



2019 Statistical Profile of Certified Physician Assistants by Specialty

ANNUAL REPORT

National Commission on Certification
of Physician Assistants



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Message from the President and CEO

Dear Colleagues:

The world needs dreamers and the world needs doers. But above all, the world needs dreamers who do. Sarah Ban Breathnach



The PA profession is a social innovation that evolved to help fill health care gaps, first in primary care and today, in all medical and surgical specialties and subspecialties. The tremendous growth and expansion of our profession in just over 50 years is not only reflective of the rapidly changing health care industry, it reflects the pioneering spirit of thousands of PAs, willing to venture into new and different clinical settings and disciplines, to provide needed services; *dreamers willing to do*.

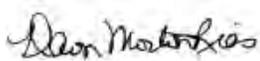
The PA profession is continuing to have a positive impact on healthcare, growing from 103 PAs for every 1,000 physicians in the U.S. in 2015 to 156 in 2019. PAs work in over 69 different medical and surgical specialties and subspecialties. We are pleased to highlight information that has been added to this year's Statistical Profile of Physician Assistants by Specialty, which has been published annually since 2015. This report highlights information from the largest 23 specialties and subspecialties.

In addition to descriptive statistics on PA demographics and services provided in each clinical discipline, now that we are in the fifth year of reporting data collected through the PA Professional Profile, we include comparative data that illustrates how the profession has changed since our first report. We also include information on PAs who manage their patient panels, which speaks to PAs abilities and the widespread level of trust and responsibility bestowed upon PAs. For example, over 65% of PAs working in Family Medicine/General Practice report they care for their own patient panel, and this group reports a median of 400 patients in their panel. PAs working in Psychiatry contribute to the sorely needed behavioral and mental health workforce in the US, with 59% reporting that they too, manage their own patient panel. Information on patient panels is included for each reported specialty.

The staff and I are ever mindful and appreciative of the contribution that PAs make to the health care landscape, in every clinical discipline and setting. This has never been more visible than during the COVID-19 pandemic. We don't want to miss the opportunity to say THANK YOU for your service! PAs truly are healthcare heroes.

We also don't want to miss the opportunity to acknowledge and thank the many, many certified PAs who contribute their practice information that makes this report possible. Your willingness to provide data that can help inform the public, policymakers, and other groups about the value that PAs bring to our country's healthcare is greatly appreciated. While this report highlights a few PAs who share their stories about their passion, service and willingness to take their 'dreams to action', we know that there are thousands more PAs making a difference, on the front lines, every day. Thank you.

To the readers of this report, thank you for your continued interest in the PA profession. We hope that you share our interest in this information about the PA profession.



Dawn Morton-Rias, Ed.D., PA-C

About the Data and Collection Methodology

Introduction

Since certifying the first physician assistants (PAs) in 1975, NCCPA has collected data on the PA profession as PAs completed various processes related to obtaining initial certification and then maintaining certification by earning and logging continuing medical education credits and passing recertification examinations. In May 2012, NCCPA's data gathering efforts were significantly enhanced with the launch of the PA Professional Profile. This data gathering instrument is presented to PAs through a secure portal within NCCPA's website. The Profile was launched with two modules: "About Me" and "My Practice."

In December 2012, NCCPA added a "Recently Certified" module delivered online to PAs who have been certified for less than six months. Data from that module can be found in another report (2019 Statistical Profile of Recently Certified Physician Assistants) first published in 2014 and updated annually.

Data Editing and Analysis

Data reflected in this report include responses from PAs who were certified as of December 31, 2019 and have made updates to their Profile between January 1, 2019 and December 31, 2019. In addition, some data were obtained from other NCCPA data collection strategies. As of December 31, 2019, there were 139,688 certified PAs, and 124,458 provided responses for at least a portion of the PA Professional Profile, yielding an overall response rate of 89.1%.

The data provided in this report have been aggregated from the individual response data provided by PAs through the PA Professional Profile or other NCCPA data gathering efforts. Responses were examined for consistency and potential errors. In cases of obvious error or inconclusive data, the responses were not included in the analysis. The number of responses to individual items varies due to differing response rates or due to the data being removed for reasons previously noted. Rate per 1,000 physicians is derived from the *Association of American Medical Colleges' 2018 Physician Specialty Data Report*. Analyses of the data consist primarily of descriptive statistics.

About NCCPA

NCCPA is the only certifying organization for PAs in the United States. Established as a not-for-profit organization in 1974, NCCPA is dedicated to providing certification programs that reflect standards for clinical knowledge, clinical reasoning and other medical skills and professional behaviors required upon entry into practice and throughout the careers of PAs. All U.S. states, the District of Columbia and the U.S. territories have decided to rely on NCCPA certification as one of the criteria for initial licensure or regulation of PAs. More than 170,000 PAs have been certified by NCCPA since 1975.



For more information about NCCPA, visit our website: www.nccpa.net

All Specialties

Areas of Practice	Principal Position Number (%)
Addiction Medicine	391 (0.4%)
Adolescent Medicine	138 (0.1%)
Anesthesiology	279 (0.3%)
Critical Care Medicine	1,682 (1.6%)
Dermatology	4,269 (4.1%)
Emergency Medicine	13,406 (12.8%)
Family Medicine/General Practice	19,453 (18.6%)
Gynecology Only	356 (0.3%)
Hospice and Palliative Medicine	107 (0.1%)
Hospital Medicine (Hospitalist)	3,660 (3.5%)
Internal Medicine - Allergy and Immunology	338 (0.3%)
Internal Medicine - Cardiology	2,983 (2.9%)
Internal Medicine - Endocrinology	568 (0.5%)
Internal Medicine - Gastroenterology	1,684 (1.6%)
Internal Medicine - General Practice	4,690 (4.5%)
Internal Medicine - Geriatrics	835 (0.8%)
Internal Medicine - Hematology	245 (0.2%)
Internal Medicine - Infectious Disease	402 (0.4%)
Internal Medicine - Nephrology	373 (0.4%)
Internal Medicine - Oncology	1,549 (1.5%)
Internal Medicine - Pulmonology	502 (0.5%)
Internal Medicine - Rheumatology	350 (0.3%)
Internal Medicine - Sports Medicine	58 (0.1%)
Neurology	935 (0.9%)
Obstetrics and Gynecology	1,193 (1.1%)
Occupational Medicine	1,457 (1.4%)
Ophthalmology	80 (0.1%)
Other	9,730 (9.3%)
Otolaryngology	999 (1.0%)

All Specialties

Areas of Practice	Principal Position Number (%)
Pain Medicine	1,438 (1.4%)
Pathology	7 (<0.1%)
Pediatric - Developmental-Behavioral Pediatrics	32 (<0.1%)
Pediatric - General	1,979 (1.9%)
Pediatric - Hospice and Palliative Medicine	7 (<0.1%)
Pediatric- Medical Toxicology	0 (0.0%)
Pediatric - Neonatal-Perinatal Medicine	348 (0.3%)
Pediatric - Neurodevelopmental Disabilities	29 (<0.1%)
Pediatric - Pediatric Cardiology	77 (0.1%)
Pediatric - Pediatric Critical Care Medicine	123 (0.1%)
Pediatric- Pediatric Emergency Medicine	321 (0.3%)
Pediatric- Pediatric Endocrinology	39 (0.4%)
Pediatric - Pediatric Gastroenterology	53 (0.1%)
Pediatric - Pediatric Hematology-Oncology	138 (0.1%)
Pediatric - Pediatric Infectious Diseases	11 (<0.1%)
Pediatric - Pediatric Nephrology	7 (<0.1%)
Pediatric - Pediatric Pulmonology	34 (<0.1%)
Pediatric - Pediatric Rheumatology	5 (<0.1%)
Pediatric - Pediatric Sleep Medicine	7 (<0.1%)
Pediatric - Pediatric Sports Medicine	75 (0.1%)
Pediatric - Pediatric Transplant Hepatology	16 (<0.1%)
Physical Medicine/ Rehabilitation	646 (0.6%)
Preventive Medicine /Public Health	128 (0.1%)
Psychiatry	1,684 (1.6%)
Radiation Oncology	193 (0.2%)
Radiology	710 (0.7%)
Surgery - Cardiothoracic	2,742 (2.6%)

All Specialties

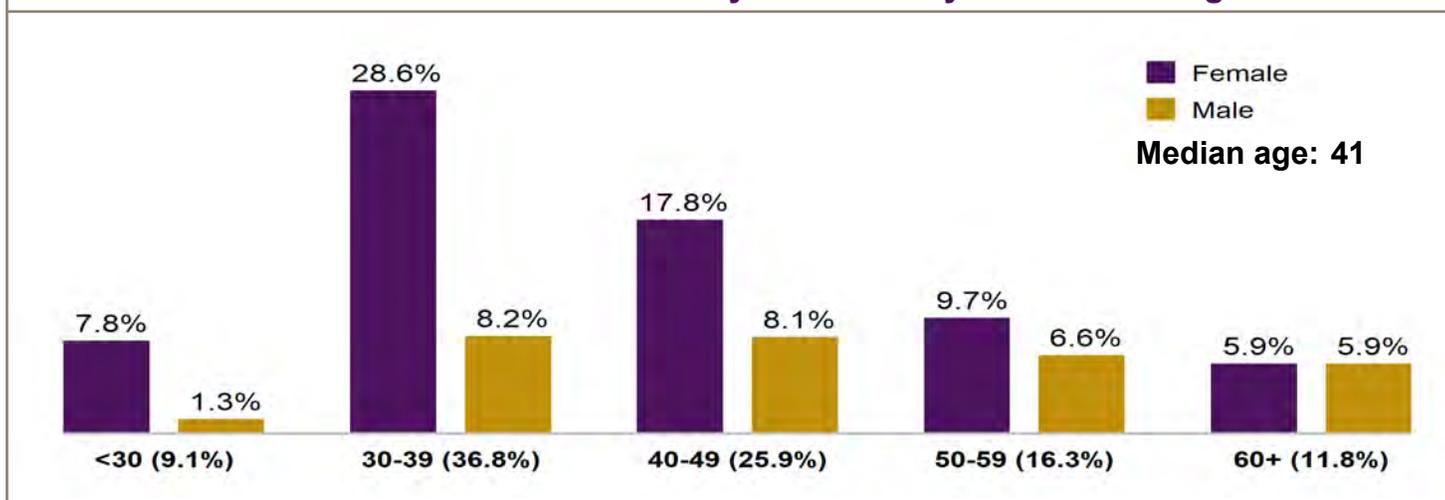
Areas of Practice	Principal Position Number (%)
Surgery - Colon and Rectal	195 (0.2%)
Surgery - General	3,089 (3.0%)
Surgery - Gynecologic Oncology	204 (0.2%)
Surgery - Gynecology and Obstetrics	70 (0.1%)
Surgery - Neurologic	2,289 (2.2%)
Surgery - Ophthalmic	24 (<0.1%)
Surgery - Oral and Maxillofacial	18 (0.2%)
Surgery - Orthopaedic	11,345 (10.9%)
Surgery - Otorhinolaryngology	199 (0.2%)
Surgery - Pediatric	229 (0.2%)
Surgery - Plastic and Maxillofacial	932 (0.9%)
Surgery - Urology	441 (0.4%)
Surgery - Vascular	809 (0.8%)
Urology	1,054 (1.0%)
TOTAL	104,459* (100.0%)

**Total includes all certified PAs who indicated they are clinically active and provided their principal specialty area of practice when completing the PA Professional Profile.*

Primary Care

Category	2019	2015
Number of certified PAs whose principal position is Primary Care	26,122	23,011 (13.5% change in PAs)
Percent of certified PAs in this specialty	25.0	28.3
Number of PAs whose principal position is Primary Care who currently also have a secondary position in any specialty	2,847	2,677
Number whose principal position is in Primary Care and whose secondary position is also in Primary Care	864	791
Across all principal specialties, PAs who had a secondary position in Primary Care	2,147	2,000
Rate of PAs in principal Primary Care position per 1,000 physicians	90.9	82.2

Distribution of Certified Primary Care PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	85.9%	86.2%
Black/African American	4.2%	4.3%
Asian	5.3%	4.6%
Native Hawaiian/Pacific Islander	0.3%	0.4%
American Indian/Alaska Native	0.5%	0.6%
Other	3.8%	3.9%
TOTAL	100.0%	100.0%

Percentage of Certified PAs by Gender

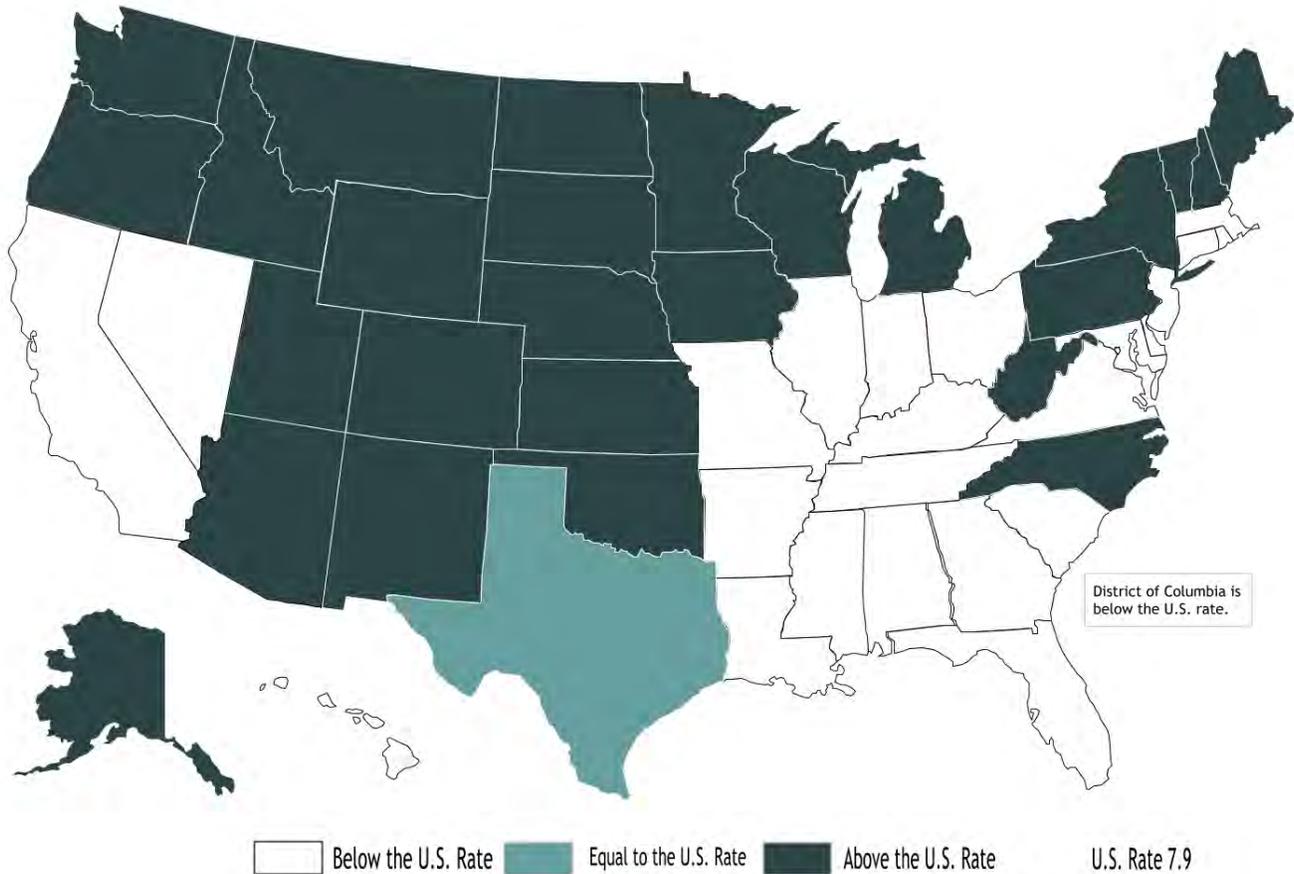
Gender	2019	2015
Female	69.8%	68.8%
Male	30.2%	31.2%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **8.9%**
 2015: **7.8%**

Primary Care

Certified Primary Care Physician Assistants per 100,000 Population



Top PA Practice Settings in Primary Care

Setting	2019	Setting	2015
Office-based private practice	55.3%	Office-based private practice	58.4%
Community health center (Federally Qualified Health Center)	9.5%	Federal government facility/hospital/unit	10.4%
Federal government facility/hospital/unit	9.4%	Community health center (Federally Qualified Health Center)	10.0%
Hospital	8.9%	Rural health clinic (federally certified)	7.7%
Rural health clinic (federally certified)	6.5%	Hospital	6.4%



In 2019 Military PAs accounted for **5.9%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Prescribe medications for acute and chronic illnesses	92.5%
Conduct physical examinations and obtain medical histories	91.7%
Diagnose, treat, and manage acute illnesses	87.4%
Counsel and educate patients and families	84.9%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	83.0%
Provide preventive care, including screening and immunizations	78.0%
Diagnose, treat, and manage chronic illnesses	72.0%
Provide care coordination	55.9%
Make referrals	55.7%
Perform procedures	27.6%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	16,088	61.6%
5 or less hours/week	5,856	22.4%
6-10 hours/week	1,522	5.8%
More than 10 hours/week	2,656	10.2%
Total Responses	26,122	100.0%



- **5.9%** of certified PAs plan to leave their principal PA position in the next 12 months
- **7.7%** have plans to retire from the PA workforce in the next five years

Primary Care



Hours worked per week at principal clinical position:

Median: 40 hours

Mean: 39 hours



Percentage of PAs who participate in telemedicine services at their principal position: **11%**. Of those, **87%** do so fewer than 10 hours per week.



Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:

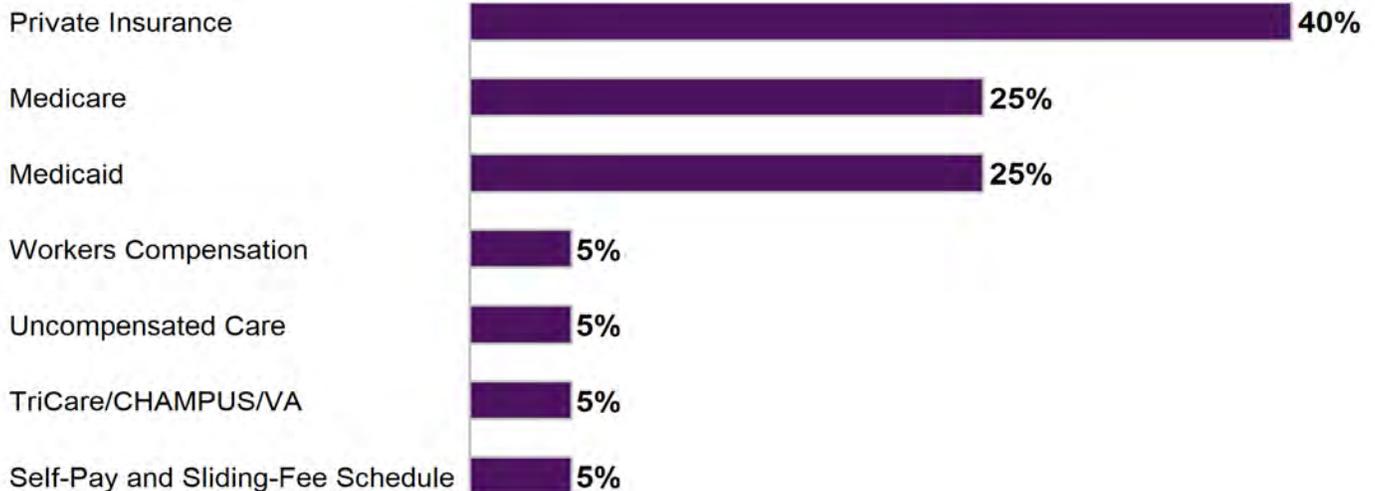
Median: 80 patients

Mean: 83 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **62%**. Median number of patients on panel: **350**

Payer Mix: Median Percentage by Coverage



Primary Care

Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	2.6%	3.6%
\$40,001 - \$60,000	4.3%	6.2%
\$60,001 - \$80,000	8.6%	16.7%
\$80,001 - \$100,000	30.5%	37.6%
\$100,001 - \$120,000	30.4%	22.1%
\$120,001 - \$140,000	13.2%	8.2%
\$140,001 - \$160,000	5.3%	2.9%
Over \$160,000	5.0%	2.6%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$105,000	\$95,000
Mean:	\$104,436	\$94,122

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	14.5%	12.3%
Less than \$50,000	9.3%	11.8%
\$50,000 - \$74,999	8.0%	11.0%
\$75,000 - \$99,999	9.4%	13.9%
\$100,000 - \$124,999	11.9%	15.5%
\$125,000 - \$149,999	12.5%	12.2%
\$150,000 - \$174,999	15.1%	10.5%
\$175,000 - \$199,999	9.9%	5.7%
\$200,000 or more	9.4%	7.0%
TOTAL	100.0%	100.0%



Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$112,500	\$112,500
Mean:	\$111,091	\$100,846

Maya Mann, PA-C

Family and Internal Medicine
Ewing, New Jersey



Maya Mann always knew that she wanted to practice medicine. So when she found medical school to be much different than what she'd anticipated, and learned about the PA program at the University of Medicine and Dentistry of New Jersey (now Rutgers School of Biomedical and Health Sciences), she knew she had found her true calling.

Seven years after her initial certification, Maya practices family and internal medicine for a private practice in the same community that she grew up in.

"I chose family medicine because it's not the same thing every day. You get to see multiple different specialties in your own right," she says.

"My day is so diverse. I might see my regular check-up hypertension diabetes patient, do a sports physical for a teenager and then talk to someone about depression and anxiety. Later, I may have someone that has a cold and then I'll do a pap smear. It's all over the place, but it keeps me excited and interested," she continues.

Among the most rewarding aspects of her work in family medicine is the continuity of care, the rapport that she's been able to build with her patients.

"I have so many faithful patients. I just got back from maternity leave in June, and they were like, 'Oh, we waited for you! We weren't going to see anybody else.'"

She adds, "You're the lifeline for most patients. You're primary care. You're the one they're going to ask the questions to determine what needs to be fixed, and where they need to go. It's very rewarding."

Maya credits her great working relationship with her physicians as one of the contributing factors to her job satisfaction.

"It's important that you feel comfortable with the physician that you work with because being uncomfortable has the ability inhibit the way that you work. The physicians I work with are always willing to answer questions. They look at every opportunity as a learning experience. I appreciate that so much."

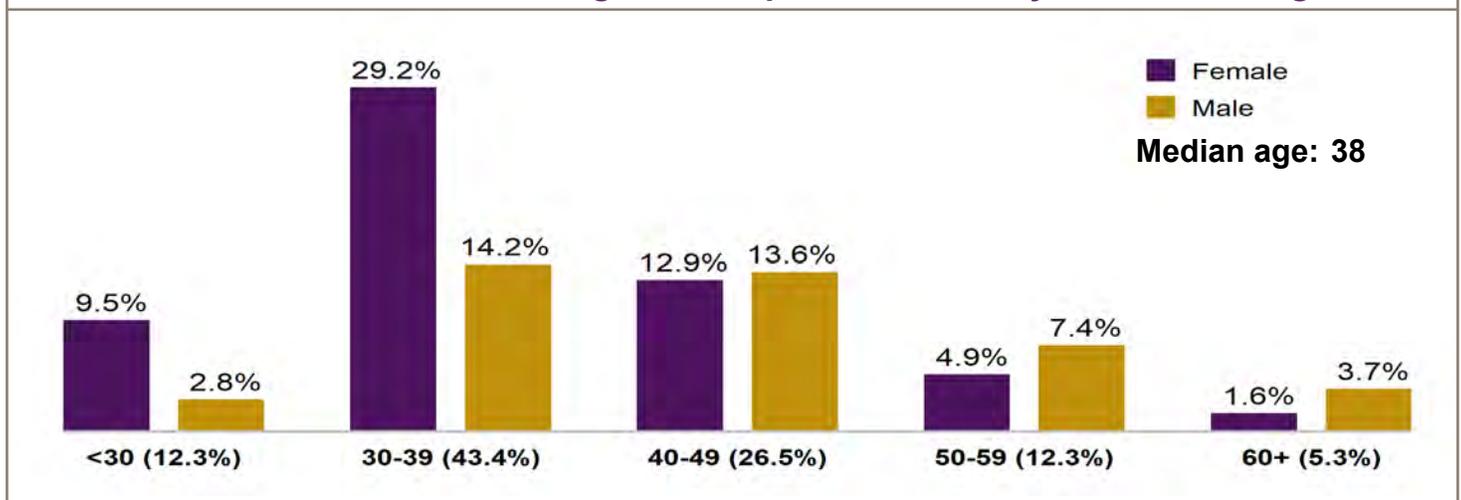
To anyone considering becoming a PA or working in family medicine she shares,

***“Being able to deliver high-quality care and spend time with patients and having the ability to build a connection with them is not something that you can take for granted. It’s the best feeling ever to know that you’ve changed someone’s life, maybe saved someone’s life and that they’re so grateful for it that they want to come and see you again. They tell other people, “I have a PA and they’re the best. Come see my PA!”*”**

Surgical Subspecialties

Category	2019	2015
Number of certified PAs whose principal position is Surg Subs	19,497	15,124 (28.9% change in PAs)
Percent of certified PAs in this specialty	18.7	18.6
Number of PAs whose principal position is Sur* Subs who currently also work in a secondary position in any specialty	1,862	1,479
Number whose principal position is in Surg Subs and whose secondary position is also in Surg Subs	598	431
Across all principal specialties, PAs who had a secondary position in Surg Subs	997	772
Rate of PAs in principal Surg Subs. position per 1,000 physicians	NA	374.3

Distribution of Certified Surgical Subspecialties PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	89.6%	89.8%
Black/African American	2.3%	2.3%
Asian	4.9%	4.4%
Native Hawaiian/Pacific Islander	0.3%	0.4%
American Indian/Alaska Native	0.2%	0.3%
Other	2.6%	2.8%
TOTAL	100.0%	100.0%

Percentage of Certified PAs by Gender

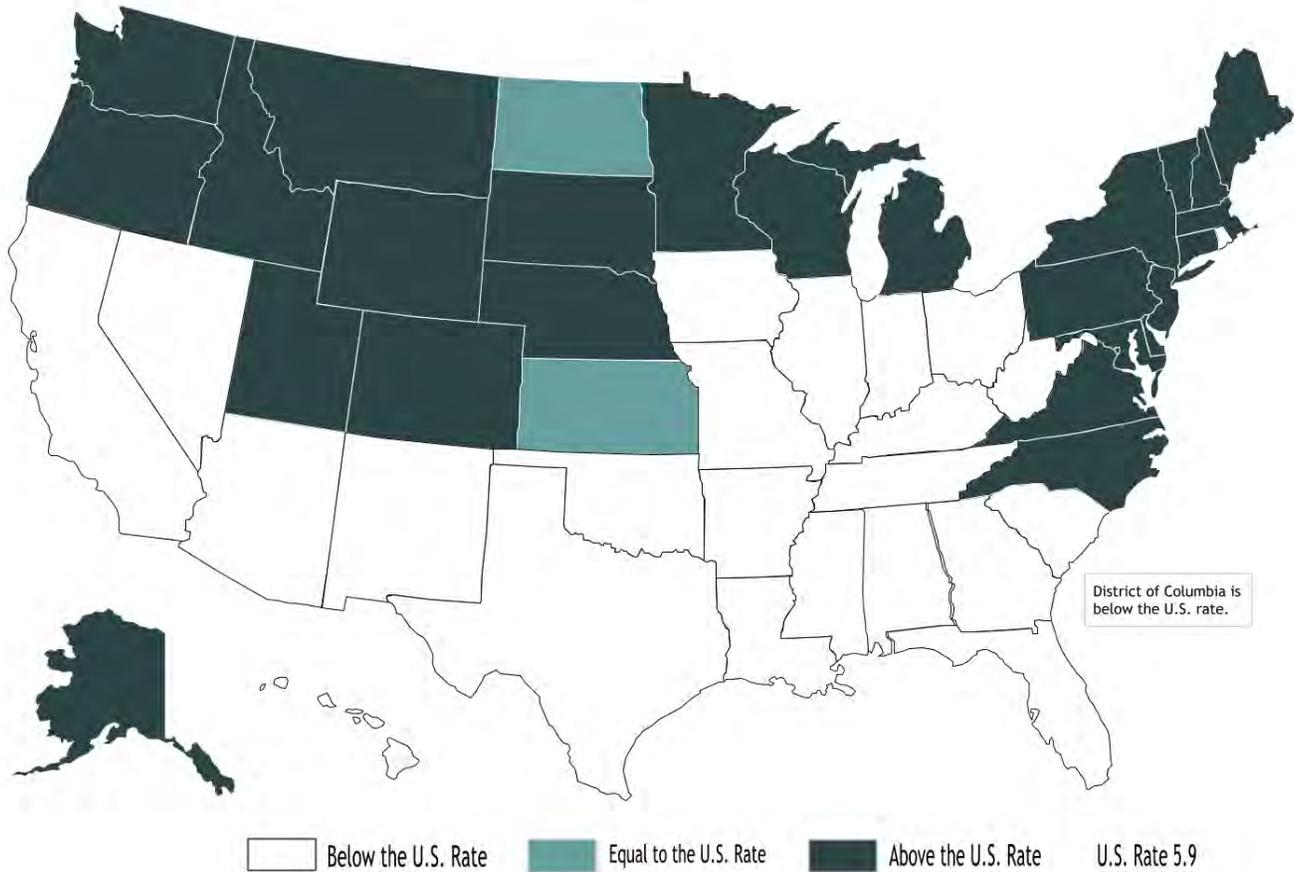
Gender	2019	2015
Female	58.2%	55.4%
Male	41.8%	44.6%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **5.4%**
 2015: **4.5%**

Surgical Subspecialties

Certified Surgical Subspecialty Physician Assistants per 100,000 Population



Top PA Practice Settings in Surgical Subspecialties

Setting	2019	Setting	2015
Hospital	49.3%	Office-based private practice	50.1%
Office-based private practice	44.4%	Hospital	43.1%
Federal government facility/hospital/unit	3.4%	Federal government facility/hospital/unit	3.8%
Ambulatory surgical center	0.9%	Ambulatory surgical center	1.2%
School-based or college-based health center or school clinic	0.6%	School-based or college-based health center or school clinic	0.8%



In 2019 Military PAs accounted for **1.5%** of the federal government facility/hospital/unit practice setting.

Surgical Subspecialties

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	83.0%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	80.4%
Counsel and educate patients and families	74.3%
Prescribe medications for acute and chronic illnesses	66.6%
Diagnose, treat, and manage acute illnesses	63.4%
Provide care coordination	49.0%
Perform procedures	48.5%
Diagnose, treat, and manage chronic illnesses	47.0%
Make referrals	30.0%
Provide preventive care, including screening and immunizations	15.2%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	7,600	39.0%
5 or less hours/week	4,087	21.0%
6-10 hours/week	2,418	12.4%
More than 10 hours/week	5,392	27.7%
Total Responses	19,497	100.0%



- **4.4%** of certified PAs plan to leave their principal PA position in the next 12 months
- **4.6%** have plans to retire from the PA workforce in the next five years

Surgical Subspecialties



Hours worked per week at principal clinical position:
Median: 45 hours
Mean: 44 hours



Percentage of PAs who participate in telemedicine services at their principal position: **6.8%**. Of those, **86%** do so fewer than 10 hours per week.

