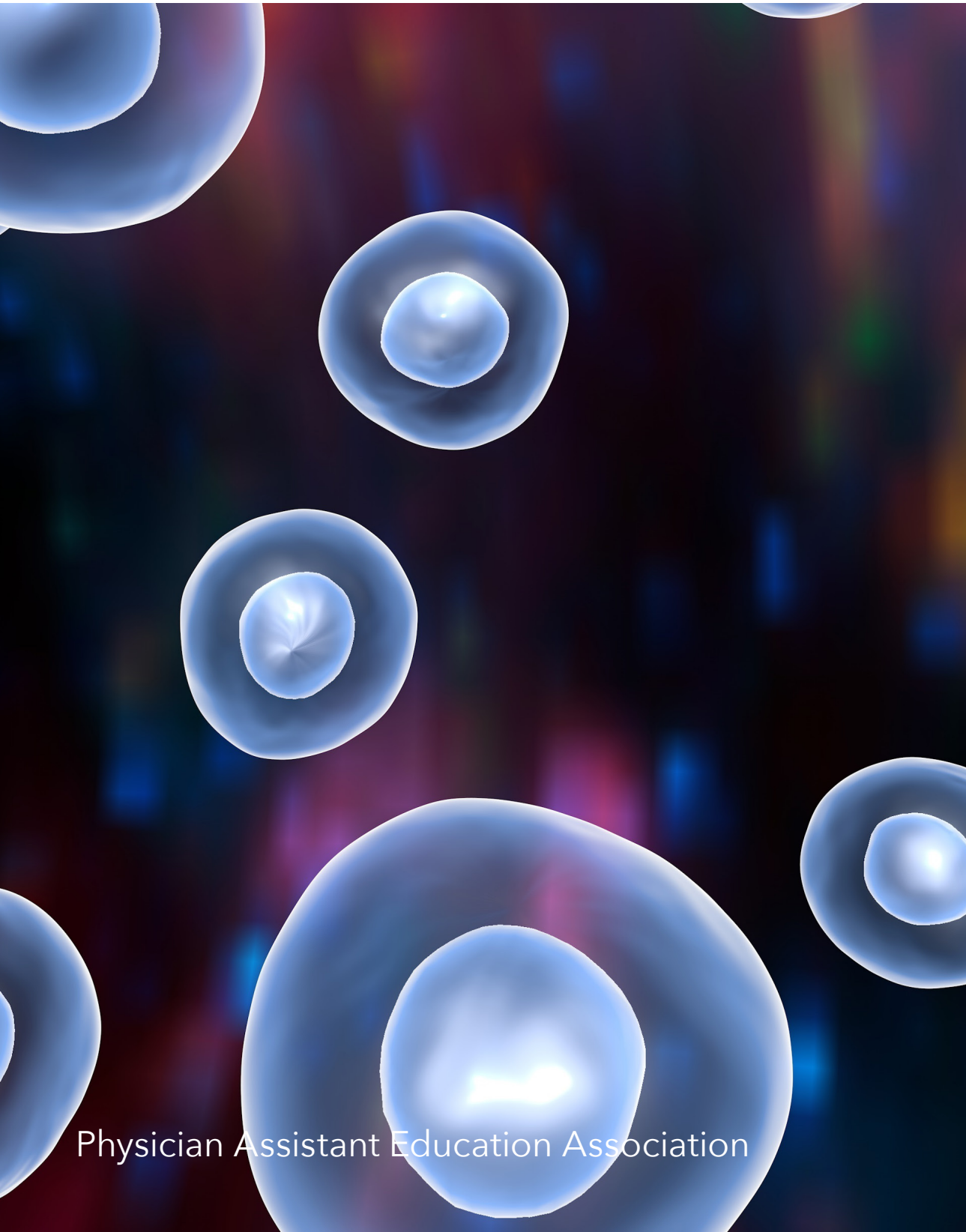


BY THE NUMBERS

2015

FACULTY AND DIRECTORS SURVEY REPORT



Physician Assistant Education Association



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INTRODUCTION

Background

The Physician Assistant Education Association (PAEA or the Association) launched the Physician Assistant Program Faculty and Directors Survey in March 2015. The purpose of the survey was to identify key characteristics of physician assistant (PA) program faculty members. Data were collected from program directors and faculty employed at programs at least half time and from all medical directors. The data from the 2015 PA Program Faculty and Directors Survey will help to inform the Association and its member programs about the characteristics of key program personnel, as well as about salary and employment trends that may impact recruitment and retention.

METHODS

The Survey Instrument

The survey consisted of seven sections:

1. **About You:** Includes demographic information, such as gender, age, race, and ethnicity, as well as respondents' state and program name.
2. **Professional Background:** Includes professional information, such as respondents' educational background, academic rank, tenure status, and career in PA education.
3. **Position:** Includes information specific to respondents' employment within the PA program, such as primary and secondary positions, FTE, workload, and salary.
4. **Medical Director:** Includes full time equivalent (FTE), salary distribution, and/or duties within and external to the PA program.
5. **Clinical Work:** Includes information regarding respondents' clinical work.
6. **Job Satisfaction:** Includes level of satisfaction with aspects related to respondents' program and position, sources of stress, professional development, and scholarly work.
7. **The PA Profession:** Includes information about involvement in professional organizations, community service, and the education of other health professions.

Survey Administration

Human subjects research review determined that the PA Program Faculty and Directors Survey was exempt. In March 2015, an email was sent to all 189 PAEA member programs with a link to the survey and a drafted email with instructions for program directors to send to

their faculty (0.5 FTE or higher) and all medical director(s) regardless of FTE. Program directors were requested to provide a headcount of these individuals in order to determine program and national response rates. PAEA research staff conducted email and phone reminders on a weekly basis until the survey closed in May 2015. The survey yielded an estimated response rate of 65%, determined by dividing the 1,106 unique responses by the estimated 1,690 faculty members and directors nation-wide. Of the 189 PAEA member programs, 182 participated in the survey, for a program response rate of 96%.

Survey Report

In general, analyses of the data consisted of producing descriptive statistics for the variables of interest (i.e., percentage, arithmetic mean (*M*), median (*Mdn*), standard deviation (*SD*), range of values, and percentiles). Data were not reported when there were fewer than five values in a category for sensitive data fields (e.g., salary, gender, and race). In these cases, data were not reported, as indicated by "NR." Fields with no data are represented with an endash (--). In some cases, percentages presented in tables will not equal 100% due to rounding or when multiple responses were allowed.

Data in this report are published primarily in tables and figures; minimal narrative is included. Unless otherwise noted, "faculty" represents all responding faculty, program directors, and medical directors. For any questions related to data, please contact Rachel Hamann, Director, Research and Policy, at rhamann@PAEAonline.org or (703) 667-4332.

