

PAEA RESEARCH

Faculty & Directors Report 3

By the Numbers | Data from the 2017 Faculty & Directors Survey



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Acknowledgments

PAEA acknowledges the Research Mission Advancement Commission and its current chair, Richard Dehn, MPA, PA-C, for their review and guidance. The PAEA Research Team was responsible for the development and administration of the survey as well as the preparation of this report. For any questions regarding the contents of this report, please contact research@PAEAonline.org.

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The PAEA Research Mission Advancement Commission and Research Team would like to thank the faculty, program directors, and medical directors who completed the survey. Also, many thanks to Creative Director Tracy Mextorf and Editorial Director Elizabeth Alesbury for their design and editing contributions.

Recommended Citation

Physician Assistant Education Association, *By the Numbers: Faculty Report 3: Data from the 2017 Faculty & Directors Survey*. Washington, DC: PAEA; 2018. doi:10.17538/FR3.2018



Faculty & Directors Report 3

BY THE NUMBERS: DATA FROM THE 2017 FACULTY & DIRECTORS SURVEY

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Data Cleaning & Analysis

This report only includes data from the 1,084 participants who self-identified as a PA program faculty member, program director, or medical director. Administrative staff were excluded from the present analysis. 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 and maximum values (range), arithmetic mean (M), standard deviation (SD), median (Mdn), and percentiles (P). Tables presenting financial information also include a 10%

trimmed mean ($M(T)$), or 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. The number of respondents in tables and figures are designated by n . Exact financial data were not reported if there were fewer than five respondents.

Limitations

The salary and workload data in this report are self-reported, and may thus be misreported. Response rates for these items were notably lower than for other questions, 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. Overall, a lower than desired response rate may have some impact because the characteristics of the non-respondents are unknown. In this survey administration, a technical problem in the survey hosting platform caused a question assessing respondent age to be deleted. Therefore, no age information is available, although the problem has been corrected for future administrations.

SECTION 1. PROGRAM & RESPONDENT PROFILES

PROGRAM PROFILE

202 programs, or 89.4% of all PAEA member programs at the time of survey administration, were represented in this dataset. This section presents the institutional characteristics of programs and respondents represented in the dataset next to those of all PAEA member programs at the time of survey administration. Program data were drawn from the 2017 Program Survey. For a map of 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	17	8.4	17	7.5
Middle Atlantic Division	42	20.8	49	21.7
Subtotal	59	29.2	66	29.2
Midwest Region				
East North Central Division	34	16.8	35	15.5
West North Central Division	15	7.4	18	8.0
Subtotal	49	24.3	53	23.5
South Region				
South Atlantic Division	39	19.3	47	20.8
East South Central Division	12	5.9	13	5.8
West South Central Division	15	7.4	17	7.5
Subtotal	66	32.7	77	34.1
West Region				
Mountain Division	12	5.9	12	5.3
Pacific Division	16	7.9	18	8.0
Subtotal	28	13.9	30	13.3
Total	202	100.0	226	100.0

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

	Represented Programs		All Programs	
	<i>n</i>	%	<i>n</i>	%
Type of institution				
Private, non-profit	120	66.8	137	60.6
Public	63	33.7	68	30.1
Private, for-profit	14	7.9	16	7.1
Public/private hybrid	4	2.0	4	1.8
Military	1	0.5	1	0.4
Academic Health Center status				
Non-AHC	142	79.2	161	71.2
AHC	60	31.7	65	28.8
Total	202	100.0	226	100.0

RESPONDENT PROFILE

Of the 1,084 total respondents, 877 were faculty, 134 were program directors, and 73 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.

TABLE 3. GEOGRAPHIC DISTRIBUTION OF RESPONDENTS

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Northeast Region						
New England Division	63	7.2	14	10.4	7	9.7
Middle Atlantic Division	181	20.6	28	20.9	15	20.8
Subtotal	244	27.8	42	31.3	22	30.6
Midwest Region						
East North Central Division	118	13.5	25	18.7	16	22.2
West North Central Division	67	7.6	11	8.2	4	5.6
Subtotal	185	21.1	36	26.9	20	27.8
South Region						
South Atlantic Division	198	22.6	22	16.4	11	15.3
East South Central Division	44	5.0	9	6.7	1	1.4
West South Central Division	73	8.3	10	7.5	8	11.1
Subtotal	315	35.9	41	30.6	20	27.8
West Region						
Mountain Division	59	6.7	8	6.0	5	6.9
Pacific Division	74	8.4	7	5.2	5	6.9
Subtotal	133	15.2	15	11.2	10	13.9
Total	877	100.0	134	100.0	72	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						
Private, non-profit	545	62.1	89	66.4	41	57.7
Public	261	29.8	37	27.6	26	36.6
Private, for-profit	47	5.4	5	3.7	3	4.2
Public/private hybrid	15	1.7	3	2.2	1	1.4
Total	877	100.0	134	100.0	71	100.0
Academic Health Center status						
Non-AHC	583	66.5	95	70.9	52	72.2
AHC	294	33.5	39	29.1	20	27.8
Total	877	100.0	134	100.0	72	100.0

SECTION 2. DEMOGRAPHICS

Unfortunately, a problem in our survey-hosting platform caused the question about respondent age to be deleted, so this variable is not available. This error has been corrected for future administrations of this survey.

TABLE 5. GENDER

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Female	598	68.2	83	61.9	20	27.4
Male	272	31.0	48	35.8	53	72.6
Prefer not to answer	7	0.8	3	2.2	0	0.0
Total	877	100.0	134	100.0	73	100.0

Note: "Transgender" was also included as an option but is excluded here due to low response frequencies.

TABLE 6. RACE

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
American Indian or Alaskan Native	3	0.3	0	0.0	0	0.0
Asian	20	2.3	1	0.7	7	9.7
Black or African American	30	3.5	8	6.0	3	4.2
Multiracial	16	1.8	3	2.2	1	1.4
Native Hawaiian or other Pacific Islander	1	0.1	1	0.7	0	0.0
White or European American	775	89.2	118	88.1	58	80.6
Other	5	0.6	0	0.0	0	0.0
Prefer not to answer	19	2.2	3	2.2	3	4.2
Total	869	100.0	134	100.0	72	100.0

Table 6 In previous surveys, respondents were only allowed to select one race category to describe themselves. Beginning in 2017 and continuing forward, respondents can check as many race categories as they feel are appropriate. However, due to low frequencies, respondents who selected multiple races were collapsed into a single "multiracial" category. Respondents presented in the other racial categories had selected a single race only.

TABLE 7. ETHNICITY

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Hispanic, Latino, Latina, or Spanish in origin	39	4.4	3	2.2	5	6.8
Not Hispanic, Latino, Latina, or Spanish in origin	819	93.4	128	95.5	68	93.2
Prefer not to answer	19	2.2	3	2.2	0	0.0
Total	877	100.0	134	100.0	73	100.0

FIGURE 1. UNDERREPRESENTED MINORITIES (URMs)

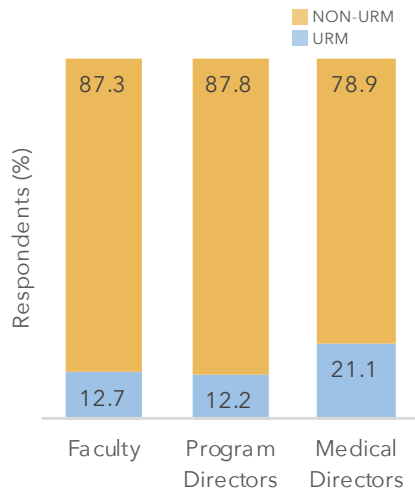
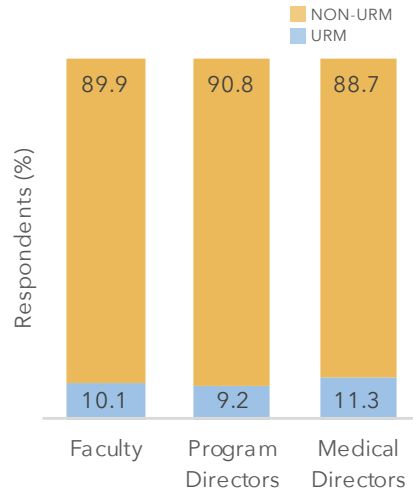


FIGURE 2. UNDERREPRESENTED MINORITIES (URMs) IN MEDICINE



FAMILY COMPOSITION

TABLE 11. CIVIL STATUS

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
Married	681	78.9	112	87.5	63	87.5
Single, never legally married	90	10.4	5	3.9	6	8.3
Divorced	72	8.3	11	8.6	1	1.4
Widowed	8	0.9	0	0.0	0	0.0
Separated, but still legally married	5	0.6	0	0.0	2	2.8
Domestic partnership	6	0.7	0	0.0	0	0.0
Civil union	1	0.1	0	0.0	0	0.0
Total	863	100.0	128	100.0	72	100.0

TABLE 12. NUMBER OF CHILDREN

	n	M	SD	Mdn
Faculty				
Number of children under 18	532	1.8	1.1	2.0
Number of children over 18	382	1.6	1.3	2.0
All children	680	2.3	1.1	2.0
Program directors				
Number of children under 18	80	1.4	1.3	1.5
Number of children over 18	83	2.1	1.1	2.0
All children	114	2.5	1.0	2.0
Medical directors				
Number of children under 18	34	1.4	1.1	2.0
Number of children over 18	45	2.1	1.3	2.0
All children	60	2.4	0.9	2.0

Table 12 Of 1,037 respondents, 82.4% reported having at least one child.

Note: "n" refers to the number of respondents who reported a child. Respondents who did not report having any children were excluded from this table.

SECTION 3. PROFESSIONAL HISTORY

EDUCATIONAL BACKGROUND

TABLE 13. HIGHEST DEGREE CURRENTLY HELD

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Associate's degree	4	0.5	0	0.0	0	0.0
Bachelor's degree	20	2.3	1	0.8	0	0.0
Master's degree	640	73.4	74	55.6	0	0.0
Doctoral degree	208	23.9	58	43.6	72	100.0
Total	872	100.0	133	100.0	72	100.0

Note: "Certificate" and "Other" were excluded due to low frequencies.

TABLE 14. TYPE OF DOCTORAL DEGREES HELD

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Doctor of Education (EdD)	17	8.3	10	17.2	0	0.0
Doctor of Health Sciences (DHS)	32	15.5	9	15.5	0	0.0
Doctor of Osteopathy (DO)	6	2.9	0	0.0	8	11.1
Doctor of Pharmacy (PharmD)	20	9.7	0	0.0	0	0.0
Doctor of Philosophy (PhD)	66	32.0	20	34.5	2	2.8
Juris Doctor (JD)	3	1.5	2	3.4	1	1.4
Medical Doctor (MD)	48	23.3	6	10.3	63	87.5
Other	20	9.7	11	19.0	1	1.4
Total	206	-	58	-	72	-

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. Medical directors who are also PAs (2.7%) were excluded from this section due to low frequencies.

FIGURE 3. PA STATUS

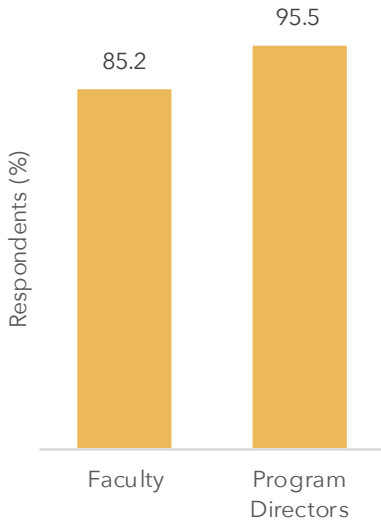


Figure 3 98.8% of faculty and 99.2% of program directors who identified as being PAs reported that they were currently certified by the National Commission on Certification of Physician Assistants (NCCPA).

TABLE 15. DECADE FIRST CERTIFIED BY THE NCCPA

	Faculty		Program Directors	
	n	%	n	%
1970s	28	3.8	8	6.3
1980s	88	11.9	25	19.5
1990s	162	21.9	51	39.8
2000s	344	46.5	40	31.3
2010s	117	15.8	4	3.1
Total	739	100.0	128	100.0