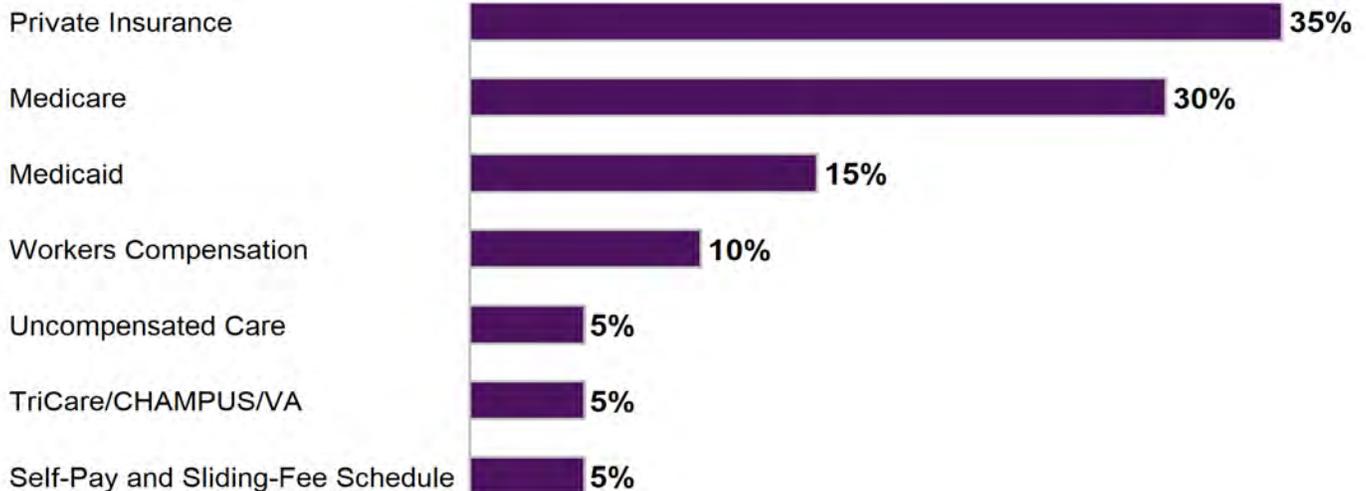


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 50 patients
Mean: 60 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **20%**. Median number of patients on panel: **40**

Payer Mix: Median Percentage by Coverage



Surgical Subspecialties

Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	0.8%	1.4%
\$40,001 - \$60,000	1.2%	1.6%
\$60,001 - \$80,000	2.5%	6.0%
\$80,001 - \$100,000	18.0%	29.9%
\$100,001 - \$120,000	32.4%	30.0%
\$120,001 - \$140,000	21.3%	15.9%
\$140,001 - \$160,000	11.1%	7.3%
Over \$160,000	12.7%	7.9%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$115,000	\$105,000
Mean:	\$122,474	\$111,719

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	10.0%	8.8%
Less than \$50,000	7.5%	10.8%
\$50,000 - \$74,999	10.0%	8.8%
\$75,000 - \$99,999	9.8%	13.0%
\$100,000 - \$124,999	12.6%	13.6%
\$125,000 - \$149,999	15.1%	13.8%
\$150,000 - \$174,999	14.3%	15.5%
\$175,000 - \$199,999	9.3%	8.4%
\$200,000 or more	11.5%	7.4%
TOTAL	100.0%	100.0%

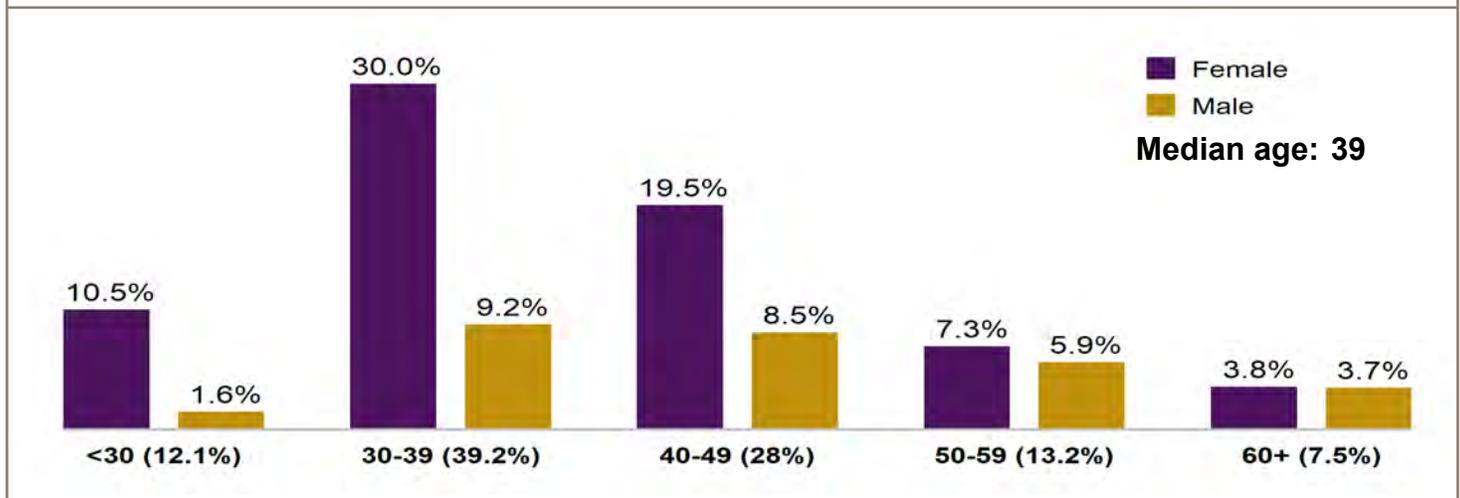


Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$137,500	\$112,500
Mean:	\$119,062	\$112,500

Category	2019	2015
Number of certified PAs whose principal position is Cardiology	2,983	2,273 (31.2% change in PAs)
Percent of certified PAs in this specialty	2.9	2.8
Number of PAs whose principal position is Cardiology who currently also work in a secondary position in any specialty	260	187
Number whose principal position is in Cardiology and whose secondary position is also in Cardiology	59	40
Across all principal specialties, PAs who had a secondary position in Cardiology	173	123
Rate of PAs in principal Cardiology position per 1,000 physicians	134.3	96.4

Distribution of Certified Cardiology PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	88.7%	89.2%
Black/African American	2.4%	2.6%
Asian	5.9%	5.1%
Native Hawaiian/Pacific Islander	0.2%	0.3%
American Indian/Alaska Native	0.2%	0.2%
Other	2.5%	2.7%
TOTAL	100.0%	100.0%

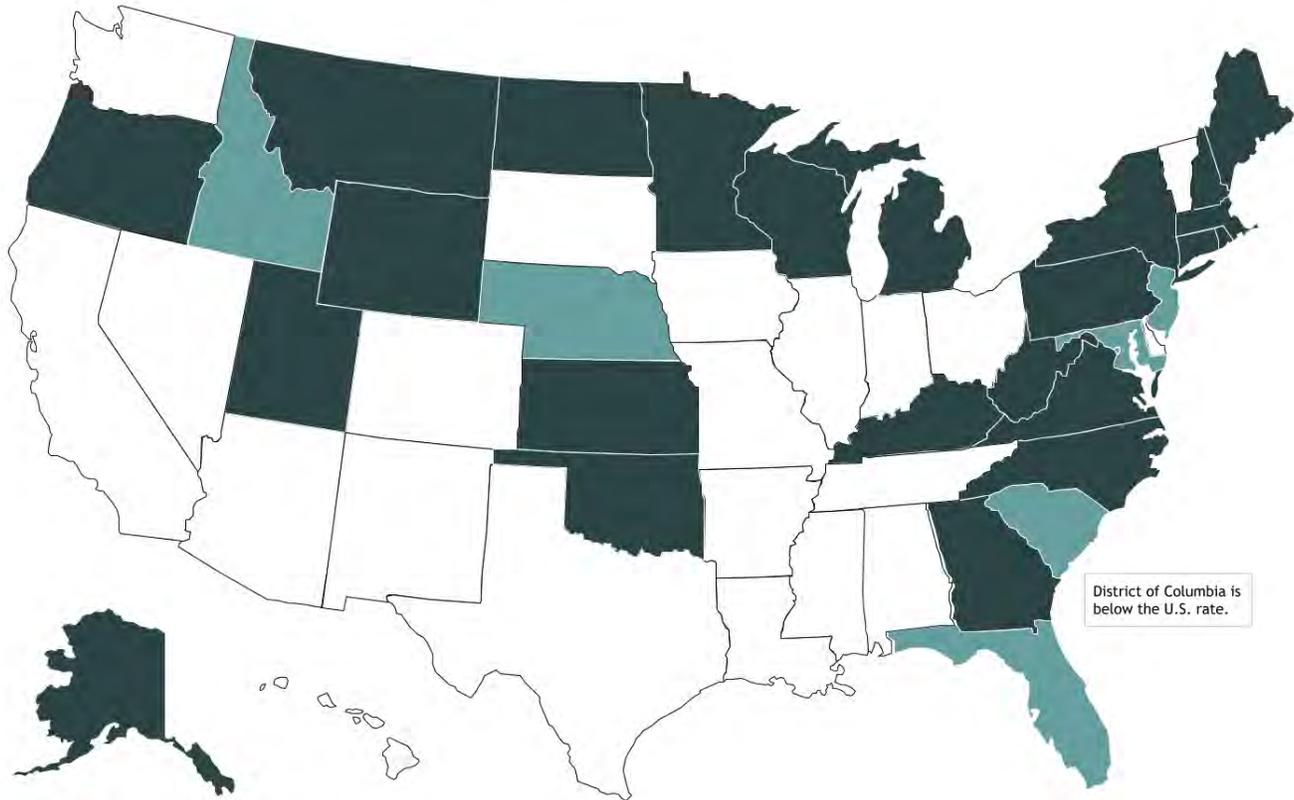
Percentage of Certified PAs by Gender

Gender	2019	2015
Female	71.1%	68.4%
Male	28.9%	31.6%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **4.4%**
 2015: **4.0%**

Certified Cardiology Physician Assistants per 100,000 Population



Below the U.S. Rate
 Equal to the U.S. Rate
 Above the U.S. Rate
 U.S. Rate 0.9

Top PA Practice Settings in Cardiology

Setting	2019	Setting	2015
Hospital	58.8%	Hospital	54.4%
Office-based private practice	36.1%	Office-based private practice	40.0%
Federal government facility/hospital/unit	3.2%	Federal government facility/hospital/unit	3.8%
Other (please specify)	0.4%	Community health center (Federally Qualified Health Center)	0.5%
School-based or college-based health center or school clinic	0.3%	School-based or college-based health center or school clinic	0.5%



In 2019 Military PAs accounted for **0.5%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	92.8%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	91.9%
Prescribe medications for acute and chronic illnesses	86.8%
Counsel and educate patients and families	85.6%
Diagnose, treat, and manage chronic illnesses	81.4%
Diagnose, treat, and manage acute illnesses	68.7%
Provide care coordination	54.5%
Provide preventive care, including screening and immunizations	35.6%
Make referrals	33.4%
Perform procedures	13.2%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	2,054	68.9%
5 or less hours/week	471	15.8%
6-10 hours/week	185	6.2%
More than 10 hours/week	273	9.2%
Total Responses	2,983	100.0%



- **4.1%** of certified PAs plan to leave their principal PA position in the next 12 months
- **6.4%** have plans to retire from the PA workforce in the next five years



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 42 hours



Percentage of PAs who participate in telemedicine services at their principal position: **7%**. Of those, **81%** do so fewer than 10 hours per week.

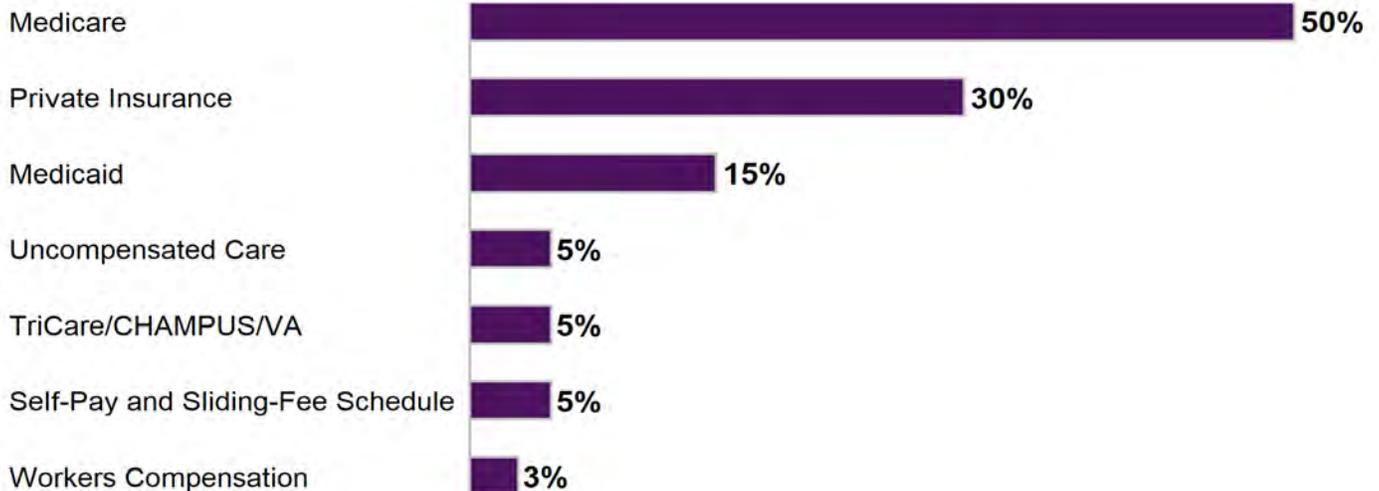


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 50 patients
Mean: 60 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **16%**. Median number of patients on panel: **50**

Payer Mix: Median Percentage by Coverage



Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	1.6%	2.0%
\$40,001 - \$60,000	2.5%	4.3%
\$60,001 - \$80,000	4.2%	9.2%
\$80,001 - \$100,000	23.3%	38.8%
\$100,001 - \$120,000	39.8%	30.1%
\$120,001 - \$140,000	18.9%	10.8%
\$140,001 - \$160,000	6.2%	3.0%
Over \$160,000	3.5%	1.8%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$105,000	\$95,000
Mean:	\$109,724	\$99,322

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	11.0%	8.6%
Less than \$50,000	11.0%	11.4%
\$50,000 - \$74,999	8.8%	7.1%
\$75,000 - \$99,999	11.0%	15.7%
\$100,000 - \$124,999	14.3%	18.6%
\$125,000 - \$149,999	12.1%	15.7%
\$150,000 - \$174,999	8.8%	10.0%
\$175,000 - \$199,999	17.6%	4.3%
\$200,000 or more	5.5%	8.6%
TOTAL	100.0%	100.0%



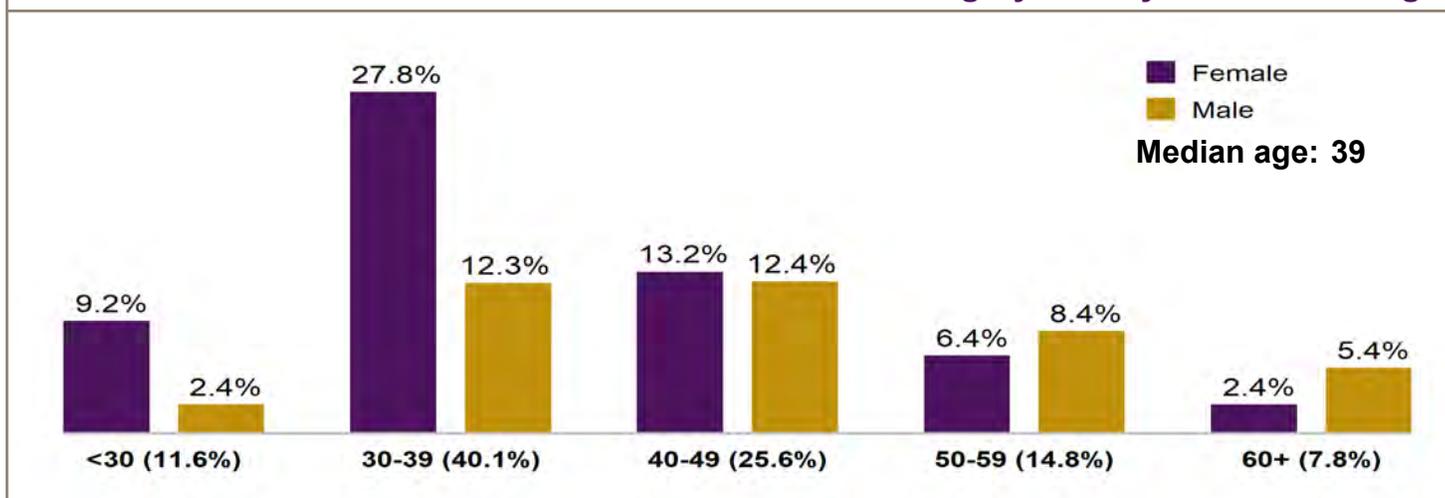
Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$112,500	\$112,500
Mean:	\$110,028	\$107,357

Cardiothoracic and Vascular Surgery

Category	2019	2015
Number of certified PAs whose principal position is CVTS	3,551	2,738 (29.7% change in PAs)
Percent of certified PAs in this specialty	3.4	3.4
Number of PAs whose principal position is CVTS who currently also work in a secondary position in any specialty	394	302
Number whose principal position is in CVTS and whose secondary position is also in CVTS	141	90
Across all principal specialties, PAs who had a secondary position in CVTS	225	170
Rate of PAs in principal CVTS position per 1,000 physicians	438.4	276.3

Distribution of Certified Cardiothoracic and Vascular Surgery PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	88.0%	87.9%
Black/African American	2.5%	2.4%
Asian	6.2%	5.8%
Native Hawaiian/Pacific Islander	0.4%	0.8%
American Indian/Alaska Native	0.1%	0.2%
Other	2.7%	3.0%
TOTAL	100.0%	100.0%

Percentage of Certified PAs by Gender

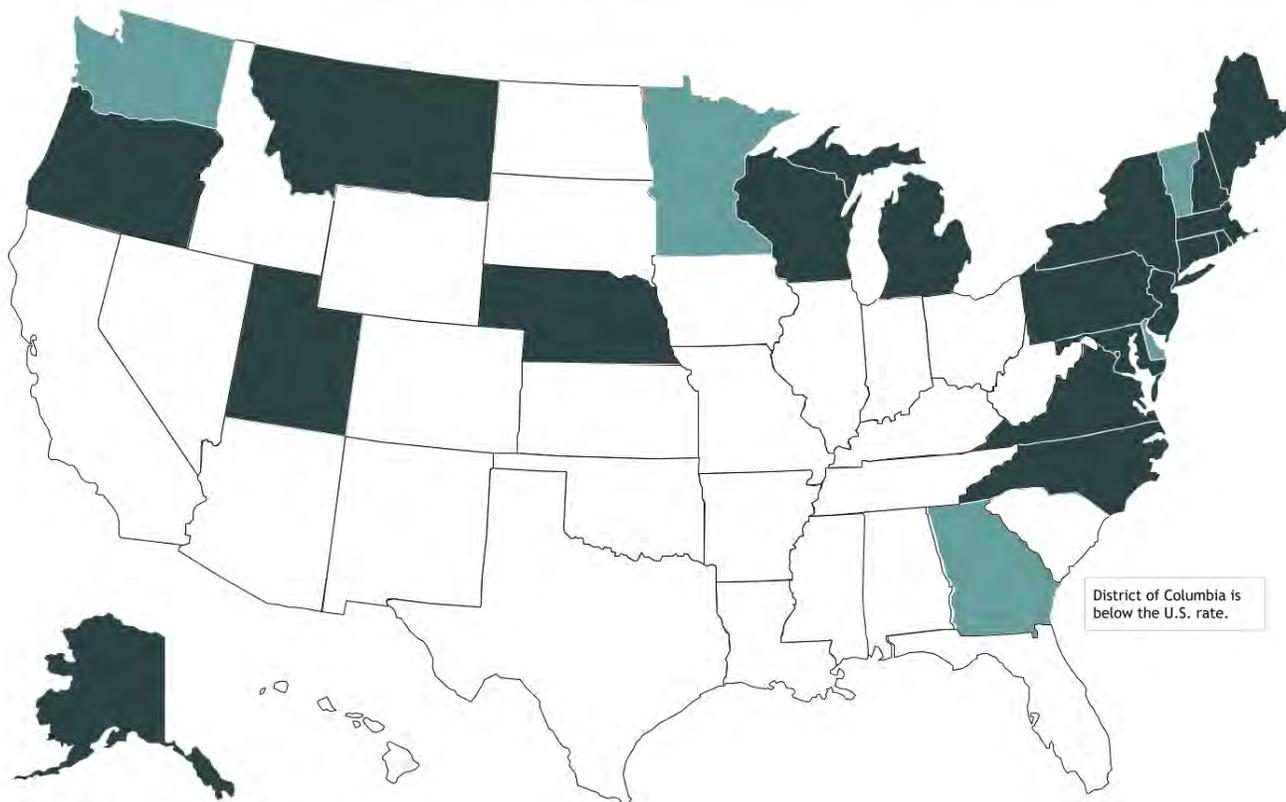
Gender	2019	2015
Female	59.0%	56.5%
Male	41.0%	43.5%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **5.9%**
 2015: **4.9%**

Cardiothoracic and Vascular Surgery

Certified Cardiothoracic and Vascular Surgery Physician Assistants per 100,000 Population



Below the U.S. Rate
 Equal to the U.S. Rate
 Above the U.S. Rate
 U.S. Rate 1.1

Top PA Practice Settings in Cardiothoracic and Vascular Surgery

Setting	2019	Setting	2015
Hospital	83.9%	Hospital	81.8%
Office-based private practice	11.6%	Office-based private practice	13.1%
Federal government facility/hospital/unit	2.9%	Federal government facility/hospital/unit	3.6%
School-based or college-based health center or school clinic	0.7%	School-based or college-based health center or school clinic	1.0%
Other (please specify)	0.4%	Community health center (Federally Qualified Health Center)	0.3%



In 2019 Military PAs accounted for **0.8%** of the federal government facility/hospital/unit practice setting.

Cardiothoracic and Vascular Surgery

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	85.8%
Conduct physical examinations and obtain medical histories	78.6%
Prescribe medications for acute and chronic illnesses	73.3%
Counsel and educate patients and families	71.6%
Diagnose, treat, and manage acute illnesses	68.4%
Perform procedures	66.5%
Provide care coordination	57.8%
Diagnose, treat, and manage chronic illnesses	57.2%
Make referrals	35.3%
Provide preventive care, including screening and immunizations	17.1%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	1,150	32.4%
5 or less hours/week	334	9.4%
6-10 hours/week	356	10.0%
More than 10 hours/week	1,711	48.2%
Total Responses	3,551	100.0%



- **4.6%** of certified PAs plan to leave their principal PA position in the next 12 months
- **6.9%** have plans to retire from the PA workforce in the next five years

Cardiothoracic and Vascular Surgery



Hours worked per week at principal clinical position:
Median: 45 hours
Mean: 46 hours



Percentage of PAs who participate in telemedicine services at their principal position: **6.4%**. Of those, **84%** do so fewer than 10 hours per week.

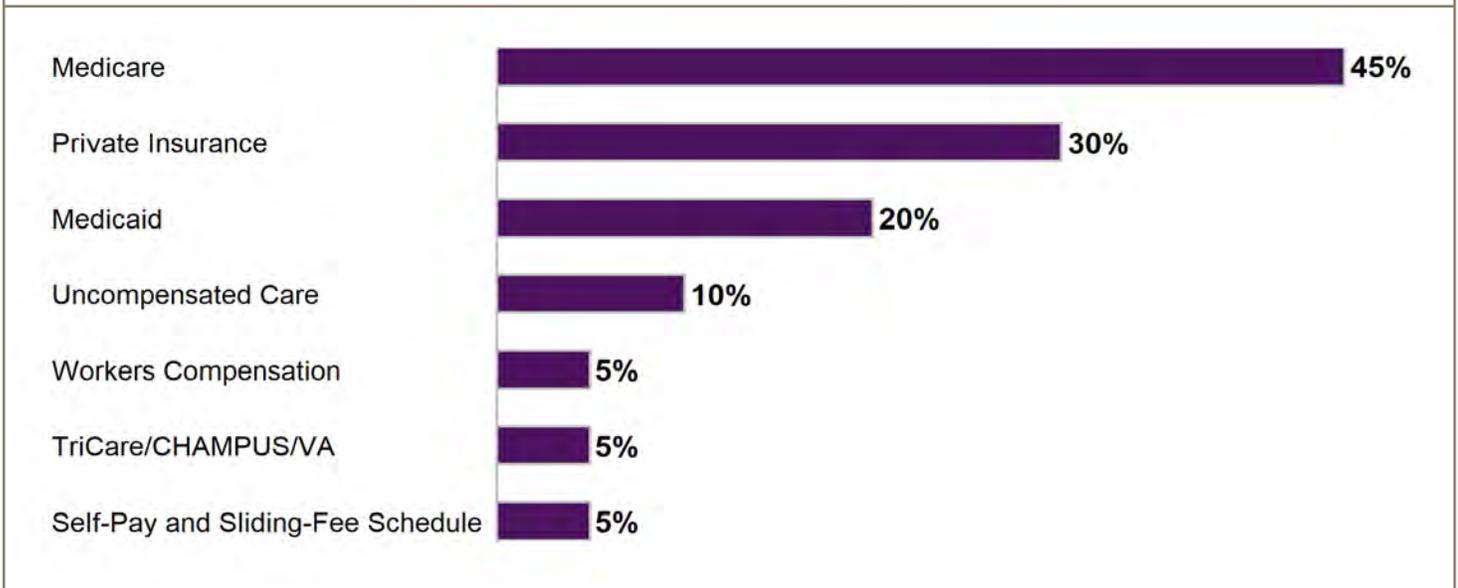


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 34 patients
Mean: 40 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **15%**. Median number of patients on panel: **15**

Payer Mix: Median Percentage by Coverage



Cardiothoracic and Vascular Surgery

Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	0.7%	1.0%
\$40,001 - \$60,000	0.7%	1.2%
\$60,001 - \$80,000	1.9%	4.1%
\$80,001 - \$100,000	11.1%	20.6%
\$100,001 - \$120,000	25.0%	26.4%
\$120,001 - \$140,000	20.4%	19.4%
\$140,001 - \$160,000	15.9%	11.6%
Over \$160,000	24.3%	15.7%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$125,000	\$115,000
Mean:	\$135,319	\$123,200

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	14.0%	5.2%
Less than \$50,000	7.5%	14.3%
\$50,000 - \$74,999	4.3%	5.2%
\$75,000 - \$99,999	5.4%	13.0%
\$100,000 - \$124,999	14.0%	11.7%
\$125,000 - \$149,999	10.8%	15.6%
\$150,000 - \$174,999	17.2%	13.0%
\$175,000 - \$199,999	11.8%	11.7%
\$200,000 or more	15.1%	10.4%
TOTAL	100.0%	100.0%



Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$137,500	\$137,500
Mean:	\$125,806	\$120,724

Ashley Munns, PA-C

Central Florida
Vascular Surgery



Give Certified PA **Ashley Munns** an opportunity, and she'll find a way to thrive.

Just a decade ago, the Central Florida native had no idea what a physician assistant was, and didn't know which field of study she'd pursue while an undergraduate student at the University of Florida. She'd later decide to pursue health sciences and would come to learn about the profession through several groups on campus.

"I knew that the human body and medicine were of interest to me. When I found out about the profession it was like finding the puzzle piece that fit," she explains.

She continues, "I wanted a profession that I would love throughout my life. I wanted something that would sustain my interest while allowing me to make a difference with my talent and skills. The more I found out about the profession and the

flexibility that PAs have was the more that I liked it."

Ashley would come to chronicle her journey from deciding on the profession to applying to PA school and then completing the South College PA Program on social media, and later through her wildly popular blog.

"I still get messages a few times a week from PA students saying that I was their inspiration to pursue the PA profession," she shares.

Two years after completing the program, Ashley is a PA in vascular surgery.

She chose vascular surgery after learning about the wide variety of procedures covered under the subspecialty.

"There are so many different procedures that you do daily. It's always a challenge. It never gets boring. I knew that I wanted something that could keep my interest, something that I would be able to come back to, learn more and work at the top of my license."

Though her schedule may differ based upon when surgeries end or if emergency surgeries are added, on most days her schedule is as follows:

6:30am: Arrive at the hospital to round on and write progress notes for any post-op patients in house

7:00am: Go to the pre-op holding area and help sign-off on patients scheduled for procedures. This can include getting a new history and physical to make sure there haven't been any changes since they were last seen, checking labs and medications to make sure they're stable and safe for the operation, and confirming/marketing correct sites on the patient for the operation.

7:30am-6:00pm: Time in the OR. She'll find time for coffee or lunch if its not too busy.

For her, the most rewarding part of being a PA in vascular surgery is seeing her patients come full circle.

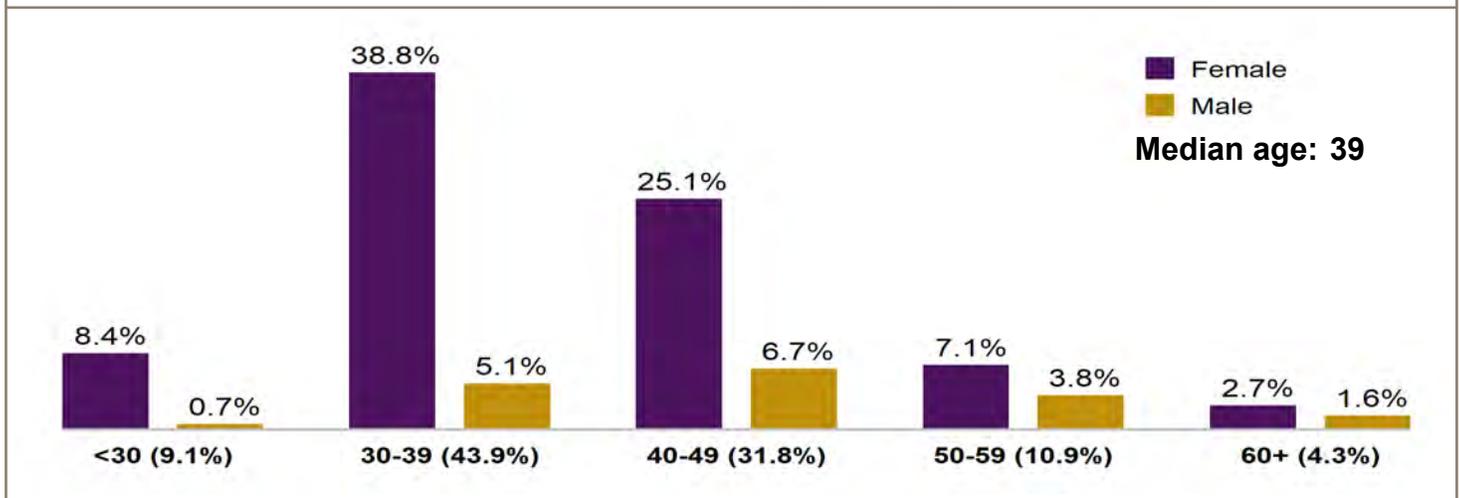
"In vascular surgery, patients coming in with a ruptured abdominal aneurysms have a 50 percent chance of dying before they even make it to the hospital and then, if alive on arrival, another 50 percent chance of dying on the operating room table," she says.

"Seeing someone in a critical state return to the clinic a few weeks later walking, talking, breathing and happy... it brings everything full circle. Seeing patients that have had to have machines pump their heart for them or to breathe for them have an advanced quality of life afterwards is so powerful to me. It's kind of an extreme specialty to go into for a first job, but I love it!"

Dermatology

Category	2019	2015
Number of certified PAs whose principal position is Dermatology	4,269	3,270 (30.6% change in PAs)
Percent of certified PAs in this specialty	4.1	4.0
Number of PAs whose principal position is Dermatology who currently also work in a secondary position in any specialty	233	193
Number whose principal position is in Dermatology and whose secondary position is also in Dermatology	80	61
Across all principal specialties, PAs who had a secondary position in Dermatology	152	138
Rate of PAs in principal Dermatology position per 1,000 physicians	354.2	274.8

Distribution of Certified Dermatology PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	89.1%	89.3%
Black/African American	1.5%	1.7%
Asian	5.9%	5.3%
Native Hawaiian/Pacific Islander	0.3%	0.5%
American Indian/Alaska Native	0.2%	0.3%
Other	2.9%	2.9%
TOTAL	100.0%	100.0%

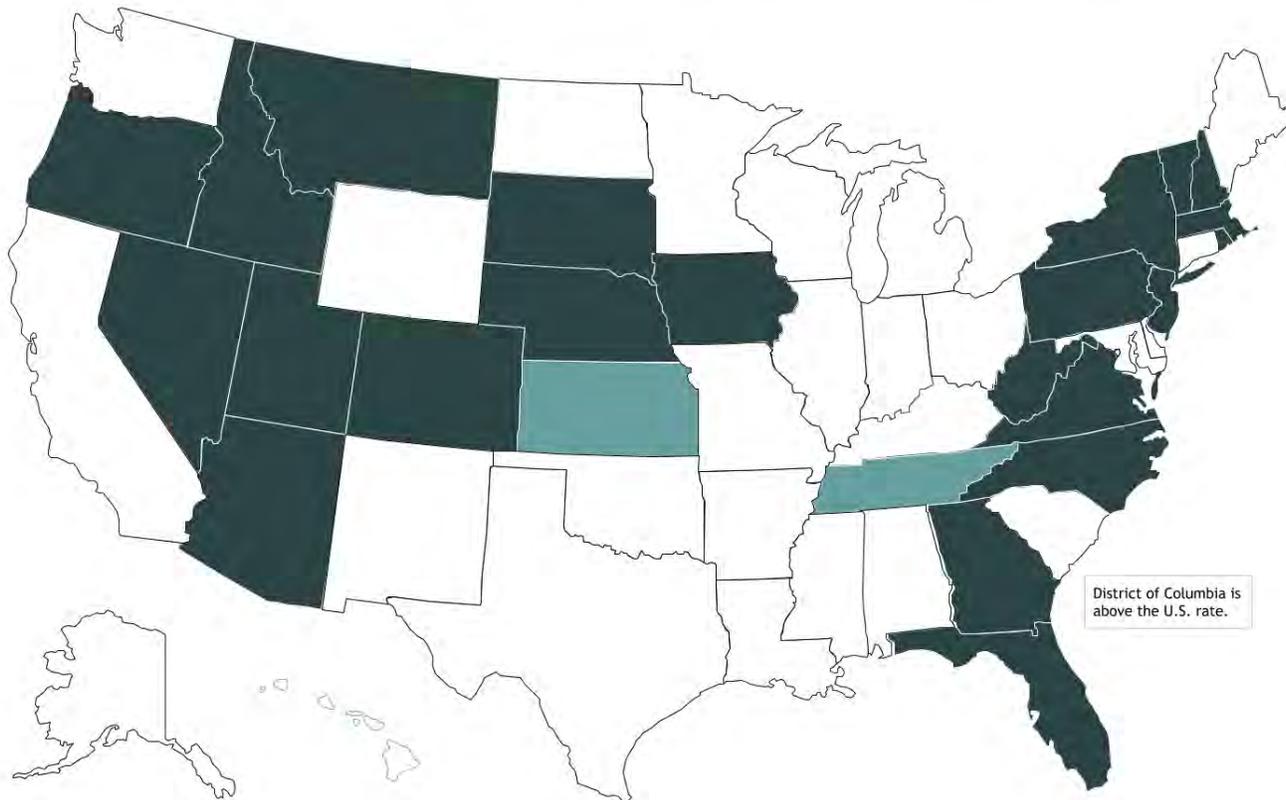
Percentage of Certified PAs by Gender

Gender	2019	2015
Female	82.1%	81.2%
Male	17.9%	18.8%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **6.3%**
 2015: **5.4%**

Certified Dermatology Physician Assistants per 100,000 Population



Below the U.S. Rate
 Equal to the U.S. Rate
 Above the U.S. Rate
 U.S. Rate 1.3

Top PA Practice Settings in Dermatology

Setting	2019	Setting	2015
Office-based private practice	92.4%	Office-based private practice	93.2%
Hospital	4.3%	Hospital	3.1%
Federal government facility/hospital/unit	1.6%	Federal government facility/hospital/unit	1.9%
Other (please specify)	0.5%	Extended care facility/Nursing home	0.5%
School-based or college-based health center or school clinic	0.4%	School-based or college-based health center or school clinic	0.3%



In 2019 Military PAs accounted for **0.5%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Counsel and educate patients and families	89.0%
Conduct physical examinations and obtain medical histories	88.1%
Prescribe medications for acute and chronic illnesses	82.0%
Diagnose, treat, and manage acute illnesses	75.0%
Perform procedures	66.3%
Diagnose, treat, and manage chronic illnesses	65.9%
Provide preventive care, including screening and immunizations	56.7%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	44.2%
Provide care coordination	38.5%
Make referrals	24.2%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	2,725	63.8%
5 or less hours/week	1,247	29.2%
6-10 hours/week	98	2.3%
More than 10 hours/week	199	4.7%
Total Responses	4,269	100.0%



- **3.2%** of certified PAs plan to leave their principal PA position in the next 12 months
- **3.5%** have plans to retire from the PA workforce in the next five years



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 37 hours



Percentage of PAs who participate in telemedicine services at their principal position: **6.2%**. Of those, **87%** do so fewer than 10 hours per week.

