

RESEARCH REPORT

2014

Faculty & Directors



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ACKNOWLEDGMENTS

The PAEA Research Department staff were responsible for the development and administration of the survey, as well as the preparation of this report:

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RECOMMENDED CITATION

Physician Assistant Education Association, *Research Report 2014: Faculty & Directors*, Alexandria, VA: PAEA, 2015. doi:10.17538/facpd2015.001



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INTRODUCTION

BACKGROUND

The Physician Assistant Education Association (PAEA) launched the inaugural PA Program Faculty and Directors Survey in April 2014. The purpose of the survey was to identify key characteristics of medical directors, program directors, and faculty employed in physician assistant (PA) programs at least half-time. The employee survey is not new to PA education, as sections of the survey were previously included in the Annual Program Survey. However, because it was administered through the program director (or their designee), rather than directly to the individual employee, there were challenges to its validity.

In 2011, the first Faculty Survey was administered by PAEA. Unfortunately, the response rate was low, and follow-up was not conducted due to PAEA staff turnover, yet faculty and staff data continued to be collected through 2013 via the Annual Program Survey. Lessons learned from the 2011 Faculty Survey guided the development and administration of the new PA Program Faculty and Directors Survey. The data from the 2014 PA Program Faculty and Directors Survey offers specific information about the characteristics of key PA program personnel as well as salary and employment trends that may impact recruitment and retention.

This survey consisted of six sections:

- 1. PROFILE OF RESPONDENTS:** Demographic information, such as gender, age, race, and ethnicity, as well as respondent's state and program name
- 2. PROFESSIONAL BACKGROUND:** Professional information, including respondents' educational background, academic rank, tenure status, and career in PA education
- 3. PROGRAM POSITION:** Information specific to respondents' employment within the PA program, such as primary and secondary positions, FTE, and workload

4. **MEDICAL DIRECTORS:** FTE, salary distribution, and/or duties within and outside of the PA program
5. **JOB SATISFACTION:** Level of satisfaction with aspects related to respondents' program and position, sources of stress, professional development, scholarly work, community service and teaching other health professionals
6. **FACULTY AND PROGRAM DIRECTOR SALARIES:** Salary information for faculty and program directors segmented by influencing factors

SURVEY ADMINISTRATION

The primary survey instrument and shorter faculty headcount surveys were built on a Qualtrics web-based platform. Human subjects research review determined that the PA Program Faculty and Directors Survey was exempt. In March 2014, PAEA research staff sent the faculty headcount survey to all 179 PAEA member program directors in order to estimate program and national response rates. Program directors were instructed to indicate the number of all faculty members employed at .5 full-time equivalent (FTE) or higher by their primary position, as well as all program and medical directors, regardless of FTE.

Then, in April, an email was sent to all 179 PAEA member programs with a link to the survey as well as a draft of an email with instructions for program directors to send to their faculty (.5 FTE or higher) and medical director(s). PAEA research staff conducted email and phone reminders on a weekly basis until the survey closed in June 2014. The 2014 PA Program Faculty and Directors Survey yielded an estimated response rate of 59%, which was based on 921 unique responses representing 173 PA programs and an estimated 1,568 faculty members and directors nationally. Some survey items had lower response rates as noted in the tables. The response rate for programs was approximately 97%.

SURVEY REPORT

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 the PAEA Research Department at research@PAEAonline.org or 703-667-4332.

LIMITATIONS

Potential limitations of the 2014 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 plan 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.

ACKNOWLEDGEMENTS

PAEA acknowledges the Research Council and its Chair, Richard Dehn, MPA, PA-C, for their review and guidance. The PAEA Research Department staff was responsible for the development and administration of the survey as well as preparation of this report.

PROFILE OF RESPONDENTS

Table 1. Average Age of Faculty

	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	720	46.7	11.12	46.0
Program Directors	101	51.0	8.78	52.0
Medical Directors	49	54.5	9.20	57.0
All Faculty and Directors	870	47.7	10.95	48.0

Table 2. Age and Gender of Faculty

	Faculty		Program Directors		Medical Directors	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Age						
< 30	25	3.5	-	-	-	-
30-39	209	29.0	12	11.9	4	8.2
40-49	182	25.3	28	27.7	8	16.3
50-59	189	26.3	43	42.6	22	44.9
60 +	115	16.0	18	17.8	15	30.6
Total	720	100.0	101	100.0	49	100.0
Gender	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Female	468	62.5	58	54.2	13	73.5
Male	262	35.0	49	45.8	36	26.5
Do not wish to report	19	2.5	-	-	-	-
Total	749	100.0	107	100.0	49	100.0

Table 3. Ethnicity and Race of Faculty

Ethnicity	n	%
Hispanic, Latino, or Spanish in origin	33	3.6
Non-Hispanic, Latino, or Spanish in origin	841	91.8
Do not wish to report	42	4.6
Total	916	100.0

Race	n	%
White	780	85.0
Black or African American	46	5.0
Asian	19	2.1
Multi-Racial	19	2.1
American Indian or Alaskan Native	5	0.5
Other	8	0.8
Do not wish to report	41	4.5
Total	918	100.0

PROFESSIONAL BACKGROUND

Table 4. Employment Designation of Faculty

	n	%
Faculty	884	96.4
Professional staff	33	3.6
Total	917	100.0

Table 5. PA Status of Faculty

	n	%
PA	774	81.0
Non-PA	175	19.0
Total	949	100.0

Table 6. NCCPA Certification Status of Faculty

	n	%
Certified	726	98.2
Not certified	13	1.8
Total	739	100.0

Table 7. Decade Faculty First Obtained NCCPA Certification

	n	%
1970's	32	4.8
1980's	116	17.5
1990's	180	27.1
2000's	299	45.0
2010's	37	5.6
Total	664	100.0

Table 8. Highest Degree of PA Faculty

	Credential Awarded from PA Education		Current Highest Degree Held	
	n	%	n	%
Certificate	102	13.9	0	0.0
Associate's degree	20	2.7	1	0.1
Baccalaureate degree	298	40.5	25	3.4
Master's degree	308	41.8	567	77.2
Doctoral degree	0	0.0	136	18.5
Other	8	1.1	5	0.7
Total	736	100.0	734	100.0

Note: Excludes medical directors.

