

Towson University Physician Assistant Program

Program Goal Six & Benchmarks

Goal 6 — Maintain Adequate Faculty, Staff, Resources, and Program Infrastructure to Support High-Quality Education

Mission Alignment: *Operational excellence and resilience.*

ARC-PA 6th Standards: A1.06–A1.10; A2.01–A2.04; A3.11; C1.01–C1.03

BENCHMARKS

FACULTY & STAFF SUPPORT

- Faculty and staff retention will be maintained at $\geq 80\%$ annually, excluding planned retirements or approved transitions.
- $\geq 90\%$ of faculty and staff will report “agree” or “strongly agree” on the annual survey that the program has sufficient resources to fulfill its mission and support required operations.

Year	Faculty Retention %	Staff Retention % Report	Benchmark for Each Group
2023-2024	67%	100%	$\geq 80\%$
2024-2025	100%	100%	$\geq 80\%$
2025-2026	78%	67%	$\geq 80\%$

The program has not consistently met the staff and faculty retention benchmarks for the past three academic years. This is a program goal initiated in December 2025 after the start of a new department chair & program director. The only correlation is when there is a change in the department chair & program director (2023 and 2025), then there appears to be more turnover. Stability in the department chair & program director position appears to be a reasonable recommendation for a myriad of reasons to evaluate causation. At the time of this writing (August 2026), all faculty and staff positions have been filled. The program has continued accreditation and the TU Provost and Human Resources have reviewed faculty salaries and confirmed they meet or exceed the University benchmarks. The plan for the program is to continue to monitor this metric.

Year	Faculty/Staff % Report Agree/Strongly Agree	Benchmark
2023-2024	53%	≥90%
2024-2025	Not Collected	≥90%
2025-2026	Reported December 2026	≥90%

The program did not meet the faculty and staff reporting on the sufficiency of institutional resources for 2024 and the program did not collect the data in 2025. This is a program goal initiated in December 2025 after the start of a new department chair & program director and the survey was revised in 2026 to better measure this information. The survey is sent in October of each year and reported in December on the website. The plan for the program currently is to collect more information and monitor this metric.

OPERATIONAL INFRASTRUCTURE

- The program's operating budget will meet or exceed the mean national benchmark for comparable public PA programs.
- Student-to-faculty ratios will meet or exceed the mean national benchmark for comparable public PA programs.

Year	Program Total Budget	National Mean for Public and Class Size
2025-2026	\$2.25M	\$1.73M

The program has exceeded the benchmark that the program's operating budget will meet or exceed the mean national benchmark for comparable public PA programs, including class size for the past fiscal year. This is a goal initiated in December 2025 after the start of a new department chair & program director and uses the reported ARC-PA Portal information to report the data. The plan for the program is to continue to monitor this metric.

Year	Program Student to Faculty Ratio	National Mean for All Public Student to Faculty Ratio
2024-2025	5.6:1	11.8:1
2025-2026	5.2:1	11.8:1

The program has exceeded the benchmark that the program's Student-to-Faculty ratios will meet or exceed the mean national benchmark for comparable public PA programs, including class size for the past two years running. This is a program goal initiated in December 2025 after the start of a new department chair & program director and uses the total number of full-time faculty and the total enrolled number of students. The plan for the program is to continue to monitor this metric.