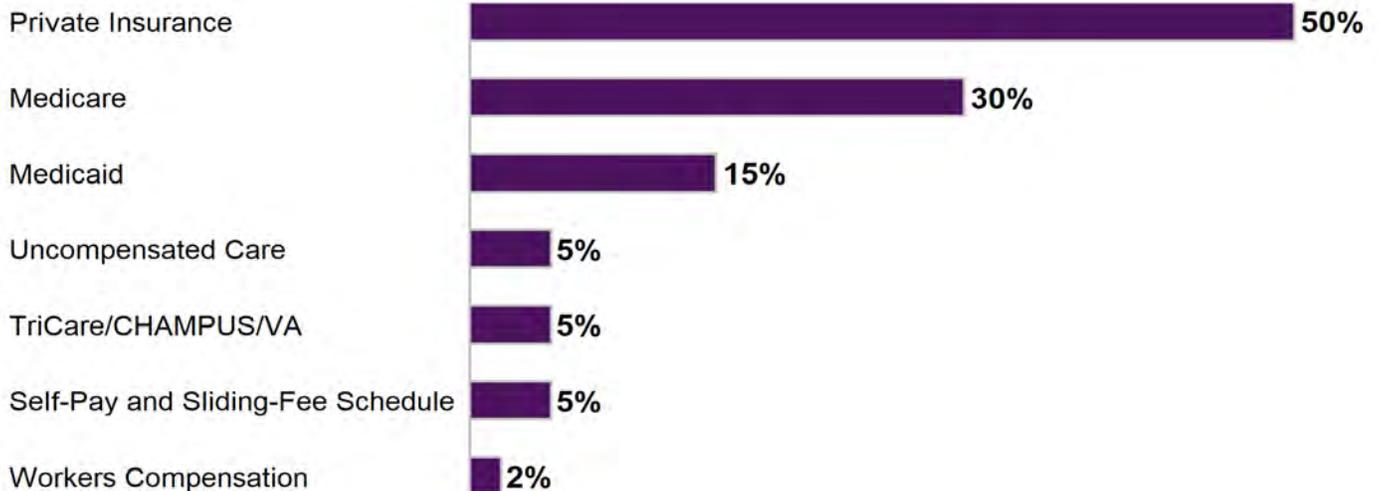


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 115 patients
Mean: 119 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **47%**. Median number of patients on panel: **200**

Payer Mix: Median Percentage by Coverage



Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	1.2%	2.1%
\$40,001 - \$60,000	2.4%	3.8%
\$60,001 - \$80,000	6.2%	9.7%
\$80,001 - \$100,000	17.4%	24.6%
\$100,001 - \$120,000	21.4%	21.1%
\$120,001 - \$140,000	16.1%	13.1%
\$140,001 - \$160,000	10.5%	8.1%
Over \$160,000	24.7%	17.5%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$125,000	\$105,000
Mean:	\$129,246	\$116,958

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	13.8%	9.2%
Less than \$50,000	10.1%	14.5%
\$50,000 - \$74,999	6.4%	3.9%
\$75,000 - \$99,999	6.4%	10.5%
\$100,000 - \$124,999	11.0%	18.4%
\$125,000 - \$149,999	14.7%	17.1%
\$150,000 - \$174,999	12.8%	11.8%
\$175,000 - \$199,999	12.8%	5.3%
\$200,000 or more	11.9%	9.2%
TOTAL	100.0%	100.0%



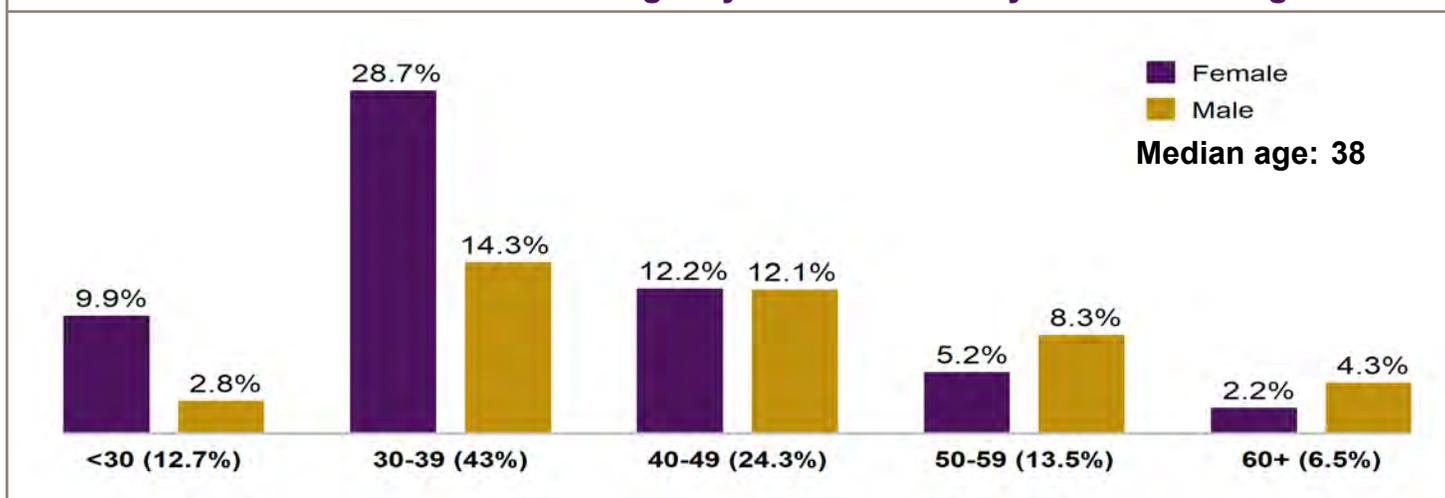
Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$137,500	\$112,500
Mean:	\$117,431	\$112,105

Emergency Medicine

Category	2019	2015
Number of certified PAs whose principal position is EM	13,406	10,876 (23.3% change in PAs)
Percent of certified PAs in this specialty	12.8	13.4
Number of PAs whose principal position is EM who currently also work in a secondary position in any specialty	3,014	2,494
Number whose principal position is in EM and whose secondary position is also in EM	1,550	1,225
Across all principal specialties, PAs who had a secondary position in EM	3,561	2,998
Rate of PAs in principal EM position per 1,000 physicians	316.6	290.9

Distribution of Certified Emergency Medicine PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	87.4%	87.9%
Black/African American	3.5%	3.9%
Asian	5.3%	4.4%
Native Hawaiian/Pacific Islander	0.4%	0.4%
American Indian/Alaska Native	0.4%	0.5%
Other	3.1%	3.1%
TOTAL	100.0%	100.0%

Percentage of Certified PAs by Gender

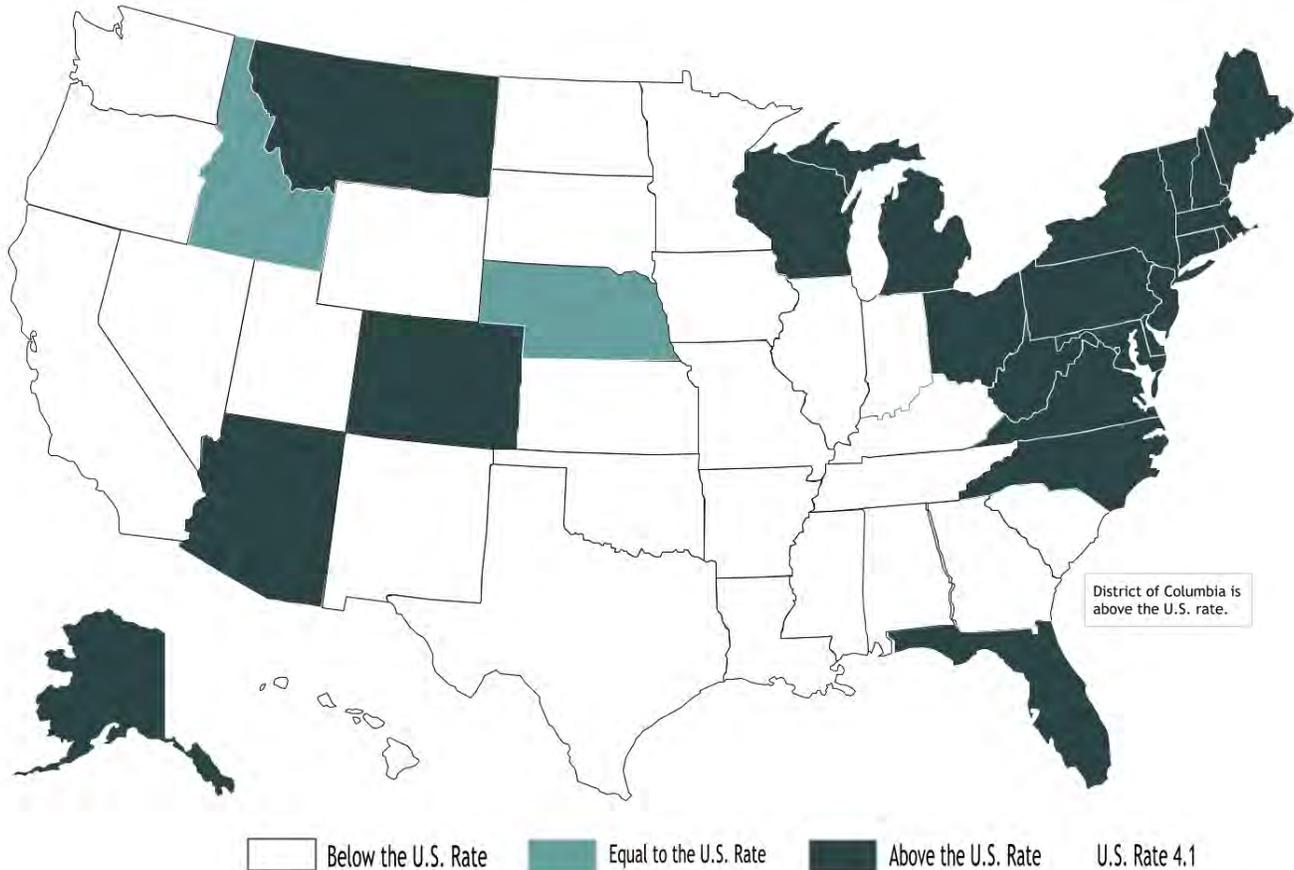
Gender	2019	2015
Female	58.1%	57.7%
Male	41.9%	42.3%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **6.0%**
 2015: **4.7%**

Emergency Medicine

Certified Emergency Medicine Physician Assistants per 100,000 Population



Top PA Practice Settings in Emergency Medicine

Setting	2019	Setting	2015
Hospital	84.7%	Hospital	89.3%
Urgent Care	7.5%	Office-based private practice	5.7%
Office-based private practice	3.1%	Federal government facility/hospital/unit	2.9%
Federal government facility/hospital/unit	3.1%	Public or community health clinic (non-federally qualified)	0.8%
Community health center (Federally Qualified Health Center)	0.4%	Rural health clinic (federally certified)	0.4%



In 2019 Military PAs accounted for **1.9%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	97.0%
Diagnose, treat, and manage acute illnesses	96.6%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	94.4%
Prescribe medications for acute and chronic illnesses	92.9%
Counsel and educate patients and families	82.0%
Make referrals	49.0%
Provide care coordination	40.7%
Perform procedures	38.5%
Diagnose, treat, and manage chronic illnesses	35.0%
Provide preventive care, including screening and immunizations	20.3%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	11,875	88.6%
5 or less hours/week	904	6.7%
6-10 hours/week	259	1.9%
More than 10 hours/week	368	2.7%
Total Responses	13,406	100.0%



- **5.5%** of certified PAs plan to leave their principal PA position in the next 12 months
- **5.1%** have plans to retire from the PA workforce in the next five years

Emergency Medicine



Hours worked per week at principal clinical position:

Median: 40 hours

Mean: 39 hours



Percentage of PAs who participate in telemedicine services at their principal position: **13%**. Of those, **91%** do so fewer than 10 hours per week.



Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:

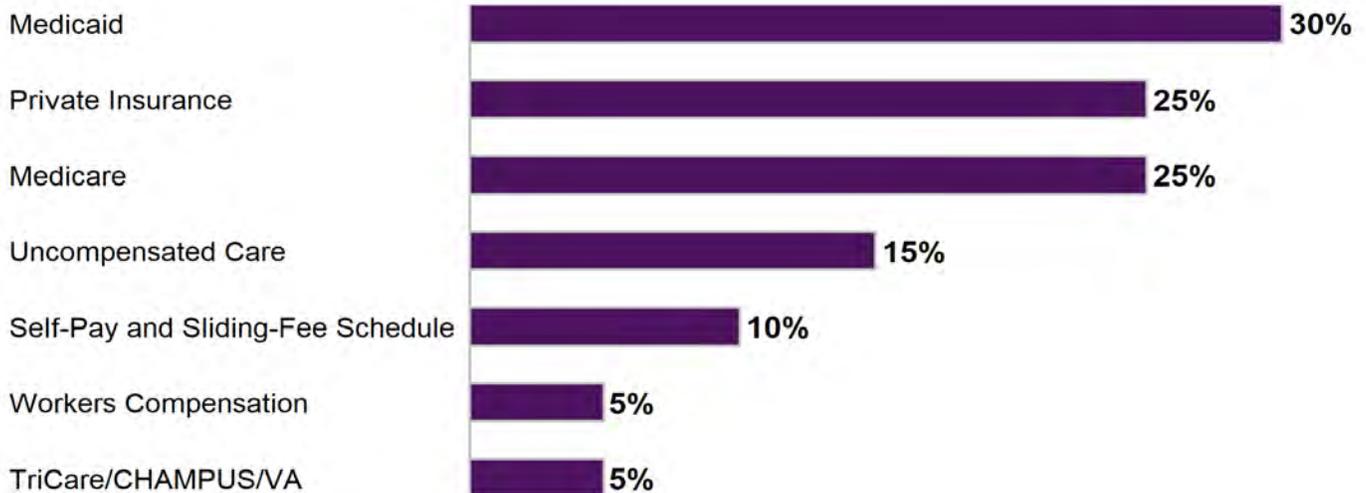
Median: 80 patients

Mean: 88 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **11%**. Median number of patients on panel: **25**

Payer Mix: Median Percentage by Coverage



Emergency Medicine

Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	1.5%	1.9%
\$40,001 - \$60,000	1.8%	2.6%
\$60,001 - \$80,000	3.0%	5.1%
\$80,001 - \$100,000	12.9%	22.0%
\$100,001 - \$120,000	29.9%	31.9%
\$120,001 - \$140,000	22.8%	18.7%
\$140,001 - \$160,000	13.1%	9.1%
Over \$160,000	15.0%	8.7%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$125,000	\$115,000
Mean:	\$125,106	\$114,443

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	10.6%	8.7%
Less than \$50,000	7.9%	12.0%
\$50,000 - \$74,999	7.1%	9.6%
\$75,000 - \$99,999	10.6%	12.8%
\$100,000 - \$124,999	10.8%	16.9%
\$125,000 - \$149,999	13.2%	16.2%
\$150,000 - \$174,999	16.1%	12.6%
\$175,000 - \$199,999	11.4%	7.7%
\$200,000 or more	12.2%	3.4%
TOTAL	100.0%	100.0%



Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$137,500	\$112,500
Mean:	\$121,407	\$105,479

Lamont Hunter, MPH, PA-C

Emergency Medicine

Santa Barbara, California



For 15 years, Certified PA **Lamont Hunter** has been in a constant state of emergency. As an emergency medicine PA he's spent each day seeing patients in varying states of distress, an experience that made him uniquely positioned to more readily address COVID-19.

"I think that the hallmark of emergency medicine is the ability to adapt to changes and act accordingly. Our department has done a great job of adjusting to this "new normal" and providing care for our community," he says.

Still the battle on the front lines against this pandemic has not been an easy one.

"It's definitely been a challenging and anxiety-inducing experience for us as clinicians, and for the patients that we serve. There's obviously a large learning curve for clinicians and everyone managing COVID, but I think we've done a good job of educating ourselves and

being able to alleviate some of the fear that our patients may have."

Growing up, Lamont always gravitated towards math and science, and felt strongly that a career in medicine would best suit his interests and talents. He completed his undergraduate studies at the University of California - San Diego, and through a bit of "discovery" he learned about the PA profession. He would then be accepted to and complete the Touro University PA program in California.

"I learned that a lot of the career aspirations that I wanted to accomplish, I could accomplish as a PA. My career has given me all of the things clinically and service wise that I wanted."

For the first eight years of his career, Lamont practiced at a community hospital in the San Francisco Bay area. He now practices primarily for Cottage Health in Santa Barbara as the lead PA for their two local emergency departments.

As one might imagine, no two days are ever alike working in the emergency department - even in a pre-COVID environment.

"Most days are very different. I work in a department with up to six or seven physicians at a time," he explains.

"I may have a day where I take care of kids with flu-like symptoms and then an elderly woman with chest pains or abdominal pains. The cases that I see are pretty broad. I'm not restricted to just lower acuity patients. I'm able to care for sicker patients. That leads to a lot of job satisfaction for me. Days can be very, very different depending on the day of the week and what is going on, but I like the variety."

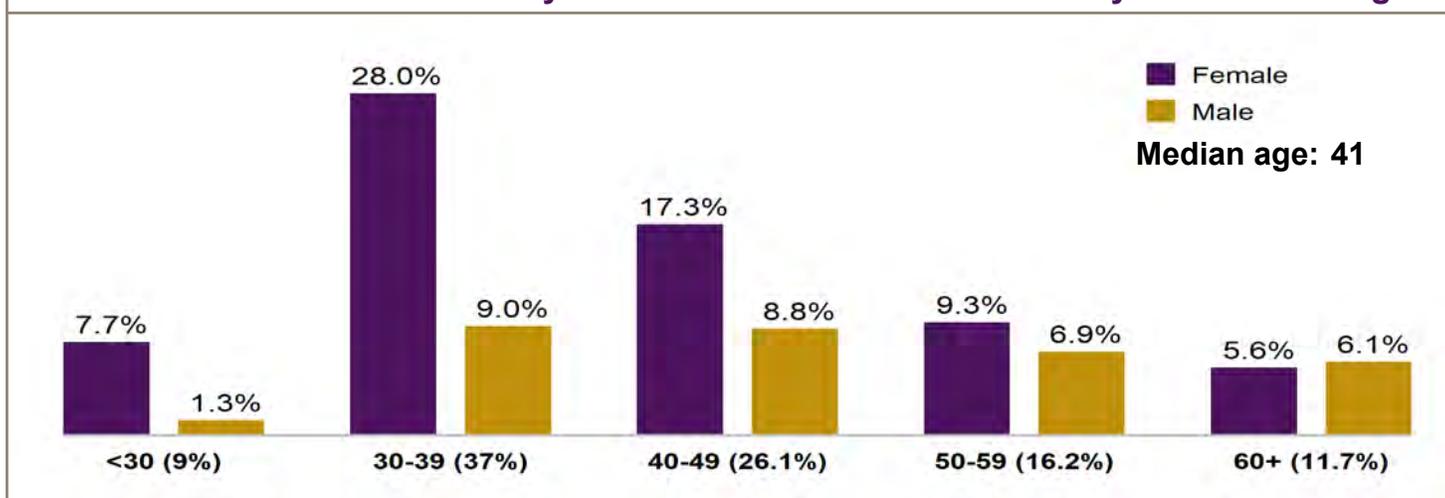
Despite never quite knowing what may be coming his way, Lamont, the President-Elect of the Society of Emergency Medicine Physician Assistants (SEMPA) board of directors, wouldn't change a thing about practicing in emergency medicine.

"When most people come to the emergency department they're coming in at a time when they're in a vulnerable place and in distress. The most rewarding part of my job is that in times of vulnerability or extreme illness, I can help to alleviate some of the suffering that my patients may be feeling, and give them some reassurance."

Family Medicine / General Practice

Category	2019	2015
Number of certified PAs whose principal position is FM/GP	19,453	17,090 (13.8% change in PAs)
Percent of certified PAs in this specialty	18.6	21.0
Number of PAs whose principal position is FM/GP who currently also work in a secondary position in any specialty	2,109	1,979
Number whose principal position is in FM/GP and whose secondary position is also in FM/GP	531	536
Across all principal specialties, PAs who had a secondary position in FM/GP	1,551	1,498
Rate of PAs in principal FM/GP position per 1,000 physicians	171.4	173.9

Distribution of Certified Family Medicine/General Practice PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	86.6%	86.9%
Black/African American	3.8%	4.0%
Asian	4.9%	4.2%
Native Hawaiian/Pacific Islander	0.3%	0.4%
American Indian/Alaska Native	0.6%	0.7%
Other	3.7%	3.9%
TOTAL	100.0%	100.0%

Percentage of Certified PAs by Gender

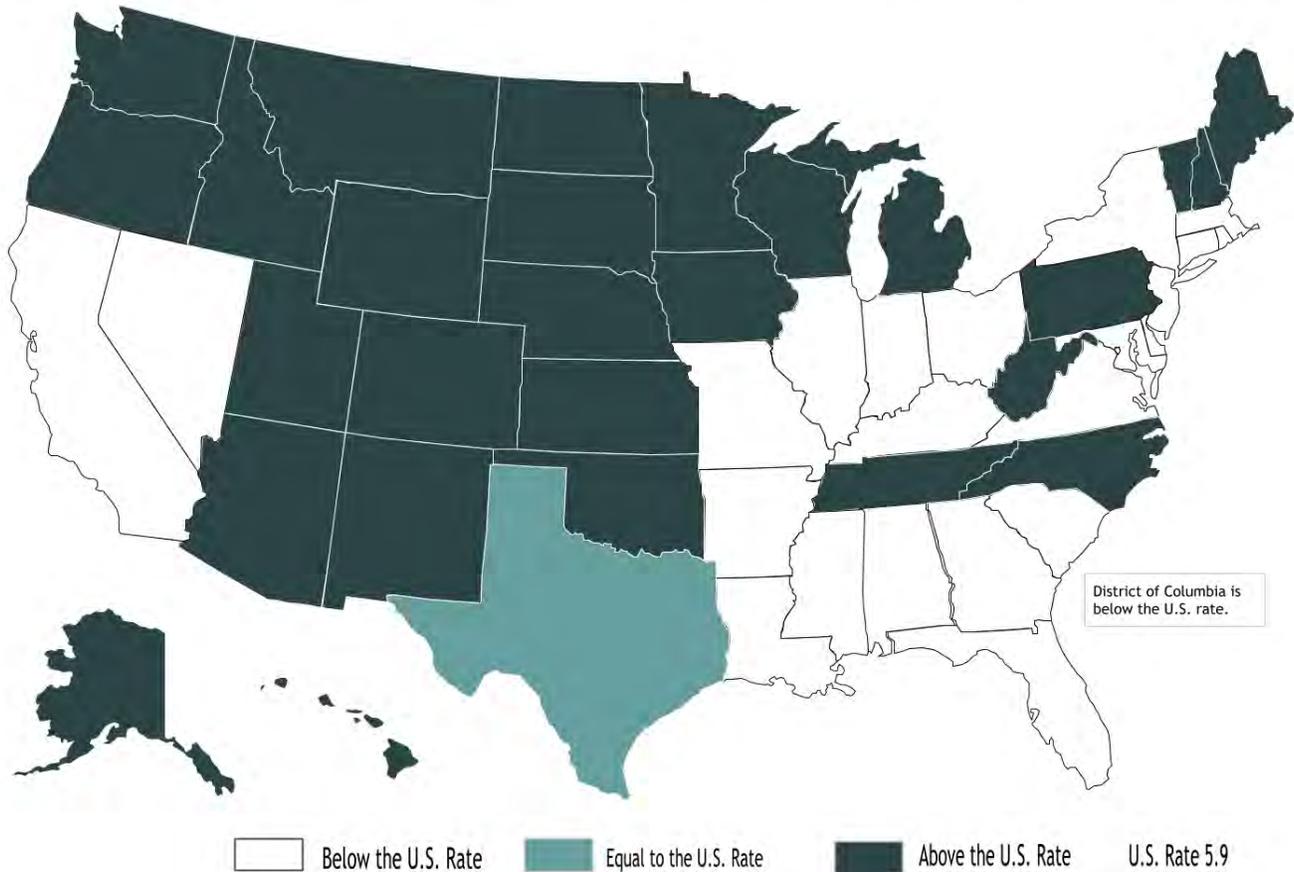
Gender	2019	2015
Female	67.8%	66.6%
Male	32.2%	33.4%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
2019: **8.6%**
2015: **7.6%**

Family Medicine / General Practice

Certified Family Medicine / General Practice Physician Assistants per 100,000 Population



Top PA Practice Settings Family Medicine / General Practice

Setting	2019	Setting	2015
Office-based private practice	52.4%	Office-based private practice	56.2%
Community health center (Federally Qualified Health Center)	11.1%	Community health center (Federally Qualified Health Center)	11.5%
Federal government facility/hospital/unit	10.3%	Federal government facility/hospital/unit	11.2%
Rural health clinic (federally certified)	8.1%	Rural health clinic (federally certified)	9.7%
Hospital	7.1%	Hospital	4.6%



In 2019 Military PAs accounted for **7.2%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Prescribe medications for acute and chronic illnesses	93.0%
Conduct physical examinations and obtain medical histories	91.4%
Diagnose, treat, and manage acute illnesses	87.5%
Counsel and educate patients and families	84.1%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	83.2%
Provide preventive care, including screening and immunizations	77.4%
Diagnose, treat, and manage chronic illnesses	72.3%
Provide care coordination	55.2%
Make referrals	55.1%
Perform procedures	29.2%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	11,819	60.8%
5 or less hours/week	4,614	23.7%
6-10 hours/week	1,105	5.7%
More than 10 hours/week	1,915	9.8%
Total Responses	19,453	100.0%



- **6.1%** of certified PAs plan to leave their principal PA position in the next 12 months
- **7.8%** have plans to retire from the PA workforce in the next five years

Family Medicine / General Practice



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 39 hours



Percentage of PAs who participate in telemedicine services at their principal position: **11%**. Of those, **88%** do so fewer than 10 hours per week.

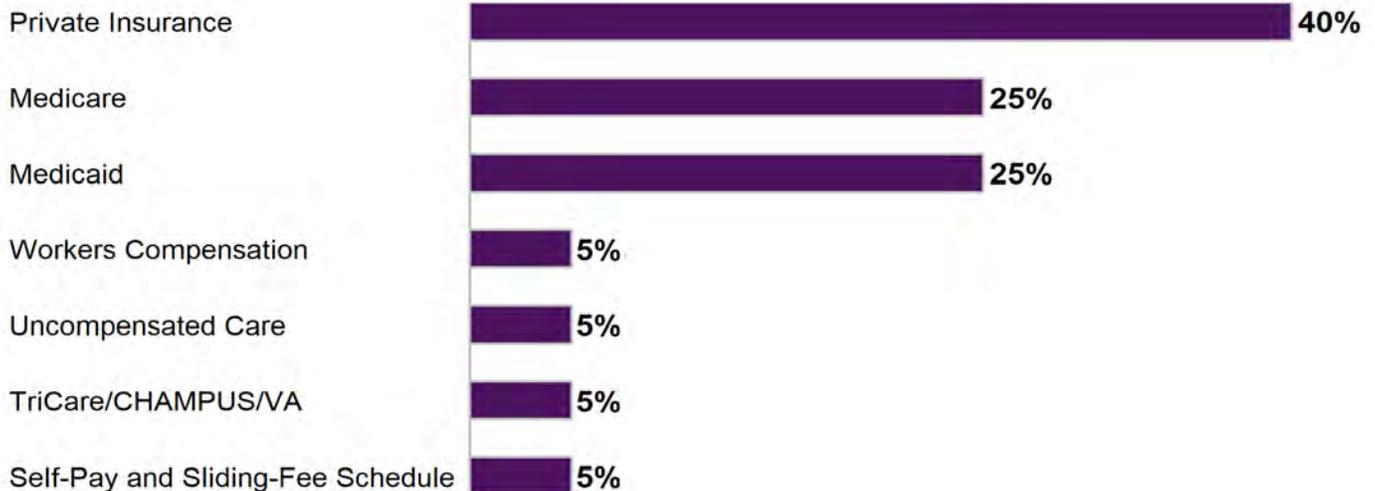


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 80 patients
Mean: 84 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **65%**. Median number of patients on panel: **400**

Payer Mix: Median Percentage by Coverage



Family Medicine / General Practice

Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	2.5%	3.5%
\$40,001 - \$60,000	3.9%	5.9%
\$60,001 - \$80,000	8.2%	16.5%
\$80,001 - \$100,000	30.3%	37.6%
\$100,001 - \$120,000	30.7%	22.3%
\$120,001 - \$140,000	13.7%	8.5%
\$140,001 - \$160,000	5.6%	3.1%
Over \$160,000	5.1%	2.7%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$105,000	\$95,000
Mean:	\$105,286	\$94,613

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	17.1%	13.7%
Less than \$50,000	9.0%	11.1%
\$50,000 - \$74,999	7.9%	10.9%
\$75,000 - \$99,999	9.5%	14.5%
\$100,000 - \$124,999	12.1%	14.8%
\$125,000 - \$149,999	11.4%	11.2%
\$150,000 - \$174,999	13.9%	10.7%
\$175,000 - \$199,999	10.2%	5.7%
\$200,000 or more	8.8%	7.3%
TOTAL	100.0%	100.0%



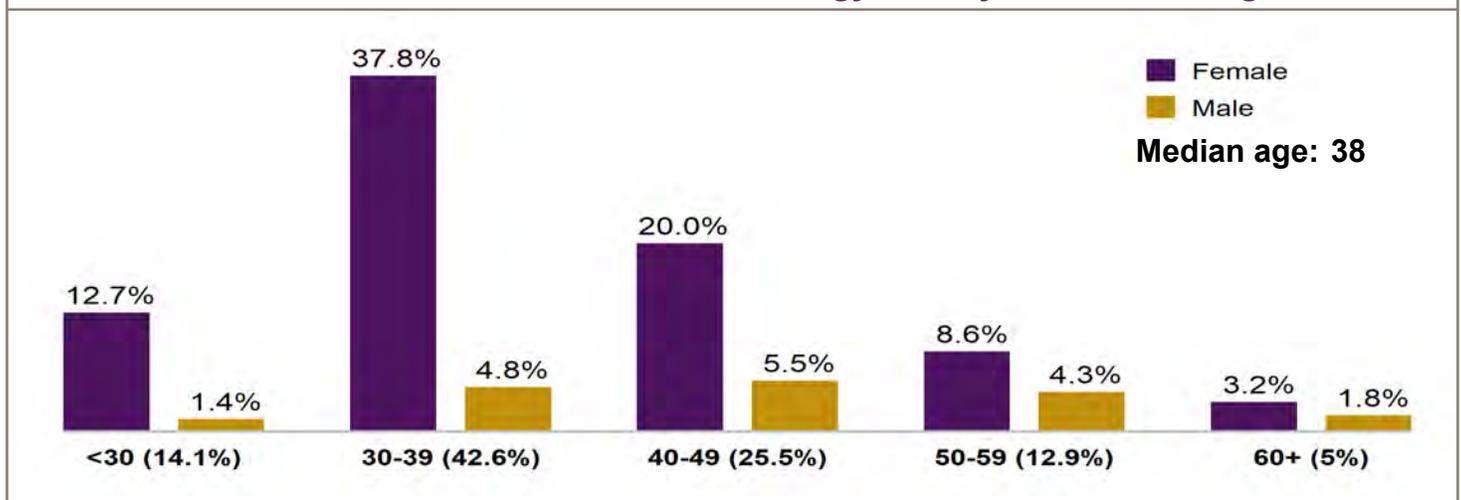
Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$112,500	\$87,500
Mean:	\$107,064	\$99,842

Gastroenterology

Category	2019	2015
Number of certified PAs whose principal position is Gastroenterology	1,684	1,305 (29% change in PAs)
Percent of certified PAs in this specialty	1.6	1.6
Number of PAs whose principal position is Gastroenterology who currently also work in a secondary	101	84
Number whose principal position is in Gastroenterology and whose secondary position is also in Gastroenterology	12	8
Across all principal specialties, PAs who had a secondary position in Gastroenterology	52	40
Rate of PAs in principal Gastroenterology position per 1,000 physicians	114.2	90.8

Distribution of Certified Gastroenterology PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	87.8%	87.5%
Black/African American	2.5%	2.9%
Asian	6.8%	6.0%
Native Hawaiian/Pacific Islander	0.6%	0.7%
American Indian/Alaska Native	0.1%	0.0%
Other	2.2%	2.9%
TOTAL	100.0%	100.0%

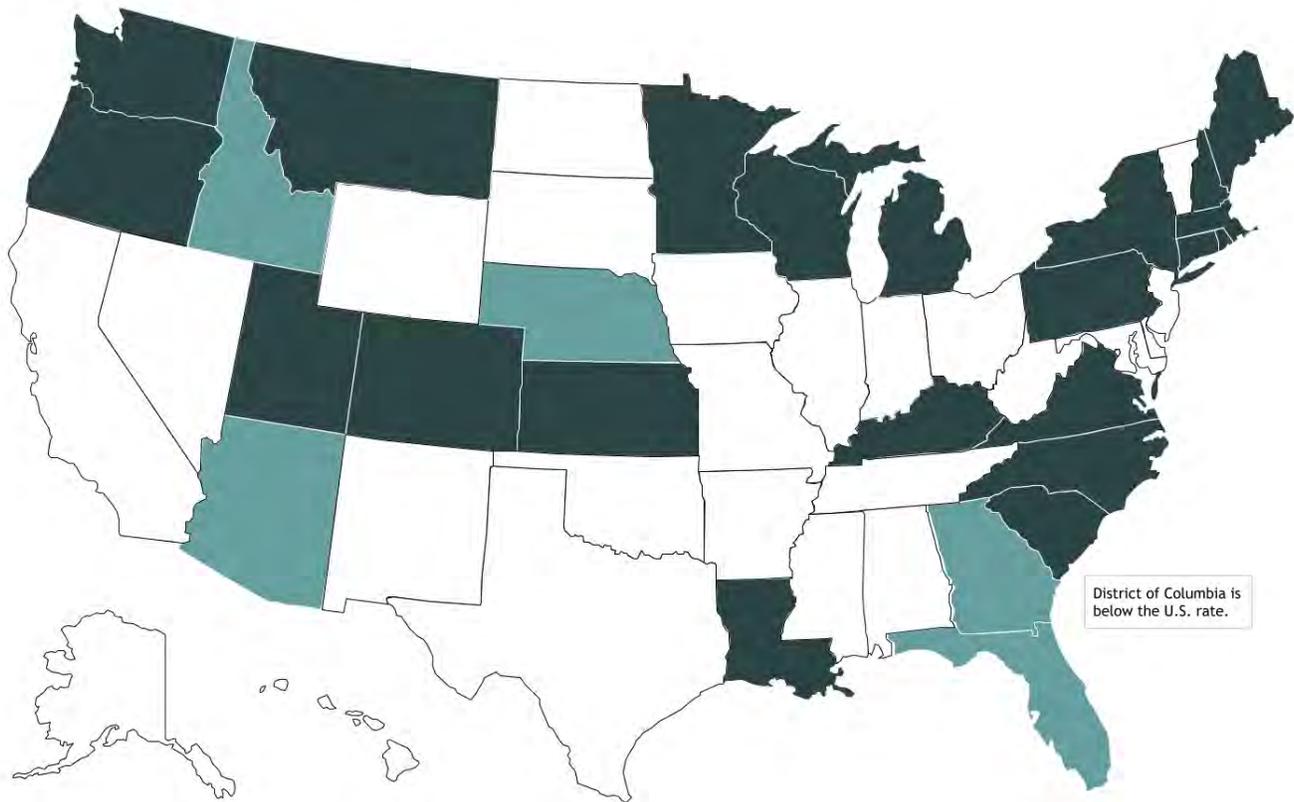
Percentage of Certified PAs by Gender

Gender	2019	2015
Female	82.2%	81.4%
Male	17.8%	18.6%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **5.3%**
 2015: **5.3%**

Certified Gastroenterology Physician Assistants per 100,000 Population



Below the U.S. Rate
 Equal to the U.S. Rate
 Above the U.S. Rate
 U.S. Rate 0.5

Top PA Practice Settings in Gastroenterology

Setting	2019	Setting	2015
Office-based private practice	56.5%	Office-based private practice	62.0%
Hospital	37.1%	Hospital	30.6%
Federal government facility/hospital/unit	4.1%	Federal government facility/hospital/unit	5.0%
Community health center (Federally Qualified Health Center)	0.7%	Community health center (Federally Qualified Health Center)	0.8%
Other (please specify)	0.5%	School-based or college-based health center or school clinic	0.5%



In 2019 Military PAs accounted for **0.4%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	96.5%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	88.3%
Counsel and educate patients and families	86.5%
Prescribe medications for acute and chronic illnesses	85.7%
Diagnose, treat, and manage chronic illnesses	77.6%
Diagnose, treat, and manage acute illnesses	69.2%
Provide preventive care, including screening and immunizations	54.3%
Provide care coordination	51.0%
Make referrals	31.2%
Perform procedures	8.8%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	1,244	73.9%
5 or less hours/week	233	13.8%
6-10 hours/week	84	5.0%
More than 10 hours/week	123	7.3%
Total Responses	1,684	100.0%



- **4.9%** of certified PAs plan to leave their principal PA position in the next 12 months
- **4.5%** have plans to retire from the PA workforce in the next five years



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 41 hours



Percentage of PAs who participate in telemedicine services at their principal position: **6%**. Of those, **86%** do so fewer than 10 hours per week.

