



**2019 Statistical Profile of  
Certified Physician Assistants**

ANNUAL REPORT

National Commission on Certification  
of Physician Assistants

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# Message from the President and CEO



Dear Colleagues:

In this unprecedented time that is challenging our country's health care workforce and systems as never before, the data provided in this year's Statistical Report of certified PAs take on an even greater meaning. The top five states with the highest number of certified PAs are some of the most severely impacted by the COVID-19 pandemic. Just under 140,000 certified PAs are on the frontline in all specialties, settings, and states helping to care for some of the most critical patients, as well as continuing to provide high-quality overall care to 9.5 million patients every week .

Many of the aforementioned patients are being seen in hospitals. This year is the second since we began this publication seven years ago, where more certified PAs are choosing to work in hospitals as opposed to office-based private practices. This year for the first time, we also see that more PAs are working in surgical subspecialties for their primary position than any other specialty, with the largest surgical subspecialties being orthopaedic surgery and cardiothoracic vascular surgery.

From 2013 to 2019, the rate of certified PAs per 100,000 population increased from 31 to 42. Almost 80% of PAs are under the age of 50, and only 6% plan to retire in the next five years. With adding approximately 10,000 newly certified PAs in 2019, the profession will continue to grow and have an increasingly positive impact on health care. From increasing opportunities to provide high-quality health care to the millions who need it, to more college graduates entering the profession, and increased compensation, there's never been a greater time to be a PA.

NCCPA continues to be able to provide you with this data - the most comprehensive source of PA information - due to the over 89% of certified PAs who complete and update their PA Profile throughout the year. We thank those PAs for their continued dedication to supplying and updating their data, which helps promote a greater understanding of our profession.

As we look to the year ahead, may we continue to demonstrate not only the positive impact that certified PAs have on the nation's health care system but why we are indeed essential members of health care teams.

Sincerely,

A handwritten signature in black ink that reads "Dawn Morton-Rias". The signature is written in a cursive, flowing style.

Dawn Morton-Rias, EdD, PA-C

President and CEO

# About the Data and Collection Methodology

## Introduction

Since 1975, NCCPA has collected data on the profession as PAs obtained their initial certification, maintained their certifications, earned and logged continuing medical education credits and passed 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 (*2018 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, 2017 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 responses 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. 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 physician assistants have been certified by NCCPA since 1975.

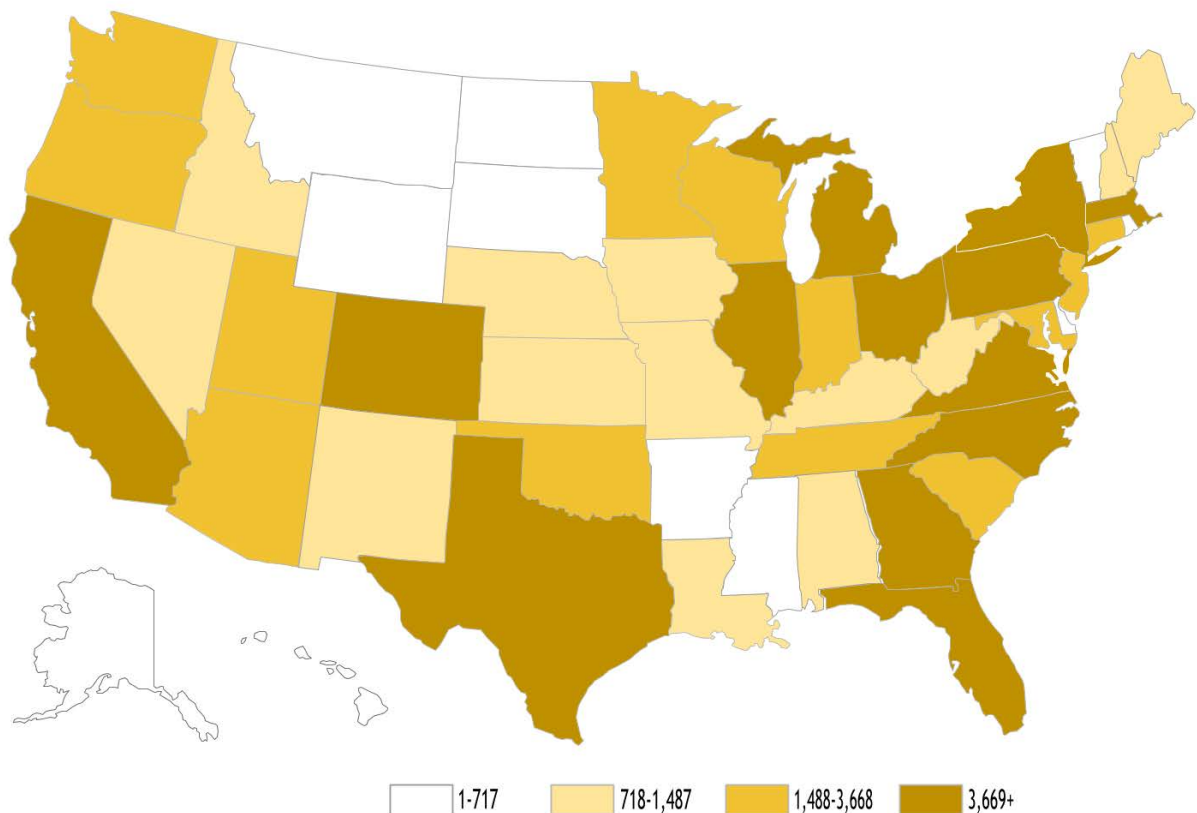


For more information about NCCPA, visit our website: [www.nccpa.net](http://www.nccpa.net)

# Distribution of Certified Physician Assistants in the U.S.

Number of certified PAs by state; Rate of certified PAs per 100,000 population by state (divided by quartiles); Actual number, percentage of total population of certified PAs, and number per 100,000 people by state with state rankings.

