



PAEA RESEARCH

Faculty & Directors Report 4

By the Numbers | Data from the 2019 Faculty & Directors Survey



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The PAEA Research Team was responsible for the development and administration of the survey as well as for the preparation of this report.

For any questions regarding the contents of this report, please contact research@PAEAonline.org.

Cynthia X. Yuen, MA, Director, Research & Data Analysis
Ryan Chitwood, MS, Research & Data Analyst
Dominique Frias, Research Coordinator
Dave Keahey, MSPH, PA-C, Chief Policy & Research Officer

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Faculty & Directors Report 4

BY THE NUMBERS: DATA FROM THE 2019 FACULTY & DIRECTORS SURVEY

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INTRODUCTION

Physician Assistant Education Association

Founded in 1972, the Physician Assistant Education Association (PAEA) is the only national organization representing physician assistant (PA) educational programs in the United States. At the time of the 2019 Faculty & Directors Survey administration, PAEA represented 243 member programs accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA). For more information about PAEA and our products and services, visit [PAEAonline.org](https://www.paeaonline.org).

METHODS

Survey Instrument

The survey collected data that are reported in the following sections:

Section 1. Program & Respondent Profiles: Types of programs and institutions represented in the report

Section 2. Demographics: Respondents' age, gender, race, ethnicity, and family composition

Section 3. Professional Background: Educational information, prior employment, and transition from clinical work to academia

Section 4. Current Position: Job applications; PA employment history; and ranks, roles, and responsibilities in the PA program

Section 5. Clinical Work: Practice information for respondents who reported working clinically

Section 6. Faculty & Program Director Salaries: Disaggregations of salary by various individual and program characteristics

Section 7. Medical Directors: Information about responsibilities and salary specific to the medical director role

Section 8. Job Experiences & Satisfaction: Job satisfaction, stressors, and professional development

Section 9. Research & Scholarly Work: Scholarly and research output

Section 10. Professional Service: Involvement and leadership in professional and volunteer groups

Unless otherwise specified, the data in all sections reflect the 2018–2019 academic year.

Survey Administration

Prior to 2014, PA program directors provided PAEA with program employment information via the [Program Survey](#). To improve data validity, PAEA removed the employment information section from the Program Survey and launched the PA Program Faculty & Directors Survey in 2014. The purpose of the survey was to identify key characteristics of PA program personnel, as well as salary and employment trends that inform faculty benchmarking, workforce research, recruitment, and retention. Human Subjects Research review determined that this survey was exempt. The current Faculty & Directors Survey collects rich data on demographics, job satisfaction, roles and responsibilities, and salary directly from PA faculty, program directors, and medical directors.

The 2019 Faculty & Directors Survey was open from March 27 to June 12, 2019. Program directors at all 243 member programs received an email with a link to the survey and a pre-drafted email with instructions to send it to their core/principal faculty and medical director(s). Program directors were asked to provide a headcount of these individuals in order to determine program response rates. Additionally, all program faculty and directors received periodic email and *Networker* reminders to complete the survey. PAEA research staff conducted email and phone reminders on a weekly basis until the survey closed. The survey yielded an estimated individual response rate of 60.5%, determined by dividing the 1,246 unique responses by the estimated 2,058 full-time faculty members and directors nationwide, as reported in PAEA's 2019 Program Survey. Of the 243 member programs contacted to participate in the survey, faculty representing 238 programs responded, for a program response rate of 97.9%.

Data Cleaning & Analysis

This report only includes data from the 1,246 participants who self-identified as a PA program faculty member, program director, or medical director. Administrative staff were excluded from this report. Throughout the report, unless otherwise specified, “faculty” refers to PA program faculty members who are not in a program director or medical director role.

Responses that fell outside of reasonable parameters were not included in the analyses. For example, an annual salary of \$10 would be treated as missing data. Participants who selected “Other” as their response to multiple-choice questions were asked to specify. These write-in responses were recoded into existing categories when possible. The tables and figures presented in this report display aggregate data from the respondents.

In general, analyses of the data consisted of producing descriptive statistics on the variables of interest — percentage; minimum (Min) and maximum (Max) values; arithmetic mean (*M*); standard deviation (*SD*); median (*Mdn*); and 10th, 25th, 50th, 75th, and 90th percentiles (P10, P25, P50, P75, P90). Tables presenting financial information also include a 10% trimmed mean (*M*(T)), the mean when the bottom and top 10% of responses are excluded. For some tables and figures, percentages will not equal 100% due to rounding or when multiple responses were allowed. Total columns on tables and figures are designated by *n*. Financial data were not reported if there were fewer than five respondents.

Limitations

All data collected in the 2019 Faculty & Directors Survey were self-reported and therefore subject to individual bias and misreporting, as is common in survey research. Specifically, response rates for salary information were notably lower than for other items, perhaps because of the sensitivity of the questions. Some respondents also chose to only report their salary range versus the exact amount, which limited the specificity of the data. Respondents varied in their FTE. However, unless otherwise specified, data from all respondents were analyzed irrespective of FTE. Although response rates were high for an online survey, it is unknown how generalizable the present data are to all PA faculty because the characteristics of non-respondents are unknown. Another critical limitation to generalizability is that these data were collected in the spring of 2019 — it is unknown to what extent results are still reflective of respondent experiences as the 2020 COVID-19 (coronavirus) pandemic has forced PA education to rapidly and radically change.

SECTION 1. PROGRAM & RESPONDENT PROFILES

PROGRAM PROFILE

238 programs, or 97.9% of all accredited programs at the time of survey administration, were represented in this dataset. This section presents a comparison between the institutional characteristics of those programs and respondents represented in this dataset against those of all PAEA member programs. Program data were self-reported and drawn from the 2019 Program Survey. For a map of U.S. Census Regions and Divisions, please see Appendix A.

TABLE 1. GEOGRAPHIC DISTRIBUTION OF REPRESENTED PROGRAMS COMPARED TO ALL MEMBER PROGRAMS

	Represented Programs		All Programs	
	<i>n</i>	%	<i>n</i>	%
Northeast Region				
New England Division	19	8.0	19	7.8
Middle Atlantic Division	48	20.2	49	20.2
Subtotal	67	28.2	68	28.0
Midwest Region				
East North Central Division	35	14.7	37	15.2
West North Central Division	18	7.6	19	7.8
Subtotal	53	22.3	56	23.0
South Region				
South Atlantic Division	52	21.8	52	21.4
East South Central Division	14	5.9	15	6.2
West South Central Division	17	7.1	17	7.0
Subtotal	83	34.9	84	34.6
West Region				
Mountain Division	15	6.3	15	6.2
Pacific Division	20	8.4	20	8.2
Subtotal	35	14.7	35	14.4
Total	238	100.0	243	100.0

TABLE 2. SPONSORING INSTITUTION ATTRIBUTES AMONG REPRESENTED PROGRAMS COMPARED TO ALL MEMBER PROGRAMS

	Represented Programs		All Programs	
	n	%	n	%
Type of institution				
Public	71	29.8	71	29.2
Private				
Private, non-profit	146	61.3	151	62.1
Private, for-profit	13	5.5	13	5.3
Subtotal	159	66.8	164	67.5
Other	8	3.4	8	3.3
Academic Health Center status				
Non-AHC	173	72.7	176	72.4
AHC	65	27.3	67	27.6
Total	238	100.0	243	100.0

Note: Due to low frequencies, public/private hybrid programs and military programs were combined into "Other."

RESPONDENT PROFILE

Of the 1,246 total respondents, 956 (76.7%) were faculty, 211 (16.9%) were program directors, and 79 (6.3%) were medical directors. Throughout the report, unless otherwise specified, "faculty" refers to PA program faculty members who are not in a program director or medical director role. In this section, six respondents who did not report their employing program were excluded.

TABLE 3. GEOGRAPHIC DISTRIBUTION OF RESPONDENTS

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
Northeast Region						
New England Division	62	6.5	21	10.0	5	6.3
Middle Atlantic Division	178	18.7	38	18.0	15	19.0
Subtotal	240	25.3	59	28.0	20	25.3
Midwest Region						
East North Central Division	128	13.5	33	15.6	16	20.3
West North Central Division	75	7.9	18	8.5	7	8.9
Subtotal	203	21.4	51	24.2	23	29.1
South Region						
South Atlantic Division	210	22.1	40	19.0	14	17.7
East South Central Division	52	5.5	15	7.1	3	3.8
West South Central Division	80	8.4	16	7.6	8	10.1
Subtotal	342	36.0	71	33.6	25	31.6
West Region						
Mountain Division	69	7.3	13	6.2	4	5.1
Pacific Division	96	10.1	17	8.1	7	8.9
Subtotal	165	17.4	30	14.2	11	13.9
Total	950	100.0	211	100.0	79	100.0

TABLE 4. SPONSORING INSTITUTION ATTRIBUTES AMONG RESPONDENTS

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Type of institution						
Public	285	30.0	58	27.5	24	30.4
Private						
Private, non-profit	589	62.0	135	64.0	53	67.1
Private, for-profit	44	4.6	10	4.7	1	1.3
Subtotal	633	66.6	145	68.7	54	68.4
Other	32	3.4	8	3.8	1	1.3
Academic Health Center status						
Non-AHC	637	67.1	160	75.8	56	70.9
AHC	313	32.9	51	24.2	23	29.1
Total	950	100.0	211	100.0	79	100.0

Note: Due to low frequencies, faculty from public/private hybrid programs and military programs were combined into "Other."

SECTION 2: DEMOGRAPHICS

TABLE 5. AGE

	<i>n</i>	<i>M</i>	<i>SD</i>	P10	P25	P50 (<i>Mdn</i>)	P75	P90
Faculty	911	45.4	10.6	33.0	37.0	43.0	53.0	61.0
Program Directors	201	51.3	9.2	39.0	45.0	51.0	58.0	64.0
Medical Directors	77	54.6	10.9	40.0	46.0	55.0	63.0	68.4

TABLE 6. CURRENT GENDER IDENTITY

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Male	264	27.7	83	39.3	52	65.8
Female	669	70.1	123	58.3	27	34.2
Indigenous or other cultural gender minority (e.g., two-spirit)	4	0.4	0	0.0	0	0.0
Something else (e.g., gender fluid, non-binary)	3	0.3	0	0.0	0	0.0
Prefer not to answer	14	1.5	5	2.4	0	0.0
Total	954	100.0	211	100.0	79	100.0

To stay current with best practices that take a more inclusive approach to assessing gender identity, this survey utilized questions from the Multidimensional Sex/Gender Measure (Bauer, et al., 2017). Participants were asked to report their sex assigned at birth (i.e., male, female, or prefer not to answer) and current gender identity (i.e., male, female, indigenous or other cultural minority identity [e.g., two-spirit], something else [e.g., gender fluid, non-binary], or prefer not to answer). Of 1,223 respondents who answered with something other than “prefer not to answer” to both questions, seven (1.0%) reported a non-cisgender identity (i.e., their current gender identity differed from their sex assigned at birth).

TABLE 7. RACE

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
American Indian or Alaskan Native	2	0.2	0	0.0	0	0.0
Asian	20	2.1	3	1.4	4	5.1
Black or African American	29	3.1	11	5.3	4	5.1
Multiracial	19	2.0	6	2.9	1	1.3
Native Hawaiian or other Pacific Islander	2	0.2	0	0.0	0	0.0
White or European American	841	88.9	177	84.7	66	84.6
Other	4	0.4	4	1.9	2	2.6
Prefer not to answer	29	3.1	8	3.8	1	1.3
Total	946	100.0	209	100.0	78	100.0

Prior to 2017, respondents were only allowed to select a single race category to describe themselves. Beginning in 2017 and continuing forward, respondents have been able to select as many race categories as they felt were appropriate. However, due to low frequencies, respondents who selected multiple races were collapsed into a single “multiracial” category. Respondents reported in the other racial categories selected a single race only.

TABLE 8. ETHNICITY

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Hispanic, Latino, Latina, or Spanish in origin	41	4.4	9	4.3	4	5.1
Not Hispanic, Latino, Latina, or Spanish in origin	877	93.1	193	92.3	75	94.9
Prefer not to answer	24	2.5	7	3.3	0	0.0
Total	942	100.0	209	100.0	79	100.0

908 faculty (94.5%), 200 program directors (94.5%), and 77 medical directors (97.5%) reported both their race and ethnicity. Among these respondents, 88.7%, 85.0%, and 83.1% of faculty, program directors, and medical directors, respectively, were non-Hispanic, single-race White.

TABLE 9. MIDDLE EASTERN OR ARABIC ORIGIN

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Middle Eastern or Arabic in origin	11	1.2	3	1.4	3	3.8
Not Middle Eastern or Arabic in origin	910	96.2	200	95.2	75	96.2
Prefer not to answer	25	2.6	7	3.3	0	0.0
Total	946	100.0	210	100.0	78	100.0

UNDERREPRESENTED STATUS

Underrepresented status is defined and reported in two different ways. In **Table 10**, underrepresented minorities (URMs) included those who identified as Hispanic, a single non-White race, or a non-White race in combination with White race. URMs are contrasted against non-Hispanic, single-race White respondents. **Table 11** narrows the definition of underrepresented status to “underrepresented (UR) in medicine,” [defined](#) by the Association of American Medical Colleges as “those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population.” In PAEA’s definition, Asian and Asian/White biracial individuals are not classified as UR in medicine. In both analyses, respondents who did not self-identify their race or ethnicity, or who only selected “other” race, were excluded.

TABLE 10. UNDERREPRESENTED MINORITY (URM) STATUS

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
URM	108	11.8	28	14.1	12	15.8
Non-URM	806	88.2	170	85.9	64	84.2
Total	914	100.0	198	100.0	76	100.0

TABLE 11. UNDERREPRESENTED (UR) IN MEDICINE STATUS

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
UR in medicine	85	9.2	23	11.6	8	10.5
Non-UR in medicine	835	90.8	176	88.4	68	89.5
Total	920	100.0	199	100.0	76	100.0

FIGURE 1. UNDERREPRESENTED MINORITY (URM) STATUS

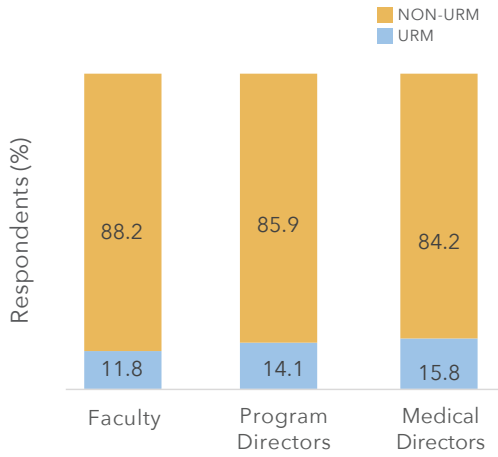
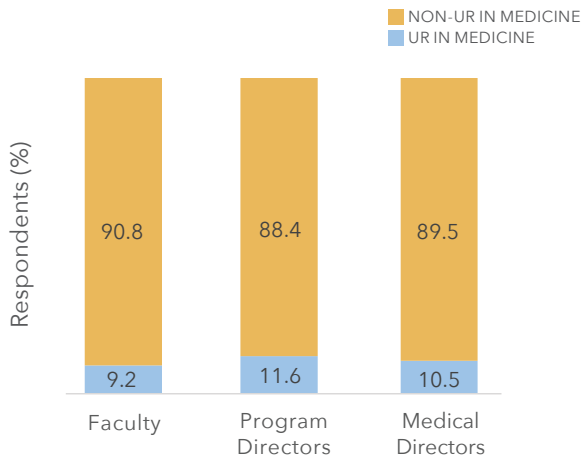


FIGURE 2. UNDERREPRESENTED (UR) IN MEDICINE STATUS



FAMILY COMPOSITION

TABLE 12. CIVIL STATUS

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Single (never legally married, including engaged)	71	7.5	12	5.7	9	11.5
Married	753	79.2	167	79.9	65	83.3
Domestic partnership	13	1.4	3	1.4	1	1.3
Separated, but still legally married	7	0.7	3	1.4	0	0.0
Divorced	76	8.0	18	8.6	1	1.3
Widowed	6	0.6	1	0.5	2	2.6
Prefer not to answer	25	2.6	5	2.4	0	0.0
Total	951	100.0	209	100.0	78	100.0

Note: "Civil union" was a possible response choice but was not selected and therefore not tabled.