Limitations

Potential limitations of the 2015 PA Program Faculty and Directors Survey include the self-reported salary and workload data, which may have been inflated or deflated due to estimation rather than program records. Another limitation was the administration of the survey to faculty and directors through program directors, rather than directly to faculty members. With the implementation of PAEA's new membership database, Research Department staff will strive to address this limitation in subsequent administrations. Finally, a lower than desired response rate may have some impact because the characteristics of the non-respondents are unknown.

SECTION 1. PROFILE OF RESPONDENTS

TABLE 1. DISTRIBUTION OF FACULTY AND PROGRAMS BY U.S. CENSUS REGION

	Faculty		Program Directors		Medical Directors		Programs	
	n	%	n	%	n	%	n	%
Northeast	241	28.3	39	28.5	23	29.1	59	31.2
Midwest	176	20.7	36	26.3	19	24.1	44	23.3
South	307	36.0	45	32.8	23	29.1	61	32.3
West	128	15.0	17	12.4	14	17.7	25	13.2
Total	852	100.0	137	100.0	79	100.0	189	100.0

Note: See Appendix A for U.S. Census Bureau Regions.

TABLE 2. AVERAGE AGE OF FACULTY

	n	M	SD	Mdn
Faculty	840	46.7	11.20	45.0
Program Directors	134	52.0	8.91	53.0
Medical Directors	79	55.7	10.47	58.0

TABLE 3. AGE AND GENDER OF FACULTY

Age	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
< 30	36	4.3	1	0.7	–	–
30-39	235	27.9	12	9.0	4	5.1
40-49	229	27.2	35	26.1	19	24.1
50-59	204	24.3	58	43.3	25	31.6
60 +	137	16.3	28	20.9	31	39.2
Total	841	100.0	134	100.0	79	100.0

Gender	n	%	n	%	n	%
Female	579	67.6	73	46.7	17	77.5
Male	265	30.9	64	53.3	62	21.3
Do not wish to report	13	1.5	–	–	1	1.3
Total	857	100.0	137	100.0	80	100.0

TABLE 4. ETHNICITY AND RACE OF FACULTY

Ethnicity	n	%
Hispanic, Latino, or Spanish in origin	51	4.6
Non-Hispanic, Latino, or Spanish in origin	1,009	91.6
Do not wish to report	41	3.7
Total	1,101	100.0

Race	n	%
White	931	84.6
Black or African American	52	4.7
Multi-racial	29	2.6
Asian	27	2.5
American Indian or Alaskan Native	5	0.5
Other	10	0.9
Do not wish to report	46	4.2
Total	1,100	100.0

Note: "Other" includes Native Hawaiian or Pacific Islander.

SECTION 2. PROFESSIONAL BACKGROUND

TABLE 5. EMPLOYMENT DESIGNATION OF FACULTY

	n	%
Faculty	1,071	95.1
Professional staff	55	4.9
Total	1,126	100.0

TABLE 6. PA STATUS OF FACULTY

	Faculty		Program Directors	
	n	%	n	%
PA	863	80.4	127	92.7
Non-PA	211	19.6	10	7.3
Total	1,074	100.0	137	100.0

TABLE 7. NATIONAL COMMISSION ON CERTIFICATION OF PHYSICIAN ASSISTANTS (NCCPA) CERTIFICATION STATUS OF PA FACULTY

	n	%
Certified	853	97.7
Not certified	20	2.3
Total	873	100.0

TABLE 8. DECADE PA FACULTY FIRST OBTAINED NCCPA CERTIFICATION

	n	%
1970s	34	4.4
1980s	128	16.5
1990s	202	26.0
2000s	355	45.6
2010s	59	7.6
Total	778	100.0

TABLE 9. HIGHEST DEGREE OF PA FACULTY

	PA Education Credential		Current Highest Degree Held	
	n	%	n	%
Certificate	102	11.9	2	0.2
Associate's degree	23	2.7	3	0.3
Baccalaureate degree	320	37.2	25	2.9
Master's degree	370	43.0	674	78.4
Doctoral degree	–	–	150	17.4
Other degree	45	5.2	6	0.7
Total	860	100.0	860	100.0

Note: Excludes medical directors.

TABLE 10. TYPE OF DOCTORAL DEGREE HELD BY FACULTY

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
Doctor of Education (EdD)	10	5.1	10	16.4	–	–
Doctor of Health Sciences (DHS)	39	19.9	15	24.6	–	–
Doctor of Medicine (MD)	50	25.5	10	16.4	71	91.0
Doctor of Osteopathic Medicine (DO)	1	0.5	–	–	7	9.0
Doctor of Pharmacy (PharmD)	10	5.1	–	–	–	–
Doctor of Philosophy (PhD)	66	33.7	22	36.1	1	1.3
Juris Doctor (JD)	4	2.0	–	–	–	–
Other health professional doctoral degree	17	8.7	4	6.6	–	–
Other doctoral degree	1	0.5	–	–	–	–
Total	198	–	61	–	79	–

Note: Respondents could select more than one answer choice, and therefore totals may not add up to 100%.

TABLE 11. ACADEMIC RANK OF ALL FACULTY

	n	%
Professor	85	7.8
Associate professor	238	22.0
Assistant professor	544	50.2
Lecturer/Instructor	131	12.1
Other	85	7.8
Total	1,083	100.0

TABLE 12. TENURE TRACK STATUS OF ALL FACULTY

	n	%
Tenured	71	7.4
Tenure track	111	11.6
Non-Tenure track	578	60.6
Tenure not offered at faculty member's institution	194	20.3
Total	954	100.0

Note: Excludes medical directors.

TABLE 13. LENGTH OF CONTRACT OF FACULTY

	n	%
9 months	11	1.1
10 months	16	1.6
11 months	11	1.1
12 months	900	91.8
Other	42	4.3
Total	980	100.0

Note: Excludes medical directors.

TABLE 14. YEARS AT CURRENT PROGRAM FOR FACULTY

Average Number of Years at Program

n	1,071
M	6.42
SD	6.54
Mdn	4.0

Years at Program	n	%
< 1	53	4.9
1-3	442	41.3
4-7	255	23.8
8-14	194	18.1
15 +	127	11.9
Total	1,071	100.0

TABLE 15. PAST EMPLOYMENT OF NEW FACULTY

	n	%
Hired in the 2014-15 academic year	193	18.0
Immediate Past Employment		
Clinical practice (including precepting)	88	45.6
Clinical practice (no precepting)	40	20.7
PA education	31	16.1
Other educational program (non-PA)	16	8.3
Previously worked part-time at the current institution/program	5	2.5
Other	13	6.8
Total	193	100.0

