**AAPA DATA DOSE**  
Physician Associates and Leadership

### Most PAs are in leadership or want to be

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>17%</td>
<td>are in formal leadership</td>
</tr>
<tr>
<td>23%</td>
<td>are in informal leadership</td>
</tr>
<tr>
<td>23%</td>
<td>are interested in leadership</td>
</tr>
</tbody>
</table>

### Training is the exception, not the norm

- **Formal Leadership Training**
  - 12% have it
  - 35% are interested in it

### There are challenges on the path to leadership

- 67% expected
- 54% experienced

### Barriers, Challenges, and Difficulties

### Resources may be available

- **Employer Provided Resources**
  - 25% offer internal leadership training
  - 28% provide professional development funds for leadership development

### Mentorship is part of the journey

- 46% have been mentored
- 37% have served as a mentor

### Leadership will pay off

- PAs in formal leadership roles received $17,000 more than PAs not in leadership roles in 2021.

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**SAMPLE INFORMATION**

- 4,085 PAs  
  PA Practice Survey  
  11,739 PAs  
  AAPA Salary Survey  
- PA characteristics were similar to NCCPA data
- PA Practice Survey: Quarterly over 2022  
  AAPA Salary Survey: Jan 31 - March 7, 2022

For more information, check out:  
PAs in Leadership: Who are they?  
AAPA Career Central  
aapa.org/research