FIGURE 3. RESPONDENTS WITH CHILDREN

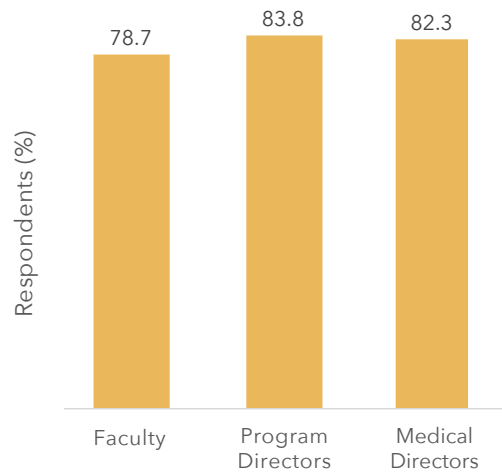


TABLE 13. NUMBER OF CHILDREN

	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty				
Children under 18	527	2.0	1.1	2.0
Children over 18	294	2.2	1.1	2.0
Total children	750	2.3	1.1	2.0
Program Directors				
Children under 18	100	2.1	1.0	2.0
Children over 18	112	2.3	1.1	2.0
Total children	176	2.7	1.1	2.0
Medical Directors				
Children under 18	28	1.9	0.8	2.0
Children over 18	43	2.6	1.1	3.0
Total children	65	2.6	1.0	2.0

Note: Respondents who did not report having children were excluded from this table. *M*, *SD*, and *Mdn* refer to the number of children reported by the *n* respondents with children.

SECTION 3. PROFESSIONAL HISTORY

EDUCATIONAL BACKGROUND

TABLE 14. HIGHEST DEGREE CURRENTLY HELD

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Bachelor's degree	20	2.1	0	0.0	0	0.0
Master's degree	704	74.4	114	54.5	0	0.0
Doctoral degree	222	23.5	95	45.5	79	100.0
Total	946	100.0	209	100.0	79	100.0

Note: "Certificate," "Associate degree," and "Other" degrees were excluded due to low frequencies. Write-in responses indicating degrees in progress were removed.

TABLE 15. TYPE OF DOCTORAL DEGREES HELD

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Doctor of Education (EdD)	16	7.3	10	8.5	0	0.0
Doctor of Health Sciences (DHS/DHSc)	39	17.9	20	16.9	0	0.0
Doctor of Medical Science (DMSc)	5	2.3	4	3.4	0	0.0
Doctor of Osteopathy (DO)	3	1.4	0	0.0	9	13.0
Doctor of Pharmacy (PharmD)	24	11.0	1	0.8	1	1.4
Doctor of Philosophy (PhD)	65	29.8	23	19.5	1	1.4
Doctor of Public Health (DrPH)	9	4.1	2	1.7	0	0.0
Juris Doctor (JD)	2	0.9	2	1.7	0	0.0
Medical Doctor (MD)	37	17.0	17	14.4	60	87.0
Other	26	11.9	14	11.9	0	0.0
Total respondents	218	-	118	-	69	-

Respondents who reported that their highest completed degree was a doctoral degree were asked to indicate the type of doctoral degree they had obtained.

Note: Percentages may sum to more than 100% because respondents could choose multiple doctoral degrees.

PA STATUS

This section presents certification and credential information for faculty and program directors who are PAs. Three medical directors who are also PAs (3.8%) were excluded from this section.

TABLE 16. PA STATUS

	Faculty		Program Directors	
	<i>n</i>	%	<i>n</i>	%
PA				
Currently NCCPA-certified	815	85.8	190	90.5
Not currently NCCPA-certified	12	1.3	1	0.5
Subtotal	827	87.1	191	91.0
Not a PA	123	12.9	19	9.0
Total	950	100.0	210	100.0

TABLE 17. DECADE FIRST CERTIFIED BY THE NCCPA

	Faculty		Program Directors	
	<i>n</i>	%	<i>n</i>	%
1970s	22	2.8	4	2.2
1980s	57	7.2	26	14.1
1990s	156	19.6	73	39.5
2000s	354	44.4	70	37.8
2010s	208	26.1	12	6.5
Total	797	100.0	185	100.0

TABLE 18. DEGREE AWARDED AT GRADUATION FROM PA SCHOOL

	Faculty		Program Directors	
	<i>n</i>	%	<i>n</i>	%
Certificate	73	8.9	24	12.8
Associate degree	21	2.5	3	1.6
Bachelor's degree	209	25.4	77	41.0
Master's degree	521	63.2	84	44.7
Total	824	100.0	188	100.0

PAST EMPLOYMENT

TABLE 19. IMMEDIATE PAST EMPLOYMENT

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Clinical practice (including precepting)	515	55.7	83	40.9	48	63.2
Clinical practice (no precepting)	237	25.6	38	18.7	15	19.7
Other educational program (non-PA) at same sponsoring institution	41	4.4	7	3.4	12	15.8
PA education at a different program	130	14.1	83	40.9	1	1.3
Unemployed	5	0.5	1	0.5	1	1.3
Worked fewer FTE at the same PA program	18	1.9	3	1.5	5	6.6
Other						
Other educational program (non-PA) at another sponsoring institution	25	2.7	4	2.0	6	7.9
PA student	6	0.6	1	0.5	0	0.0
All other responses	44	4.8	6	3.0	4	5.3
Total respondents	925	-	203	-	76	-

Note: Respondents were asked to indicate their immediate past employment prior to becoming faculty at their current PA program. Percentages may sum to more than 100% because respondents could choose multiple categories of employment. "PA student" and "Other education program (non-PA) at another sponsoring institution" were added as new categories based on respondents' write-in answers.

FIGURE 4. IMMEDIATE PAST EMPLOYMENT INCLUDED CLINICAL PRACTICE

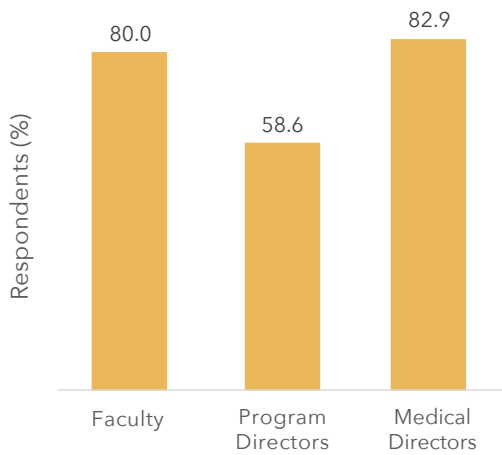


TABLE 20. PROGRAM SUPPORT DURING TRANSITION FROM CLINICAL WORK TO ACADEMIA

	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	736	3.7	1.2	4.0
Program Directors	118	3.6	1.3	4.0
Medical Directors	60	3.9	1.2	4.0

Note: 1 = "Completely untrue" to 5 = "Completely true."

Respondents who indicated that their immediate past employment included clinical practice were asked to respond to the statement: "My program provided enough support and resources to help me transition from clinical work to academia."

FIGURE 5. PROGRAM SUPPORT DURING TRANSITION FROM CLINICAL WORK TO ACADEMIA

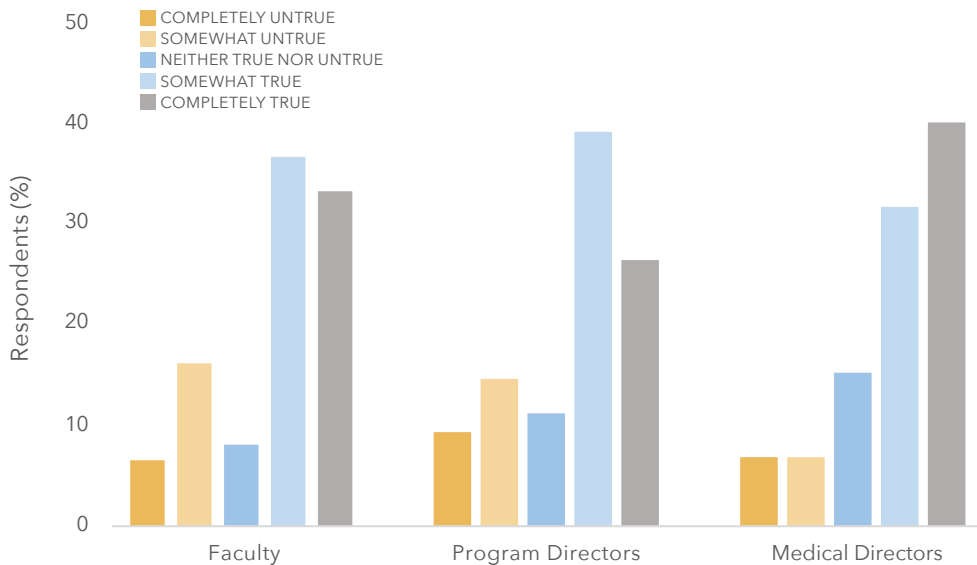


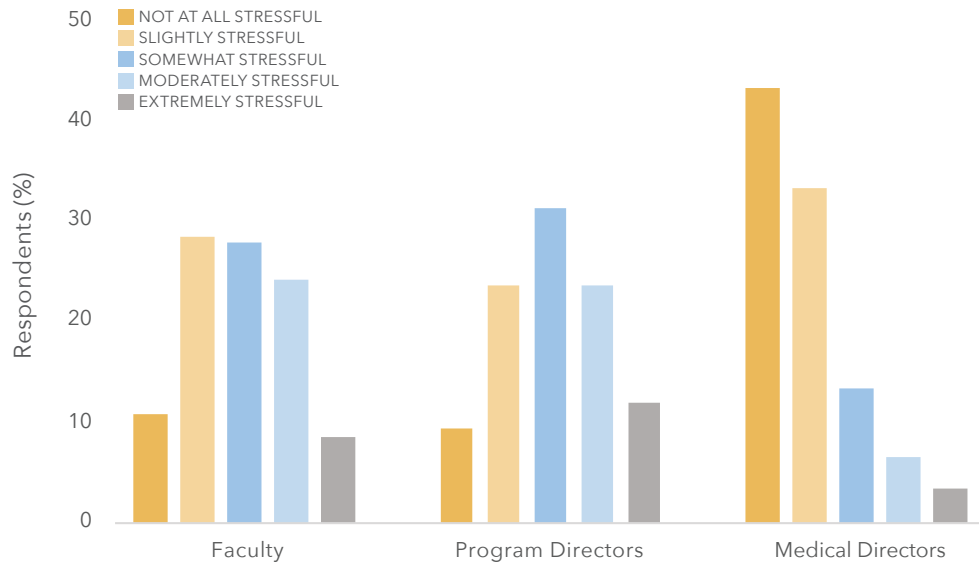
TABLE 21. STRESS OF TRANSITION FROM CLINICAL WORK TO ACADEMIA

	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	735	2.9	1.1	3.0
Program Directors	118	3.1	1.2	3.0
Medical Directors	60	1.9	1.1	2.0

Note: 1 = "Not at all stressful" to 5 = "Extremely stressful."

Respondents who indicated that their immediate past employment included clinical practice were asked to rate the stressfulness of their transition from clinical work to academia.

FIGURE 6. STRESS OF TRANSITION FROM CLINICAL WORK TO ACADEMIA



SECTION 4. CURRENT POSITION

TABLE 22. YEARS IN PA EDUCATION

	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	944	7.6	7.8	5.0
Program Directors	206	12.1	7.2	12.0
Medical Directors	77	7.1	7.1	4.0

Note: Respondents were asked to provide the year they accepted their first position as a PA educator. Years in PA education were calculated by subtracting that year from 2019, the year this survey was administered.

TABLE 23. YEARS IN PA EDUCATION: RANGES

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Less than 1 year	36	3.8	0	0.0	1	1.3
1 year	123	13.0	4	1.9	7	9.1
2-4 years	290	30.7	28	13.6	31	40.3
5-9 years	232	24.6	56	27.2	19	24.7
10-14 years	111	11.8	41	19.9	9	11.7
15 or more years	152	16.1	77	37.4	10	13.0
Total	944	100.0	206	100.0	77	100.0

Note: Respondents were asked to provide the year they accepted their first position as a PA educator. Years in PA education were calculated by subtracting that year from 2019, the year this survey was administered.

TABLE 24. NUMBER OF PA PROGRAMS EVER EMPLOYED BY

	<i>n</i>	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	956	10	1.3	0.8	1.0
Program Directors	211	6	1.8	1.1	1.0
Medical Directors	79	11	1.2	1.1	1.0

Participants were asked to report the number of unique PA programs they had ever been employed by, regardless of FTE. Although respondents were asked to include their current program, some wrote zero. All participants who responded with zero or who did not respond at all were recoded to one, as all survey participants were currently employed by a PA program. It is probable that some other respondents may have also omitted their current PA program. Therefore, these data may represent an undercount of how many programs respondents had ever been employed by.

APPLICATION TO CURRENT POSITION

TABLE 25. NUMBER OF PA PROGRAMS APPLIED TO WHEN SEEKING A FACULTY POSITION

	<i>n</i>	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	907	15	1.3	1.0	1.0
Program Directors	201	6	1.3	0.8	1.0
Medical Directors	74	2	1.0	0.1	1.0

Note: Respondents were asked to include their current PA program.

Among respondents to this question, 95.6% of faculty, 100.0% of program directors, and 75.6% of medical directors reported that they were considered by their programs to be principal/core faculty versus instructional/adjunct faculty.

