



Information Update

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Physician Assistant Income:

Changes in Total Inflation-Adjusted Income from Primary Employer

1997-1998, 1998-1999, 1999-2000, 2000-2001, 2001-2002

Overview

Results of the 2002 AAPA Physician Assistant Census Survey indicate that the mean total income from primary employer for clinically practicing PAs working full-time (32 or more hours per week) was \$72,241 (standard deviation \$17,738); the median was \$69,567. The mean total income in 2001 was \$71,046. Hence the mean income for full-time clinically practicing PAs only increased 1.7 percent between 2001 and 2002. Such a comparison, while valid, is neither particularly meaningful nor helpful to the PAs who undergo yearly evaluations or who are considering a job change. In fact the utility of these statistics for comparative purposes is very limited in that they are confounded by differences in the environmental circumstances, such as the economy at the time of the survey and differences in the composition of the population of respondents for each survey in terms of such income-relevant characteristics as specialty, work experience, and geographic location.

Measurement of the change in the incomes reported by the same people for two time periods provides a superior basis for comparison because it accounts for the complete constellation of static and dynamic characteristics of the respondents and permits statistical control of inflation. In effect such a measurement offers an answer to the question of how much PAs earn in terms of the relative change in inflation-adjusted income over time.

This report presents the change in inflation-adjusted income over the past six years using data reported by individuals who responded to the AAPA PA Annual Census survey for two consecutive years. In other words, we examined data reported by full-time, clinically practicing PAs who responded in 1997 and 1998; 1998 and 1999; 1999 and 2000; 2000 and 2001; and 2001 and 2002. We were able to identify five cohorts of PAs (one cohort for each pair of years) who reported income, specialty, number of years as a PA, and the geographic location of their employment on both surveys. Thus, we are able to analyze the inflation-adjusted change in income for two types of PAs: those who did not change their type of job and those who did change their type of job.

Methodology

As mentioned above, the income data analyzed for this report were collected on the 1997, 1998, 1999, 2000, 2001, and 2002 AAPA Physician Assistant Census surveys. Preliminary to performing any analyses, we adjusted the income data for inflation. The inflation figures used are shown in the table below. These figures reflect the Bureau of Labor Statistics' measurements of the Consumer Price Index for a 12-month period ending in September of 1998, 1999, 2000, 2001, and 2002.

1997-1998	1998-1999	1999-2000	2000-2001	2001-2002
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Inflation Rate	1.2%	2.6%	3.5%	2.6%	1.5%
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Before performing any analyses, we also removed the following types of respondents:

- Those who reported working less than 32 hours per week as PAs
- Those who reported being self-employed as PAs
- Those who had not graduated in time to participate in the two surveys associated with each time period

We also examined the comparability of the PAs who responded in consecutive years and those who responded in either of the two years with regard to a select set of personal and practice characteristics. The personal characteristics examined included age, race, and sex; the practice characteristics examined included specialty, employer type, and number of hours worked per week. We did not observe a consistent pattern of statistically significant differences ($p \leq .01$) between the groups of PAs who participated in consecutive surveys and the groups of PAs who responded to only one survey with respect to age, sex, specialty, or hours worked.

However, we did consistently observe statistically significant differences for several other variables. Generally speaking, these differences suggested that the groups of PAs who responded to both surveys included:

1. approximately four percent more white PAs (e.g., 92% v. 88%)
2. approximately four percent more PAs employed by group practice (e.g., 41% v. 37%)
3. approximately four percent more PAs working in a solo specialty group practice (e.g., 18% v. 14%)

While these differences are statistically significant, they are relatively small and not likely to substantially affect income levels. Consequently, we proceeded to calculate the change in total inflation-adjusted income from the primary employer reported by each PA who responded to two consecutive surveys for each of the five distinct time periods: 1997-1998, 1998-1999, 1999-2000, 2000-2001, and 2001-2002. We posit that there is little risk in generalizing these findings to encompass all of the PAs who were in practice during the time periods considered.

Our first examination focused on data for PAs who did not change their type of job, defined by specialty, employer type, or the geographic area of their work setting. In particular, we examined the contributions of the two most important factors of PA income: specialty and years of experience. Our second set of analyses focused on PAs who changed their type of job in terms of specialty, employer type, or both, but did not change the geographic area of their work setting.

