

# Celebrating 5 Years

2019-2024

**Advancing PA Education,  
Research, and Policy**



# PALLA Five-Year Report

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# PALLA Five-Year Report

## Message from the Executive Director

**Dear Colleagues,**

**On behalf of PALLA and the Maryland PA community, I am excited to share our inaugural five-year PALLA report.**



**I am grateful for all the support from various stakeholders who have made PALLA's vision become a reality.**

**PALLA has made significant strides in the areas of faculty development, research and policy across Maryland. We look forward to future years of continued success.**

**Sincerely,  
Gerald Kayingo, PhD, MBA, PA-C, DFAAPA- Executive Director**

# Purpose

As part of our ongoing self-improvement, this report aims to capture our milestones, impact, and opportunities for enhancement based on five years of data and experiences.

This Five-Year Report is organized in several key sections that align with PALLA's core goals, values, mission, and vision.

## PALLA Core Goals

1. Faculty Development
2. Clinical Education Excellence
3. Accreditation Support
4. Advance PA Research and Scholarship
5. Advance PA Leadership and Advocacy
6. Community Engagement

## PALLA Core Values

**EX.C.E.L.S**

(Excellence, Commitment to Community, Equity, Leadership, Sustainability)

# About Us

The Physician Assistant Leadership and Learning Academy (PALLA) is a Maryland state-wide PA workforce innovation initiative. Based at the University of Maryland-Baltimore in the School of Graduate Studies, 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 policy institute, 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.

## **Current PALLA Team Members:**

**Gerald Kayingo, PhD, MBA, PA-C, DFAAPA- Executive Director**

**Shani Fleming, PhD, MS, MPH, PA-C- Director of Community Engagement**

**Jim Cawley, MPH, PA-C, DHL (Hon)- Scholar in Residence**

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

**Erin Hagar, MA, MFA- Manager, Professional Development**

**Eliza Healey, BA- Academic Services Specialist**

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

**Hyun-Jin Jun, PHD, MSW- Director for Research Operations**

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

**Andrew Stakem, BS- Data Analytics & Accreditation Specialist**

**Victoria Trott, MMS, PA-C- Advocacy & Leadership Development Director**

**Sarah Porter, PA-C- Research Fellow**

**Aurielle Martin, DMSc, PA-C- Research Fellow**

# PA Programs in Maryland

## **Frostburg State University, Hagerstown, MD**

- Established 2019

## **Notre Dame of Maryland University, Baltimore, MD**

- Established 2023

## **Towson University, Towson, MD**

- Established 1972; Formerly CCBC/Towson University

## **University of Maryland- Baltimore**

- Established 1996; Formerly AACCC/UMB

## **University of Maryland Eastern Shore, Princess Anne, MD**

- Established 2001; Re-established 2020

## **Mount St. Mary's University, Emmitsburg, MD**

- Accreditation Pending

**Johns Hopkins University had a previously accredited PA program which is now closed (1972-1979)**

# ***Advancing PA Education***

***PALLA is achieving this by...***

**Strengthening Faculty Workforce and Faculty Development**

**Preceptor Development and Clinical Optimization**

**Promoting Student Success**

**Providing Accreditation Support**

# Strengthening Faculty Workforce and Development

## PA Faculty Fellowship

**PALLA has focused on transforming faculty ready to:**

Design learner-centered, evidence-based, curriculum grounded in relevant learning theories

Understand and apply accreditation standards

Deliver inclusive and constructive feedback in classroom and clinical settings

Help students grow into independent clinicians to serve Maryland's residents

Contribute to scholarship and service efforts at University System of Maryland institutions



# Strengthening Faculty Workforce and Development

## PA Faculty Fellowship

**PALLA Has Delivered:**  
**PALLA Faculty Fellows:**

**From the Fellows:**

29

Faculty Fellowship Graduates

17

Faculty Fellowship Alumni in Academic Teaching or Precepting Roles

14

Faculty Fellowship Alumni Have Worked as PA Program Faculty

“The PALLA Fellowship provided a perspective on the PA professoriate that was instrumental to launching my academic career.”

“The fellowship opened my eyes to the many opportunities that exist for PAs and the impact that we can make on future PAs and the PA profession.”

# Faculty Fellowship Curricular Products

Each year the fellows learn about curricular design through an experiential learning process. Together, they create learning units that can be implemented across PA curricula based on the annual theme. For example, the 2024-2025 theme is Health Systems Science. Fellows will develop instructional objectives, assessments, and instructional strategies that can be adapted by PA educators in their respective programs. To request one of our curricular products, [please click this link](#).