Table 9. Type of Doctoral Degree Held by Faculty

	Faculty		Program Directors		Medical Directors	
	n	%	n	%	n	%
DHS	30	17.4	10	18.0	-	-
DO	3	1.7	-	-	11	22.9
EdD	15	8.7	7	14.6	-	-
JD	6	3.4	2	4.2	-	-
MD	43	25.0	9	18.8	37	77.1
PharmD	12	7.0	-	-	-	-
PhD	56	32.6	19	38.0	1	2.1
Other health professional doctoral degree	12	7.0	1	2.0	-	-
Other doctoral degree	3	1.7	2	4.0	-	-
Total	174	104.6	48	99.6	48	102.1

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

Table 10. Academic Rank of Faculty

	n	%
Professor	59	6.5
Associate Professor	220	24.3
Assistant Professor	449	49.6
Lecturer	129	14.2
Other	46	5.4
Total	903	100.0

Table 11. Tenure Track Status of Faculty

	n	%
Tenured	74	8.4
Tenure track	109	12.4
Non-tenure track	535	60.9
Tenure not offered at faculty member or director's institution	160	18.2
Total	878	100.0

Table 12. Length of Contract Year of Faculty

	n	%
9 months	13	1.5
10 months	24	2.7
12 months	806	90.4
Other	49	5.5
Total	892	100.0

Table 13. Number of Programs New Faculty Applied, 2013-2014

	n	%
0	5	3.0
1	136	82.4
2	17	10.3
3	6	3.6
4	1	0.6
Total	165	100.0

Table 14. Immediate Past Employment of New Faculty

	n	%
Clinical practice (including precepting)	77	46.1
Clinical practice (no precepting)	45	26.9
PA education	21	12.6
Other educational program (non-PA)	11	6.6
Previously worked part-time at the current institution/program	2	1.2
Other type of employment	11	6.6
Total	167	100.0

Table 15. Importance of Factors Influencing Decision to Work at Current Program

	Important		Neutral		Unimportant		Not Applicable	
	n	%	n	%	n	%	n	%
Calling to education	711	93.3	37	4.9	8	1.0	6	0.8
Program location	672	88.2	69	9.1	17	2.2	4	0.5
Work-life balance	673	88.1	67	8.8	17	2.2	7	0.9
Program reputation	634	83.0	101	13.2	22	2.9	7	0.9
Fringe benefits	621	81.2	114	14.9	22	2.9	8	1.0
Faculty reputation	566	74.0	149	19.5	36	4.7	14	1.8
Income	553	72.7	153	20.1	47	6.2	8	1.1
Clinical work arrangement	485	64.0	128	16.9	66	8.7	79	10.4
Tuition waivers for dependents	293	38.5	198	26.1	143	18.8	126	16.6
Research opportunities	174	22.8	306	40.0	243	31.8	42	5.5
Tenure availability	130	18.1	274	35.9	253	33.1	107	14.0

Note: Excludes medical directors.

Table 16. Total Number of Programs Faculty Have Previously Worked

	n	%
1	646	80.0
2	114	14.1
3	32	4.0
4	7	0.9
5	5	0.6
6	2	0.2
7	1	0.1
Total	807	100.0

PROGRAM POSITION

Table 17. Primary Position of Faculty

	n	%
Academic Coordinator	93	10.3
Admissions Director/Coordinator	11	1.2
Associate/Assistant Director	63	7.0
Clinical Coordinator	100	11.1
Clinical Faculty	35	3.9
Data Analyst	1	0.1
Dean or Associate/Assistant Dean	5	0.6
Didactic Faculty	263	29.2
Director of Clinical Education	34	3.8
Division Chief/Head/Department Chair	21	2.3
Evaluation Specialist	3	0.3
Faculty with combined didactic and clinical responsibilities	75	8.3
Medical Director	49	5.4
Program Director	107	11.9
Research Coordinator/Researcher	13	1.4
Other	27	3.0
Total	900	100.0

Table 18. Secondary Position of Faculty

Secondary Position Held	n	%
No	625	69.4
Yes	276	30.6
Total	901	100.0

Secondary Position Title	n	%
Academic Coordinator	28	10.2
Admissions Director/Coordinator	26	9.5
Associate/Assistant Director	10	3.6

Continued

Table 18. Secondary Position of Faculty (cont.)

Secondary Position Title	n	%
Clinical Coordinator	13	4.7
Clinical Faculty	15	5.5
Data Analyst	3	1.1
Dean or Associate/Assistant Dean	4	1.5
Didactic Faculty	51	18.6
Director of Clinical Education	9	3.3
Division Chief/Head/Department Chair	17	6.2
Evaluation Specialist	3	1.1
Faculty with combined didactic and clinical responsibilities	17	6.2
Research Coordinator/Researcher	13	4.8
Technology/Information Specialist	2	0.7
Other	70	25.5
Total	281	100.0

Table 19. Years in Current Position of Faculty**Average Years in Position**

n	891
M	4.40
SD	4.92
Mdn	2.5

Years in Position

	n	%
< 1	169	19.0
1-3	372	41.8
4-7	194	21.9
8-14	103	11.7
15 +	52	5.8
Total	891	100.0

Table 20. FTE of Faculty

	n	M	SD	Mdn
Faculty	740	0.94	0.15	1.0
Program Directors	107	0.99	0.03	1.0

Table 21. Average Weekly Hours Worked by Faculty

	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Faculty	726	44.08	11.93	45.0
Program Directors	104	50.36	9.65	50.0
Medical Directors	44	21.61	19.81	10.0

Note: Hours for faculty and program directors employed at .75 FTE or greater. Hours for medical directors represent only those hours devoted to PA program duties.