Results

As shown in Table 1, the mean percent change in total income adjusted for inflation for each of the five time periods is positive for those PAs who *did not* change specialty, employer type, or geographic area of their work setting.

Table 1. Mean Percent Change in Total Inflation-Adjusted Income for PAs Who Did Not Change Specialty, Employer Type, or Geographic Area, 1997-1998, 1998-1999, 1999-2000, 2000-2001, and 2001-2002

	1997-1998	1998-1999	1999-2000	2000-2001	2001-2002
Respondents	3369	3390	3788	3922	4128
Percent Change	2%	4%	1%	3%	3%

Specialty

As shown in Table 2, the mean percent changes in total inflation-adjusted income for the groups of PAs who work in different specialties, but did not change specialty, employer type, or geographic location for the observed time period provide a somewhat inconsistent picture. For example, the changes experienced by the PAs in emergency medicine were slightly less than the mean in 1997-98, slightly more than the mean in 1998-99, equal to the mean in 1999-00, slightly less than the mean in 2000-01, and equal again in 2001-02. However, most changes in inflation-adjusted income experienced by the PAs in all specialties were within one percentage point of the mean for the associated time period.

Table 2. Mean Percent Change in Total Inflation-Adjusted Income from Primary Employer for PAs Who Did Not Change Specialty, Employer Type, or Geographic Area by General Field of Primary Specialty, 1997-1998, 1998-1999, 1999-2000, 2000-2001, and 2001-2002

	N	97-98	N	98-99	N	99-00	N	00-01	N	01-02
Total	3369	2%	3390	4%	3788	1%	3922	3%	4128	3%
Family/General Medicine	1159	2%	1211	4%	1383	0%	1363	3%	1399	3%
General Internal Medicine	292	1%	293	4%	296	-1%	315	2%	346	2%
Emergency Medicine	283	1%	275	5%	289	1%	282	2%	329	3%
General Pediatrics	81	0%	92	3%	98	-2%	85	5%	109	3%
General Surgery	124	2%	109	5%	113	0%	117	1%	103	3%
Internal Medicine	256	2%	271	5%	315	1%	351	2%	386	4%
Subspecialties										
Pediatric Subspecialties	54	1%	52	2%	58	0%	67	1%	59	3%
Surgical Subspecialties	733	2%	769	4%	782	2%	842	4%	903	3%
Ob/Gyn	95	-1%	83	5%	83	0%	94	2%	96	6%
Industrial/Occupational Medicine	90	3%	58	3%	126	0%	135	1%	120	3%
Other	202	2%	177	4%	245	1%	271	4%	278	5%

Experience

As shown in Table 3, of the PAs who did not change specialty, employer type, or geographic area, those with more years of experience were associated with relatively smaller changes in income for each time period.

Table 3. Mean Percent Change in Total Inflation-Adjusted Income from Primary Employer for PAs Who Did Not Change Specialty, Employer Type, or Geographic Area by Years in Clinical Practice as a PA for 1997-1998, 1998-1999, 1999-2000, 2000-2001, and 2001-2002

	N	97-98	N	98-99	N	99-00	N	00-01	N	01-02
Total	3351	2%	3369	4%	3773	1%	3902	3%	4115	3%
1 to 3 Years	370	4%	476	6%	398	2%	667	5%	740	6%
4 to 6 Years	615	3%	623	5%	832	2%	829	4%	926	3%
7 to 9 Years	397	1%	385	3%	496	1%	406	2%	437	3%
10 to 14 Years	628	1%	516	4%	496	0%	496	3%	492	3%
15 Years or More	1341	1%	1369	4%	1551	0%	1504	2%	1520	2%

Changing Type of Specialty and/or Type of Employer

Since data about both specialty and employer type involve too many classifications to examine all possible types of changes, we created two new variables for analyzing the effects of changing employers and/or changing specialty on total inflation-

adjusted income. One variable represented transitions regarding primary care¹ specialties and the other represented transitions regarding hospital employment. The primary care variable allowed us to classify PAs into the following four categories for each time period:

- 1) Those who continued to work in a primary care specialty
- 2) Those who continued to work in a non-primary care specialty
- 3) Those who changed from a primary care specialty to a non-primary care specialty
- 4) Those who changed from a non-primary care specialty to a primary care specialty