## 2020 Cohort Telehealth

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- 58 Requests

## 2021 Cohort Caring

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- 15 Requests

## 2022 Cohort COVID-19

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- 6 Requests

## 2023 Cohort Trauma Informed Care

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- 9 Requests

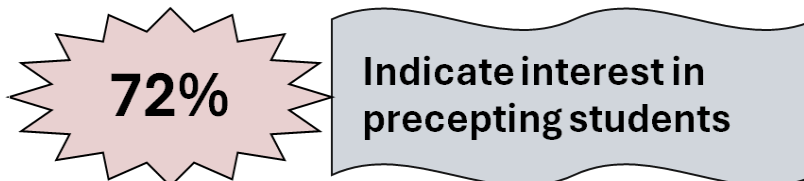
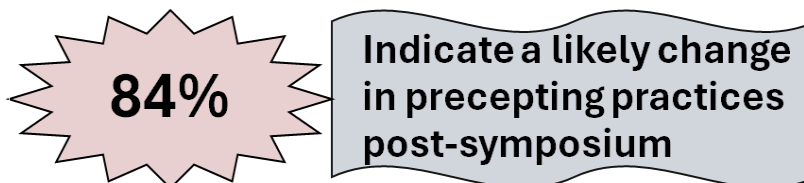
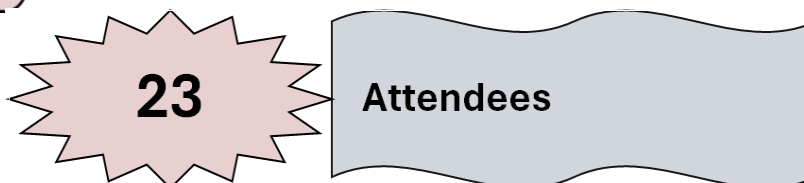
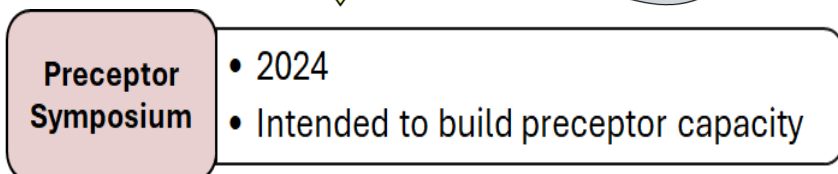
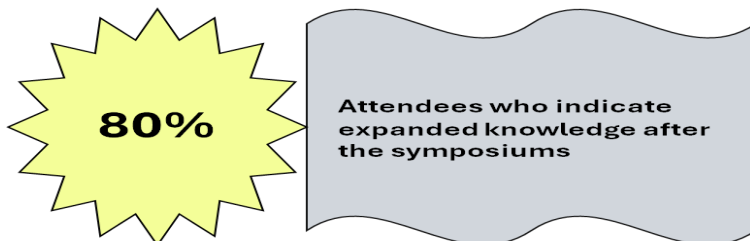
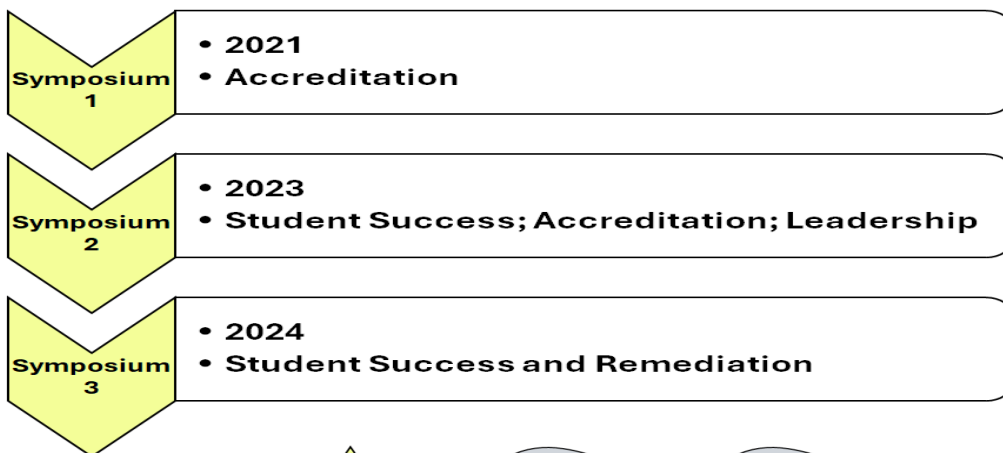
## 2024 Cohort BeJEDI