FIGURE 4. YEAR FIRST CERTIFIED BY THE NCCPA

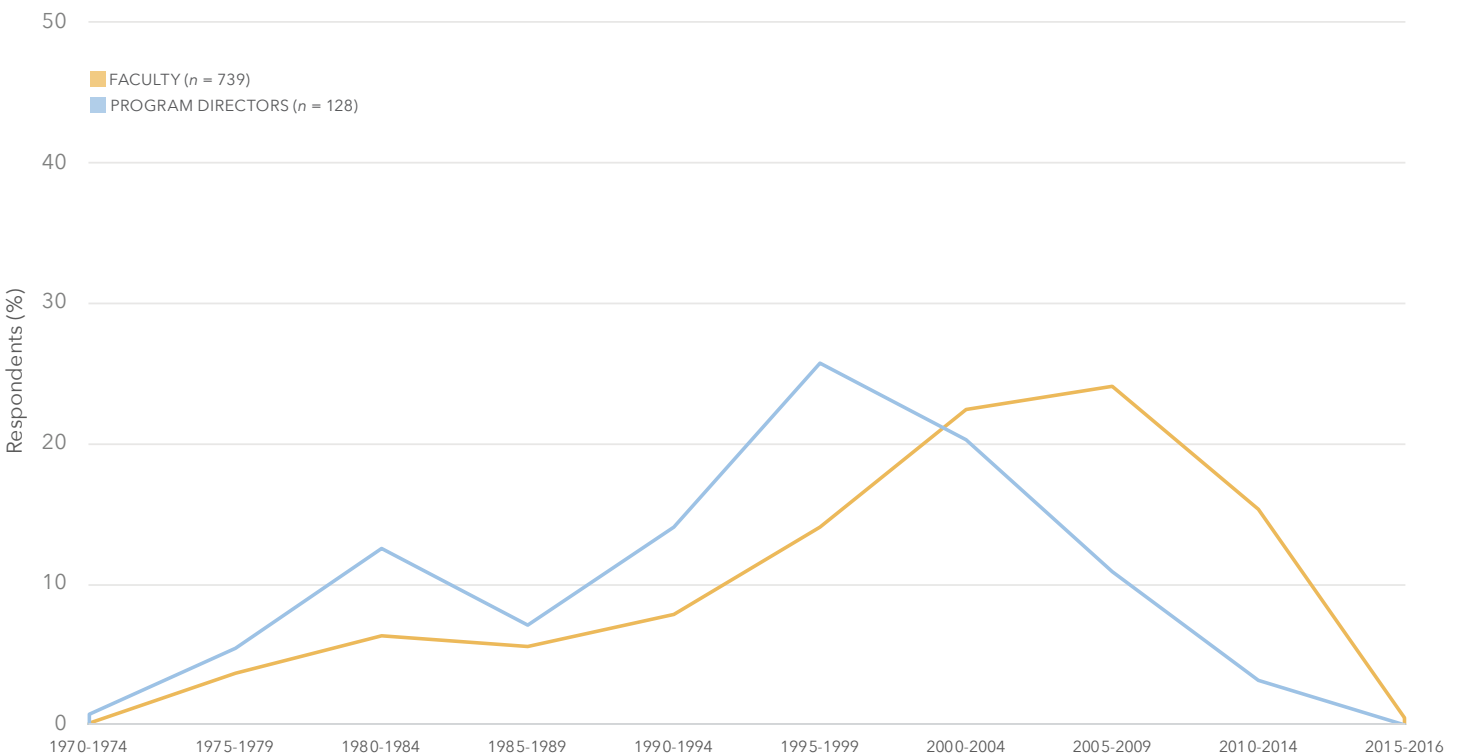


TABLE 16. DEGREE AWARDED AT GRADUATION FROM PA SCHOOL

	Faculty		Program Directors	
	n	%	n	%
Certificate	74	9.9	19	14.8
Associate's degree	18	2.4	4	3.1
Bachelor's degree	240	32.1	59	46.1
Master's degree	413	55.3	46	35.9
Other	2	0.3	0	0.0
Total	747	100.0	128	100.0

PAST EMPLOYMENT

TABLE 17. IMMEDIATE PAST EMPLOYMENT

	Faculty		Program Directors		Medical Directors		Overall	
	n	%	n	%	n	%	n	%
Clinical practice (including precepting)	463	53.0	56	43.8	42	58.3	561	52.2
Clinical practice (no precepting)	202	23.1	23	18.0	10	13.9	235	21.9
PA education at a different program	119	13.6	54	42.2	0	0.0	173	16.1
Other educational program (non-PA) at same sponsoring institution	37	4.2	1	0.8	18	25.0	56	5.2
Worked fewer FTE at same program	12	1.4	0	0.0	1	1.4	13	1.2
Unemployed	12	1.4	0	0.0	0	0.0	12	1.1
Other	84	9.6	9	7.0	12	16.7	105	9.8
Total	874	-	128	-	72	-	1,074	-

Note: Percentages may sum to more than 100% because respondents could choose multiple categories of employment.

FIGURE 5. IMMEDIATE PAST EMPLOYMENT WAS CLINICAL PRACTICE

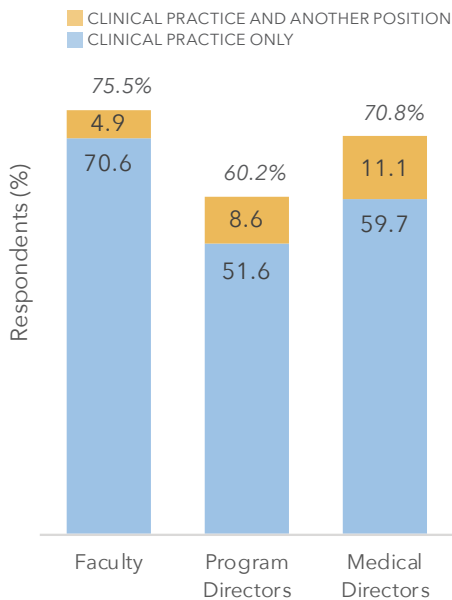


TABLE 18. PROGRAM SUPPORT DURING TRANSITION FROM CLINICAL WORK TO ACADEMIA

	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	660	3.7	1.2	4.0
Program directors	77	3.9	1.1	4.0
Medical directors	50	4.0	1.1	4.0

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

Table 18 Respondents who indicated that their immediate past employment was 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 6. ENOUGH PROGRAM SUPPORT DURING TRANSITION FROM CLINICAL WORK TO ACADEMIA

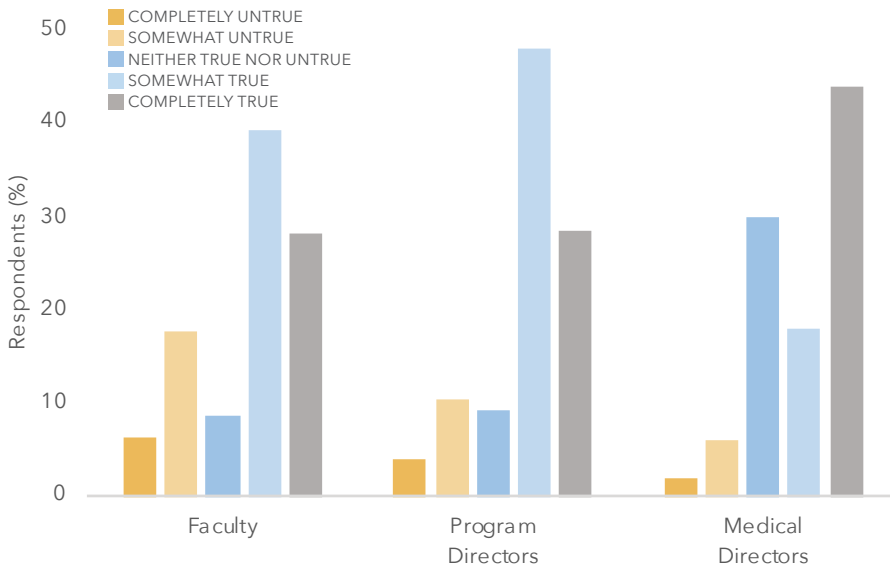


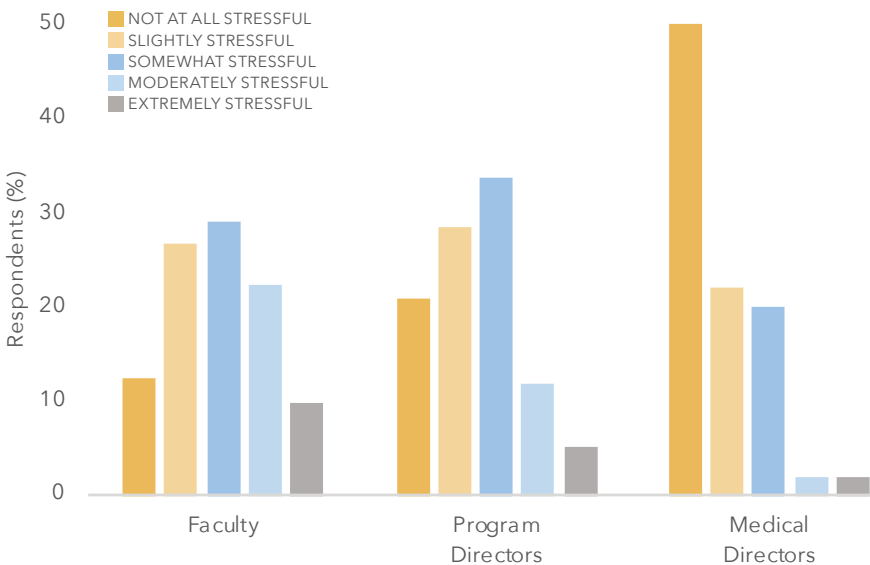
TABLE 19. STRESS OF TRANSITION FROM CLINICAL WORK TO ACADEMIA

	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	660	2.9	1.2	3.0
Program directors	77	2.5	1.1	3.0
Medical directors	50	1.8	1.0	1.0

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

Table 19 Respondents who indicated that their immediate past employment was clinical practice were asked to rate the stressfulness of their transition from clinical work to academia.

FIGURE 7. STRESS OF TRANSITION FROM CLINICAL WORK TO ACADEMIA



SECTION 4. CURRENT POSITION

TABLE 20. NUMBER OF PA PROGRAMS EVER EMPLOYED BY

	<i>n</i>	<i>Max</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty					
Full-time (≥ .5 FTE)	847	6	1.1	0.7	1.0
Part-time (< .5 FTE)	561	9	0.4	0.8	0.0
Program directors					
Full-time (≥ .5 FTE)	132	6	1.7	1.1	1.0
Part-time (< .5 FTE)	72	2	0.4	0.6	0.0
Medical directors					
Full-time (≥ .5 FTE)	61	1	0.3	0.4	0.0
Part-time (< .5 FTE)	68	2	0.8	0.5	1.0

Note: Respondents were asked to report how many PA programs they had ever been employed by, including their current PA program.

APPLICATION TO CURRENT JOB

TABLE 21. NUMBER OF PA PROGRAMS APPLIED TO WHEN SEEKING A FACULTY POSITION

	<i>n</i>	<i>Max</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	832	15	1.3	1.0	1.0
Program directors	123	4	1.3	0.6	1.0
Medical directors	65	2	1.0	0.1	1.0

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

TABLE 22. 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>
Clinical work arrangements	806	4.1	1.1	4.0	124	3.9	1.0	4.0	55	4.1	1.1	4.0
Fringe benefits (e.g., retirement plan, leave, tuition reimbursement, vacation)	859	4.4	0.8	5.0	127	4.5	0.6	5.0	54	3.3	1.2	3.0
Income	865	4.2	0.8	4.0	128	4.4	0.7	4.0	56	3.5	1.0	4.0
Job stability/security	867	4.4	0.9	5.0	127	4.4	0.8	4.0	57	3.5	1.2	4.0
Location of program	866	4.5	0.8	5.0	128	4.4	0.8	5.0	62	4.5	1.0	5.0
Program's educational philosophy	868	4.3	0.9	4.0	125	4.2	0.9	4.0	60	4.4	1.1	5.0
Reputation of institution/program	856	4.2	0.9	4.0	126	4.3	0.8	4.0	60	4.2	0.9	4.0
Reputation of program personnel	855	4.1	0.9	4.0	117	4.0	0.9	4.0	61	4.0	1.0	4.0
Research opportunities	846	2.7	1.1	3.0	124	2.6	1.1	3.0	59	2.6	1.0	3.0
Tenure availability	820	2.6	1.1	3.0	121	2.5	1.1	2.0	53	2.1	0.9	2.5
Tuition waiver for dependents	810	3.2	1.3	3.0	116	3.3	1.3	3.0	54	2.4	1.3	2.0
Work-life balance	852	4.5	0.8	5.0	124	4.2	0.8	4.0	60	4.0	1.2	4.0
Other	45	4.4	1.0	5.0	7	4.7	0.8	5.0	4	3.3	1.7	3.5

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

FIGURE 8. TOP 5 MOST IMPORTANT FACTORS WHEN APPLYING FOR OR CHOOSING A POSITION AT A PA PROGRAM

	Faculty	Program Directors	Medical Directors
Most Important	Work-life balance	Fringe benefits*	Location of program
	Location of program	Location of program	Program's educational philosophy
	Job stability/security	Income	Reputation of institution/program
	Fringe benefits*	Job stability/security	Clinical work arrangements
	Program's educational philosophy	Reputation of institution/program	Work-life balance

Note: *Fringe benefits include retirement plan, leave, tuition reimbursement, vacation, etc. Rankings of importance are based on respondents' average ratings.

TENURE

Of the 201 programs with responses from faculty and/or program directors, 86 (42.8%) had respondents who reported having tenure or being on a tenure track.

FIGURE 9. PERCENT TENURED OR ON A TENURE TRACK

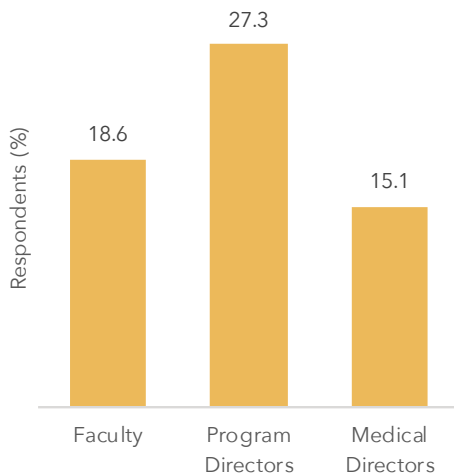


TABLE 23. TYPE OF TENURE OR TENURE TRACK

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Tenure						
Academic	42	25.9	17	48.6	6	60.0
Clinical	1	0.6	0	0.0	0	0.0
Research	0	0.0	0	0.0	0	0.0
Other	2	1.2	1	2.9	0	0.0
Subtotal	45	27.8	18	51.4	6	60.0
Tenure-track						
Academic	104	64.2	15	42.9	4	40.0
Clinical	5	3.1	2	5.7	0	0.0
Research	3	1.9	0	0.0	0	0.0
Other	5	3.1	0	0.0	0	0.0
Subtotal	117	72.2	17	48.6	4	40.0
Total	162	100.0	35	100.0	10	100.0

CONTRACTS

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

TABLE 24. TYPE OF CONTRACT

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Annual contract	469	66.2	50	53.8	44	71.0
Annual contract, but eligible for multi-year contract	64	9.0	14	15.1	4	6.5
Multi-year contract	138	19.5	29	31.2	8	12.9
Other	25	3.5	0	0.0	2	3.2
None	12	1.7	0	0.0	4	6.5
Total	708	100.0	93	100.0	62	100.0

TABLE 25. LENGTH OF CONTRACT

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
9 months	9	1.3	0	0.0	1	1.7
10 months	20	2.9	1	1.1	0	0.0
11 months	6	0.9	1	1.1	0	0.0
12 months	582	83.1	81	87.1	49	83.1
24 months	17	2.4	1	1.1	0	0.0
36 months	34	4.9	8	8.6	1	1.7
60 months	3	0.4	0	0.0	1	1.7
Other	29	4.1	1	1.1	7	11.9
Total	700	100.0	93	100.0	59	100.0

Note: Respondents were only presented with options for 9, 10, and 12 months. The other contract lengths were recoded based on respondents' "other" write-in answers.