Table 22. Percentage of Time Devoted to Areas of Responsibility per Week of Faculty

	Faculty					Program Directors				
	<i>n</i>	<i>M</i> (%)	<i>SD</i> (%)	<i>Mdn</i> (%)	Reporting (%)	<i>n</i>	<i>M</i> (%)	<i>SD</i> (%)	<i>Mdn</i> (%)	Reporting (%)
Teaching	711	44.5	25.10	40.0	94.9	100	20.3	13.95	20.0	98.0
Administrative	634	36.8	25.01	30.0	84.7	101	59.3	18.01	60.0	99.0
Clinical work	407	19.5	15.57	20.0	54.3	46	13.6	7.31	10.0	45.1
Service	455	11.0	7.58	10.0	60.8	82	10.3	5.65	10.0	84.3
Research/ scholarship	415	11.0	9.73	10.0	55.4	71	8.5	4.88	10.0	69.6
Other	68	24.5	22.00	15.0	9.1	3	4.0	1.73	5.0	2.9

Table 23. Clinical Work Among Faculty

	<i>n</i>	%
Practices clinically	578	64.8
Receives release time from program	329	36.9
Practices on own time	128	14.3
Receives release time from program and practices on own time	121	13.6
No clinical work	314	35.2
Total	892	100.0

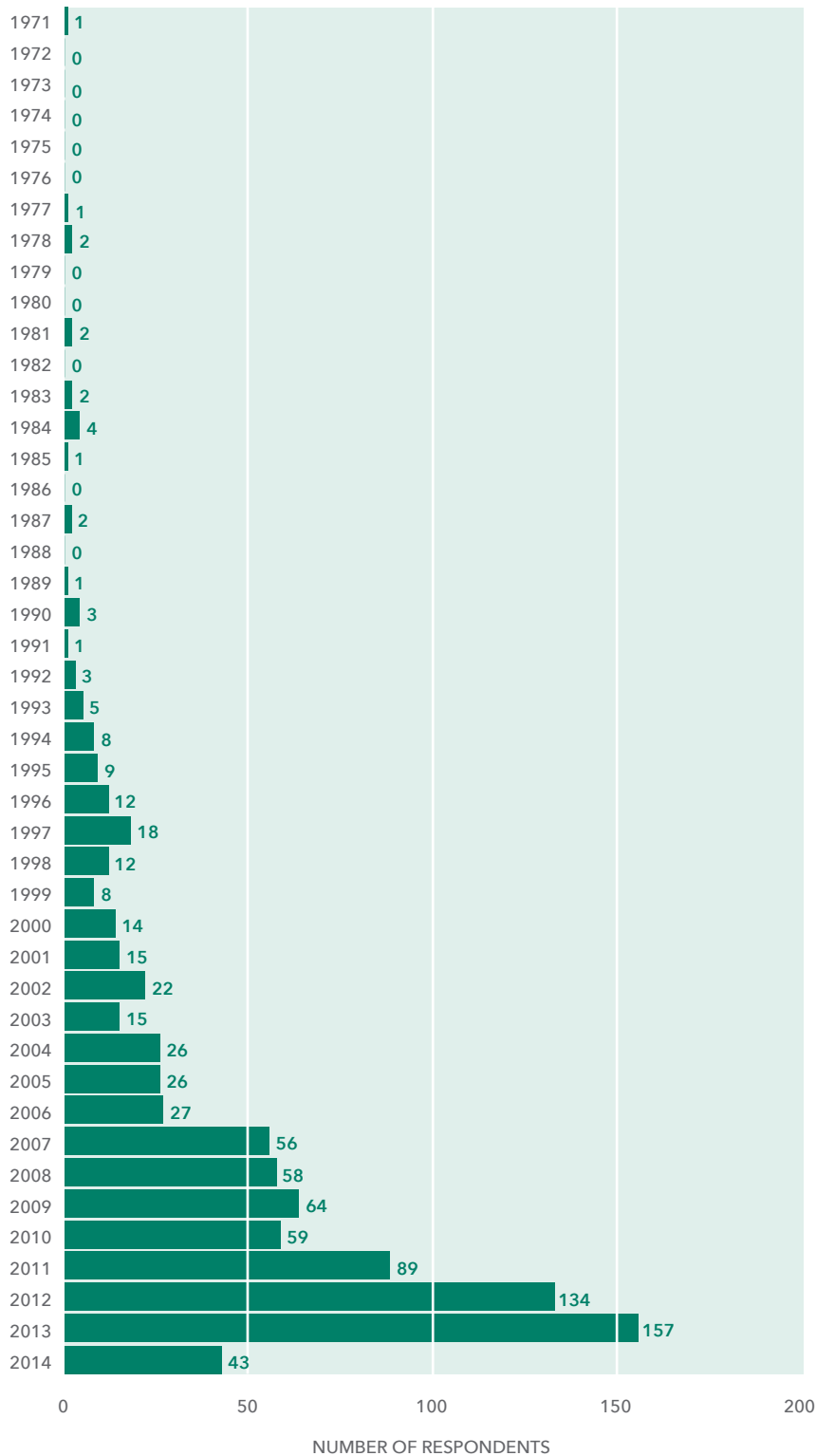


Figure 1. Year Faculty Hired at Current Program

n = 900
 Mdn = 2010
 Range = 1971-2014

MEDICAL DIRECTORS

Table 24. Medical Director FTE

FTE	n	M	SD	Mdn	Reporting (%)
Medical director duties	46	0.39	0.28	0.30	93.9
Other PA program duties	22	0.44	0.28	0.50	44.9
Other institutional duties	12	0.46	0.30	0.40	24.5

Table 25. Medical Director Duties

	n	%
Didactic teaching	42	93.3
Administrative	35	77.8
Committee work	35	77.8
Curriculum development	34	75.6
Admissions	32	71.1
Clinical teaching	30	66.7
Faculty development	19	42.2
Direct patient care	18	40.0
PA-related research	11	24.4
Other research	4	8.9
Other	11	24.4
Total	45	602.2

Table 26. Medical Director Salary Proportions

	n	M	SD	Mdn	Reporting (%)
Salary from the PA program	44	33.52	36.58	17.5	89.8
Salary from the institution	17	42.66	27.52	40.0	34.7
Salary from clinical income	27	53.63	28.74	50.0	55.1
Salary from other sources	10	45.80	39.75	40.0	20.4

Table 27. Medical Director Salary (For Medical Director Duties Only) by Gender

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE	Mdn FTE
All	41	40,927	39,601	8,250	11,500	24,000	65,000	108,200	0.39	
Gender										
Female	11	41,955	40,330	6,400	10,000	20,000	85,000	107,200	0.44	
Male	30	40,550	40,021	9,325	11,750	25,000	47,250	109,500	0.38	