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- 2 Requests

# Teaching and Learning Symposiums

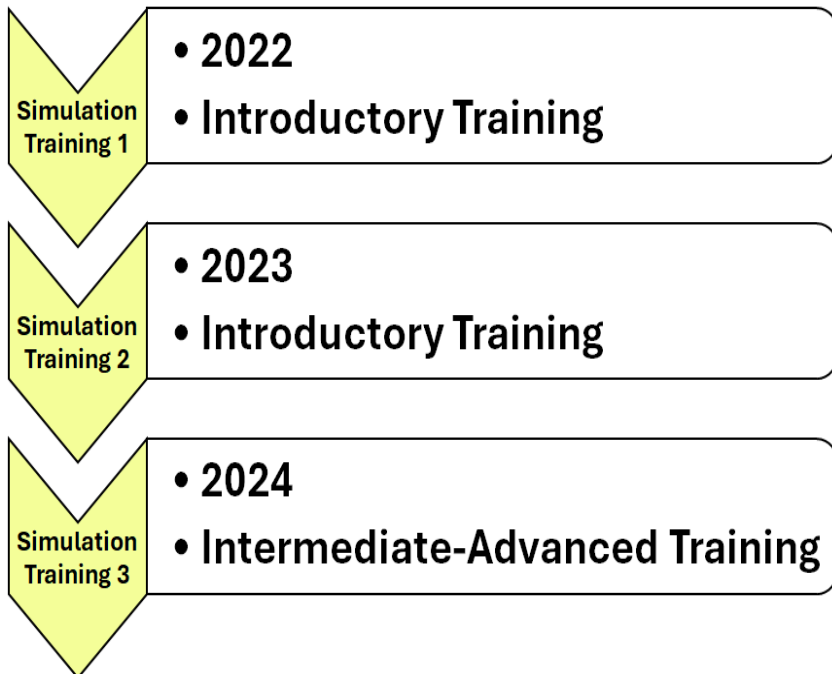
## PALLA Delivered:



# Simulation Training

## PALLA Delivered:

PALLA's simulation trainings are intended to provide PA program faculty with new tools and methods of teaching the next generation of PAs.



Attendees who indicate the material will be useful in their faculty role

**100%**

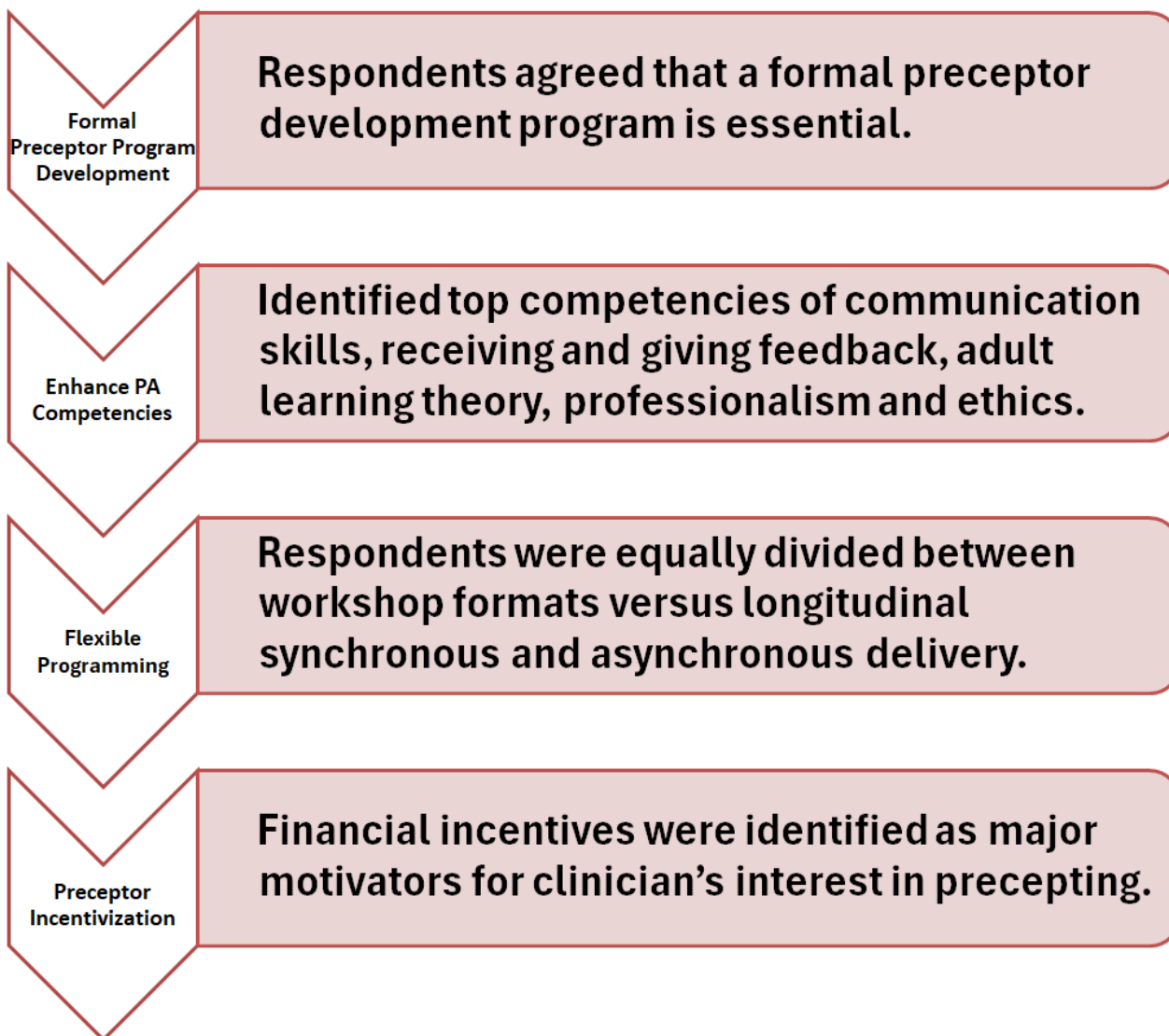
## Attendees Say:

“PALLA- Everything you do is so pertinent and useful in my academic career!”