TABLE 16. NUMBER OF PROGRAMS TO WHICH NEW FACULTY APPLIED, 2014-2015

	n	%
0	11	6.1
1	136	76.0
2	16	8.9
3	7	3.9
4 +	7	3.9
Total	1,069	100.0

TABLE 17. IMPORTANCE OF FACTORS INFLUENCING DECISION TO WORK AT CURRENT PROGRAM

	Important		Neutral		Unimportant		Not Applicable	
	n	%	n	%	n	%	n	%
Calling to education	895	90.4	75	7.6	12	1.2	8	0.8
Location of program	878	88.4	87	8.8	25	2.5	3	0.3
Work-life balance	854	86.1	100	10.1	26	2.6	12	1.2
Program reputation	830	83.9	120	12.1	30	3.0	10	1.0
Fringe benefits	769	77.4	144	14.5	58	5.8	23	2.3
Faculty reputation	751	75.6	181	18.2	34	3.4	28	2.8
Income	692	69.7	202	20.4	88	8.9	10	1.0
Clinical work arrangements	587	59.5	200	20.3	81	8.2	119	12.1
Tuition waivers for dependents	370	37.2	232	23.4	209	21.1	182	18.3

	Important		Neutral		Unimportant		Not Applicable	
	n	%	n	%	n	%	n	%
Research opportunities	210	21.1	358	36.1	365	36.7	60	6.0
Tenure availability	162	16.3	324	32.8	332	33.6	171	17.3

Note: Excludes medical directors.

TABLE 18. TOTAL NUMBER OF PROGRAMS AT WHICH FACULTY HAVE BEEN EMPLOYED

	Faculty		Program Directors	
	n	%	n	%
1	621	81.6	74	60.2
2	98	12.9	26	21.1
3	28	3.7	14	11.4
4	8	1.1	6	4.9
5 +	6	0.9	3	2.4
Total	761	100.0	123	100.0

SECTION 3. PROGRAM POSITION

TABLE 19. PRIMARY POSITION OF FACULTY

	n	%
Academic Coordinator	81	7.5
Admissions Director/Coordinator	15	1.4
Associate/Assistant Director	54	5.0
Clinical Coordinator	132	12.3
Clinical Faculty	51	4.7
Dean or Associate/Assistant Dean	8	0.7
Didactic Faculty	292	27.2
Director of Clinical Education	56	5.2
Director of Didactic Education	32	3.0
Division Chief/Head/Department Chair	20	1.9
Education Coordinator	2	0.2
Evaluation Specialist	5	0.5
Faculty with combined didactic and clinical responsibilities	85	7.9
Medical Director	80	7.4
Program Director	137	12.7
Research Coordinator	5	0.5
Research Director	14	1.3
Researcher	6	0.6
Total	1,075	100.0

TABLE 20. SECONDARY POSITION OF FACULTY

Secondary Position Held	n	%
Yes	345	32.2
No	728	67.8
Total	1,073	100.0

Secondary Position Title	n	%
Academic Coordinator	22	6.4
Admissions Director/Coordinator	32	9.4
Associate/Assistant Director	9	2.6

Secondary Position Title	n	%
Clinical Coordinator	14	4.1
Clinical Faculty	17	5.0
Data Analyst	5	1.5
Dean or Associate/Assistant Dean	2	0.6
Didactic Faculty	65	19.0
Director of Clinical Education	2	0.6
Director of Didactic Education	5	1.5
Division Chief/Head/Department Chair	20	5.8
Education Coordinator	1	0.3
Evaluation Specialist	1	0.3
Faculty with combined didactic and clinical responsibilities	22	6.4
Research Coordinator	3	0.9
Research Director	2	0.6
Researcher	2	0.6
Technology/Information Specialist	1	0.1
Other	117	34.2
Total	342	100.0

TABLE 21. FACULTY MEMBERS' YEARS IN CURRENT POSITION

Average Years in Position	n	M	SD	Mdn
Faculty	840	4.3	5.12	2.5
Program Directors	135	4.6	4.74	3.0
Medical Directors	76	6.6	6.30	4.0

Years in Position	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
< 1	173	20.6	15	11.1	4	5.3
1-3	360	42.9	71	52.6	27	35.5
4-7	173	20.6	27	20.0	23	30.3
8-14	83	9.9	14	10.4	14	18.4
15 +	51	6.1	8	5.9	8	10.5
Total	840	100.0	135	100.0	76	100.0

TABLE 22. FTE OF FACULTY

	n	M	SD	Mdn
Faculty	842	0.94	0.15	1.0
Program Directors	135	0.99	0.02	1.0

Note: Excludes medical directors.

TABLE 23. AVERAGE WEEKLY HOURS WORKED BY FACULTY

	n	M	SD	Mdn
Faculty	734	44.5	9.01	40.5
Program Directors	130	50.4	9.14	50.0
Medical Directors	70	11.7	11.44	8.0

Note: Hours for faculty and program directors employed less than 0.75 FTE were excluded from analysis. Hours for medical directors represent only those hours devoted to PA program duties.

SECTION 4. MEDICAL DIRECTORS

TABLE 24. MEDICAL DIRECTOR FTE

	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	% Reporting
Medical director duties	77	0.38	0.32	0.25	96.3
Other PA program duties	23	0.38	0.28	0.30	28.8
Other institutional duties	24	0.54	0.31	0.60	30.0

TABLE 25. MEDICAL DIRECTOR DUTIES

	<i>n</i>	%
Didactic teaching	66	85.7
Curriculum development	63	81.8
Administrative	61	79.2
Clinical teaching	61	79.2
Admissions	54	70.1
Committee work	49	63.6
Faculty development	30	39.0
Direct patient care	24	31.2
PA-related research	10	13.0
Other research	6	7.8
Other	8	10.4
Total	435	–

TABLE 26. MEDICAL DIRECTOR SALARY PROPORTIONS

	<i>n</i>	<i>M</i> (%)	<i>SD</i> (%)	<i>Mdn</i> (%)	% Reporting
Salary from the PA program	57	32.4	34.28	20.0	71.3
Salary from the institution	28	47.6	27.02	40.0	35.0
Salary from clinical income	38	57.9	31.92	59.5	47.5
Salary from other sources	33	70.3	37.89	100.0	41.3

TABLE 27. PERCENTAGE OF TIME DEVOTED TO FACULTY MEMBERS' AREAS OF RESPONSIBILITY PER WEEK

	Faculty					Program Directors				
	n	M	SD	Mdn	% Reporting	n	M	SD	Mdn	% Reporting
Teaching	791	43.2	25.48	40.0	84.3	127	19.1	12.61	15.0	92.7
Administrative	685	38.2	26.05	30.0	73.0	132	62.5	7.36	60.0	96.4
Clinical work	451	22.4	19.24	20.0	48.1	49	13.0	6.90	10.0	35.8
Service	519	10.9	7.15	10.0	55.3	102	11.7	7.36	10.0	74.5
Scholarship/ Research	439	10.8	10.34	10.0	46.8	81	8.5	4.55	5.0	59.1
Other	98	46.7	39.71	30.0	10.4	5	44.0	51.16	10.0	3.6

TABLE 28. MEDICAL DIRECTOR SALARIES BY GENDER

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
All	63	35,385	31,359	9,640	13,000	25,000	42,000	86,000	0.38
Gender									
Male	52	37,039	32,766	10,000	15,000	25,500	48,000	87,900	0.38
Female	10	29,150	23,861	6,200	11,375	27,000	37,000	83,200	0.39

Note: Data for medical director salary by race and ethnicity were not reported due to too few cases. Data represents only that salary and FTE for medical director duties within the PA program.