The hospital employment variable allowed us to classify PAs into the following four categories for each time period:

1. Those who continued to work for a hospital
2. Those who continued to work for a non-hospital each time period
3. Those who changed from a hospital to a non-hospital each time period
4. Those who changed from a non-hospital to a hospital each time period

The following ten tables present the mean percent change in total inflation-adjusted income in regards to years of experience, primary care transitions and hospital employment transitions for each time period. As too few PAs in each cohort changed geographic location of their work setting, the tables represent only PAs who stayed in the same general geographic area. For this purpose, we defined location in terms of Metropolitan Statistical Areas (MSA) as designated by the US Census Bureau. This classification represents whether the PA worked in an urban area (MSA) or in a rural area (non-MSA).

¹ The specialties considered 'primary care' include: family/general medicine, general internal medicine, general pediatrics, and ob/gyn

Mean Percent Change in Total Inflation-Adjusted Income from Primary Employer for PAs who Remained in the Same Specialty by Years of Experience, Hospital Employment, and Location (MSA/Non-MSA), 1997-1998

	Stayed in Hospital		Stayed in Non-Hospital		Changed from Hospital to Non-Hospital		Changed from Non-Hospital to Hospital		Total	
	N	% Change	N	% Change	N	% Change	N	% Change	N	% Change
Total	1230	2%	3373	1%	268	3%	172	2%	5043	2%
Stayed in Primary Care	326	3%	2018	1%	169	2%	70	2%	2583	2%
Stayed in MSA										
1 to 3 Years	29	6%	203	3%	14	5%	3	*	249	4%
4 to 6 Years	48	6%	278	2%	18	8%	9	3%	353	3%
7 to 9 Years	28	0%	143	2%	7	2%	5	-2%	183	2%
10 to 14 Years	43	2%	231	0%	12	-2%	9	18%	295	1%
15 Years Or Greater	95	2%	525	0%	29	5%	12	-1%	661	0%
Stayed in Non-MSA										
1 to 3 Years	8	9%	86	5%	7	6%	4	*	105	5%
4 to 6 Years	15	9%	116	1%	18	0%	5	9%	154	2%
7 to 9 Years	8	-2%	66	2%	11	-2%	2	*	87	1%
10 to 14 Years	14	-2%	93	2%	10	-2%	4	*	121	1%
15 Years or Greater	38	3%	277	1%	43	-1%	17	-2%	375	1%
Stayed in Non-PC	904	2%	1355	1%	99	5%	102	2%	2460	2%
Stayed in MSA										
1 to 3 Years	85	3%	99	4%	5	11%	5	6%	194	4%
4 to 6 Years	126	3%	202	3%	11	9%	21	0%	360	3%
7 to 9 Years	101	3%	154	1%	12	7%	13	1%	280	2%
10 to 14 Years	183	2%	249	1%	21	5%	14	-5%	467	1%
15 Years Or Greater	315	1%	446	1%	32	3%	34	4%	827	1%
Stayed in Non-MSA										
1 to 3 Years	5	-2%	21	3%	.	.	2	*	28	2%
4 to 6 Years	12	-3%	34	3%	3	*	2	*	51	1%
7 to 9 Years	9	-5%	16	1%	3	*	.	.	28	0%
10 to 14 Years	17	4%	44	0%	4	*	4	*	69	3%
15 Years or Greater	51	0%	90	0%	8	-1%	7	-7%	156	0%

*Figures not reported for categories with less than 5 respondents

Mean Percent Change in Total Inflation-Adjusted Income from Primary Employer for PAs who Remained in the Same Specialty by Years of Experience, Hospital Employment, and Location (MSA/Non-MSA), 1998-1999