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 28. Medical Director Salaries by Age and Years in Position

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE	Mdn FTE
Age										
30-39	4	NR	NR	NR	NR	NR	NR	NR	0.53	0.50
40-49	7	36,643	46,800	10,000	10,000	20,500	40,000	-	0.32	0.25
50-59	18	44,181	37,797	6,900	11,875	25,000	86,250	105,400	0.42	0.40
60 +	12	43,104	43,716	9,775	16,250	27,000	55,000	138,000	0.35	0.20
Years in Position										
<1	3	NR	NR	NR	NR	NR	NR	NR	0.53	0.50
1-3	17	42,985	37,329	9,850	19,500	25,000	59,000	112,00	0.41	0.40
4-7	10	35,250	34,079	10,000	10,000	18,250	66,250	98,500	0.34	0.25
8-14	7	39,286	37,549	7,000	12,000	20,000	70,000	-	0.39	0.40
15 +	2	NR	NR	NR	NR	NR	NR	NR	0.17	0.10

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." Data were replaced with "NR" when there were fewer than five values in a category for sensitive data fields (e.g., gender, race). Fields that have no data are represented with an en-dash (-).

Table 29. Medical Director Salaries by Rank and Highest Degree Received

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE	Mdn FTE
Rank										
Full Professor	8	35,219	41,859	6,000	9,438	15,500	80,125	-	0.21	0.10
Associate Professor	9	46,556	46,643	10,000	14,500	25,000	75,000	-	0.37	0.40
Assistant Professor	12	48,375	42,388	8,600	12,125	40,000	73,750	130,700	0.34	0.27
Other Rank	12	33,062	32,110	6,300	15,250	21,875	39,500	102,500	0.55	0.50
Highest Degree										
Doctorate Degree	41	40,927	39,600	8,250	11,500	24,000	65,000	108,200	0.39	0.30

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

Table 30. Medical Director Salaries by Sponsoring Institution's Academic Health Center (AHC) Status

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE	Mdn FTE
AHC	18	41,875	42,108	7,800	10,000	22,000	71,250	113,100	0.25	0.20
Non-AHC	23	40,185	38,469	8,200	15,000	25,000	60,000	108,000	0.49	0.50

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 Public Versus Private Distinction

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE	Mdn FTE
Public	20	29,913	35,742	6,100	9,438	14,750	40,000	83,500	0.32	0.20
Private	19	50,408	39,940	15,000	20,000	29,000	90,000	109,000	0.44	0.41

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

Table 32. Medical Director Salaries by US Census Region

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE	Mdn FTE
Northeast	10	59,175	52,204	7,900	21,812	32,500	102,500	149,000	0.57	0.50
Midwest	6	35,542	36,360	9,250	9,813	23,000	58,500	-	0.29	0.25
South	17	32,618	32,848	6,000	10,000	20,000	50,000	102,000	0.35	0.25
West	8	39,813	37,110	8,000	13,750	22,750	73,750	-	0.33	0.25

Note: Salaries for program directors reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE. See Appendix A for US Census Regions.

JOB SATISFACTION

Table 33. Faculty Job Satisfaction

	Satisfied		Neutral		Dissatisfied		Not Applicable	
	n	%	n	%	n	%	n	%
Schedule flexibility	654	86.5	61	8.1	69	5.2	2	0.3
Quality of students	636	84.3	89	11.8	27	3.6	3	0.4
Curriculum	627	83.3	77	10.2	42	5.6	6	0.8
Didactic or clinical teaching environment	618	81.7	80	10.6	46	6.1	13	1.7
Other benefits	616	82.0	74	9.9	54	7.2	7	0.9
Job responsibilities	596	78.8	94	12.4	62	8.2	4	0.5
Support staff	568	75.2	108	14.3	78	10.3	2	0.3
Faculty development opportunities outside of the institution	558	73.7	107	14.1	84	11.1	8	1.1
Student faculty ratio	520	69.1	103	13.7	127	16.8	3	0.4
Program management/leadership	522	69.1	118	15.6	104	13.8	12	1.6
Opportunities for community service	543	71.6	162	21.4	34	4.5	19	2.5
Current academic rank	524	69.9	110	14.7	106	14.1	10	1.3
Teaching workload	496	65.6	126	16.7	115	15.2	19	2.5
Clinical work arrangement	455	60.4	88	11.7	60	8.0	150	19.9
Institutional leadership	420	55.6	179	23.7	152	20.2	4	0.5
Faculty development opportunities within the institution	426	56.2	183	24.1	138	18.2	11	1.5
Salary	421	55.7	146	19.3	187	24.7	2	0.3
Promotion potential	378	49.9	194	25.6	163	21.5	22	2.9
Research opportunities	311	41.0	291	38.4	95	12.5	60	7.9
Tenure requirements	154	20.4	201	26.6	102	13.5	298	39.5

Note: Excludes medical directors

Table 34. Sources and Extent of Stress Among Faculty

	Extensive		Somewhat		Not at all		Not Applicable	
	n	%	n	%	n	%	n	%
Increased workload	259	34.3	354	46.9	138	18.3	4	0.5
Self-imposed high expectations	237	31.4	384	50.9	124	16.4	10	1.3
Institutional procedures and "red tape"	216	28.6	376	49.8	148	19.6	15	2.0
Managing household responsibilities	162	21.4	363	48.0	221	29.2	10	1.3
Lack of personal time	161	21.3	333	44.1	251	33.2	10	1.3

Continued

Table 34. Sources and Extent of Stress Among Faculty (cont.)