TABLE 26. IMPORTANCE OF FACTORS WHEN APPLYING FOR OR CHOOSING A POSITION AT A PA PROGRAM

	Faculty				Program Directors				Medical Directors			
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Program’s educational philosophy	912	3.9	1.1	4.0	203	4.2	0.8	4.0	74	4.2	0.9	4.0
Clinical work arrangements	934	4.1	0.9	4.0	205	3.8	1.1	4.0	67	3.9	1.3	4.0
Faculty development	932	4.0	0.9	4.0	204	4.0	0.9	4.0	71	3.5	1.1	4.0
Fringe benefits (e.g., retirement plan, leave, tuition reimbursement, vacation)	931	4.3	0.8	4.0	205	4.3	0.8	4.0	66	3.2	1.3	4.0
Job stability/security	934	4.4	0.8	5.0	205	4.3	0.8	4.0	69	3.5	1.3	4.0
Income	931	4.2	0.8	4.0	204	4.2	0.8	4.0	72	3.4	1.1	4.0
Location of program	933	4.5	0.8	5.0	204	4.5	0.8	5.0	74	4.5	0.9	5.0
Reputation of institution/program	934	4.2	0.8	4.0	205	4.2	0.8	4.0	72	4.1	0.9	4.0
Reputation of program personnel	931	4.1	0.9	4.0	202	4.1	0.8	4.0	72	4.1	1.0	4.0
Research opportunities	931	2.7	1.1	3.0	204	2.6	1.1	3.0	68	2.4	1.2	2.0
Tenure availability	913	2.5	1.1	3.0	200	2.5	1.1	3.0	64	2.1	1.2	2.0
Tuition waiver for dependents	904	3.1	1.4	3.0	203	3.2	1.3	3.0	66	2.7	1.4	3.0
Work-life balance	934	4.5	0.8	5.0	205	4.4	0.8	4.0	73	4.0	1.2	4.0

Note: 1 = "Very unimportant" to 5 = "Very important." "N/A" responses were excluded from these analyses.

TABLE 27. TOP FIVE MOST IMPORTANT FACTORS WHEN APPLYING FOR OR CHOOSING A POSITION AT A PA PROGRAM

	Faculty	Program Directors	Medical Directors
Most Important	Location of program	Location of program	Location of program
	Work-life balance	Work-life balance	Program’s educational philosophy
	Job stability/security	Job stability/security	Reputation of institution/program
	Fringe benefits	Fringe benefits	Reputation of program personnel
	Reputation of institution/program	Income	Work-life balance

Note: Rankings are based on respondents’ average ratings of importance.

TENURE

Participants were asked to report whether they were either tenured or on a tenure track. Respondents represented 238 programs. Of these programs, 100 (42.0%) had faculty and/or program director respondents who reported either having tenure or being on a tenure track.

Participants who were neither tenured nor on a tenure track were asked whether their program currently offered tenure to any new hires. Faculty and program directors who responded to this question represented 214 programs. Among those programs, 99 (46.3%) had respondents who reported that tenure was not offered, 28 (13.1%) had respondents who said that tenure was offered, and 87 (40.7%) had respondents who reported contradictory information.

FIGURE 7. PERCENT TENURED OR ON A TENURE TRACK

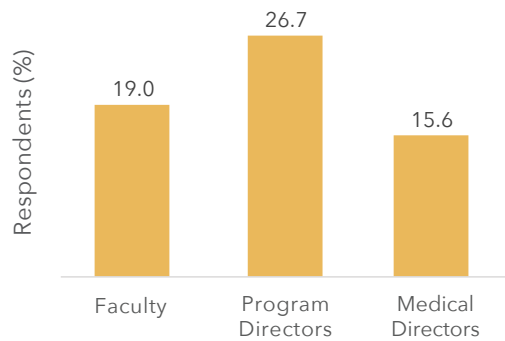


TABLE 28. TYPE OF TENURE OR TENURE TRACK

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Tenure						
Academic	42	23.7	30	55.6	4	33.3
Clinical	2	1.1	0	0.0	1	8.3
Research	0	0.0	0	0.0	0	0.0
Other	1	0.6	0	0.0	0	0.0
Subtotal	45	25.4	30	55.6	5	41.7
Tenure track						
Academic	113	63.8	24	44.4	5	41.7
Clinical	9	5.1	0	0.0	2	16.7
Research	3	1.7	0	0.0	0	0.0
Other	7	4.0	0	0.0	0	0.0
Subtotal	132	74.6	24	44.4	7	58.3
Total	177	100.0	54	100.0	12	100.0

CONTRACTS

This section of the survey was displayed only to respondents who indicated that they were not tenured or on a tenure track.

TABLE 29. CONTRACT TYPE

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Annual contract	524	68.8	90	59.6	45	69.2
Annual contract but eligible for multi-year contract	68	8.9	11	7.3	4	6.2
Multi-year contract	133	17.5	44	29.1	5	7.7
Other	37	4.9	6	4.0	11	16.9
Total	762	100.0	151	100.0	65	100.0

TABLE 30. CONTRACT LENGTH

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
9 months	5	0.7	0	0.0	2	3.2
10 months	8	1.1	1	0.7	1	1.6
11 months	7	0.9	2	1.3	0	0.0
12 months	602	79.9	110	72.8	51	81.0
24 months	37	4.9	7	4.6	1	1.6
36 months	55	7.3	22	14.6	2	3.2
Other	39	5.2	9	6.0	6	9.5
Total	753	100.0	151	100.0	63	100.0

PROGRAM POSITION

TABLE 31. YEARS AT CURRENT PROGRAM

	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	940	5.8	6.5	3.0
Program Directors	207	7.4	5.7	5.0
Medical Directors	79	6.0	5.6	4.0

Note: Respondents were asked to provide the year they were hired by their current program. Years at current program were calculated by subtracting that year from 2019, the year this survey was administered.

TABLE 32. YEARS AT CURRENT PROGRAM: RANGES

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Less than 1 year	54	5.7	4	1.9	2	2.5
1 year	161	17.1	11	5.3	7	8.9
2-4 years	343	36.5	68	32.9	35	44.3
5-9 years	205	21.8	61	29.5	20	25.3
10-14 years	89	9.5	35	16.9	7	8.9
15 or more years	88	9.4	28	13.5	8	10.1
Total	940	100.0	207	100.0	79	100.0

Note: Respondents were asked to provide the year they were hired by their current program. Years at current program were calculated by subtracting that year from 2019, the year this survey was administered.

TABLE 33. CURRENT ACADEMIC RANK

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Professor	64	6.7	27	12.9	13	16.7
Associate professor	176	18.5	90	43.1	15	19.2
Assistant professor	581	61.2	78	37.3	23	29.5
Lecturer/Instructor	87	9.2	3	1.4	7	9.0
Other	41	4.3	11	5.3	20	25.6
Total	949	100.0	209	100.0	78	100.0

TABLE 34. YEARS IN CURRENT ACADEMIC RANK

	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	935	4.4	5.1	3.0
Program Directors	202	5.7	4.8	4.5
Medical Directors	73	5.8	5.5	4.0

Note: Respondents were asked to provide the year their current rank was awarded. Years in current academic rank were calculated by subtracting that year from 2019, the year this survey was administered.

TABLE 35. YEARS IN CURRENT ACADEMIC RANK: RANGES

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Less than 1 year	79	8.4	6	3.0	3	4.1
1 year	195	20.9	20	9.9	4	5.5
2-4 years	373	39.9	75	37.1	36	49.3
5-9 years	179	19.1	66	32.7	18	24.7
10-14 years	60	6.4	26	12.9	7	9.6
15 or more years	49	5.2	9	4.5	5	6.8
Total	935	100.0	202	100.0	73	100.0

TABLE 36. PRIMARY POSITION WITHIN THE PA PROGRAM

	<i>n</i>	%
Academic Coordinator	102	10.9
Admissions Director/Coordinator	25	2.7
Associate/Assistant Director	55	5.9
Clinical Coordinator	80	8.6
Clinical Faculty	59	6.3
Data Analyst	2	0.2
Dean or Associate/Assistant Dean	1	0.1
Didactic Faculty	357	38.2
Director of Clinical Education	97	10.4
Director of Didactic Education/Didactic Coordinator	10	1.1
Division Chief/Head/Department Chair	6	0.6
Education Coordinator (staff)	1	0.1
Evaluation Specialist	3	0.3
Faculty with combined didactic and clinical responsibilities	90	9.6
Research Coordinator	12	1.3
Researcher (academic faculty responsible for independent research activities, 20-80% FTE)	11	1.2
Other	24	2.6
Total	935	100.0

Note: Program and medical directors were excluded from this table as these were assumed to be their primary roles. "Director of Didactic Education/Didactic Coordinator" was mistakenly omitted from the list of positions originally included in the survey. This category was created from write-in responses to "other" position and may therefore not represent a completely accurate count of all respondents with this role.

TABLE 37. YEARS IN PRIMARY POSITION

	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	929	3.9	4.6	2.5
Program Directors	206	4.2	5.0	3.0
Medical Directors	77	5.3	5.6	3.5

TABLE 38. YEARS IN PRIMARY POSITION RANGES

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Less than 1 year	178	19.2	35	17.0	7	9.1
1 year	161	17.3	32	15.5	6	7.8
2-4 years	329	35.4	78	37.9	35	45.5
5-9 years	171	18.4	42	20.4	18	23.4
10-14 years	52	5.6	10	4.9	3	3.9
15 or more years	38	4.1	9	4.4	8	10.4
Total	929	100.0	206	100.0	77	100.0

FIGURE 8. PERCENT HOLDING A SECONDARY POSITION IN THE PA PROGRAM

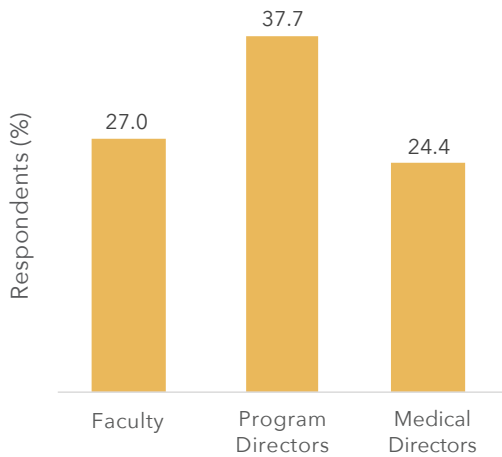


TABLE 39. SECONDARY POSITION WITHIN THE PA PROGRAM

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Academic Coordinator	18	7.3	2	2.6	0	0.0
Administrative Staff	2	0.8	0	0.0	0	0.0
Admissions Director/Coordinator	37	14.9	2	2.6	0	0.0
Associate/Assistant Director	12	4.8	3	3.8	1	5.6
Clinical Coordinator	8	3.2	0	0.0	2	11.1
Clinical Faculty	17	6.9	0	0.0	2	11.1
Data Analyst	2	0.8	1	1.3	0	0.0
Dean or Associate/Assistant Dean	1	0.4	8	10.3	0	0.0
Didactic Faculty	68	27.4	22	28.2	7	38.9
Director of Clinical Education	6	2.4	1	1.3	0	0.0
Director of Didactic Education/Didactic Coordinator	5	2.0	0	0.0	1	5.6
Division Chief/Head/Department Chair	1	0.4	33	42.3	0	0.0
Education Coordinator (staff)	0	0.0	0	0.0	0	0.0
Evaluation Specialist	7	2.8	1	1.3	0	0.0
Faculty with combined didactic and clinical responsibilities	19	7.7	0	0.0	3	16.7
Research Coordinator	10	4.0	0	0.0	0	0.0
Researcher (academic faculty responsible for independent research activities, 20-80% FTE)	3	1.2	0	0.0	0	0.0
Other	32	12.9	5	6.4	2	11.1
Total	248	100.0	78	100.0	18	100.0

Note: "Director of Didactic Education/Didactic Coordinator" was mistakenly omitted from the list of positions originally included in the survey. This category was created from write-in responses to "other" position and may therefore not represent a completely accurate count of all respondents with this role.

TABLE 40. PROGRAM DIRECTOR EXPERIENCE AND INTEREST

	Faculty		Medical Directors	
	<i>n</i>	%	<i>n</i>	%
I have been a PD in the past though am not currently a PD or APD.	60	7.0	1	1.4
I have been an APD in the past though am not currently a PD or APD.	15	1.7	0	0.0
I have never been a PD or APD, but I am currently interested in pursuing that career path.	239	27.8	4	5.5
I have never been a PD or APD, and I am not currently interested in pursuing that career path.	547	63.5	68	93.2
Total	861	100.0	73	100.0

Note: PD = "Program Director." APD = "Associate/Assistant Program Director." Respondents who indicated that they were not currently a PD or APD were asked to select the statement that best described themselves.

TABLE 41. FULL-TIME EQUIVALENT (FTE)

	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	923	.93	.19	1.00
Program Directors	206	.99	.06	1.00
Medical Directors	74	.42	.37	.20

Note: Zeroes were excluded from this analysis.

Respondents were asked to report their Full-Time Equivalent (FTE), from .01 to 1.00, and were instructed to include release time for research or clinical practice if these activities were considered part of their regular responsibilities.