	Stayed in Hospital		Stayed in Non-Hospital		Changed from Hospital to Non-Hospital		Changed from Non-Hospital to Hospital		Total	
	N	% Change	N	% Change	N	% Change	N	% Change	N	% Change
Total	1161	5%	3379	5%	182	8%	179	4%	4901	5%
Stayed in Primary Care	324	5%	2063	5%	84	10%	84	3%	2555	5%
Stayed in MSA										
1 to 3 Years	36	12%	230	7%	9	14%	8	1%	283	8%
4 to 6 Years	56	7%	308	4%	18	9%	9	-2%	391	4%
7 to 9 Years	28	3%	135	4%	5	9%	5	4%	173	4%
10 to 14 Years	36	3%	202	4%	5	3%	4	*	247	3%
15 Years Or Greater	87	4%	514	4%	15	24%	20	4%	636	4%
Stayed in Non-MSA										
1 to 3 Years	13	5%	102	8%	5	8%	3	*	123	8%
4 to 6 Years	18	2%	146	7%	6	-3%	10	2%	180	6%
7 to 9 Years	8	-2%	61	6%	2	*	1	*	72	5%
10 to 14 Years	11	5%	79	1%	4	*	7	1%	101	2%
15 Years or Greater	31	2%	286	5%	15	5%	17	8%	349	5%
Stayed in Non-PC	837	5%	1316	4%	98	7%	95	4%	2346	5%
Stayed in MSA										
1 to 3 Years	102	8%	136	6%	20	11%	17	6%	275	7%
4 to 6 Years	110	6%	185	5%	16	7%	16	3%	327	5%
7 to 9 Years	95	3%	139	3%	12	9%	8	4%	254	3%
10 to 14 Years	157	6%	216	4%	6	-4%	16	1%	395	4%
15 Years Or Greater	300	4%	481	3%	32	4%	21	2%	834	4%
Stayed in Non-MSA										
1 to 3 Years	5	2%	15	1%		.	1	*	21	3%
4 to 6 Years	12	14%	35	5%	2	*	3	*	52	8%
7 to 9 Years	9	6%	14	6%		.	3	*	26	5%
10 to 14 Years	12	4%	26	3%	1	*	3	*	42	2%
15 Years or Greater	35	3%	69	6%	9	9%	7	7%	120	6%

*Figures not reported for categories with less than 5 respondents

Mean Percent Change in Total Inflation-Adjusted Income from Primary Employer for PAs who Remained in the Same Specialty by Years of Experience, Hospital Employment, and Location (MSA/Non-MSA), 1999-2000

	Stayed in Hospital		Stayed in Non-Hospital		Changed from Hospital to Non-Hospital		Changed from Non-Hospital to Hospital		Total	
	N	% Change	N	% Change	N	% Change	N	% Change	N	% Change
Total	1241	1%	3523	1%	196	2%	174	1%	5134	1%
Stayed in Primary Care	319	2%	2103	0%	94	1%	91	0%	2607	0%
Stayed in MSA										
1 to 3 Years	27	3%	169	1%	4	*	4	*	204	2%
4 to 6 Years	53	5%	345	0%	17	0%	11	5%	426	1%
7 to 9 Years	35	2%	183	-1%	11	6%	7	-3%	236	0%
10 to 14 Years	30	5%	184	-1%	4	*	4	*	222	0%
15 Years Or Greater	89	0%	520	-1%	14	-4%	18	-2%	641	-1%
Stayed in Non-MSA										
1 to 3 Years	6	10%	89	1%	3	*	5	-5%	103	1%
4 to 6 Years	21	3%	164	1%	15	2%	12	-5%	212	1%
7 to 9 Years	15	-3%	94	0%	5	7%	9	0%	123	0%
10 to 14 Years	7	7%	73	0%	3	*	4	*	87	1%
15 Years or Greater	36	-2%	282	0%	18	-6%	17	-2%	353	-1%
Stayed in Non-PC	922	1%	1420	2%	102	3%	83	3%	2527	2%
Stayed in MSA										
1 to 3 Years	80	5%	129	3%	6	8%	10	4%	225	4%
4 to 6 Years	154	1%	267	2%	26	-1%	17	8%	464	2%
7 to 9 Years	126	0%	128	1%	8	2%	11	5%	273	1%
10 to 14 Years	137	0%	196	2%	16	-5%	7	1%	356	1%
15 Years Or Greater	347	0%	505	1%	30	12%	26	0%	908	1%
Stayed in Non-MSA										
1 to 3 Years	5	0%	22	1%	1	*	2	*	30	2%
4 to 6 Years	16	9%	34	9%	3	*	3	*	56	9%
7 to 9 Years	10	9%	24	7%	2	*	3	*	39	6%
10 to 14 Years	11	-2%	16	2%	.	.	.	.	27	1%
15 Years or Greater	36	0%	99	0%	10	-2%	4	*	149	-1%