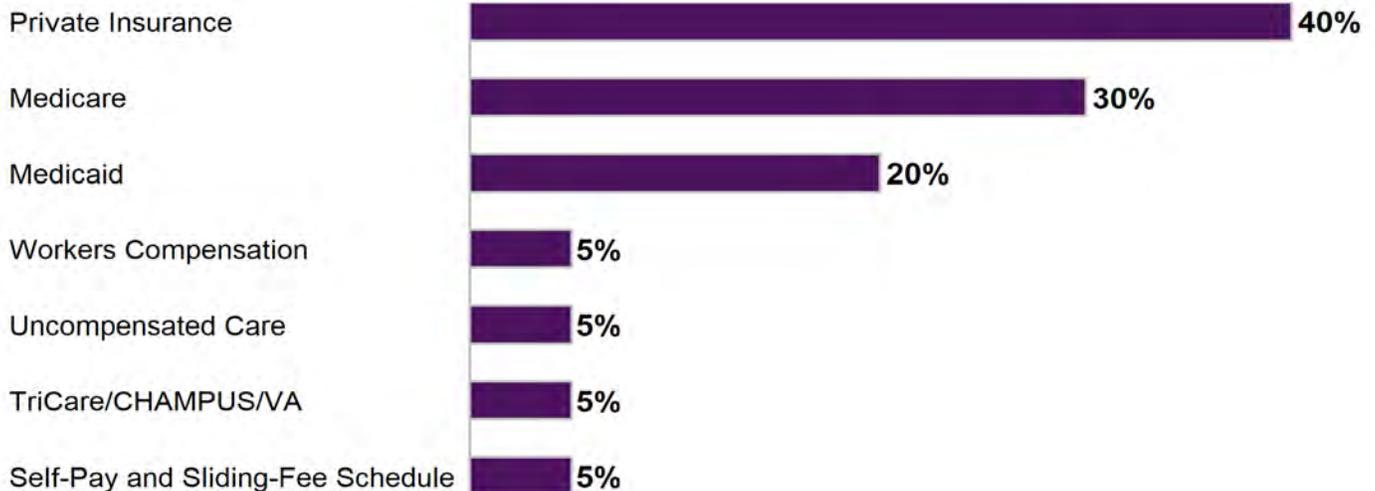


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 60 patients
Mean: 63 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **29%**. Median number of patients on panel: **100**

Payer Mix: Median Percentage by Coverage



Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	1.2%	2.9%
\$40,001 - \$60,000	3.0%	4.2%
\$60,001 - \$80,000	5.8%	14.9%
\$80,001 - \$100,000	35.2%	46.9%
\$100,001 - \$120,000	36.2%	23.3%
\$120,001 - \$140,000	12.8%	5.2%
\$140,001 - \$160,000	3.7%	1.6%
Over \$160,000	2.1%	1.0%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$105,000	\$95,000
Mean:	\$103,126	\$91,865

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	10.0%	2.1%
Less than \$50,000	8.0%	8.5%
\$50,000 - \$74,999	8.0%	14.9%
\$75,000 - \$99,999	10.0%	17.0%
\$100,000 - \$124,999	20.0%	19.1%
\$125,000 - \$149,999	12.0%	8.5%
\$150,000 - \$174,999	12.0%	10.6%
\$175,000 - \$199,999	14.0%	8.5%
\$200,000 or more	6.0%	10.6%
TOTAL	100.0%	100.0%



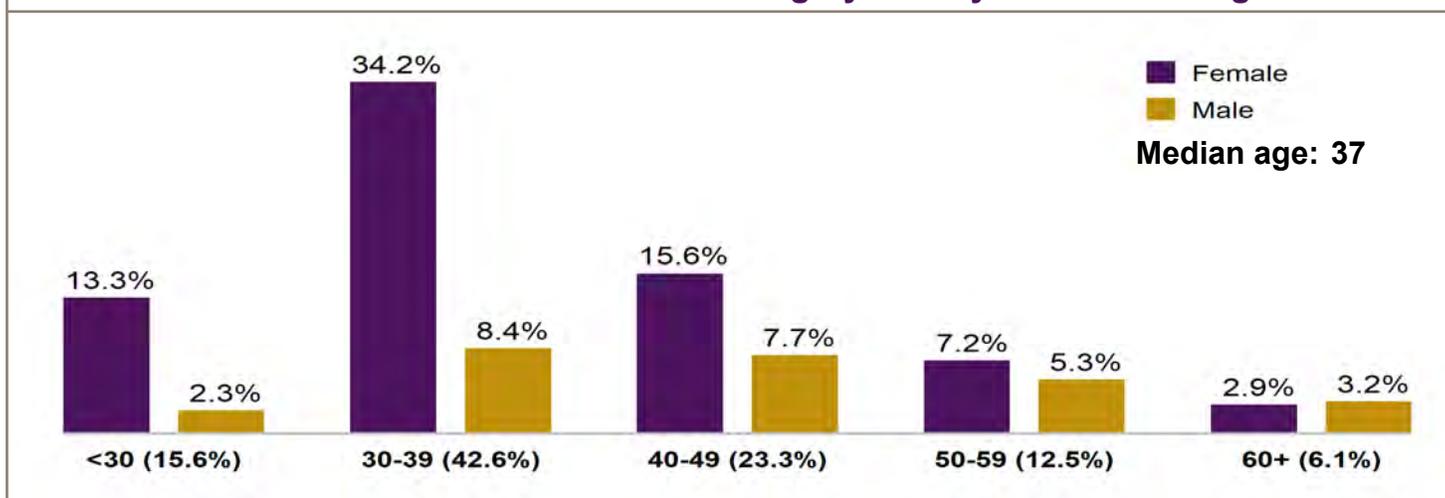
Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$112,500	\$112,500
Mean:	\$113,250	\$117,872

General Surgery

Category	2019	2015
Number of certified PAs whose principal position is Gen Surg.	3,089	2,434 (26.9% change in PAs)
Percent of certified PAs in this specialty	3.0	2.9
Number of PAs whose principal position is Gen Surg. who currently also work in a secondary position in any specialty	422	346
Number whose principal position is in Gen Surg. and whose secondary position is also in Gen Surg.	106	70
Across all principal specialties, PAs who had a secondary position in Gen Surg.	339	252
Rate of PAs in principal Gen Surg. position per 1,000 physicians	123.4	80.4

Distribution of Certified General Surgery PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	85.8%	87.5%
Black/African American	4.2%	4.0%
Asian	6.7%	5.0%
Native Hawaiian/Pacific Islander	0.1%	0.3%
American Indian/Alaska Native	0.3%	0.3%
Other	2.9%	2.9%
TOTAL	100.0%	100.0%

Percentage of Certified PAs by Gender

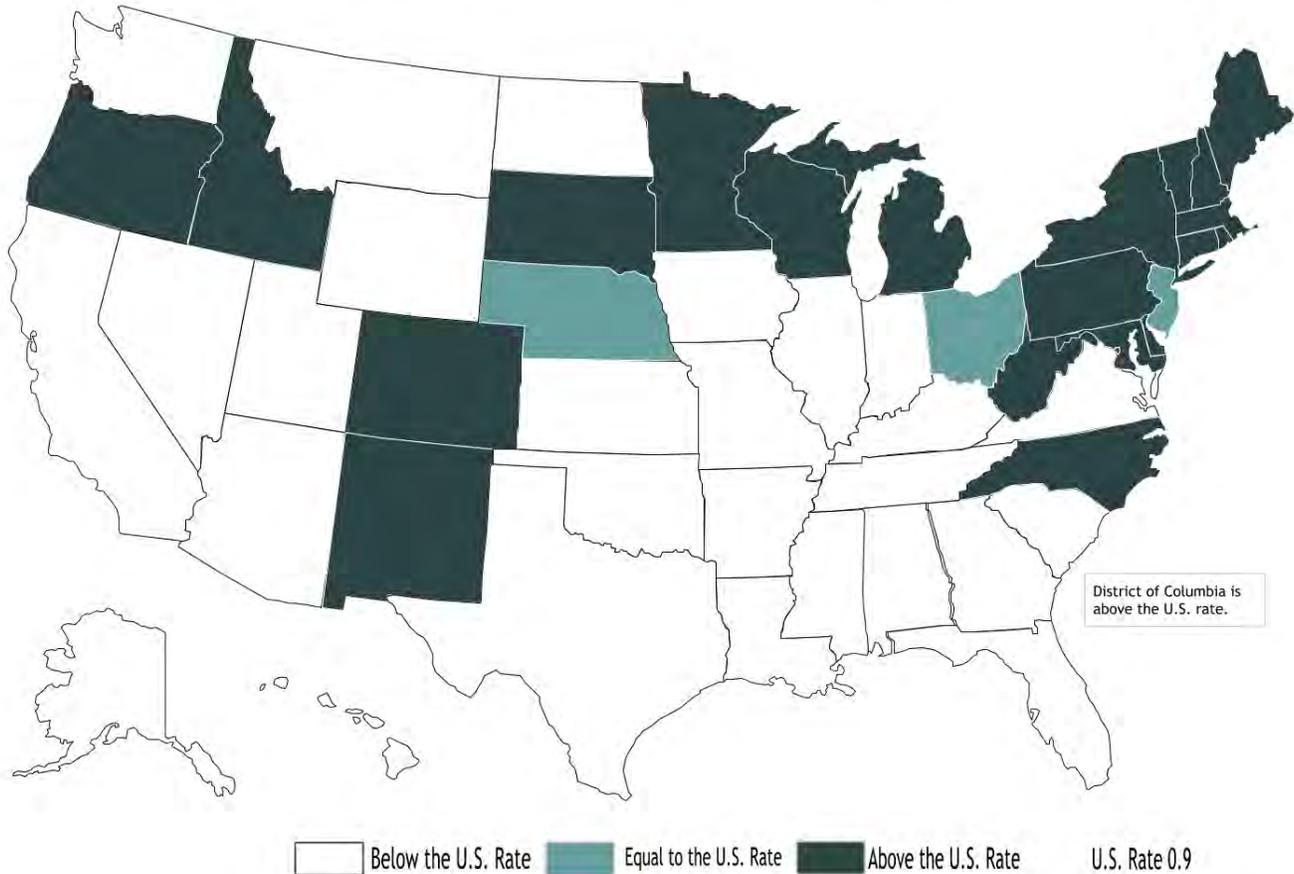
Gender	2019	2015
Female	73.1%	71.5%
Male	26.9%	28.5%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **5.6%**
 2015: **4.7%**

General Surgery

Certified General Surgery Physician Assistants per 100,000 Population



Top PA Practice Settings in General Surgery

Setting	2019	Setting	2015
Hospital	78.8%	Hospital	72.9%
Office-based private practice	13.4%	Office-based private practice	18.6%
Federal government facility/hospital/unit	4.4%	Federal government facility/hospital/unit	5.1%
Ambulatory surgical center	1.4%	Ambulatory surgical center	1.7%
Other (please specify)	0.6%	Community health center (Federally Qualified Health Center)	1.0%



In 2019 Military PAs accounted for **1.7%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	78.2%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	75.8%
Counsel and educate patients and families	65.7%
Diagnose, treat, and manage acute illnesses	64.2%
Prescribe medications for acute and chronic illnesses	64.1%
Perform procedures	52.5%
Provide care coordination	50.4%
Diagnose, treat, and manage chronic illnesses	32.0%
Make referrals	29.4%
Provide preventive care, including screening and immunizations	16.4%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	1,643	53.2%
5 or less hours/week	438	14.2%
6-10 hours/week	315	10.2%
More than 10 hours/week	693	22.4%
Total Responses	3,089	100.0%



- **5.3%** of certified PAs plan to leave their principal PA position in the next 12 months
- **4.8%** have plans to retire from the PA workforce in the next five years

General Surgery



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 43 hours



Percentage of PAs who participate in telemedicine services at their principal position: **5.8%**. Of those, **85%** do so fewer than 10 hours per week.

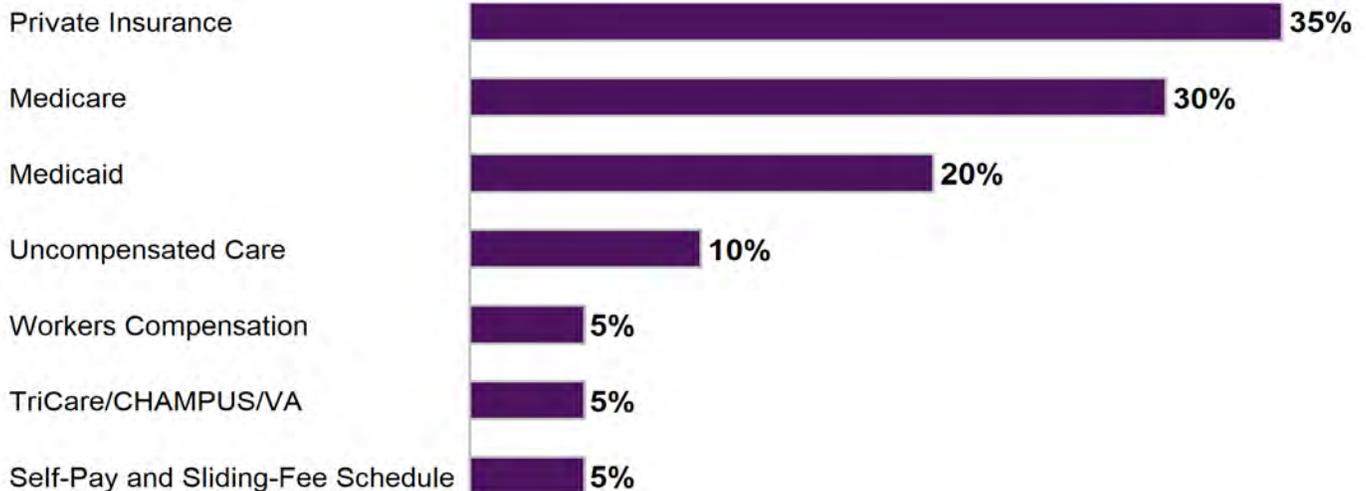


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 50 patients
Mean: 52 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **14%**. Median number of patients on panel: **20**

Payer Mix: Median Percentage by Coverage



General Surgery

Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	1.4%	1.9%
\$40,001 - \$60,000	2.0%	2.9%
\$60,001 - \$80,000	3.2%	7.5%
\$80,001 - \$100,000	19.9%	34.9%
\$100,001 - \$120,000	37.6%	31.0%
\$120,001 - \$140,000	19.7%	12.9%
\$140,001 - \$160,000	8.6%	4.6%
Over \$160,000	7.7%	4.3%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$115,000	\$105,000
Mean:	\$115,427	\$104,335

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	6.9%	6.9%
Less than \$50,000	5.3%	10.3%
\$50,000 - \$74,999	12.2%	18.1%
\$75,000 - \$99,999	9.9%	11.2%
\$100,000 - \$124,999	20.6%	8.6%
\$125,000 - \$149,999	6.9%	14.7%
\$150,000 - \$174,999	13.0%	14.7%
\$175,000 - \$199,999	9.2%	10.3%
\$200,000 or more	16.0%	5.2%
TOTAL	100.0%	100.0%



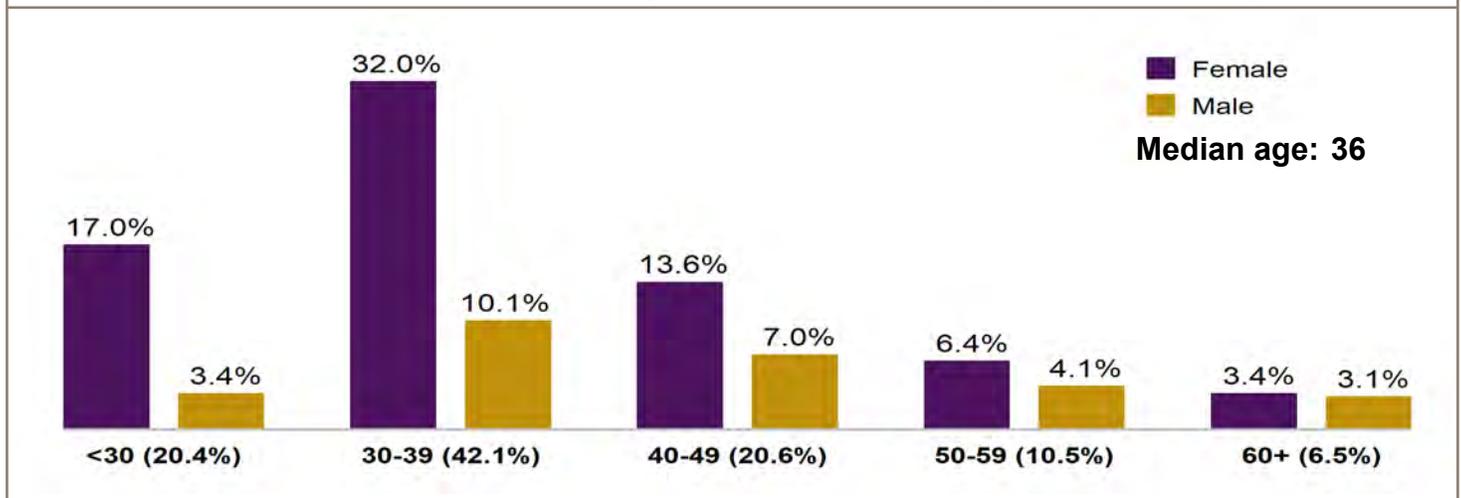
Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$112,500	\$112,500
Mean:	\$125,000	\$110,478

Hospital Medicine

Category	2019	2015
Number of certified PAs whose principal position is Hospital Med.	3,660	2,654 (37.9% change in PAs)
Percent of certified PAs in this specialty	3.5	3.3
Number of PAs whose principal position is Hospital Med. who currently also work in a secondary position in any specialty	569	439
Number whose principal position is in Hospital Med. and whose secondary position is also in Hospital Med.	138	96
Across all principal specialties, PAs who had a secondary position in Hospital Med.	598	418
Rate of PAs in principal Hospital Med. position per 1,000 physicians	4226.1	NA

Distribution of Certified Hospital Medicine PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	83.9%	83.7%
Black/African American	5.5%	6.1%
Asian	7.5%	6.8%
Native Hawaiian/Pacific Islander	0.2%	0.3%
American Indian/Alaska Native	0.3%	0.3%
Other	2.6%	2.8%
TOTAL	100.0%	100.0%

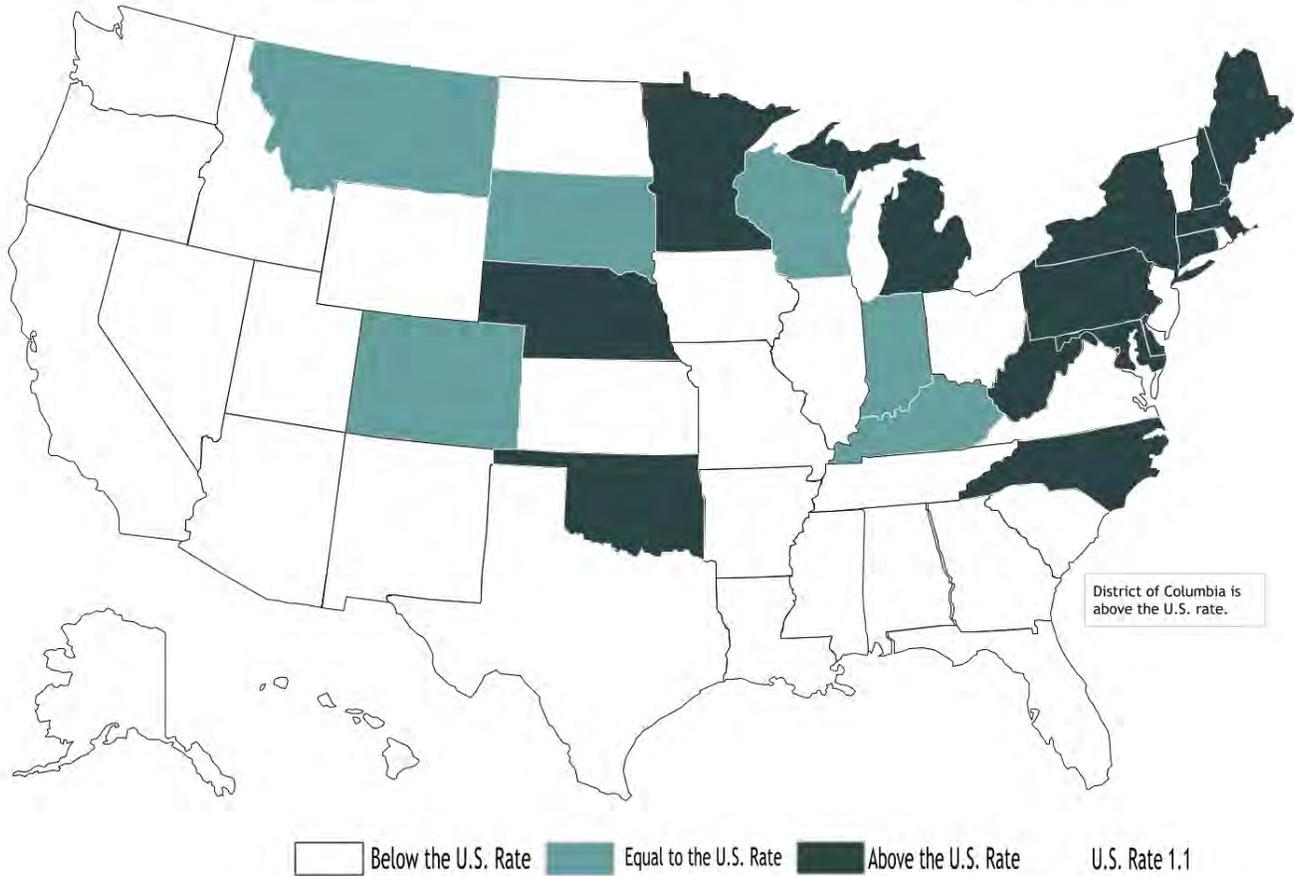
Percentage of Certified PAs by Gender

Gender	2019	2015
Female	72.3%	71.9%
Male	27.7%	28.1%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
2019: **4.6%**
2015: **3.5%**

Certified Hospital Medicine Physician Assistants per 100,000 Population



Top PA Practice Settings in Hospital Medicine

Setting	2019	Setting	2015
Hospital	94.2%	Hospital	93.9%
Federal government facility/hospital/unit	2.7%	Federal government facility/hospital/unit	3.0%
Office-based private practice	1.1%	Behavioral/mental health facility	0.7%
Behavioral/mental health facility	0.4%	Office-based private practice	0.6%
Rehabilitation facility	0.4%	Rehabilitation facility	0.5%



In 2019 Military PAs accounted for **0.7%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	95.5%
Conduct physical examinations and obtain medical histories	94.6%
Prescribe medications for acute and chronic illnesses	92.2%
Diagnose, treat, and manage acute illnesses	92.0%
Counsel and educate patients and families	80.1%
Diagnose, treat, and manage chronic illnesses	77.0%
Provide care coordination	70.1%
Make referrals	50.9%
Provide preventive care, including screening and immunizations	25.8%
Perform procedures	10.3%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	2,800	76.5%
5 or less hours/week	292	8.0%
6-10 hours/week	166	4.5%
More than 10 hours/week	402	11.0%
Total Responses	3,660	100.0%



- **6.2%** of certified PAs plan to leave their principal PA position in the next 12 months
- **4.4%** have plans to retire from the PA workforce in the next five years

Hospital Medicine



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 43 hours



Percentage of PAs who participate in telemedicine services at their principal position: **7.7%**. Of those, **84%** do so fewer than 10 hours per week.

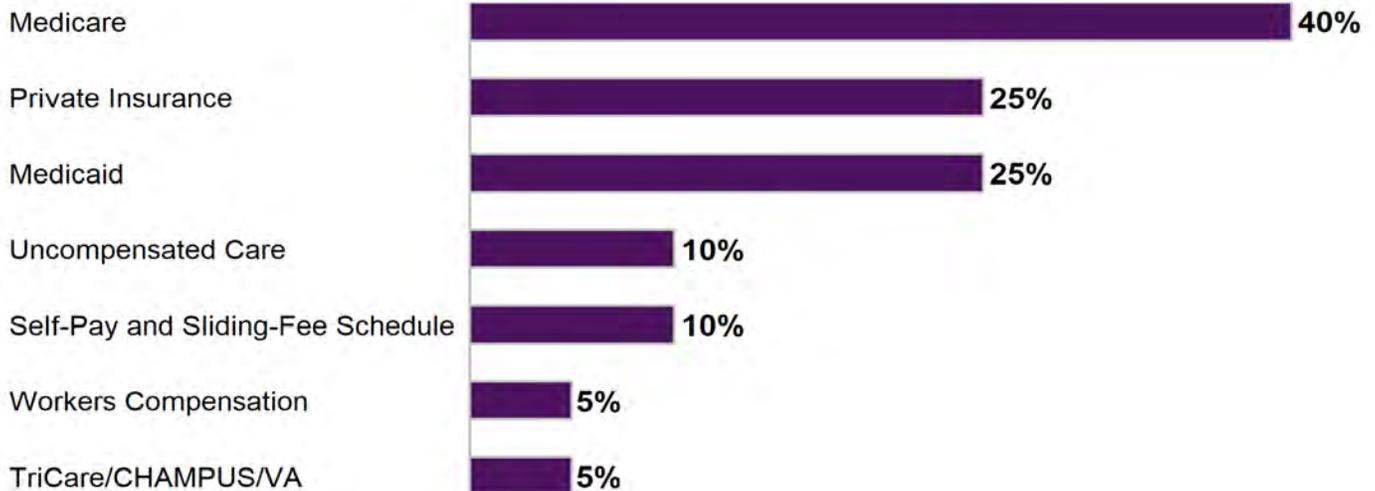


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 50 patients
Mean: 55 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **27%**. Median number of patients on panel: **14**

Payer Mix: Median Percentage by Coverage



Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	1.7%	1.6%
\$40,001 - \$60,000	1.3%	2.1%
\$60,001 - \$80,000	2.1%	6.1%
\$80,001 - \$100,000	21.4%	37.2%
\$100,001 - \$120,000	39.3%	34.9%
\$120,001 - \$140,000	20.4%	11.2%
\$140,001 - \$160,000	7.9%	3.5%
Over \$160,000	5.8%	3.3%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$115,000	\$105,000
Mean:	\$114,356	\$103,733

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	7.8%	6.9%
Less than \$50,000	7.2%	11.9%
\$50,000 - \$74,999	6.1%	13.8%
\$75,000 - \$99,999	18.3%	12.6%
\$100,000 - \$124,999	15.6%	15.1%
\$125,000 - \$149,999	11.7%	12.6%
\$150,000 - \$174,999	16.1%	11.9%
\$175,000 - \$199,999	8.9%	5.7%
\$200,000 or more	8.3%	9.4%
TOTAL	100.0%	100.0%



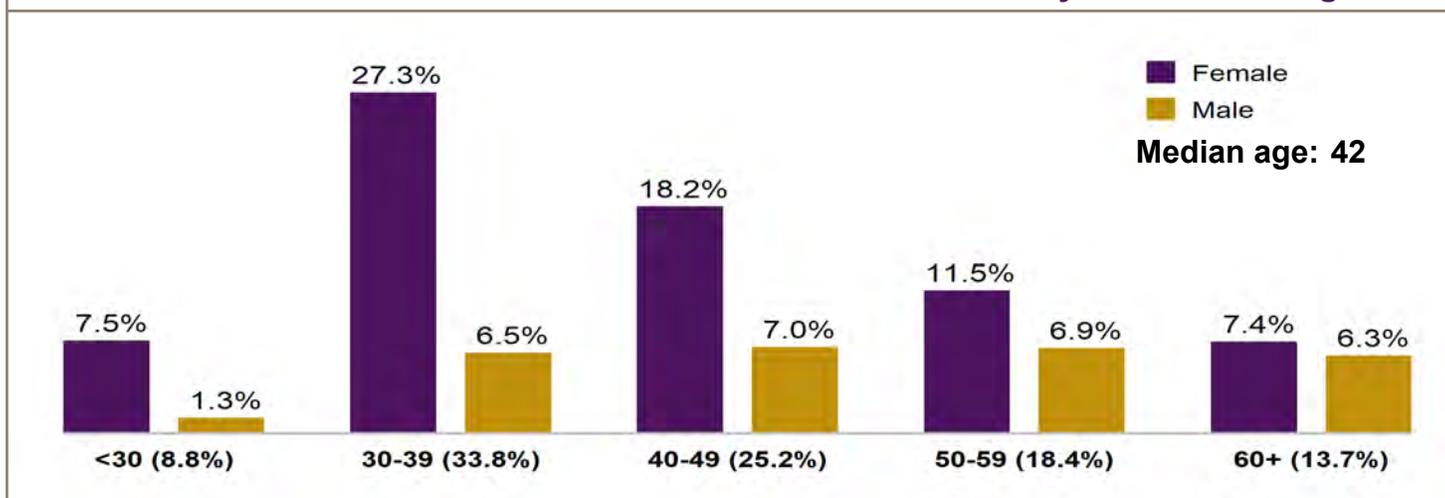
Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$112,500	\$112,500
Mean:	\$118,194	\$104,684

Internal Medicine - General

Category	2019	2015
Number of certified PAs whose principal position is IM- General	4,690	4,290 (9.3% change in PAs)
Percent of certified PAs in this specialty	4.5	5.1
Number of PAs whose principal position is IM- General who currently also work in a secondary position in any specialty	579	540
Number whose principal position is in IM- General and whose secondary position is also in IM- General	99	104
Across all principal specialties, PAs who had a secondary position in IM- General	424	444
Rate of PAs in principal IM- General position per 1,000 physicians	40.6	35.4

Distribution of Certified Internal Medicine - General PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	82.0%	83.2%
Black/African American	6.0%	5.9%
Asian	7.2%	6.4%
Native Hawaiian/Pacific Islander	0.3%	0.2%
American Indian/Alaska Native	0.3%	0.3%
Other	4.1%	4.0%
TOTAL	100.0%	100.0%

Percentage of Certified PAs by Gender

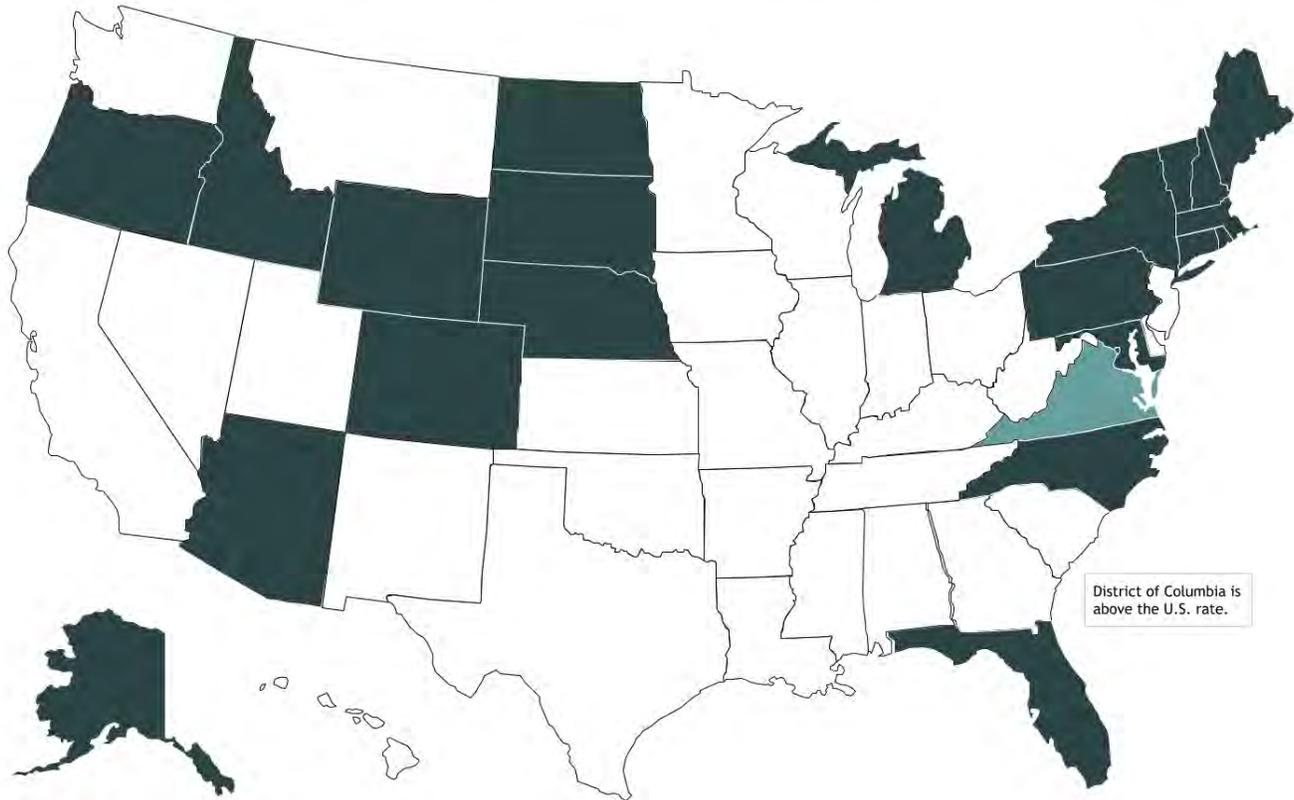
Gender	2019	2015
Female	71.9%	72.2%
Male	28.1%	27.8%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **8.6%**
 2015: **7.6%**

Internal Medicine - General

Certified Internal Medicine Physician Assistants per 100,000 Population



Below the U.S. Rate
 Equal to the U.S. Rate
 Above the U.S. Rate
 U.S. Rate 1.4

Top PA Practice Settings in Internal Medicine - General

Setting	2019	Setting	2015
Office-based private practice	58.0%	Office-based private practice	59.6%
Hospital	17.2%	Hospital	13.8%
Federal government facility/hospital/unit	9.4%	Federal government facility/hospital/unit	11.0%
Community health center (Federally Qualified Health Center)	4.8%	Community health center (Federally Qualified Health Center)	5.1%
Public or community health clinic (non-federally qualified)	1.8%	Public or community health clinic (non-federally qualified)	2.8%



In 2019 Military PAs accounted for **3%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Prescribe medications for acute and chronic illnesses	92.9%
Conduct physical examinations and obtain medical histories	91.4%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	89.7%
Counsel and educate patients and families	84.1%
Diagnose, treat, and manage acute illnesses	83.6%
Diagnose, treat, and manage chronic illnesses	82.0%
Provide preventive care, including screening and immunizations	76.6%
Make referrals	62.6%
Provide care coordination	60.4%
Perform procedures	24.0%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	3,043	64.9%
5 or less hours/week	904	19.3%
6-10 hours/week	268	5.7%
More than 10 hours/week	475	10.1%
Total Responses	4,690	100.0%



- **6.1%** of certified PAs plan to leave their principal PA position in the next 12 months
- **8.1%** have plans to retire from the PA workforce in the next five years

Internal Medicine - General



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 39 hours



Percentage of PAs who participate in telemedicine services at their principal position: **11%**. Of those, **81%** do so fewer than 10 hours per week.

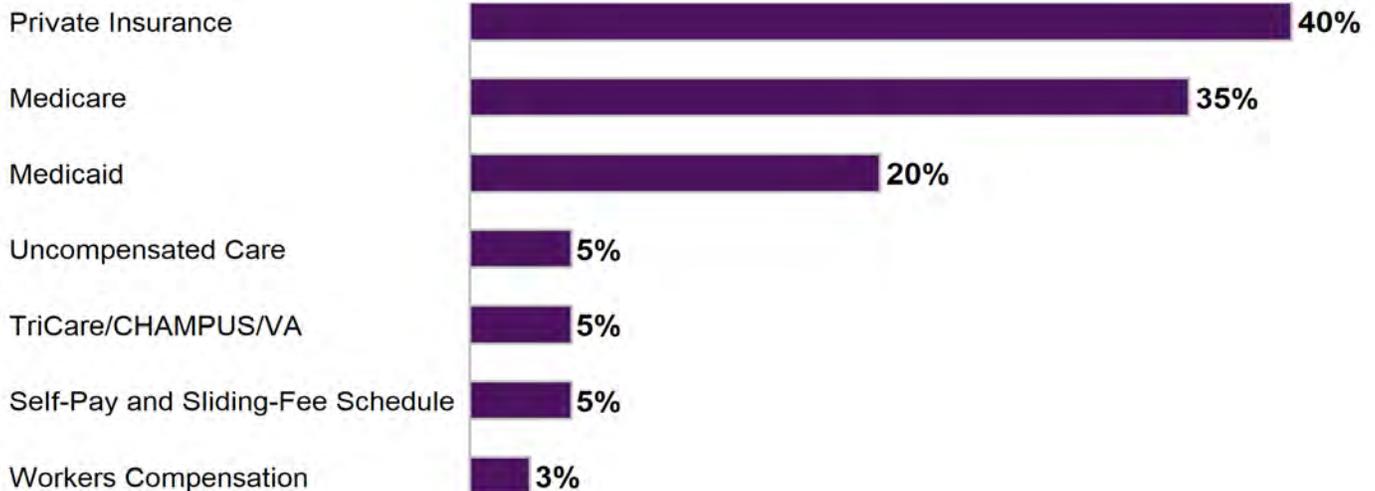


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 70 patients
Mean: 75 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **57%**. Median number of patients on panel: **300**

Payer Mix: Median Percentage by Coverage



Internal Medicine - General

Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	2.6%	3.4%
\$40,001 - \$60,000	4.1%	5.8%
\$60,001 - \$80,000	7.9%	15.0%
\$80,001 - \$100,000	29.8%	39.2%
\$100,001 - \$120,000	31.7%	23.7%
\$120,001 - \$140,000	13.7%	7.7%
\$140,001 - \$160,000	5.0%	2.9%
Over \$160,000	5.2%	2.4%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$105,000	\$95,000
Mean:	\$105,081	\$94,496

Educational Debt of Recently Certified PAs

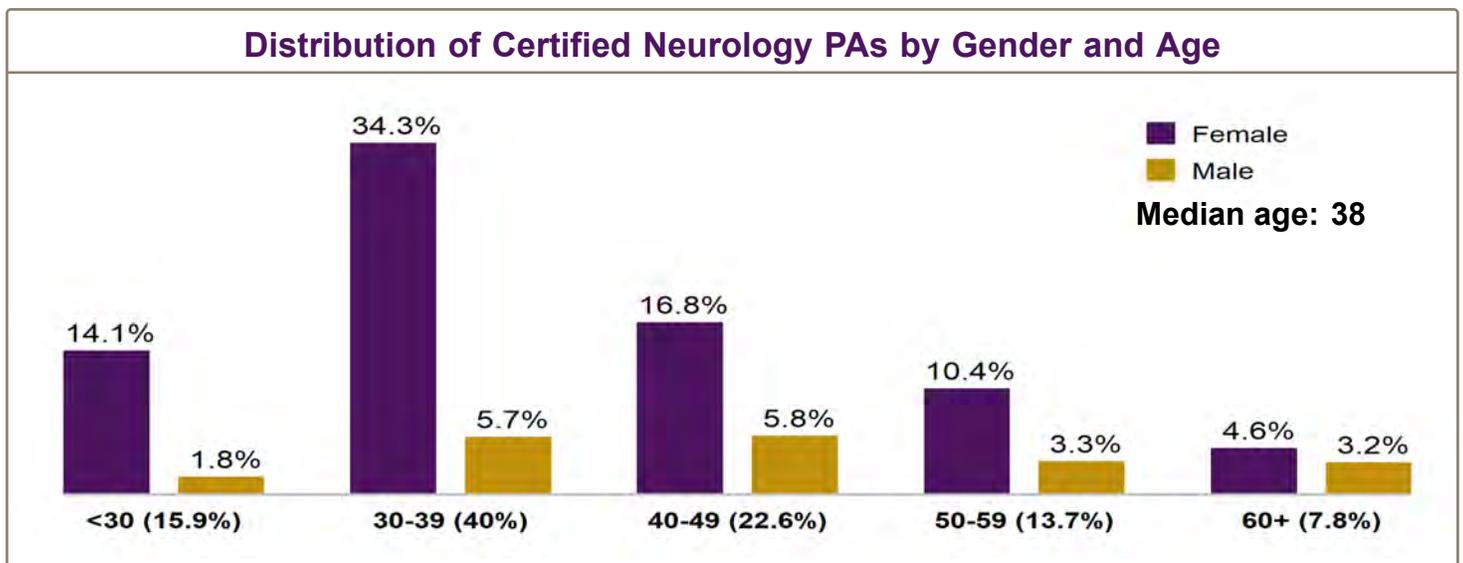
Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	6.3%	7.1%
Less than \$50,000	10.2%	15.7%
\$50,000 - \$74,999	8.7%	10.7%
\$75,000 - \$99,999	9.4%	11.4%
\$100,000 - \$124,999	12.6%	17.1%
\$125,000 - \$149,999	14.2%	17.1%
\$150,000 - \$174,999	18.1%	9.3%
\$175,000 - \$199,999	10.2%	5.7%
\$200,000 or more	10.2%	5.7%
TOTAL	100.0%	100.0%



Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$137,500	\$112,500
Mean:	\$121,161	\$103,393

Category	2019	2015
Number of certified PAs whose principal position is Neurology	935	688 (35.9% change in PAs)
Percent of certified PAs in this specialty	0.9	0.8
Number of PAs whose principal position is Neurology who currently also work in a secondary position in any specialty	79	60
Number whose principal position is in Neurology and whose secondary position is also in Neurology	15	8
Across all principal specialties, PAs who had a secondary position in Neurology	64	33
Rate of PAs in principal Neurology position per 1,000 physicians	68.2	47.9



Percentage of Certified PAs by Race

Race	2019	2015
White	89.5%	90.9%
Black/African American	3.0%	3.3%
Asian	4.7%	3.6%
Native Hawaiian/Pacific Islander	0.2%	0.3%
American Indian/Alaska Native	0.6%	0.2%
Other	2.1%	1.9%
TOTAL	100.0%	100.0%

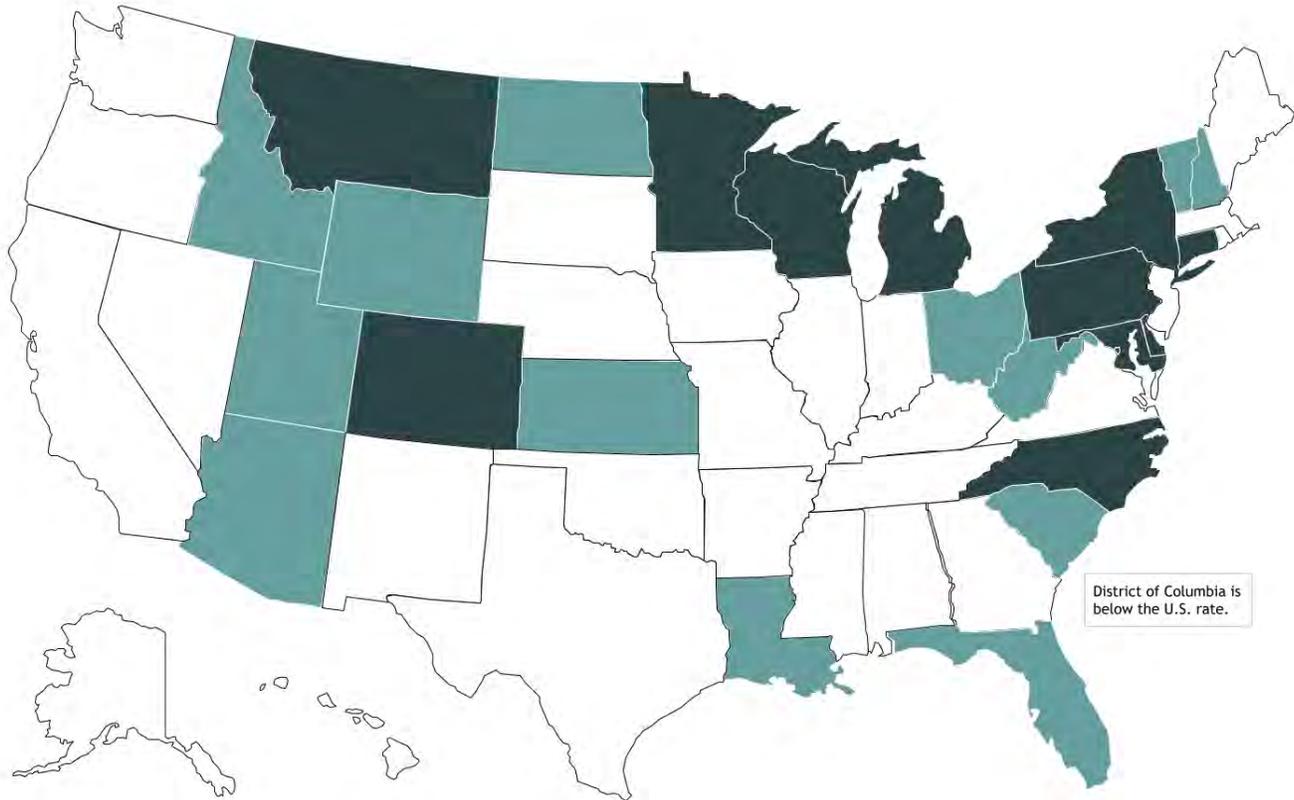
Percentage of Certified PAs by Gender

Gender	2019	2015
Female	80.2%	77.9%
Male	19.8%	22.1%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **4.2%**
 2015: **3.5%**

Certified Neurology Physician Assistants per 100,000 Population



Below the U.S. Rate
 Equal to the U.S. Rate
 Above the U.S. Rate
 U.S. Rate 0.3

Top PA Practice Settings in Neurology

Setting	2019	Setting	2015
Hospital	51.9%	Office-based private practice	51.5%
Office-based private practice	41.6%	Hospital	40.1%
Federal government facility/hospital/unit	3.8%	Federal government facility/hospital/unit	4.5%
School-based or college-based health center or school clinic	0.9%	School-based or college-based health center or school clinic	1.4%
Public or community health clinic (non-federally qualified)	0.6%	Public or community health clinic (non-federally qualified)	0.6%



In 2019 Military PAs accounted for **1.3%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	94.0%
Counsel and educate patients and families	88.8%
Prescribe medications for acute and chronic illnesses	87.5%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	86.0%
Diagnose, treat, and manage chronic illnesses	79.8%
Provide care coordination	59.5%
Diagnose, treat, and manage acute illnesses	55.5%
Make referrals	44.5%
Provide preventive care, including screening and immunizations	24.8%
Perform procedures	17.0%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	750	80.2%
5 or less hours/week	105	11.2%
6-10 hours/week	33	3.5%
More than 10 hours/week	47	5.0%
Total Responses	935	100.0%



- **5.5%** of certified PAs plan to leave their principal PA position in the next 12 months
- **5.8%** have plans to retire from the PA workforce in the next five years



Hours worked per week at principal clinical position:

Median: 40 hours

Mean: 41 hours



Percentage of PAs who participate in telemedicine services at their principal position: **11%**. Of those, **89%** do so fewer than 10 hours per week.



Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:

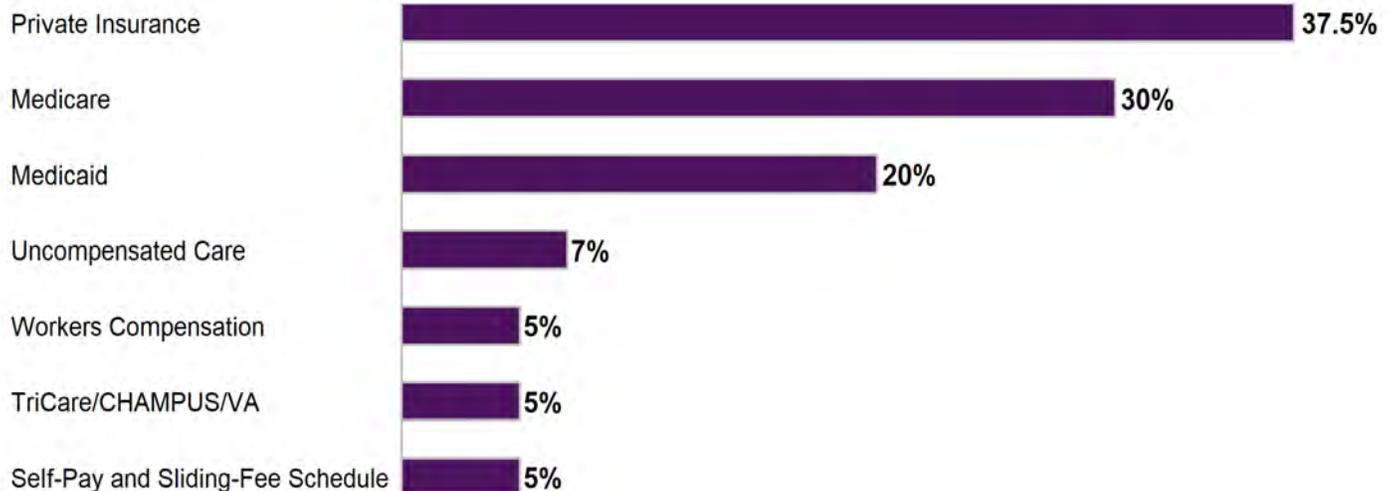
Median: 50 patients

Mean: 53 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **33%**. Median number of patients on panel: **100**

Payer Mix: Median Percentage by Coverage



Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	1.7%	2.7%
\$40,001 - \$60,000	2.9%	3.3%
\$60,001 - \$80,000	6.9%	13.1%
\$80,001 - \$100,000	31.2%	49.8%
\$100,001 - \$120,000	35.3%	21.9%
\$120,001 - \$140,000	14.3%	5.3%
\$140,001 - \$160,000	4.3%	2.5%
Over \$160,000	3.4%	1.4%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$105,000	\$95,000
Mean:	\$104,933	\$93,381

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	8.5%	8.7%
Less than \$50,000	10.6%	4.3%
\$50,000 - \$74,999	12.8%	13.0%
\$75,000 - \$99,999	8.5%	17.4%
\$100,000 - \$124,999	12.8%	21.7%
\$125,000 - \$149,999	14.9%	4.3%
\$150,000 - \$174,999	17.0%	21.7%
\$175,000 - \$199,999	8.5%	4.3%
\$200,000 or more	6.4%	4.3%
TOTAL	100.0%	100.0%



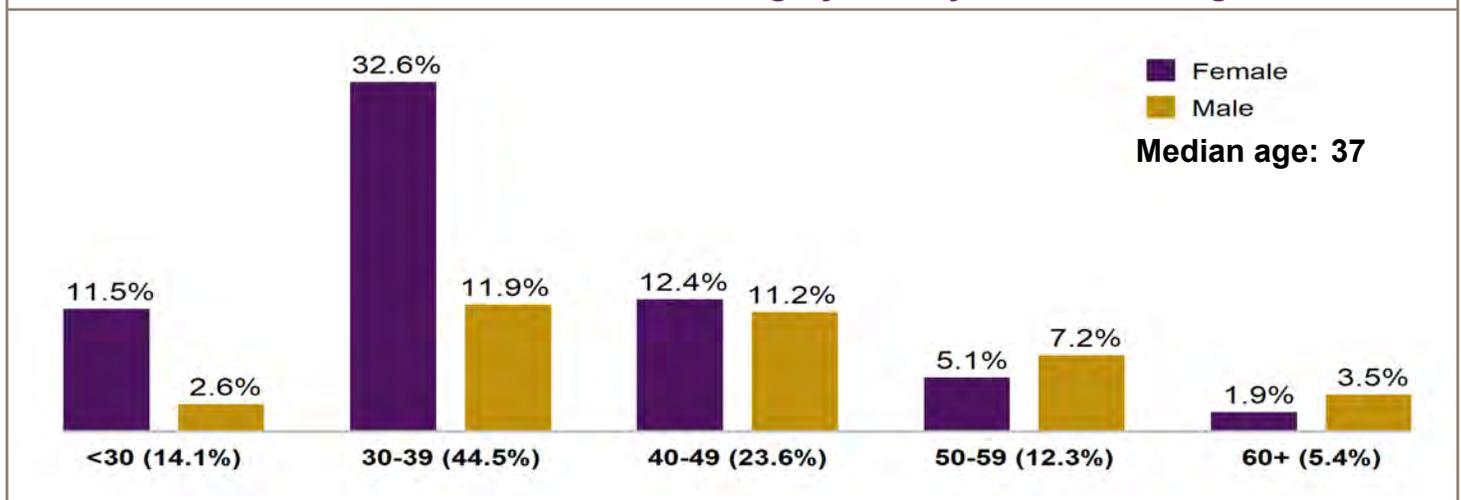
Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$112,500	\$112,500
Mean:	\$111,436	\$109,596

Neurosurgery

Category	2019	2015
Number of certified PAs whose principal position is Neurosurgery	2,289	1,803 (27% change in PAs)
Percent of certified PAs in this specialty	2.2	2.2
Number of PAs whose principal position is Neurosurgery who currently also work in a secondary position in any specialty	250	216
Number whose principal position is in Neurosurgery and whose secondary position is also in Neurosurgery	73	57
Across all principal specialties, PAs who had a secondary position in Neurosurgery	146	116
Rate of PAs in principal Neurosurgery position per 1,000 physicians	413.8	289.3

Distribution of Certified Neurosurgery PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	86.6%	87.3%
Black/African American	2.9%	2.7%
Asian	6.6%	5.7%
Native Hawaiian/Pacific Islander	0.3%	0.4%
American Indian/Alaska Native	0.3%	0.2%
Other	3.3%	3.8%
TOTAL	100.0%	100.0%

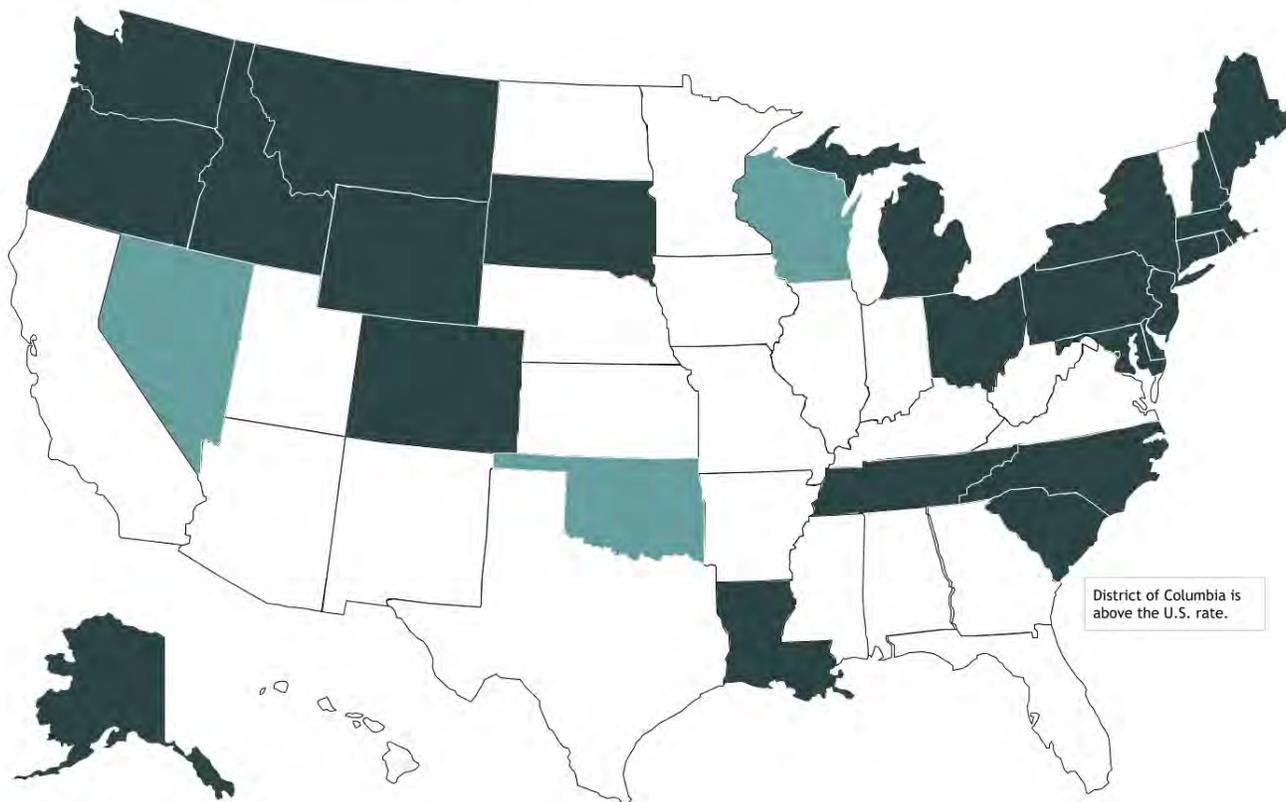
Percentage of Certified PAs by Gender

Gender	2019	2015
Female	63.5%	59.4%
Male	36.5%	40.6%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
2019: **5.9%**
2015: **4.5%**

Certified Neurosurgery Physician Assistants per 100,000 Population



Below the U.S. Rate
 Equal to the U.S. Rate
 Above the U.S. Rate
 U.S. Rate 0.7

Top PA Practice Settings in Neurosurgery

Setting	2019	Setting	2015
Hospital	60.4%	Hospital	51.7%
Office-based private practice	35.3%	Office-based private practice	43.4%
Federal government facility/hospital/unit	2.1%	Federal government facility/hospital/unit	2.7%
School-based or college-based health center or school clinic	0.6%	School-based or college-based health center or school clinic	0.9%
Other (please specify)	0.5%	Community health center (Federally Qualified Health Center)	0.6%



In 2019 Military PAs accounted for **0.8%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	89.0%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	85.0%
Counsel and educate patients and families	77.5%
Prescribe medications for acute and chronic illnesses	68.9%
Diagnose, treat, and manage acute illnesses	63.8%
Provide care coordination	56.4%
Diagnose, treat, and manage chronic illnesses	47.3%
Make referrals	42.0%
Perform procedures	39.5%
Provide preventive care, including screening and immunizations	14.3%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	838	36.6%
5 or less hours/week	362	15.8%
6-10 hours/week	275	12.0%
More than 10 hours/week	814	35.6%
Total Responses	2,289	100.0%



- **5.2%** of certified PAs plan to leave their principal PA position in the next 12 months
- **3.9%** have plans to retire from the PA workforce in the next five years

Neurosurgery



Hours worked per week at principal clinical position:
Median: 45 hours
Mean: 46 hours



Percentage of PAs who participate in telemedicine services at their principal position: **7%**. Of those, **82%** do so fewer than 10 hours per week.

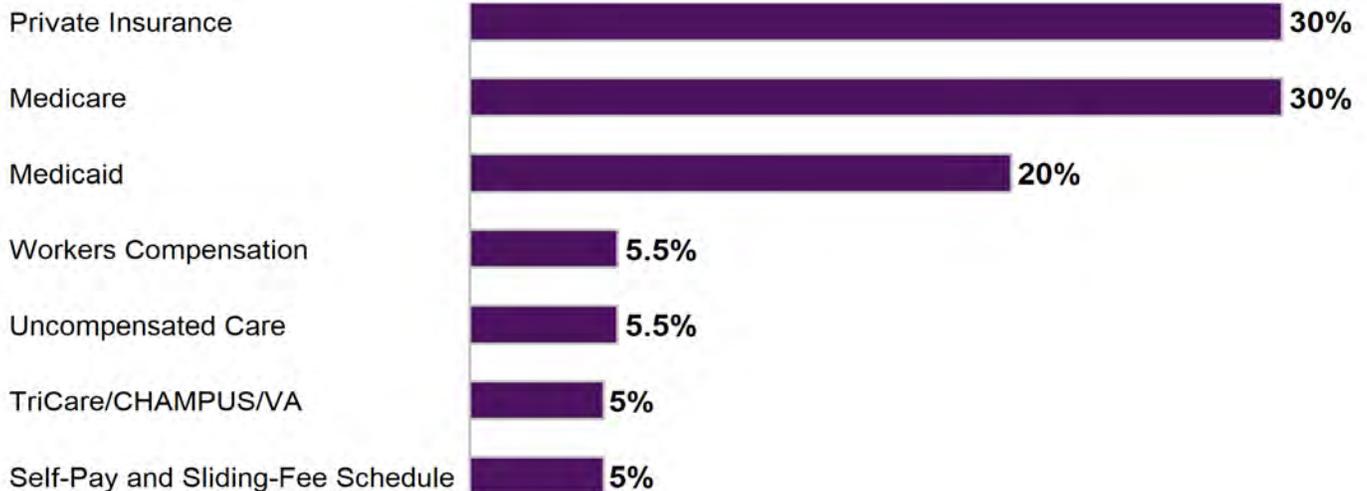


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 45 patients
Mean: 50 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **17%**. Median number of patients on panel: **25**

Payer Mix: Median Percentage by Coverage



Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	0.5%	1.3%
\$40,001 - \$60,000	0.4%	1.5%
\$60,001 - \$80,000	2.0%	4.4%
\$80,001 - \$100,000	16.8%	29.6%
\$100,001 - \$120,000	32.2%	30.2%
\$120,001 - \$140,000	22.8%	16.9%
\$140,001 - \$160,000	11.7%	8.3%
Over \$160,000	13.5%	7.9%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$115,000	\$105,000
Mean:	\$124,870	\$112,870

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	9.7%	7.4%
Less than \$50,000	5.4%	11.8%
\$50,000 - \$74,999	5.4%	8.8%
\$75,000 - \$99,999	9.7%	17.6%
\$100,000 - \$124,999	17.2%	14.7%
\$125,000 - \$149,999	12.9%	11.8%
\$150,000 - \$174,999	18.3%	17.6%
\$175,000 - \$199,999	10.8%	2.9%
\$200,000 or more	10.8%	7.4%
TOTAL	100.0%	100.0%



Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$137,500	\$112,500
Mean:	\$124,731	\$109,596

Christophe Jackson, Ph.D., DMA, PA-C

Neurosurgery
Denver, Colorado



When it comes to his career, Certified PA **Christophe Jackson** is all about finding the perfect harmony.

Since age four he's had a love of music- specifically classical and jazz, and has worked to master the piano. Simultaneously, he's always had a strong interest in science, particularly in biology and neurology.

"I've always liked the brain. Few people understand anything about neurology or neurological science, but it is so relevant to everything that we do," he explains.

With this in mind, it was not a surprise to anyone that when it came time to choose a field of study in college, he chose to pursue a double major in biology and music at the University of Alabama-Birmingham (UAB). It was at UAB where the first manifestation of Jackson's combined interests would come to life- a

he designed bio-medical devices to measure biomechanics of voice and hearing in musicians. His success in this area and desire to help prolong the careers of performance artists would lead him to create and forge a Ph.D./PA track at UAB, despite gaining entry into medical school. After earning his Ph.D., Jackson was a visiting scholar and professor of Neuroscience, Clinical Design Engineering and Music at Tulane University.

"Becoming a doctor would have required me to give up too much of what I enjoy about my life. I wasn't going to give up music," he says.

Three years after graduating from PA school and earning doctorate degrees in biology, mechanical engineering and piano performance, the New Orleans native practices as a neurosurgery PA.

On a "typical" day he wakes up around 4 am and is in the hospital by 5 am. He prepares for rounding with his attending by reading and seeing his patients. By 7:30 he's set for his first surgery, after which he'll see patients and follow up on labs. His day could possibly be done by 6 pm, if he's not scheduled for another surgical case.

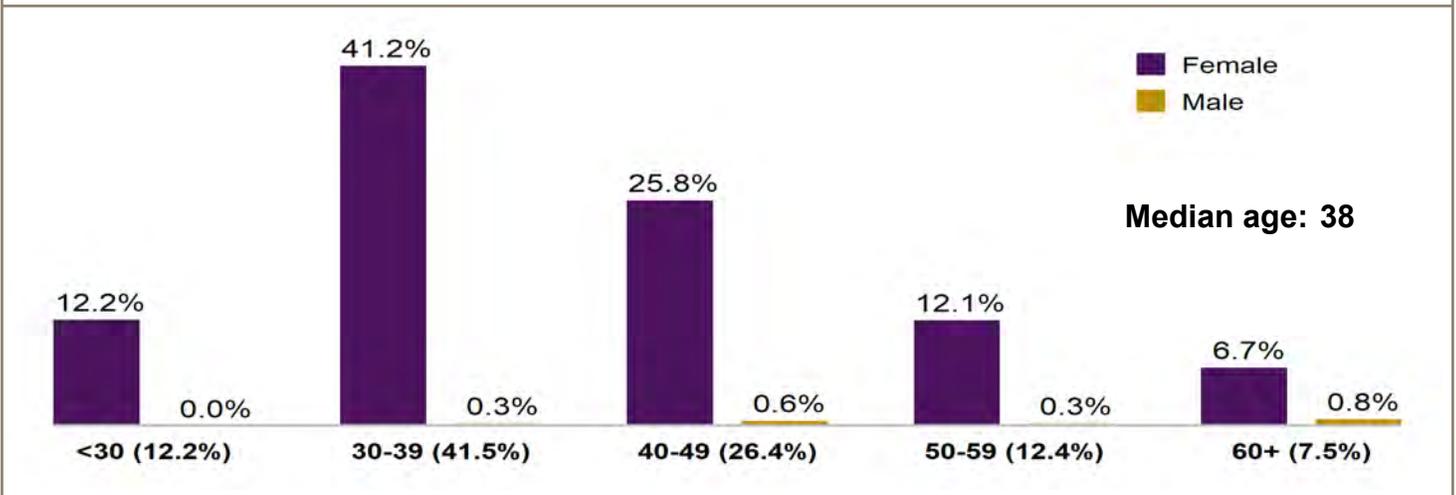
His days are long, and the job is hard, but he finds gratification in the challenge.

"The most rewarding part of my job is undoubtedly seeing the patients. Even with my skill set it can be difficult, but I love having the ability to tackle problems that not many people can tackle."

Obstetrics and Gynecology

Category	2019	2015
Number of certified PAs whose principal position is OB/GYN	1,193	1,024 (16.5% change in PAs)
Percent of certified PAs in this specialty	1.1	1.3
Number of PAs whose principal position is OB/GYN who currently also work in a secondary position in any specialty	137	123
Number whose principal position is in OB/GYN and whose secondary position is also in OB/GYN	46	43
Across all principal specialties, PAs who had a secondary position in OB/GYN	101	91
Rate of PAs in principal OB/GYN position per 1,000 physicians	28.6	25.4

Distribution of Certified Obstetrics and Gynecology PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	83.5%	84.2%
Black/African American	5.8%	5.5%
Asian	6.2%	5.6%
Native Hawaiian/Pacific Islander	0.4%	0.4%
American Indian/Alaska Native	0.7%	0.3%
Other	3.4%	3.9%
TOTAL	100.0%	100.0%

Percentage of Certified PAs by Gender

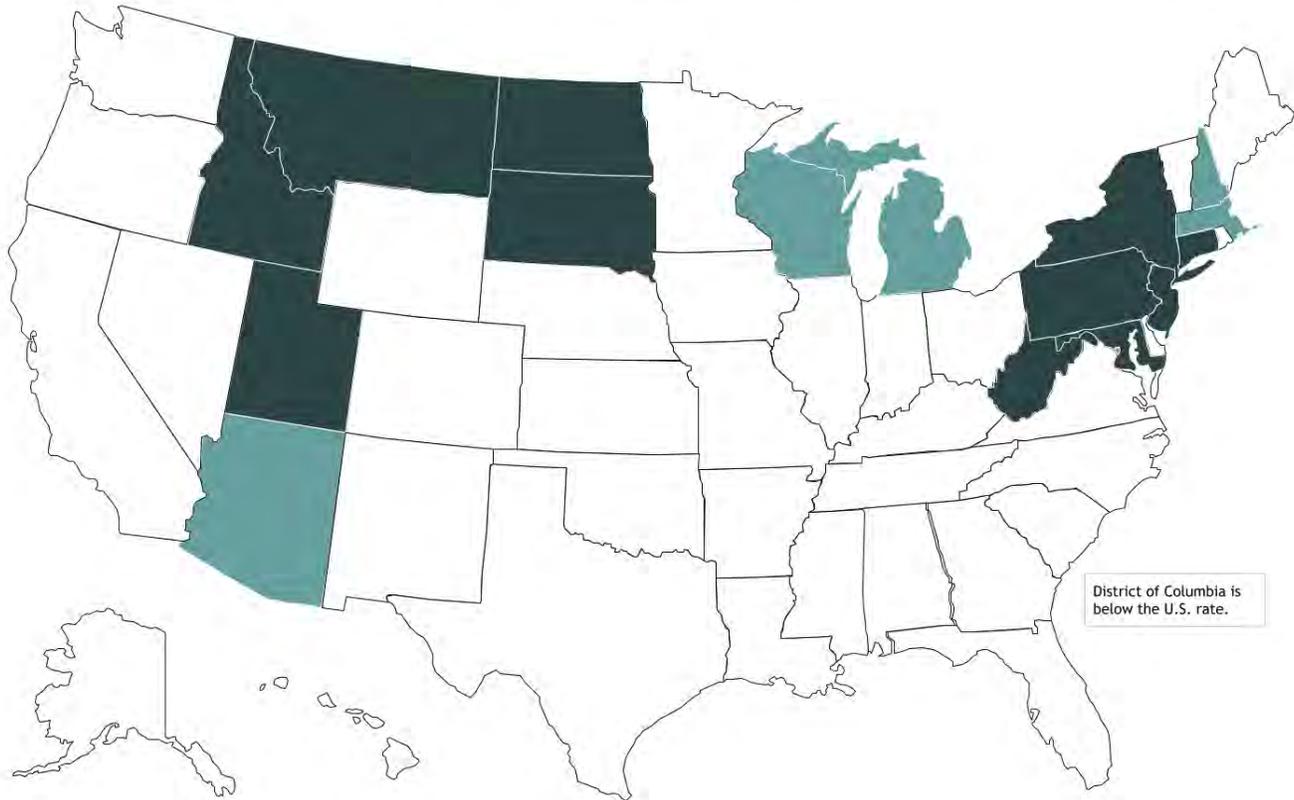
Gender	2019	2015
Female	98.0%	97.8%
Male	2.0%	2.2%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **7.4%**
 2015: **7.5%**

Obstetrics and Gynecology

Certified Obstetrics and Gynecology Physician Assistants per 100,000 Population



Below the U.S. Rate
 Equal to the U.S. Rate
 Above the U.S. Rate
 U.S. Rate 0.4

Top PA Practice Settings in Obstetrics and Gynecology

Setting	2019	Setting	2015
Office-based private practice	56.2%	Office-based private practice	63.1%
Hospital	31.2%	Hospital	24.9%
Community health center (Federally Qualified Health Center)	6.8%	Community health center (Federally Qualified Health Center)	6.5%
Public or community health clinic (non-federally qualified)	2.6%	Public or community health clinic (non-federally qualified)	2.4%
Rural health clinic (federally certified)	1.2%	Rural health clinic (federally certified)	1.5%



In 2019 Military PAs accounted for **0.1%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	94.6%
Counsel and educate patients and families	88.9%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	82.1%
Prescribe medications for acute and chronic illnesses	77.2%
Diagnose, treat, and manage acute illnesses	75.1%
Provide preventive care, including screening and immunizations	74.6%
Provide care coordination	47.4%
Diagnose, treat, and manage chronic illnesses	41.7%
Perform procedures	37.9%
Make referrals	35.6%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	958	80.3%
5 or less hours/week	94	7.9%
6-10 hours/week	29	2.4%
More than 10 hours/week	112	9.4%
Total Responses	1,193	100.0%



- **3.5%** of certified PAs plan to leave their principal PA position in the next 12 months
- **5.1%** have plans to retire from the PA workforce in the next five years

Obstetrics and Gynecology



Hours worked per week at principal clinical position:

Median: 40 hours

Mean: 37 hours



Percentage of PAs who participate in telemedicine services at their principal position: **4.6%**. Of those, **82%** do so fewer than 10 hours per week.



Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:

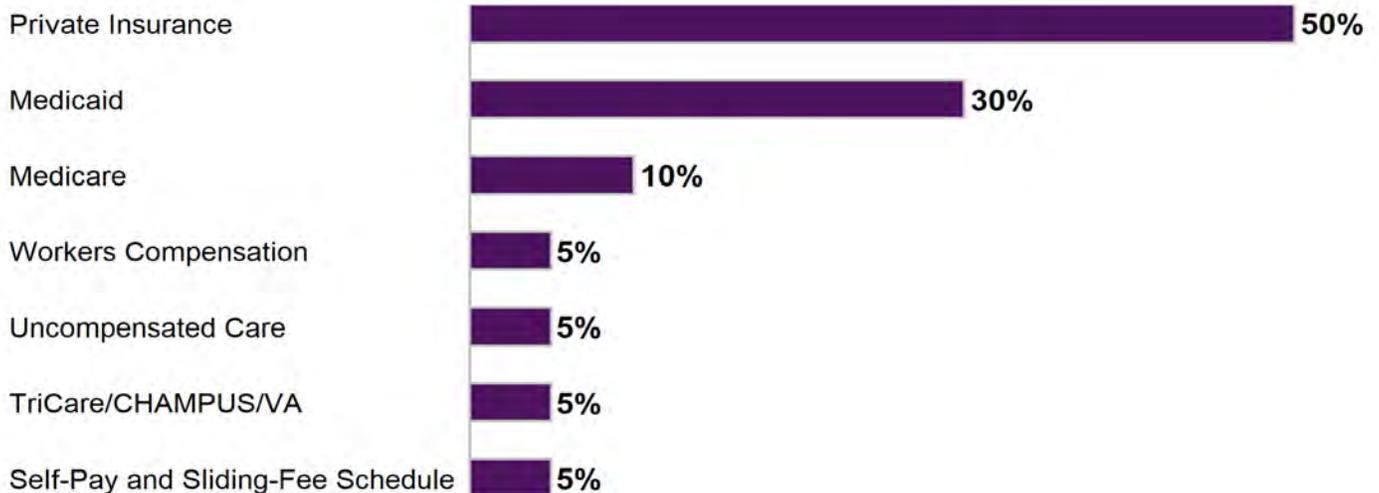
Median: 76 patients

Mean: 79 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **43%**. Median number of patients on panel: **100**

Payer Mix: Median Percentage by Coverage



Obstetrics and Gynecology

Certified PA Income

Income Range	Percent	Percent
Less than or equal to \$40,000	2.8%	4.3%
\$40,001 - \$60,000	5.7%	8.2%
\$60,001 - \$80,000	10.8%	21.5%
\$80,001 - \$100,000	33.2%	39.4%
\$100,001 - \$120,000	29.4%	18.8%
\$120,001 - \$140,000	11.6%	5.5%
\$140,001 - \$160,000	4.3%	1.4%
Over \$160,000	2.1%	0.9%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$95,000	\$85,000
Mean:	\$99,151	\$87,505

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	12.5%	14.8%
Less than \$50,000	6.3%	3.7%
\$50,000 - \$74,999	14.6%	3.7%
\$75,000 - \$99,999	8.3%	11.1%
\$100,000 - \$124,999	20.8%	0.0%
\$125,000 - \$149,999	12.5%	25.9%
\$150,000 - \$174,999	8.3%	14.8%
\$175,000 - \$199,999	12.5%	18.5%
\$200,000 or more	4.2%	7.4%
TOTAL	100.0%	100.0%



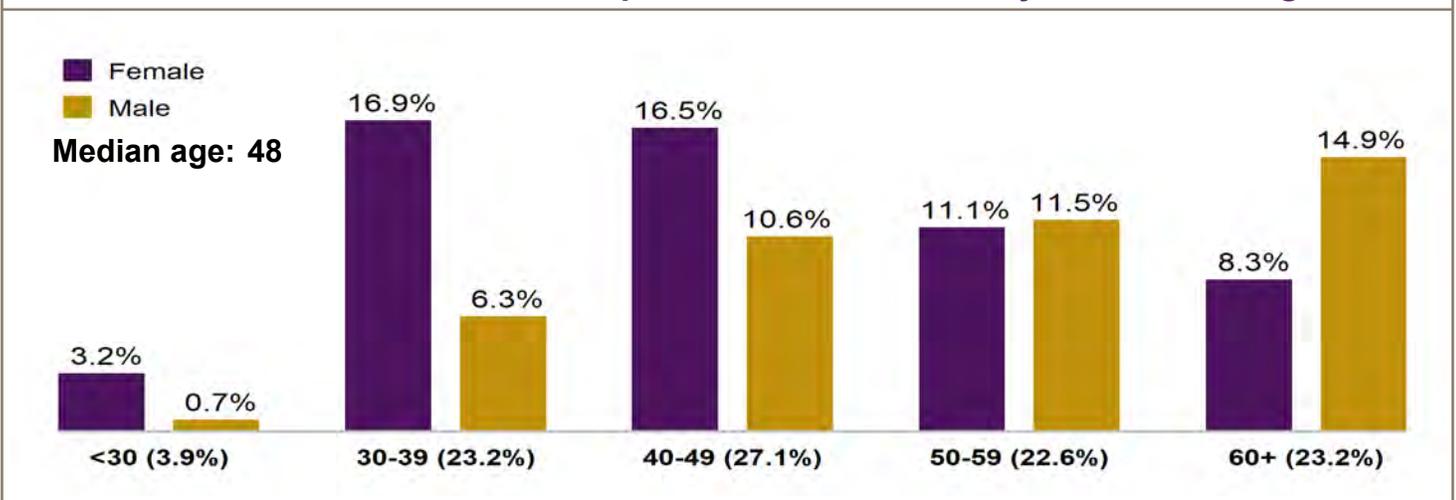
Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$112,500	\$137,500
Mean:	\$105,208	\$125,463

