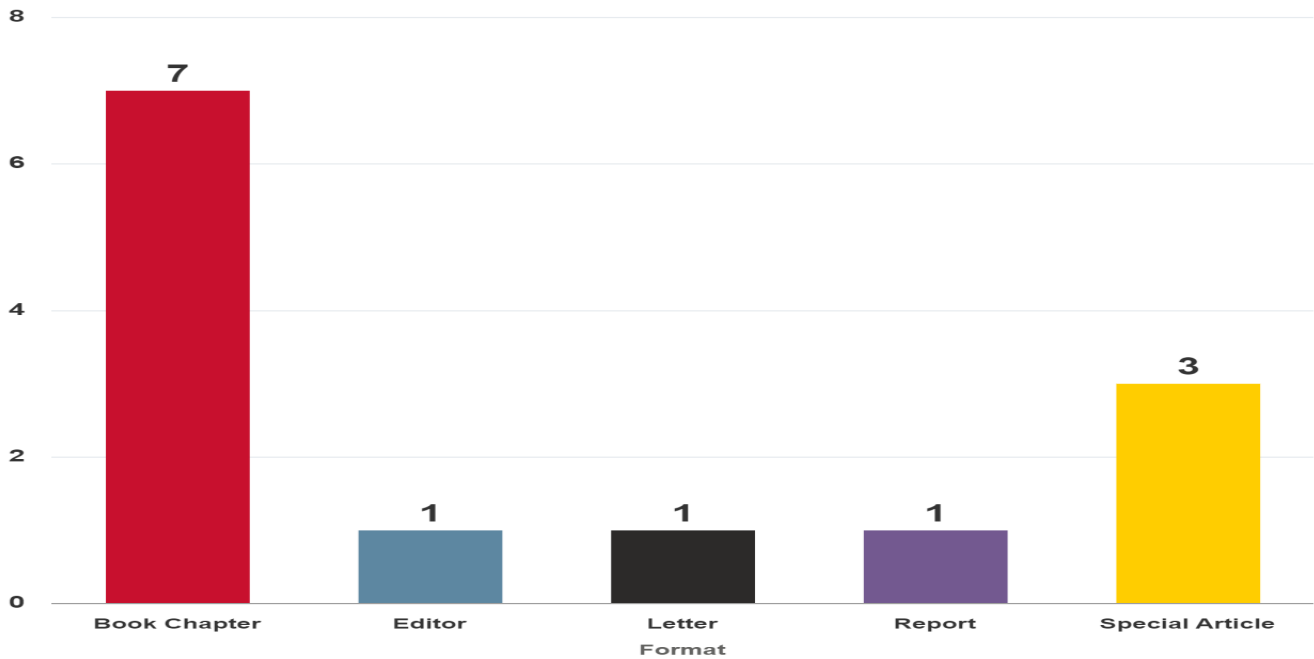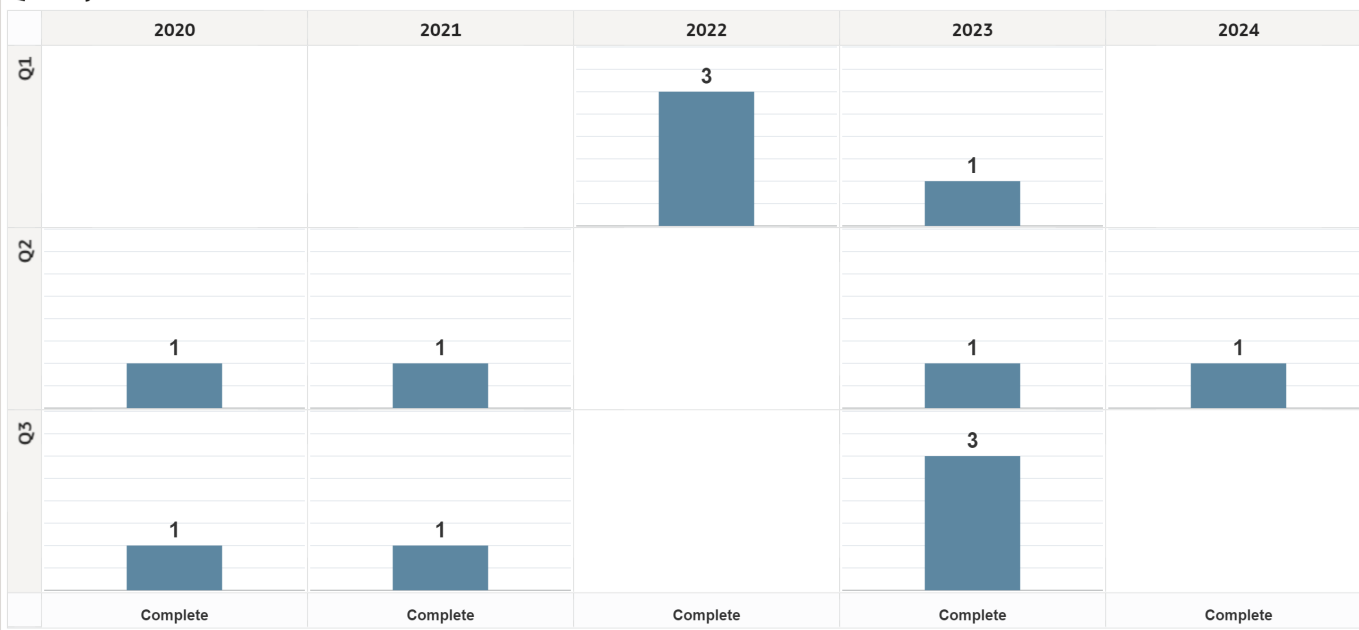
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## Presentations