TABLE 42. AVERAGE WORK HOURS PER WEEK AS PA EDUCATOR FOR THE 2018-2019 ACADEMIC YEAR

	<i>n</i>	<i>Min</i>	<i>Max</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	911	4.0	80.0	41.5	11.8	40.0
Program Directors	203	6.0	90.0	49.2	10.1	50.0
Medical Directors	66	2.0	60.0	17.1	15.9	10.0

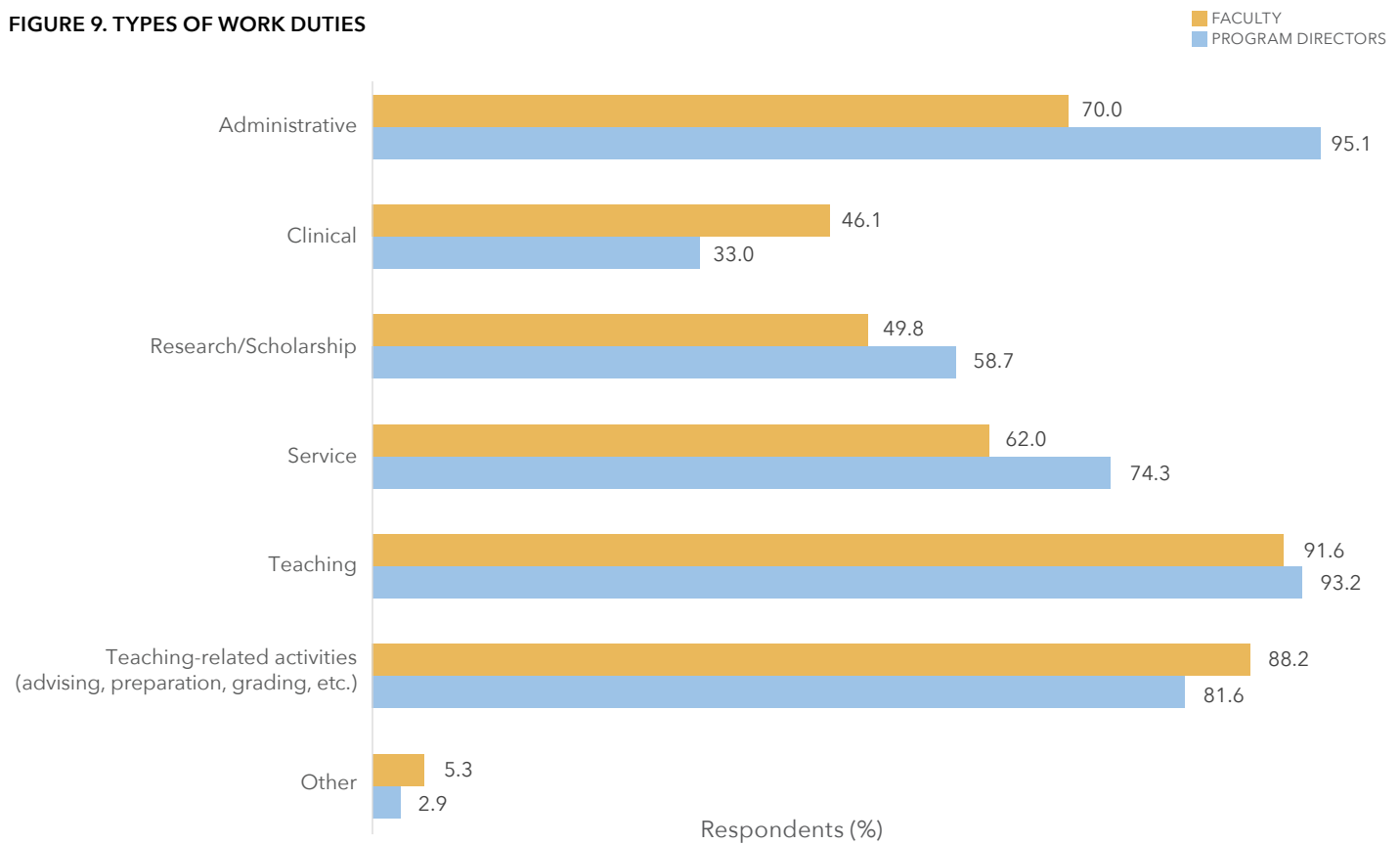
Note: Zeroes were excluded from this analysis.

TABLE 43. TIME ALLOCATION OF WORK DUTIES IN THE 2018-2019 ACADEMIC YEAR (%)

	Faculty					Program Directors				
	<i>n</i>	<i>Max</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>Max</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Administrative	651	100.0	26.9	20.4	20.0	196	100.0	58.0	19.7	60.0
Clinical	429	100.0	21.2	18.2	20.0	68	50.0	13.9	8.2	14.0
Research/Scholarship	463	80.0	9.9	9.9	8.0	121	30.0	7.5	5.2	5.0
Service	577	100.0	9.8	7.7	10.0	153	40.0	9.7	6.7	10.0
Teaching	852	100.0	31.3	20.3	25.0	192	100.0	17.1	15.1	10.0
Teaching-related activities (advising, preparation, grading, etc.)	820	98.0	28.1	17.2	25.0	168	60.0	11.3	9.0	10.0
Other	49	100.0	30.0	28.7	20.0	6	75.0	19.2	27.5	10.0

Note: Medical directors were excluded due to low response rates. Respondents were asked to report the percent of their time allocated to each type of work duty. Zeroes were excluded from this analysis.

FIGURE 9. TYPES OF WORK DUTIES



Respondents were asked to consider the duties associated with their position and estimate the average percentage of their time per week devoted to a variety of activities for the 2018-2019 academic year. Percentages were required to sum to 100%. This figure presents the proportion of all respondents who reported a percent greater than zero for each activity.

FIGURE 10. INVOLVED IN EDUCATION OF OTHER HEALTH PROFESSIONS STUDENTS

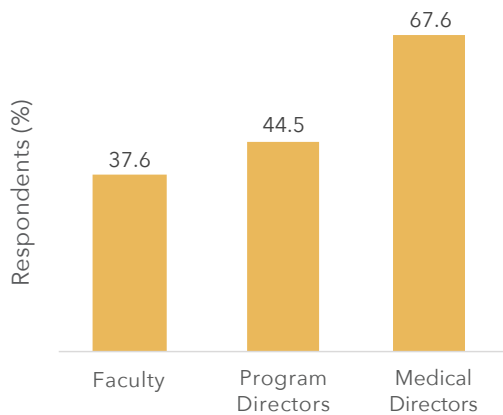


TABLE 44. INVOLVEMENT IN EDUCATION OF OTHER HEALTH PROFESSIONS STUDENTS

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
Allopathic medicine (MD)	108	32.0	22	24.7	30	62.5
Athletic training	31	9.2	16	18.0	4	8.3
Audiology/Speech-language pathology	15	4.4	4	4.5	0	0.0
Clinical/Counseling psychology	10	3.0	3	3.4	0	0.0
Dentistry	18	5.3	4	4.5	0	0.0
Nutrition/Dietetics	21	6.2	5	5.6	1	2.1
Occupational therapy	43	12.7	13	14.6	2	4.2
Osteopathic medicine (DO)	28	8.3	8	9.0	9	18.8
Pharmacy	71	21.0	22	24.7	5	10.4
Physical therapy	84	24.9	29	32.6	6	12.5
Public health	43	12.7	9	10.1	3	6.3
Registered nursing (BSN or ADN)	79	23.4	18	20.2	4	8.3
Registered nursing (advanced practice, NP, CRNA, and/or midwife)	94	27.8	21	23.6	10	20.8
Social work	21	6.2	9	10.1	4	8.3
Other	82	24.3	13	14.6	7	14.6
Total respondents	338	-	89	-	48	-

Respondents were asked whether they were involved in the education of other health professionals. Those who said “yes” were then asked to specify which health professions students they were involved with.

Note: Percentages were calculated based on the number of respondents who indicated that they were involved with the education of other health professions students. Percentages may sum to more than 100% because respondents could select students from multiple other health professions.

SECTION 5. CLINICAL WORK

Only respondents who reported working clinically were asked about their specialties and clinical income.

FIGURE 11. PERCENT WORKING CLINICALLY

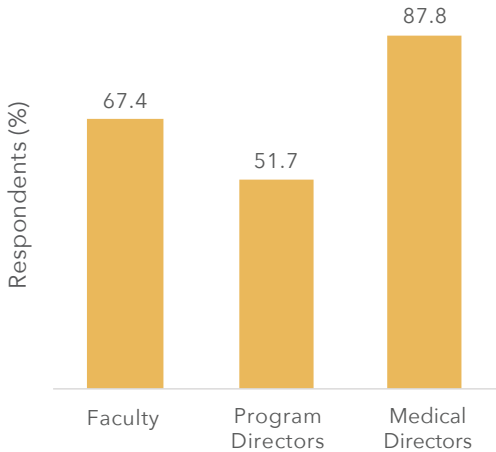


TABLE 45. CLINICAL WORK

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
No	303	32.6	99	48.3	9	12.2
Yes						
On own time	130	14.0	22	10.7	41	55.4
On release time from program	382	41.1	70	34.1	23	31.1
On release time from program and additional hours on own time	114	12.3	14	6.8	1	1.4
Subtotal	626	67.4	106	51.7	65	87.8
Total	929	100.0	205	100.0	74	100.0

TABLE 46. AVERAGE HOURS OF CLINICAL WORK PER WEEK

	n	Min	Max	M	SD	P10	P25	P50 (Mdn)	P75	P90
Clinical work on own time										
Faculty	277	1.0	60.0	11.1	11.1	2.0	4.0	8.0	12.0	29.4
Program Directors	40	1.0	24.0	6.1	5.0	2.0	3.8	4.0	8.0	10.6
Medical Directors	40	0.5	60.0	26.8	16.1	4.0	15.0	27.5	40.0	45.5
Clinical work on release time										
Faculty	492	0.5	40.0	8.2	4.4	4.0	8.0	8.0	8.0	12.0
Program Directors	86	1.0	32.0	7.7	3.7	4.0	7.6	8.0	8.0	10.0
Medical Directors	25	4.0	60.0	17.9	14.5	4.4	8.0	10.0	30.0	34.4
Total hours of clinical work										
Faculty	615	0.5	60.0	11.6	9.1	4.0	8.0	8.0	12.0	24.0
Program Directors	104	1.0	32.0	8.7	5.6	2.3	5.0	8.0	10.0	16.0
Medical Directors	64	0.5	60.0	23.7	16.1	4.0	10.0	21.0	36.0	43.5

Note: Zeroes were excluded from this analysis.

SPECIALTIES

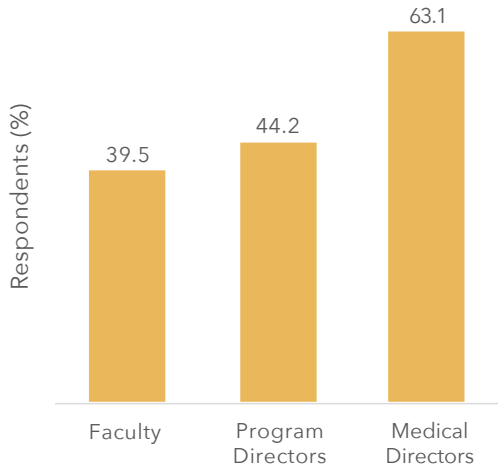
TABLE 47. SPECIALTIES CURRENTLY PRACTICING IN

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
Primary care specialties						
Family/General medicine	163	26.6	35	33.7	23	35.4
General internal medicine	50	8.2	6	5.8	9	13.8
General pediatrics	26	4.2	3	2.9	6	9.2
Geriatrics	11	1.8	2	1.9	4	6.2
Obstetrics/Gynecology/Women's health	16	2.6	2	1.9	1	1.5
Surgery specialties						
General surgery	13	2.1	1	1.0	1	1.5
Orthopedic surgery	29	4.7	5	4.8	4	6.2
Cardiovascular/Cardiothoracic	4	0.7	2	1.9	1	1.5
Neurosurgery	5	0.8	1	1.0	0	0.0
Urology	4	0.7	0	0.0	0	0.0
Plastic surgery	5	0.8	1	1.0	0	0.0
Other surgical subspecialty	18	2.9	3	2.9	0	0.0
Emergency medicine specialties						
Emergency medicine (not urgent care)	88	14.4	19	18.3	8	12.3
Urgent care	113	18.4	13	12.5	6	9.2
Internal medicine subspecialties						
Cardiology	15	2.4	2	1.9	0	0.0
Oncology/Hematology	12	2.0	2	1.9	0	0.0
Nephrology	4	0.7	2	1.9	0	0.0
Endocrinology	9	1.5	0	0.0	1	1.5
Gastroenterology	12	2.0	0	0.0	0	0.0
Infectious disease	5	0.8	0	0.0	2	3.1
Rheumatology	5	0.8	0	0.0	0	0.0
Other internal medicine subspecialty	16	2.6	3	2.9	2	3.1
Inpatient specialties						
Critical care	16	2.6	2	1.9	1	1.5
Hospitalist	28	4.6	3	2.9	3	4.6
Other specialties						
Dermatology	10	1.6	2	1.9	0	0.0
Neurology	6	1.0	0	0.0	1	1.5
Interventional radiology	0	0.0	0	0.0	0	0.0
Palliative care	6	1.0	0	0.0	1	1.5
Pain management	4	0.7	2	1.9	1	1.5
Retail clinic	6	1.0	0	0.0	0	0.0
Pediatric subspecialties	19	3.1	2	1.9	1	1.5
Occupational medicine	18	2.9	7	6.7	0	0.0
Psychiatry/Behavioral medicine	17	2.8	1	1.0	1	1.5
Correctional medicine	2	0.3	0	0.0	1	1.5
Other	52	8.5	6	5.8	6	9.2
Total respondents	613	-	104	-	65	-

Among respondents who indicated the specialties in which they currently practice, 23.5% of faculty, 19.2% of program directors, and 21.5% of medical directors practiced in more than one specialty.

Note: Percentages were based on the number of respondents who reported at least one specialty. Percentages may sum to more than 100% because respondents could select multiple specialties.

FIGURE 12. PRACTICE IN PRIMARY CARE



Primary care specialties included family/general medicine, general internal medicine, general pediatrics, geriatrics, and obstetrics/gynecology/women’s health.

CLINICAL INCOME

FIGURE 13. CLINICAL WORK GENERATES INCOME

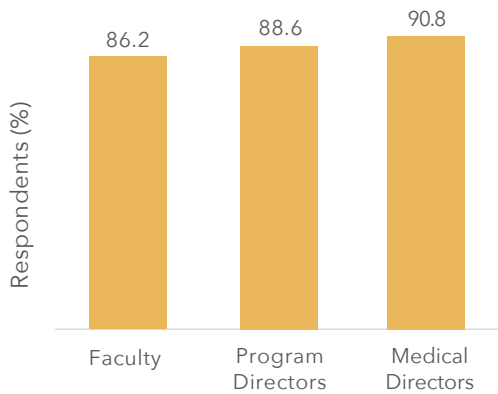


TABLE 48. CLINICAL INCOME PAYMENT ARRANGEMENT

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
All income retained by self	457	85.3	81	87.1	41	69.5
Part of income retained by self	8	1.5	2	2.2	1	1.7
All income retained by program	15	2.8	0	0.0	4	6.8
Program has a form of practice plan formula	19	3.5	5	5.4	5	8.5
Other	9	1.7	4	4.3	2	3.4
Do not know	28	5.2	1	1.1	6	10.2
Total	536	100.0	93	100.0	59	100.0

TABLE 49. AMOUNT OF CLINICAL INCOME (\$) GENERATED IN THE 2018 CALENDAR YEAR

	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	P10	P25	P50 (Mdn)	P75	P90
Income retained by self									
Faculty	293	32,662	24,630	36,655	7,600	13,000	20,000	35,000	89,000
Program Directors	63	25,236	21,042	25,505	7,200	10,000	20,000	30,000	48,000
Medical Directors	20	184,185	172,094	151,404	8,110	46,250	185,000	262,500	405,000
Income retained by program/institution									
Faculty	19	55,927	55,083	39,156	9,000	22,500	60,000	91,250	98,000
Total income									
Faculty	298	35,679	27,509	39,514	7,850	14,000	20,000	39,500	100,000
Program Directors	64	31,311	20,868	44,337	7,300	10,000	20,000	30,000	49,400
Medical Directors	21	177,081	164,029	153,645	9,000	20,000	180,000	250,000	420,000

Note: Zeroes were excluded from this analysis. Program and medical directors' income retained by their program/institution was not tabled due to the low number of responses.