TABLE 29. MEDICAL DIRECTOR SALARIES BY AGE AND YEARS IN POSITION

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
30-39	2	NR	NR	NR	NR	NR	NR	NR	0.43
40-49	16	31,875	32,639	8,800	15,000	20,000	35,000	90,300	0.36
50-59	21	34,367	31,336	8,400	12,250	20,000	45,000	89,600	0.36
60+	24	37,440	31,851	9,325	13,100	30,000	49,500	86,500	0.40

Years in Position

1-3	19	43,158	37,553	10,000	18,000	30,000	69,000	120,000	0.46
4-7	18	30,953	26,284	9,385	12,000	17,500	48,500	90,000	0.28
8-14	17	36,982	33,891	8,600	12,350	35,000	41,000	98,400	0.48
15+	8	24,175	20,305	5,500	8,500	16,700	37,625	—	0.26

Note: Data represents only that salary and FTE for medical director duties within the PA program. There were no cases of medical directors reporting their age as "below 30" or working in their position for "less than one year."

TABLE 30. MEDICAL DIRECTOR SALARIES BY RANK

Rank	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Full professor	13	30,665	31,243	9,310	10,000	20,000	36,000	98,000	0.38
Associate professor	13	46,846	38,828	11,800	17,500	35,000	75,000	120,000	0.45
Assistant professor	19	38,905	32,365	11,700	17,000	30,000	50,000	83,000	0.37
Other Rank	18	26,800	22,690	5,250	11,500	18,200	36,875	70,900	0.31

Note: Data represents only that salary and FTE for medical director duties within the PA program.

TABLE 31. MEDICAL DIRECTOR SALARIES BY SPONSORING INSTITUTION'S ACADEMIC HEALTH CENTER (AHC) STATUS

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
AHC	24	33,510	29,023	9,700	13,475	27,000	40,000	70,000	0.43
Non-AHC	39	36,538	33,032	8,000	13,000	25,000	48,000	90,000	0.43

Note: Data represents only that salary and FTE for medical director duties within the PA program.

TABLE 32. MEDICAL DIRECTOR SALARIES BY SPONSORING INSTITUTION'S PUBLIC VERSUS PRIVATE DISTINCTION

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Public	22	30,411	31,459	6,975	11,500	17,500	37,750	79,600	0.33
Private	40	38,730	31,461	10,170	15,500	30,000	49,500	89,300	0.39

Note: Data represents only that salary and FTE for medical director duties within the PA program.

TABLE 33. MEDICAL DIRECTOR SALARIES BY U.S. CENSUS BUREAU REGION

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Northeast	19	48,368	39,503	12,000	25,000	33,000	75,000	140,000	0.47
Midwest	14	26,696	28,556	9,325	10,000	18,200	32,750	77,500	0.23
South	20	32,825	23,789	10,200	13,125	25,000	49,500	68,600	0.33
West	9	26,667	28,355	3,000	9,500	15,000	42,000	—	0.55

Note: Data represents only that salary and FTE for medical director duties within the PA program.

TABLE 34. MEDICAL DIRECTOR SALARIES BY DECADE PROGRAM'S FIRST CLASS ENROLLED

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
1960s	3	NR	NR	NR	NR	NR	NR	NR	0.50
1970s	11	49,105	47,775	9,280	10,000	39,500	60,000	140,000	0.27
1980s	1	NR	NR	NR	NR	NR	NR	NR	0.10
1990s	19	23,916	19,285	6,000	12,000	17,000	32,000	48,000	0.39
2000s	12	36,083	26,986	4,500	12,250	33,000	57,500	82,500	0.37
2010s	17	43,294	31,581	14,400	20,000	30,000	72,000	96,000	0.44

Note: Data represents only that salary and FTE for medical director duties within the PA program.

SECTION 5. CLINICAL WORK

TABLE 35. CLINICAL WORK AMONG FACULTY

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
Practices clinically	730	85.8	126	94.0	72	94.7
Receives release time from program	318	37.4	73	54.5	13	17.1
Practices on own time	104	12.2	14	10.4	45	59.2
Receives release time and practices on own time	308	36.2	39	29.1	14	18.4
No clinical work	121	14.2	8	6.0	4	5.3
Total	851	100.0	134	100.0	76	100.0

TABLE 36. AVERAGE NUMBER OF CLINICAL HOURS WORKED PER WEEK BY FACULTY

	n	M	SD	Mdn	% Reporting
Faculty	299	8.5	4.77	8.0	48.1
Program Directors	42	8.1	5.09	8.0	33.3

Note: Excludes faculty members and program directors working less than 0.8 FTE. Excludes medical directors.

TABLE 37. PRIMARY SPECIALTY OF FACULTY MEMBERS WHO WORK CLINICALLY

	n	%
Family/General medicine	143	31.4
Emergency medicine	46	10.1
Other internal medicine subspecialties	46	10.1
General internal medicine	37	8.1
Urgent care	24	5.3
Other surgical subspecialties	18	4.0
Orthopedic surgery	17	3.7
General pediatrics	14	3.7
Hospitalist	14	3.1

	n	%
OB/GYN/Women's health	13	2.9
Pediatric subspecialties	11	2.4
Occupational medicine	11	2.4
Dermatology	7	1.5
Alternative/Complementary medicine	6	1.4
Behavioral/Mental health	6	1.4
Cardiology	6	1.4
Cardiovascular/Thoracic surgery	4	0.9
Neurological surgery	3	0.7
General surgery	3	0.7
Other	27	5.9
Total	456	100.0

Note: Excludes faculty members and program directors working less than 0.8 FTE. Excludes medical directors.

TABLE 38. CLINICAL WORK INCOME OF FACULTY MEMBERS WHO WORK CLINICALLY

	Faculty		Program Directors	
	n	%	n	%
Yes	333	81.0	44	83.0
No	78	19.0	9	17.0
Total	411	100.0	53	100.0

Note: Excludes faculty members and program directors working less than 0.8 FTE. Excludes medical directors.

TABLE 39. PAYMENT ARRANGEMENT FOR FACULTY MEMBERS WHO WORK CLINICALLY

	n	%
All income retained by faculty member	429	86.7
Part of income retained by faculty member	14	2.8
All income retained by program	20	4.0
Program uses a practice plan formula	17	3.4
Other	15	3.0
Total	495	100.0

Note: Excludes faculty members and program directors working less than 0.8 FTE. Excludes medical directors.