	Extensive		Somewhat		Not at all		Not Applicable	
	n	%	n	%	n	%	n	%
Colleagues	152	20.3	389	51.9	204	27.2	5	0.7
Institutional budget cuts	138	18.3	316	41.9	252	33.4	49	6.5
Teaching load	107	14.2	344	45.7	278	37.0	23	3.1
Personal finances	97	12.9	325	43.2	321	42.6	10	1.3
Review/promotion process	91	12.1	318	42.2	300	39.8	45	6.0
Students	87	11.5	468	62.0	192	25.4	8	1.1
Physical health	85	11.3	347	46.0	317	42.0	6	0.8
Child care	76	10.1	171	22.7	244	32.4	262	34.8
Research or publishing demands	77	10.2	281	37.3	305	40.5	91	12.1
Faculty meetings	75	10.0	340	45.2	330	43.9	7	0.9
Underprepared students	75	10.0	339	45.0	315	41.8	24	3.2
Committee work	61	8.1	367	48.7	299	39.7	26	3.5
Subtle discrimination	56	7.4	150	19.9	514	68.3	33	4.4
Job security	44	5.8	182	24.1	511	67.6	19	2.5

Note: Excludes medical directors.

Table 35. Job Trends Among Faculty

During the past two years, have you:	Yes		No	
	n	%	n	%
Received at least one job offer elsewhere	360	47.7	395	52.3
Considered leaving academia for another job	332	44.0	422	56.0
Engaged in public service or professional consulting without pay	318	42.1	437	57.9
Considered leaving your current institution for another institution	274	36.3	481	63.7
Sought an early promotion	360	47.7	395	52.3

Note: Excludes medical directors.

Table 36. Professional Development Opportunities Taken Advantage of in the Past Two Years by Faculty

	Yes		No		Not Eligible		Not Applicable	
	n	%	n	%	n	%	n	%
Travel funds paid by the institution	617	81.9	84	11.2	11	1.5	41	5.4
Incentives to integrate new technology into the classroom	418	55.7	158	21.0	40	5.3	135	18.0
Paid workshops outside the institution focused on teaching	322	42.7	317	42.0	28	3.7	87	11.5
Incentives to develop new courses	254	33.7	194	25.7	65	8.6	241	32.0
Training for administrative leadership	183	24.2	385	51.0	55	7.3	132	17.5
Internal grants for research	106	14.1	435	57.8	44	5.8	168	22.3
Paid sabbatical leave	9	1.2	404	53.8	182	24.2	156	20.8

Note: Excludes medical directors.

Table 37. Publications within PA Academic and Entire Academic Careers of Faculty

	PA Academic Career					Full Academic Career				
	n	M	SD	Mdn	Reporting (%)	n	M	SD	Mdn	Reporting (%)
Articles in academic or professional journals/ periodicals (non-peer reviewed)	110	5.81	11.10	2.0	19.3	118	6.99	20.43	2.0	15.4
Articles in academic or professional journals (peer reviewed)	287	5.62	7.90	3.0	37.5	308	7.66	11.98	3.0	40.2
Abstracts	160	5.11	7.17	2.5	20.9	173	7.92	13.79	3.0	22.6
Posters	259	4.79	5.33	3.0	33.8	271	6.54	10.91	3.0	35.4
Chapters in edited volumes	145	3.59	12.62	2.0	18.9	148	2.93	3.66	2.0	19.3
Other, such as patents or computer software products	36	2.64	2.90	1.0	4.7	39	4.33	7.73	2.0	5.1
Books, manuals, or monographs	69	2.22	1.94	1.0	9.0	82	2.78	3.43	2.0	10.7
Total	432	11.76	20.28	5.0	56.4	446	16.05	32.31	6.0	58.2

Note: "PA academic career" and "full academic career" may not be mutually exclusive categories. Excludes medical directors.

Table 38. Publications in the Past Two Years of Faculty

	n	M	SD	Mdn	Reporting (%)
Accepted for publication	171	2.41	2.63	1.0	22.3
Published	211	2.55	2.64	2.0	27.5
Total	270	3.55	4.29	2.0	35.3

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

Table 39. Volunteer Hours per Month of Faculty

	n	M	SD	Mdn	Reporting (%)
Community service	462	10.27	14.31	5.0	60.3
Professional association/organization	322	8.78	11.59	6.0	42.0
Other volunteer service	19	14.90	11.63	10.0	2.5
Total	557	14.11	17.45	10.0	72.7

Note: Excludes medical directors.

Table 40. Other Health Professions Educated by PA Faculty and Program Directors

	n	%
Medicine (MD or DO)	157	51.6
Advanced practice nursing	82	27.0
Pharmacy	68	22.4
Physical therapy	73	24.0
General nursing	64	21.1
MPH or other medical Master's Degree	34	11.2
Occupational therapy	27	8.9
Emergency medicine	14	4.6
Dental education (including dentistry and dental hygiene)	11	3.6
Athletic training	9	3.0
Social work	6	2.0
Other	86	28.6
No response	9	2.9
Total	304	-

Note: 37.7% of faculty and program directors (n=313) reported being involved in the education of other health professionals. Respondents were able to select multiple answer choices, thus, total does not equal 100%.

FACULTY AND PROGRAM DIRECTOR SALARIES

Of the 921 responding faculty and directors, 115 (12.5%) did not provide any salary data. Salaries for faculty and program directors employed at less than .75 FTE were excluded from analysis and salaries less than \$50,000 were coded as missing (excluding medical director salaries). Salaries were not adjusted to 1.0 FTE. Salaries for medical directors represent only that salary derived from PA program duties. Salaries were not adjusted to 1.0 FTE, and one outlier was excluded from analysis as an extreme value. Responding faculty and directors who provided salary data included in the analysis represented 173 PA programs.

Table 41. Faculty and Program Director Salaries

	n	M (\$)	SD (\$)	Mdn (\$)	Reporting (%)
Base salary for PA program duties (excluding fringe benefits)	779	90,380	22,689	89,000	84.6
Other salary (e.g., administrative stipend)	174	11,026	11,446	6,500	18.9
Teaching and other contributions at the same institution, but not the PA program	64	13,317	18,468	6,000	6.9
Total	780	93,817	24,449	91,150	84.7

Note: Outliers were not excluded for the subcategories of faculty salaries; however, they were excluded for the "total" salary.