## 2019 Distribution of Certified Physician Assistants



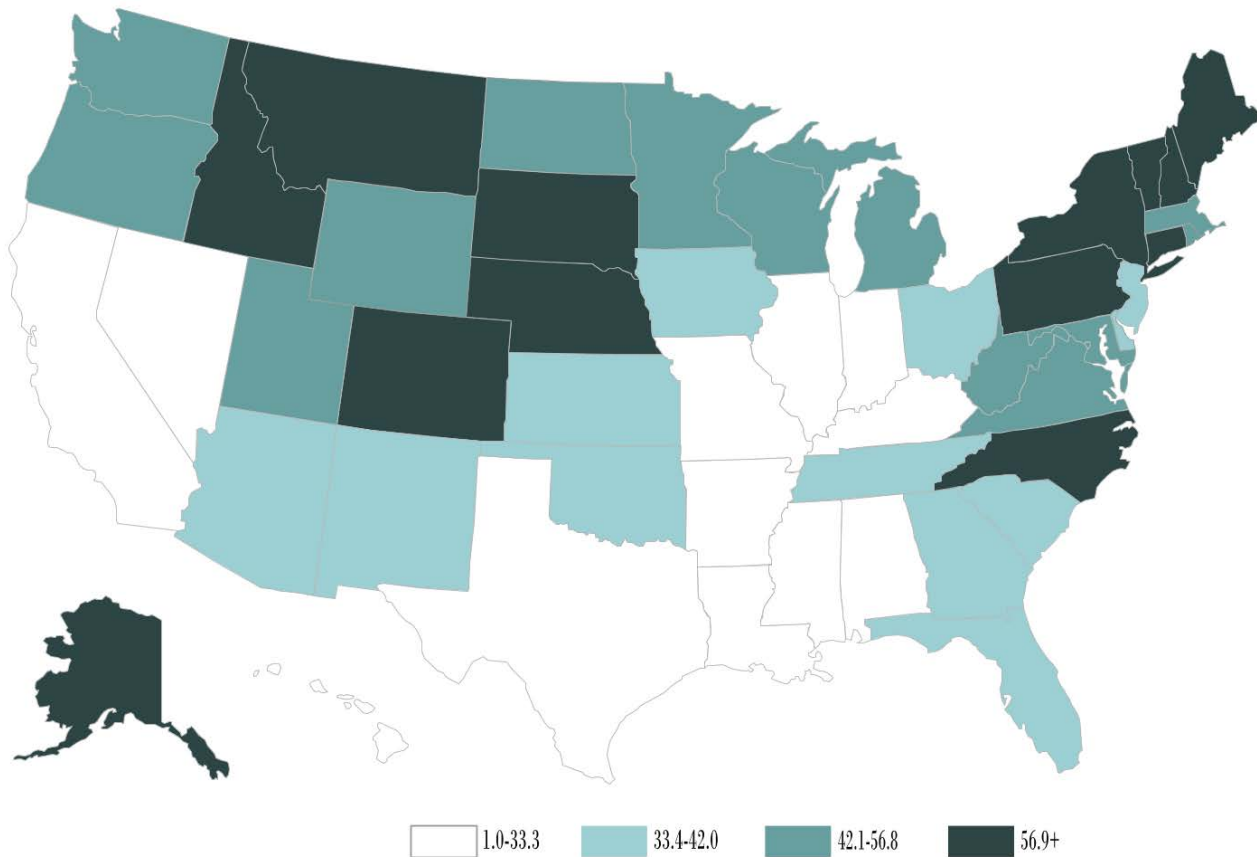
Distribution of Certified PAs based on reported state of residence.



The PA profession grew 37.0% over five years, reaching 139,688 certified PAs at the end of 2019. Mississippi and Arkansas experienced the highest percentage growth between 2014 and 2019 (89.7% and 72.3%, respectively).

# Distribution of Certified Physician Assistants in the U.S.

2019 Distribution of Certified PAs per 100,000 Population  
Based on 2019 U.S. Census Bureau Estimates



In 2019, there were **42 certified PAs per 100K population** in the U.S. ARC-PA expects that the number of PA educational programs will grow from 250 today to 304 by 2023<sup>1</sup>, thus increasing the certified PA workforce.

<sup>1</sup> ARC-PA Accreditation Standards for Physician Assistant Education<sup>®</sup>, <http://www.arc-pa.org/wp-content/uploads/2019/11/Projected-Growth-as-of-11.6.2019.pdf>

# Distribution of Certified Physician Assistants in the U.S.

## Certified PAs by State, Number, Percent, Rate and Rank\*

State	Number	% of Total (Rank)	Rate* (Rank)
Alabama	904	0.6% (36)	18.4 (49)
Alaska	618	0.4% (41)	84.5 (1)
Arizona	3,042	2.2% (17)	41.8 (28)
Arkansas	491	0.4% (43)	16.3 (50)
California	10,674	7.7% (2)	27.0 (45)
Colorado	3,669	2.6% (13)	63.7 (12)
Connecticut	2,468	1.8% (20)	69.2 (5)
Delaware	409	0.3% (45)	42.0 (27)
District of Columbia	265	0.2% (50)	37.5 (35)
Florida	8,760	6.3% (5)	40.8 (31)
Georgia	3,962	2.8% (9)	37.3 (36)
Hawaii	357	0.3% (48)	25.2 (47)
Idaho	1,177	0.8% (33)	65.9 (8)
Illinois	3,772	2.7% (10)	29.8 (43)
Indiana	1,715	1.2% (24)	25.5 (46)
Iowa	1,241	0.9% (31)	39.3 (32)
Kansas	1,199	0.9% (32)	41.2 (29)
Kentucky	1,487	1.1% (27)	33.3 (40)
Louisiana	1,299	0.9% (28)	27.9 (44)
Maine	869	0.6% (38)	64.6 (9)
Maryland	3,208	2.3% (16)	53.1 (17)
Massachusetts	3,738	2.7% (11)	54.2 (16)
Michigan	5,673	4.1% (7)	56.8 (14)
Minnesota	2,966	2.1% (18)	52.6 (18)
Mississippi	275	0.2% (49)	9.2 (51)
Missouri	1,281	0.9% (29)	20.9 (48)

\*Rate per 100,000 population based on 2019 U.S. Census estimate.  
Continued on page 8



The top five states ranked by the number of certified PAs are:

1. New York
2. California
3. Pennsylvania
4. Texas
5. Florida

# Distribution of Certified Physician Assistants in the U.S.

## Certified PAs by State, Number, Percent, Rate and Rank\*

State	Number	% of Total (Rank)	Rate*(Rank)
Montana	717	0.5% (40)	67.1 (6)
Nebraska	1,250	0.9% (30)	64.6 (10)
Nevada	988	0.7% (35)	32.1 (41)
New Hampshire	875	0.6% (37)	64.4 (11)
New Jersey	3,337	2.4% (15)	37.6 (34)
New Mexico	810	0.6% (39)	38.6 (33)
New York	13,526	9.7% (1)	69.5 (4)
North Carolina	6,940	5.0% (6)	66.2 (7)
North Dakota	359	0.3% (47)	47.1 (22)
Ohio	4,024	2.9% (8)	34.4 (38)
Oklahoma	1,622	1.2% (25)	41.0 (30)
Oregon	1,988	1.4% (22)	47.1 (21)
Pennsylvania	9,464	6.8% (3)	73.9 (2)
Rhode Island	467	0.3% (44)	44.1 (24)
South Carolina	1,865	1.3% (23)	36.2 (37)
South Dakota	617	0.4% (42)	69.7 (3)
Tennessee	2,323	1.7% (21)	34.0 (39)
Texas	9,174	6.6% (4)	31.6 (42)
Utah	1,612	1.2% (26)	50.3 (20)
Vermont	392	0.3% (46)	62.8 (13)
Virginia	3,696	2.7% (12)	43.3 (26)
Washington	3,353	2.4% (14)	44.0 (25)
West Virginia	1,015	0.7% (34)	56.6 (15)
Wisconsin	2,954	2.1% (19)	50.7 (19)
Wyoming	257	0.2% (51)	44.4 (23)
<b>TOTAL</b>	<b>139,144</b>	<b>100%</b>	

\*Rate per 100,000 population based on 2019 U.S. Census estimate.

\*\*1,422 certified PAs indicated that they have a current military status of active duty, national guard, or reserve



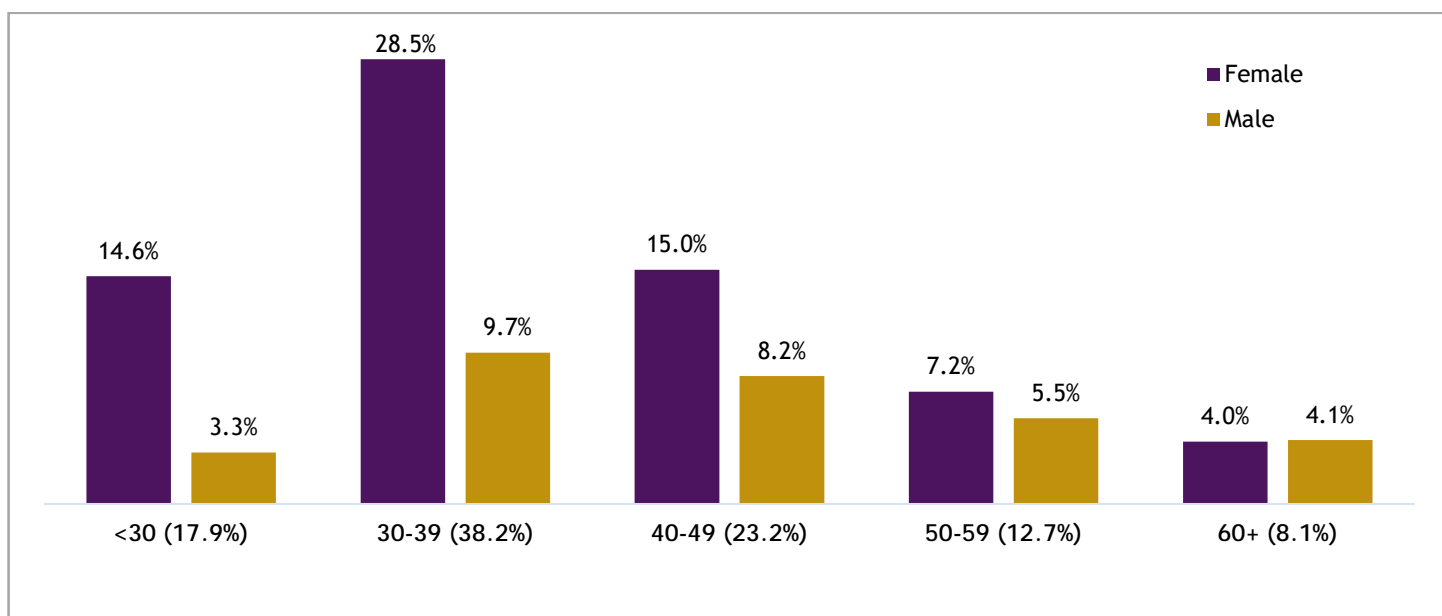
233 certified PAs had a military\*\* or U.S. territory address and 311 certified PAs were living abroad in 2019.



# Gender and Age of Certified Physician Assistants

Distribution of certified PAs by age and gender; Number by gender; Number by age group.

Distribution of Certified PAs by Age and Gender



Number of Certified PAs by Gender

Gender	Number	Percent
Male	42,888	30.7%
Female	96,787	69.3%
TOTAL	139,675	100.0%

Number of Certified PAs by Age Group

Age Group	Number	Percent
<30	24,969	17.9%
30-39	53,361	38.2%
40-49	32,344	23.2%
50-59	17,754	12.7%
60+	11,260	8.1%
TOTAL	139,688	100.0%

The total numbers above are less than the total number of certified PAs (see table to the right) due to the decision of some not to report a gender.



As with the past six years, the median age of certified PAs remains at 38. The profession continues to be majority female. In 1980, 36% of PAs were female<sup>1</sup>. Today **69.3% of certified PAs identify as female.**

<sup>1</sup> He, Xiaoxing Z., Ellen Cyran, and Mark Salling. "National Trends in the United States of America Physician Assistant Workforce from 1980 to 2007." *Human Resources for Health* 7.1 (2009): 86. Web

# Race and Ethnicity of Certified Physician Assistants

Number of certified PAs by race; Number of certified PAs by ethnicity.