# Preceptor Development and Clinical Optimization

## Preceptor Academy Fellowship

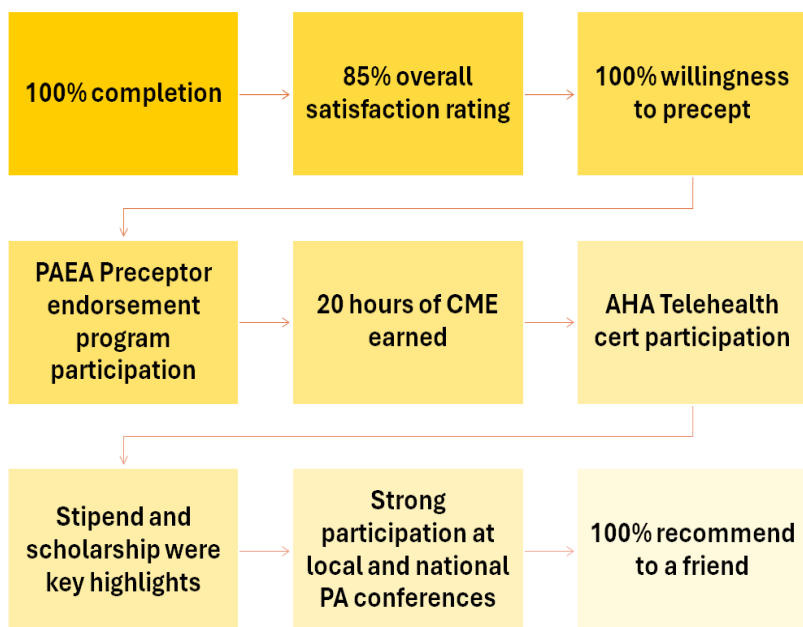
### Findings from a National Needs Assessment:



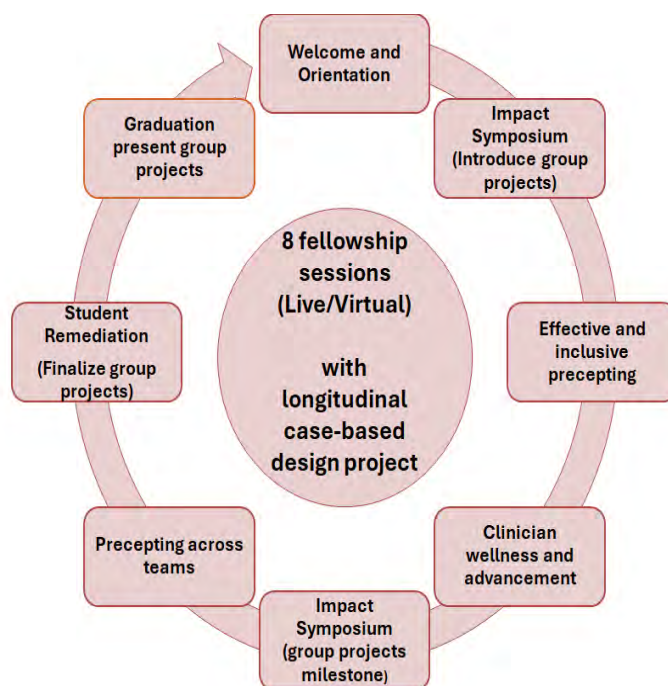
# Preceptor Development and Clinical Optimization