Occupational Medicine

Category	2019	2015
Number of certified PAs whose principal position is Occ Med.	1,457	1,280 (13.8% change in PAs)
Percent of certified PAs in this specialty	1.4	1.6
Number of PAs whose principal position is Occ Med. who currently also work in a secondary position in any specialty	215	231
Number whose principal position is in Occ Med. and whose secondary position is also in Occ Med.	32	34
Across all principal specialties, PAs who had a secondary position in Occ Med.	296	267
Rate of PAs in principal Occ Med. position per 1,000 physicians	NA	568.4

Distribution of Certified Occupational Medicine PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	84.0%	85.1%
Black/African American	5.5%	4.5%
Asian	6.2%	6.0%
Native Hawaiian/Pacific Islander	0.7%	0.7%
American Indian/Alaska Native	0.5%	0.5%
Other	3.0%	3.2%
TOTAL	100.0%	100.0%

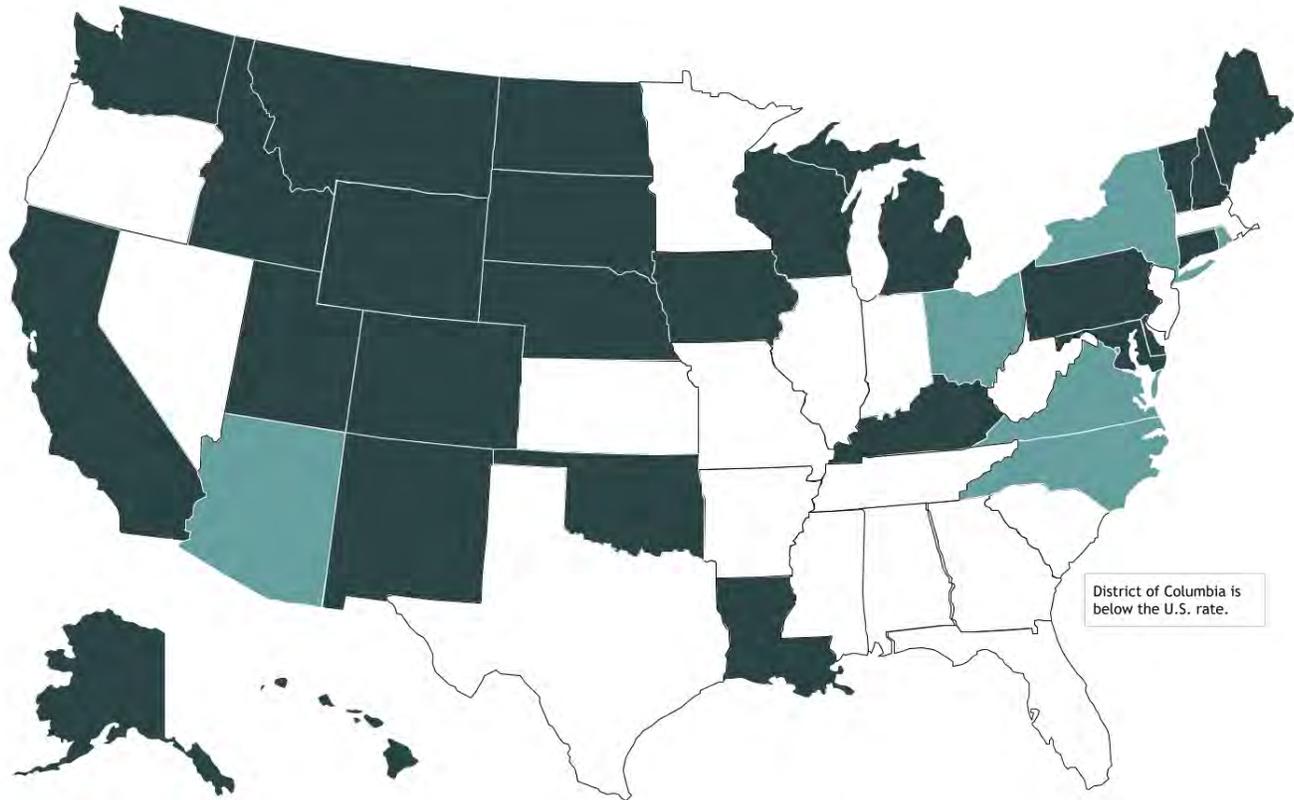
Percentage of Certified PAs by Gender

Gender	2019	2015
Female	56.0%	52.9%
Male	44.0%	47.1%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **6.7%**
 2015: **5.2%**

Certified Occupational Medicine Physician Assistants per 100,000 Population



Below the U.S. Rate
 Equal to the U.S. Rate
 Above the U.S. Rate
 U.S. Rate 0.4

Top PA Practice Settings in Occupational Medicine

Setting	2019	Setting	2015
Occupational health setting	48.3%	Occupational health setting	55.5%
Office-based private practice	23.3%	Office-based private practice	22.9%
Federal government facility/hospital/unit	12.2%	Federal government facility/hospital/unit	9.8%
Hospital	9.8%	Hospital	9.5%
Urgent Care	4.5%	Community health center (Federally Qualified Health Center)	0.8%



In 2019 Military PAs accounted for **8.2%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	88.9%
Diagnose, treat, and manage acute illnesses	69.9%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	63.5%
Counsel and educate patients and families	62.9%
Prescribe medications for acute and chronic illnesses	54.3%
Provide care coordination	36.1%
Provide preventive care, including screening and immunizations	34.0%
Make referrals	30.2%
Diagnose, treat, and manage chronic illnesses	23.2%
Perform procedures	18.3%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	1,186	81.4%
5 or less hours/week	133	9.1%
6-10 hours/week	39	2.7%
More than 10 hours/week	99	6.8%
Total Responses	1,457	100.0%



- **7.4%** of certified PAs plan to leave their principal PA position in the next 12 months
- **16%** have plans to retire from the PA workforce in the next five years

Occupational Medicine



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 38 hours



Percentage of PAs who participate in telemedicine services at their principal position: **7.6%**. Of those, **88%** do so fewer than 10 hours per week.

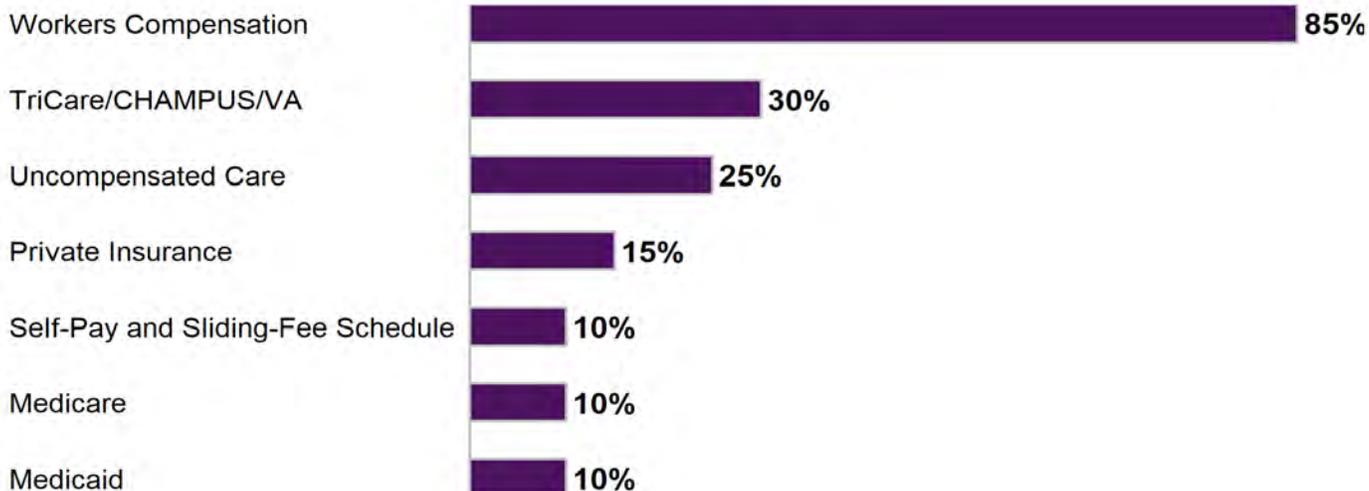


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 80 patients
Mean: 82 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **26%**. Median number of patients on panel: **100**

Payer Mix: Median Percentage by Coverage



Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	3.1%	3.2%
\$40,001 - \$60,000	5.2%	4.8%
\$60,001 - \$80,000	5.7%	10.5%
\$80,001 - \$100,000	16.3%	34.7%
\$100,001 - \$120,000	34.9%	29.7%
\$120,001 - \$140,000	19.5%	9.9%
\$140,001 - \$160,000	9.3%	3.7%
Over \$160,000	6.1%	3.5%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$115,000	\$95,000
Mean:	\$111,286	\$99,460

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	11.1%	20.0%
Less than \$50,000	0.0%	0.0%
\$50,000 - \$74,999	11.1%	0.0%
\$75,000 - \$99,999	11.1%	0.0%
\$100,000 - \$124,999	0.0%	20.0%
\$125,000 - \$149,999	22.2%	0.0%
\$150,000 - \$174,999	44.4%	40.0%
\$175,000 - \$199,999	0.0%	0.0%
\$200,000 or more	0.0%	20.0%
TOTAL	100.0%	100.0%

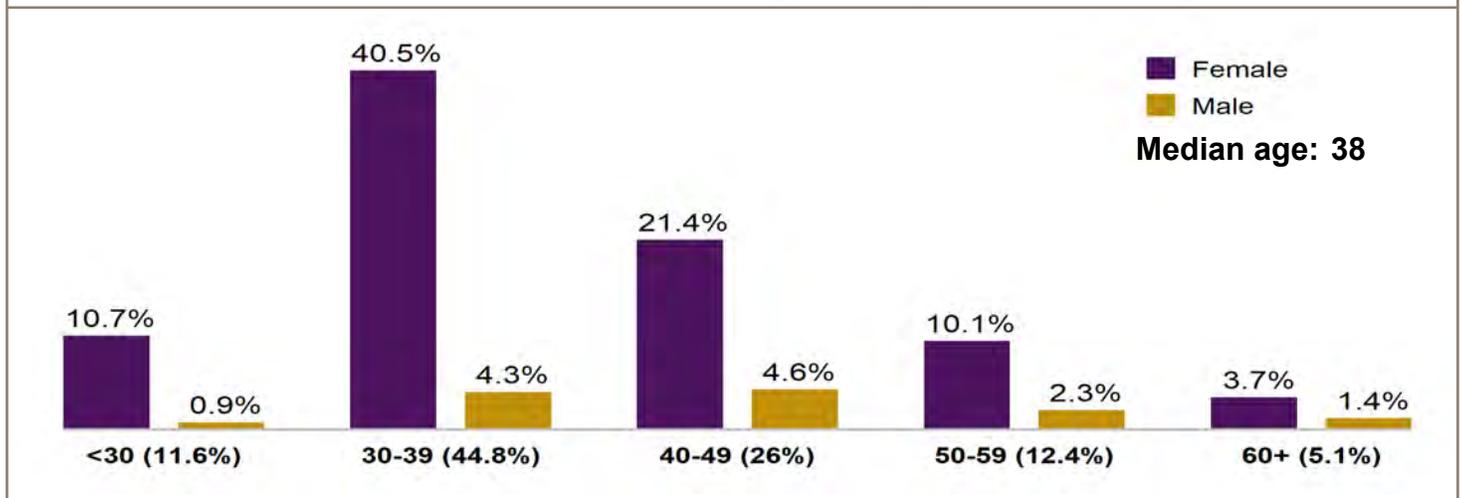


Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$137,500	\$162,500
Mean:	\$119,444	\$140,000

Category	2019	2015
Number of certified PAs whose principal position is Oncology	1,549	919 (68.6% change in PAs)
Percent of certified PAs in this specialty	1.5	1.1
Number of PAs whose principal position is Oncology who currently also work in a secondary position in any specialty	99	63
Number whose principal position is in Oncology and whose secondary position is also in Oncology	20	7
Across all principal specialties, PAs who had a secondary position in Oncology	47	31
Rate of PAs in principal Oncology position per 1,000 physicians	100.5	187.7

Distribution of Certified Oncology PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	86.4%	88.2%
Black/African American	3.3%	3.2%
Asian	7.8%	6.3%
Native Hawaiian/Pacific Islander	0.1%	0.1%
American Indian/Alaska Native	0.2%	0.1%
Other	2.2%	2.0%
TOTAL	100.0%	100.0%

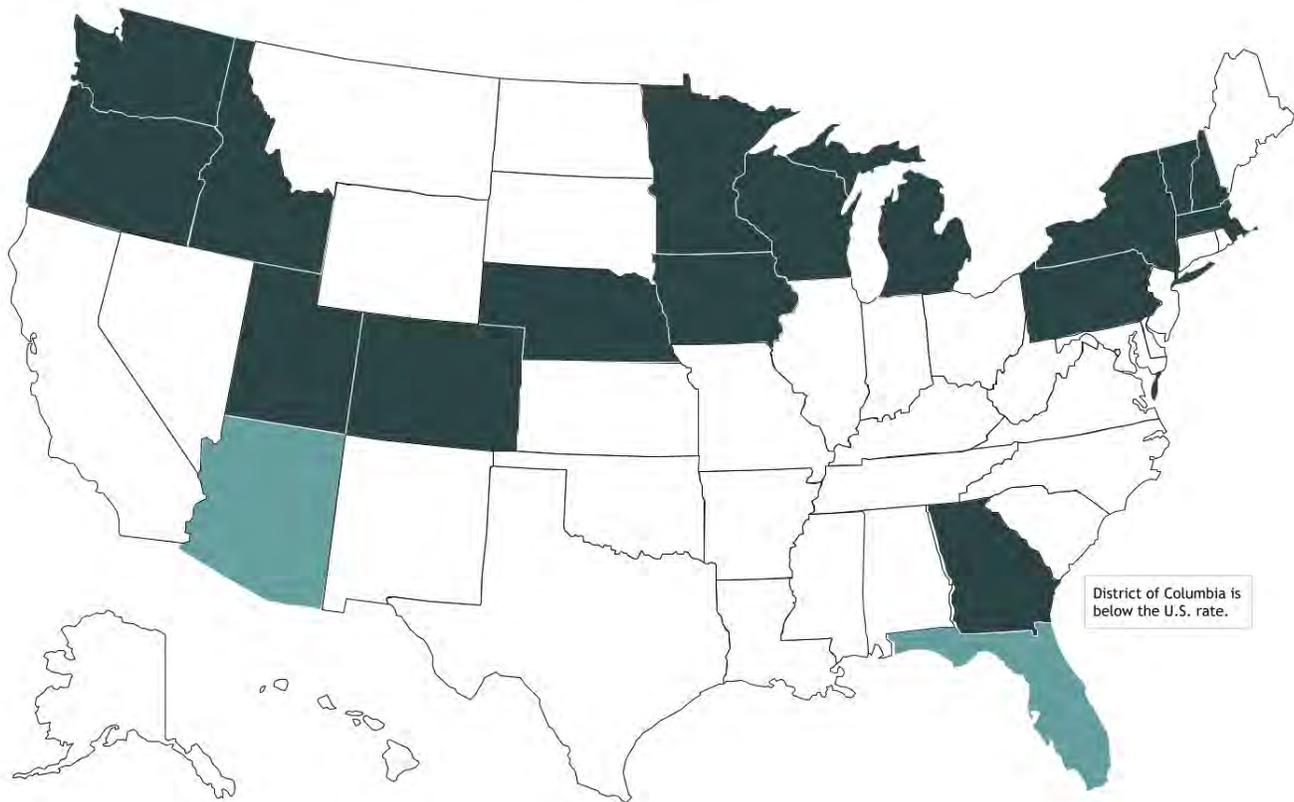
Percentage of Certified PAs by Gender

Gender	2019	2015
Female	86.4%	86.2%
Male	13.6%	13.8%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **4.6%**
 2015: **3.8%**

Certified Oncology Physician Assistants per 100,000 Population



Below the U.S. Rate
 Equal to the U.S. Rate
 Above the U.S. Rate
 U.S. Rate 0.5

Top PA Practice Settings in Oncology

Setting	2019	Setting	2015
Hospital	58.5%	Hospital	57.8%
Office-based private practice	35.9%	Office-based private practice	35.2%
Federal government facility/hospital/unit	2.5%	Federal government facility/hospital/unit	3.0%
School-based or college-based health center or school clinic	1.5%	School-based or college-based health center or school clinic	2.5%
Community health center (Federally Qualified Health Center)	0.6%	Public or community health clinic (non-federally qualified)	1.1%



In 2019 Military PAs accounted for **0.4%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	92.8%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	89.2%
Counsel and educate patients and families	87.1%
Prescribe medications for acute and chronic illnesses	86.1%
Provide care coordination	73.0%
Diagnose, treat, and manage chronic illnesses	70.4%
Diagnose, treat, and manage acute illnesses	67.5%
Make referrals	50.7%
Provide preventive care, including screening and immunizations	32.5%
Perform procedures	15.9%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	1,154	74.5%
5 or less hours/week	227	14.7%
6-10 hours/week	66	4.3%
More than 10 hours/week	102	6.6%
Total Responses	1,549	100.0%



- **3.8%** of certified PAs plan to leave their principal PA position in the next 12 months
- **4.5%** have plans to retire from the PA workforce in the next five years



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 41 hours



Percentage of PAs who participate in telemedicine services at their principal position: **5.6%**. Of those, **86%** do so fewer than 10 hours per week.

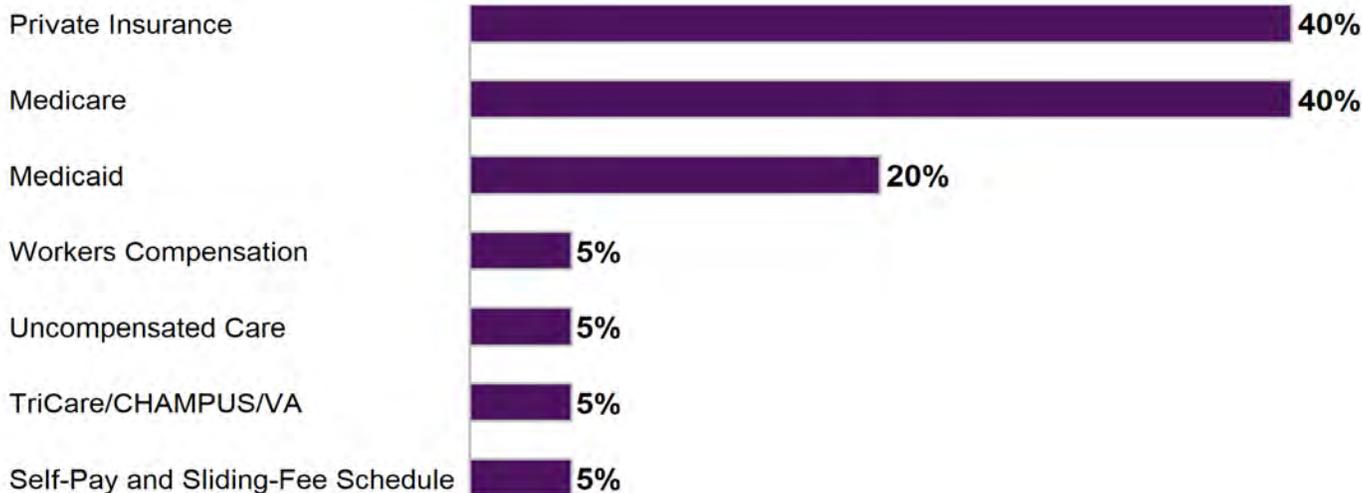


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 45 patients
Mean: 49 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **20%**. Median number of patients on panel: **25**

Payer Mix: Median Percentage by Coverage



Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	0.7%	1.4%
\$40,001 - \$60,000	2.3%	3.2%
\$60,001 - \$80,000	4.5%	11.6%
\$80,001 - \$100,000	27.2%	42.9%
\$100,001 - \$120,000	40.2%	29.0%
\$120,001 - \$140,000	16.9%	8.9%
\$140,001 - \$160,000	5.4%	2.3%
Over \$160,000	2.8%	0.7%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$105,000	\$95,000
Mean:	\$108,476	\$96,674

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	13.7%	11.5%
Less than \$50,000	3.9%	16.4%
\$50,000 - \$74,999	7.8%	11.5%
\$75,000 - \$99,999	7.8%	4.9%
\$100,000 - \$124,999	19.6%	11.5%
\$125,000 - \$149,999	9.8%	13.1%
\$150,000 - \$174,999	13.7%	14.8%
\$175,000 - \$199,999	17.6%	6.6%
\$200,000 or more	5.9%	9.8%
TOTAL	100.0%	100.0%



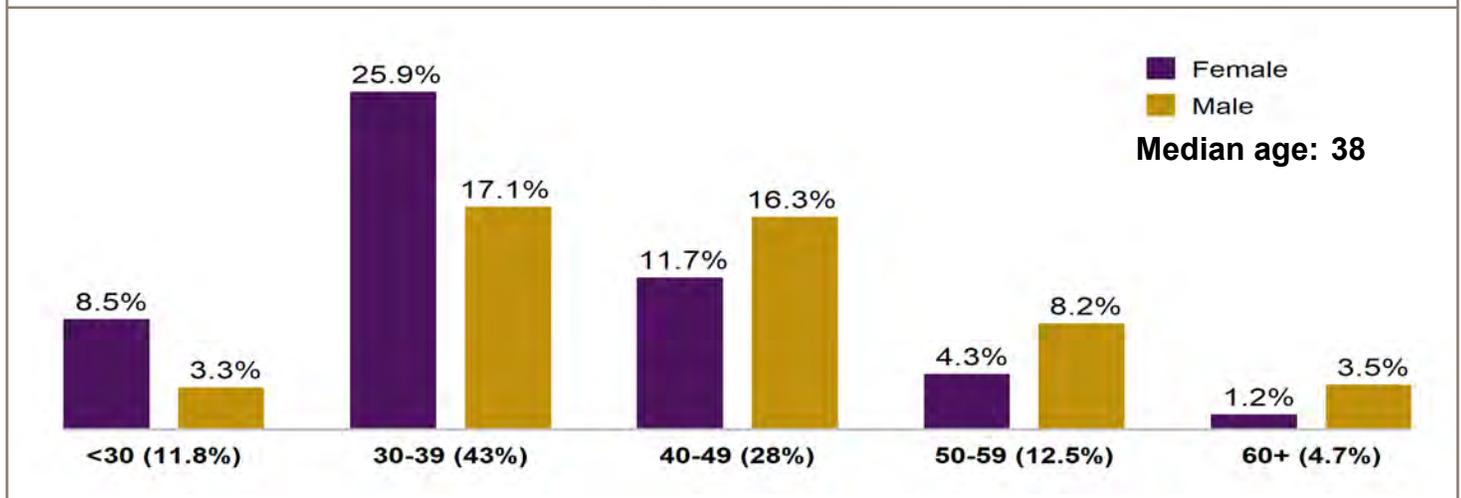
Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$112,500	\$112,500
Mean:	\$116,176	\$104,303

Orthopaedic Surgery

Category	2019	2015
Number of certified PAs whose principal position is Ortho Surg.	11,345	9,071 (25.1% change in PAs)
Percent of certified PAs in this specialty	10.9	11.2
Number of PAs whose principal position is Ortho Surg. who currently also work in a secondary position in any specialty	978	800
Number whose principal position is in Ortho Surg. and whose secondary position is also in Ortho Surg.	270	204
Across all principal specialties, PAs who had a secondary position in Ortho Surg.	470	368
Rate of PAs in principal Ortho Surg. position per 1,000 physicians	597.1	416.2

Distribution of Certified Orthopaedic Surgery PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	91.1%	91.1%
Black/African American	2.1%	2.2%
Asian	3.7%	3.5%
Native Hawaiian/Pacific Islander	0.3%	0.4%
American Indian/Alaska Native	0.2%	0.3%
Other	2.5%	2.6%
TOTAL	100.0%	100.0%

Percentage of Certified PAs by Gender

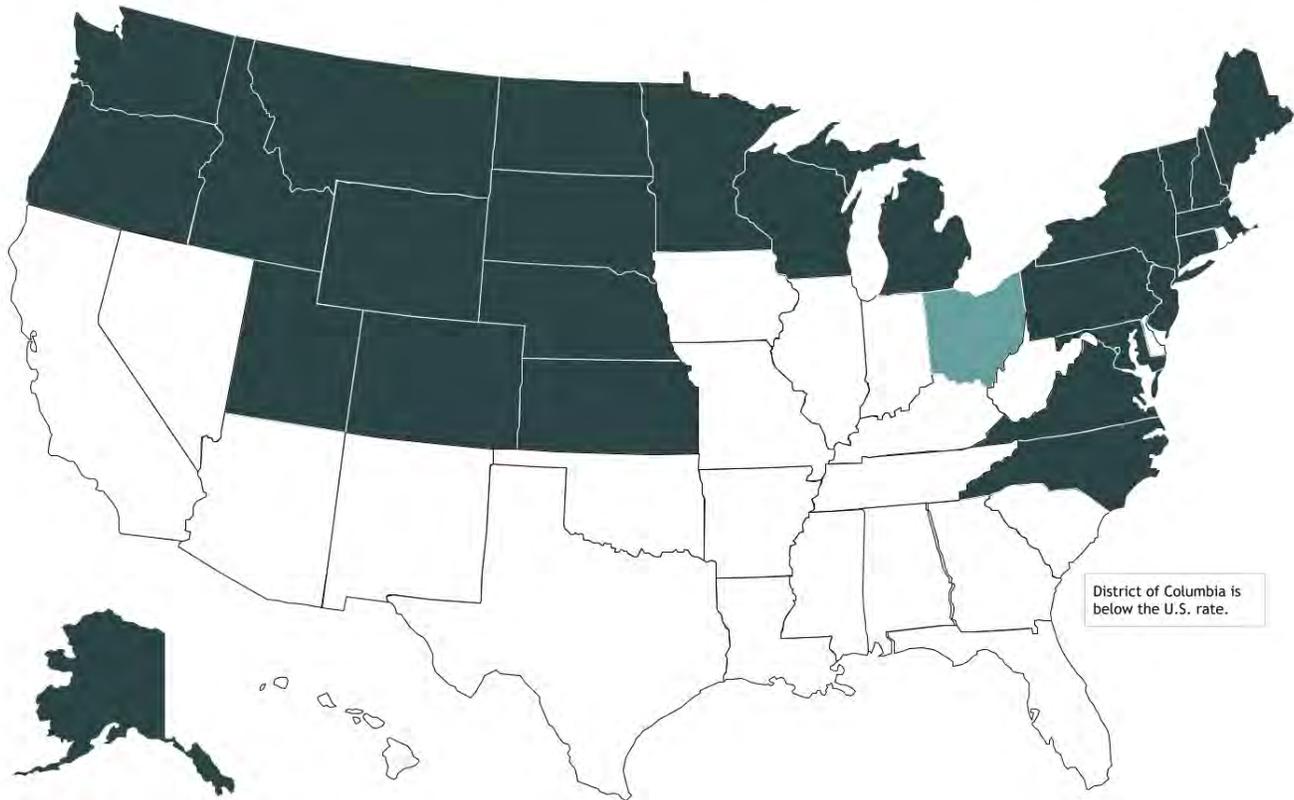
Gender	2019	2015
Female	51.6%	49.5%
Male	48.4%	50.5%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **4.9%**
 2015: **4.2%**

Orthopaedic Surgery

Certified Orthopaedic Surgery Physician Assistants per 100,000 Population



Below the U.S. Rate
 Equal to the U.S. Rate
 Above the U.S. Rate
 U.S. Rate 3.4

Top PA Practice Settings in Orthopaedic Surgery

Setting	2019	Setting	2015
Office-based private practice	58.7%	Office-based private practice	65.0%
Hospital	34.4%	Hospital	27.6%
Federal government facility/hospital/unit	3.7%	Federal government facility/hospital/unit	4.0%
Ambulatory surgical center	1.0%	Ambulatory surgical center	1.5%
School-based or college-based health center or school clinic	0.5%	School-based or college-based health center or school clinic	0.7%



Military PAs accounted for **1.9%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	84.1%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	81.0%
Counsel and educate patients and families	74.1%
Prescribe medications for acute and chronic illnesses	65.1%
Diagnose, treat, and manage acute illnesses	63.7%
Diagnose, treat, and manage chronic illnesses	45.8%
Perform procedures	44.1%
Provide care coordination	44.0%
Make referrals	26.3%
Provide preventive care, including screening and immunizations	13.8%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	4,192	37.0%
5 or less hours/week	3,009	26.5%
6-10 hours/week	1,632	14.4%
More than 10 hours/week	2,512	22.1%
Total Responses	11,345	100.0%



- **4.3%** of certified PAs plan to leave their principal PA position in the next 12 months
- **4.3%** have plans to retire from the PA workforce in the next five years

Orthopaedic Surgery



Hours worked per week at principal clinical position:

Median: 45 hours

Mean: 44 hours



Percentage of PAs who participate in telemedicine services at their principal position: **6.4%**. Of those, **87%** do so fewer than 10 hours per week.



Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:

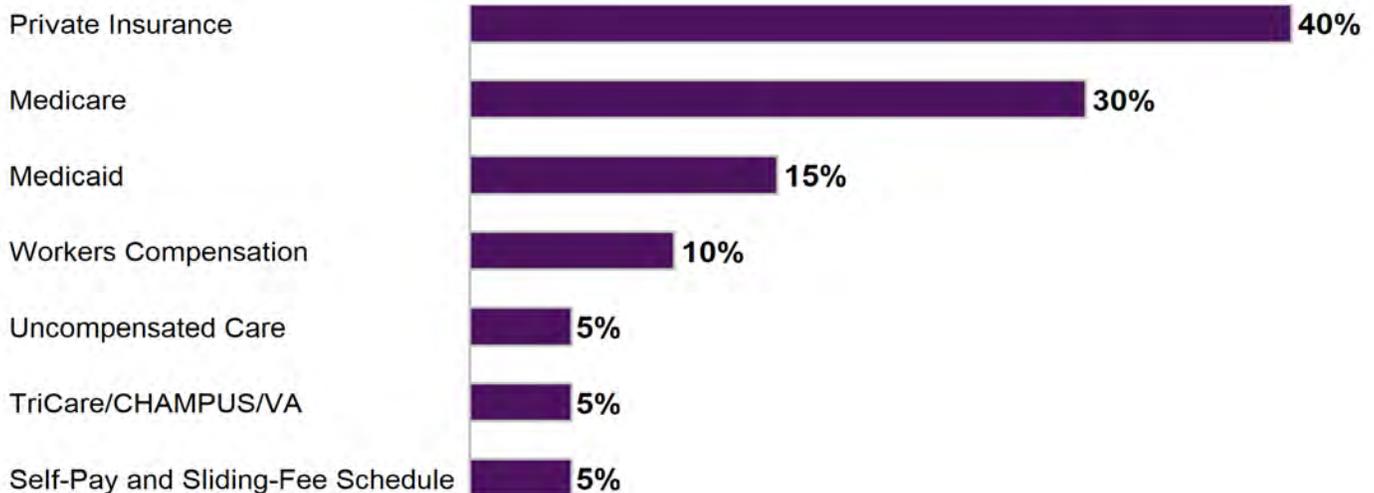
Median: 60 patients

Mean: 70 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **23%**. Median number of patients on panel: **50**

Payer Mix: Median Percentage by Coverage



Orthopaedic Surgery

Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	0.8%	1.4%
\$40,001 - \$60,000	1.2%	1.4%
\$60,001 - \$80,000	2.4%	6.4%
\$80,001 - \$100,000	19.5%	31.7%
\$100,001 - \$120,000	33.7%	30.7%
\$120,001 - \$140,000	21.7%	15.5%
\$140,001 - \$160,000	10.4%	6.5%
Over \$160,000	10.3%	6.4%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$115,000	\$105,000
Mean:	\$119,976	\$109,787

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	9.5%	9.5%
Less than \$50,000	8.3%	9.5%
\$50,000 - \$74,999	12.8%	9.2%
\$75,000 - \$99,999	10.1%	14.2%
\$100,000 - \$124,999	11.0%	13.0%
\$125,000 - \$149,999	15.8%	14.2%
\$150,000 - \$174,999	11.9%	14.2%
\$175,000 - \$199,999	9.2%	8.5%
\$200,000 or more	11.3%	7.6%
TOTAL	100.0%	100.0%



Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$112,500	\$112,500
Mean:	\$116,071	\$111,788

Kathleen Early, MPA, PA-C, ATC/L

Orthopedic Surgery
Augusta, Georgia



For Certified PA **Kathleen Early**, providing high-quality, accessible care is all in the family.

While a large number of PAs will describe their learning of the profession by happenstance, Early learned of the profession from her mother, who is also a physician assistant.

Through first-hand observation and research and a bit of guidance and advice from her mother, she learned of the flexibility afforded to PAs to be able to change specialties, and decided to enroll in the PA program at Augusta University- the same program that her mother completed 12 years prior.

She found PA school to be a challenging, but positive experience.

“I met some of my best friends in PA school. I had a great experience. I thought my program and clinical experiences were great. I was actually a student on rotation at my current job,” she says.

Four years later, Kathleen practices orthopedic surgery in Augusta, where she often treats those with familiar faces.

“It’s a great experience to see people from the community that I grew up in. I frequently see people that I went to high school with. I’ve seen my high school teachers, and also clinicians that I’ve worked with and rotated with as a student. It’s definitely nice to catch up with people.”

No two days are alike for her, but they can typically be classified as either “Surgery Days” or “Clinic Days.”

On surgery days she’s at the hospital in the operating room for much of the day. On those days she works on everything from joints to trauma cases or fractures and a bit of sports medicine.

As a former athletic trainer, the sports medicine cases are a bit more familiar to her. It was her own experience as a high school athlete that first drew her interest in orthopedics, propelling her to later earn a degree in exercise science and athletic training at the University of Georgia.

Whether she has surgeries scheduled or not, she conducts consults each day.

"I like the fast pace. I like being able to make people better relatively quickly. They come in with a fracture, and we can fix it the next day and they're feeling better almost immediately. That's rewarding," she explains.

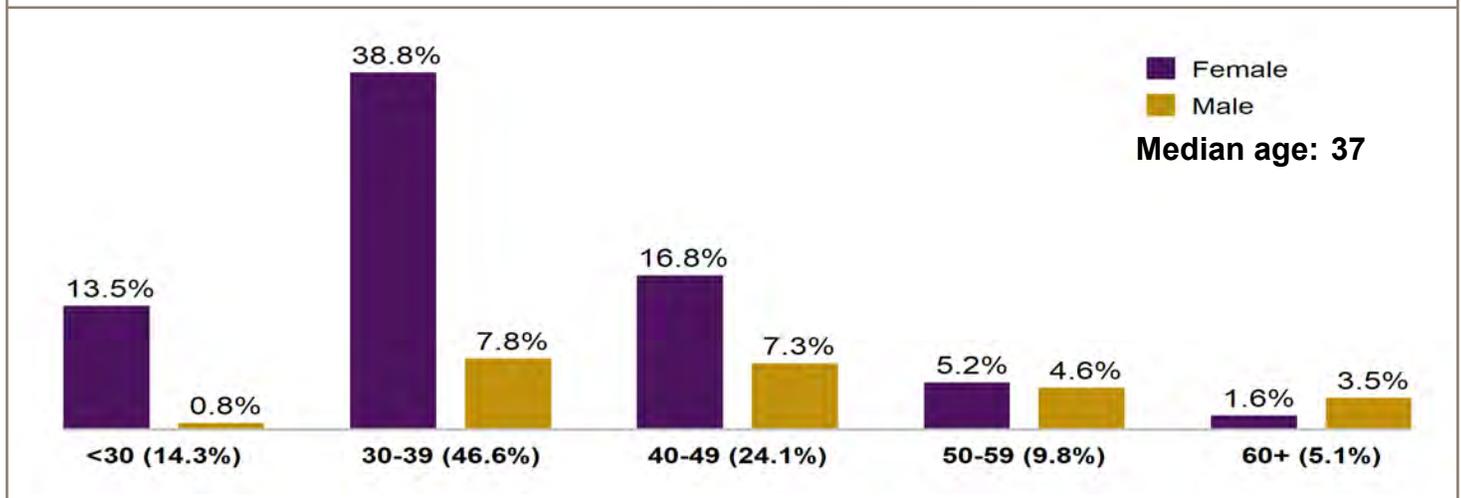
When asked what she thinks her mother would think of her following in her footsteps she offers:

"I think she's proud of me. We work in two different specialties, so we get to talk about different types of patient experiences. I think its very therapeutic for both of us to talk about our experiences with each other."