### Presented and Accepted

Total
**77**

| | Panel | Poster | Presentation |
|---|---|---|---|
| Count | **4**<br>Presented | **18**<br>Presented | **55**<br>Presented |

**Presented by Year**



| | 01/01/2020 | 01/01/2021 | | | 01/01/2022 | | | 01/01/2023 | | 01/01/2024 | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Presentation | Panel | Poster | Presentation | Panel | Poster | Presentation | Poster | Presentation | Poster | Presentation |
| Presented | 3 | 1 | 4 | 13 | 3 | 6 | 13 | 4 | 23 | 4 | 3 |

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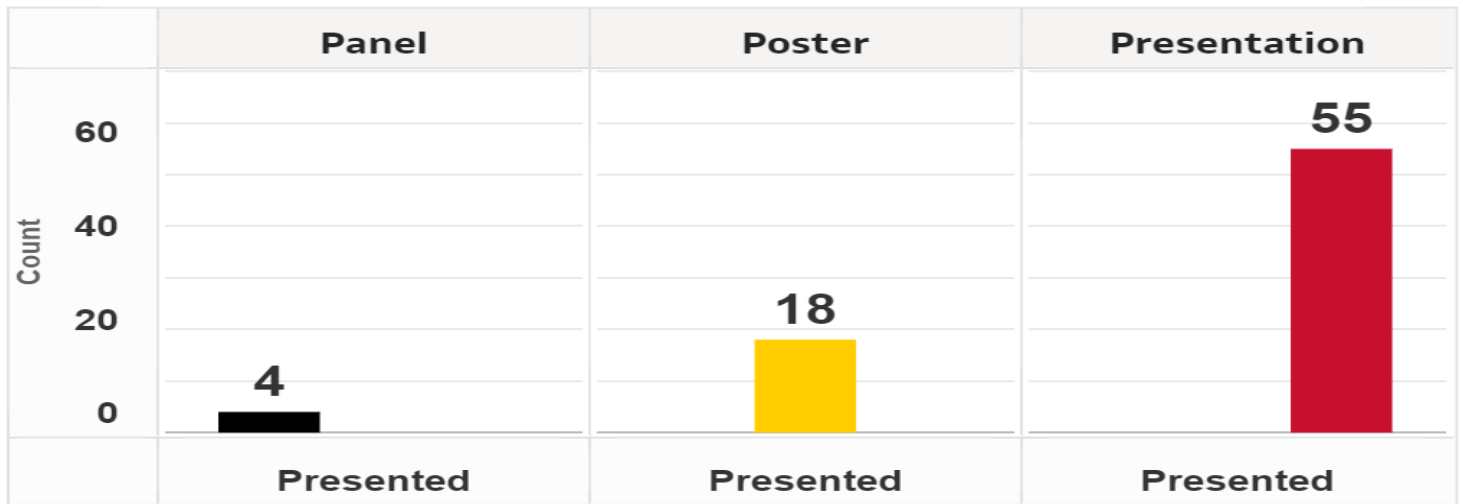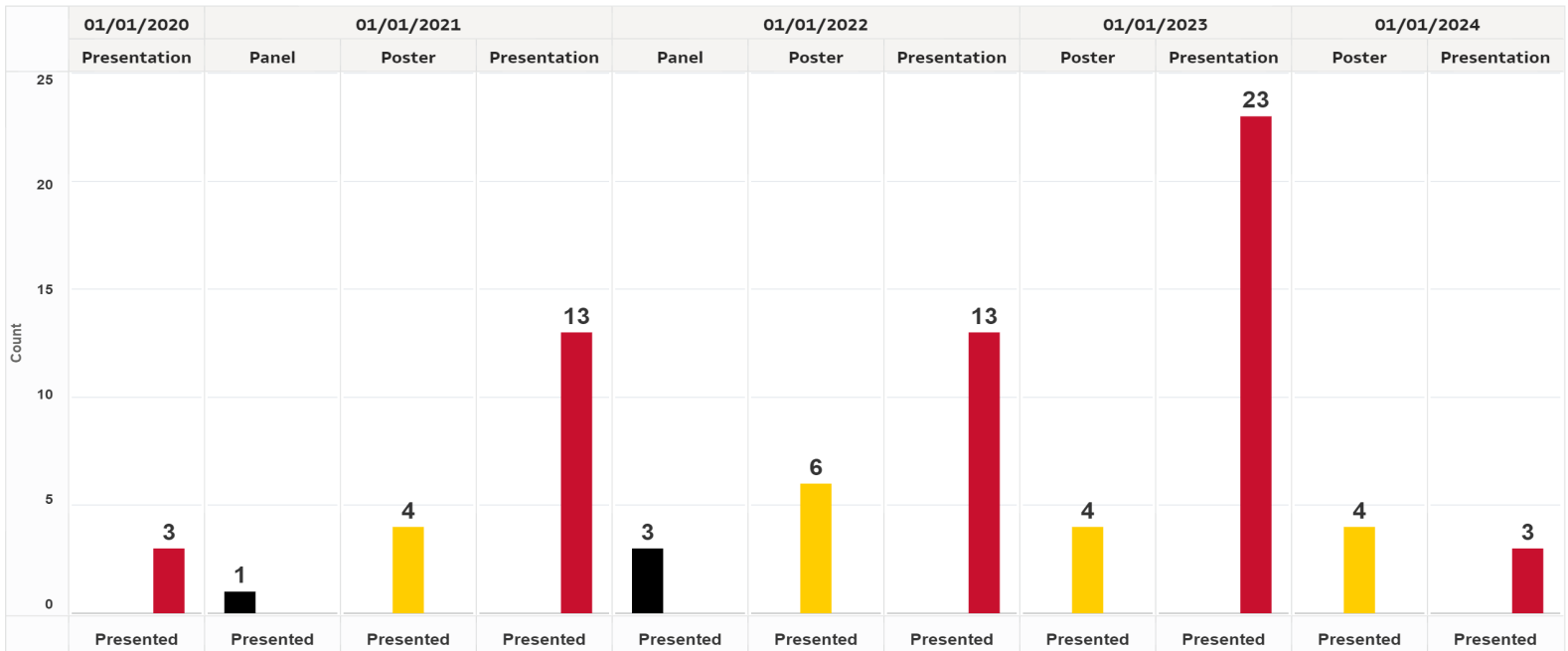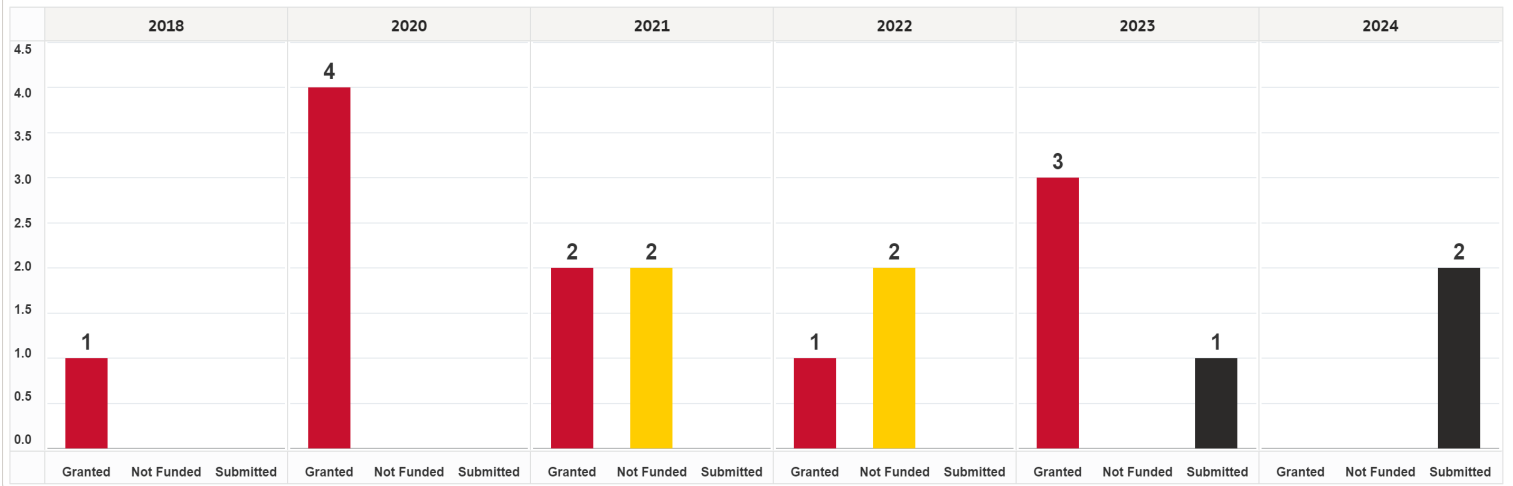
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## Grant Funding