## Preceptor Academy Fellowship

### Fellowship Impact



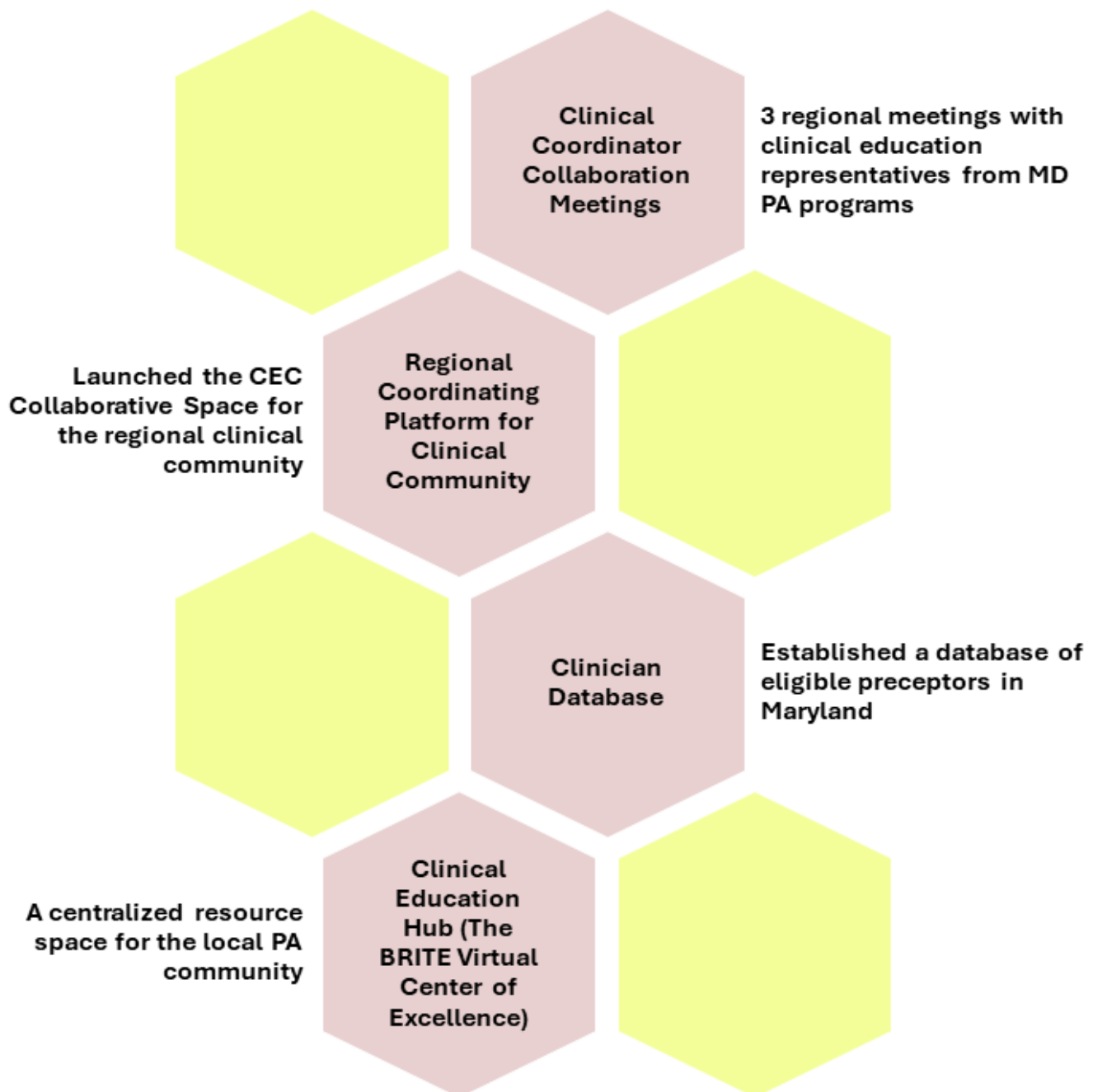
### Longitudinal Fellowship Curriculum



**Outcomes, successes and lessons learned have been shared at both PAEA and AAPA annual forums. The program is now being expanded to include rural preceptors.**