PROGRAM POSITION

TABLE 26. CURRENT ACADEMIC RANK

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Lecturer/instructor	535	61.2	49	38.3	18	25.0
Assistant professor	48	5.5	18	14.1	14	19.4
Associate professor	164	18.8	57	44.5	18	25.0
Professor	99	11.3	1	0.8	5	6.9
Other	28	3.2	3	2.3	17	23.6
Total	874	100.0	128	100.0	72	100.0

TABLE 27. YEARS IN CURRENT ACADEMIC RANK

	<i>n</i>	Range	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	851	0.0 – 43.0	4.5	5.2	3.0
Program directors	119	0.0 – 24.0	5.7	4.9	4.0
Medical directors	67	0.0 – 45.0	8.4	9.7	5.0

TABLE 28. PRIMARY POSITION WITHIN THE PA PROGRAM

	<i>n</i>	%
Academic coordinator	89	10.2
Admissions director/Coordinator	16	1.8
Associate/Assistant director	59	6.7
Clinical coordinator	96	11.0
Clinical faculty	44	5.0
Data analyst	1	0.1
Dean or associate/assistant dean	2	0.2
Didactic faculty	325	37.1
Director of clinical education	76	8.7
Division chief/Head/Department chair	16	1.8
Evaluation specialist	1	0.1
Faculty with combined didactic and clinical responsibilities	70	8.0
Research coordinator	9	1.0
Researcher (academic faculty responsible for independent research activities, 20-80% FTE)	12	1.4
Other	59	6.7
Total	875	100.0

Note: Program and medical directors were excluded from this table.

TABLE 29. YEARS IN PRIMARY POSITION

	<i>n</i>	Range	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	866	0.1 – 30.0	4.0	4.6	2.5
Program directors	133	0.1 – 24.0	4.2	4.3	3.0
Medical directors	70	0.0 – 34.0	6.6	6.8	4.8

FIGURE 10. PERCENT HOLDING A SECONDARY POSITION IN THE PA PROGRAM

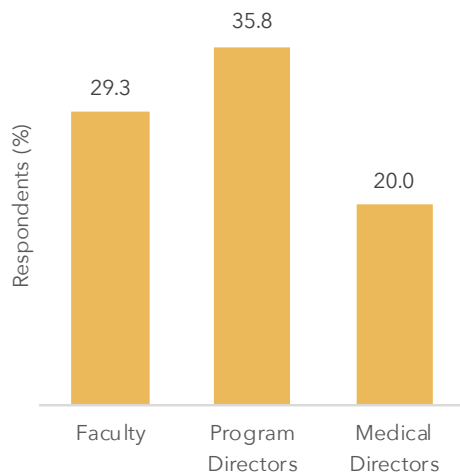


TABLE 30. SECONDARY POSITION WITHIN THE PA PROGRAM

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Academic coordinator	0	0.0	1	2.2	0	0.0
Administrative staff	1	0.4	3	6.5	0	0.0
Admissions director/Coordinator	2	0.8	0	0.0	0	0.0
Associate/Assistant director	3	1.2	15	32.6	0	0.0
Clinical coordinator	4	1.6	0	0.0	0	0.0
Clinical faculty	4	1.6	0	0.0	0	0.0
Data analyst	5	2.0	0	0.0	0	0.0
Dean or associate/assistant dean	6	2.4	1	2.2	0	0.0
Didactic faculty	7	2.8	0	0.0	0	0.0
Director of clinical education	12	4.8	0	0.0	0	0.0
Division chief/Head/Department chair	12	4.8	2	4.3	2	15.4
Evaluation specialist	21	8.4	2	4.3	0	0.0
Faculty with combined didactic and clinical responsibilities	28	11.2	0	0.0	1	7.7
Research coordinator	28	11.2	3	6.5	2	15.4
Researcher (academic faculty responsible for independent research activities, 20-80% FTE)	59	23.5	11	23.9	6	46.2
Other	59	23.5	8	17.4	2	15.4
Total	251	100.0	46	100.0	13	100.0

TABLE 31. FULL-TIME EQUIVALENT (FTE)

	<i>n</i>	Range	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	876	0.03 - 1.00	0.93	0.19	1.00
Program directors	134	0.80 - 1.00	1.00	0.03	1.00
Medical directors	71	0.02 - 1.00	0.39	0.35	0.20

TABLE 32. AVERAGE WORK HOURS PER WEEK FOR THE 2016-2017 ACADEMIC YEAR

	<i>n</i>	Range	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	857	4.0 - 90.0	43.4	11.5	41.0
Program directors	132	30.0 - 90.0	49.6	9.7	50.0
Medical directors	65	1.0 - 65.0	25.5	21.5	16.0

Note: Zeroes were excluded from this analysis.

TABLE 33. PERCENT OF WEEK DEVOTED TO WORK DUTIES IN THE 2016-2017 ACADEMIC YEAR (%)

	Faculty					Program 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>
Administrative	871	98.0	2.3	22.6	10.0	133	98.0	53.0	22.4	5.0
Clinical	870	100.0	9.5	15.7	0.0	132	25.0	4.1	7.1	0.0
Research/Scholarship	870	80.0	5.2	9.0	1.0	133	20.0	4.8	5.5	5.0
Service	872	50.0	5.8	6.9	5.0	132	30.0	8.1	7.3	7.5
Teaching	868	100.0	28.5	21.2	25.0	133	50.0	14.9	10.7	10.0
Teaching-related activities (e.g., advising, preparation, grading, etc.)	872	95.0	24.8	19.1	20.0	132	40.0	9.2	8.2	9.0
Other	873	100.0	1.9	9.9	0.0	132	25.0	0.9	3.8	0.0

Note: Medical directors were excluded due to low response rates.

FIGURE 11. INVOLVEMENT IN EDUCATION OF OTHER HEALTH PROFESSIONS STUDENTS

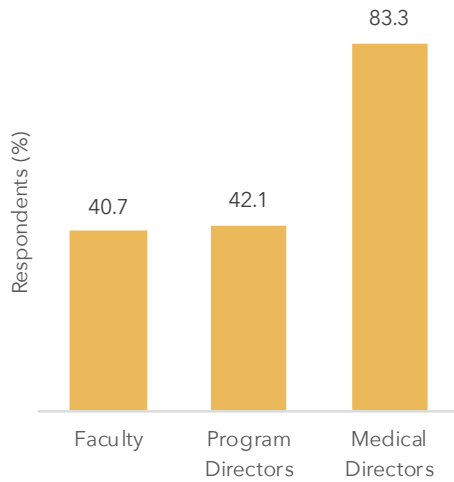


TABLE 34. INVOLVEMENT IN EDUCATION OF OTHER HEALTH PROFESSIONS STUDENTS

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
Allopathic medicine (MD)	124	35.5	25	47.2	39	70.9
Athletic training	33	9.5	5	9.4	4	7.3
Audiology/Speech-language pathology	8	2.3	3	5.7	0	0.0
Clinical/Counseling psychology	9	2.6	1	1.9	0	0.0
Dentistry	28	8.0	7	13.2	0	0.0
Nutrition/Dietetics	27	7.7	5	9.4	2	3.6
Occupational therapy	34	9.7	5	9.4	2	3.6
Osteopathic medicine (DO)	36	10.3	4	7.5	10	18.2
Pharmacy	82	23.5	14	26.4	8	14.5
Physical therapy	91	26.1	16	30.2	6	10.9
Public health	43	12.3	7	13.2	3	5.5
Registered nursing (BSN or ADN)	69	19.8	12	22.6	6	10.9
Registered nursing (advanced practice, NP, CRNA, and/or midwife)	87	24.9	13	24.5	11	20.0
Social work	22	6.3	7	13.2	2	3.6
Veterinary medicine	4	1.1	1	1.9	0	0.0
Other	86	24.6	10	18.9	9	16.4
Total	349	-	53	-	55	-

Table 34 Respondents were asked whether they were involved in the education of students from other health professions. Those who said “yes” were then asked to specify with which health professions students they were involved.

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 over 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 12. PERCENT WORKING CLINICALLY

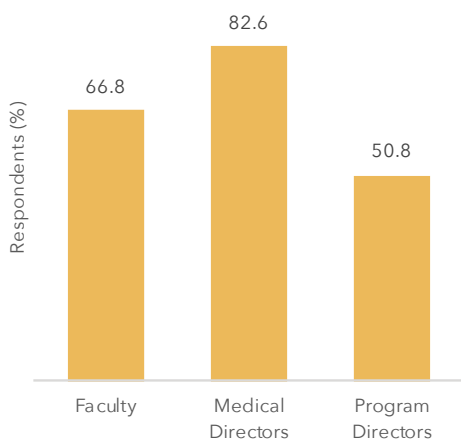


TABLE 35. CLINICAL WORK

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Yes, on own time	119	13.6	10	7.8	38	55.1
Yes, on release time from program	316	36.2	40	31.3	15	21.7
Yes, on release time from program and additional hours on own time	149	17.0	15	11.7	4	5.8
No	290	33.2	63	49.2	12	17.4
Total	874	100.0	128	100.0	69	100.0

TABLE 36. HOURS OF CLINICAL WORK PER WEEK

	Faculty					Program Directors					Medical Directors				
	<i>n</i>	Range	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	Range	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	Range	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Clinical work on own time	284	0.5 - 45.0	10.6	10.4	7.8	31	1.0 - 36.0	7.0	7.4	4.0	33	1.0 - 60.0	29.5	15.2	33.0
Clinical work on release time	461	1.0 - 50.0	8.4	5.3	8.0	56	2.0 - 32.0	8.0	5.1	8.0	23	2.0 - 50.0	19.4	15.8	15.0
Total hours of clinical work	566	0.5 - 60.0	12.1	9.6	8.0	65	1.0 - 68.0	10.2	9.5	8.0	50	2.0 - 70.0	26.9	16.4	24.5

Note: Zeroes were excluded from this analysis.

SPECIALTIES

TABLE 37. SPECIALTIES CURRENTLY PRACTICING IN

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
Primary care specialties						
Family/General medicine	166	28.9	16	24.6	20	35.1
General internal medicine	40	7.0	6	9.2	10	17.5
General pediatrics	26	4.5	4	6.2	9	15.8
Geriatrics	14	2.4	0	0.0	3	5.3
Obstetrics/Gynecology/Women's health	19	3.3	0	0.0	1	1.8
Surgery specialties						
General surgery	14	2.4	3	4.6	1	1.8
Orthopedic surgery	27	4.7	5	7.7	3	5.3
Cardiovascular/Cardiothoracic	6	1.0	1	1.5	0	0.0
Neurosurgery	5	0.9	0	0.0	0	0.0
Urology	4	0.7	0	0.0	0	0.0
Plastic surgery	1	0.2	0	0.0	0	0.0
Other surgical subspecialties	24	4.2	2	3.1	0	0.0
Emergency medicine specialties						
Emergency medicine (not urgent care)	103	17.9	11	16.9	8	14.0
Urgent care	99	17.2	10	15.4	3	5.3
Internal medicine subspecialties						
Cardiology	6	1.0	1	1.5	1	1.8
Oncology/Hematology	11	1.9	3	4.6	0	0.0
Nephrology	5	0.9	0	0.0	0	0.0
Endocrinology	8	1.4	1	1.5	1	1.8
Gastroenterology	7	1.2	0	0.0	1	1.8
Infectious disease	8	1.4	0	0.0	3	5.3
Rheumatology	2	0.3	0	0.0	0	0.0
Other internal medicine subspecialty	20	3.5	5	7.7	2	3.5
Inpatient specialties						
Critical care	13	2.3	2	3.1	1	1.8
Hospitalist	21	3.7	2	3.1	8	14.0
Other specialties						
Dermatology	4	0.7	0	0.0	1	1.8
Neurology	7	1.2	0	0.0	1	1.8
Interventional radiology	1	0.2	0	0.0	1	1.8
Palliative care	2	0.3	0	0.0	0	0.0
Pain management	7	1.2	0	0.0	1	1.8
Retail clinic	3	0.5	0	0.0	0	0.0
Pediatric subspecialties	12	2.1	1	1.5	1	1.8
Occupational medicine	18	3.1	4	6.2	3	5.3
Psychiatry/Behavioral medicine	13	2.3	0	0.0	0	0.0
Correctional medicine	5	0.9	0	0.0	1	1.8
Other	49	8.5	6	9.2	1	1.8
Total	575	-	65	-	57	-

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

FIGURE 13. TOP 5 MOST COMMON SPECIALTIES

	Faculty	Program Directors	Medical Directors
Most Common	Family/ General medicine	Family/ General medicine	Family/ General medicine
	Emergency medicine (not urgent care)	Emergency medicine (not urgent care)	General internal medicine
	Urgent care	Urgent care	General pediatrics
	General internal medicine	General internal medicine	Emergency medicine (not urgent care)
	Orthopedic surgery	Orthopedic surgery	Hospitalist

Note: "Other" was excluded prior to ranking. Rankings of most common specialties were determined by the proportion of respondents who indicated working in each specialty.