*Figures not reported for categories with less than 5 respondents

Mean Percent Change in Total Inflation-Adjusted Income from Primary Employer for PAs who Remained in the Same Specialty by Years of Experience, Hospital Employment, and Location (MSA/Non-MSA), 2000-2001

	Stayed in Hospital		Stayed in Non-Hospital		Changed from Hospital to Non-Hospital		Changed from Non-Hospital to Hospital		Total	
	N	% Change	N	% Change	N	% Change	N	% Change	N	% Change
Total	1230	3%	3666	3%	202	5%	171	5%	5269	3%
Stayed in Primary Care	287	4%	2127	3%	84	4%	74	3%	2572	3%
Stayed in MSA										
1 to 3 Years	32	10%	283	4%	7	7%	5	17%	327	5%
4 to 6 Years	42	3%	344	3%	8	5%	14	8%	408	3%
7 to 9 Years	25	1%	173	1%	13	16%	5	-4%	216	2%
10 to 14 Years	29	1%	159	2%	1	*	6	-4%	195	2%
15 Years Or Greater	87	4%	493	2%	24	-2%	11	0%	615	2%
Stayed in Non-MSA										
1 to 3 Years	6	8%	118	5%	6	6%	5	3%	135	5%
4 to 6 Years	18	11%	159	2%	10	7%	7	3%	194	3%
7 to 9 Years	14	3%	70	3%	4	*	5	3%	93	3%
10 to 14 Years	8	2%	73	2%	2	*	6	9%	89	2%
15 Years or Greater	26	2%	255	2%	9	2%	10	-2%	300	2%
Stayed in Non-PC	943	3%	1539	4%	118	6%	97	7%	2697	4%
Stayed in MSA										
1 to 3 Years	133	5%	246	6%	29	6%	20	18%	428	6%
4 to 6 Years	156	5%	269	6%	24	10%	19	3%	468	6%
7 to 9 Years	79	4%	118	3%	12	4%	6	13%	215	4%
10 to 14 Years	117	3%	204	2%	19	5%	13	4%	353	2%
15 Years Or Greater	367	2%	499	1%	25	4%	23	4%	914	2%
Stayed in Non-MSA										
1 to 3 Years	11	2%	37	7%	2	*	3	*	53	6%
4 to 6 Years	19	4%	37	7%		.	2	*	58	6%
7 to 9 Years	15	-1%	18	2%	3	*	4	*	40	0%
10 to 14 Years	9	4%	16	3%	2	*		.	27	3%
15 Years or Greater	37	-2%	95	2%	2	*	7	2%	141	1%

*Figures not reported for categories with less than 5 respondents

Mean Percent Change in Total Inflation-Adjusted Income from Primary Employer for PAs who Remained in the Same Specialty by Years of Experience, Hospital Employment, and Location (MSA/Non-MSA), 2001-2002

	Stayed in Hospital		Stayed in Non-Hospital		Changed from Hospital to Non-Hospital		Changed from Non-Hospital to Hospital		Total	
	N	% Change	N	% Change	N	% Change	N	% Change	N	% Change
Total	1226	3%	4026	3%	211	7%	188	6%	5651	3%
Stayed in Primary Care	268	3%	2225	3%	76	4%	72	7%	2641	3%
Stayed in MSA										
1 to 3 Years	20	4%	295	7%	9	11%	1	*	325	7%
4 to 6 Years	45	4%	349	2%	9	1%	12	14%	415	2%
7 to 9 Years	23	2%	167	2%	6	13%	7	6%	203	3%
10 to 14 Years	27	3%	162	3%	5	3%	5	2%	199	3%
15 Years Or Greater	93	3%	513	1%	10	4%	13	4%	629	2%
Stayed in Non-MSA										
1 to 3 Years	11	5%	129	6%	2	*	5	15%	147	6%
4 to 6 Years	10	4%	179	3%	11	3%	7	7%	207	3%
7 to 9 Years	10	1%	91	2%	2	*	6	7%	109	3%
10 to 14 Years	8	7%	81	3%	3	*	4	*	96	4%
15 Years or Greater	21	0%	259	1%	19	0%	12	0%	311	1%
Stayed in Non-PC	958	3%	1801	4%	135	9%	116	5%	3010	4%
Stayed in MSA										
1 to 3 Years	154	5%	332	7%	27	13%	34	12%	547	7%
4 to 6 Years	170	4%	373	5%	43	5%	25	4%	611	5%
7 to 9 Years	70	5%	150	5%	9	9%	4	*	233	5%
10 to 14 Years	103	1%	202	2%	14	9%	15	-1%	334	2%
15 Years Or Greater	368	2%	541	1%	26	7%	27	2%	962	1%
Stayed in Non-MSA										
1 to 3 Years	6	1%	44	3%	2	*	2	*	54	3%
4 to 6 Years	16	3%	43	7%	5	9%	5	9%	69	7%
7 to 9 Years	18	1%	17	3%	1	*	1	*	37	2%
10 to 14 Years	11	3%	20	-1%	2	*	.	.	33	2%
15 Years or Greater	42	4%	79	3%	6	14%	3	*	130	4%