**Total Grant Funding Submitted: $6,337,555**

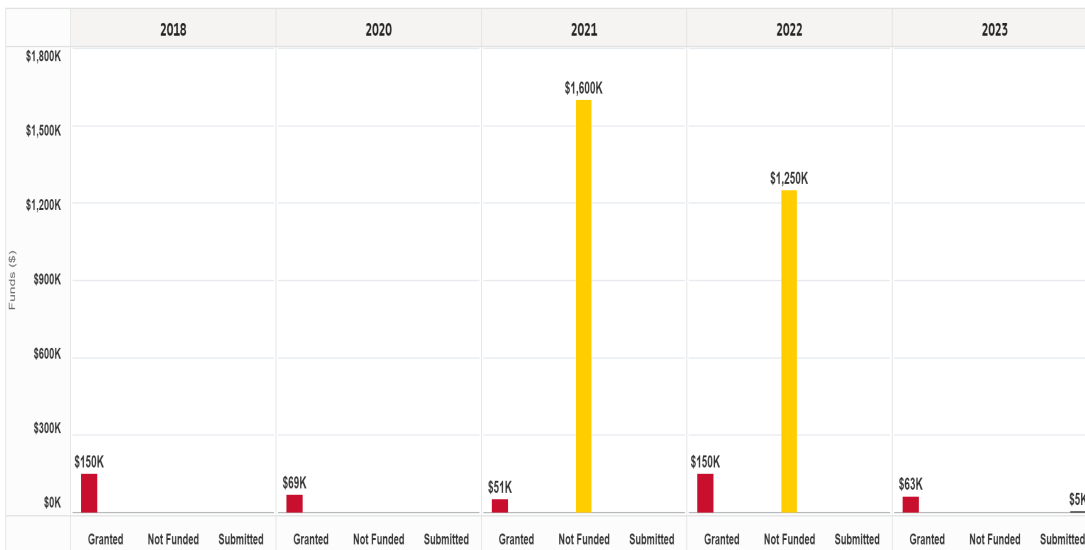**Total Grant Funding Awarded: $482,555**
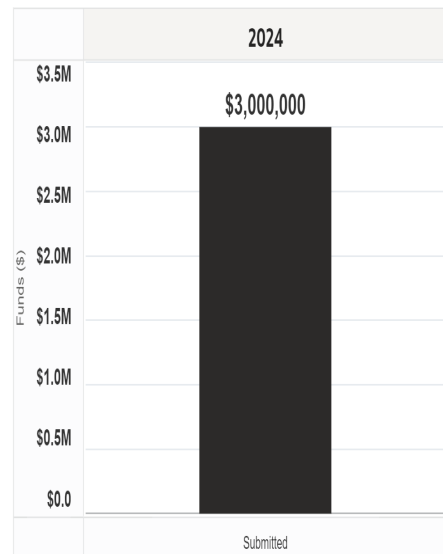


Grants Submitted Per Year



Grant Funding Submitted Per Year



Grant Funding Submitted Per Year- 2024

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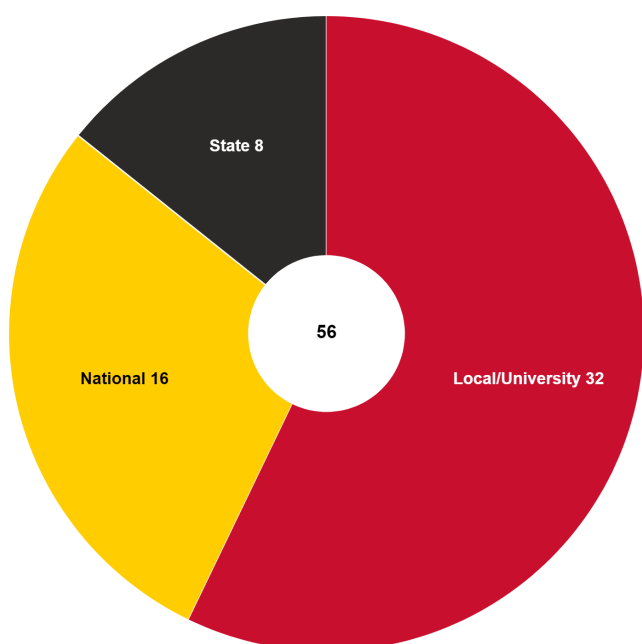PA LEADERSHIP & LEARNING ACADEMY

# PALLA Annual Report

## Awards and Committees

**PALLA Awards**

| Year | Recipient | Presenter | Award Title |
|------|-----------|-----------|-------------|
| 2022 | Jim Cawley | PAEA | Lifetime Achievement Award |
| 2022 | Shani Fleming | AAPA | Diversity Award |
| 2023 | Felicia Elvis (Former PALLA Fellow) | UMES PA Program | 2023 Faculty Member Award |
| 2023 | Jim Cawley | AAPA | AAPA Publishing Scholarship Award |
| 2023 | Karen Gordes | LEAPS | Distinguished Educator Award for Outstanding Scholarship/Publication |
| 2023 | Kayingo+ Others | IAMSE | Best Presentation |
| 2023 | Roisin Donegan/Shani Fleming/Gerald Kayingo | JAAPA and Association of Postgraduate PA Programs (APPAP) | Poster Prize |



State 8
National 16
56
Local/University 32

# Committees and Service

# Local/University
# State
# National

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# Q1: 2023-24
## Jul-Sep 2023