## Number of Certified PAs by Race

Race	Number	Percent
White	100,564	86.7%
Black/African American	4,136	3.6%
Asian	6,963	6.0%
Native Hawaiian/Pacific Islander	347	0.3%
American Indian or Alaskan Native	424	0.4%
Other	3,515	3.0%
<b>TOTAL</b>	<b>115,949</b>	<b>100%</b>

The chart above represents PAs who chose one race. 2,668 of respondents chose multiple races. 5,725 certified PAs who preferred not to answer the question.

The percentage of PAs reporting Asian as their race has increased from 5.4% in 2016 to 6.0% in 2019. All other racial groups have remained steady for the same three-year time period.



**Ethnicity:** 6.6% of certified PAs indicated they are Hispanic

The percentage of Hispanic PAs has increased slightly in the last three years from 6.2% in 2016 to 6.6% in 2019.

# Educational Profile of Certified Physician Assistants

Number of certified PAs by highest degree completed.

## Number of Certified PAs by Highest Degree Completed

Degree	Number	Percent
Certificate program	1,505	1.2%
Associate's degree	1,387	1.1%
Bachelor's degree	22,229	17.9%
Master's degree	95,953	77.2%
PhD	519	0.4%
EdD	46	<0.1%
Professional doctorate (e.g., MD, DO, DrPh, PsyD)	1,768	1.4%
Other	935	.8%
<b>TOTAL</b>	<b>124,342</b>	<b>100%</b>



The average PA educational program is 112 weeks long, which includes didactic and clinical instruction.<sup>1</sup> Over time, programs have trended towards the graduate level, and currently all PA programs must confer a graduate degree to be accredited by ARC-PA.<sup>2</sup> This is evident as the percentage of master's degrees held by certified PAs has increased from 66.2% in 2013 to 77.2% in 2019.<sup>3</sup>

*U.S. News and World Report* ranked physician assistant as #2 in the Best Health Care Jobs of 2020 and #3 in 100 Best Jobs.<sup>4</sup> The Bureau of Labor Statistics estimates the PA profession will grow 31% between 2018 and 2028.<sup>5</sup>

<sup>1</sup> PAEA Physician Assistant Educational Programs in the United States, By the Numbers: Program Report 34; 2018.

<sup>2</sup> ARC-PA Accreditation Standards for Physician Assistant Education®, 5th edition. 2019 Approved November 2019.

<sup>3</sup> NCCPA 2013 Statistical Profile of Certified Physician Assistants, An Annual Report of the National Commission on Certification of Physician Assistants. 2014.

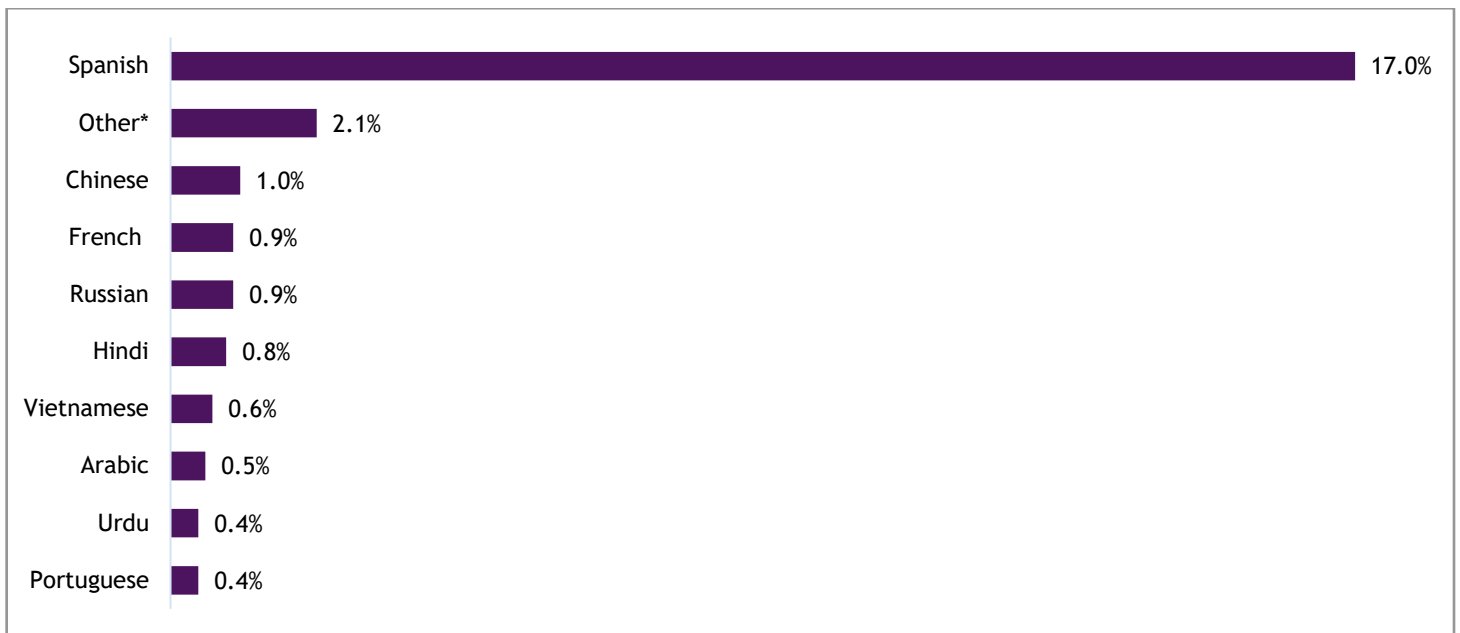
<sup>4</sup> "Best Healthcare Jobs of 2020." U.S. News & World Report, U.S. News & World Report, <https://money.usnews.com/careers/best-jobs/physician-assistant>.

<sup>5</sup> U.S. Bureau of Labor Statistics; <https://www.bls.gov/ooh/healthcare/physician-assistants.htm>.

# Languages Other Than English Spoken with Patients

Top 10 languages other than English spoken with patients.

Percent of Certified PAs who Communicate with Patients in Languages Other than English



This table shows the percentage of certified PAs who communicate with patients in languages other than English by the top 10 most frequently identified languages.