SECTION 6. FACULTY & PROGRAM DIRECTOR SALARIES

Throughout this section, “salary” refers to annual base salary for the 2018–2019 academic year and excludes fringe benefits. Zeroes and “I prefer not to answer” responses were excluded from all analyses. “*M* (T)” refers to the trimmed mean, the mean when the top and bottom 10% of responses are removed. To protect participant privacy, PAEA does not report financial information when there are fewer than five respondents. Thus, some categories were excluded from tables due to low response frequencies.

Only faculty and program director salaries are reported in this section. Respondents who were employed for less than .75 FTE were excluded, resulting in a possible sample of 826 faculty (86.4%) and 205 program directors (97.2%), although not all respondents provided salary information and the variables by which salary is disaggregated in this section. Those who chose not to provide a dollar amount were asked instead to select a range that their salary fell into. Among respondents employed for at least .75 FTE, salary in dollars was available for 659 faculty (79.8%) and 160 program directors (78.0%). An additional 162 faculty (19.6%) and 43 program directors (21.0%) selected a salary range without providing a dollar amount. Only dollar amounts are included in this report. However, salary ranges are available as [custom reports](#) upon request. For information on medical director salaries, see Section 7: Medical Directors.

TABLE 50. SALARY (\$)

	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	P10	P25	P50 (<i>Mdn</i>)	P75	P90
Faculty	659	99,771	98,771	16,389	81,160	90,000	97,000	110,000	120,000
Program Directors	160	135,493	133,649	27,398	102,450	117,225	131,000	150,000	170,400

TABLE 51. SALARY BY GENDER (\$)

	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	P10	P25	P50 (<i>Mdn</i>)	P75	P90
Faculty									
Male	197	102,985	101,855	17,157	85,000	91,000	100,000	112,000	125,000
Female	450	98,370	97,368	15,805	80,707	90,000	95,327	106,000	120,000
Program Directors									
Male	68	141,872	139,761	27,569	113,500	122,750	138,000	155,584	181,500
Female	91	131,062	129,923	26,447	98,177	112,750	130,000	150,000	160,000

TABLE 52. SALARY BY RACE (\$)

	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	P10	P25	P50 (<i>Mdn</i>)	P75	P90
Faculty									
Asian	11	103,109	102,556	16,548	86,000	89,500	96,000	117,500	127,000
Black or African American	16	101,313	101,143	13,236	85,000	93,750	100,250	110,001	118,250
Multiracial	7	123,700	123,700	45,269	80,440	96,700	115,000	155,500	175,000
White	603	99,352	98,419	15,859	81,000	90,000	96,600	108,500	120,000
Program Directors									
Black or African American	7	132,327	132,327	21,564	110,600	117,500	130,000	148,000	159,316
Multiracial	5	138,200	138,200	36,486	112,000	118,000	118,000	150,000	178,200
White	139	135,381	133,992	27,205	102,000	117,000	131,224	150,000	170,800

Note: Racial categories for which fewer than five respondents provided salary information were excluded.

TABLE 53. SALARY BY ETHNICITY (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Faculty									
Hispanic, Latino, Latina, or Spanish in origin	22	97,545	97,611	16,225	81,200	86,875	98,000	110,000	118,300
Not Hispanic, Latino, Latina, or Spanish in origin	619	99,902	98,859	16,562	81,160	90,000	97,000	110,000	121,000
Program Directors									
Hispanic, Latino, Latina, or Spanish in origin	8	143,759	143,759	22,643	124,000	127,880	142,500	148,250	167,570
Not Hispanic, Latino, Latina, or Spanish in origin	149	135,408	133,651	27,748	102,000	117,000	131,000	150,000	170,800

Underrepresented status is defined and reported in two different ways. In Table 54, underrepresented minorities (URMs) included those who identified as Hispanic, a single non-White race, or a non-White race in combination with White race. URMs are contrasted against non-Hispanic, single-race White respondents. Table 55 narrows the underrepresented definition to “underrepresented (UR) in medicine,” defined by the Association of American Medical Colleges as “those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population.” In PAEA’s definition, Asian and Asian/White biracial individuals are not classified as UR in medicine. In both analyses, respondents who did not self-identify their race or ethnicity, or who only selected “other” race, were excluded.

TABLE 54. SALARY BY UNDERREPRESENTED MINORITY (URM) STATUS (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Faculty									
URM	53	103,794	101,451	21,820	83,200	88,000	100,000	115,000	126,600
Non-URM	584	99,435	98,524	15,956	81,000	90,000	96,412	109,000	120,000
Program Directors									
URM	22	141,171	137,709	29,661	115,200	118,500	134,000	153,750	187,039
Non-URM	132	135,157	133,772	27,428	102,000	117,000	131,362	150,000	170,000

TABLE 55. SALARY BY UNDERREPRESENTED (UR) IN MEDICINE STATUS (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Faculty									
UR in medicine	41	104,183	101,273	23,418	82,000	88,000	100,000	112,000	125,000
Non-UR in medicine	600	99,485	98,570	15,915	81,000	90,000	96,112	109,000	120,000
Program Directors									
UR in medicine	17	140,198	138,824	25,510	116,200	120,000	138,000	150,000	172,734
Non-UR in medicine	138	135,459	133,824	27,946	102,000	117,000	131,112	150,000	171,200

TABLE 56. SALARY BY HIGHEST DEGREE (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Faculty									
Bachelor’s degree	10	96,925	96,031	11,869	87,400	89,625	91,500	104,500	112,475
Master’s degree	501	97,920	97,149	14,614	81,000	90,000	95,000	106,000	118,000
Doctoral degree	147	106,203	104,947	20,390	84,600	92,850	103,000	118,000	128,318
Program Directors									
Master’s degree	87	129,853	128,427	24,965	99,271	113,500	127,500	144,000	160,000
Doctoral degree	73	142,215	140,234	28,794	107,644	122,000	140,000	158,000	178,964

Note: Degree categories for which fewer than five respondents provided salary information were excluded.

TABLE 57. SALARY BY PA STATUS (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Faculty									
PA									
Currently certified	582	99,819	98,777	15,696	82,000	90,000	97,000	109,000	120,000
Not currently certified	7	107,126	107,126	15,252	91,427	99,690	103,000	120,000	122,000
Subtotal	589	99,906	98,890	15,698	82,000	90,000	97,500	109,262	120,000
Non-PA	70	98,636	97,441	21,450	72,000	86,015	96,500	110,750	124,820
Program Directors									
PA, currently certified	147	134,306	133,055	25,283	102,800	117,650	131,000	150,000	167,414
Non-PA	13	148,916	148,416	44,232	100,100	117,000	131,000	190,000	206,600

Note: No program directors reported being a PA but not currently certified.

TABLE 58. SALARY BY ACADEMIC RANK (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Faculty									
Professor	42	115,055	112,620	21,751	93,000	100,000	110,000	125,000	144,600
Associate professor	119	107,180	106,243	17,662	87,800	95,000	105,000	119,000	127,000
Assistant professor	421	97,239	96,599	14,026	81,000	90,000	95,000	106,000	116,000
Lecturer/Instructor	52	93,728	94,068	13,997	72,750	89,675	95,000	100,000	107,350
Other	25	94,032	92,520	16,006	80,000	81,000	89,500	104,691	115,800
Program Directors									
Professor	20	152,234	149,855	29,539	124,400	137,750	145,150	161,250	198,000
Associate professor	72	139,115	138,275	26,863	105,256	119,725	138,000	155,000	174,738
Assistant professor	59	126,934	125,785	23,822	101,600	111,250	125,000	140,000	160,000
Other	8	129,612	129,612	28,259	102,700	113,500	122,500	139,000	156,370

Note: Academic rank categories for which fewer than five respondents provided salary information were excluded.

TABLE 59. SALARY BY TENURE STATUS (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Faculty									
Tenured	36	114,308	112,003	22,431	91,500	97,034	110,000	125,000	142,500
Tenure track	98	94,885	94,363	14,112	75,870	86,549	93,000	102,779	116,600
Not tenured or on tenure track	521	99,693	98,810	15,771	82,000	90,000	97,500	109,000	120,000
Program Directors									
Tenured	25	131,021	129,094	20,502	108,400	115,000	130,000	145,000	148,200
Tenure track	19	133,699	132,428	30,228	96,742	121,150	130,100	145,986	169,000
Not tenured or on tenure track	115	136,636	134,917	28,393	102,400	118,000	132,000	155,000	174,492

TABLE 60. FACULTY SALARY BY PRIMARY POSITION (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Academic Coordinator	77	101,921	102,116	13,623	88,351	93,742	100,000	111,240	120,000
Admissions Director/Coordinator	19	101,528	100,473	19,234	82,800	90,000	101,000	106,000	126,000
Associate/Assistant Director	45	110,389	110,532	14,240	93,200	100,000	112,000	123,000	127,000
Clinical Coordinator	50	93,514	92,605	15,856	75,000	89,000	92,000	98,000	110,000
Clinical Faculty	30	94,173	93,216	15,713	79,194	85,375	90,000	104,750	110,600
Didactic Faculty	253	96,143	95,002	14,333	80,000	87,000	93,387	103,000	115,000
Director of Clinical Education	73	103,218	102,676	13,993	88,000	92,500	100,000	113,000	121,200
Director of Didactic Education/Didactic Coordinator	7	104,171	104,171	13,010	89,480	98,500	107,000	112,000	117,000
Division Chief/Head/Department Chair	5	132,400	132,400	33,850	97,600	115,000	131,000	165,000	165,000
Faculty with combined didactic and clinical responsibilities	64	99,357	99,493	15,442	81,622	91,000	99,000	109,446	120,700
Research Coordinator	7	93,541	93,541	17,020	82,720	85,500	89,200	91,350	108,056
Researcher (academic faculty responsible for independent research activities, 20-80% FTE)	6	121,000	121,000	20,823	98,500	106,500	120,500	133,750	144,000
Other	14	106,304	102,583	27,466	80,900	96,875	106,250	110,000	116,200

Note: Program directors and positions with fewer than five respondents were excluded.

TABLE 61. SALARY BY YEARS IN PA EDUCATION (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Faculty									
Less than 1 year	43	97,074	96,905	13,679	78,774	90,000	97,000	105,000	114,000
1 year	127	96,309	95,556	13,826	80,000	90,000	94,000	101,000	115,000
2-5 years	281	98,369	97,355	16,570	80,500	89,900	96,000	107,000	118,250
6-9 years	94	99,953	99,290	15,293	83,300	91,125	97,500	110,000	120,100
10-14 years	57	104,403	103,590	15,686	88,200	92,500	103,000	112,000	123,000
15-19 years	22	110,900	109,545	19,274	92,090	95,240	104,879	124,750	139,600
20 or more years	32	112,663	111,470	19,453	86,307	102,375	112,250	125,000	134,013
Program Directors									
1 or fewer years	10	150,729	146,912	29,440	129,500	130,500	139,146	153,750	200,700
2-5 years	69	138,969	137,384	30,187	102,000	117,000	140,000	155,000	175,738
6-9 years	35	132,227	131,360	27,015	98,000	113,500	130,000	150,000	173,000
10-14 years	26	128,182	125,897	22,922	107,778	114,250	121,500	138,000	152,348
15-19 years	14	132,971	132,717	17,488	112,400	121,200	128,000	144,750	158,500
20 or more years	6	126,752	126,752	20,975	106,588	116,250	123,500	139,000	150,168

Note: Respondents were asked to provide the year they accepted their first position as a PA educator. Years in PA education were calculated by subtracting that year from 2019, the year this survey was administered. Years were grouped as needed to create groups of reportable size.

TABLE 62. SALARY BY YEARS AT CURRENT PROGRAM (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Faculty									
Less than 1 year	27	95,579	95,897	11,908	76,800	90,000	95,000	104,500	110,000
1 year	97	93,646	93,116	12,772	80,000	87,000	92,500	100,000	110,000
2-5 years	246	96,197	95,130	14,907	80,250	87,850	94,750	103,000	114,000
6-9 years	118	100,288	100,367	14,082	83,700	92,470	99,500	110,000	118,000
10-14 years	76	104,157	103,536	15,885	87,500	92,375	102,994	115,250	123,000
15-19 years	35	110,996	109,650	22,981	90,218	95,500	108,000	123,539	139,000
20 or more years	60	113,092	112,423	17,974	89,250	100,000	112,000	125,000	134,329
Program Directors									
5 or fewer years	29	133,342	130,344	37,844	95,560	103,000	125,000	150,000	193,000
6-9 years	38	124,818	122,893	24,636	97,700	109,000	122,000	133,526	153,000
10-14 years	34	135,597	135,211	21,054	109,043	120,750	137,816	146,575	165,500
15-19 years	29	144,296	143,347	24,385	116,400	125,000	140,000	159,625	185,000
20 or more years	30	142,469	141,328	24,461	117,700	120,750	142,500	157,003	179,471

Note: Respondents were asked to provide the year they accepted their first position in PA education. Years in PA education were calculated by subtracting that year from 2019, the year this survey was administered. Years were grouped as needed to create groups of reportable size.

TABLE 63. SALARY BY PROGRAM ACADEMIC HEALTH CENTER STATUS (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Faculty									
AHC	202	106,286	104,538	18,252	87,200	93,540	103,000	115,750	126,900
Non-AHC	455	96,829	96,201	14,606	80,000	88,500	95,000	105,000	116,000
Program Directors									
AHC	41	145,457	143,326	31,295	110,000	127,000	138,000	161,289	185,000
Non-AHC	119	132,060	130,799	25,162	101,600	116,000	130,000	146,950	165,000

TABLE 64. SALARY BY TYPE OF INSTITUTION (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Faculty									
Public	195	99,980	99,805	15,594	81,623	90,000	100,000	110,000	120,000
Private	440	99,237	97,903	16,654	81,000	90,000	95,981	107,125	120,000
Program Directors									
Public	44	134,500	131,667	27,978	103,300	114,375	130,000	146,750	168,500
Private	109	136,132	134,628	27,186	104,500	118,000	131,224	150,000	174,856

Note: "Private" includes both non-profit and for-profit institutions. Public/private hybrid and military programs were excluded due to low frequencies.