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# PALLA Annual Report

## BRITE Study Phase 3

### Phase III Re-Imagined

- Telehealth versus traditional

- Meta Analysis

- Retrospective Review**

- Simulated Experience**

- Day in the Life Part II

Randomized-controlled cross-over trial nested qualitative (Traditional vs. Telehealth Clinical Experience)

Phase Three: Implementation telehealth clinical training
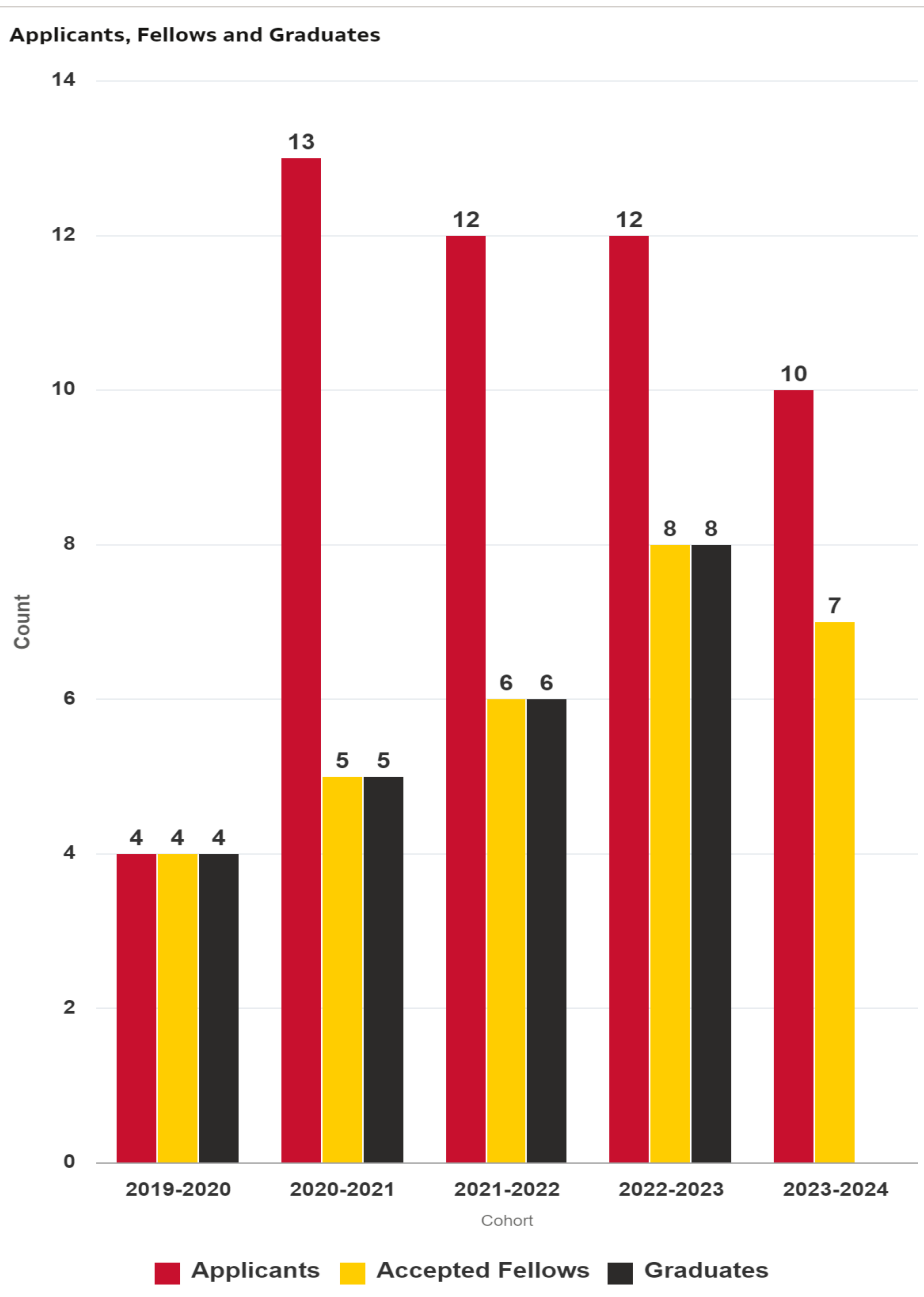
Traditional Clinical

Telehealth Clinical

Year Three

End of rotation exams, summative PAEA exam, student education logs, learning portfolios preceptor evaluations, surveys and interviews

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# PALLA Annual Report

## 2023-24 Faculty Fellowship Launch

**The Annual PALLA Faculty Fellowship welcomed its cohort for 2023-2024 in September. The following information summarizes information about the cohort.**

**Applicants, Fellows and Graduates**



### September 2023-May 2024

**Fellows from:**

**Maryland (5)**

**West Virginia (1)**

**Oregon(1)**

https://www.graduate.umaryland.edu/palla/The-Fellowship/

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# PALLA Annual Report

## PALLA Mini Retreat

09/06/2024
10AM-2PM

**Key Objectives and Deliverables**

- Collective understanding of key issues in MD PA program
- Identifying solutions (STOP the Bleed)
- Developing an implementation plan and time plan