*Figures not reported for categories with less than 5 respondents

Mean Percent Change in Total Inflation-Adjusted Income from Primary Employer for PAs who Changed Specialty by Years of Experience, Hospital Employment, and Location (MSA/Non-MSA), 1997-1998

	Stayed in Hospital		Stayed in Non-Hospital		Changed from Hospital to Non-Hospital		Changed from Non-Hospital to Hospital		Total	
	N	% Change	N	% Change	N	% Change	N	% Change	N	% Change
Total	83	5%	251	3%	47	2%	32	6%	413	4%
Changed from PC to Non-PC	31	5%	109	6%	18	9%	18	8%	176	6%
Stayed in MSA										
1 to 3 Years	6	3%	10	13%	1	*	1	*	18	12%
4 to 6 Years	2	*	9	21%	1	*	5	8%	17	17%
7 to 9 Years	1	*	10	-1%	2	*	1	*	14	2%
10 to 14 Years	4	*	23	0%	1	*	.	.	28	1%
15 Yrs Or Greater	16	1%	35	6%	6	1%	3	*	60	4%
Stayed in Non-MSA										
1 to 3 Years	.	.	4	*	.	.	2	*	6	13%
4 to 6 Years	2	*	5	11%	1	*	2	*	10	11%
7 to 9 Years	.	.	1	*	.	.	2	*	3	*
10 to 14 Years	.	.	5	9%	.	.	.	.	5	9%
15 Yrs Or Greater	.	.	7	-1%	6	15%	2	*	15	4%
Changed from Non-PC to PC	52	4%	142	2%	29	-2%	14	4%	237	2%
Stayed in MSA										
1 to 3 Years	2	*	9	6%	2	*	1	*	14	3%
4 to 6 Years	6	10%	24	3%	5	0%	4	*	39	5%
7 to 9 Years	6	10%	8	-5%	1	*	2	*	17	1%
10 to 14 Years	10	4%	18	-1%	6	8%	1	*	35	3%
15 Yrs Or Greater	20	2%	47	-1%	5	-12%	2	*	74	-1%
Stayed in Non-MSA										
1 to 3 Years	1	*	7	10%	2	*	2	*	12	7%
4 to 6 Years	2	*	2	*	3	*	.	.	7	0%
7 to 9 Years	.	.	2	*	1	*	.	.	3	*
10 to 14 Years	.	.	8	3%	.	.	1	*	9	2%
15 Yrs Or Greater	5	8%	17	7%	4	*	1	*	27	5%

*Figures not reported for categories with less than 5 respondents

Mean Percent Change in Total Inflation-Adjusted Income from Primary Employer for PAs who Changed Specialty by Years of Experience, Hospital Employment, and Location (MSA/Non-MSA), 1998-1999