# Supporting Clinical Education & Optimization

## PALLA is Achieving This Through...

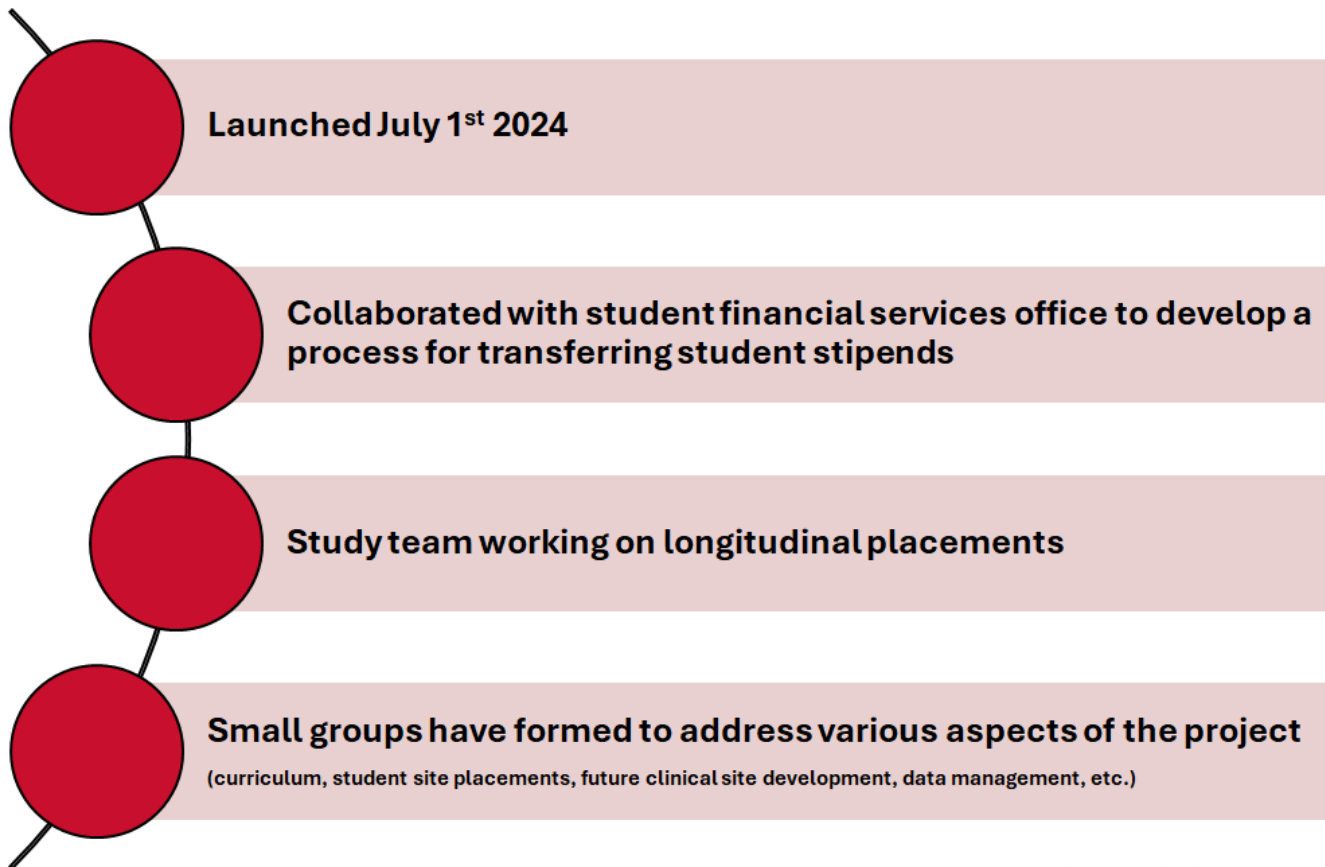


# HRSA Grant

## Key aspects of the grant:

- Increase number of trained PAs in rural areas
- Establish strategic partnerships that support Behavioral Health integration in rural areas
- Develop program curriculum to address Behavioral Health Disorders

## Major Work Done So Far:





# Rural Maryland Council Grant

## Key aspects of the grant:

Develop a centralized clinical coordinating center through a series of rural focused workshops and a 6-month formalized fellowship program focusing on effective precepting and mentorship.

Deploy PA students in rural areas under the mentorship of our trained preceptors.

Recruit pre-health aspiring future health professions from rural communities and match them with rural preceptors

## Pre-PA Presentations

Date	Time	Location	Status	Notes
Sept 27	Session 1: 8.45am to 9.25 am (Medical Services)  Session 2: 9.30am to 10.15am (Biosciences)	Dorchester Career & Technology Center (High School students)	Confirmed	High School Students
Sept 27	9.40pm	Dorchester Middle School	Confirmed	Middle School Students

# Preceptor Advancement

## PALLA Advances Preceptor Excellence Through

<b>Preceptor Development</b>	<b>Resource provided including:</b> <b>Preceptor incentives</b> <b>Academic opportunities</b> <b>Mentorship</b> <b>Career Advancement</b>
<b>Preceptor Recruitment</b>	<b>Preceptor Incentive Package created describing value-add opportunities for current and new preceptors</b>
	<b>Preceptor Academy created</b>

# Preceptor Advancement

## PALLA Advances Preceptor Excellence Through

**FACULTY FELLOWSHIP**  
Join the faculty pipeline while earning a stipend with PALLA's 10-month professional development program

**HELP-PA FELLOWSHIP**  
Advance your leadership and preceptor skills with a unique, structured interprofessional opportunity for working PAs, NPs & MDs

**DMSc PRECEPTOR DISCOUNT**  
UMB's new DMSc program offers a 20% tuition waiver for preceptors working with Maryland programs

**TELEHEALTH CERTIFICATE**  
An introduction to telehealth for healthcare students and professionals interested in or currently practicing telehealth

**DEMYSTIFYING THE TAX CREDIT**  
See eligibility and application requirements for the MD Preceptor Tax Credit

**CME HOURS**  
Leverage opportunities for category 1 CME credit and improve patient care in your practice

**Preceptor Incentive Packet**

Scan here or go to the link below to view a full list of resources

[bit.ly/Preceptorperks](https://bit.ly/Preceptorperks)

# Promoting Student Success

## Student Centered Initiatives

**CME Resources  
PANCE Exam Prep  
Course  
Sponsorship**

**124 Students have  
taken the course**

**4/4 PANCE Eligible  
Maryland Programs  
Participated**

**AHA Telehealth  
Certificate  
Sponsorship**

**141 Maryland  
PA Students  
Participated**

**3 Maryland PA  
Programs**

# Promoting Student Success

## PALLA's Student Success Institute

PALLA is collaborating with PA programs and external stakeholders to enhance student success and remediation through a Student Success Institute.