22.8% of Certified PAs communicate with patients in a language other than English.

3.8% of Certified PAs speak two or more languages other than English.

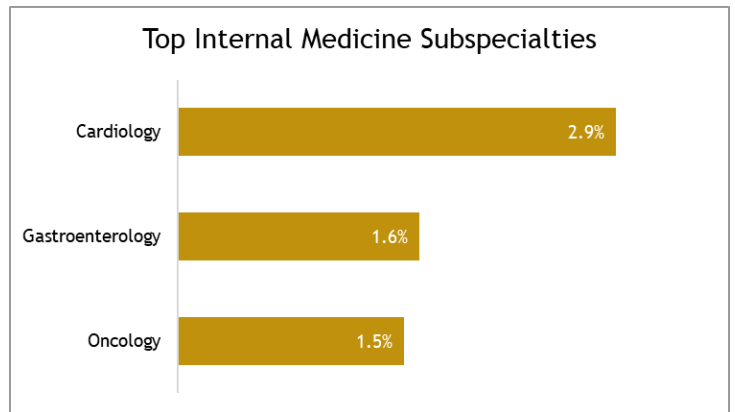
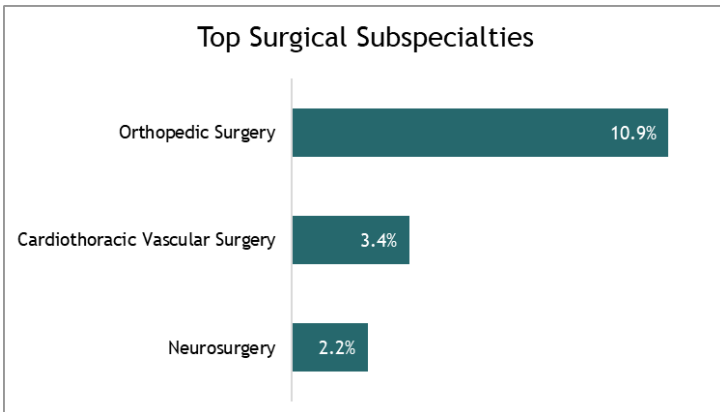
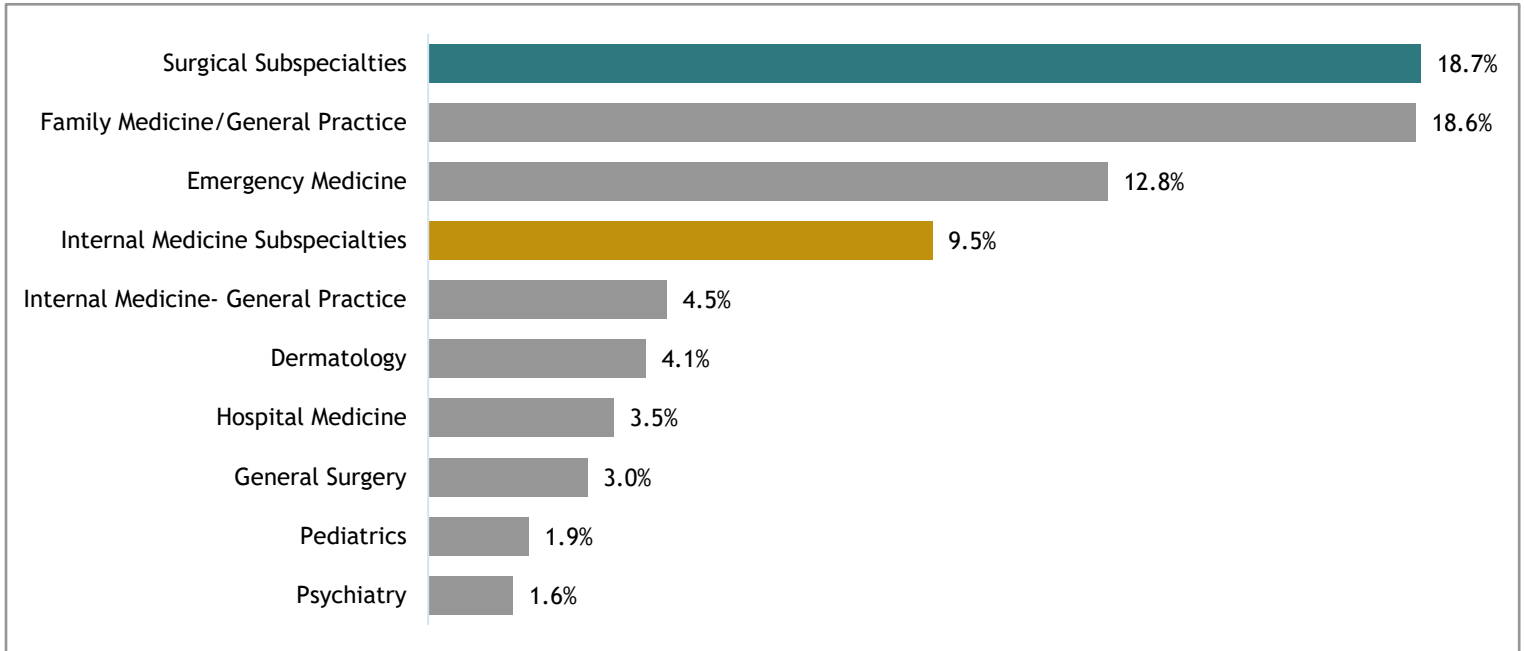
Of the Certified PAs who communicate with patients in a language other than English, most do so in Spanish.

\*For certified PAs who responded “other” to language, the highest number included: American Sign Language, Hebrew, Punjabi, and Malayalam.

# Current Practice Area of Principal Clinical Position

Top 10 practice areas; All practice areas; Primary care vs non-primary care practice by state; Practice setting; Intent to leave clinical practice; Certified PAs employed in more than one position.

## Top Certified PA Practice Areas



The Profile asks certified PAs to identify their practice area and other practice characteristics for their principal clinical position and for those working in more than one clinical position, for a secondary clinical position. The data shown in this section is based only on responses to the question regarding the principal clinical position. 83.9% of Profile respondents indicate their primary practice specialty area. Over three-quarters (78.2%) of certified PAs work in 10 specialties and 22.8% are divided among 20 specialties, with the largest being critical care medicine and the smallest being pathology.