	Stayed in Hospital		Stayed in Non-Hospital		Changed from Hospital to Non-Hospital		Changed from Non-Hospital to Hospital		Total	
	N	% Change	N	% Change	N	% Change	N	% Change	N	% Change
Total	53	11%	187	7%	27	11%	33	14%	300	9%
Changed from PC to Non-PC	31	15%	104	9%	9	25%	20	16%	164	12%
Stayed in MSA										
1 to 3 Years	3	*	15	11%	2	*	4	*	24	18%
4 to 6 Years	5	26%	14	18%	1	*	3	*	23	19%
7 to 9 Years	4	*	10	13%	.	.	2	*	16	16%
10 to 14 Years	6	8%	17	1%	.	.	3	*	26	3%
15 Yrs Or Greater	7	1%	24	5%	2	*	3	*	36	6%
Stayed in Non-MSA										
1 to 3 Years	.	.	1	*	.	.	1	*	2	*
4 to 6 Years	2	*	3	*	1	*	3	*	9	6%
7 to 9 Years	1	*	4	*	.	.	.	.	5	12%
10 to 14 Years	2	*	4	*	.	.	.	.	6	23%
15 Years or Greater	1	*	12	5%	3	*	1	*	17	11%
Changed from Non-PC to PC	22	4%	83	5%	18	4%	13	11%	136	5%
Stayed in MSA										
1 to 3 Years	2	*	7	2%	5	5%	3	*	17	2%
4 to 6 Years	5	6%	8	2%	5	4%	2	*	20	6%
7 to 9 Years	2	*	9	-5%	1	*	.	.	12	-2%
10 to 14 Years	2	*	12	7%	1	*	1	*	16	7%
15 Yrs Or Greater	6	3%	33	5%	2	*	4	*	45	5%
Stayed in Non-MSA										
1 to 3 Years	.	.	1	*	1	*	1	*	3	*
4 to 6 Years	3	*	5	24%	1	*	.	.	9	16%
7 to 9 Years	.	.	.	.	1	*	1	*	2	*
10 to 14 Years	.	.	2	*	.	.	1	*	3	*
15 Yrs Or Greater	2	*	6	7%	1	*	.	.	9	7%

*Figures not reported for categories with less than 5 respondents

Mean Percent Change in Total Inflation-Adjusted Income from Primary Employer for PAs who Changed Specialty by Years of Experience, Hospital Employment, and Location (MSA/Non-MSA), 1999-2000

	Stayed in Hospital		Stayed in Non-Hospital		Changed from Hospital to Non-Hospital		Changed from Non-Hospital to Hospital		Total	
	N	% Change	N	% Change	N	% Change	N	% Change	N	% Change
Total	52	4%	168	4%	20	2%	29	1%	269	4%
Changed from PC to Non-PC	34	5%	85	6%	11	-2%	22	1%	152	4%
Stayed in MSA										
1 to 3 Years	1	*	9	12%	3	*	1	*	14	10%
4 to 6 Years	3	*	16	5%	3	*	4	*	26	3%
7 to 9 Years	4	*	6	30%		.		.	10	19%
10 to 14 Years	9	-1%	9	-3%	1	*	1	*	20	-2%
15 Years Or Greater	13	4%	17	1%	2	*	10	-2%	42	1%
Stayed in Non-MSA										
1 to 3 Years		.	2	*		.	2	*	4	*
4 to 6 Years	2	*	9	9%	1	*	1	*	13	9%
7 to 9 Years		.	1	*		.		.	1	*
10 to 14 Years		.	3	*	1	*	2	*	6	6%
15 Yrs Or Greater	2	*	13	-4%		.	1	*	16	0%
Changed from Non-PC to PC	18	2%	83	3%	9	8%	7	-1%	117	3%
Stayed in MSA										
1 to 3 Years	1	*	8	-3%	3	*		.	12	1%
4 to 6 Years	2	*	5	4%	2	*	1	*	10	0%
7 to 9 Years	1	*	15	5%		.		.	16	4%
10 to 14 Years	4	*	8	9%		.		.	12	7%
15 Years Or Greater	4	*	28	1%	2	*	4	*	38	2%
Stayed in Non-MSA										
1 to 3 Years	1	*	4	*		.		.	5	-5%
4 to 6 Years	1	*	4	*	2	*		.	7	4%
7 to 9 Years		.	2	*		.		.	2	*
10 to 14 Years	1	*	2	*		.		.	3	*
15 Yrs Or Greater	3	*	7	12%		.	2	*	12	7%

*Figures not reported for categories with less than 5 respondents

Mean Percent Change in Total Inflation-Adjusted Income from Primary Employer for PAs who Changed Specialty by Years of Experience, Hospital Employment, and Location (MSA/Non-MSA), 2000-2001