CLINICAL INCOME

FIGURE 14. CLINICAL WORK GENERATES INCOME

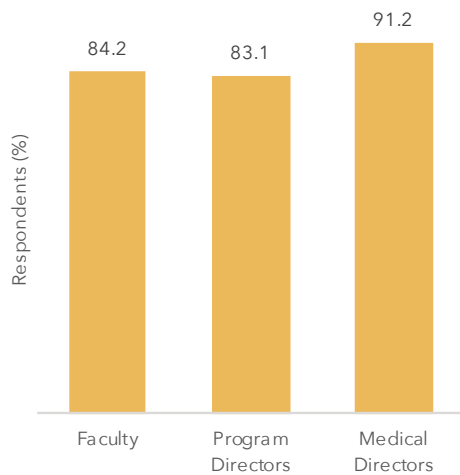


TABLE 38. CLINICAL INCOME PAYMENT ARRANGEMENT

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
All income retained by self	414	84.7	44	81.5	32	61.5
Part of income retained by self	10	2.0	3	5.6	1	1.9
All income retained by program	21	4.3	2	3.7	4	7.7
Program has a form of practice plan formula	11	2.2	5	9.3	5	9.6
Do not know	26	5.3	0	0.0	4	7.7
Other	7	1.4	0	0.0	6	11.5
Total	489	100.0	54	100.0	52	100.0

TABLE 39. AMOUNT OF CLINICAL INCOME (\$) GENERATED IN THE 2016 CALENDAR YEAR

	Faculty					Program Directors					Medical Directors				
	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	<i>Mdn</i>
Income retained by self	272	33,807	41,071	20,000	24,503	41	20,783	15,752	15,000	18,818	17	141,176	96,510	100,000	142,667
Income retained by program	26	41,652	35,756	32,500	39,274	4	64,113	70,790	60,625	64,113	3	13,673	13,041	15,000	13,673
Total income	275	36,941	44,614	20,000	27,127	41	27,038	36,706	15,000	19,044	17	143,589	97,707	100,000	143,668

Note: Zeroes were excluded from this analysis. "M (T)" refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

TABLE 41. SALARY BY GENDER (\$)

	<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									
Female	269	93,206	92,306	13,938	78,800	84,000	90,000	101,000	113,000
Male	104	102,638	100,581	20,667	82,941	90,000	98,000	111,500	125,000
Program directors									
Female	34	121,709	119,986	24,690	91,500	103,500	123,400	134,000	155,600
Male	37	133,580	132,660	24,376	106,121	117,000	127,000	150,000	163,520

Note: “M (T)” refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

FIGURE 16. DISTRIBUTION OF SALARY RANGES BY GENDER: FACULTY

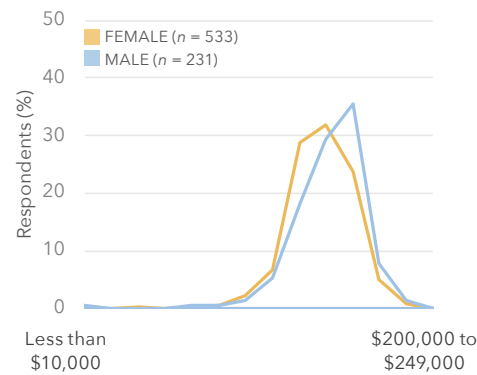


FIGURE 17. DISTRIBUTION OF SALARY RANGES BY GENDER: PROGRAM DIRECTORS

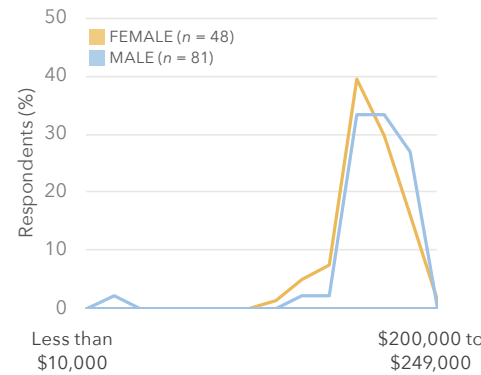
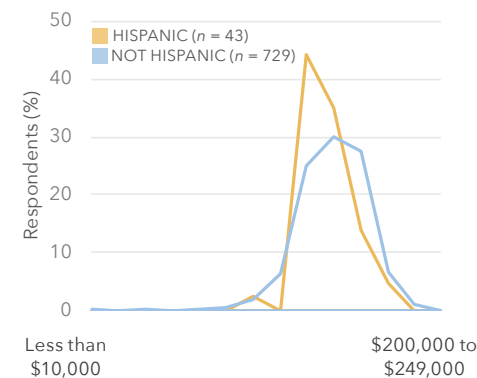


TABLE 42. SALARY BY ETHNICITY (\$)

	<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	14	91,669	89,953	17,783	80,300	82,375	90,000	94,500	108,600
Not Hispanic, Latino, Latina, or Spanish in origin	355	95,935	94,481	16,752	80,000	85,000	93,000	104,750	117,600
Program directors									
Hispanic, Latino, Latina, or Spanish in origin	NR	NR	NR	NR	NR	NR	NR	NR	NR
Not Hispanic, Latino, Latina, or Spanish in origin	69	127,153	12,626	24,456	95,000	109,000	125,000	143,825	160,640

Note: “M (T)” refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

FIGURE 18. DISTRIBUTION OF SALARY RANGES BY ETHNICITY: FACULTY



Note: Program directors’ salary distributions are not plotted due to low frequency of Hispanic respondents.

TABLE 43. SALARY BY RACE (\$)

	<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
Faculty									
Asian	6	103,330	103,330	17,648	85,500	88,875	101,250	113,610	123,240
Black or African American	9	98,774	98,774	9,425	86,000	96,000	99,000	104,000	106,840
Multiracial	6	89,486	89,486	8,739	82,000	82,750	88,000	91,686	98,458
White or European American	343	96,002	94,502	17,025	80,000	85,000	93,000	104,750	118,964
Program directors									
White or European American	67	128,643	127,665	25,534	95,000	110,650	125,000	147,318	163,520

Note: Native American/American Indian and Native Hawaiian/Pacific Islander faculty and non-White program directors were excluded due to low frequencies. "M (T)" refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

FIGURE 19. DISTRIBUTION OF SALARY RANGES BY RACE: FACULTY

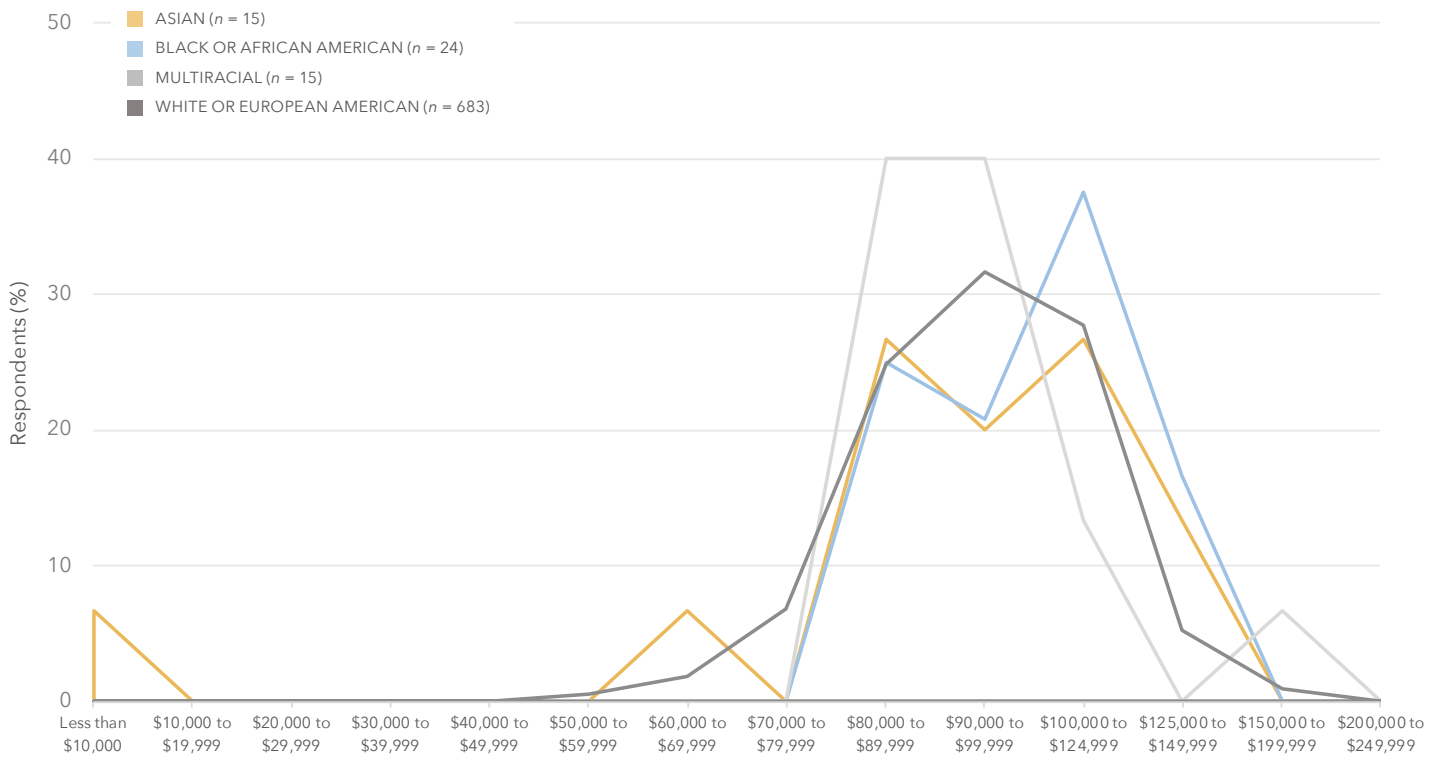


TABLE 44. SALARY BY UNDERREPRESENTED MINORITY STATUS (\$)

	<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 (Mdn)	<i>P</i> 75	<i>P</i> 90
Faculty									
URM	35	97,221	95,734	15,979	82,000	85,500	95,000	105,000	115,568
Non-URM	336	95,929	94,487	16,967	80,000	85,000	93,000	104,625	118,911
Program directors									
URM	6	128,078	128,078	29,091	107,735	111,000	119,500	127,250	157,000
Non-URM	65	127,878	127,087	24,929	95,000	109,300	125,000	146,000	161,920

Note: “M (T)” refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

FIGURE 20. DISTRIBUTION OF SALARY RANGES BY UNDERREPRESENTED MINORITY STATUS: FACULTY

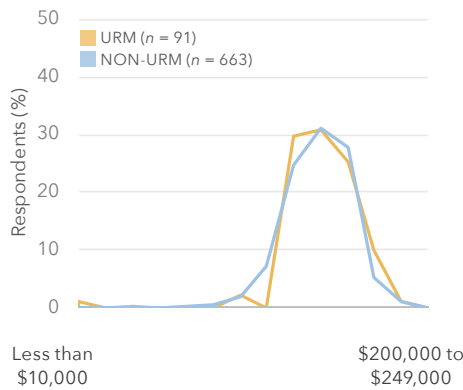


FIGURE 21. DISTRIBUTION OF SALARY RANGES BY UNDERREPRESENTED MINORITY STATUS: PROGRAM DIRECTORS

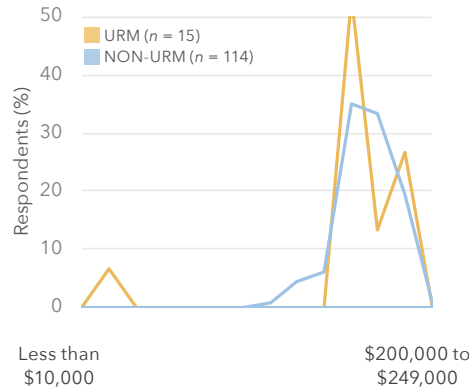


Table 44 Underrepresented minority (URM) status is defined and reported in two different ways. In **Table 44** and **Figures 20 and 21**, URMs included those who identified as Hispanic, a single non-White race, or a non-White race in combination with White race. URMs are contrasted against non-Hispanic single-race White respondents. **Table 45** and **Figures 22 and 23** narrow the URM definition to “underrepresented 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 URMs in medicine. Respondents who did not self-identify their race or ethnicity were excluded.