# Primary Care and Non-Primary

## Number and Percent of Certified PAs by Principal Clinical Position\*

Area of Practice	Number	Percent
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	356	0.3%
Hospice and Palliative Medicine	107	0.1%
Hospital Medicine	3,660	3.5%
Internal Medicine-General Practice	4,690	4.5%
Internal Medicine-Subspecialty	9,887	9.5%
Neurology	935	0.9%
Obstetrics and Gynecology	1,193	1.1%
Occupational Medicine	1,457	1.4%
Ophthalmology	80	0.1%
Otolaryngology	999	1.0%
Pain Management	1,438	1.4%
Pathology	7	< .1%
Pediatrics- General Practice	1,979	1.9%
Pediatrics- Subspecialties	1,322	1.3%
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- General	3,089	3.0%
Surgery- Subspecialties	19,497	18.7%
Urology	1,054	1.0%
Other	9,730	9.3%
TOTAL	104,459	100.0%



**25.0% of certified PAs work in primary care:** family medicine/general practice, general internal medicine, and general pediatrics. The percentage of certified PAs practicing primary care has decreased in the past five years. In 2013, 27.7% of Certified PAs reported they worked in a primary care specialty.

The percentage of certified PAs practicing in pain management has increased 152% since 2016, when it was added to the PA Professional Profile.

\*All clinical specialties are listed and are in alphabetical order.

# Primary Care and Non-Primary Care by State

Number and Percent of Certified PAs Practicing in Primary Care and Non-Primary Care by State

State	Primary* Care (%)	Non-Primary Care (%)	Total	State	Primary* Care (%)	Non-Primary Care (%)	Total
Alabama	139 (21.3%)	515 (78.7%)	654	Montana	185 (33.3%)	370 (66.7%)	555
Alaska	232 (49.2%)	240 (50.8%)	472	Nebraska	380 (38.4%)	609 (61.6%)	989
Arizona	641 (27.9%)	1,655 (72.1%)	2,296	Nevada	218 (29.1%)	531 (70.9%)	749
Arkansas	112 (32.7%)	231 (67.3%)	343	New Hampshire	157 (22.3%)	548 (77.7%)	705
California	2,323 (30.2%)	5,378 (69.8%)	7,701	New Jersey	372 (15.7%)	1,996 (84.3%)	2,368
Colorado	984 (33.8%)	1,929 (66.2%)	2,913	New Mexico	229 (36.2%)	403 (63.8%)	632
Connecticut	273 (15.0%)	1,552 (85.0%)	1,825	New York	1,619 (16.6%)	8,105 (83.4%)	9,724
Delaware	59 (19.2%)	249 (80.8%)	308	North Carolina	1,469 (28.0%)	3,776 (72.0%)	5,242
Dist. of Columbia	37 (19.2%)	156 (80.8%)	193	North Dakota	131 (46.3%)	152 (53.7%)	283
Florida	1,334 (20.5%)	5,167 (79.5%)	6,501	Ohio	421 (14.0%)	2,596 (86.0%)	3,017
Georgia	666 (22.5%)	2,298 (77.5%)	2,964	Oklahoma	365 (29.1%)	890 (70.9%)	1,255
Hawaii	104 (36.0%)	185 (64.0%)	289	Oregon	523 (33.9%)	1,022 (66.1%)	1,545
Idaho	343 (36.6%)	594 (63.4%)	937	Pennsylvania	1,422 (20.1%)	5,639 (79.9%)	7,061
Illinois	647 (23.6%)	2,093 (76.4%)	2,740	Rhode Island	49 (15.6%)	266 (84.4%)	315
Indiana	218 (17.5%)	1,030 (82.5%)	1,248	South Carolina	306 (22.2%)	1,072 (77.8%)	1,378
Iowa	377 (39.0%)	589 (61.0%)	966	South Dakota	210 (42.2%)	288 (57.8%)	498
Kansas	328 (35.0%)	608 (65.0%)	936	Tennessee	497 (28.9%)	1,225 (71.1%)	1,722
Kentucky	304 (26.4%)	848 (73.6%)	1,152	Texas	2,279 (33.0%)	4,631 (67.0%)	6,910
Louisiana	162 (16.8%)	800 (83.2%)	962	Utah	397 (32.3%)	832 (67.7%)	1,229
Maine	172 (24.9%)	518 (75.1%)	690	Vermont	105 (33.1%)	212 (66.9%)	317
Maryland	391 (16.3%)	2,002 (83.7%)	2,393	Virginia	613 (22.6%)	2,095 (77.4%)	2,708
Massachusetts	471 (17.0%)	2,296 (83.0%)	2,767	Washington	785 (30.7%)	1,776 (69.3%)	2,561
Michigan	1,092 (25.2%)	3,238 (74.8%)	4,330	West Virginia	273 (33.9%)	533 (66.1%)	806
Minnesota	647 (28.0%)	1,664 (72.0%)	2,311	Wisconsin	533 (23.6%)	1,726 (76.4%)	2,259
Mississippi	50 (24.9%)	151 (75.1%)	201	Wyoming	98 (45.6%)	117 (54.4%)	215
Missouri	192 (20.6%)	738 (79.4%)	930	<b>TOTAL</b>	<b>26,122 (25.0%)</b>	<b>78,337 (75.0%)</b>	<b>104,459</b>

Primary care includes: family medicine/general practice, general internal medicine, and general pediatrics. Total includes all certified PAs who provided specialty information.