TABLE 40. TOTAL CLINICAL WORK INCOME OF FACULTY MEMBERS AND PROGRAM DIRECTORS, 2014

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; <i>Mdn</i>)	P75 (\$)	P90 (\$)
Faculty	307	30,366	32,598	5,000	10,000	18,000	36,000	85,000
Program Directors	45	26,481	33,769	5,000	10,000	15,000	28,500	69,560

Note: Excludes faculty members and program directors working less than 0.8 FTE. Excludes medical directors.

SECTION 6. JOB SATISFACTION

TABLE 41. FACULTY JOB SATISFACTION

	Satisfied		Neutral		Dissatisfied		Not Applicable	
	n	%	n	%	n	%	n	%
PA program curriculum	873	89.2	78	8.0	24	2.4	4	0.4
Quality of students	847	87.0	96	9.9	29	3.0	2	0.2
Schedule flexibility	849	86.9	76	7.8	49	5.0	3	0.3
Didactic or clinical teaching environment	807	82.5	96	9.8	65	6.6	11	1.1
Staff support	784	80.4	99	10.2	92	9.5	–	–
Job responsibilities	781	79.6	121	12.3	78	7.9	1	0.1
Other benefits	751	77.2	140	14.4	48	4.9	33	3.4
Student faculty ratio	730	74.5	108	11.0	139	14.2	3	0.3
Program leadership	720	73.4	128	13.1	122	12.4	10	1.0
Faculty development opportunities external to the PA program	714	72.9	148	15.1	103	10.5	14	1.4
Academic rank	668	69.0	137	14.1	151	15.6	13	1.3
Opportunities for community service	677	69.0	231	23.6	39	4.0	33	3.4
Workload	673	68.9	141	14.4	148	15.2	15	1.5
Institutional leadership	597	60.9	215	21.9	164	17.7	4	0.4
Salary	591	60.4	179	18.3	205	21.0	3	0.3
Faculty development opportunities within the PA program	583	59.5	224	22.9	158	16.2	15	1.5
Clinical work arrangement	569	58.3	118	12.1	80	8.1	209	21.4
Promotion potential	523	53.4	242	24.7	180	18.4	34	3.5
Research opportunities	381	38.9	386	39.4	111	11.3	102	10.4
Tenure availability	190	19.4	236	24.1	121	12.4	431	44.1

Note: Excludes medical directors.

TABLE 42. SOURCES AND EXTENT OF STRESS AMONG FACULTY

	Extensive		Somewhat		Not at all		Not Applicable	
	n	%	n	%	n	%	n	%
Increased work responsibilities	318	32.6	471	48.3	166	17.0	21	2.2
Self-imposed high expectations	303	31.2	506	52.1	144	14.8	19	2.0
Institutional procedures and "red tape"	263	27.0	488	50.1	188	19.3	36	3.7
Managing household responsibilities	200	20.6	471	48.6	273	28.1	26	2.7
Lack of personal time	193	19.9	426	43.9	327	33.7	25	2.6
Institutional budget cuts	165	17.0	368	37.8	262	26.9	178	18.3
Colleagues	159	16.4	510	52.6	288	29.7	13	1.3
Teaching load	132	13.6	462	47.6	343	35.4	33	3.4
Physical health	127	13.1	406	41.7	421	43.3	19	2
Review/Promotion process	121	12.5	413	42.6	351	36.2	85	8.8
Personal finances	112	11.5	428	44.1	409	42.2	21	2.2
Research or publishing demands	102	10.5	341	35.1	355	36.5	174	17.9
Child care	94	9.7	218	22.4	191	19.6	471	48.4
Students	89	9.1	597	61.4	271	27.9	16	1.6
Working with underprepared students	88	9.0	432	44.4	380	39.0	74	7.6
Faculty meetings	86	8.8	457	47.0	417	42.9	13	1.3
Subtle discrimination	75	7.7	190	19.6	554	57.1	152	15.7
Committee work	70	7.2	483	49.7	365	37.6	54	5.6
Job security	55	5.6	231	23.7	661	67.7	29	3.0

Note: Excludes medical directors.

TABLE 43. JOB TRENDS AMONG FACULTY

During the past two years, faculty have:	Yes		No	
	n	%	n	%
Received at least one firm job offer elsewhere	492	50.5	483	49.5
Considered leaving academia for another job	441	45.1	536	54.9
Engaged in public service/professional consulting without pay	385	39.6	588	60.4
Considered leaving current institution for another institution	354	36.2	623	63.8
Sought an early promotion	91	9.3	884	90.7
Sought early retirement	35	3.6	940	96.4

Note: Excludes medical directors.

TABLE 44. PROFESSIONAL DEVELOPMENT OPPORTUNITIES TAKEN ADVANTAGE OF BY FACULTY IN THE PAST TWO YEARS

	Yes		No		Not Eligible		Not Applicable	
	n	%	n	%	n	%	n	%
Travel funds paid by the institution	793	81.2	115	11.2	20	2.0	49	5.0
Incentives to integrate new technology into the classroom	547	56.1	196	20.1	34	3.5	198	20.3
Paid workshops outside the institution focused on teaching	436	44.6	393	40.2	39	4.0	109	11.2
Incentives to develop new courses	304	31.2	274	28.1	71	7.3	325	33.4
Training for administrative leadership	223	22.9	511	52.4	57	5.8	184	18.9
Internal grants for research	163	16.7	539	55.2	45	4.6	230	23.5
Paid sabbatical leave	12	1.2	512	52.6	207	21.3	242	24.9

Note: Excludes medical directors.

TABLE 45. PUBLICATIONS WITHIN FACULTY MEMBERS' PA ACADEMIC CAREERS

Has Publications	n	%
Yes	485	49.5
No	495	50.5
Total	980	100.0

Types of Publications	n	M	SD	Mdn
Posters	277	6.7	10.18	3.0
Articles in academic or professional journals (peer-reviewed)	366	6.1	9.65	2.0
Abstracts	180	5.6	9.79	2.0
Articles in academic or professional journals (non-peer-reviewed)	132	5.2	9.89	2.0
Chapters in edited volumes	167	3.4	6.13	2.0
Books, manuals, or monographs	79	2.8	3.36	1.0
Other	53	5.2	14.93	2.0
Total	472	14.5	24.55	6.0

Note: Excludes medical directors.

TABLE 46. PUBLICATIONS BY FACULTY IN THE PAST TWO YEARS

	n	M	SD	Mdn	% Reporting
Accepted for publication	190	2.0	2.44	1.0	18.5
Published	190	2.8	8.12	1.0	18.5
Total	278	3.3	7.49	2.0	27.1

Note: "Accepted for publication" and "published" may not be mutually exclusive categories. Excludes medical directors.

TABLE 47. PRESENTATIONS BY FACULTY IN THE PAST TWO YEARS

	n	M	SD	Mdn	% Reporting
Scientific, peer-reviewed presentations	210	2.5	2.26	2.0	20.5

Note: Excludes medical directors.