TABLE 45. SALARY BY UNDERREPRESENTED MINORITY IN MEDICINE STATUS (\$)

	<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 (Mdn)	<i>P</i> 75	<i>P</i> 90
Faculty									
URM in medicine	28	96,101	94,809	15,912	81,700	84,750	94,000	104,250	114,060
Non-URM in medicine	343	96,047	94,594	16,957	80,000	85,000	93,000	105,000	118,964
Program directors									
URM in medicine	5	132,400	132,400	30,295	112,200	117,000	122,000	129,000	162,600
Non-URM in medicine	66	127,554	126,705	24,876	95,000	109,075	125,000	145,456	161,600

Note: “M (T)” refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

FIGURE 22. DISTRIBUTION OF SALARY RANGES BY UNDERREPRESENTED MINORITY IN MEDICINE STATUS: FACULTY

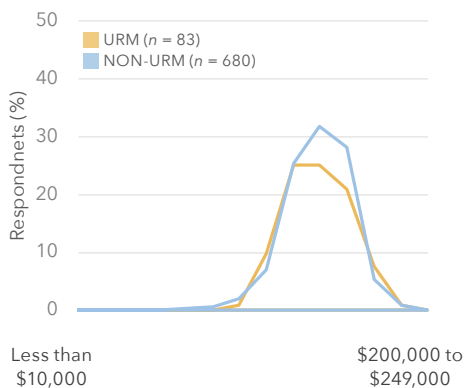


FIGURE 23. DISTRIBUTION OF SALARY RANGES BY UNDERREPRESENTED MINORITY IN MEDICINE STATUS: PROGRAM DIRECTORS

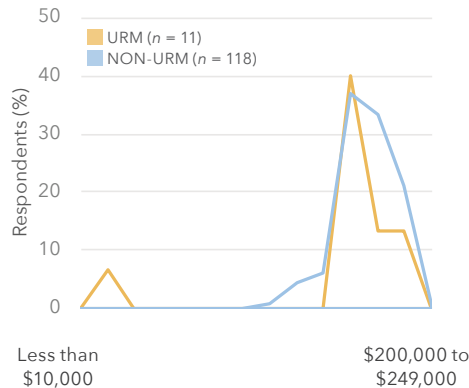


TABLE 46. SALARY BY HIGHEST DEGREE (\$)

	<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
Faculty									
Bachelor's degree	9	96,173	96,173	12,436	82,860	92,000	95,000	99,624	104,847
Master's degree	282	93,228	92,176	14,258	78,100	84,000	90,000	100,356	111,000
Doctoral degree	82	104,831	103,200	21,894	83,100	90,000	102,750	118,290	129,708
Program directors									
Master's degree	38	122,344	121,799	22,131	93,500	106,000	122,900	134,750	152,400
Doctoral degree	33	134,293	133,210	27,022	105,774	114,400	127,000	156,000	176,200

Note: Respondents who indicated that their highest degree was a certificate, associate's degree, or "other," and program directors whose highest degree was a bachelor's degree, were excluded due to low frequencies. "M (T)" refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

FIGURE 24. DISTRIBUTION OF SALARY RANGES BY HIGHEST DEGREE: FACULTY

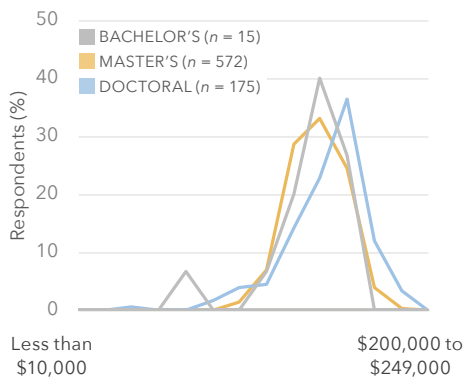


FIGURE 25. DISTRIBUTION OF SALARY RANGES BY HIGHEST DEGREE: PROGRAM DIRECTORS

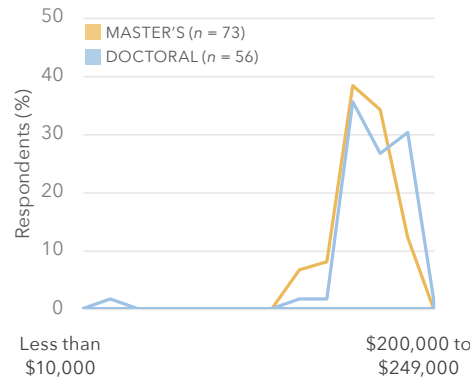


TABLE 47. SALARY BY PA STATUS (\$)

	<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
Faculty									
Non-PA	49	95,888	94,262	16,763	80,800	85,000	95,000	107,000	120,400
PA	328	97,052	97,023	17,929	80,000	85,000	93,000	104,000	117,300
Program directors									
PA	68	127,293	126,418	24,480	95,000	109,225	124,500	143,869	160,960

Note: Non-PA program directors were excluded due to low frequencies. "M (T)" refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

FIGURE 26. DISTRIBUTION OF SALARY RANGES BY PA STATUS: FACULTY

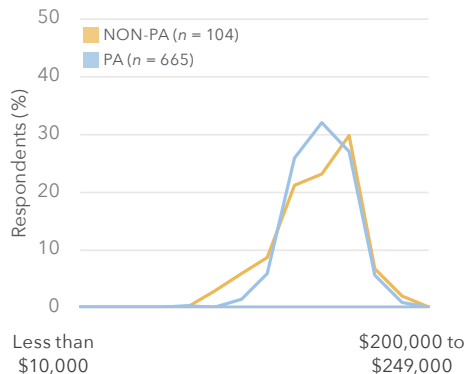


TABLE 48. SALARY BY ACADEMIC RANK (\$)

	<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									
Lecturer/instructor	36	91,961	91,512	10,232	81,000	84,750	91,875	97,500	103,746
Assistant professor	252	94,601	93,431	15,293	78,100	85,000	91,793	104,000	114,398
Associate professor	55	101,657	100,735	19,731	82,898	90,000	97,500	113,500	123,800
Professor	16	115,873	112,570	27,302	90,000	100,356	106,500	121,250	148,000
Other	17	90,753	90,053	12,368	79,000	83,200	89,000	94,000	108,400
Program directors									
Assistant professor	27	122,270	122,078	20,763	98,600	108,500	120,000	136,000	153,200
Associate professor	33	129,321	127,873	29,215	95,000	106,469	125,000	149,000	168,200
Professor	10	140,383	139,103	19,012	123,700	127,000	141,913	148,500	158,300

Note: No program directors selected "Lecturer/instructor" or "Other" as their academic rank. "M (T)" refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

FIGURE 27. DISTRIBUTION OF SALARY RANGES BY ACADEMIC RANK: FACULTY

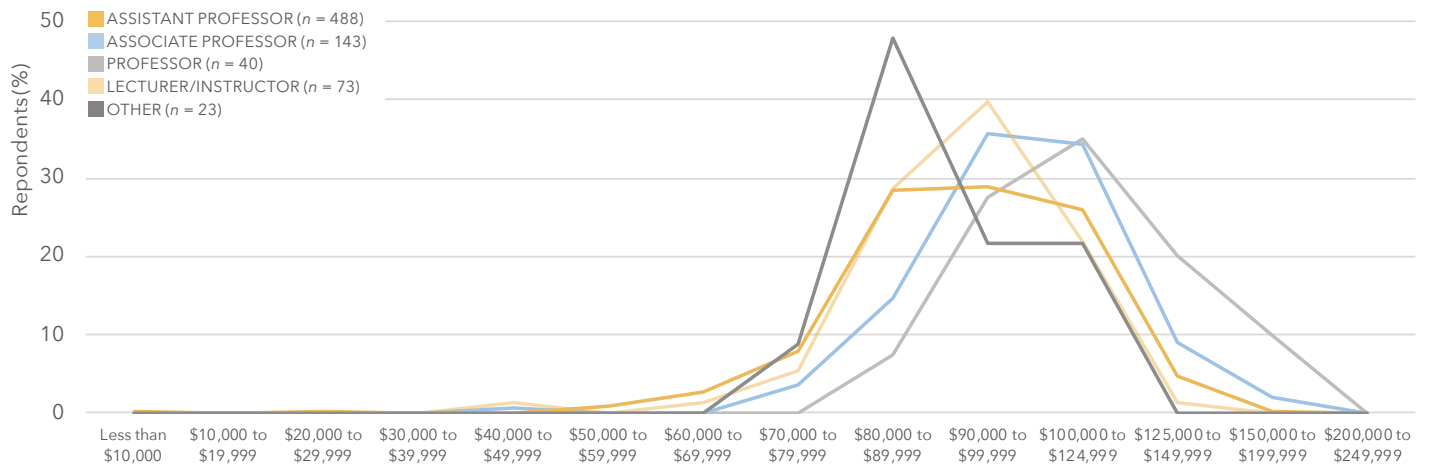


FIGURE 28. DISTRIBUTION OF SALARY RANGES BY ACADEMIC RANK: PROGRAM DIRECTORS

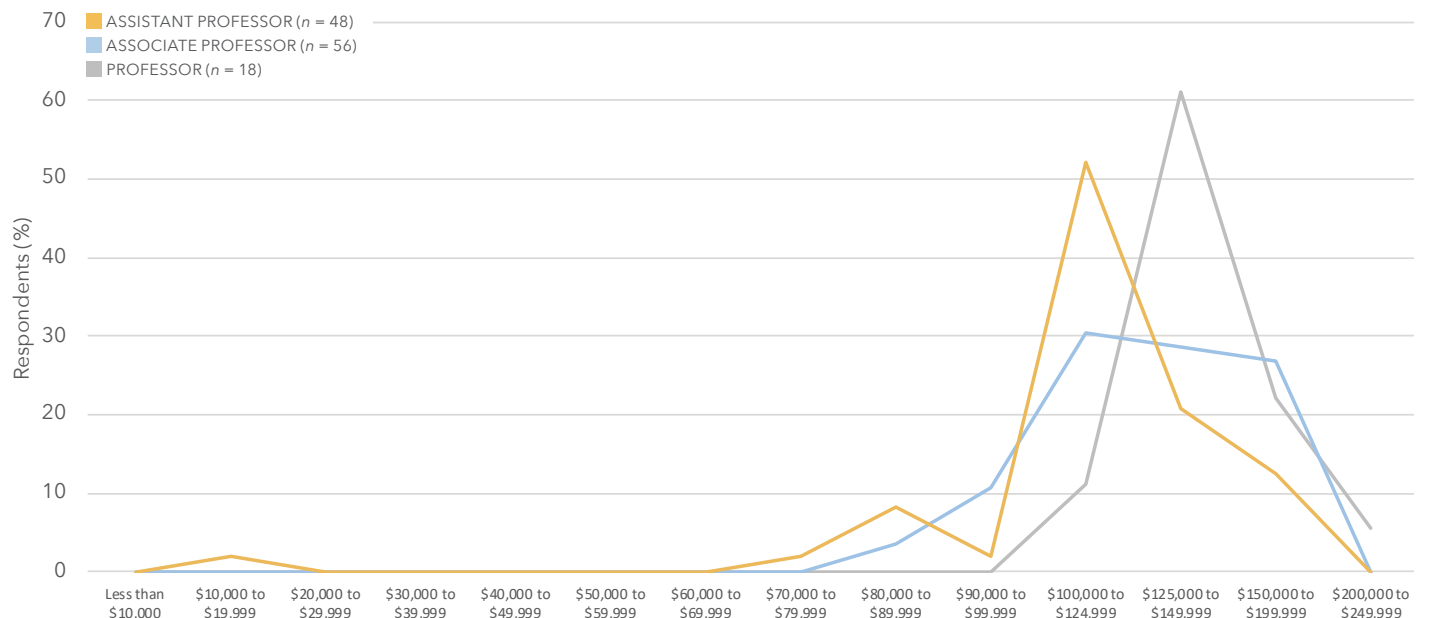


TABLE 49. SALARY BY TENURE STATUS (\$)

	<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									
Not tenured or on tenure track	294	96,285	95,125	15,805	80,000	86,000	93,800	105,000	118,946
Tenure track	63	91,502	90,127	15,255	74,944	82,850	88,000	98,000	107,000
Tenured	19	107,498	104,733	29,746	79,800	87,830	98,600	114,850	145,600
Program directors									
Not tenured or on tenure track	50	128,693	128,179	24,728	96,350	110,575	126,000	145,500	163,280
Tenure track	10	126,874	127,592	22,618	104,040	115,500	121,250	144,976	158,000
Tenured	10	126,929	123,662	32,724	95,000	103,867	117,500	139,619	179,600

Note: “M (T)” refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

FIGURE 29. DISTRIBUTION OF SALARY RANGES BY TENURE STATUS: FACULTY

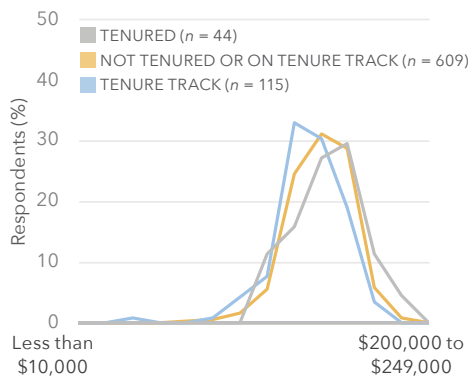


FIGURE 30. DISTRIBUTION OF SALARY RANGES BY TENURE STATUS: PROGRAM DIRECTORS

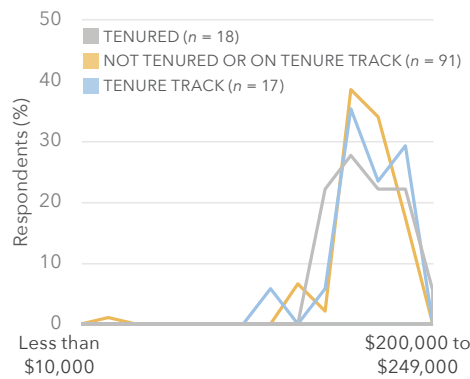


TABLE 50. SALARY BY PRIMARY POSITION (\$)

	<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	37	95,652	95,123	11,985	74,800	86,000	94,000	105,000	122,000
Admissions director/Coordinator	9	102,667	102,667	20,821	84,000	90,000	97,000	106,000	152,000
Associate/Assistant director	32	106,818	106,630	16,702	80,000	91,253	110,000	120,000	140,000
Clinical coordinator	41	90,966	90,921	11,068	69,000	85,000	91,500	98,000	114,200
Clinical faculty	14	92,750	93,000	9,104	75,000	88,000	92,500	98,500	107,500
Didactic faculty	142	91,394	90,527	13,722	45,000	83,000	90,000	98,000	140,000
Director of clinical education	37	98,032	97,576	15,719	69,000	88,000	92,000	109,485	129,000
Division chief/Head/Department chair	8	147,853	147,853	24,857	114,000	143,000	149,000	162,000	192,000
Faculty with combined didactic and clinical responsibilities	27	95,111	94,630	12,853	65,000	88,500	95,000	104,000	131,500
Research coordinator	6	101,583	101,583	19,080	83,000	85,650	96,900	117,825	126,000
Researcher (Academic faculty responsible for independent research activities, 20–80% FTE)	6	94,931	94,931	16,854	73,500	85,472	91,594	105,000	120,000
Other	17	97,641	97,731	20,141	63,929	89,000	95,993	115,000	130,000

Note: Program directors and positions with fewer than 5 respondents were excluded. “M (T)” refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

TABLE 53. 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	108	100,118	97,634	19,910	82,000	85,750	95,625	110,000	122,900
Private	263	94,452	93,497	15,407	79,200	85,000	92,000	104,000	115,480
Program directors									
Public	20	134,629	132,686	24,709	106,382	117,375	127,500	156,500	161,900
Private	52	125,615	124,512	24,847	95,000	109,000	124,500	140,888	162,780