TABLE 65. SALARY BY U.S. CENSUS REGION & DIVISION (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Faculty									
Northeast Region									
New England Division	38	109,671	109,385	15,244	90,980	96,250	109,631	119,500	131,316
Middle Atlantic Division	131	93,219	92,556	13,398	76,500	85,500	92,500	101,000	112,000
Subtotal	169	96,918	96,085	15,413	78,000	87,000	94,000	106,000	118,400
Midwest Region									
East North Central Division	89	98,661	97,494	18,653	80,000	89,900	97,000	105,000	121,058
West North Central Division	52	100,152	99,225	17,146	80,150	87,033	99,500	110,250	119,825
Subtotal	141	99,211	98,065	18,064	80,000	87,800	97,500	110,000	120,000
South Region									
South Atlantic Division	165	100,865	99,365	17,480	81,921	90,000	98,000	110,000	123,000
East South Central Division	38	93,803	93,872	12,215	83,400	85,000	92,000	100,750	110,000
West South Central Division	51	103,654	102,998	12,867	90,000	94,582	100,500	110,002	124,000
Subtotal	254	100,369	99,186	16,168	82,650	90,000	98,000	110,000	120,700
West Region									
Mountain Division	52	102,627	102,011	13,421	89,100	92,375	101,000	110,500	120,000
Pacific Division	41	105,583	103,527	17,387	90,000	93,000	103,000	115,000	125,000
Subtotal	93	103,930	102,625	15,279	89,200	92,500	101,000	112,000	125,000
Program Directors									
Northeast Region									
New England Division	14	153,421	154,083	24,319	121,600	136,250	157,000	172,500	180,000
Middle Atlantic Division	24	129,260	127,888	25,602	102,266	113,750	127,250	142,250	158,238
Subtotal	38	138,162	137,617	27,473	107,866	118,000	136,000	157,500	176,500
Midwest Region									
East North Central Division	27	130,412	128,787	25,771	102,000	114,750	125,000	141,000	173,765
West North Central Division	14	123,758	124,468	22,745	90,700	111,000	128,690	137,908	150,000
Subtotal	41	128,140	126,494	24,698	98,000	112,500	127,000	140,000	155,000
South Region									
South Atlantic Division	31	128,998	129,351	18,041	107,000	119,450	128,173	142,000	150,000
East South Central Division	12	146,874	146,079	37,172	103,750	120,250	136,500	175,000	196,300
West South Central Division	12	137,333	137,000	22,415	105,300	124,500	136,500	152,500	160,000
Subtotal	55	134,717	132,935	24,855	104,400	119,450	130,000	148,000	166,516
West Region									
Mountain Division	11	122,534	122,320	22,146	98,177	105,500	118,000	142,650	146,900
Pacific Division	15	161,185	159,906	32,179	124,440	142,500	157,337	167,518	213,600
Subtotal	26	144,833	142,567	33,989	105,500	119,350	145,150	159,334	187,518

Note: For a map of U.S. Census Regions and Divisions, please see Appendix A.

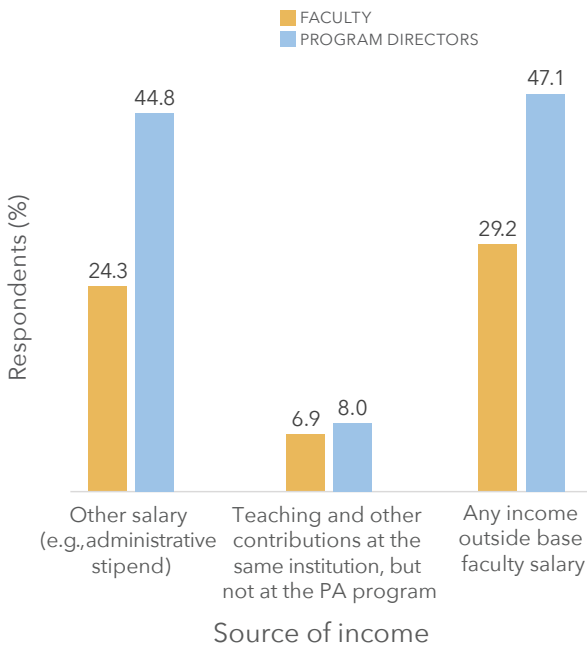
INCOME OUTSIDE OF BASE FACULTY SALARY

Respondents were asked to report on any income, besides their base faculty salary, that they received from other sources within their employing institution in the 2018–2019 academic year. All responding faculty and program directors were included, regardless of their FTE.

TABLE 66. INCOME FROM INSTITUTION OUTSIDE OF BASE FACULTY SALARY (\$)

	<i>n</i>	<i>M</i>	<i>M (T)</i>	<i>SD</i>	<i>P10</i>	<i>P25</i>	<i>P50 (Mdn)</i>	<i>P75</i>	<i>P90</i>
Faculty									
Other salary (e.g., administrative stipend)	187	17,243	10,029	29,423	1,500	3,000	9,408	15,000	30,000
Teaching and other contributions at the same institution, but not at the PA program	53	20,912	10,886	39,384	620	2,000	4,700	19,500	63,320
Total income outside of annual base salary	225	19,257	10,677	33,332	1,500	3,000	10,000	18,000	50,000
Program Directors									
Other salary (e.g., administrative stipend)	78	19,771	16,796	19,597	5,000	9,200	15,000	24,375	40,000
Teaching and other contributions at the same institution, but not at the PA program	14	11,547	10,930	10,422	870	3,250	7,780	20,000	25,000
Total income outside of annual base salary	82	20,778	17,356	21,818	5,460	9,850	15,000	25,750	39,900

FIGURE 14. PERCENT RECEIVING INCOME FROM INSTITUTION OUTSIDE OF BASE FACULTY SALARY



Note: Percentages were calculated by dividing the number of respondents who reported income from each source by the 771 faculty or 174 program directors who reported dollar amounts for their base salary and/or income outside of their base salary.

SECTION 7. MEDICAL DIRECTORS

MEDICAL DIRECTOR RESPONSIBILITIES & ACTIVITIES

TABLE 67. FTE BY RESPONSIBILITY

	<i>n</i>	Min	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Medical director duties	71	.01	1.00	.26	.25	.20
Other duties and responsibilities within the PA program	24	.02	.90	.46	.33	.52
Duties and responsibilities outside of the PA program but at the same institution	15	.01	.92	.46	.33	.45

Note: Zeroes were excluded from this analysis.

TABLE 68. HOURS PER WEEK DEVOTED TO PA PROGRAM ACTIVITIES

	<i>n</i>	Min	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Hours	71	0.5	60.0	15.9	16.2	10.0

Note: Zeroes were excluded from this analysis.

TABLE 69. PERCENT OF TIME SPENT ON MEDICAL DIRECTOR ACTIVITIES (%)

	% reporting	<i>n</i>	Min	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Administration	84.2	57	0.5	100.0	27.5	22.1	20.0
Admissions	82.9	58	0.1	50.0	11.4	10.4	10.0
Clinical teaching	67.1	40	4.0	75.0	18.2	14.3	17.5
Committee work	75.0	54	0.0	80.0	15.3	14.9	10.0
Curriculum development	75.0	49	0.0	100.0	12.6	15.5	10.0
Didactic teaching	82.9	61	0.0	100.0	31.0	26.8	20.0
Direct patient care	34.2	21	5.0	89.0	35.1	28.1	30.0
Faculty development	40.8	26	0.2	40.0	6.9	7.4	5.0
PA-related research	13.2	8	0.5	10.0	4.8	2.7	5.0
Other research	6.6	4	1.0	5.0	3.8	1.9	4.5
Other responsibilities	13.2	9	10.0	60.0	26.9	17.8	30.0

Note: Zeroes were excluded from this analysis.

Participants were asked to indicate the duties they had in their role, then to estimate the percent of time spent on each duty. Reported percentages were required to sum to 100%. Not all respondents who indicated their duties also reported percent breakdowns. “% reporting” represents the number of respondents who reported a duty, divided by the 76 total respondents who reported at least one duty. “n” refers to the number of respondents who reported the percentage of their time spent on a specific duty.

TABLE 70. MEDICAL DIRECTOR ACTIVITIES

Most common	Most time spent
Administration	Direct patient care
Admissions	Didactic teaching
Didactic teaching	Administration
Committee work	Clinical teaching
Curriculum development	Committee work

Note: Rankings of time spent are based on respondents’ average reports of the percent of their time spent on each duty, excluding “other” responsibilities.

MEDICAL DIRECTOR SALARIES

With the exception of **Table 71**, “salary” refers to respondents’ salary for their medical director duties only during the 2018–2019 academic year. Medical directors’ mean and median FTE for their medical director duties only are included alongside salary information, along with the number of respondents who provided both their salary and medical director FTE information. Zeroes were excluded from all analyses.

TABLE 71. SOURCES OF TOTAL SALARY (%)

	% reporting	n	Min	Max	M	SD	Mdn
PA program	98.4	61	0.0	100.0	49.5	41.0	30.0
Institution but not PA program (e.g., Department of Family Medicine)	27.4	17	2.0	92.0	56.4	32.8	60.0
Clinical work	50.0	31	8.0	100.0	65.4	29.0	70.0
Other	6.5	4	10.0	85.0	33.8	35.4	20.0

Medical directors were asked to estimate the percentage of their total salaries received from each source. Percentages were required to sum to 100%. “% reporting” refers to the number of respondents who reported a value greater than 0% for a specific source, divided by the 62 total respondents who provided percentage breakdowns.

Note: Zeroes were excluded from this analysis.

TABLE 72. SALARY

	Salary (\$)									FTE		
	n	M	M (T)	SD	P10	P25	P50 (Mdn)	P75	P90	n	M	Mdn
Salary	56	35,079	27,053	35,509	10,000	15,000	22,750	37,000	65,000	51	.23	.20

TABLE 73. SALARY BY GENDER

	Salary (\$)									FTE		
	n	M	M (T)	SD	P10	P25	P50 (Mdn)	P75	P90	n	M	Mdn
Male	39	26,688	22,752	22,017	10,000	14,700	20,000	31,500	42,000	36	.21	.18
Female	17	54,329	49,573	51,164	16,480	20,000	30,000	60,000	141,000	15	.27	.20

TABLE 74. SALARY BY UNDERREPRESENTED MINORITY (URM) STATUS

	Salary (\$)									FTE		
	n	M	M (T)	SD	P10	P25	P50 (Mdn)	P75	P90	n	M	Mdn
URM	8	31,916	31,916	11,325	22,800	24,245	26,000	41,250	46,500	7	.25	.20
Non-URM	46	36,470	27,568	38,721	10,000	15,000	20,400	36,000	74,000	42	.23	.18

TABLE 75. SALARY BY UNDERREPRESENTED (UR) IN MEDICINE STATUS

	Salary (\$)									FTE		
	n	M	M (T)	SD	P10	P25	P50 (Mdn)	P75	P90	n	M	Mdn
UR in medicine	5	28,265	28,265	9,697	21,731	24,327	25,000	27,000	37,800	4	.29	.22
Non-UR in medicine	49	36,563	28,332	37,589	10,000	15,000	20,800	40,000	70,400	45	.23	.20

TABLE 76. SALARY BY YEARS IN POSITION

	Salary (\$)									FTE		
	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	<i>P</i> 10	<i>P</i> 25	<i>P</i> 50 (<i>Mdn</i>)	<i>P</i> 75	<i>P</i> 90	<i>n</i>	<i>M</i>	<i>Mdn</i>
Less than 1 year	6	23,500	23,500	19,655	10,000	11,250	17,500	23,000	43,000	5	.24	.20
1 year	5	32,000	32,000	16,432	20,000	20,000	30,000	30,000	48,000	5	.21	.15
2-4 years	21	36,086	26,341	40,077	10,000	14,400	20,800	36,000	80,000	21	.20	.10
5-9 years	14	38,188	32,469	30,343	16,500	20,375	27,500	42,750	62,600	13	.25	.20
10 or more years	10	37,100	23,875	48,530	10,360	12,700	20,000	36,250	62,000	7	.24	.10

TABLE 77. SALARY BY ACADEMIC RANK

	Salary (\$)									FTE		
	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	<i>P</i> 10	<i>P</i> 25	<i>P</i> 50 (<i>Mdn</i>)	<i>P</i> 75	<i>P</i> 90	<i>n</i>	<i>M</i>	<i>Mdn</i>
Professor	5	19,880	19,880	11,793	11,760	14,400	15,000	20,000	32,000	5	.11	.10
Associate professor	12	27,233	26,680	12,487	10,300	18,250	27,500	35,100	39,600	12	.30	.22
Assistant professor	17	61,360	57,542	54,411	10,000	24,000	30,000	80,000	144,000	15	.28	.20
Lecturer/Instructor	6	21,033	21,033	10,113	12,700	16,250	20,000	20,600	30,400	5	.13	.10
Other	16	23,056	22,064	11,733	11,300	15,000	20,000	26,250	40,500	14	.18	.10

TABLE 78. SALARY BY PROGRAM ACADEMIC HEALTH CENTER STATUS

	Salary (\$)									FTE		
	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	<i>P</i> 10	<i>P</i> 25	<i>P</i> 50 (<i>Mdn</i>)	<i>P</i> 75	<i>P</i> 90	<i>n</i>	<i>M</i>	<i>Mdn</i>
AHC	12	47,833	39,400	56,584	13,140	19,200	26,000	36,100	152,500	11	.25	.20
Non-AHC	44	31,601	26,317	27,129	10,000	15,000	20,400	37,000	61,400	40	.22	.18

TABLE 79. SALARY BY TYPE OF INSTITUTION

	Salary (\$)									FTE		
	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	<i>P</i> 10	<i>P</i> 25	<i>P</i> 50 (<i>Mdn</i>)	<i>P</i> 75	<i>P</i> 90	<i>n</i>	<i>M</i>	<i>Mdn</i>
Public	15	39,747	32,015	52,606	11,280	14,000	20,000	32,400	115,000	12	.21	.10
Private	40	32,206	26,976	26,762	10,000	18,750	24,664	37,000	60,200	38	.22	.20

Note: Private includes both non-profit and for-profit institutions. Public/private hybrid and military programs were excluded due to low frequencies.

TABLE 80. SALARY BY CENSUS REGION

	Salary (\$)									FTE		
	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	<i>P</i> 10	<i>P</i> 25	<i>P</i> 50 (<i>Mdn</i>)	<i>P</i> 75	<i>P</i> 90	<i>n</i>	<i>M</i>	<i>Mdn</i>
Northeast Region	12	48,808	41,070	49,464	13,220	19,700	23,250	53,000	123,200	11	.29	.20
Midwest Region	19	22,916	22,671	9,958	10,000	17,200	20,000	28,500	40,000	18	.22	.20
South Region	16	33,212	25,100	40,643	10,200	14,500	17,500	31,500	62,500	14	.21	.12
West Region	9	45,770	45,770	34,849	18,640	24,327	34,800	60,000	79,400	8	.19	.15

Note: Medical director salaries are not disaggregated by U.S. Census Division due to low frequencies. For a map of U.S. Census Regions, see Appendix A.

SECTION 8. JOB EXPERIENCES & SATISFACTION

The questions in this section of the survey were adapted from the [Higher Education Research Institute \(HERI\) Faculty Survey](#).