Table 42. Faculty Salaries by Gender, Race, and Ethnicity

	n	M (\$)	SD (\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
All Faculty	612	92,775	17,414	74,000	82,000	90,000	100,000	115,000	0.99
Gender									
Male	214	96,582	18,012	77,500	86,000	93,000	105,000	120,000	0.99
Female	388	90,777	16,695	72,000	80,000	87,500	98,000	110,100	0.99
Do not wish to report	10	88,800	19,719	70,200	74,250	82,000	99,500	130,700	0.98

Continued

Table 42. Faculty Salaries by Gender, Race, and Ethnicity

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
Race									
White	524	92,856	17,734	72,000	82,000	90,000	100,000	115,000	0.99
Black or African American	31	94,285	16,526	75,400	83,450	90,000	100,000	127,000	0.99
Asian	11	94,409	10,220	79,300	87,000	92,000	103,000	110,000	1.00
Multi-racial	12	86,875	8,433	76,460	80,000	85,000	95,674	100,100	0.96
Other	8	97,125	24,427	68,000	81,750	92,500	103,750	-	0.95
Do not wish to report	24	91,117	15,235	73,000	80,750	88,403	95,000	117,400	0.98
Ethnicity									
Hispanic	24	91,760	16,488	69,000	80,500	90,848	101,938	113,500	0.97
Non-Hispanic	563	92,928	17,544	74,000	82,000	90,000	100,000	115,000	0.99
Do not wish to report	23	89,435	14,892	72,800	78,000	88,800	95,000	112,200	0.97

Note: "Other" race includes "Native Hawaiian or Pacific Islander" and "American Indian or Alaskan Native". Salaries for faculty members reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

Table 43. Program Director Salaries by Gender and Race

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
All	100	124,570	22,896	96,400	105,250	122,000	139,962	155,000	0.99
Gender									
Female	56	122,738	22,973	95,000	105,000	119,500	137,573	160,000	0.99
Male	44	126,902	22,847	100,500	110,000	125,000	144,750	155,000	0.99
Race									
White	83	124,165	23,771	95,400	105,000	120,000	140,000	158,000	0.99
Black or African American	8	124,684	23,674	101,000	102,750	119,737	149,000	-	0.99
Other	9	97,733	22,668	64,200	87,000	96,000	110,000	135,400	1.00

Note: Other race also includes "Native Hawaiian or Pacific Islander," "American Indian or Alaskan Native," "Asian," "Multi-racial," and "Do not wish to report." Salaries for program directors reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE. Program directors salaries by ethnicity were not reported, as too few program directors reported their ethnicity as "Hispanic, Latino, or Spanish in Origin" or "Do not wish to report."

Table 44. Faculty Salaries by Age and Years in Position

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
Age									
< 30	19	81,211	7,386	68,000	79,500	80,000	85,000	92,000	1.00
30-39	175	85,161	12,166	71,000	77,000	85,000	92,000	100,000	0.98
40-49	149	94,386	16,235	76,000	84,698	94,000	101,500	113,000	0.99
50-59	160	96,036	17,968	77,100	85,000	93,475	103,000	124,046	0.99
60 +	92	101,578	21,467	77,900	87,625	96,500	114,816	130,700	0.98
Years in Position									
< 1	141	85,625	18,817	64,200	75,750	86,000	95,000	109,000	0.98
1-3	276	89,996	19,852	70,000	80,000	90,000	100,000	110,000	0.99
4-7	139	89,696	22,657	67,600	80,000	90,000	99,000	120,000	0.99
8-14	65	94,044	20,495	73,000	83,000	95,000	105,000	116,400	0.99
15 +	40	101,715	23,459	74,750	87,000	99,592	116,691	134,900	0.99

Note: Salaries for faculty members reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

Table 45. Program Director Salaries by Age and Years in Position

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
Age									
30-39	12	108,542	16,231	81,000	96,700	109,500	120,625	132,800	0.98
40-49	28	124,325	18,434	99,600	107,250	125,000	138,750	150,000	0.99
50-59	40	125,782	23,447	96,600	108,668	120,500	139,962	160,000	1.00
60 +	15	136,073	28,417	96,000	110,000	134,000	155,000	175,600	0.99
Years in Position									
< 1	17	124,000	24,772	95,400	104,500	125,000	142,500	160,000	1.00
1-3	41	122,073	20,774	95,200	109,737	120,000	134,500	154,000	1.00
4-7	21	127,978	23,536	96,800	111,500	132,000	144,924	162,600	0.99
8-14	10	109,711	12,885	91,000	100,000	106,580	119,000	132,530	1.00
15 +	5	159,920	16,919	140,000	141,750	167,000	174,550	-	0.96

Note: Salaries for faculty members reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE. There were no cases of program directors reporting their age as "below 30."

Table 46. Faculty Salaries by Rank and Highest Degree Received

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
Rank									
Full Professor	22	117,962	22,335	79,400	94,406	114,500	134,250	153,100	1.00
Associate Professor	136	99,842	18,374	79,709	89,250	97,000	110,000	128,720	0.99
Assistant Professor	343	90,163	15,217	72,008	80,000	88,000	97,000	105,600	0.99
Lecturer or Instructor	74	85,760	13,274	69,850	77,750	85,000	94,000	100,000	0.96
Other Rank	37	90,063	16,811	73,600	77,500	86,000	92,800	124,997	0.99
Highest Degree									
Doctorate Degree	146	100,379	21,101	76,400	85,950	96,850	111,250	131,000	0.99
Master's Degree	441	89,927	14,565	73,200	80,000	88,000	97,250	108,000	0.99
Bachelor's Degree	17	94,135	22,457	69,040	79,500	90,000	100,000	137,600	0.98
Other Degree	5	97,400	23,320	72,000	76,000	95,000	120,000	-	1.00

Note: Salaries for faculty members reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

Table 47. Program Director Salaries by Rank and Highest Degree Received

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
Rank									
Full Professor	11	142,055	21,935	112,000	122,000	143,500	165,000	172,680	1.00
Associate Professor	46	124,335	23,686	95,500	104,369	122,500	141,500	155,000	0.99
Assistant Professor	40	122,829	21,023	96,500	108,550	119,500	133,500	150,000	1.00
Other Rank	5	110,100	15,915	95,000	98,500	104,000	124,750	-	1.00
Highest Degree									
Doctorate Degree	45	126,489	22,593	98,000	110,000	125,000	144,000	157,000	0.99
Master's Degree	54	122,687	23,285	96,000	104,119	120,000	134,250	157,500	1.00