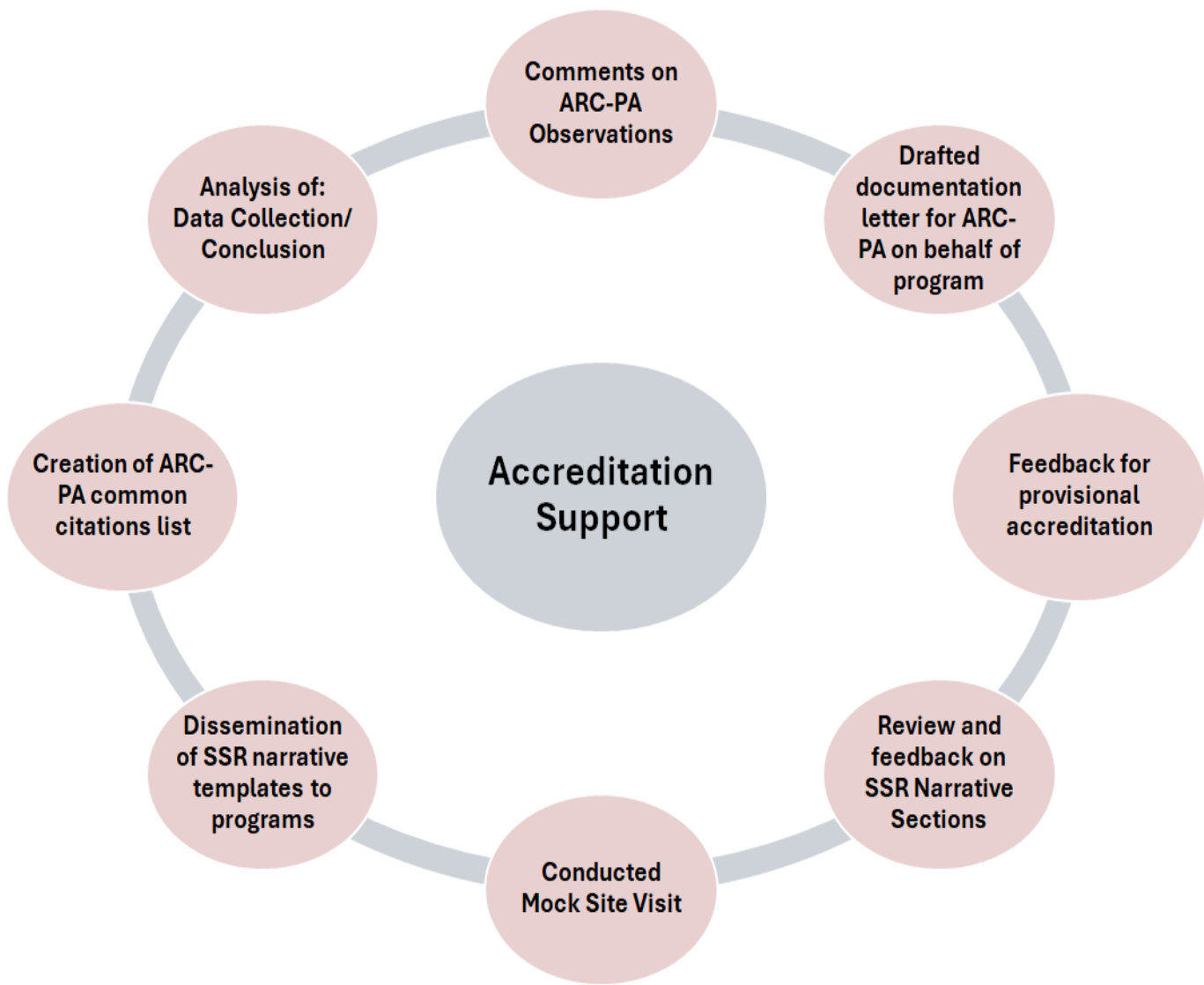


# Student Success Institute



# Accreditation Support to Member Programs

As part of institutional support, PALLA has undertaken the following activities to ensure program quality and compliance with accreditation standards.



# Advancing PA Research and Policy

## PALLA Achieves this Through

Published Articles

National Presentations

Grant Awards

Mentoring, Networking, Collaboration



# PALLA Scholarship

## Scholarly Outcomes: Between 2019-2024

Peer Reviewed  
Articles  
Published

**58**

National  
Presentations

**49**

Grants  
Submitted (n)

**18**

Total Grants  
Submitted (\$)

**\$6,337,555.00**

Grants  
Awarded (n)\*

**12**

Total Grants  
Awarded (\$)

**\$2,982,555.00**

**5**

Articles Published in collaboration  
with Maryland PA Program Faculty

\*2 Grant Submissions Pending  
Decisions Totaling \$505,000.00

# PALLA as a Policy Institute, Advancing PA Policies and Legislation

## *PALLA Achieves This Through*

Leadership

Advocacy

Engagement

Local/National Environmental Scan



# PALLA Leadership & Advocacy

## PALLA Impact...

### PA Advancement State-Wide

Collaborated with MDAPA in support of PA Modernization Act of 2024



Act signed into law on May 16<sup>th</sup>, 2024

Development of first Maryland PA/APN Leadership Consortium in collaboration with MDAPA



First consortium meetings held in 2024

Founding of PALLA Advisory Board



Composed of PA Program Directors, Local and National Organizational Leadership

# Sadler Distinguished Leadership Annual Lecture Series



UNIVERSITY of MARYLAND  
GRADUATE SCHOOL

**PALLA** 

PA LEADERSHIP & LEARNING ACADEMY

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.