Note: Private includes both non-profit and for-profit institutions. Public/private hybrid and military programs were excluded due to low frequencies. "M (T)" refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

FIGURE 33. DISTRIBUTION OF SALARY RANGES BY TYPE OF INSTITUTION: FACULTY

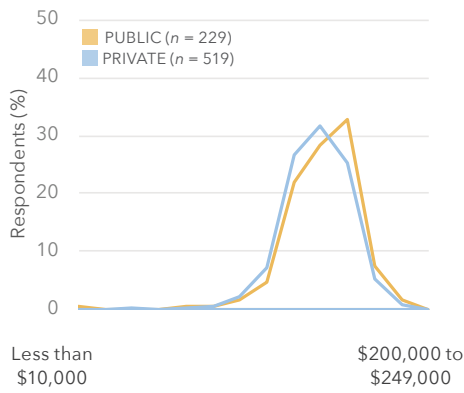


FIGURE 34. DISTRIBUTION OF SALARY RANGES BY TYPE OF INSTITUTION: PROGRAM DIRECTORS

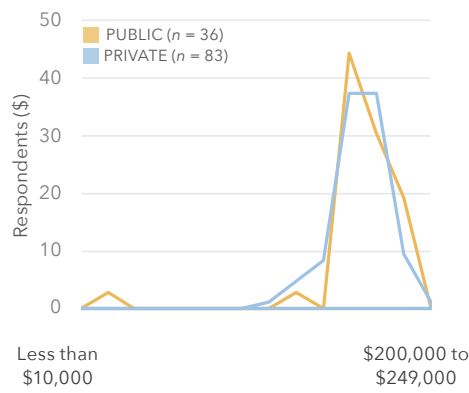


TABLE 54. SALARY BY CENSUS REGION & DIVISION (\$)

	<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
Faculty									
Northeast Region									
New England Division	28	107,221	107,258	14,609	90,000	94,500	105,000	120,500	125,300
Middle Atlantic Division	86	91,350	89,935	16,543	74,400	82,175	89,000	98,200	109,000
Subtotal	114	95,248	94,273	17,434	76,000	84,000	92,210	104,000	122,000
Midwest Region									
East North Central Division	57	91,852	91,630	12,927	77,800	84,000	92,000	98,000	106,400
West North Central Division	24	98,068	94,981	26,025	75,300	82,750	94,500	110,750	119,296
Subtotal	81	93,694	92,241	17,884	76,000	83,500	92,000	100,000	113,000
South Region									
South Atlantic Division	81	95,047	94,272	13,324	80,000	86,000	94,000	103,759	110,000
East South Central Division	20	95,057	93,634	13,542	84,600	85,000	92,000	100,750	113,500
West South Central Division	37	98,487	98,226	13,537	82,000	90,000	96,000	111,000	115,240
Subtotal	138	95,971	95,225	13,401	81,000	86,000	94,000	104,875	114,060
West Region									
Mountain Division	25	95,800	94,000	15,875	80,000	88,000	92,000	104,000	114,800
Pacific Division	19	111,598	110,491	25,466	87,600	90,000	103,734	135,000	144,200
Subtotal	44	102,622	100,204	21,789	83,000	88,750	95,000	107,750	140,000
Program directors									
Northeast Region									
New England Division	9	134,545	134,545	25,616	106,200	124,000	137,000	144,000	156,200
Middle Atlantic Division	11	119,162	119,198	20,545	89,000	110,650	114,444	131,000	148,635
Subtotal	20	126,084	125,606	23,666	94,400	111,325	125,500	140,931	149,100
Midwest Region									
East North Central Division	17	128,757	127,525	24,257	103,760	108,000	124,000	140,000	163,000
West North Central Division	7	113,857	113,857	25,789	85,900	91,500	123,000	125,000	137,400
Subtotal	24	124,411	123,218	25,113	95,450	106,252	123,500	136,250	158,100
South Region									
South Atlantic Division	9	122,931	122,931	19,781	101,400	117,000	122,000	129,000	137,800
East South Central Division	6	129,833	129,833	36,307	97,500	106,000	119,500	152,500	172,500
West South Central Division	7	145,118	145,118	25,395	116,200	135,413	150,000	158,000	166,400
Subtotal	22	131,873	130,678	27,223	100,300	111,000	128,000	156,000	164,500
West Region									
Subtotal	6	135,969	135,969	22,169	117,500	120,250	126,806	155,553	163,600

Note: Program director salaries in the Mountain and Pacific Divisions were not reported separately due to low frequencies. For a map of Census Regions and Divisions, please see Appendix A. "M (T)" refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

INCOME OUTSIDE OF BASE FACULTY SALARY

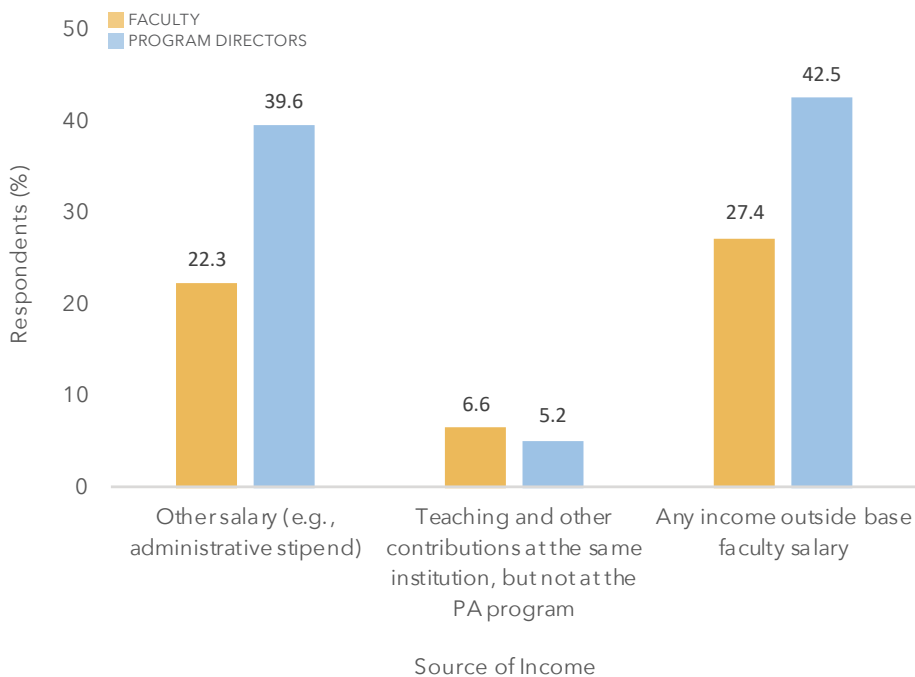
Respondents were asked to report any income, besides their base faculty salary, that they received from other sources within their employing institution in the 2016–2017 academic year.

TABLE 55. INCOME FROM INSTITUTION OUTSIDE OF BASE FACULTY SALARY (\$)

	Faculty					Program Directors				
	<i>n</i>	<i>M</i>	<i>M(T)</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>M(T)</i>	<i>SD</i>	<i>Mdn</i>
Other salary (e.g., administrative stipend)	196	15,681	10,106	29,150	8,000	53	15,542	14,365	11,270	12,000
Teaching and other contributions at the same institution, but not at the PA program	58	7,148	4,914	10,384	4,000	7	9,646	9,646	6,975	8,000
Total income outside of annual base salary	240	14,534	9,500	26,929	8,000	57	15,635	14,515	10,932	13,000

Note: “M(T)” refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

FIGURE 35. PERCENT RECEIVING INCOME FROM INSTITUTION OUTSIDE OF BASE FACULTY SALARY



SECTION 7. MEDICAL DIRECTORS

MEDICAL DIRECTOR RESPONSIBILITIES & ACTIVITIES

TABLE 56. FTE BY RESPONSIBILITY

	<i>n</i>	Range	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Medical director duties	63	.02 - 1.00	0.28	0.25	0.20
Other duties and responsibilities within the PA program	19	.01 - 1.00	0.48	0.33	0.50
Duties and responsibilities outside of the PA program but at the same institution	18	.02 - .80	0.53	0.31	0.70

Note: Zeroes were excluded from this analysis.

TABLE 57. HOURS PER WEEK DEVOTED TO PA PROGRAM ACTIVITIES

	<i>n</i>	Range	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Hours	65	1.0 - 60.0	12.9	13.0	8.0

Note: Zeroes were excluded from this analysis.

TABLE 58. PERCENT OF TIME SPENT ON MEDICAL DIRECTOR ACTIVITIES (%)

	% Reporting	<i>n</i>	Range	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Administration	74.6	50	2.0 - 100.0	33.3	31.0	22.5
Admissions	82.1	52	1.0 - 50.0	10.0	8.7	8.5
Clinical teaching	68.7	37	1.0 - 90.0	22.4	22.4	15.0
Committee work	77.6	48	1.0 - 100.0	15.4	21.3	10.0
Curriculum development	77.6	41	2.0 - 50.0	10.8	10.4	6.0
Didactic teaching	79.1	48	2.0 - 80.0	27.1	24.6	20.0
Direct patient care	37.3	20	5.0 - 80.0	31.4	23.2	30.0
Faculty development	41.8	23	2.0 - 20.0	6.5	4.1	5.0
PA-related research	23.9	13	1.0 - 60.0	0.2	15.7	5.0
Other research	7.5	5	2.0 - 10.0	6.0	3.8	5.0
Other responsibilities	9.0	5	5.0 - 30.0	12.0	10.4	10.0

Note: Zeroes were excluded from this analysis.

Table 58 Participants were asked to indicate the duties they had in their role, then to report the percent of time spent on each duty. “% reporting” is the number of respondents who reported a role, divided by the 67 total respondents who reported at least one duty. “n” refers to the number of respondents who reported the time spent on duties.

FIGURE 36. MEDICAL DIRECTOR ACTIVITIES

Highest Rank	Most Common	Most Time Spent
	Admissions	Administration
Didactic teaching	Direct patient care	
Committee work	Didactic teaching	
Curriculum development	Clinical teaching	
Administration	Committee work	

Note: Rankings of time spent are based on respondents' average reports of the percent of their time spent on each duty.

MEDICAL DIRECTOR SALARIES

With the exception of **Table 59**, “salary” refers to respondents’ salary for medical director duties only. 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 salary and medical director FTE information. Zeroes were excluded from all analyses.

TABLE 59. SOURCES OF TOTAL SALARY (%)

	<i>n</i>	Range	<i>M</i>	<i>SD</i>	<i>Mdn</i>
PA program	48	0.03 - 100.00	48.9	39.3	30.0
Institution but not PA program (e.g., Department of Family Medicine)	17	25.00 - 100.00	66.4	24.5	70.0
Clinical work	26	10.00 - 95.50	50.3	32.1	37.5
Other	8	2.00 - 97.50	39.2	33.5	33.5

TABLE 60. SALARY (\$)

	Salary									FTE		
	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	P10	P25	P50 (<i>Mdn</i>)	P75	P90	<i>n</i>	<i>M</i>	<i>Mdn</i>
Salary	50	31,449	27,299	24,912	10,000	15,000	25,500	40,000	63,500	47	0.29	0.20

Note: “M (T)” refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

TABLE 61. SALARY BY GENDER (\$)

	Salary									FTE		
	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	P10	P25	P50 (Mdn)	P75	P90	<i>n</i>	<i>M</i>	<i>Mdn</i>
Male	39	27,577	24,030	22,823	9,600	14,500	20,000	37,000	46,000	37	0.29	0.20
Female	11	45,177	42,994	28,208	16,200	24,375	40,000	63,000	81,000	10	0.30	0.20

Note: "M (T)" refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

TABLE 62. SALARY BY UNDERREPRESENTED MINORITY STATUS (\$)

	Salary									FTE		
	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	P10	P25	P50 (Mdn)	P75	P90	<i>n</i>	<i>M</i>	<i>Mdn</i>
URM	7	23,821	23,821	13,072	12,400	14,500	18,750	33,000	41,200	7	0.18	0.20
Non-URM	41	32,676	28,400	26,838	10,000	15,000	25,000	40,000	68,000	38	0.31	0.20

Note: "M (T)" refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

Table 61 Data were not reported separately for URM^s in medicine because of low frequencies.