Note: Program directors whose academic ranks are "lecturer or instructor" were fewer than five cases and included in "other" rank. Program directors with "baccalaureate" degrees had fewer than five cases, thus not reported. Salaries for program directors reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

Table 48. Faculty Salaries by PA and Tenure Status

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
Tenure Status									
Tenured	45	105,654	19,678	80,600	94,225	105,000	122,000	134,000	1.00
Tenure Track	85	88,503	18,131	70,000	74,750	85,000	99,500	110,000	0.99
Non-Tenure Track	357	93,232	17,134	75,000	83,000	90,500	100,000	113,000	0.99
Tenure Not Offered	110	90,212	14,287	75,000	82,000	88,500	95,700	110,000	0.98
PA Status									
PA	533	92,598	17,065	74,000	82,000	90,000	100,000	113,600	0.99
Non-PA	79	93,969	19,684	71,000	81,000	92,000	103,000	120,000	0.99

Note: Salaries for faculty members reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

Table 49. Program Director Salaries by PA and Tenure Status

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
Tenure Status									
Tenured	15	136,287	21,218	102,400	120,000	133,700	153,000	169,840	0.99
Tenure Track	14	126,879	26,640	82,500	111,000	132,000	144,000	162,150	0.97
Non-Tenure Track	54	124,550	22,843	101,500	107,800	118,000	135,691	160,000	1.00
Tenure Not Offered	16	112,918	16,296	92,100	97,250	110,500	128,750	137,154	1.00
PA Status									
PA	91	124,989	22,584	96,800	105,000	123,000	139,848	155,000	1.00
Non-PA	8	116,625	26,257	75,000	101,500	113,000	138,500	-	0.98

Note: Salaries for program directors reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

Table 50. Faculty Salaries by Primary Position

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
Academic Coordinator	82	92,498	15,731	73,400	84,750	90,000	101,250	109,400	0.99
Admissions Director/ Coordinator	10	94,325	9,829	85,050	85,875	89,250	103,750	109,600	1.00
Associate/Assistant Director	53	102,111	16,637	84,400	90,250	100,400	113,500	122,400	0.99
Clinical Coordinator	88	88,456	14,859	72,018	80,050	87,000	96,000	104,400	0.99
Clinical Faculty	29	86,873	12,517	69,300	80,000	87,000	95,000	103,000	0.99
Didactic Faculty	213	88,762	15,058	72,000	80,000	87,000	95,800	104,600	0.99
Director of Clinical Education	30	94,434	15,496	78,103	84,375	93,500	100,000	105,000	0.99
Division Chief/Head/ Department Chair	16	131,674	16,169	109,700	114,848	132,500	144,488	153,500	1.00
Faculty with didactic and clinical responsibilities	54	89,233	14,638	72,000	79,500	90,000	97,250	109,000	0.98

Continued

Table 50. Faculty Salaries by Primary Position (cont.)

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
Program Director	95	124,842	23,102	98,400	106,000	122,000	140,000	157,000	0.99
Research Coordinator/Researcher	11	96,909	18,404	74,000	83,000	93,000	105,000	132,800	0.98
Other position	21	97,985	25,959	70,000	81,250	91,000	111,500	138,470	0.98

Note: Salaries for faculty members reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE. "Other" includes Data Analyst, Dean, and Evaluation Specialist along with write in responses.

Table 51. Faculty Salaries by Sponsoring Institution's Academic Health Center (AHC) Status

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
AHC	257	94,252	17,776	74,400	82,491	92,371	100,000	115,451	0.98
Non-AHC	355	91,705	17,092	72,000	82,000	89,000	100,000	114,400	0.99

Note: Salaries for faculty members reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

Table 52. Program Director Salaries by Sponsoring Institution's Academic Health Center (AHC) Status

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
AHC	34	127,088	20,425	99,000	109,868	128,000	142,375	152,500	0.99
Non-AHC	66	123,273	24,116	95,700	104,790	117,000	135,500	161,500	1.00

Note: Salaries for program directors reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

Table 53. Faculty Salaries by Sponsoring Institution's Public Versus Private Distinction

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
Public	208	93,358	17,917	72,000	80,250	92,000	100,755	113,126	0.99
Private	381	92,343	17,271	74,100	82,000	90,000	100,000	115,000	0.99

Note: Salaries for program directors reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

Table 54. Program Director Salaries by Sponsoring Institution's Public Versus Private Distinction

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
Public	29	125,267	19,631	102,000	107,500	125,000	140,000	150,000	0.99
Private	70	124,275	24,402	95,000	105,000	121,000	140,761	160,000	1.00

Note: Salaries for program directors reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

Table 55. Faculty Salaries by US Census Region

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
Northeast	162	92,064	17,344	71,000	80,000	90,000	100,500	117,720	0.99
Midwest	138	91,514	16,889	72,000	80,000	88,500	98,543	110,400	0.98
South	221	93,818	17,455	75,000	84,037	92,000	100,010	115,000	0.99
West	92	93,407	18,295	73,064	84,000	90,000	97,250	115,000	0.99

Note: Salaries for faculty members reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE. See Appendix A for US Census Regions.

Table 56. Program Director Salaries by US Census Region

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
Northeast	32	131,254	25,012	101,900	109,855	130,000	154,500	172,110	0.99
Midwest	26	119,945	24,844	87,600	102,557	118,000	139,323	151,500	0.99
South	30	121,715	18,302	101,100	109,750	122,000	132,750	143,950	1.00
West	12	123,583	21,583	93,600	102,500	131,000	136,500	157,454	1.00

Note: Salaries for program directors reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE. See Appendix A for US Census Regions.

Table 57. Faculty Salaries by Decade Program's First Class Enrolled

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
1960's	43	92,812	21,870	70,000	77,000	90,000	100,000	115,600	0.97
1970's	153	92,881	16,125	72,000	81,250	92,000	101,000	114,706	0.99
1980's	6	NR	NR	NR	NR	NR	NR	NR	0.83
1990's	226	90,424	17,021	70,700	80,000	87,000	97,000	115,000	0.99
2000's	98	93,213	16,357	80,000	84,200	90,000	96,000	108,680	0.99
2010's	86	97,610	18,576	78,000	85,600	96,000	103,000	120,000	0.99

Note: Salaries for faculty members reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE. Data were replaced with "NR" when there were fewer than five values in a category for sensitive data fields (e.g., gender, race). Fields that have no data are represented with a dash (-).