	Stayed in Hospital		Stayed in Non-Hospital		Changed from Hospital to Non-Hospital		Changed from Non-Hospital to Hospital		Total	
	N	% Change	N	% Change	N	% Change	N	% Change	N	% Change
Total	46	4%	157	4%	25	4%	22	11%	250	5%
Changed from PC to Non-PC	27	4%	96	7%	9	16%	16	16%	148	8%
Stayed in MSA										
1 to 3 Years	2	*	15	21%	2	*	3	*	22	23%
4 to 6 Years	7	13%	23	8%	1	*	2	*	33	9%
7 to 9 Years	1	*	5	5%	2	*	2	*	10	9%
10 to 14 Years	2	*	11	-2%		.	2	*	15	2%
15 Yrs Or Greater	7	1%	28	3%	3	*	5	1%	43	4%
Stayed in Non-MSA										
1 to 3 Years	1	*	2	*	1	*	2	*	6	2%
4 to 6 Years		.	5	7%		.		.	5	7%
7 to 9 Years	1	*	1	*		.		.	2	*
10 to 14 Years	1	*	1	*		.		.	2	*
15 Yrs Or Greater	5	-1%	5	1%		.		.	10	0%
Changed from Non-PC to PC	19	4%	61	-2%	16	-2%	6	-1%	102	-1%
Stayed in MSA										
1 to 3 Years	1	*	11	-4%	4	*	1	*	17	0%
4 to 6 Years	3	*	11	-1%	6	2%	2	*	22	-2%
7 to 9 Years	2	*	3	*		.		.	5	1%
10 to 14 Years	3	*	4	*	1	*		.	8	-6%
15 Yrs Or Greater	9	9%	16	-1%	4	*	1	*	30	2%
Stayed in Non-MSA										
1 to 3 Years		.	3	*		.	1	*	4	*
4 to 6 Years		.	4	*	1	*	1	*	6	-8%
7 to 9 Years										
10 to 14 Years		.	1	*		.		.	1	*
15 Yrs Or Greater	1	*	8	-3%		.		.	9	-2%

*Figures not reported for categories with less than 5 respondents

Mean Percent Change in Total Inflation-Adjusted Income from Primary Employer for PAs who Changed Specialty by Years of Experience, Hospital Employment, and Location (MSA/Non-MSA), 2001-2002

	Stayed in Hospital		Stayed in Non-Hospital		Changed from Hospital to Non-Hospital		Changed from Non-Hospital to Hospital		Total	
	N	% Change	N	% Change	N	% Change	N	% Change	N	% Change
Total	49	3%	197	6%	20	10%	33	3%	299	5%
Changed from PC to Non-PC	26	3%	116	6%	9	23%	26	2%	177	6%
Stayed in MSA										
1 to 3 Years	4	*	21	5%	2	*	8	1%	35	5%
4 to 6 Years	4	*	18	8%	2	*	8	9%	32	10%
7 to 9 Years	3	*	9	13%		.	1	*	13	7%
10 to 14 Years	4	*	8	-3%	1	*		.	13	3%
15 Yrs Or Greater	9	5%	31	9%	2	*	4	*	46	8%
Stayed in Non-MSA										
1 to 3 Years		.	5	7%		.	2	*	7	-1%
4 to 6 Years		.	7	6%	1	*	1	*	9	6%
7 to 9 Years	1	*	3	*		.		.	4	*
10 to 14 Years		.	5	1%		.	1	*	6	-2%
15 Yrs Or Greater	1	*	9	-1%	1	*	1	*	12	0%
Changed from Non-PC to PC	23	2%	81	5%	11	0%	7	7%	122	4%
Stayed in MSA										
1 to 3 Years	2	*	18	13%	6	4%	2	*	28	11%
4 to 6 Years	1	*	13	5%	2	*	2	*	18	3%
7 to 9 Years	4	*	7	0%	1	*		.	12	0%
10 to 14 Years	4	*	6	3%		.	1	*	11	3%
15 Yrs Or Greater	9	4%	18	-2%		.	2	*	29	0%
Stayed in Non-MSA										
1 to 3 Years		.	3	*	1	*		.	4	*
4 to 6 Years	1	*	4	*		.		.	5	12%
7 to 9 Years										
10 to 14 Years		.	1	*		.		.	1	*
15 Yrs Or Greater	2	*	11	1%	1	*		.	14	2%

*Figures not reported for categories with less than 5 respondents