Otolaryngology

Category	2019	2015
Number of certified PAs whose principal position is Otolaryngology	999	730 (16.3% change in PAs)
Percent of certified PAs in this specialty	1.0	0.9
Number of PAs whose principal position is Otolaryngology who currently also work in a secondary position in any	73	71
Number whose principal position is in Otolaryngology and whose secondary position is also in Otolaryngology	8	9
Across all principal specialties, PAs who had a secondary position in Otolaryngology	36	28
Rate of PAs in principal Otolaryngology position per 1,000 physicians	104.9	83.3

Distribution of Certified Otolaryngology PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	85.3%	86.4%
Black/African American	3.0%	3.0%
Asian	8.1%	6.2%
Native Hawaiian/Pacific Islander	0.5%	0.4%
American Indian/Alaska Native	0.6%	0.7%
Other	2.5%	3.3%
TOTAL	100.0%	100.0%

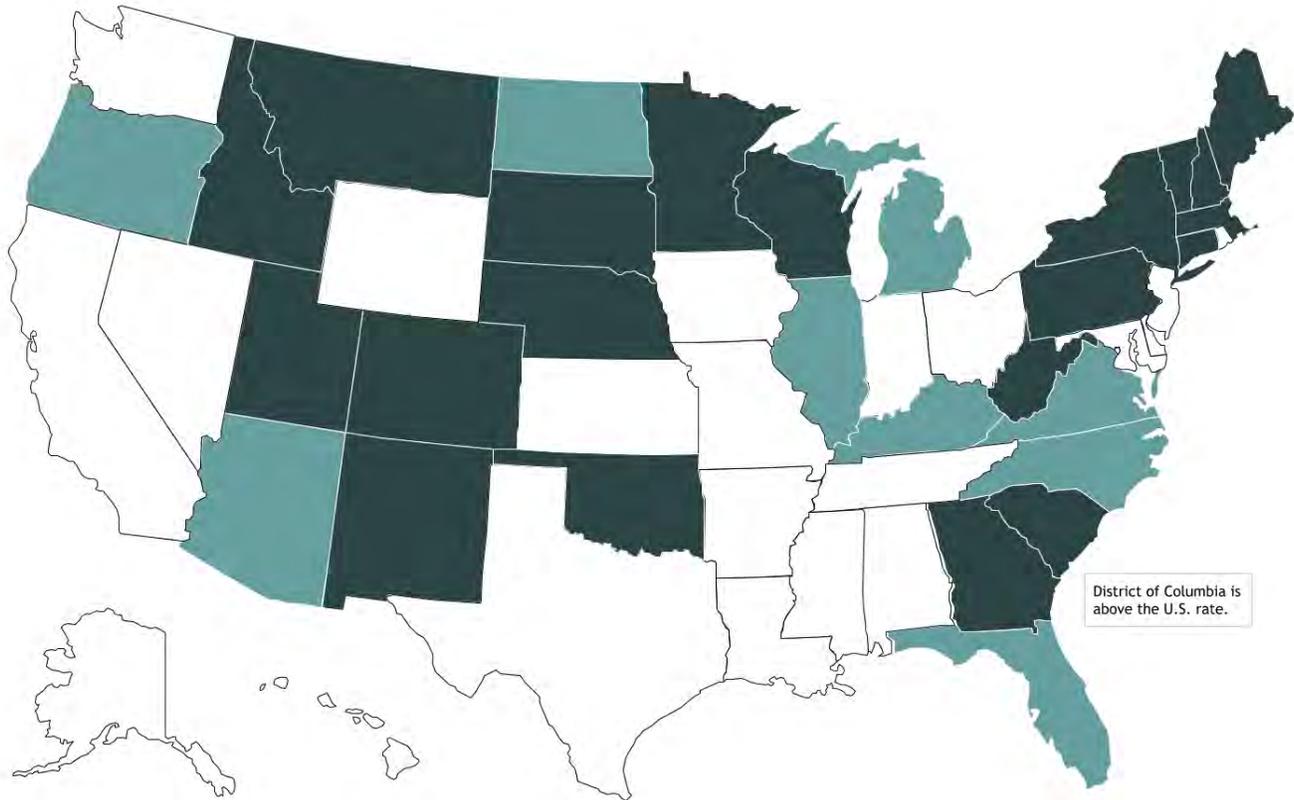
Percentage of Certified PAs by Gender

Gender	2019	2015
Female	76.0%	73.0%
Male	24.0%	27.0%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **5.4%**
 2015: **4.9%**

Certified Otolaryngology Physician Assistants per 100,000 Population



Below the U.S. Rate
 Equal to the U.S. Rate
 Above the U.S. Rate
 U.S. Rate 0.3

Top PA Practice Settings in Otolaryngology

Setting	2019	Setting	2015
Office-based private practice	61.1%	Office-based private practice	67.9%
Hospital	32.0%	Hospital	26.2%
Federal government facility/hospital/unit	4.2%	Federal government facility/hospital/unit	3.2%
School-based or college-based health center or school clinic	0.8%	School-based or college-based health center or school clinic	1.0%
Community health center (Federally Qualified Health Center)	0.6%	Public or community health clinic (non-federally qualified)	0.6%



In 2019 Military PAs accounted for **1.1%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	92.2%
Counsel and educate patients and families	81.8%
Prescribe medications for acute and chronic illnesses	81.4%
Diagnose, treat, and manage acute illnesses	72.9%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	68.2%
Diagnose, treat, and manage chronic illnesses	63.8%
Provide care coordination	44.4%
Perform procedures	37.1%
Make referrals	28.1%
Provide preventive care, including screening and immunizations	22.5%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	696	69.7%
5 or less hours/week	150	15.0%
6-10 hours/week	51	5.1%
More than 10 hours/week	102	10.2%
Total Responses	999	100.0%



- **4.1%** of certified PAs plan to leave their principal PA position in the next 12 months
- **3.7%** have plans to retire from the PA workforce in the next five years



Hours worked per week at principal clinical position:

Median: 40 hours

Mean: 40 hours



Percentage of PAs who participate in telemedicine services at their principal position: **5.9%**. Of those, **85%** do so fewer than 10 hours per week.



Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:

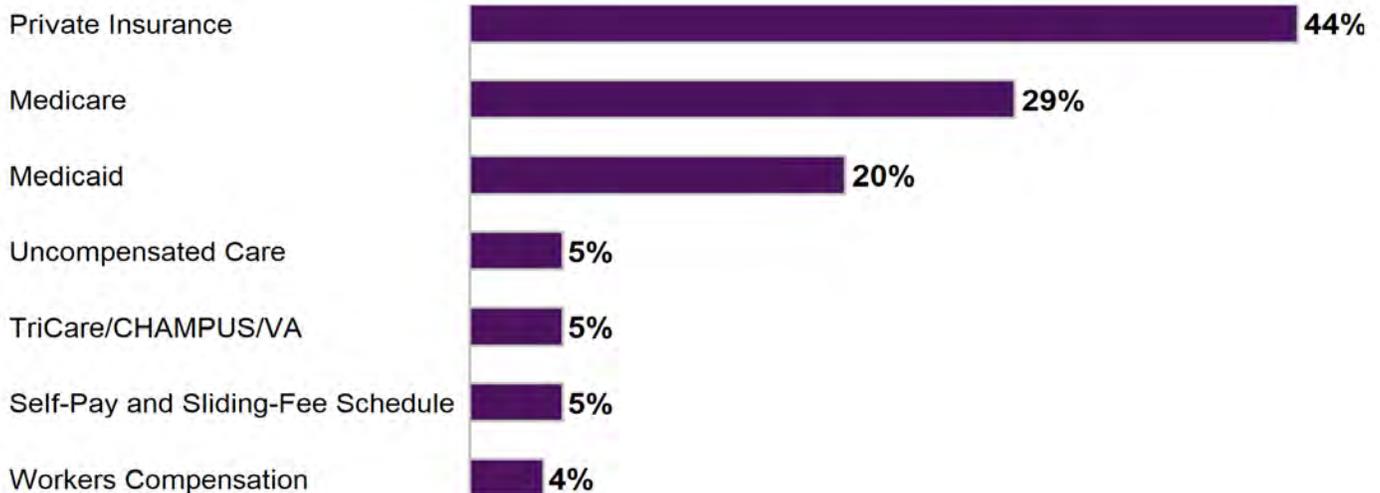
Median: 75 patients

Mean: 76 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **34%**. Median number of patients on panel: **100**

Payer Mix: Median Percentage by Coverage



Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	1.7%	3.0%
\$40,001 - \$60,000	3.4%	5.5%
\$60,001 - \$80,000	6.5%	13.5%
\$80,001 - \$100,000	29.5%	40.2%
\$100,001 - \$120,000	34.7%	25.0%
\$120,001 - \$140,000	15.0%	7.9%
\$140,001 - \$160,000	5.3%	2.8%
Over \$160,000	4.0%	2.1%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$105,000	\$95,000
Mean:	\$105,872	\$95,074

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	13.2%	8.3%
Less than \$50,000	7.9%	12.5%
\$50,000 - \$74,999	10.5%	16.7%
\$75,000 - \$99,999	21.1%	8.3%
\$100,000 - \$124,999	10.5%	20.8%
\$125,000 - \$149,999	13.2%	12.5%
\$150,000 - \$174,999	13.2%	12.5%
\$175,000 - \$199,999	2.6%	8.3%
\$200,000 or more	7.9%	0.0%
TOTAL	100.0%	100.0%



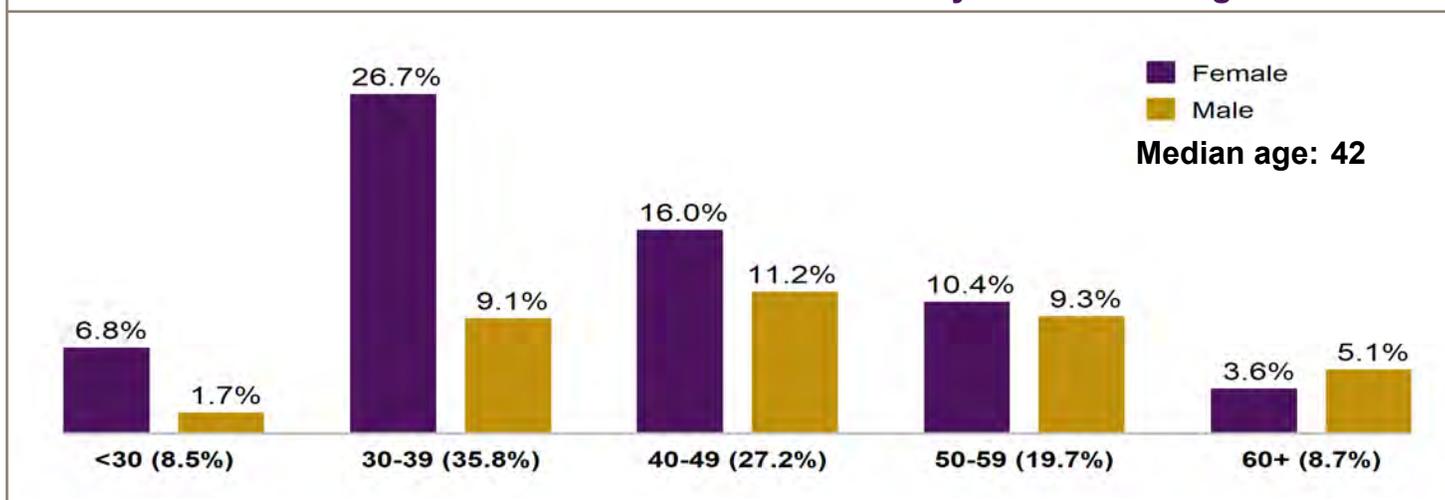
Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$87,500	\$112,500
Mean:	\$100,987	\$97,500

Pain Medicine

Category	2019	2015*
Number of certified PAs whose principal position is Pain Medicine	1,438	NA (NA% change in PAs)
Percent of certified PAs in this specialty	1.4	NA
Number of PAs whose principal position is Pain Medicine who currently also work in a secondary position in any	115	NA
Number whose principal position is in Pain Medicine and whose secondary position is also in Pain Medicine	12	NA
Across all principal specialties, PAs who had a secondary position in Pain Medicine	82	NA
Rate of PAs in principal Pain Medicine position per 1,000 physician	269	NA

Distribution of Certified Pain Medicine PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	83.1%	NA
Black/African American	5.3%	NA
Asian	6.9%	NA
Native Hawaiian/Pacific Islander	0.2%	NA
American Indian/Alaska Native	0.6%	NA
Other	3.9%	NA
TOTAL	100.0%	NA

Percentage of Certified PAs by Gender

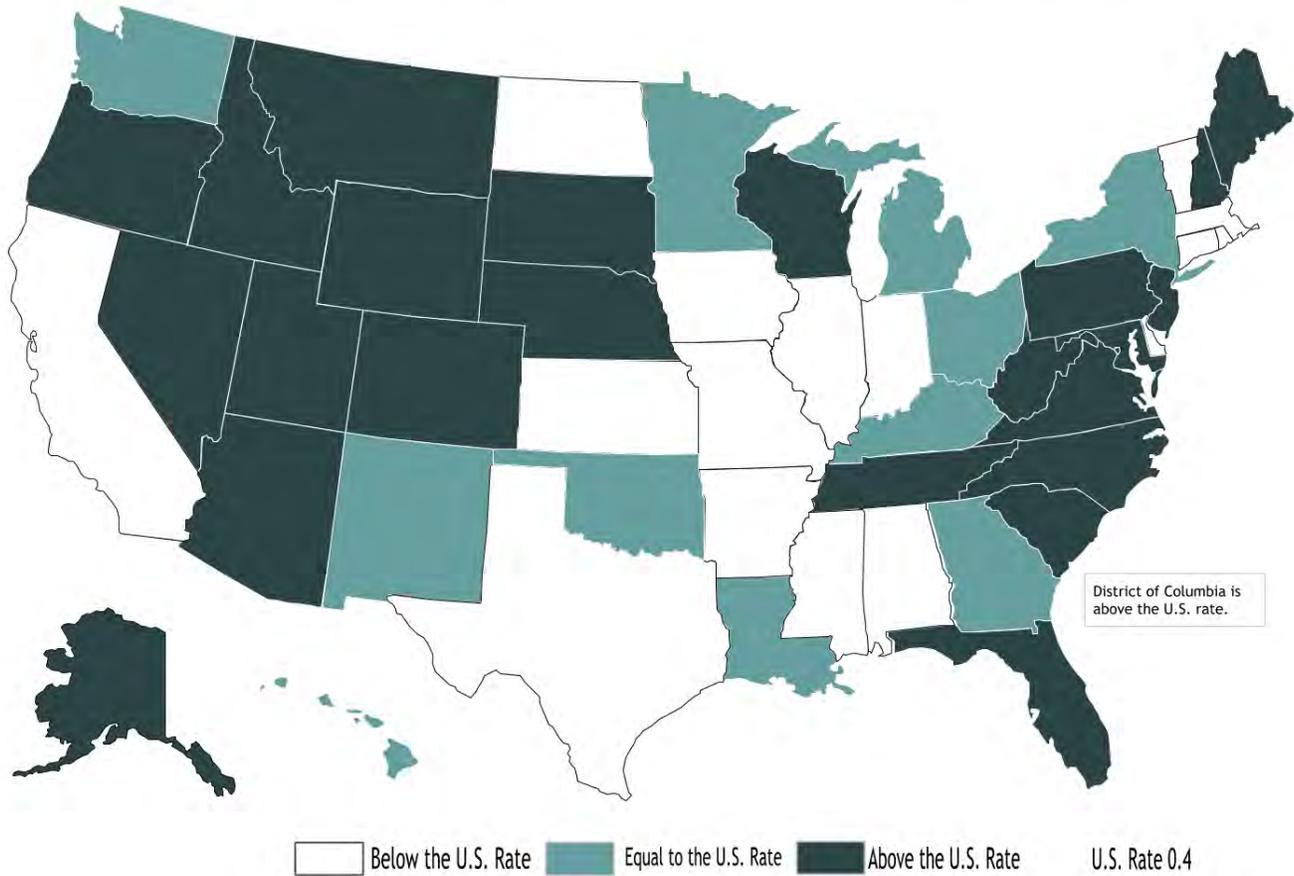
Gender	2019	2015
Female	63.6%	NA
Male	36.4%	NA
TOTAL	100.0%	NA



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **7.3%**
 2015: **NA%**

*Pain medicine added as a specialty choice in 2016.

Certified Pain Medicine Physician Assistants per 100,000 Population



Top PA Practice Settings in Pain Medicine

Setting	2019	Setting	2015
Office-based private practice	81.9%	NA	NA
Hospital	13.4%	NA	NA
Federal government facility/hospital/unit	2.8%	NA	NA
Rehabilitation facility	0.5%	NA	NA
Other (please specify)	0.3%	NA	NA



In 2019 Military PAs accounted for **1.3%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	89.6%
Prescribe medications for acute and chronic illnesses	86.9%
Diagnose, treat, and manage chronic illnesses	84.4%
Counsel and educate patients and families	81.2%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	74.4%
Provide care coordination	50.1%
Make referrals	45.3%
Diagnose, treat, and manage acute illnesses	38.5%
Perform procedures	25.2%
Provide preventive care, including screening and immunizations	20.0%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	930	64.7%
5 or less hours/week	375	26.1%
6-10 hours/week	42	2.9%
More than 10 hours/week	91	6.3%
Total Responses	1,438	100.0%



- **6.7%** of certified PAs plan to leave their principal PA position in the next 12 months
- **6.4%** have plans to retire from the PA workforce in the next five years

Pain Medicine



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 40 hours



Percentage of PAs who participate in telemedicine services at their principal position: **4.4%**. Of those, **86%** do so fewer than 10 hours per week.

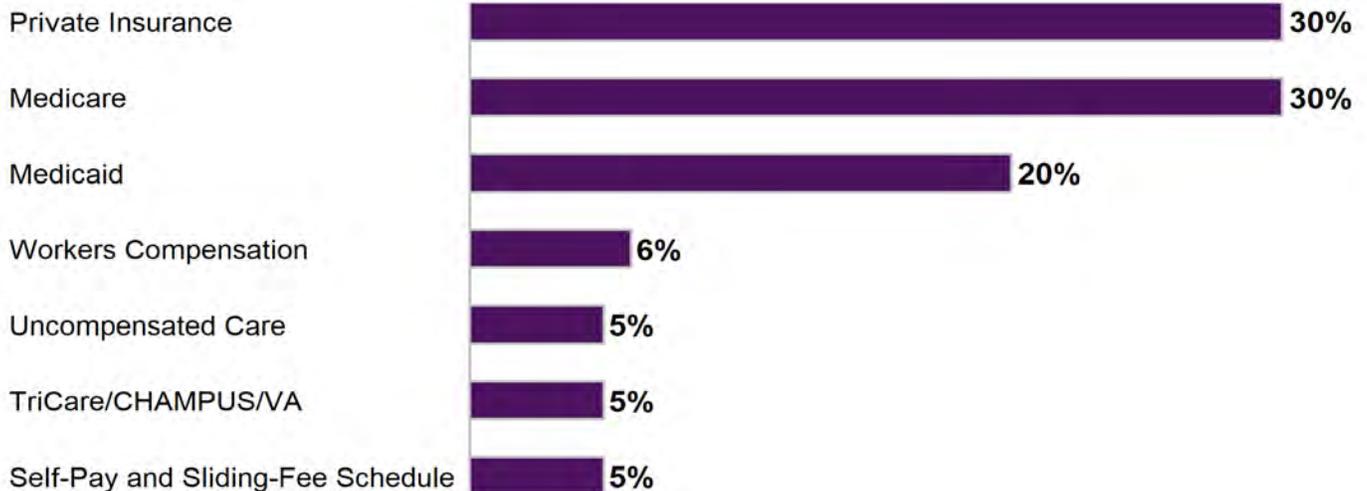


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 100 patients
Mean: 96 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **34%**. Median number of patients on panel: **200**

Payer Mix: Median Percentage by Coverage



Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	1.2%	NA
\$40,001 - \$60,000	2.3%	NA
\$60,001 - \$80,000	5.5%	NA
\$80,001 - \$100,000	24.1%	NA
\$100,001 - \$120,000	33.8%	NA
\$120,001 - \$140,000	19.6%	NA
\$140,001 - \$160,000	7.3%	NA
Over \$160,000	6.2%	NA
TOTAL	100.0%	NA



Income of Certified PAs:

	2019	2015
Median:	\$105,000	NA
Mean:	\$111,938	NA

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	7.1%	NA
Less than \$50,000	7.1%	NA
\$50,000 - \$74,999	10.7%	NA
\$75,000 - \$99,999	7.1%	NA
\$100,000 - \$124,999	10.7%	NA
\$125,000 - \$149,999	28.6%	NA
\$150,000 - \$174,999	3.6%	NA
\$175,000 - \$199,999	21.4%	NA
\$200,000 or more	3.6%	NA
TOTAL	100.0%	NA



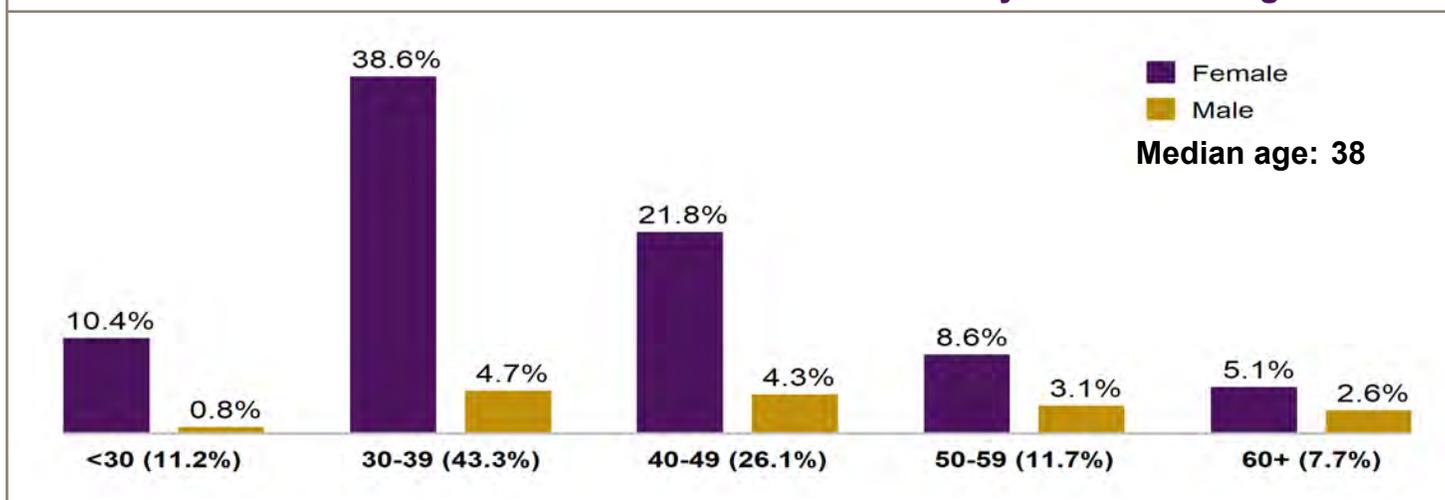
Educational Debt of
Recently Certified PAs:

	2019	2015
Median:	\$137,500	NA
Mean:	\$120,536	NA

Pediatrics - General

Category	2019	2015
Number of certified PAs whose principal position is Peds- Gen.	1,979	1,631 (21.3% change in PAs)
Percent of certified PAs in this specialty	1.9	2.0
Number of PAs whose principal position is Peds- Gen. who currently also work in a secondary position in any specialty	159	158
Number whose principal position is in Peds- Gen. and whose secondary position is also in Peds- Gen.	51	70
Across all principal specialties, PAs who had a secondary position in Peds- Gen.	172	2,937
Rate of PAs in principal Peds- Gen position per 1,000 physicians	33.9	27.0

Distribution of Certified Pediatrics - General PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	87.3%	87.1%
Black/African American	3.3%	3.7%
Asian	4.9%	4.5%
Native Hawaiian/Pacific Islander	0.2%	0.4%
American Indian/Alaska Native	0.3%	0.3%
Other	4.1%	3.9%
TOTAL	100.0%	100.0%

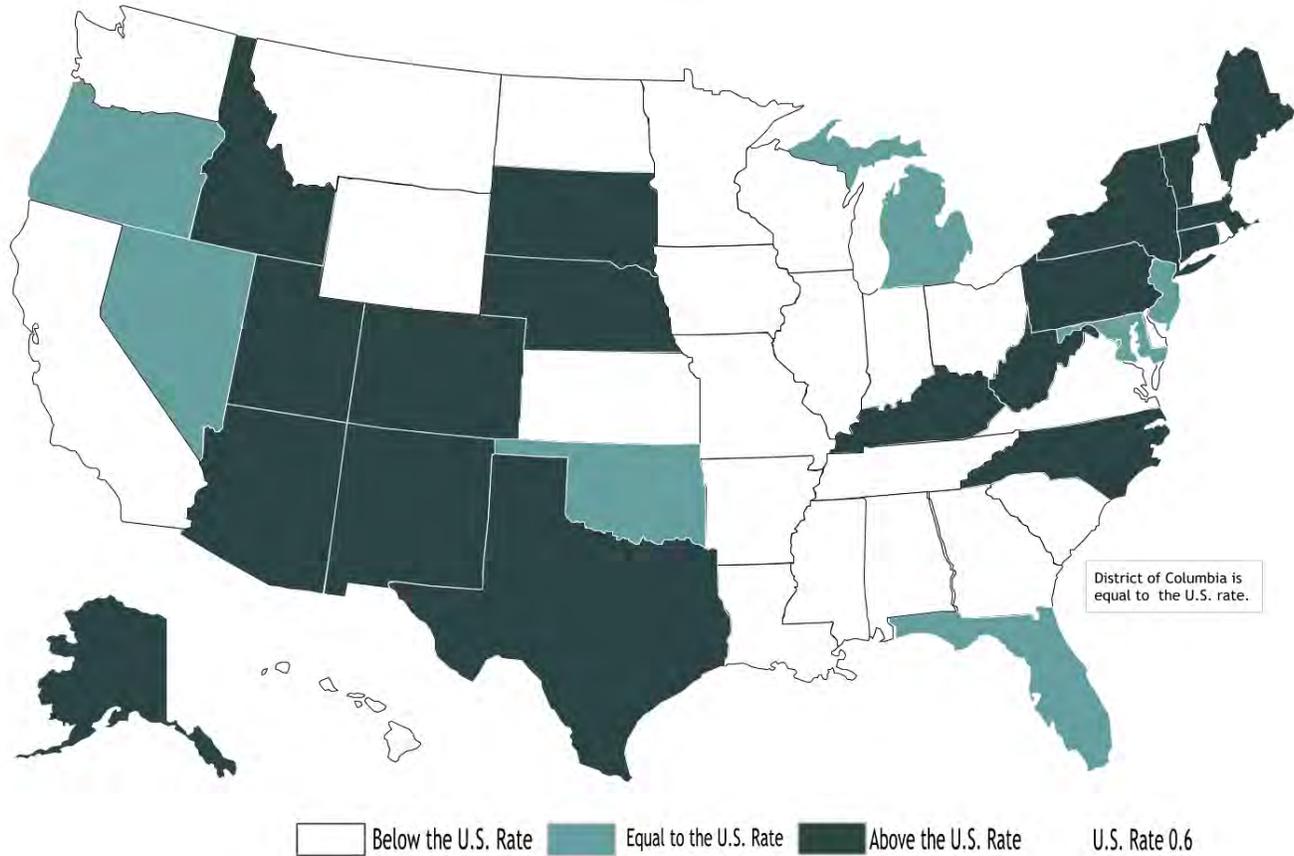
Percentage of Certified PAs by Gender

Gender	2019	2015
Female	84.5%	82.7%
Male	15.5%	17.3%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **12.0%**
 2015: **11.1%**

Certified Pediatric Physician Assistants per 100,000 Population



Top PA Practice Settings in Pediatrics - General

Setting	2019	Setting	2015
Office-based private practice	77.5%	Office-based private practice	78.4%
Hospital	7.4%	Community health center (Federally Qualified Health Center)	6.4%
Community health center (Federally Qualified Health Center)	5.8%	Hospital	6.2%
Rural health clinic (federally certified)	3.2%	Rural health clinic (federally certified)	3.7%
School-based or college-based health center or school clinic	1.9%	Public or community health clinic (non-federally qualified)	2.2%



In 2019 Military PAs accounted for **0.2%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	95.8%
Diagnose, treat, and manage acute illnesses	95.5%
Counsel and educate patients and families	93.9%
Provide preventive care, including screening and immunizations	86.8%
Prescribe medications for acute and chronic illnesses	86.7%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	64.7%
Provide care coordination	51.4%
Diagnose, treat, and manage chronic illnesses	45.6%
Make referrals	44.9%
Perform procedures	20.8%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	1,226	62.0%
5 or less hours/week	338	17.1%
6-10 hours/week	149	7.5%
More than 10 hours/week	266	13.4%
Total Responses	1,979	100.0%



- **3.5%** of certified PAs plan to leave their principal PA position in the next 12 months
- **5.5%** have plans to retire from the PA workforce in the next five years

Pediatrics - General



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 35 hours



Percentage of PAs who participate in telemedicine services at their principal position: **5.4%**. Of those, **85%** do so fewer than 10 hours per week.

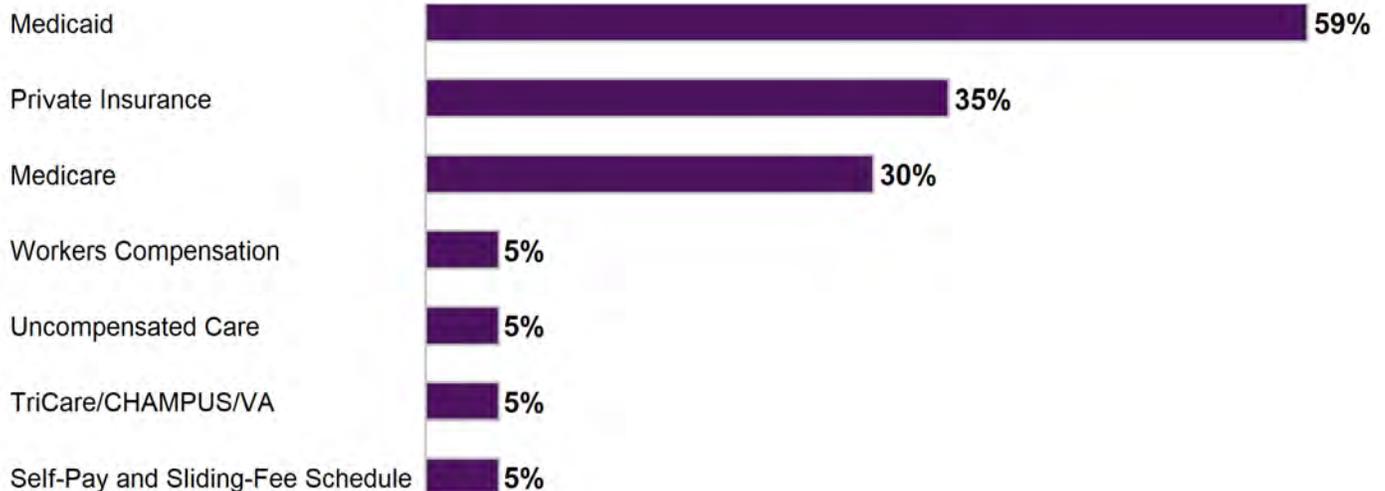


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 100 patients
Mean: 104 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **46%**. Median number of patients on panel: **100**

Payer Mix: Median Percentage by Coverage



Pediatrics - General

Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	3.9%	4.8%
\$40,001 - \$60,000	8.0%	9.8%
\$60,001 - \$80,000	15.2%	23.8%
\$80,001 - \$100,000	34.5%	34.5%
\$100,001 - \$120,000	23.9%	16.3%
\$120,001 - \$140,000	8.1%	6.7%
\$140,001 - \$160,000	3.0%	1.9%
Over \$160,000	3.5%	2.3%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$95,000	\$85,000
Mean:	\$94,526	\$87,960

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	6.8%	9.4%
Less than \$50,000	10.2%	10.9%
\$50,000 - \$74,999	6.8%	12.5%
\$75,000 - \$99,999	8.5%	12.5%
\$100,000 - \$124,999	8.5%	18.8%
\$125,000 - \$149,999	18.6%	10.9%
\$150,000 - \$174,999	20.3%	10.9%
\$175,000 - \$199,999	6.8%	6.3%
\$200,000 or more	13.6%	7.8%
TOTAL	100.0%	100.0%



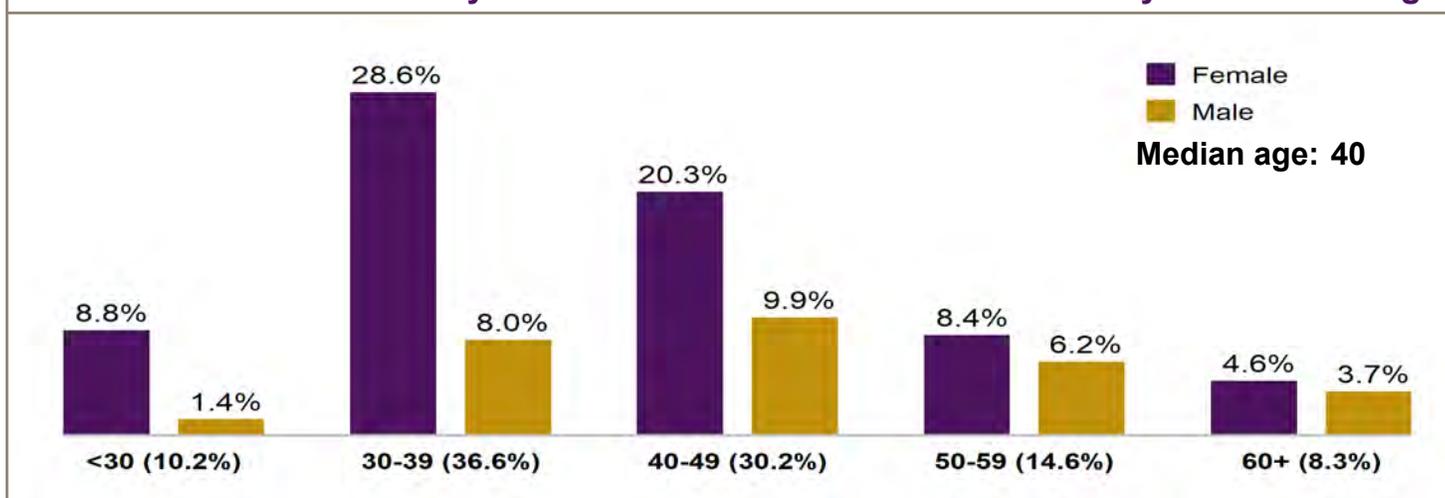
Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$137,500	\$112,500
Mean:	\$128,178	\$105,195

Physical Medicine and Rehabilitation

Category	2019	2015
Number of certified PAs whose principal position is PM&R	646	821 (-21.3% change in PAs)
Percent of certified PAs in this specialty	0.6	1.0
Number of PAs whose principal position is PM&R who currently also work in a secondary position in any specialty	62	102
Number whose principal position is in PM&R and whose secondary position is also in PM&R	9	9
Across all principal specialties, PAs who had a secondary position in PM&R	70	81
Rate of PAs in principal PM&R position per 1,000 physicians	69.1	96.5

Distribution of Certified Physical Medicine and Rehabilitation PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	84.5%	84.0%
Black/African American	4.2%	4.3%
Asian	7.2%	6.9%
Native Hawaiian/Pacific Islander	0.5%	0.5%
American Indian/Alaska Native	0.5%	0.4%
Other	3.2%	3.8%
TOTAL	100.0%	100.0%

Percentage of Certified PAs by Gender

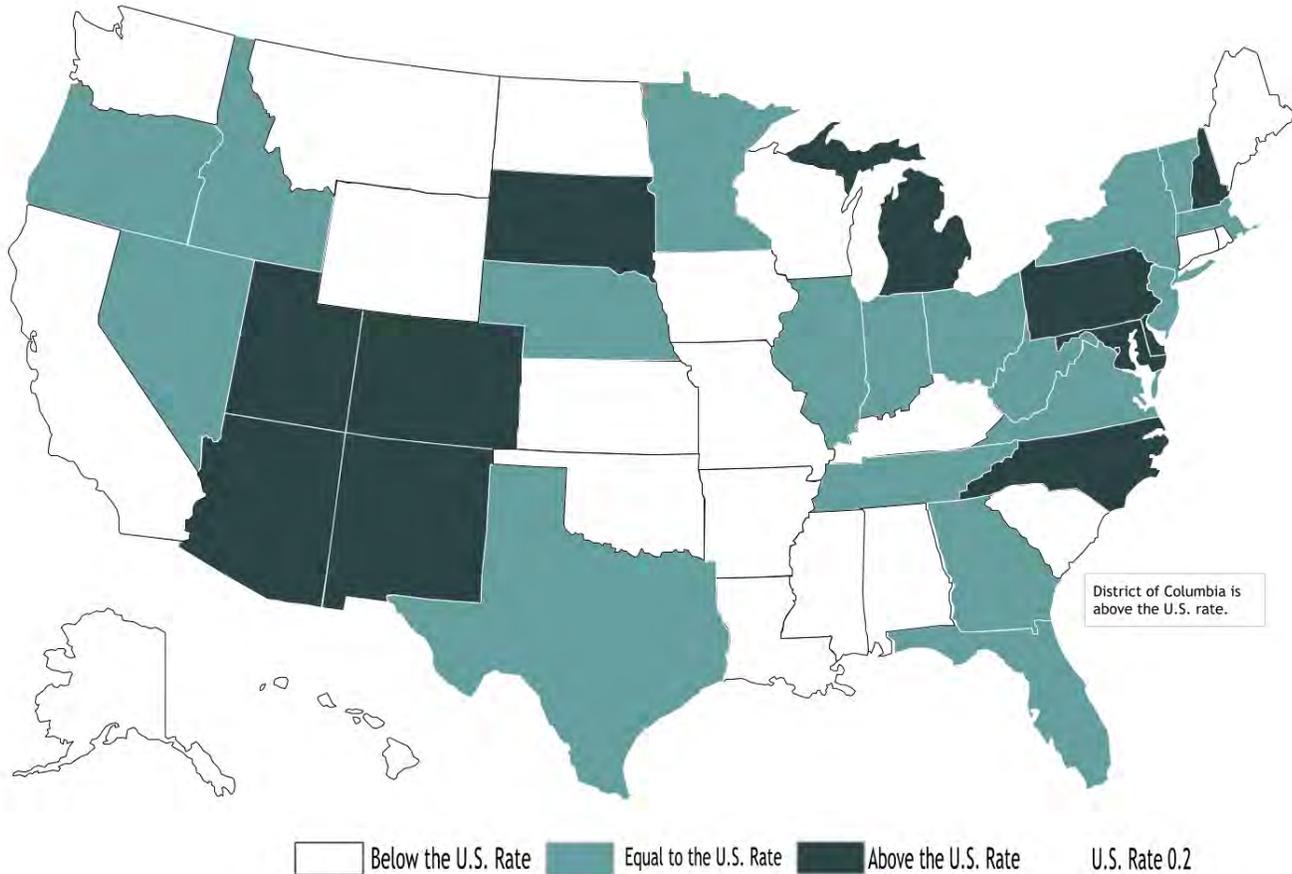
Gender	2019	2015
Female	70.7%	69.2%
Male	29.3%	30.8%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **4.1%**
 2015: **4.1%**

Physical Medicine and Rehabilitation

Certified Physical Medicine and Rehabilitation Physician Assistants per 100,000 Population



Top PA Practice Settings in Physical Medicine and Rehabilitation

Setting	2019	Setting	2015
Office-based private practice	53.6%	Office-based private practice	63.8%
Hospital	23.1%	Hospital	14.8%
Rehabilitation facility	14.7%	Rehabilitation facility	11.8%
Extended care facility/Nursing home	3.9%	Federal government facility/hospital/unit	5.2%
Federal government facility/hospital/unit	3.3%	Extended care facility/Nursing home	3.3%



In 2019 Military PAs accounted for **1.7%** of the federal government facility/hospital/unit practice setting.