## Practice Setting

### Number of Certified PAs by Principal Clinical Practice Setting

Practice Setting	Number	Percent
Hospital	42,908	41.1%
Office-based private practice	40,290	38.6%
Federal government facility/hospital/unit*	5,455	5.2%
Urgent Care	4,834	4.6%
Community health center	3,119	3.0%
Rural health clinic	1,906	1.8%
Public or community health clinic (non-federally qualified)	951	0.9%
Occupational health setting	868	0.8%
School-based or college-based health center or school clinic	864	0.8%
Extended care facility/nursing home	698	0.7%
Behavioral/mental health facility	572	0.5%
Ambulatory surgical center	327	0.3%
Rehabilitation facility	300	0.3%
Retail clinic	249	0.2%
Free clinic	196	0.2%
Home healthcare agency	146	0.1%
Hospice	9	<0.1%
Other	722	0.7%
<b>TOTAL</b>	<b>104,414</b>	<b>100.0%</b>

\*1,422 certified PAs indicated that they have a current military status of active duty, national guard, or reserve



The majority of certified PAs (79.7%) practice in either a hospital or an office-based private practice setting. Hospital setting has the greatest number of certified PAs.

The average number of hours worked per week for all certified PAs in their principal clinical position is **40.3**.

The average number of patients seen per week for all full-time (40+ hours per week) certified PAs who see patients in their principal clinical position is **72**. This includes all PA practice settings.



# Planning to Leave Principal Clinical Position

## Factors Influencing Certified PAs Planning to Leave Principal Clinical Position

Factors Influencing Decision to Leave Principal Clinical Position	Number Who Indicated Factor was "Very Important"
Seeking another clinical PA position	3,357
Insufficient wages given the workload and responsibilities involved	2,013
Relocating to another geographic area	1,771
Work is not professionally challenging or satisfying	1,369
Other	1,276
Feelings of professional burnout*	1,249
Family responsibilities interfere with ability to continue working	905
Plan to retire from the active workforce	652
Want to pursue additional education	422
Desire a non-clinical health-related position	292
Want to work in a health professional training program position	262
Desire a position outside of health care	260
My health does not allow me to continue working as a PA	114

\*Factor first included in 2019

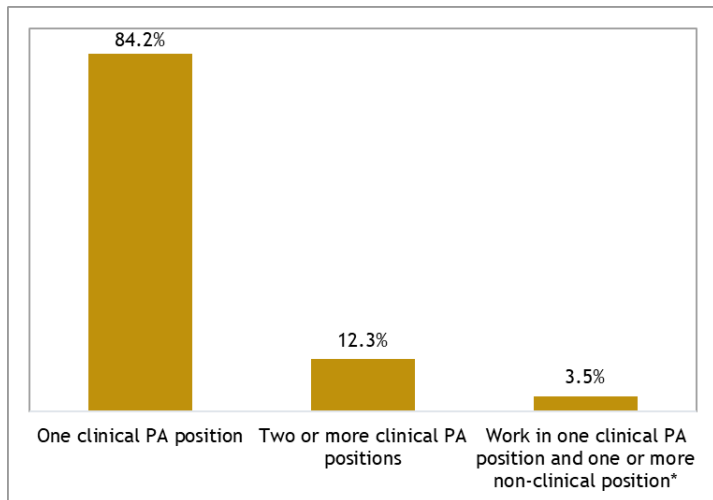
This table shows responses given by 5,457 Certified PAs who first answered affirmatively to the question: "Are you planning to leave your principal clinical PA position in the next 12 months?" PAs could choose multiple factors and then rate them either "Very Important", "Somewhat Important", or "Not Important".



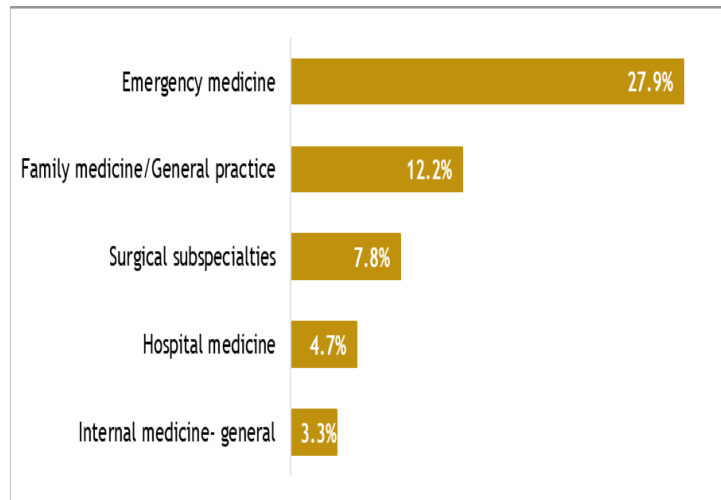
5.2% of certified, clinically-employed PAs indicated they are planning to leave their current principal clinical PA position in the next 12 months. However, 61.5% of those leaving their current position cited "seeking another clinical position" as their reason for leaving their current position. "Insufficient wages given the workload and responsibilities involved" was the second most frequently selected reason certified PAs are planning to leave their current position (36.9%).

# Distribution Working in More than One Position

Distribution of Certified PAs Working in More than One Clinical Position



Top Five Secondary Specialty Areas of Certified PAs with More than One Clinical Position



16.8% of PAs working in a secondary clinical position are working in a primary care specialty in that position.



Certified PAs are overwhelmingly employed in only one clinical position (84.2%). The number one reason cited by certified PAs who are employed in more than one clinical position was to supplement their earnings (44.8%).

Certified PAs who work in a secondary position work an average of 10.9 hours per week and see an average of 22 patients per week in their secondary clinical position.