TABLE 48. VOLUNTEER HOURS OF FACULTY PER MONTH

	n	M	SD	Mdn	% Reporting
Community service	481	9.1	8.96	5.0	46.9
Professional association/Organization	353	8.4	9.63	5.0	34.4
Other volunteer service	30	12.3	15.97	6.0	2.9
Total	597	12.9	13.86	10.0	58.2

Note: Excludes medical directors and faculty members and program directors working less than 0.8 FTE. Outliers were not excluded from analysis due to incomplete information about volunteer and program arrangements.

TABLE 49. OTHER HEALTH PROFESSIONS EDUCATED BY FACULTY

Involved in Education of Other Health Professions	n	%
Yes	350	36.6
No	905	63.4
Total	955	100.0

Health Professions	n	%
Medicine (MD or DO)	179	52.7
Physical therapy	89	26.2

Health Professions	n	%
Advanced practice nursing	83	24.4
Pharmacy	74	21.8
General nursing	65	19.1
Occupational therapy	41	12.1
Master's of Public Health or other medical master's degree	35	10.3
Emergency medicine	16	4.7
Athletic training	7	2.1
Dental education (including dentistry and dental hygiene)	5	1.5
Other	76	22.4
Total	672	–

Note: Excludes medical directors. Respondents could select more than one answer choice, and therefore totals may not add up to 100%.

SECTION 7. FACULTY AND PROGRAM DIRECTOR SALARIES

TABLE 50. FACULTY AND PROGRAM DIRECTOR SALARIES

	n	M (\$)	SD (\$)	Mdn (\$)	% Reporting
Base salary for PA program duties (excluding fringe benefits)	833	95,537	20,606	91,000	94.0
Other salary (e.g., administrative stipend)	178	10,556	9,694	7,600	20.1
Teaching and contributions at the same institution, but not at the PA program	40	11,419	18,920	5,000	4.5
Total	834	98,211	22,259	93,000	94.1

Note: Outliers were not excluded for "Base salary for PA program duties," "Other salary," or "Teaching and contributions at the same institution, but not at the PA program"; however, they were excluded for the "Total" salary. Faculty and program directors reporting a FTE of less than 0.75 were excluded from analysis.

TABLE 51. FACULTY SALARIES BY GENDER

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
All	710	93,076	17,751	75,000	83,000	90,000	100,688	114,000	0.99
Gender									
Male	219	96,825	19,182	78,000	86,000	93,000	105,000	120,000	0.99
Female	479	91,466	16,906	74,698	82,000	90,000	98,000	110,000	0.99
Do not wish to report	11	88,955	14,319	62,500	83,000	86,000	102,000	105,000	1.00

Note: Salaries for faculty members reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

TABLE 52. PROGRAM DIRECTOR SALARIES BY GENDER

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
All	124	127,614	22,698	97,500	110,000	127,000	143,000	159,000	1.00
Gender									
Male	57	132,960	22,563	104,800	114,500	134,000	151,000	161,200	1.00
Female	67	123,065	21,965	95,800	106,400	124,000	140,000	150,800	1.00

Note: Salaries for faculty members reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

TABLE 53. FACULTY SALARIES BY ETHNICITY AND RACE

Ethnicity	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Hispanic	33	92,678	15,636	78,800	84,500	90,000	99,000	120,800	0.99
Non-Hispanic	650	93,159	17,881	75,000	83,000	90,000	101,025	114,000	0.99
Do not wish to report	26	91,511	17,914	74,250	82,000	90,000	96,500	111,000	0.99
Race									
White	604	92,861	17,392	75,000	83,000	90,000	100,763	113,603	0.99
Black or African American	36	98,377	24,473	77,100	82,750	91,000	109,500	140,946	0.99
Asian	14	95,020	18,118	80,000	86,875	90,500	93,875	133,000	1.00
Multi-racial	18	92,125	14,682	77,053	80,750	88,000	97,000	122,800	0.98
Other	9	97,333	10,050	78,000	91,500	96,000	104,000	--	0.97
Do not wish to report	27	89,274	19,210	70,000	80,000	85,000	96,000	113,400	0.99

Note: Salaries for faculty members reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE. "Other" race includes "Native Hawaiian or Pacific Islander" and "American Indian or Alaskan Native."

TABLE 54. PROGRAM DIRECTOR SALARIES BY ETHNICITY AND RACE

Ethnicity	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Hispanic	6	124,483	24,952	96,900	97,725	127,000	145,500	–	1.00
Non-Hispanic	114	127,388	22,942	97,500	109,750	125,500	143,250	160,000	1.00
Race									
White	107	126,936	22,922	97,000	110,000	125,000	143,000	160,000	1.00
Black or African American	5	117,122	13,365	106,400	107,700	111,000	129,604	–	1.00
Other	12	138,025	21,451	100,230	130,000	140,000	150,000	172,200	1.00

Note: Salaries for program directors reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE. "Other" race includes "Native Hawaiian or Pacific Islander," "American Indian or Alaskan Native," "Asian," "Multi-racial," and "Do not wish to report" due to a low response rate for these categories.

TABLE 55. FACULTY SALARIES BY AGE AND YEARS IN POSITION

Age	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
< 30	25	81,181	11,877	64,643	80,000	81,000	89,000	95,229	1.00
30-39	203	87,933	11,666	72,940	81,000	87,000	95,000	104,000	0.99
40-49	189	92,407	18,117	72,000	84,500	92,000	100,000	110,000	0.98
50-59	175	97,104	19,364	77,102	86,060	94,000	105,000	120,000	0.99
60 +	108	99,925	20,976	79,661	85,644	92,000	112,151	129,325	0.99
Years in Position									
< 1	149	90,062	14,018	74,200	82,750	90,000	95,000	105,000	0.99
1-3	298	92,357	16,473	75,000	83,000	90,000	100,000	114,000	0.99
4-7	145	91,190	19,989	72,300	80,000	89,750	100,250	110,800	0.99
8-14	66	100,520	21,274	80,000	87,000	96,271	105,414	126,500	0.98
15 +	44	102,076	19,160	78,500	88,250	99,750	117,750	130,275	0.98

Note: Salaries for faculty members reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

TABLE 56. PROGRAM DIRECTOR SALARIES BY AGE AND YEARS IN POSITION

Age	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
< 30	1	NR	NR	NR	NR	NR	NR	NR	NR
30-39	12	115,017	24,820	93,488	95,475	110,985	128,500	166,200	1.00
40-49	30	127,383	20,848	98,000	116,125	125,000	139,950	159,800	1.00
50-59	55	128,277	22,640	98,600	109,000	132,000	144,000	154,000	1.00
60 +	25	132,963	21,618	106,600	111,000	140,000	148,680	160,400	1.00