TABLE 63. SALARY BY YEARS IN POSITION (\$)

	Salary									FTE		
	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	P10	P25	P50 (Mdn)	P75	P90	<i>n</i>	<i>M</i>	<i>Mdn</i>
1 or fewer years	7	23,964	23,964	20,561	8,400	10,000	18,750	30,000	49,200	7	0.24	0.20
2 - 3 years	13	34,846	32,909	23,252	10,200	18,000	32,000	40,000	67,000	13	0.28	0.20
4 - 5 years	9	29,356	29,356	21,699	12,400	16,000	25,000	40,000	51,000	7	0.43	0.30
6 - 8 years	5	26,200	26,200	11,735	15,000	15,000	28,000	30,000	37,800	5	0.19	0.20
9 - 10 years	5	37,600	37,600	35,189	14,400	15,000	30,000	30,000	71,400	5	0.37	0.25
11 or more years	11	33,500	26,333	33,406	8,000	14,000	26,000	39,500	50,000	10	0.26	0.15

Note: Years were grouped as needed to create groups of reportable size. "M (T)" refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

TABLE 64. SALARY BY ACADEMIC RANK (\$)

	Salary									FTE		
	<i>n</i>	<i>M</i>	<i>M</i> (T)	<i>SD</i>	P10	P25	P50 (Mdn)	P75	P90	<i>n</i>	<i>M</i>	<i>Mdn</i>
Lecturer/Instructor	5	24,100	24,100	13,548	9,500	14,000	30,000	30,000	36,000	5	0.33	0.20
Assistant professor	11	43,250	37,306	33,398	15,000	21,875	28,000	54,000	75,000	11	0.27	0.20
Associate professor	10	32,400	29,125	20,576	14,500	18,500	28,500	40,000	46,800	10	0.36	0.25
Professor	10	17,500	17,250	10,341	7,400	10,500	16,000	24,500	30,500	9	0.24	0.20
Other	14	34,086	31,017	27,587	10,000	12,000	25,000	47,500	66,500	12	0.28	0.15

"M (T)" refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

TABLE 65. 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	14	30,071	24,667	31,509	10,000	12,750	19,000	31,500	56,100	13	0.27	0.20
Non-AHC	40	28,786	25,827	23,287	5,600	13,250	25,000	40,000	63,500	34	0.30	0.20

Note: “M (T)” refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

TABLE 66. 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	18	30,028	25,969	33,823	4,800	10,000	17,000	31,500	73,800	16	0.29	0.20
Private	35	29,084	27,378	20,566	8,800	15,000	25,000	40,000	57,800	30	0.30	0.20

Note: Private includes both non-profit and for-profit institutions. Public/private hybrid and military programs were excluded due to low frequencies. “M (T)” refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

TABLE 67. 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	19	31,132	18,005	31,088	7,700	20,000	30,000	40,000	52,600	17	0.33	0.20
Midwest Region	15	19,067	10,971	18,923	5,200	13,000	20,000	28,000	30,000	13	0.25	0.20
South Region	14	28,139	33,029	22,413	7,200	10,500	15,600	30,938	61,100	12	0.25	0.10
West Region	6	50,167	40,266	50,167	7,001	18,500	53,500	79,500	90,000	5	0.40	0.30

Note: Medical director salaries are not disaggregated by Census Division due to low frequencies. “M (T)” refers to the trimmed mean, or the mean when the top and bottom 10% of values are removed.

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 68. EXPERIENCES 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	855	3.1	0.9	3.0	124	3.1	0.9	3.0	65	3.5	0.7	4.0
I am treated fairly in my program	864	3.5	0.9	4.0	125	3.7	0.6	4.0	66	3.9	0.4	4.0
My research is valued by faculty in my program	549	3.2	0.9	3.0	89	3.3	0.8	3.0	28	3.5	0.9	4.0
My teaching is valued by faculty in my program	848	3.7	0.6	4.0	125	3.8	0.5	4.0	63	3.8	0.5	4.0
My service is valued by faculty in my program	839	3.5	0.7	4.0	127	3.7	0.6	4.0	67	3.8	0.5	4.0
Faculty are sufficiently involved in program decision-making	862	3.4	0.9	4.0	127	3.9	0.4	4.0	65	3.8	0.6	4.0
Faculty here respect each other	865	3.5	0.8	4.0	127	3.7	0.6	4.0	65	3.8	0.6	4.0
Administrators consider faculty concerns when making policy	860	3.1	1.0	3.0	127	3.1	0.9	3.0	64	3.4	0.7	3.0
Most of the students I teach lack the basic skills for PA-level work	828	1.7	0.9	1.0	125	1.7	0.9	1.0	62	1.4	0.8	1.0
Faculty are hired and paid fairly	846	3.0	0.9	3.0	127	3.2	0.9	3.0	59	3.4	0.8	4.0
Faculty are not prepared to deal with conflict over diversity issues in the classroom	839	2.2	0.9	2.0	119	2.3	0.9	2.0	63	1.8	0.9	2.0
Faculty of color are treated fairly here	515	3.7	0.6	4.0	73	3.8	0.6	4.0	42	3.9	0.3	4.0
Women faculty are treated fairly here	853	3.6	0.8	4.0	126	3.7	0.7	4.0	64	3.8	0.6	4.0
LGBTQ faculty are treated fairly here	486	3.8	0.6	4.0	74	3.8	0.4	4.0	32	3.8	0.6	4.0

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

TABLE 69. EXPERIENCES WORKING WITH STUDENTS IN PA PROGRAM

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Excellent	485	56.4	81	64.3	50	76.9
Good	334	38.8	40	31.7	14	21.5
Fair	35	4.1	5	4.0	1	1.5
Poor	6	0.7	0	0.0	0	0.0
Total	860	100.0	126	100.0	65	100.0

FIGURE 37. MOST AND LEAST SATISFYING ASPECTS OF JOB

MOST SATISFYING ASPECTS OF JOB

	Faculty	Program Directors	Medical Directors
Most Satisfying	Autonomy and independence	Autonomy and independence	Autonomy and independence
	Didactic or clinical teaching environment	Program management/ leadership	Clinical work arrangement
	Clinical work arrangement	Clinical work arrangement	Didactic or clinical teaching environment
	Curriculum	Schedule flexibility	Curriculum
	Departmental support for work/life balance	Quality of students	Departmental support for work/life balance

LEAST SATISFYING ASPECTS OF JOB

	Faculty	Program Directors	Medical Directors
Least Satisfying	Fairness of salary relative to other faculty	Institutional leadership	Promotion potential
	Institutional leadership	Promotion potential	Institutional leadership
	Research opportunities	Research opportunities	Research opportunities
	Salary amount	Salary amount	Salary amount
	Tenure requirements	Tenure requirements	Tenure requirements

Note: Most and least satisfying aspects are ranked by respondents' average satisfaction with each of 22 total aspects.

TABLE 71. 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	618	1.7	0.8	2.0	86	1.6	0.7	1.0	39	1.4	0.7	1.0
Colleagues	852	1.9	0.7	2.0	123	2.1	0.6	2.0	61	1.4	0.6	1.0
Committee work	831	1.7	0.6	2.0	124	1.7	0.6	2.0	61	1.3	0.5	1.0
Faculty meetings	853	1.7	0.7	2.0	125	1.6	0.7	2.0	62	1.3	0.6	1.0
Increased work responsibilities	855	2.1	0.7	2.0	126	2.2	0.7	2.0	62	1.5	0.6	1.0
Institutional budget cuts	774	1.8	0.7	2.0	118	2.1	0.7	2.0	60	1.6	0.7	1.0
Institutional procedures and "red tape"	835	2.1	0.7	2.0	127	2.3	0.6	2.0	62	1.7	0.7	1.5
Job security	849	1.4	0.6	1.0	125	1.3	0.6	1.0	61	1.2	0.4	2.0
Lack of personal time	856	1.9	0.7	2.0	127	2.0	0.7	2.0	62	1.4	0.6	1.0
Managing household responsibilities	851	1.9	0.7	2.0	126	1.9	0.7	2.0	61	1.4	0.6	1.0
My physical health	851	1.7	0.7	2.0	127	1.8	0.6	2.0	63	1.3	0.6	1.0
Personal finances	849	1.7	0.7	2.0	124	1.6	0.7	1.0	62	1.2	0.5	1.0
Research or publishing demands	725	1.7	0.7	2.0	112	1.6	0.7	2.0	47	1.4	0.5	1.0
Review/promotion process	795	1.8	0.7	2.0	117	1.7	0.7	2.0	50	1.3	0.6	1.0
Self-imposed high expectations	852	2.2	0.7	2.0	126	2.3	0.6	2.0	63	1.9	0.7	2.0
Students	852	1.9	0.6	2.0	127	2.0	0.5	2.0	63	1.5	0.6	1.0
Subtle discrimination	831	1.3	0.6	1.0	120	1.3	0.5	1.0	63	1.2	0.4	1.0
Teaching load	846	1.8	0.7	2.0	123	1.7	0.7	2.0	63	1.3	0.6	1.0
Working with underprepared students	844	1.6	0.6	2.0	125	1.6	0.6	2.0	60	1.4	0.6	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.

FIGURE 38. TOP 5 STRESSORS

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

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

TABLE 72. JOB TRENDS IN PAST TWO YEARS (%)

	Faculty			Program Directors			Medical Directors		
	<i>n</i>	Yes	No	<i>n</i>	Yes	No	<i>n</i>	Yes	No
Considered leaving academia for another job	862	44.1	55.9	127	37.0	63.0	67	14.9	85.1
Considered leaving your current institution for another institution	862	34.9	65.1	127	40.2	59.8	67	9.0	91.0
Engaged in public service/professional consulting without pay	862	44.2	55.8	127	57.5	42.5	67	41.8	58.2
Received at least one firm job offer elsewhere	861	45.4	54.6	127	49.6	50.4	67	29.9	70.1
Sought an early promotion	862	7.9	92.1	126	12.7	87.3	66	7.6	92.4

TABLE 73. PROFESSIONAL DEVELOPMENT IN THE PAST TWO YEARS (%)

	Faculty					Program Directors					Medical Directors				
	<i>n</i>	Yes	No	Not Off.	Not Elig.	<i>n</i>	Yes	No	Not Off.	Not Elig.	<i>n</i>	Yes	No	Not Off.	Not Elig.
Incentives to develop new courses	859	31.2	21.5	7.5	39.8	126	30.2	27.8	5.6	36.5	67	32.8	35.8	11.9	19.4
Incentives to integrate new technology into your classroom	857	55.2	18.0	3.6	23.2	127	57.5	16.5	3.1	22.8	67	40.3	32.8	10.4	16.4
Internal grants for research	862	16.9	50.8	8.4	23.9	126	25.4	50.8	2.4	21.4	67	11.9	53.7	14.9	19.4
Paid workshops outside the institution focused on teaching	860	48.5	33.5	3.3	14.8	127	57.5	36.2	0.0	6.3	67	34.3	38.8	11.9	14.9
Paid sabbatical leave	859	1.2	41.4	22.1	35.3	127	2.4	54.3	15.7	27.6	66	0.0	45.5	22.7	31.8
Training for administrative leadership	862	17.5	43.9	7.4	31.2	127	57.5	28.3	1.6	12.6	67	11.9	56.7	9.0	22.4
Travel funds paid by the institution	861	82.3	12.0	1.4	4.3	126	94.4	3.2	0.8	1.6	67	47.8	32.8	10.4	9.0

Note: "Not Off." indicates that a respondent was not offered the opportunity, and "Not Elig." indicates that a respondent was not eligible for the opportunity.

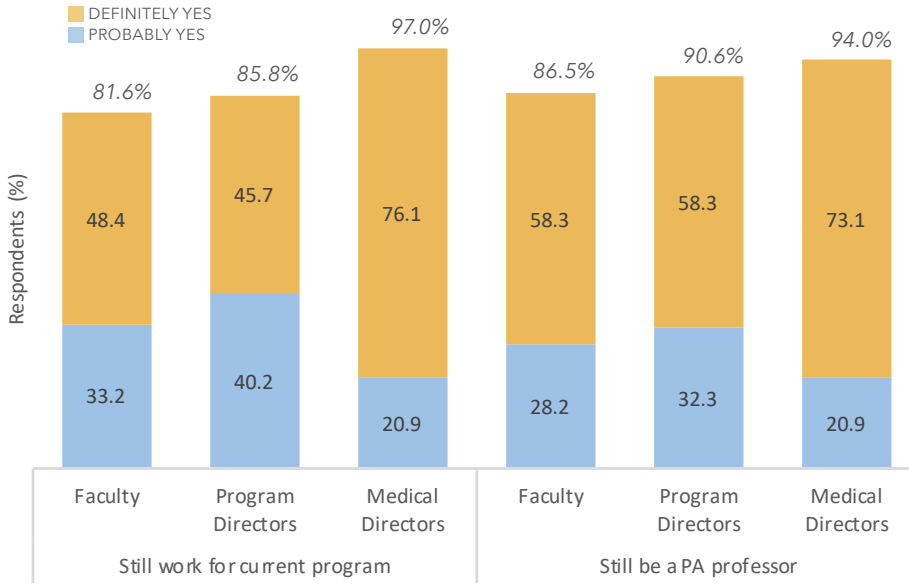
Table 73 Respondents were asked whether they had taken advantage of a variety of professional development opportunities at their institution in the past two years.

TABLE 74. WOULD FACULTY CHOOSE SAME CAREER PATH

	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>
Still work for current program	861	4.2	1.0	4.0	127	4.2	1.0	4.0	67	4.7	0.6	5.0
Still be a PA professor	861	4.4	0.8	5.0	127	4.5	0.8	5.0	67	4.7	0.6	5.0

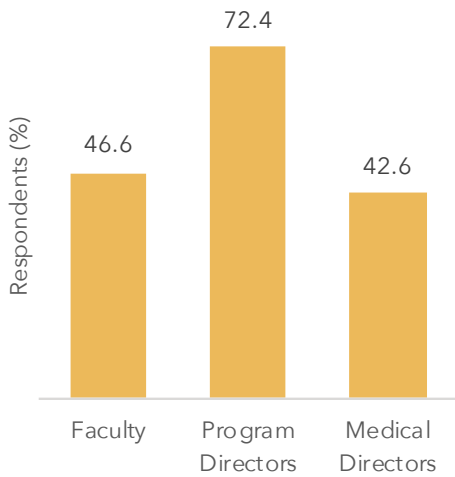
Note: 1 = "Definitely no" to 5 = "Definitely yes."