TABLE 81. PERCEPTIONS OF FAIRNESS IN THE PA PROGRAM

	Faculty				Program Directors				Medical Directors			
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
This program has effective hiring practices and policies that increase faculty diversity.	877	3.2	0.9	3.0	200	3.1	0.8	3.0	71	3.4	0.8	4.0
I am treated fairly in my program.	899	3.5	0.7	4.0	199	3.7	0.6	4.0	71	3.7	0.6	4.0
My research is valued by faculty in my program.	555	3.2	0.9	3.0	148	3.2	0.8	3.0	28	3.5	0.6	4.0
My teaching is valued by faculty in my program.	888	3.7	0.6	4.0	194	3.7	0.5	4.0	70	3.8	0.5	4.0
My service is valued by faculty in my program.	899	3.5	0.7	4.0	199	3.7	0.6	4.0	72	3.7	0.6	4.0
Faculty are sufficiently involved in program decision-making.	900	3.3	0.9	4.0	199	3.8	0.5	4.0	72	3.7	0.7	4.0
Faculty here respect each other.	901	3.5	0.7	4.0	200	3.7	0.6	4.0	72	3.7	0.6	4.0
Administrators consider faculty concerns when making policy.	896	3.1	0.9	3.0	200	3.2	0.9	3.0	70	3.5	0.7	4.0
Faculty are hired and paid fairly.	888	3.0	0.9	3.0	199	3.3	0.8	4.0	65	3.5	0.7	4.0
Faculty are not prepared to deal with conflict over diversity issues in the classroom.	865	2.2	1.0	2.0	195	2.2	1.0	2.0	68	2.1	1.1	2.0
Faculty of color are treated fairly in my program.	591	3.8	0.6	4.0	140	3.9	0.4	4.0	48	3.8	0.5	4.0
Women faculty are treated fairly in my program.	892	3.7	0.7	4.0	200	3.9	0.4	4.0	72	3.8	0.6	4.0
LGBTQ faculty are treated fairly in my program.	548	3.8	0.5	4.0	127	3.9	0.4	4.0	44	3.9	0.4	4.0

Note: 1 = "Strongly disagree" to 4 = "Strongly agree." "Not applicable" responses were excluded from this analysis.

TABLE 82. JOB SATISFACTION

	Faculty				Program Directors				Medical Directors			
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Autonomy and independence	901	3.5	0.8	4.0	201	3.5	0.7	4.0	72	3.7	0.6	4.0
Clinical work arrangement	722	3.3	0.9	4.0	151	3.4	0.9	4.0	62	3.6	0.6	4.0
Current academic rank	888	3.1	0.8	3.0	197	3.1	0.9	3.0	57	3.2	0.8	3.0
Curriculum	897	3.3	0.7	3.0	199	3.5	0.7	4.0	70	3.7	0.6	4.0
Departmental support for work/life balance	895	3.1	0.9	3.0	199	3.0	1.0	3.0	66	3.5	0.7	4.0
Didactic or clinical teaching environment	893	3.4	0.7	4.0	199	3.4	0.7	4.0	70	3.7	0.5	4.0
Faculty development opportunities outside institution (e.g., conferences)	888	3.2	0.9	3.0	200	3.4	0.8	4.0	60	3.4	0.7	3.0
Faculty development opportunities within institution (e.g., grant workshops)	864	3.0	0.9	3.0	198	3.1	0.9	3.0	54	3.3	0.7	3.0
Fairness of salary relative to other faculty	841	2.8	1.0	3.0	200	3.2	0.9	3.0	63	3.3	0.9	4.0
Health care plan	776	3.3	0.8	3.0	175	3.3	0.7	3.0	36	3.6	0.6	4.0
Institutional leadership	897	2.8	1.0	3.0	199	2.8	1.0	3.0	68	3.2	0.9	3.0
Job responsibilities	900	3.2	0.8	3.0	201	3.2	0.8	3.0	69	3.7	0.5	4.0
Program management/leadership	897	3.2	1.0	3.0	183	3.6	0.7	4.0	71	3.5	0.8	4.0
Promotion potential	856	2.8	1.0	3.0	189	2.9	1.0	3.0	43	3.3	0.7	3.0
Quality of students	897	3.4	0.7	4.0	197	3.5	0.6	4.0	72	3.7	0.5	4.0
Research opportunities	710	2.7	0.9	3.0	174	2.8	0.9	3.0	35	3.2	0.7	3.0
Retirement benefits	872	3.4	0.8	4.0	198	3.4	0.8	4.0	35	3.6	0.5	4.0
Salary amount	904	2.7	1.0	3.0	200	3.0	0.9	3.0	69	3.1	0.9	3.0
Schedule flexibility	899	3.5	0.8	4.0	200	3.6	0.8	4.0	71	3.7	0.6	4.0
Staff support	896	3.1	0.9	3.0	201	3.3	0.8	4.0	70	3.5	0.7	4.0
Student-to-faculty ratio	900	3.1	0.9	3.0	200	3.2	0.9	3.0	71	3.5	0.7	4.0
Teaching workload	893	3.0	0.9	3.0	197	3.0	0.9	3.0	67	3.5	0.7	4.0
Tenure requirements	436	2.6	1.0	3.0	108	2.5	1.1	3.0	24	3.0	1.0	3.0

Note: 1 = "Not satisfied" to 4 = "Very satisfied." "Not applicable" responses were excluded from this analysis.

TABLE 83. MOST AND LEAST SATISFYING ASPECTS OF JOB

MOST SATISFYING ASPECTS OF JOB

	Faculty	Program Directors	Medical Directors
Most Satisfying	Autonomy and independence	Program management/leadership	Didactic or clinical teaching environment
	Schedule flexibility	Schedule flexibility	Job responsibilities
	Quality of students	Autonomy and independence	Quality of students
	Didactic or clinical teaching environment	Quality of students	Schedule flexibility
	Retirement benefits	Curriculum	Curriculum

LEAST SATISFYING ASPECTS OF JOB

	Faculty	Program Directors	Medical Directors
Least Satisfying	Tenure requirements	Tenure requirements	Tenure requirements
	Salary amount	Research opportunities	Salary amount
	Research opportunities	Institutional leadership	Research opportunities
	Promotion potential	Promotion potential	Institutional leadership
	Institutional leadership	Salary amount	Current academic rank

Note: Most and least satisfying aspects are ranked by respondents' average satisfaction with each of 23 total aspects.

TABLE 84. STRESSORS

	Faculty				Program Directors				Medical Directors			
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Child care	687	1.6	0.7	1.0	141	1.4	0.6	1.0	50	1.3	0.5	1.0
Colleagues	893	1.8	0.7	2.0	199	1.9	0.6	2.0	70	1.5	0.7	1.0
Committee work	880	1.8	0.7	2.0	199	1.9	0.7	2.0	68	1.4	0.6	1.0
Faculty meetings	892	1.8	0.7	2.0	200	1.7	0.6	2.0	69	1.4	0.6	1.0
Increased work responsibilities	889	2.1	0.7	2.0	200	2.4	0.7	2.0	68	1.6	0.7	1.0
Institutional budget cuts	840	1.8	0.8	2.0	195	2.1	0.8	2.0	69	1.6	0.7	1.0
Institutional procedures and "red tape"	883	2.0	0.7	2.0	201	2.3	0.7	2.0	69	1.8	0.7	2.0
Job security	885	1.4	0.6	1.0	198	1.3	0.5	1.0	68	1.3	0.5	1.0
Lack of personal time	888	1.9	0.7	2.0	200	2.2	0.7	2.0	69	1.7	0.8	2.0
Managing household responsibilities	886	1.9	0.7	2.0	196	2.0	0.7	2.0	69	1.6	0.7	1.0
My physical health	889	1.6	0.7	2.0	200	1.8	0.7	2.0	68	1.4	0.6	1.0
Personal finances	889	1.7	0.7	2.0	196	1.6	0.6	2.0	69	1.3	0.5	1.0
Research or publishing demands	745	1.6	0.7	1.0	173	1.6	0.7	2.0	52	1.2	0.4	1.0
Review/Promotion process	835	1.7	0.7	2.0	191	1.7	0.7	2.0	60	1.3	0.5	1.0
Self-imposed high expectations	895	2.2	0.7	2.0	199	2.4	0.7	2.0	68	1.9	0.7	2.0
Students	889	1.8	0.6	2.0	199	2.0	0.6	2.0	69	1.4	0.6	1.0
Teaching load	882	1.8	0.7	2.0	197	1.7	0.7	2.0	70	1.4	0.6	1.0
Working with underprepared students	886	1.7	0.6	2.0	198	1.7	0.6	2.0	69	1.4	0.6	1.0
Workplace discrimination	853	1.2	0.5	1.0	194	1.1	0.4	1.0	68	1.1	0.4	1.0

Note: Respondents were asked to think about the extent to which each factor had been a source of stress in the past two years. 1 = "Not at all" to 3 = "Extensive." "Not applicable" responses were excluded.

TABLE 85. TOP FIVE STRESSORS

	Faculty	Program Directors	Medical Directors
Most Stressful	Self-imposed high expectations	Self-imposed high expectations	Self-imposed high expectations
	Increased work responsibilities	Increased work responsibilities	Institutional procedures and "red tape"
	Institutional procedures and "red tape"	Institutional procedures and "red tape"	Lack of personal time
	Managing household responsibilities	Lack of personal time	Increased work responsibilities
	Lack of personal time	Institutional budget cuts	Institutional budget cuts

Note: Stressors are ranked by respondents' average ratings of 19 different stressors.

TABLE 86. BURNOUT

	Faculty			Program Directors			Medical Directors		
	n	%	Cum. %	n	%	Cum. %	n	%	Cum. %
I feel burned out from my work.									
Never	123	13.7	13.7	17	8.5	8.5	33	45.8	45.8
A few times a year	218	24.2	37.8	36	18.0	26.5	23	31.9	77.8
Once a month or less	159	17.6	55.5	25	12.5	39.0	9	12.5	90.3
A few times a month	182	20.2	75.7	53	26.5	65.5	4	5.6	95.8
Once a week	88	9.8	85.5	31	15.5	81.0	1	1.4	97.2
A few times a week	93	10.3	95.8	26	13.0	94.0	2	2.8	100.0
Every day	38	4.2	100.0	12	6.0	100.0	0	0.0	100.0
Total	901	100.0	-	200	100.0	-	72	100.0	-
I have become more callous toward people since I took this job.									
Never	465	51.8	51.8	79	39.5	39.5	61	84.7	84.7
A few times a year	174	19.4	71.2	48	24.0	63.5	7	9.7	94.4
Once a month or less	86	9.6	80.8	18	9.0	72.5	2	2.8	97.2
A few times a month	81	9.0	89.9	28	14.0	86.5	0	0.0	97.2
Once a week	38	4.2	94.1	9	4.5	91.0	1	1.4	98.6
A few times a week	34	3.8	97.9	15	7.5	98.5	1	1.4	100.0
Every day	19	2.1	100.0	3	1.5	100.0	0	0.0	100.0
Total	897	100.0	-	200	100.0	-	72	100.0	-

Note: "Cum. %" refers to the cumulative percentage of respondents who selected each response choice.

Respondents were asked to indicate how often two statements described the way they felt about their work as a PA educator. The two statements were validated items drawn from the Maslach Burnout Inventory.

TABLE 87. JOB TRENDS IN PAST TWO YEARS

	Faculty		Program Directors		Medical Directors	
	n	Yes (%)	n	Yes (%)	n	Yes (%)
Considered leaving academia for another job	904	43.1	201	47.3	71	23.9
Considered leaving current institution for another institution	904	32.5	201	43.8	71	21.1
Considered leaving current position for another one within the same PA program	904	15.2	201	24.4	71	4.2
Considered retiring	901	16.1	199	28.1	71	29.6
Engaged in public service/professional consulting without pay	904	39.5	200	48.0	71	50.7
Received at least one firm job offer elsewhere	902	42.2	201	43.8	71	38.0

TABLE 88. PROFESSIONAL DEVELOPMENT IN THE PAST TWO YEARS (%)

	Faculty					Program Directors					Medical Directors				
	n	Yes	No	Not Off.	Not Elig.	n	Yes	No	Not Off.	Not Elig.	n	Yes	No	Not Off.	Not Elig.
Incentives to develop new courses	902	20.7	37.0	5.2	37.0	201	23.4	41.8	4.5	30.3	71	18.3	50.7	9.9	21.1
Incentives to integrate new technology into your classroom	904	42.1	32.3	3.0	22.6	201	39.8	35.3	1.5	23.4	71	33.8	36.6	8.5	21.1
Internal grants for research	899	16.4	56.5	6.3	20.8	200	24.0	55.5	1.5	19.0	71	1.4	57.7	15.5	25.4
Paid workshops outside your institution focused on teaching	900	54.8	31.0	2.8	11.4	201	72.1	21.9	0.0	6.0	71	36.6	31.0	9.9	22.5
Paid sabbatical leave	902	1.8	41.2	22.1	34.9	201	3.0	47.8	23.4	25.9	72	4.2	43.1	27.8	25.0
Training for administrative leadership	900	20.0	46.1	6.9	27.0	200	58.5	25.0	1.0	15.5	71	19.7	46.5	14.1	19.7
Travel funds paid by your institution	903	81.3	11.6	3.0	4.1	201	94.5	3.5	0.0	2.0	71	53.5	19.7	8.5	18.3

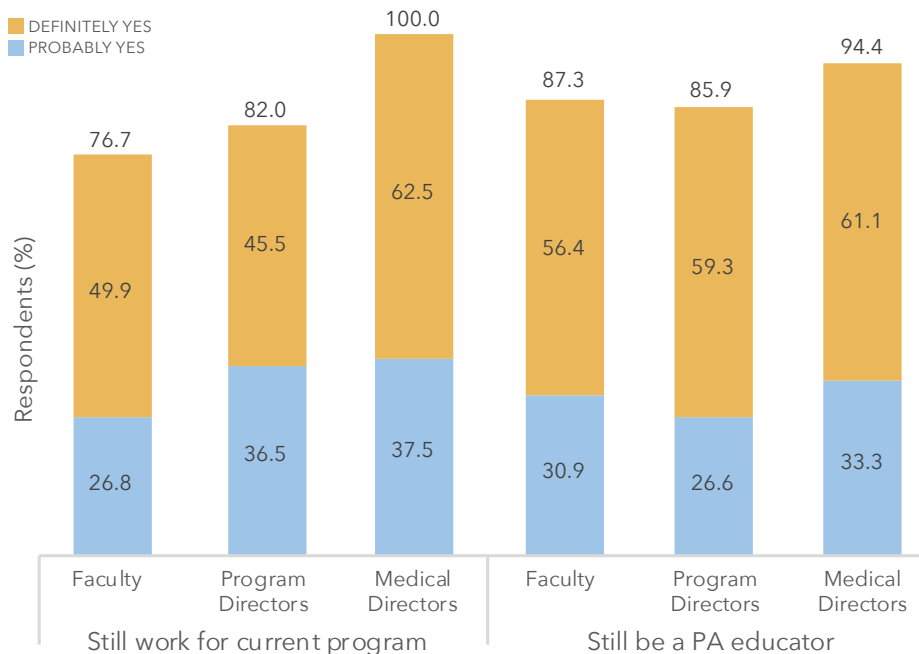
Note: Respondents were asked whether they had taken advantage of a variety of professional development opportunities at their institution over the past two years. "Not Off." indicates that a respondent was not offered the opportunity and "Not Elig." indicates that a respondent was not eligible for the opportunity.