Years in Position

< 1	11	132,004	25,772	94,272	117,500	125,000	154,000	173,600	1.00
1-3	66	127,723	24,081	96,330	108,500	130,500	143,250	160,000	1.00
4-7	26	126,014	18,396	98,700	112,250	123,000	140,600	152,400	1.00
8-14	12	116,191	17,718	93,900	106,100	107,594	133,500	144,652	1.00
15 +	7	150,101	13,842	136,000	139,208	144,000	161,000	—	1.00

Note: Salaries for program directors reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

TABLE 57. FACULTY SALARIES BY RANK AND HIGHEST DEGREE RECEIVED

Rank	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Full professor	38	109,308	30,641	80,000	87,250	103,000	128,250	147,600	0.99
Associate professor	129	102,121	17,676	80,000	90,000	100,000	112,434	125,000	0.99
Assistant professor	417	90,719	14,636	75,000	83,000	90,000	97,000	106,200	0.99
Lecturer or instructor	86	87,716	10,174	70,560	80,000	89,000	94,625	100,600	0.98
Other rank	38	85,272	23,963	53,340	77,000	81,000	93,500	120,500	0.98

Highest Degree

Doctorate degree	144	101,425	22,236	77,085	87,764	96,250	114,589	133,000	0.99
Master's degree	536	90,987	15,447	75,000	83,000	90,000	98,000	108,300	0.99
Bachelor's degree	21	88,346	20,905	66,000	77,500	89,000	96,000	102,000	1.00

Highest Degree	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Other degree	10	89,800	25,289	44,600	73,250	96,500	106,750	121,600	

Note: Salaries for faculty members reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE. "Other" degree includes certificate and associate's degree.

TABLE 58. PROGRAM DIRECTOR SALARIES BY RANK AND HIGHEST DEGREE RECEIVED

Rank	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Full professor	18	142,420	21,555	108,600	130,275	144,680	155,500	175,050	1.00
Associate professor	55	130,684	20,589	104,600	113,000	131,000	142,800	159,200	1.00
Assistant professor	41	118,981	22,780	88,248	99,000	117,000	134,500	151,600	1.00
Other rank	9	117,278	20,020	95,000	102,750	114,000	128,000	—	1.00

Highest Degree

Doctorate degree	53	130,905	22,238	98,800	114,000	133,000	145,500	160,000	1.00
Master's degree	69	124,605	22,978	96,900	107,094	125,000	142,600	156,000	1.00

Note: Salaries for program directors reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE. Program directors whose academic rank are "Lecturer or instructor" were fewer than five cases and included in "Other rank." Program directors with bachelor's degrees had fewer than five cases, thus, were not reported.

TABLE 59. FACULTY SALARIES BY TENURE AND PA STATUS

Tenure Status	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Tenured	45	108,117	25,914	74,800	89,000	105,500	125,000	142,000	1.00
Tenure track	79	92,398	17,996	73,000	80,000	90,000	100,000	120,000	1.00
Non-Tenure track	416	92,058	14,622	77,000	84,000	90,000	99,000	110,000	0.98
Tenure not offered	142	94,033	19,242	75,600	84,263	91,000	100,000	117,000	0.99

PA Status	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
PA	626	93,595	17,291	76,023	83,764	90,000	101,000	133,549	0.99
Non-PA	83	88,907	20,516	59,765	80,000	90,000	99,000	116,800	0.99

Note: Salaries for faculty members reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

TABLE 60. PROGRAM DIRECTOR SALARIES BY TENURE AND PA STATUS

Tenure Status	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Tenured	19	132,983	27,860	96,000	107,000	136,000	153,000	174,500	1.00
Tenure track	18	125,575	22,028	92,056	108,500	131,000	141,450	151,500	1.00
Non-Tenure track	61	126,534	21,873	97,200	110,000	126,000	142,200	154,000	1.00
Tenure not offered	23	130,104	21,077	101,200	113,000	130,104	154,000	160,000	1.00

PA Status	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
PA	115	127,088	22,165	97,000	110,000	128,000	143,000	156,800	1.00
Non-PA	9	134,333	29,419	106,000	108,000	126,000	165,000	—	1.00

Note: Salaries for program directors reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

TABLE 61. FACULTY SALARIES BY PRIMARY POSITION

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Academic Coordinator	76	90,980	13,148	76,400	81,250	90,000	96,375	108,600	0.99
Admissions Director/Coordinator	11	89,326	22,331	41,800	83,000	90,000	105,000	115,200	0.99
Associate/Assistant Director	79	102,386	14,028	85,000	92,000	102,000	111,434	123,000	1.00
Clinical Coordinator	118	90,378	17,340	73,890	82,000	89,000	96,657	108,340	0.98
Clinical Faculty	35	86,422	14,985	69,200	80,000	85,000	96,000	107,000	0.98
Dean/Associate/Assistant Dean	5	160,600	27,144	120,000	136,500	160,000	185,000	—	1.00

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Didactic Faculty	229	90,164	15,247	73,000	80,000	90,000	97,075	106,000	0.99
Director of Clinical Education	51	92,430	11,229	81,400	85,000	90,000	98,000	107,900	0.99
Director of Didactic Education	31	95,148	11,252	80,400	86,600	92,700	105,000	106,800	0.99
Division Chief/ Head/ Department Chair	17	130,633	17,251	105,400	119,500	130,000	142,500	156,400	1.00
Faculty with didactic and clinical duties	62	91,095	16,287	71,409	83,000	89,875	98,000	110,350	0.99
Program Director	124	127,614	22,698	97,500	110,000	127,000	143,000	159,000	1.00
Research Director	11	96,455	20,526	61,800	80,000	100,000	105,000	129,600	0.97
Researcher	5	97,706	14,397	80,000	82,500	103,530	110,000	—	1.00
Other	11	94,182	21,646	76,000	80,000	87,000	107,000	141,000	0.95

Note: Salaries for faculty members reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE. "Other" position includes "Education Coordinator," "Evaluation Specialist," and "Research Coordinator," as responses for these categories included less than five cases.