FIGURE 39. PERCENT OF FACULTY WHO WOULD PROBABLY OR DEFINITELY CHOOSE THE SAME CAREER PATH



SECTION 9. RESEARCH & SCHOLARLY WORK

FIGURE 40. EVER HAD PUBLICATIONS OVER SPAN OF PA ACADEMIC CAREER



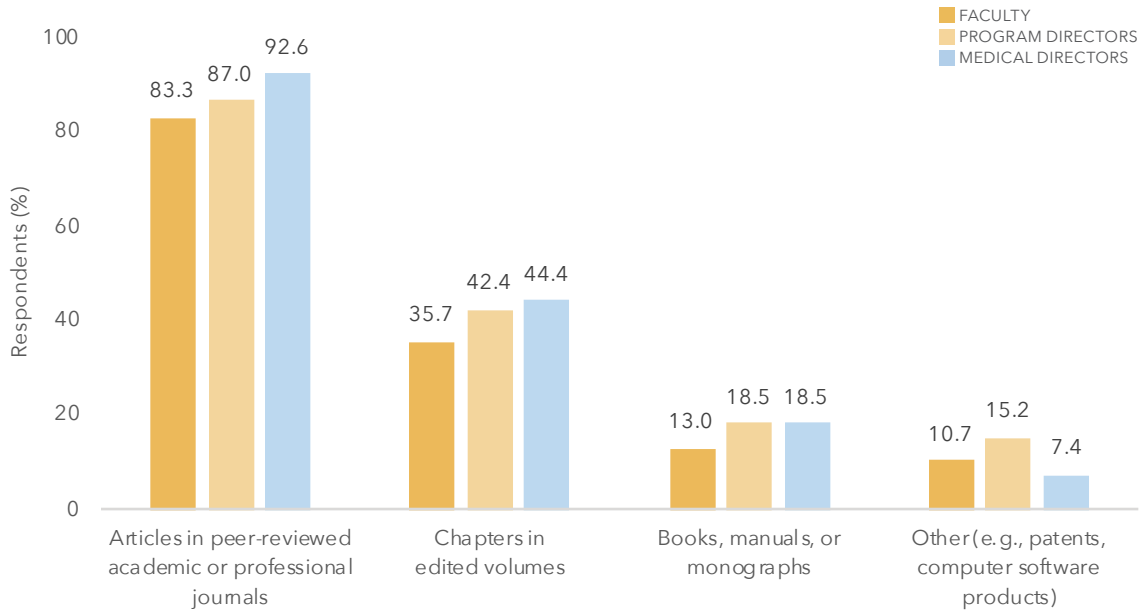
Note: This includes both first-authored and non-first-authored publications.

TABLE 75. NUMBER OF PUBLICATIONS

	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>
Articles in peer-reviewed academic or professional journals	402	105	5.4	10.2	2.0	92	56	7.5	12.0	3.0	27	30	6.1	71.0	3.0
Books, manuals, or monographs	401	12	0.3	1.1	0.0	92	6	0.4	0.9	0.0	27	5	0.5	1.3	0.0
Chapters in edited volumes	403	25	1.0	2.6	0.0	92	20	1.5	3.0	0.0	27	40	2.2	7.6	0.0
Other (e.g., patents, computer software products)	403	20	0.3	1.3	0.0	92	14	0.5	2.0	0.0	27	5	0.2	1.0	0.0

Note: This includes both first-authored and non-first-authored publications. Only respondents who had ever published were asked to answer this question.

FIGURE 41. TYPES OF PUBLICATIONS



Note: Percentages represent the proportion of respondents who reported at least one publication in that category. The denominator is the number of respondents who reported having ever published.

TABLE 76. NUMBER OF PROFESSIONAL WRITINGS IN PAST TWO YEARS

	Faculty					Program Directors					Medical 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>	<i>n</i>	<i>Max</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Accepted for publication but not yet published	259	5	0.8	1.0	1.0	62	10	1.1	1.6	1.0	19	8	1.2	1.9	1.0
Published	266	37	2.2	3.3	1.0	64	24	2.2	3.4	2.0	19	14	3.7	3.9	3.0
All professional writings	266	37	3.0	3.5	2.0	64	24	3.3	3.8	2.0	19	19	5.0	5.0	3.0

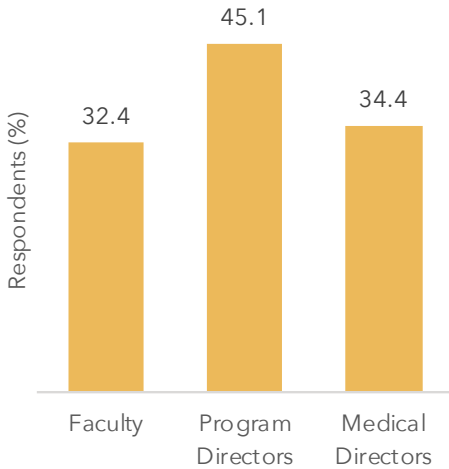
Note: Respondents who reported no acceptances or publications were excluded from this analysis. "All professional writings" refers to all professional writings, whether published or accepted but not yet published.

TABLE 77. NUMBER OF RESEARCH PRESENTATIONS IN PAST YEAR (2016)

	<i>n</i>	<i>Max</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	805	20	0.8	1.8	0.0
Program directors	122	9	1.1	1.8	0.0
Medical directors	61	20	1.1	3.0	0.0

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.

FIGURE 42. PRESENTED RESEARCH IN PAST YEAR

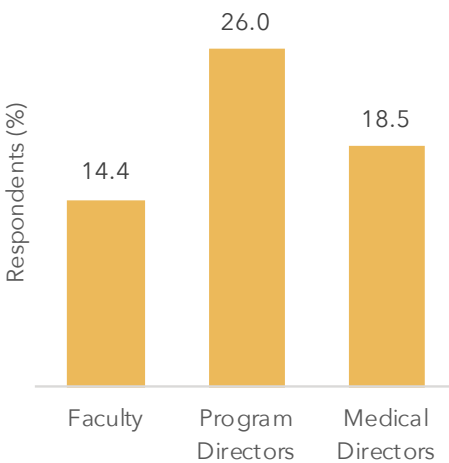


Note: Percentages represent the proportion of respondents who reported presenting research at least once in 2016. The denominator is the total number of respondents to the question about research.

TABLE 78. RECEIVED FUNDING FOR RESEARCH OR SCHOLARLY WORK IN PAST THREE YEARS (%)

Source	Faculty			Program Directors			Medical Directors		
	n	Yes	No	n	Yes	No	n	Yes	No
Business or industry	847	2.0	98.0	121	2.5	97.5	65	7.7	92.3
Foundations	852	4.9	95.1	121	11.6	88.4	65	0.0	100.0
PAEA	849	3.9	96.1	119	5.9	94.1	65	3.1	96.9
State or federal government	851	7.6	92.4	121	14.9	85.1	65	12.3	87.7

FIGURE 43. RECEIVED FUNDING FOR RESEARCH OR SCHOLARLY WORK IN PAST THREE YEARS



Note: Percentages represent the proportion of respondents who received any type of funding for research or scholarly work in the past three years. The denominator is the total number of respondents to the questions about funding.

SECTION 10. PROFESSIONAL SERVICE

TABLE 79. MEMBERSHIP IN PA PROFESSIONAL ASSOCIATIONS/GROUPS/SOCIETIES

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
American Academy of PAs (AAPA)	670	76.4	115	85.8	11	15.1
PA state organizations	633	72.2	115	85.8	10	13.7
Specialty/Constituency organizations	247	28.2	35	26.1	22	30.1
Other	42	4.8	9	6.7	1	1.4
Total	877	-	134	-	73	-

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

TABLE 80. 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	4	0.5	5	3.7	2	2.7
ARC-PA site visitor	18	2.1	18	13.4	3	4.1
American Academy of PAs (AAPA)	28	3.2	11	8.2	1	1.4
National Commission on Certification of Physician Assistants (NCCPA)	9	1.0	4	3.0	1	1.4
Physician Assistant Education Association (PAEA)	113	12.9	33	24.6	2	2.7
PA specialty organization	34	3.9	5	3.7	1	1.4
PA state chapter	123	14.0	40	29.9	1	1.4
PA state licensure	15	1.7	6	4.5	0	0.0
State regulatory agency	12	1.4	2	1.5	1	1.4
Veterans caucus	4	0.5	2	1.5	0	0.0
Other	3	0.3	5	3.7	0	0.0
Total	877	-	134	-	73	-

Note: Examples of leadership included boards and committees. Percentages may sum to more than 100% because respondents could select multiple groups.

FIGURE 44. INVOLVEMENT IN ANY PA PROFESSIONAL ASSOCIATION/GROUP/SOCIETY

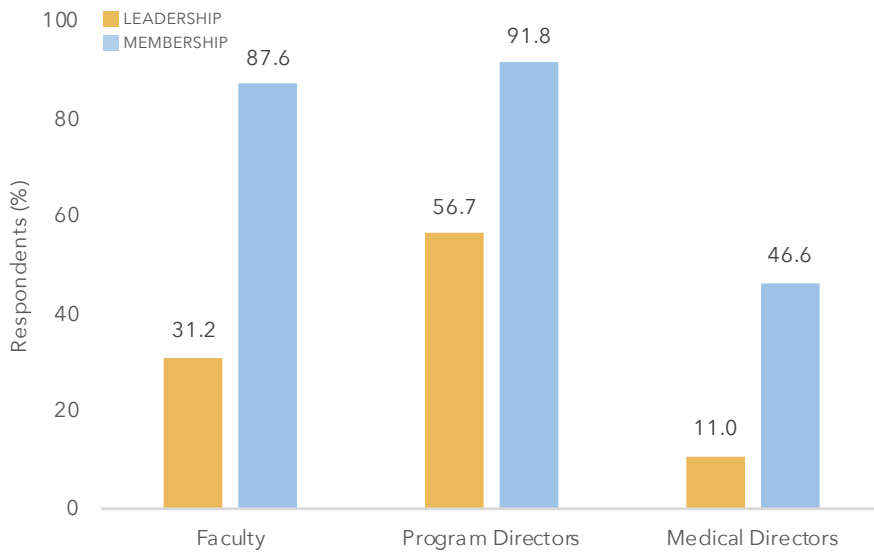
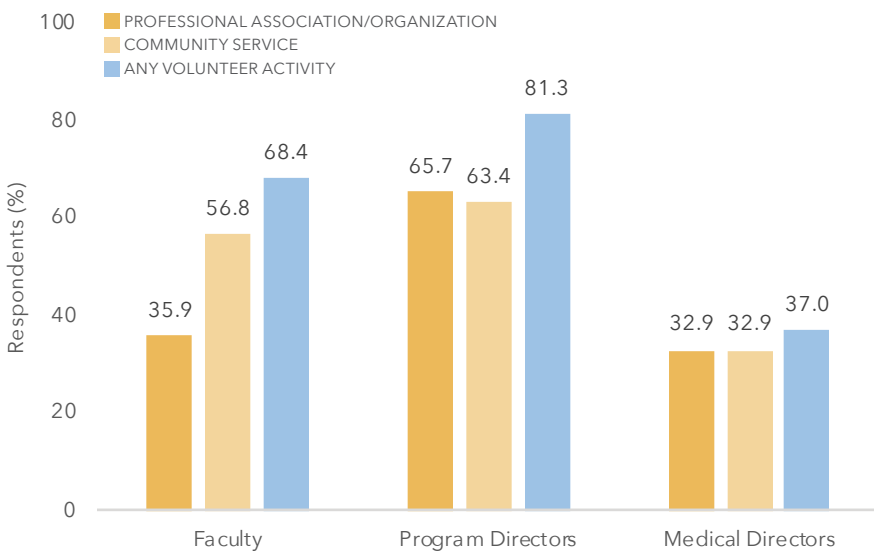


TABLE 81. HOURS PER MONTH SPENT VOLUNTEERING

	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	315	45.0	5.9	5.2	5.0	88	55.0	8.0	8.5	5.0	13	60.0	12.4	16.0	5.0
Community service	498	80.0	9.0	10.4	5.0	85	80.0	8.5	10.9	5.0	24	40.0	7.6	10.4	5.0
Other	14	15.0	5.5	4.4	5.0	2	6.0	5.0	1.4	5.0	1	1.0	1.0	-	1.0
Total	600	80.0	10.7	10.7	8.0	109	95.0	13.2	13.7	10.0	27	100.0	12.8	19.6	6.0

Note: Zeroes were excluded from this analysis.

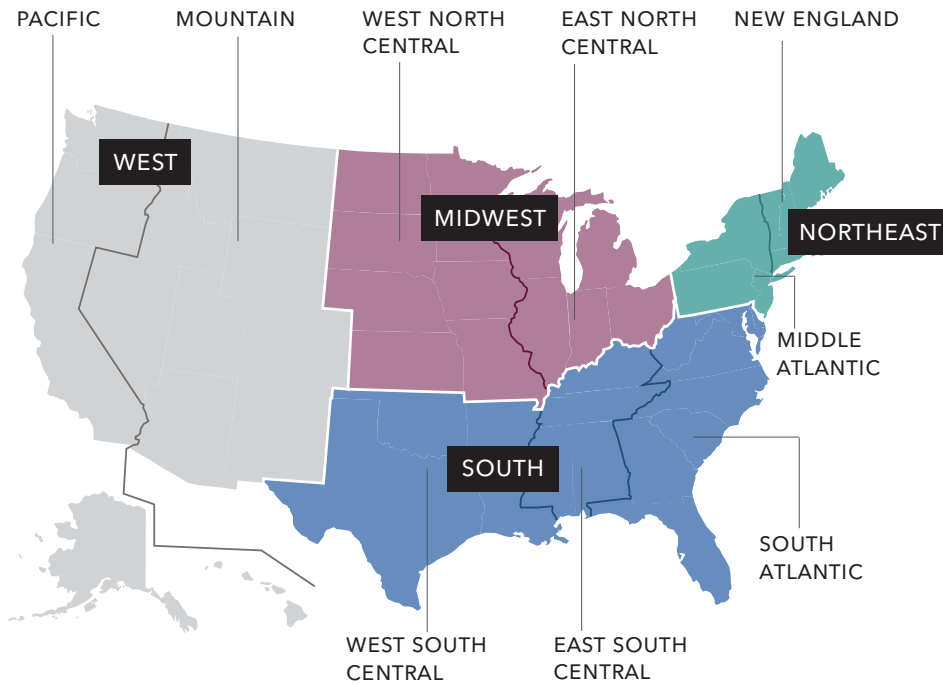
FIGURE 45. VOLUNTEER ACTIVITY



Note: "Other" volunteer activities are not presented separately in this figure, although those activities were accounted for when identifying respondents participating in "any" volunteer activity.

APPENDIX A

GEOGRAPHIC DISTRIBUTION OF PA PROGRAMS BY US 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