Physical Medicine and Rehabilitation

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	92.1%
Counsel and educate patients and families	77.2%
Prescribe medications for acute and chronic illnesses	75.1%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	73.1%
Diagnose, treat, and manage chronic illnesses	72.6%
Provide care coordination	57.6%
Diagnose, treat, and manage acute illnesses	54.5%
Make referrals	41.8%
Perform procedures	25.2%
Provide preventive care, including screening and immunizations	17.5%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	423	65.5%
5 or less hours/week	140	21.7%
6-10 hours/week	34	5.3%
More than 10 hours/week	49	7.6%
Total Responses	646	100.0%



- **5.7%** of certified PAs plan to leave their principal PA position in the next 12 months
- **6.9%** have plans to retire from the PA workforce in the next five years

Physical Medicine and Rehabilitation



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 40 hours



Percentage of PAs who participate in telemedicine services at their principal position: **4.8%**. Of those, **87%** do so fewer than 10 hours per week.

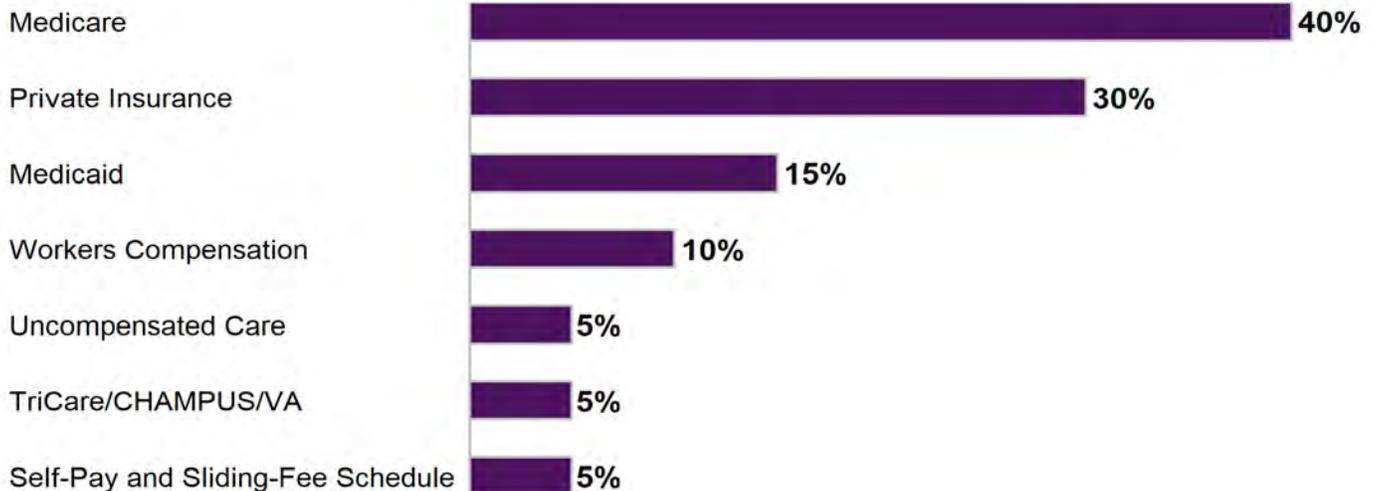


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 75 patients
Mean: 78 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **34%**. Median number of patients on panel: **65**

Payer Mix: Median Percentage by Coverage



Physical Medicine and Rehabilitation

Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	2.5%	3.0%
\$40,001 - \$60,000	4.7%	4.4%
\$60,001 - \$80,000	6.3%	14.1%
\$80,001 - \$100,000	28.2%	43.1%
\$100,001 - \$120,000	36.2%	23.1%
\$120,001 - \$140,000	13.8%	7.7%
\$140,001 - \$160,000	5.2%	2.3%
Over \$160,000	3.2%	2.2%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$105,000	\$95,000
Mean:	\$104,150	\$94,752

Educational Debt of Recently Certified PAs

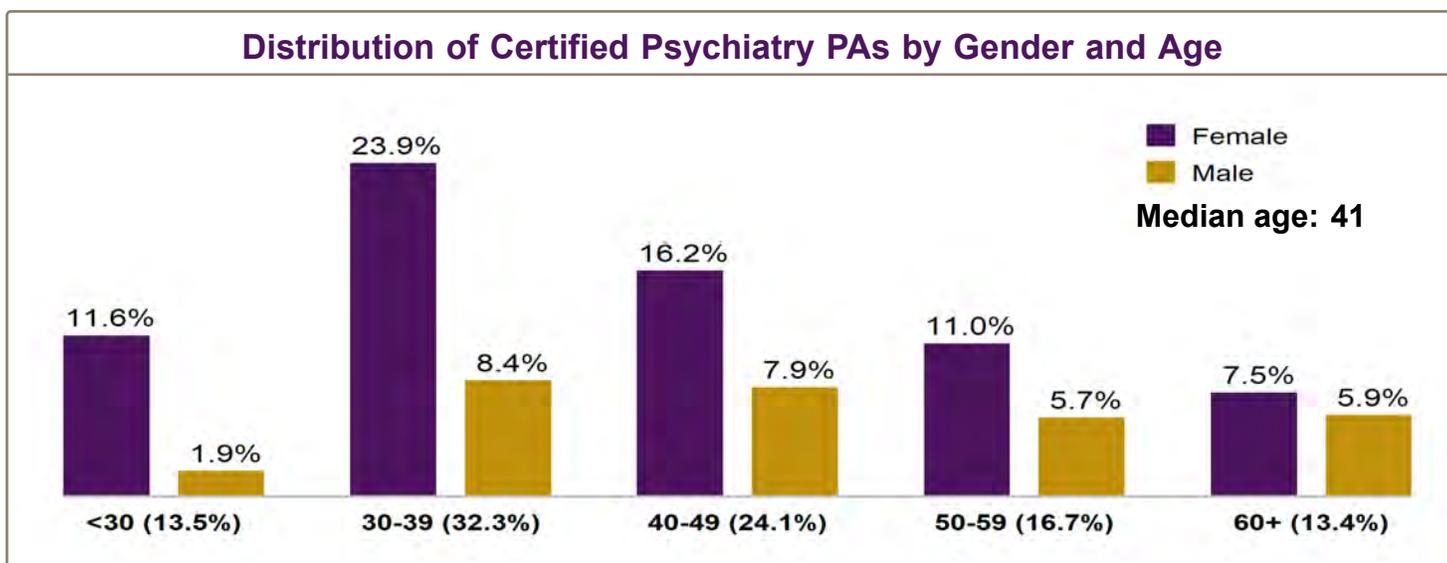
Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	20.0%	10.5%
Less than \$50,000	0.0%	5.3%
\$50,000 - \$74,999	20.0%	15.8%
\$75,000 - \$99,999	0.0%	26.3%
\$100,000 - \$124,999	20.0%	15.8%
\$125,000 - \$149,999	20.0%	0.0%
\$150,000 - \$174,999	0.0%	15.8%
\$175,000 - \$199,999	20.0%	5.3%
\$200,000 or more	0.0%	5.3%
TOTAL	100.0%	100.0%



Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$112,500	\$87,500
Mean:	\$100,000	\$99,342

Category	2019	2015
Number of certified PAs whose principal position is Psychiatry	1,684	1,033 (63% change in PAs)
Percent of certified PAs in this specialty	1.6	1.3
Number of PAs whose principal position is Psychiatry who currently also work in a secondary position in any specialty	246	170
Number whose principal position is in Psychiatry and whose secondary position is also in Psychiatry	120	73
Across all principal specialties, PAs who had a secondary position in Psychiatry	254	191
Rate of PAs in principal Psychiatry position per 1,000 physicians	44.1	27.2



Percentage of Certified PAs by Race

Race	2019	2015
White	83.9%	85.8%
Black/African American	6.1%	5.0%
Asian	5.4%	5.2%
Native Hawaiian/Pacific Islander	0.3%	0.4%
American Indian/Alaska Native	0.5%	0.5%
Other	3.8%	3.1%
TOTAL	100.0%	100.0%

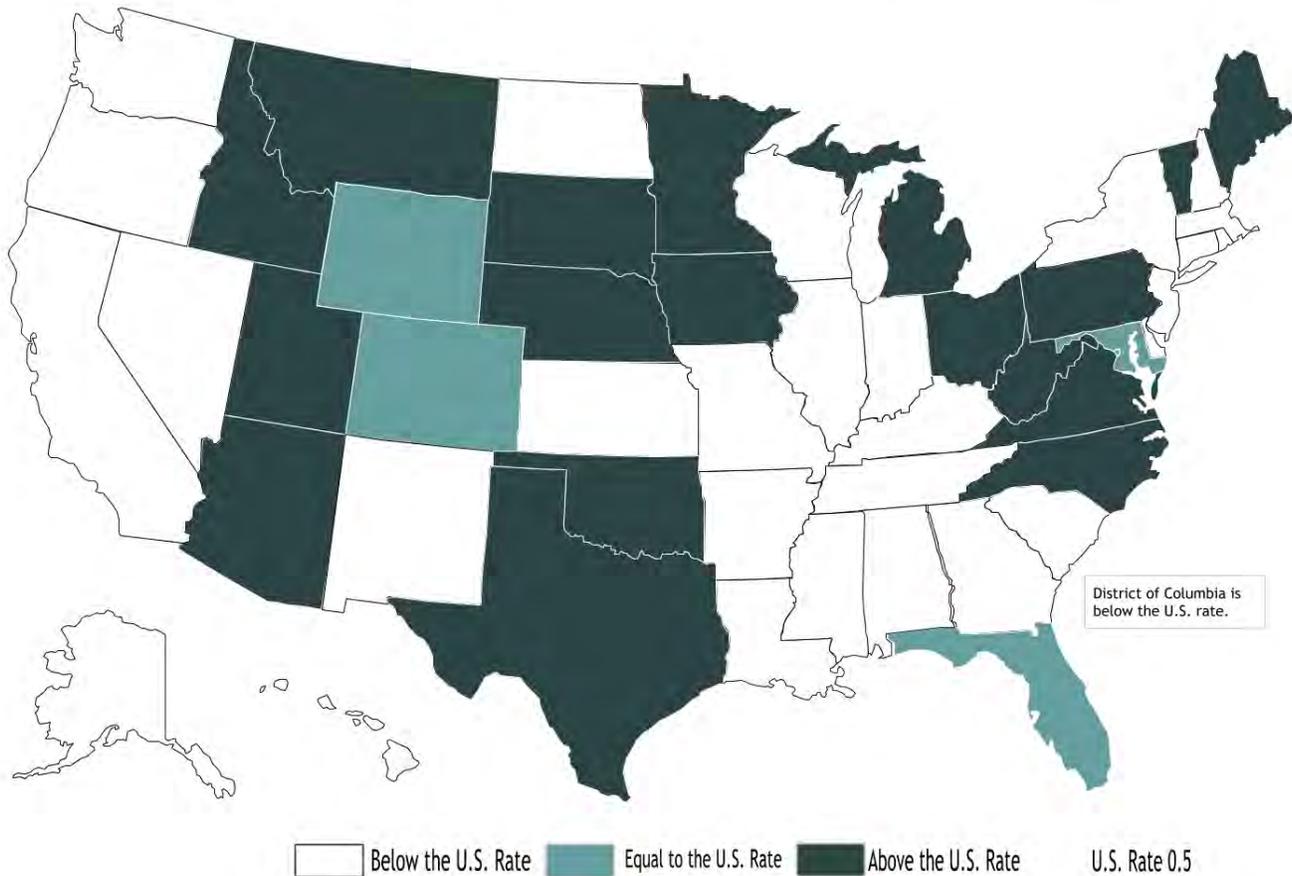
Percentage of Certified PAs by Gender

Gender	2019	2015
Female	70.2%	67.5%
Male	29.8%	32.5%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **6.7%**
 2015: **4.5%**

Certified Psychiatry Physician Assistants per 100,000 Population



Top PA Practice Settings in Psychiatry

Setting	2019	Setting	2015
Office-based private practice	35.7%	Office-based private practice	27.2%
Behavioral/mental health facility	21.8%	Behavioral/mental health facility	24.9%
Hospital	18.2%	Hospital	18.3%
Federal government facility/hospital/unit	9.8%	Federal government facility/hospital/unit	15.8%
Community health center (Federally Qualified Health Center)	4.5%	Extended care facility/Nursing home	5.6%



In 2019 Military PAs accounted for **2.8%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Prescribe medications for acute and chronic illnesses	92.0%
Counsel and educate patients and families	86.1%
Diagnose, treat, and manage chronic illnesses	83.7%
Diagnose, treat, and manage acute illnesses	62.3%
Conduct physical examinations and obtain medical histories	61.6%
Provide care coordination	57.8%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	48.8%
Make referrals	37.0%
Provide preventive care, including screening and immunizations	23.8%
Perform procedures	6.3%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	1,048	62.2%
5 or less hours/week	376	22.3%
6-10 hours/week	92	5.5%
More than 10 hours/week	168	10.0%
Total Responses	1,684	100.0%



- **6.2%** of certified PAs plan to leave their principal PA position in the next 12 months
- **7.8%** have plans to retire from the PA workforce in the next five years



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 40 hours



Percentage of PAs who participate in telemedicine services at their principal position: **25%**. Of those, **69%** do so fewer than 10 hours per week.

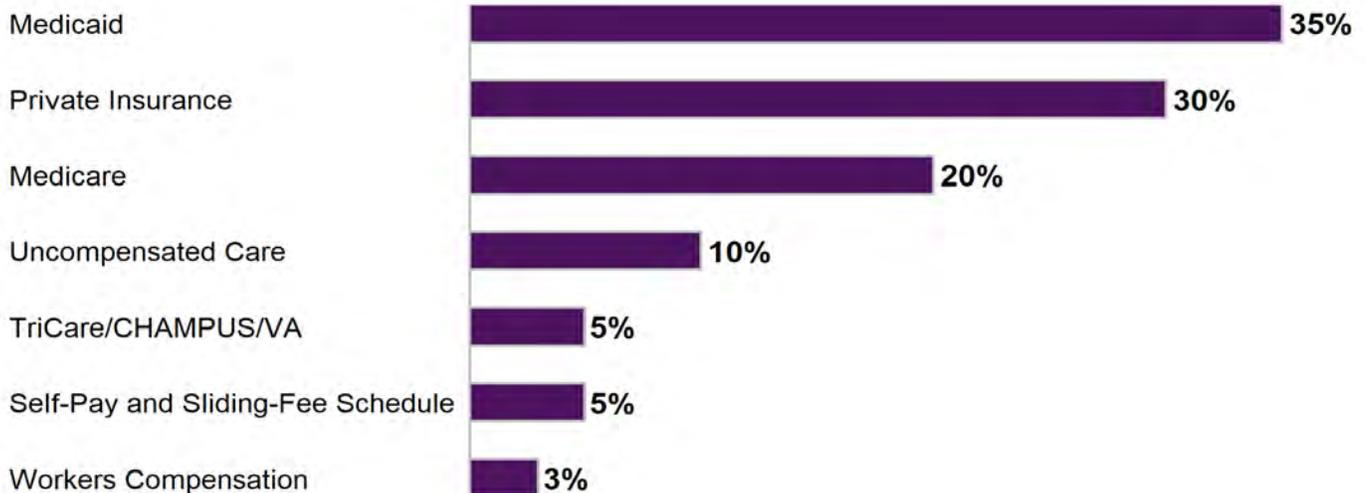


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 60 patients
Mean: 68 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **59%**. Median number of patients on panel: **200**

Payer Mix: Median Percentage by Coverage



Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	1.2%	3.1%
\$40,001 - \$60,000	2.1%	4.8%
\$60,001 - \$80,000	6.6%	13.4%
\$80,001 - \$100,000	25.4%	37.2%
\$100,001 - \$120,000	31.2%	24.4%
\$120,001 - \$140,000	17.1%	9.6%
\$140,001 - \$160,000	7.4%	3.6%
Over \$160,000	9.0%	3.8%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$105,000	\$95,000
Mean:	\$113,417	\$98,206

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	16.0%	0.0%
Less than \$50,000	9.9%	0.0%
\$50,000 - \$74,999	2.5%	10.6%
\$75,000 - \$99,999	6.2%	8.5%
\$100,000 - \$124,999	4.9%	10.6%
\$125,000 - \$149,999	22.2%	10.6%
\$150,000 - \$174,999	8.6%	25.5%
\$175,000 - \$199,999	18.5%	19.1%
\$200,000 or more	11.1%	14.9%
TOTAL	100.0%	100.0%

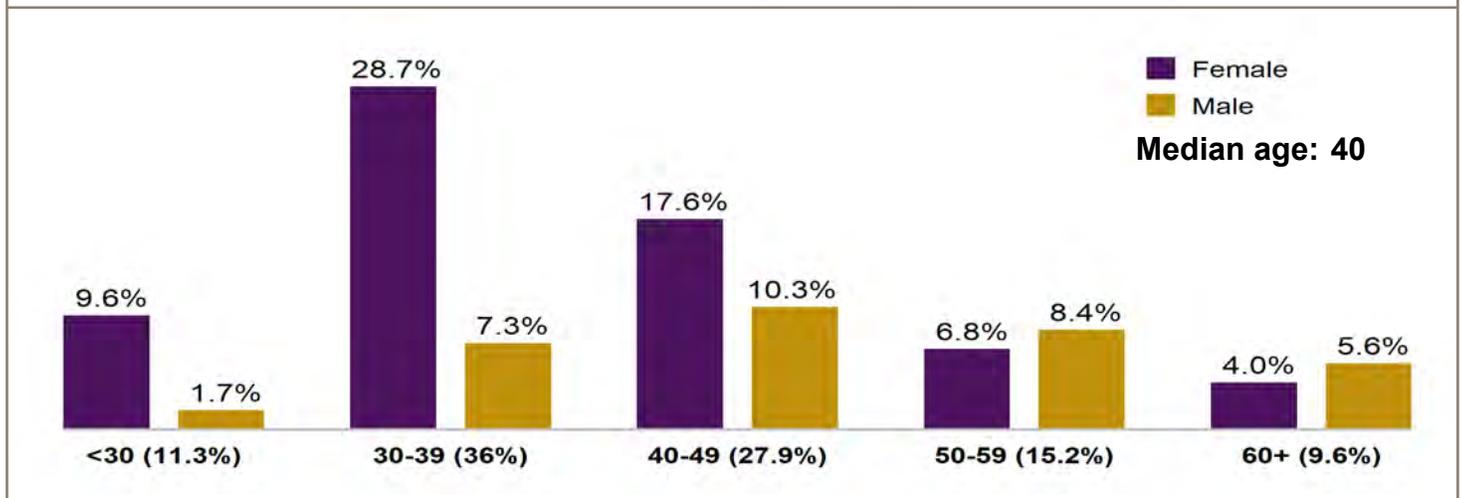


Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$137,500	\$162,500
Mean:	\$119,444	\$152,394

Category	2019	2015
Number of certified PAs whose principal position is Urology	1,054	958 (-11.7% change in PAs)
Percent of certified PAs in this specialty	1.0	1.2
Number of PAs whose principal position is Urology who currently also work in a secondary position in any specialty	97	90
Number whose principal position is in Urology and whose secondary position is also in Urology	11	14
Across all principal specialties, PAs who had a secondary position in Urology	38	44
Rate of PAs in principal Urology position per 1,000 physicians	106.2	111.1

Distribution of Certified Urology PAs by Gender and Age



Percentage of Certified PAs by Race

Race	2019	2015
White	86.9%	86.8%
Black/African American	3.3%	4.3%
Asian	5.9%	5.1%
Native Hawaiian/Pacific Islander	0.6%	0.7%
American Indian/Alaska Native	0.2%	0.4%
Other	3.2%	2.6%
TOTAL	100.0%	100.0%

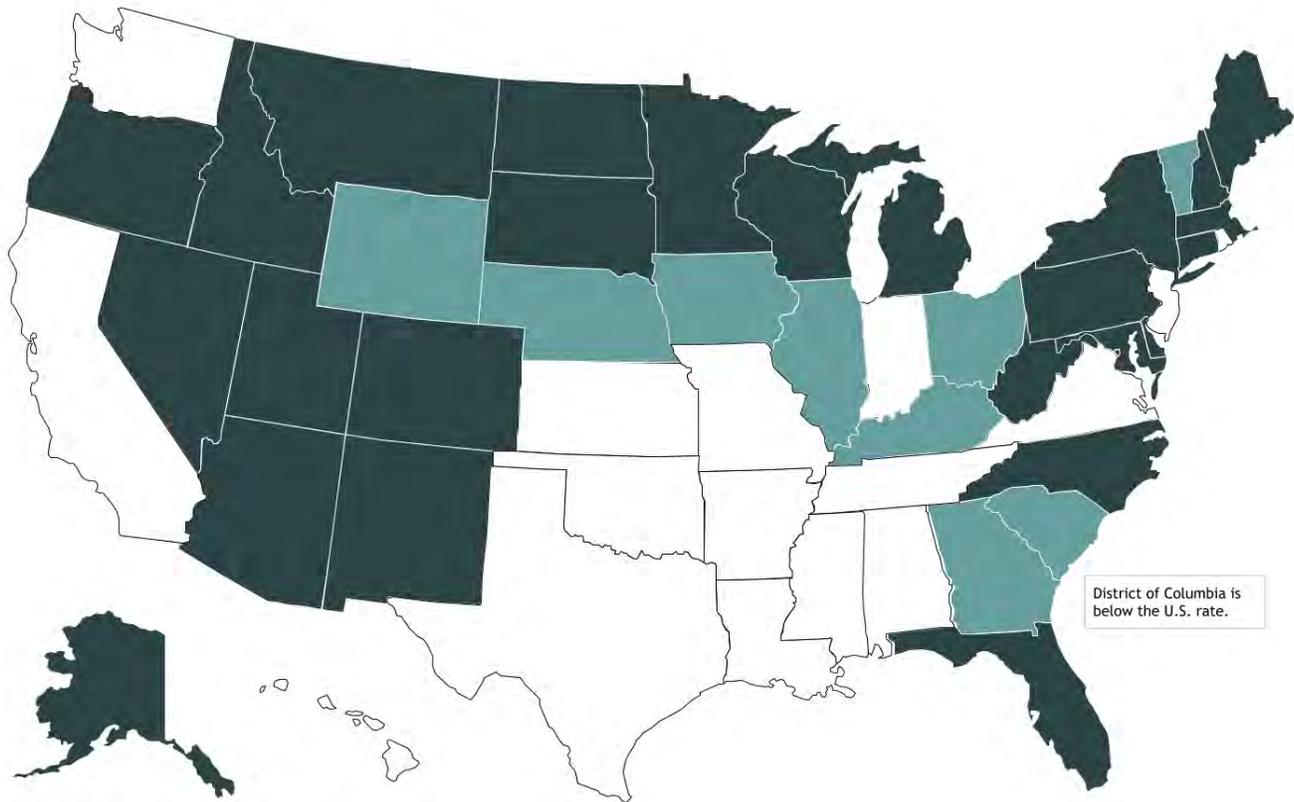
Percentage of Certified PAs by Gender

Gender	2019	2015
Female	66.6%	64.5%
Male	33.4%	35.5%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **5.3%**
 2015: **3.9%**

Certified Urology Physician Assistants per 100,000 Population



Below the U.S. Rate
 Equal to the U.S. Rate
 Above the U.S. Rate
 U.S. Rate 0.3

Top PA Practice Settings in Urology

Setting	2019	Setting	2015
Office-based private practice	55.1%	Office-based private practice	60.0%
Hospital	34.7%	Hospital	29.3%
Federal government facility/hospital/unit	7.0%	Federal government facility/hospital/unit	7.3%
School-based or college-based health center or school clinic	0.9%	School-based or college-based health center or school clinic	1.3%
Other (please specify)	0.6%	Community health center (Federally Qualified Health Center)	0.5%



In 2019 Military PAs accounted for **2.2%** of the federal government facility/hospital/unit practice setting.

Certified PA Services Provided

Services Provided in Principal Clinical Position	Percent Who Indicated Service Provided for "Most Patients"
Conduct physical examinations and obtain medical histories	90.7%
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	86.0%
Prescribe medications for acute and chronic illnesses	84.8%
Counsel and educate patients and families	79.8%
Diagnose, treat, and manage chronic illnesses	70.8%
Diagnose, treat, and manage acute illnesses	67.0%
Provide care coordination	46.3%
Provide preventive care, including screening and immunizations	43.7%
Make referrals	25.8%
Perform procedures	24.4%

Certified PAs Reporting On-call Time

On-Call Time	Number	Percent
None (I do not take calls)	636	60.3%
5 or less hours/week	165	15.7%
6-10 hours/week	98	9.3%
More than 10 hours/week	155	14.7%
Total Responses	1,054	100.0%



- **3.7%** of certified PAs plan to leave their principal PA position in the next 12 months
- **6.8%** have plans to retire from the PA workforce in the next five years



Hours worked per week at principal clinical position:
Median: 40 hours
Mean: 42 hours



Percentage of PAs who participate in telemedicine services at their principal position: **7.3%**. Of those, **86%** do so fewer than 10 hours per week.

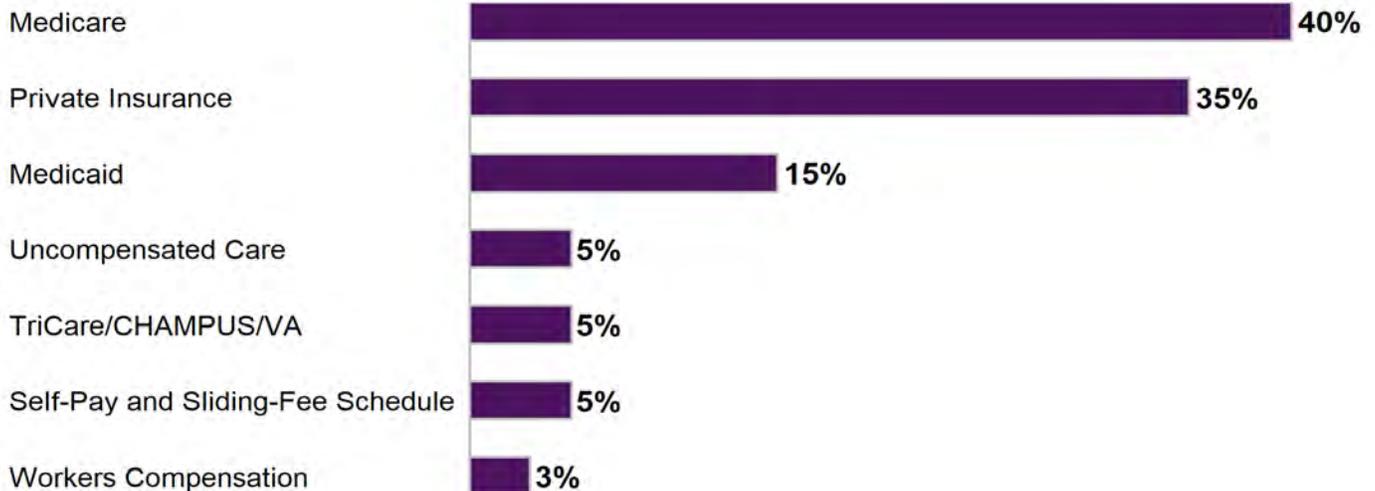


Patients seen in a typical week by PAs in their full-time (40+ hours) principal clinical position:
Median: 70 patients
Mean: 74 patients



Percentage of PAs who have their own panel of patients in their principal clinical position: **33%**. Median number of patients on panel: **100**

Payer Mix: Median Percentage by Coverage



Certified PA Income

Income Range	2019	2015
Less than or equal to \$40,000	1.6%	1.5%
\$40,001 - \$60,000	2.0%	3.2%
\$60,001 - \$80,000	4.7%	10.6%
\$80,001 - \$100,000	26.6%	37.0%
\$100,001 - \$120,000	37.8%	30.8%
\$120,001 - \$140,000	16.3%	11.4%
\$140,001 - \$160,000	6.1%	3.3%
Over \$160,000	4.9%	2.4%
TOTAL	100.0%	100.0%



Income of Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$105,000	\$95,000
Mean:	\$109,532	\$100,471

Educational Debt of Recently Certified PAs

Educational Debt Range (all undergraduate and graduate debt)	2019	2015
None	5.7%	7.4%
Less than \$50,000	5.7%	11.1%
\$50,000 - \$74,999	14.3%	11.1%
\$75,000 - \$99,999	22.9%	7.4%
\$100,000 - \$124,999	2.9%	14.8%
\$125,000 - \$149,999	14.3%	7.4%
\$150,000 - \$174,999	14.3%	25.9%
\$175,000 - \$199,999	5.7%	11.1%
\$200,000 or more	14.3%	3.7%
TOTAL	100.0%	100.0%



Educational Debt of
Recently Certified PAs:

	<u>2019</u>	<u>2015</u>
Median:	\$112,500	\$112,500
Mean:	\$121,786	\$114,630

Future Data on Certified PAs

NCCPA pursues a research agenda that focuses on its core activities and the ongoing evaluation and improvement of its exams and certification program. NCCPA is also committed to collaborating with external researchers to share data in appropriate and ethical ways to further advance the health and safety of the public or otherwise conduct useful research related to PAs. To facilitate research collaborations, NCCPA developed ***Policies for the Review of Requests for Data and External Research Collaboration*** and guidelines that describe the process external researchers will need to follow for submitting requests for data and how those requests will be reviewed. The policies and guidelines are provided on NCCPA's web site at www.nccpa.net/research.

This ***Statistical Profile*** will be updated and published annually. In addition, there are supplementary reports that are currently available and updated annually. Those reports include:

- *Statistical Profile of Certified Physician Assistants*
- *Statistical Profile of Recently Certified Physician Assistants*
- *Statistical Profile of Certified Physician Assistants by State*

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This study is exempt from IRB review pursuant to the terms of the U.S. Department of Health and Human Service's Policy for Protection of Human Research Subjects at 45 C.F.R. 46.101(b).

NCCPA would like to acknowledge the following contributors:

Colette Jeffery, MA, Senior Research Analyst

Andrzej Kozikowski, PhD, Director of Research

Kasey Puckett, MPH, Research Analyst

Dawn Morton-Rias, EdD, PA-C, President and CEO

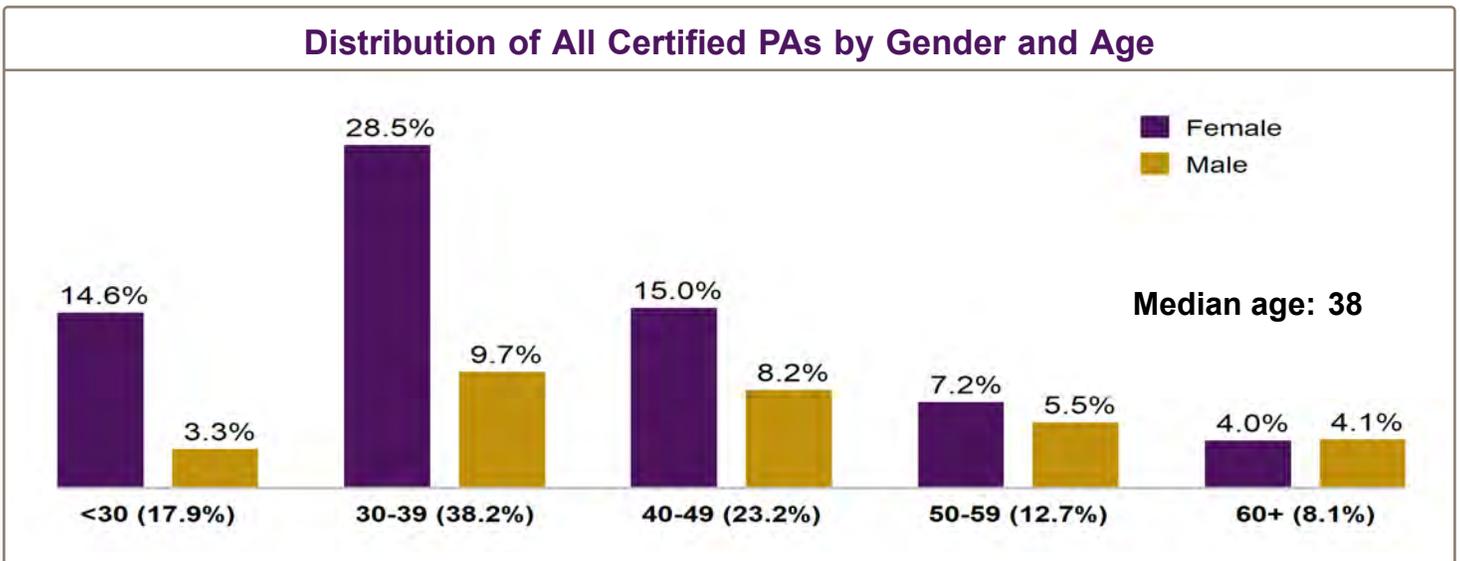
Sheila Mauldin, MNM, Vice President, Research and Exam Programs

Please address questions, comments or your request to be notified when the new data reports are published to: PAPProfile@nccpa.net

Appendix: All Certified PAs

Additional data can be found at www.nccpa.net/research.

Category	2019	2015
Number of certified PAs	139,688	108,717 (28.5% change in PAs)
Number who also work in a secondary position	12,830	11,675
Rate of PAs per 1,000 physicians	156.5	103.9



Percentage of Certified PAs by Race

Race	2019	2015
White	86.7%	86.7%
Black/African American	3.6%	3.9%
Asian	6.0%	5.3%
Native Hawaiian/Pacific Islander	0.3%	0.4%
American Indian/Alaska Native	0.4%	0.4%
Other	3.0%	3.3%
TOTAL	100.0%	100.0%

Percentage of Certified PAs by Gender

Gender	2019	2015
Female	69.3%	67.2%
Male	30.7%	32.8%
TOTAL	100.0%	100.0%



Ethnicity: Percent who indicated they are **Hispanic**
 2019: **6.6%**
 2015: **6.2%**