TABLE 62. FACULTY SALARIES BY SPONSORING INSTITUTION'S ACADEMIC HEALTH CENTER (AHC) STATUS

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
AHC	238	96,495	16,861	80,000	86,000	95,000	105,000	117,140	0.98
Non-AHC	466	91,304	18,011	73,700	81,986	90,000	97,282	112,261	0.99

Note: Salaries for faculty members reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

TABLE 63. PROGRAM DIRECTOR SALARIES BY SPONSORING INSTITUTION'S ACADEMIC HEALTH CENTER (AHC) STATUS

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
AHC	47	134,063	23,996	98,000	117,000	138,000	150,000	162,400	1.00
Non-AHC	77	123,677	21,068	96,980	107,594	120,000	139,500	154,200	1.00

Note: Salaries for program directors reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

TABLE 64. FACULTY SALARIES BY SPONSORING INSTITUTION'S PUBLIC VERSUS PRIVATE DISTINCTION

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Public	219	95,407	17,673	78,000	85,000	93,000	103,000	115,000	0.99
Private	455	91,482	16,959	74,000	82,400	90,000	98,000	110,800	0.99

Note: Salaries for faculty members reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

TABLE 65. PROGRAM DIRECTOR SALARIES BY SPONSORING INSTITUTION'S PUBLIC VERSUS PRIVATE DISTINCTION

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Public	39	131,006	21,529	104,000	113,000	135,000	147,000	154,000	1.00
Private	83	126,457	23,248	96,400	108,000	126,000	142,400	160,000	1.00

Note: Salaries for program directors reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

TABLE 66. FACULTY SALARIES BY U.S. CENSUS BUREAU REGION

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Northeast	203	91,619	18,275	71,360	81,000	90,000	100,000	116,200	0.99
Midwest	146	91,649	18,458	73,700	80,000	90,000	102,000	115,300	0.98
South	254	94,916	16,849	80,000	85,000	92,000	102,000	117,000	0.99
West	101	93,189	17,750	78,000	85,000	90,000	96,000	108,000	0.97

Note: Salaries for faculty members reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

TABLE 67. PROGRAM DIRECTOR SALARIES BY U.S. CENSUS BUREAU REGION

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
Northeast	33	130,702	19,901	107,075	112,500	130,000	144,000	160,000	0.99
Midwest	35	123,993	23,587	94,136	106,000	124,000	139,208	151,600	1.00
South	40	126,645	22,852	96,910	109,750	128,000	142,700	153,900	1.00
West	16	131,588	26,268	98,850	103,875	137,000	156,000	167,400	1.00

Note: Salaries for program directors reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

TABLE 68. FACULTY SALARIES BY DECADE PROGRAM'S FIRST CLASS ENROLLED

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
1960s	36	93,426	16,788	70,800	82,000	93,000	105,000	109,500	0.97
1970s	163	94,837	18,799	72,360	84,350	92,000	105,000	117,000	0.98
1980s	6	NR	NR	NR	NR	NR	NR	NR	0.83
1990s	286	90,988	17,609	74,340	80,000	89,000	96,610	113,507	0.99
2000s	96	91,401	15,811	76,128	83,000	90,000	96,532	104,440	0.99
2010s	117	96,475	18,070	80,800	86,500	93,000	104,000	120,000	0.99

Note: Salaries for faculty members reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

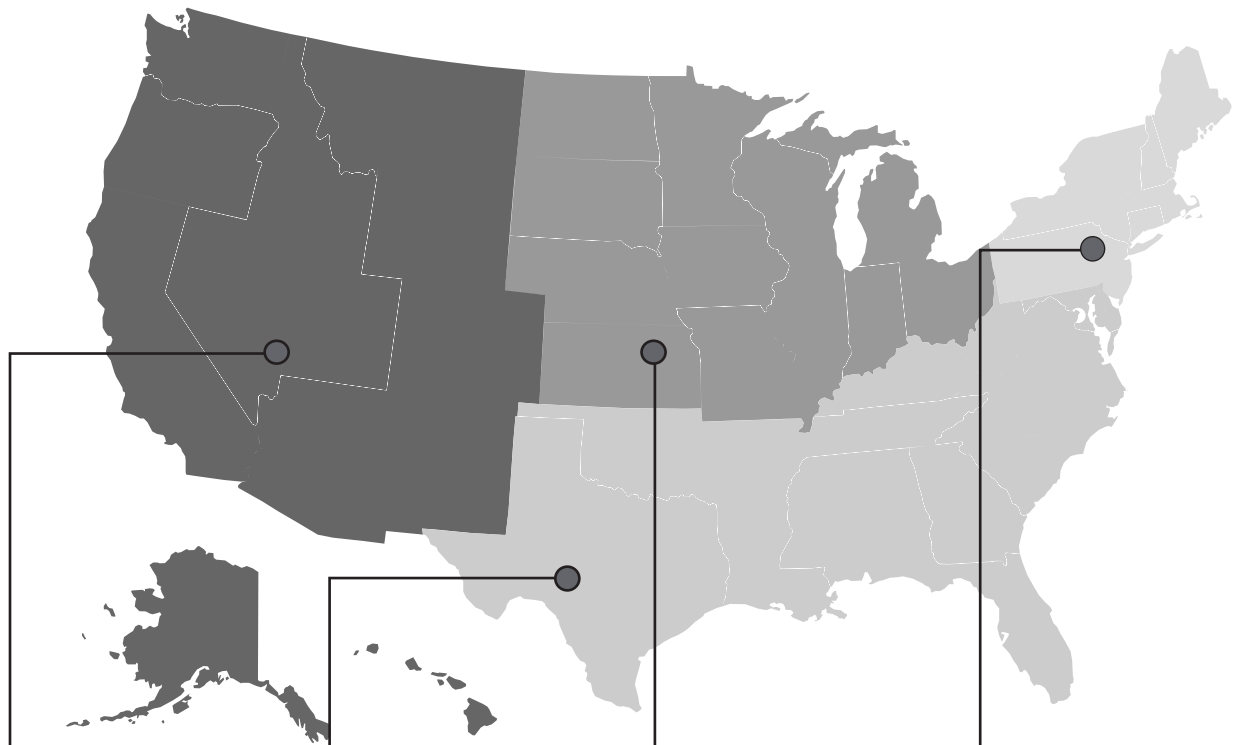
TABLE 69. PROGRAM DIRECTOR SALARIES BY DECADE PROGRAM'S FIRST CLASS ENROLLED

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$; Mdn)	P75 (\$)	P90 (\$)	M FTE
1960s	6	133,333	30,911	85,000	111,250	133,000	158,250	—	1.00
1970s	22	134,429	27,033	86,800	111,547	141,500	155,000	169,600	0.99
1980s	1	NR	NR	NR	NR	NR	NR	NR	1.00
1990s	44	125,149	23,741	96,450	106,000	122,500	141,302	158,000	1.00
2000s	22	124,488	19,347	98,600	108,750	122,672	140,600	158,200	1.00
2010s	29	127,632	18,313	97,000	117,000	130,000	141,700	150,000	1.00

Note: Salaries for program directors reporting a FTE of less than 0.75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

APPENDIX A

U.S. Census Bureau Regions



Region 4 WEST

Arizona
Colorado
Idaho
New Mexico
Montana
Utah
Nevada
Wyoming
Alaska
California
Hawaii
Oregon
Washington

Region 3 SOUTH

Delaware
District of Columbia
Florida
Georgia
Maryland
North Carolina
South Carolina
Virginia
West Virginia
Alabama
Kentucky
Mississippi
Tennessee
Arkansas
Louisiana
Oklahoma
Texas

Region 2 MIDWEST

Indiana
Illinois
Michigan
Ohio
Wisconsin
Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

Region 1 NORTHEAST

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont
New Jersey
New York
Pennsylvania