Table 58. Program Director Salaries by Decade Program's First Class Enrolled

	n	M(\$)	SD(\$)	P10 (\$)	P25 (\$)	P50 (\$) (Mdn)	P75 (\$)	P90 (\$)	M FTE
1960's	3	NR	NR	NR	NR	NR	NR	NR	1.00
1970's	19	132,001	24,901	101,000	110,000	134,000	150,000	167,000	0.99
1980's	1	NR	NR	NR	NR	NR	NR	NR	1.00
1990's	38	120,102	23,804	95,000	103,056	113,000	134,750	156,000	1.00
2000's	19	116,773	18,077	90,000	105,000	116,838	130,000	144,000	1.00
2010's	20	134,600	20,539	113,050	120,000	129,500	148,750	174,850	0.99

Note: Salaries for program directors reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE. Data were replaced with "NR" when there were fewer than five values in a category for sensitive data fields (e.g., gender, race). Fields that have no data are represented with a dash (-).

Table 59. Faculty Salaries by Program's First-Year Class Enrollment

	n	M(\$)	SD(\$)	P10(\$)	P25(\$)	P50(\$) (Mdn)	P75(\$)	P90(\$)	M FTE
0-25	61	96,099	20,193	73,200	84,333	90,000	105,500	126,499	0.99
26-50	297	91,360	15,544	74,000	81,000	90,000	98,408	110,000	0.98
51-75	169	91,879	18,088	71,000	80,000	89,000	100,700	115,000	0.99
76-100	62	95,198	18,156	72,250	86,000	92,000	102,250	126,100	0.98
101-125	0	-	-	-	-	-	-	-	-
> 125	23	102,278	21,722	89,400	90,000	94,900	106,000	146,200	0.97

Note: Salaries for faculty members reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE.

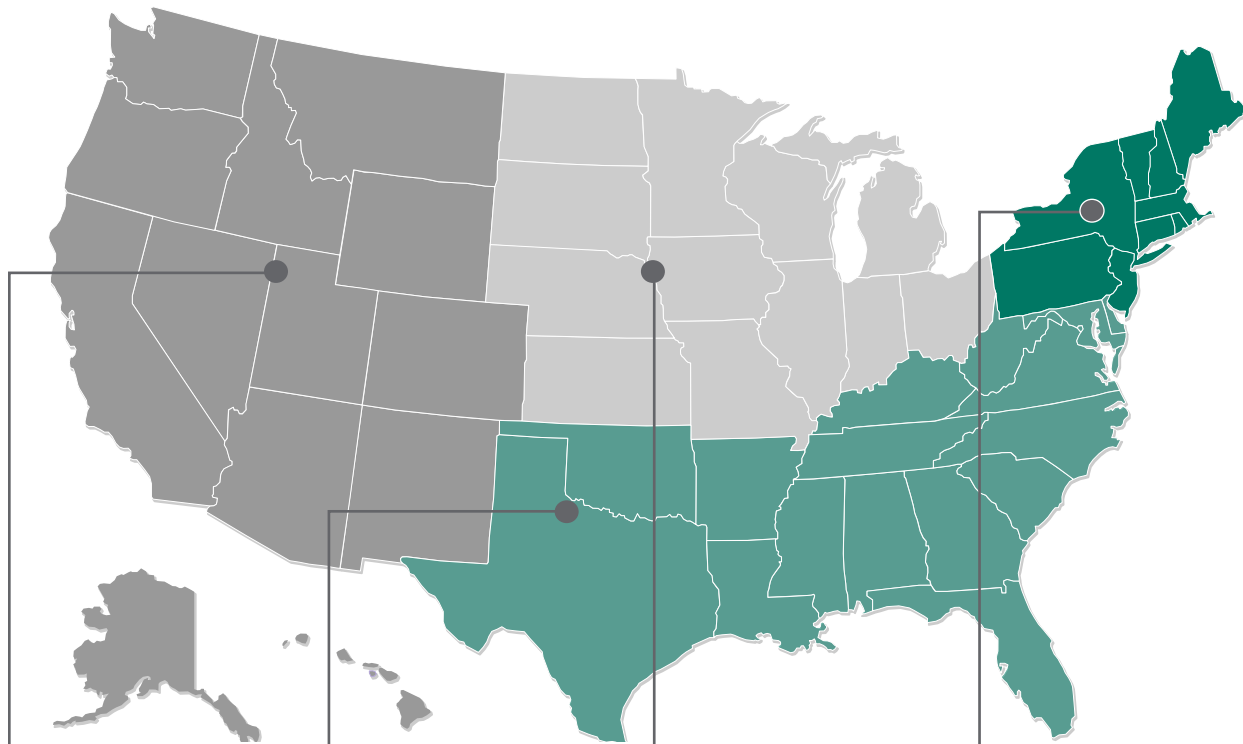
Table 60. Program Director Salaries by Program's First-Year Class Enrollment

	n	M(\$)	SD(\$)	P10(\$)	P25(\$)	P50(\$) (Mdn)	P75(\$)	P90(\$)	M FTE
0-25	17	120,024	19,572	101,500	105,000	113,500	129,500	145,600	0.99
26-50	56	125,278	24,488	95,000	105,850	121,000	144,625	160,000	0.99
51-75	18	124,944	20,401	102,600	110,000	135,500	135,500	156,930	1.00
76-100	5	129,000	32,458	96,000	98,500	129,000	159,500	-	1.00
101-125	0	-	-	-	-	-	-	-	-
>125	4	NR	NR	NR	NR	NR	NR	NR	1.00

Note: Salaries for program directors reporting an FTE of less than .75 were excluded from analysis. Salaries were not converted to 1.0 FTE. Data were replaced with "NR" when there were fewer than five values in a category for sensitive data fields (e.g., gender, race). Fields that have no data are represented with a dash (-).

APPENDIX A

US 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