# James F Cawley Award for Excellence in the PA Profession



JAMES F CAWLEY  
AWARD FOR  
EXCELLENCE IN  
THE PA  
PROFESSION

## Awardee Attributes:

- a) Service, Leadership, and Advocacy
- b) Research and Scholarship
- c) Academic Eminence
- d) Community Clinical Care
- e) Mentorship



We are thrilled to announce that in September 2024 Jennifer Grover, DHSc, MMS, PA-C has been awarded the inaugural James F. Cawley Award for Excellence in the PA Profession!

# Community Engagement

## Ongoing Relationship Building

- Program Director Meetings
- Advisory Board Meetings

## Event Organization

- MDAPA Alumni Social
- PA Week community events
- Factuality Event
- Ongoing research Writing Seminars

## External Collaboration

- Meetings with local hospital system leaders regarding clinical sites
- Pre-PA Outreach
- Maryland Area Health Education Centers (MAHEC)



# Community Engagement

## Collaboration with MDAPA

- Conference Events
- Advocacy and Networking
- Faculty and Preceptor Development

## PAEA Annual Conference

- Exhibit Booth
- On Demand Presentation
- Live Presentation



# National Recognition

## PALLA Award Winners

Year	Recipient	Presenter	Award Title
2022	Jim Cawley	PAEA	Lifetime Achievement Award
2022	Shani Fleming	AAPA	Diversity Award
2023	Karen Gordes	LEAPS	Distinguished Educator Award for Outstanding Scholarship/Publication
2023	Jim Cawley	AAPA	AAPA Publishing Scholarship Award
2023	Roisin Donegan, Shani Fleming, Gerald Kayingo	JAAPA and Association of Postgraduate PA Programs (APPAP)	AAPA Poster Prize
2023	Felicia Elvis (Former PALLA Fellow)	UMES PA Program	2023 Faculty Member Award
2024	Gerald Kayingo	PAEA	Article of the Year Award
2024	Shani Fleming	PAEA	Research Achievement Award

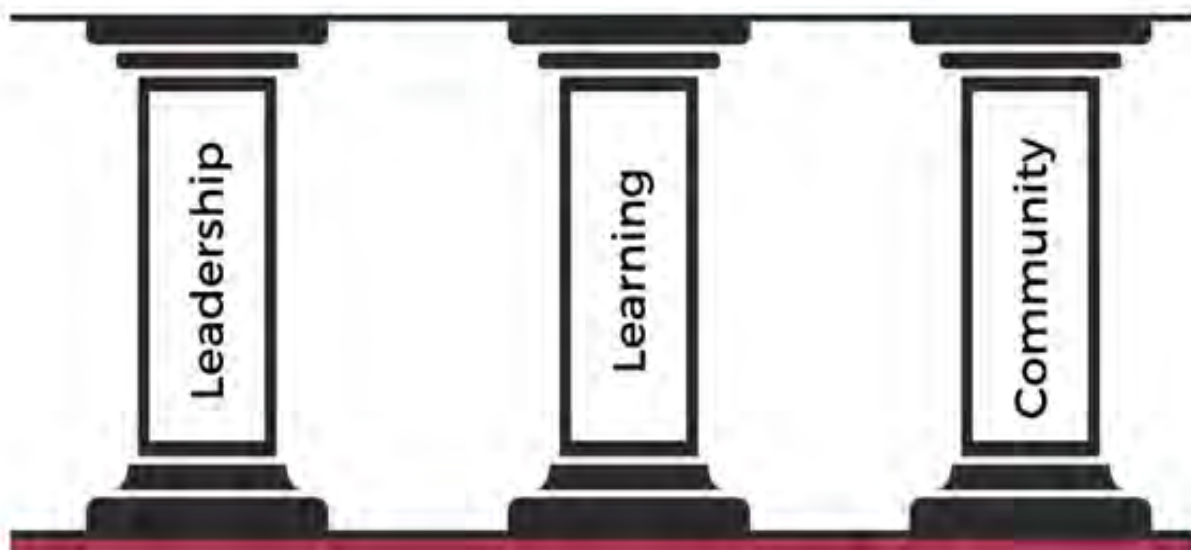




# Boldly Moving Forward



## BOLDLY Re-IMAGINED



## 2024-2027 Proposed Strategic Initiatives

- Student Success Institute (SSI)
- Hosting Regional Accreditation Workshops
- Credit Based PALLA Fellowship(s)
- Regional Clinical Coordinators
- Leadership Development Program
- PALLA Preceptor Academy Goes National
- PALLA Research & Policy Fellowship
- Maryland PA Workforce & Outcomes Center
- Maryland PA Program Quality Council
- PALLA Newsletter, Podcast, and Grand Rounds

# PALLA Five-Year Report

## Acknowledgments

**Special thanks to all PALLA members past and present who have supported and participated in our activities. We also wish to thank the State of Maryland, the University of Maryland-Baltimore and its leadership for continued confidence and support, as well as all state and federal agencies for additional grant funding.**

**PALLA** 

PA LEADERSHIP & LEARNING ACADEMY