## Outcomes/Action Items

| | | |
|---|---|---|
| 1. Survey<br><br>2. Mini-report detailing what PALLA has done, (summarizing the landscape) | 1. Going on-site, boots on the ground approach- not just surveying<br><br>2. Bring together PDs and deans in one space. | 1. Leverage anchors (Established local PA Leaders)<br><br>2. Coaching and Mentoring |

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# Q2: 2023-24
## Oct-Dec 2023

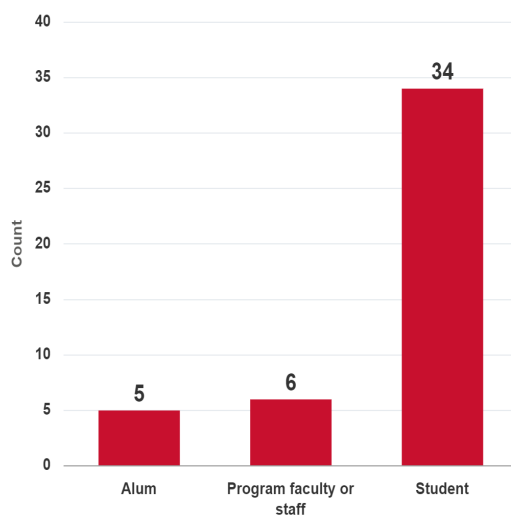PALLA

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# PALLA Annual Report

## MDAPA Conference 2023

The following summarizes the events PALLA hosted in conjunction with the 2023 MDAPA annual conference in Ocean City, MD. The events included a PA social event as well as the inaugural MDAPA research hour and Preceptor Workshop for attendees.
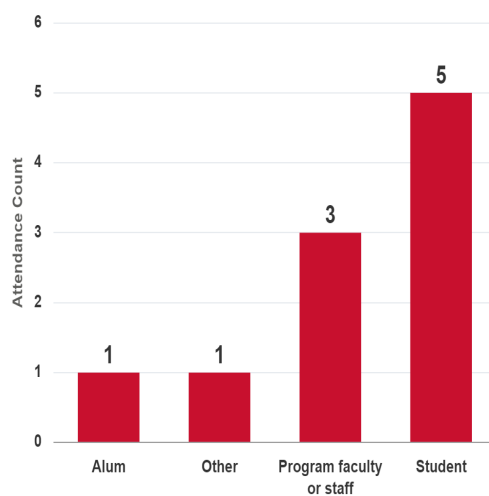
### MDAPA PA Social

**Attendees by Role**

| Role | Count |
|------|-------|
| Alum | 5 |
| Program faculty or staff | 6 |
| Student | 34 |

### MDAPA Research Hour

**Attendees by Role**

| Role | Attendance Count |
|------|------------------|
| Alum | 1 |
| Other | 1 |
| Program faculty or staff | 3 |
| Student | 5 |

### MDAPA Preceptor Workshop

**Attendees by Role**

| Role | Attendance Count |
|------|------------------|
| Alum | 2 |
| Other | 2 |
| Program faculty or staff | 1 |
| Student | 1 |
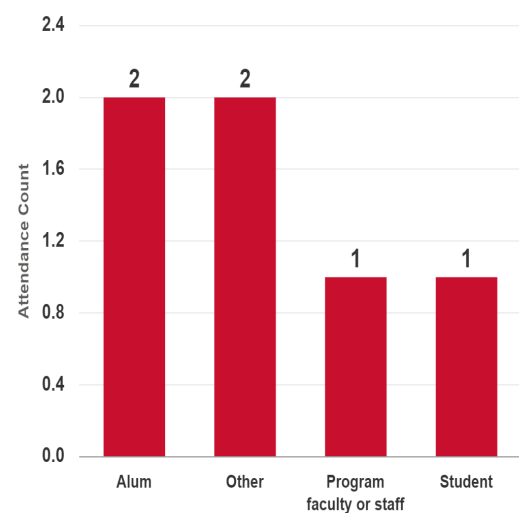


### Research Hour Presentations

1. PA Doctoral Debate, Dr. Gerald Kayingo
2. Preceptor Academy, Victoria Trott
3. Diversity in PA Profession, Shani Fleming
4. Substance Abuse, Dr. Khaled Hasan



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# Q3: 2023-24
## Jan-Mar 2023

# PALLA Annual Report

## PALLA Team Retreat 01/14/2024

Reflection, Realignment, Restructuring

Fellowship Selection Criteria

Moving Forward Boldly Together

Improve communication with and between local PDs

## PALLA Advisory Board Retreat 01/24/2024

**Theme: Advocacy, Leadership and Organizational Development**

**PA Community Vision for Advocacy, Leadership and Organizational Development**
- Work proactively together to affect change in the PA Profession.
- Small contributions by all add up.