TABLE 89. WOULD FACULTY CHOOSE SAME CAREER PATH IF GIVEN THE CHOICE

	n	M	SD	Mdn
Still work for current program				
Faculty	903	4.2	1.0	4.0
Program Directors	200	4.2	0.9	4.0
Medical Directors	72	4.6	0.5	5.0
Still be a PA educator				
Faculty	903	4.4	0.8	5.0
Program Directors	199	4.4	0.8	5.0
Medical Directors	72	4.6	0.6	5.0

Note: 1 = "Definitely no" to 5 = "Definitely yes."

FIGURE 15. PERCENT OF FACULTY WHO WOULD PROBABLY OR DEFINITELY CHOOSE THE SAME CAREER PATH



SECTION 9. RESEARCH & SCHOLARLY WORK

FIGURE 16. EVER HAD RESEARCH OR SCHOLARLY PUBLICATIONS OVER SPAN OF PA ACADEMIC CAREER

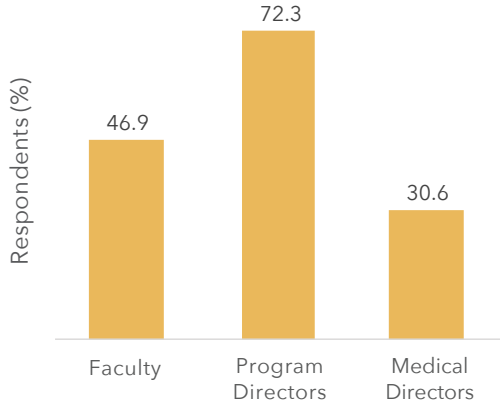


TABLE 90. NUMBER OF PUBLICATIONS OVER SPAN OF PA ACADEMIC CAREER AMONG RESPONDENTS WHO HAD EVER PUBLISHED

	Faculty					Program Directors					Medical Directors				
	<i>n</i>	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Peer-reviewed articles in academic or professional journals	358	140	7.2	13.9	2.0	122	50	5.2	7.1	3.0	20	100.0	10.2	21.6	4.0
Books, manuals, or monographs	57	8	2.0	1.6	1.0	22	5	2.0	1.4	1.0	5	10.0	4.6	3.3	4.0
Chapters in edited volumes	146	45	3.1	5.0	2.0	67	12	2.3	2.1	2.0	8	75.0	14.8	26.2	2.5
Other (e.g., patents, computer software products)	45	40	3.7	6.3	2.0	16	14	4.2	3.8	3.0	NR	NR	NR	NR	NR

Note: This includes both first-authored and non-first authored publications. Only respondents who had ever published were asked to answer this question. Outliers were not removed prior to analysis.

TABLE 91. NUMBER OF PROFESSIONAL WRITINGS IN PAST TWO YEARS AMONG RESPONDENTS REPORTING ANY PUBLISHED WRITING

	Faculty					Program Directors					Medical Directors				
	<i>n</i>	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Accepted for publication but not yet published	144	5	1.5	0.9	1.0	43	11	1.8	1.9	1.0	11	5.0	2.0	1.3	2.0
Published	228	13	2.7	2.7	2.0	61	16	2.4	2.4	2.0	8	5.0	2.9	1.8	3.0
Total	288	17	2.9	2.9	2.0	85	17	2.6	2.7	2.0	14	10.0	3.2	2.7	2.0

Note: Zeroes were excluded from this analysis.

FIGURE 17. PUBLISHED IN PAST TWO YEARS

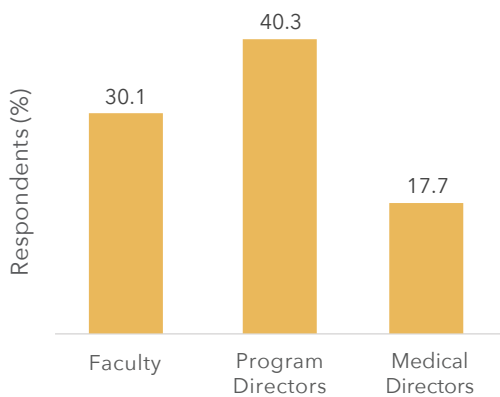


TABLE 92. NUMBER OF RESEARCH PRESENTATIONS IN PAST YEAR (2018) AMONG RESPONDENTS REPORTING ANY PRESENTATIONS

	<i>n</i>	<i>Max</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	291	14	2.4	2.0	2.0
Program Directors	89	15	2.4	2.4	2.0
Medical Directors	19	5	2.4	1.3	2.0

Note: Respondents were asked to include only peer-reviewed, scientific research presentations (e.g., posters and talks at conferences) and were asked to exclude non-research-related presentations. Zeroes were excluded from this analysis.

FIGURE 18. PRESENTED RESEARCH IN PAST YEAR (2018)

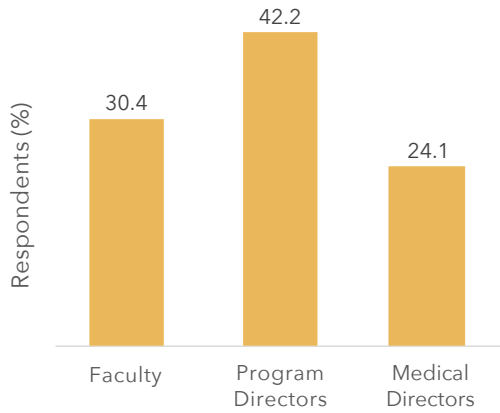
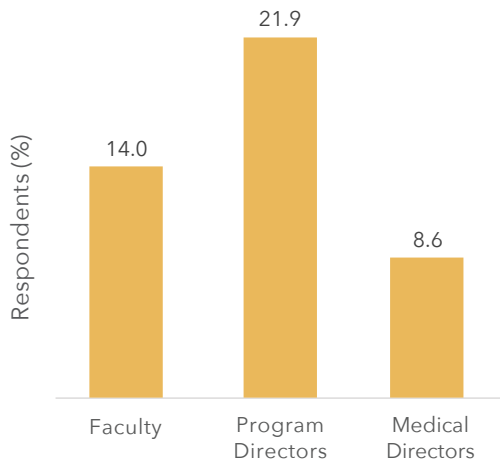


TABLE 93. RECEIVED FUNDING FOR RESEARCH OR SCHOLARLY WORK IN PAST THREE YEARS

Source	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Business or industry	17	1.9	7	3.5	3	4.3
Foundations	43	4.9	17	8.5	2	2.9
PAEA	43	4.9	10	5.0	0	0.0
State or federal government	53	6.0	22	10.9	3	4.3
Total respondents	885	-	201	-	70	-

Note: Percentages indicate the percentage of respondents who had received funding from each source.

FIGURE 19. RECEIVED FUNDING FOR RESEARCH OR SCHOLARLY WORK IN PAST THREE YEARS



SECTION 10. PROFESSIONAL SERVICE

TABLE 94. MEMBERSHIP IN PA PROFESSIONAL ASSOCIATIONS/GROUPS/SOCIETIES

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
American Academy of PAs (AAPA)	678	86.7	177	92.2	10	33.3
PA state organizations	641	82.0	174	90.6	10	33.3
Specialty/Constituency organizations	270	34.5	71	37.0	21	70.0
Other	5	0.6	0	0.0	0	0.0
Total respondents	782	-	192	-	30	-

Note: Percentages may sum to more than 100% because respondents could select multiple groups. Write-in responses of "PAEA" under "Other" were excluded – all survey participants were assumed to be members of PAEA due to their affiliation with a PA program.

TABLE 95. INVOLVEMENT IN PA PROFESSIONAL GROUP/SOCIETY LEADERSHIP

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) commissioner	6	2.1	6	5.9	2	18.2
ARC-PA site visitor	20	7.0	22	21.8	2	18.2
American Academy of PAs (AAPA)	39	13.7	11	10.9	1	9.1
National Commission on Certification of Physician Assistants (NCCPA)	17	6.0	4	4.0	0	0.0
Physician Assistant Education Association (PAEA)	105	36.8	34	33.7	7	63.6
PA specialty organization	25	8.8	7	6.9	0	0.0
PA state chapter	145	50.9	54	53.5	1	9.1
PA state licensure	12	4.2	6	5.9	0	0.0
State regulatory agency	10	3.5	5	5.0	0	0.0
Veterans caucus	3	1.1	2	2.0	0	0.0
Other						
National specialty organizations	12	4.2	4	4.0	2	18.2
Health systems	6	2.1	0	0.0	0	0.0
Total respondents	285	-	101	-	11	-

Note: Percentages may sum to more than 100% because respondents could select multiple groups.

Examples of leadership included involvement on boards and committees. "National specialty organizations" and "Health system" were added based on recoded "Other" write-in responses. "National specialty organizations" refers not only to medical specialties but also clinical medicine focus areas (e.g., LGBTQ+, rural health, homeless health care, etc.). "Health system" refers to leadership roles in the health systems where respondents or their students practice and learn.

FIGURE 20. INVOLVEMENT IN PA PROFESSIONAL ASSOCIATIONS/ GROUPS/ SOCIETIES

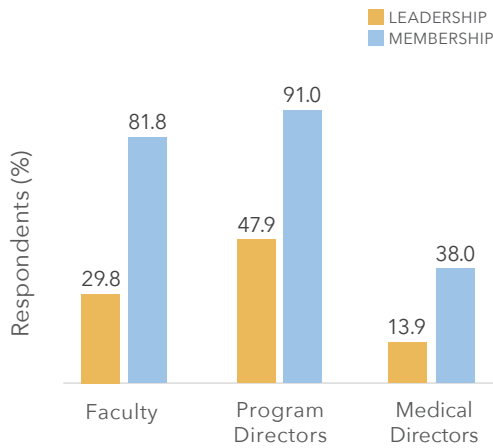
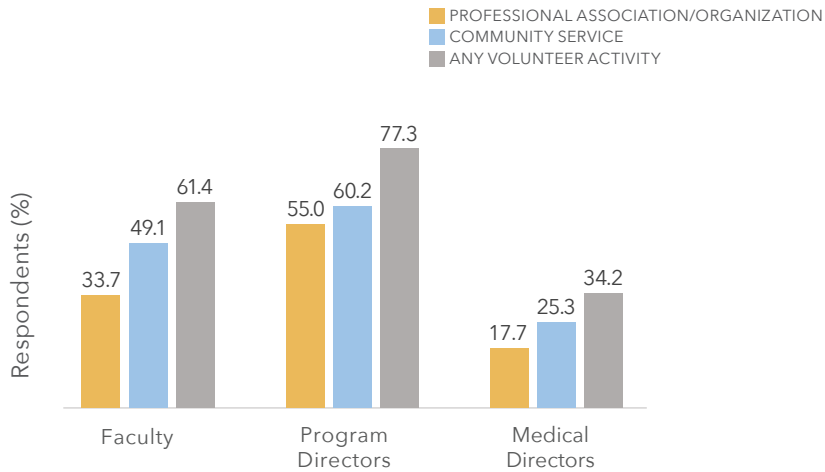


TABLE 96. HOURS PER MONTH SPENT VOLUNTEERING

	Faculty					Program Directors					Medical Directors				
	<i>n</i>	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	Max	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Professional association/organization	322	40.0	6.7	6.3	5.0	116	80.0	7.6	9.6	5.0	14	20.0	5.4	5.3	3.0
Community service	469	80.0	8.1	8.8	5.0	127	80.0	8.2	10.3	5.0	20	24.0	5.1	5.4	4.0
Other	25	70.0	14.2	16.2	10.0	8	16.0	6.2	4.9	4.5	4	24.0	8.8	10.2	4.5
Total	587	84.0	10.7	10.7	8.0	163	160.0	12.0	15.4	8.0	27	30.0	7.9	7.9	5.0

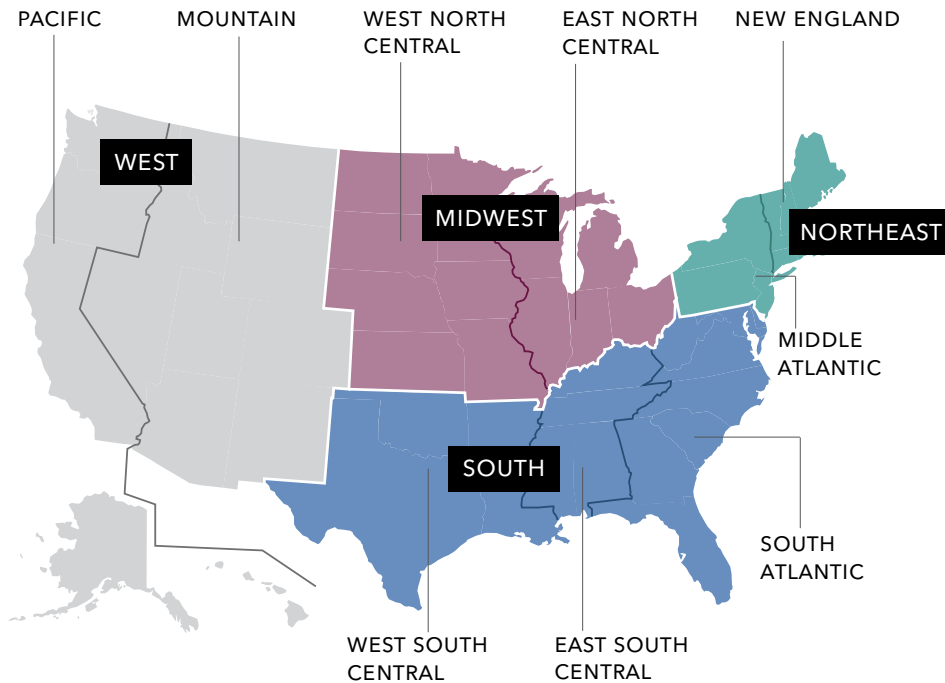
Note: Zeroes were excluded from this analysis.

FIGURE 21. VOLUNTEER ACTIVITY



APPENDIX A

U.S. CENSUS BUREAU REGIONS & DIVISIONS



REGION 1 NORTHEAST

DIVISION 1 NEW ENGLAND

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

DIVISION 2 MIDDLE ATLANTIC

New Jersey
New York
Pennsylvania

REGION 2 MIDWEST

DIVISION 3 EAST NORTH CENTRAL

Indiana
Illinois
Michigan
Ohio
Wisconsin

DIVISION 4 WEST NORTH CENTRAL

Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

REGION 3 SOUTH

DIVISION 5 SOUTH ATLANTIC

Delaware
District of Columbia
Florida
Georgia
Maryland
North Carolina
South Carolina
Virginia
West Virginia

DIVISION 6 EAST SOUTH CENTRAL

Alabama
Kentucky
Mississippi
Tennessee

DIVISION 7 WEST SOUTH CENTRAL

Arkansas
Louisiana
Oklahoma
Texas

REGION 4 WEST

DIVISION 8 MOUNTAIN

Arizona
Colorado
Idaho
New Mexico
Montana
Utah
Nevada
Wyoming

DIVISION 9 PACIFIC

Alaska
California
Hawaii
Oregon
Washington