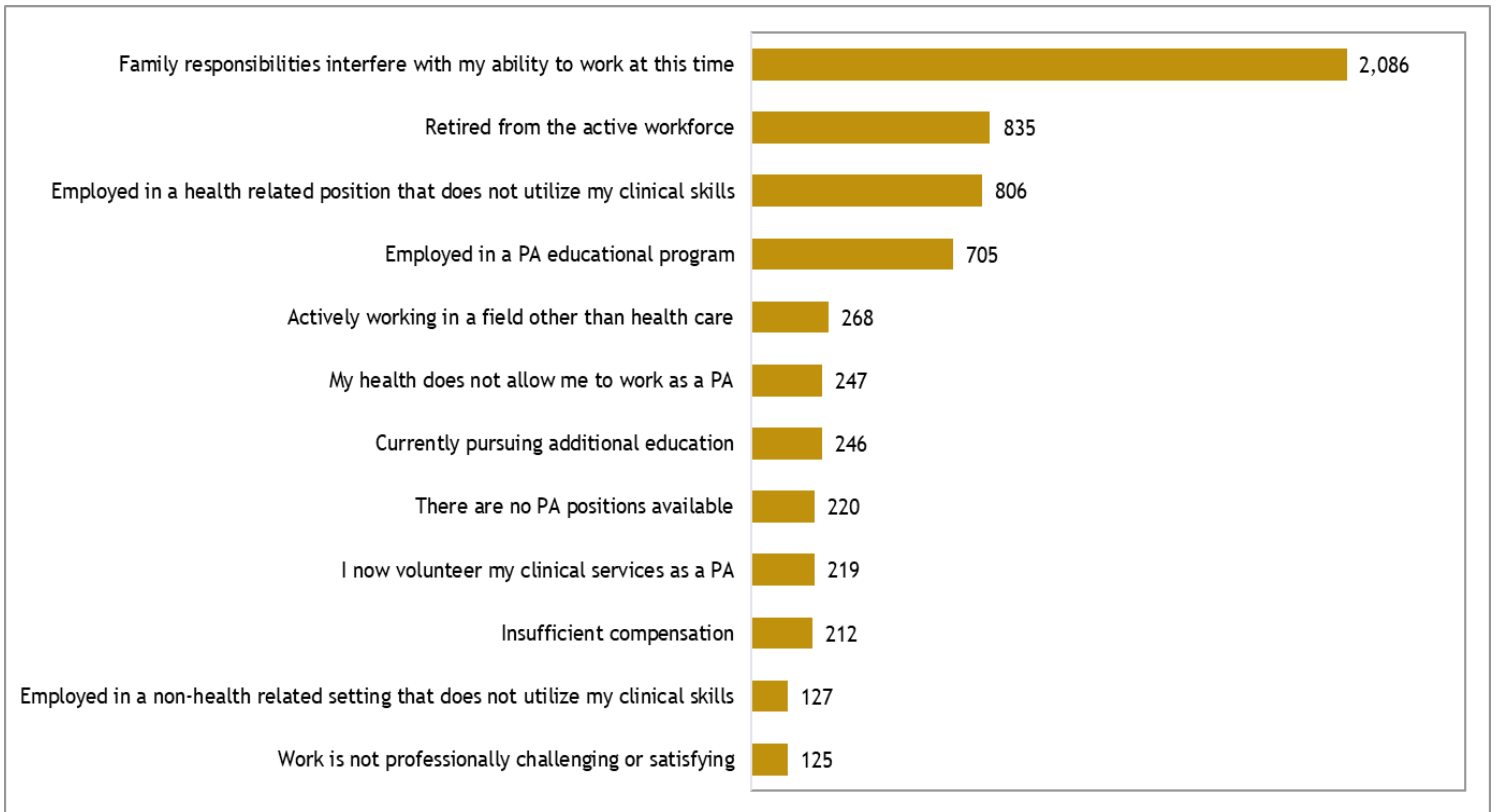
32.4% of certified PAs who work in a secondary position are working in the same specialty as their primary position, and emergency medicine has the highest percentage working in the same primary and secondary specialty (51.7%).

24.1% of certified PAs who work in primary care in their secondary position also work in primary care for their primary position.

\*Non-clinical position does not provide direct patient care (i.e. education, research, administration)

# Certified PAs Not in Clinical Practice

## Why Certified PAs Do Not Practice Clinically



For the data presented above, PAs were asked to check all contributing factors that applied.



In 2019, 94.5% of certified PAs were practicing clinically.

PAs can select multiple reasons they are not engaged in clinical practice. The most frequently selected factor, chosen by 34.4% of non-clinical PAs, was that family responsibilities prevented them from working at the present time. Other responses selected as reasons PAs are not in clinical practice were as follows: 13.8% retired, 13.3% employed in a non-clinical health-related position, and 11.6% employed in PA education.

# Income from PA Positions by Principal Clinical Position

## Total Income in Last Calendar Year from PA Positions

Specialty	Number	Mean	Median
Addiction Medicine	361	\$113,864	\$115,000
Adolescent Medicine	134	\$91,045	\$95,000
Anesthesiology	252	\$107,421	\$105,000
Critical Care Medicine	1,591	\$125,522	\$115,000
Dermatology	3,907	\$129,246	\$125,000
Emergency Medicine	12,564	\$125,110	\$125,000
Family Medicine/General Practice	18,522	\$105,286	\$105,000
Gynecology	337	\$98,145	\$105,000
Hospice and Palliative Medicine	105	\$106,333	\$105,000
Hospital Medicine	3,480	\$114,356	\$115,000
Internal Medicine-General Practice	4,439	\$105,081	\$105,000
Internal Medicine-Subspecialty	9,452	\$106,422	\$105,000
Neurology	894	\$104,933	\$105,000
Obstetrics and Gynecology	1,125	\$99,151	\$95,000

Specialty	Number	Mean	Median
Occupational Medicine	1,376	\$111,286	\$115,000
Ophthalmology	75	\$100,067	\$95,000
Otolaryngology	953	\$105,913	\$105,000
Pain Management	1,365	\$111,938	\$105,000
Pathology	6	\$101,667	\$105,000
Pediatrics- General	1,878	\$94,526	\$95,000
Pediatric- Subspecialties	1,270	\$107,110	\$105,000
Physical Medicine/Rehabilitation	600	\$104,150	\$105,000
Preventive Medicine/ Public Health	124	\$95,323	\$95,000
Psychiatry	1,567	\$113,417	\$105,000
Radiation Oncology	184	\$106,848	\$105,000
Radiology	673	\$113,440	\$115,000
Surgery- General	2,907	\$115,427	\$115,000
Surgery- Subspecialty	18,441	\$122,477	\$115,000
Urology	1,004	\$109,532	\$105,000
Other	9,159	\$111,792	\$105,000



The average salary of certified PAs was \$113,186 and the median salary was \$105,000 with the highest paid to those working in dermatology and critical care medicine. The average salary has increased 15.0% in the last six years.

## 2020 and Beyond

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 <http://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 Recently Certified Physician Assistants
- Statistical Profile of Certified Physician Assistants by State
- Statistical Profile of Certified Physician Assistants by Specialty

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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).

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