**Identify Actionable Items Based On PALLA PA Report**
- Faculty development addressing burnout and wellness
- Clinical sites and preceptors
- Create 1-pager with ROI for hospital systems taking clinical rotations
- Ongoing Self Study Training and Support

**Discuss Student Success and Remediation**
- Appoint Student Success Coach
- Incorporation of Critical Thinking skills early on
- Pre-matriculation seminar: Graduate level student learning
- Early identification of learners at risk

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# PALLA Annual Report

## PALLA Simulation Training

02/01/2024 -- 9AM-12PM
Maryland Bar Center
Led by Dixie Pennington, MSMS, CHSE, CHSOS

| | |
|---|---|
| Attendees | 4 |
| Programs in Attendance | MSMU, FSU, UMB DMSc, PALLA Fellowship |
| Attendee Satisfaction | 100% |
| Attendees who would Recommend | 100% |

## UMB PA Program Simulation Lesson: 03/25/2024

Equipment loaned to UMB PA program for lesson led by, Erin Niles PA-C;  Ken Pardoe MS, PA-C, NRP; Aaron Jacob MSHS, PA-C

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## Leadership and Advocacy

**PALLA Legislative Presence**
- MDAPA **Advocacy Day**
- **Attended hearings at MD House/Senate. And MD House Subcommittee**

**Legislative Support for HB806 and SB167**

**Inter-Organizational Communications**
- **Communicated with 3 Gov't Affairs Officials at MD Universities**
- **Secured Written Testimony from PAEA**
- **Confirmed Written Testimony from 4 MD PA Programs**

**Advocacy Documents**
- Letter Template submitted to **MDAPA Legislative Committee** and **Gov't Affairs offices at MD Universities** for PA program use
- Created a **Briefing for MDAPA** Legislative Director and MDAPA Legislative Lobbyist

**Survey to APP Leads within Maryland hospital systems.**

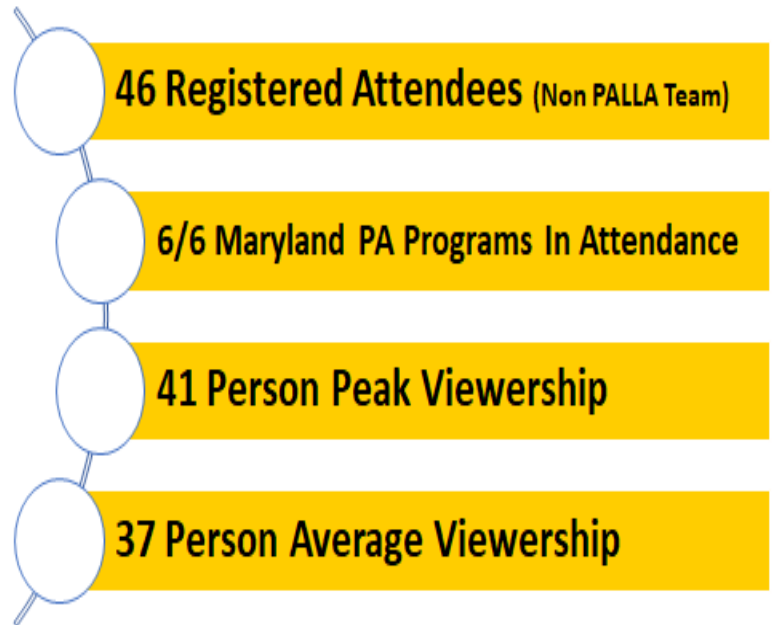**Responses:**
**0%** aware of any **Maryland Specific PA Council**

**100%** feel there is a place for a council and would be interested in one.



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# PALLA Annual Report

## 2024 PALLA Symposium

### Overall Quality Rating

Excellent: 80%

Good: 20%

46 Registered Attendees (Non PALLA Team)

6/6 Maryland PA Programs In Attendance

41 Person Peak Viewership

37 Person Average Viewership

| Sessions | Average Session Attendance | Attendee Indicated Knowledge Increase |
|---|---|---|
| Session #1 - The Basics of Remediation | 36 | 100% |
| Session #2 - Changing the Remediation Paradigm for Students and Faculty | 39 | 90% |
| Session #3 - Beyond the Books: Navigating Non-Academic Remediation | 35 | 90% |

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# Q4: 2023-24
## Jan-Mar 2023

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## Faculty Fellowship 2023-2024 Completion

The graduation of the most recent cohort of the PALLA Faculty Fellowship occurred in May 2024. The fellowship features a longitudinal 8 month curriculum including university faculty mentorship and faculty centric learning sessions. The following are some highlights of the Fellowship and its outcomes.

**7 Fellows/6 Graduates***
**2 Fellows are current faculty at MD PA programs**

### Outcomes

- **3** Fellows in PA Education
- **2** Fellows Precepting

### Fellow Individual Projects:

1. Autoimmune Diseases & Nutrition- Susanna Abdelkarim
2. When Be JEDI Meets Remediation- Aurora A Maria
3. Development of an Urgent Care Onboarding Tool- Beth Boehme
4. The Role of Technology in Patient Education- Christine Fuller
5. Trends and Characteristics of U.S. PA- Specific Doctoral Programs- Aurielle Martin
6. Incorporating PAs into an NP Critical Care Fellowship- Erin Niles

### Cohort Curricular Project-
BeJEDI: Belonging, Justice, Equity, Diversity and Inclusion

### Fellows From:

**Maryland- 5**

**West Virginia- 1**

**Oregon- 1**

* One Withdraw Passing

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## BRITE Study Completion

**B**uilding a **R**egional Center of Excellence for Optimizing Clinical Education: A Randomized-Controlled Crossover Study of an **I**nnovative **Te**lehealth Model for PA Programs
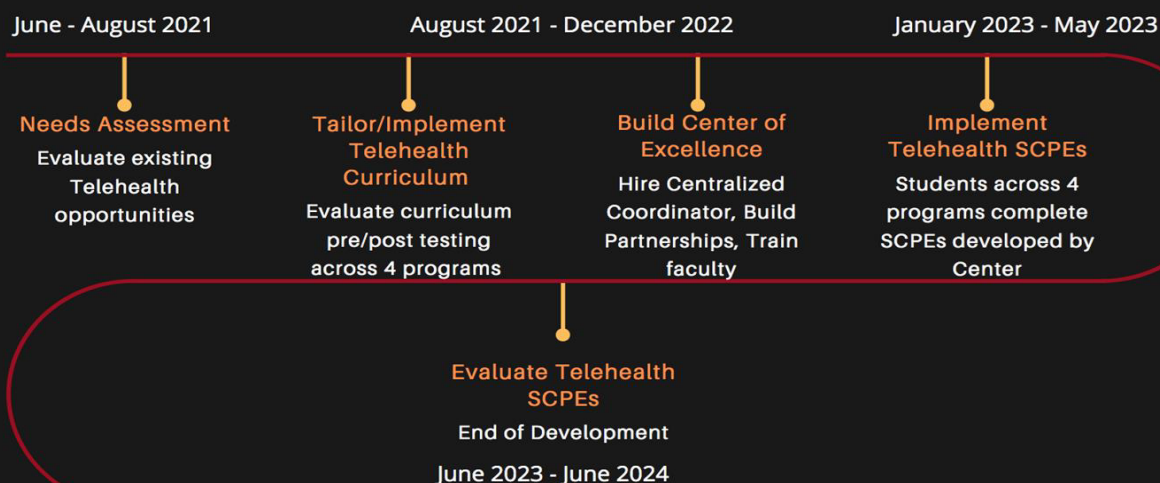
**Key Research Questions**

1. Can a regional clinical coordinating center of excellence enhance the capacity and effectiveness of PA clinical training experiences?

2. Are there differences in student performance on assessment metrics between traditional and telehealth clinical training experiences?

3. What impact would a telehealth clinical training experience have on the diversity of preceptors and learning experiences?

**Major BRITE Outcomes**

- AHA Telehealth Certificate available to Maryland PA Program Students
- Creation of a Clinical Center of Excellence
- Clinical Education Consortium
- Clinical Preceptor Academy
- And Many More. With Many More To Come...

## BRITE TIMELINE OVERVIEW

**June - August 2021**

**Needs Assessment**
Evaluate existing Telehealth opportunities

**August 2021 - December 2022**

**Tailor/Implement Telehealth Curriculum**
Evaluate curriculum pre/post testing across 4 programs

**January 2023 - May 2023**

**Build Center of Excellence**
Hire Centralized Coordinator, Build Partnerships, Train faculty

**Implement Telehealth SCPEs**
Students across 4 programs complete SCPEs developed by Center

**Evaluate Telehealth SCPEs**
End of Development
June 2023 - June 2024

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## June 7th 2024 10AM-3PM EST

**8 Sessions led by PA and health professions education leaders designed to bring new insight and strategy to precepting PA students**

Interested in Precepting Students?

- Yes- 13
- Maybe- 5

## Attendee Feedback

**Meet the Learning Objectives?**

**Likely to Change your Clinical Precepting Practices?**

**Recommend to a Colleague?**

92% Agree

84% Likely

96% Likely

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## PA Modernization Act Continued

**Attended Bill Signing for PA Modernization Act**

**05/16/2024**

**Collaboration and Engagement on Implementation of PA Modernization Act**

1. MDAPA

2. MD PA Program Directors

3. Healthcare System

**Maryland PA/APN Leadership Consortium**

- Collaboration with MDAPA
- First Meeting Date Set August 2024

**Facilitated meetings between PALLA and Hospital System Leadership Regarding Clinical Sites**

- President/CMO MedStar St. Mary's Hospital 06/18/2024

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## For Additional Information

Please visit us online:
https://www.graduate.umaryland.edu/palla/

To stay up to date on all PALLA Events bookmark our Events Calendar:
https://www.graduate.umaryland.edu/palla/Calendar/

To be added to the PALLA Pearls Email ListServe please click: PALLA Pearls

Follow us on LinkedIn:
https://www.linkedin.com/in/umbpalla/

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