

Ready to Educate? Demystify the Transition to Academia

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Disclosures

Speakers have no relevant relationships with ineligible companies to disclose within the past 24 months.

Session Objectives

At the conclusion of this presentation, participants should be able to:

- Discuss the importance of a diverse healthcare workforce.
- Review the current PA education landscape, PA faculty demographics, and outline considerations when transitioning to academia.
- Describe roles and responsibilities of various PA program faculty positions.
- Identify barriers & specific challenges to recruitment and retention of URiM PA educators.
- Discuss strategies to improve recruitment efforts to achieve faculty diversity.

Our Journey to Academia

Alicia Bolden

April Stouder





Race and Hispanic Origin	United States
Population Estimates, July 1 2021, (V2021)	331,893,745
Race and Hispanic Origin	
White alone, percent	76.3%
Black or African American alone, percent (a)	13.4%
American Indian and Alaska Native alone, percent (a)	1.3%
Asian alone, percent (a)	5.9%
Native Hawaiian and Other Pacific Islander alone, percent (a)	0.2%
Two or More Races, percent	2.8%
Hispanic or Latino, percent (b)	18.5%

Table 2. Workforce Estimates of Health Diagnosing and Treating Practitioners Based on 2019 American Community Survey Data

Practitioner	Race/ethnicity, % (SE) [95% CI]			
	White	Black	Native American	Hispanic
Advanced practice registered nurse	79.4 (1.10) [77.15-81.47]	7.3 (0.87) [5.80-9.22]	0.3 (0.16) [0.12-0.84]	5.5 (0.58) [4.45-6.74]
Dentist	68.7 (1.52) [65.60-71.56]	4.4 (0.88) [2.95-6.49]	0.1 (0.05) [0.01-0.29]	5.7 (0.72) [4.43-7.28]
Pharmacist	65.4 (1.09) [63.22-67.51]	7.5 (0.72) [6.23-9.07]	0.2 (0.08) [0.07-0.45]	3.7 (0.41) [2.99-4.63]
Physician	62.4 (0.65) [61.06-63.63]	5.2 (0.37) [4.50-5.96]	0.1 (0.05) [0.047-.26]	6.9 (0.35) [6.27-7.65]
Physician assistant	75.9 (1.46) [72.97-78.68]	4.5 (0.82) [3.11-6.39]	0.5 (0.24) [0.23-1.29]	7.3 (0.87) [5.77-9.21]
Occupational therapist	80.5 (1.42) [77.60-83.16]	6.1 (1.03) [4.35-8.45]	0.2 (0.17) [0.02-1.19]	5.2 (0.78) [3.90-7.0]
Physical therapist	76.7 (1.06) [74.54-78.71]	3.3 (0.48) [2.50-4.41]	0 (0.02) [0-0.16]	3.3 (0.42) [2.62-4.27]
Respiratory therapist	66.3 (2.03) [62.19-70.16]	11.4 (1.48) [8.81-14.66]	0.9 (0.56) [0.29-2.98]	10.8 (1.34) [8.45-13.73]
Speech-language pathologist	84.4 (1.15) [82.00-86.52]	4.7 (0.78) [3.37-6.47]	0.5 (0.28) [0.20-1.48]	6.4 (0.74) [5.10-8.03]
Registered nurse	68.9 (0.38) [68.17-69.64]	11.3 (0.29) [10.75-11.91]	0.4 (0.05) [0.29-0.47]	7.8 (0.22) [7.33-8.21]

PA Education Landscape

- Explosion of interest in profession



Rapid increase in PA programs to meet healthcare workforce demand

- 282 PA Programs in the US
 - Potentially 317 by 2024

Increasing Faculty Needs

- New Program Growth
 - Minimum faculty per accreditation requirements
 - Program Director, 3 FTE Principal Faculty, Medical Director
 - Additional instructors and preceptors needed
- Class Size Expansion – Existing Programs
 - Faculty sufficiency
- Faculty Retirement/Return to Clinical Practice
- Evolving Program Needs
 - Assessment, Student Support, JEDI, Research, Curriculum Innovation



PA Programs are the Gatekeepers to the Profession



Working to Enhance the Diversity of the PA Profession

Research shows positive benefits to patients when there is greater diversity among healthcare providers. AAPA recognizes that medicine in general is too homogenous and so is the PA profession. We are committed to implementing partnerships and programs that attract more underrepresented minorities to the profession and providing the tools and resources to support them – prior to and during PA school, as well as while they are practicing.



Key Strategies

Diversity & Inclusion

Recruit/retain diverse students, faculty and staff; engage different perspectives and backgrounds.

“Diversity and Inclusion Excellence are means to emerge as an Equity-Minded AHC...once an AHC has achieved the 3rd dimension, they will have achieved Excellence.”



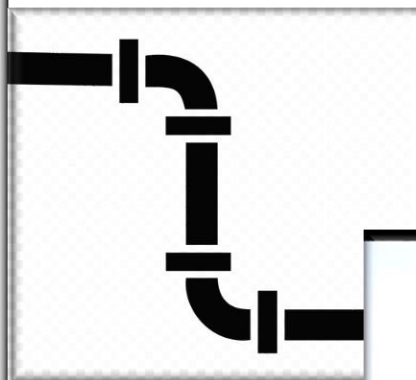
"Underrepresented in medicine means those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population." - AAMC, 2003



PA student demographics

TABLE 51. FIRST-YEAR CLASS: RACE

	<i>n</i> (P)	% (P)	<i>n</i> (S)	% (S)	Mean % (S)	<i>M</i>	<i>SD</i>	<i>Mdn</i>
American Indian or Alaskan Native	36	15.7	57	0.5	3.3	1.6	1.4	1.0
Asian	190	83.0	1,064	9.9	11.2	5.6	4.9	4.0
Black or African American	156	68.1	417	3.9	6.7	2.7	2.4	2.0
Multiracial	74	32.3	238	2.2	7.3	3.2	4.3	2.0
Native Hawaiian or Pacific Islander	21	9.2	177	1.6	14.0	8.4	18.3	1.0
White	205	89.5	7,473	69.4	77.5	36.5	18.3	32.0
Other	81	35.4	335	3.1	8.2	4.1	4.3	2.0
Unknown race	80	34.9	1,007	9.4	25.4	12.6	19.6	4.0
Total	227	99.1	10,768	100.0	100.0	12.8	18.0	4.0



Significant barrier to matriculation
of URiM students into PA programs:

Lack of URiM faculty (52%)

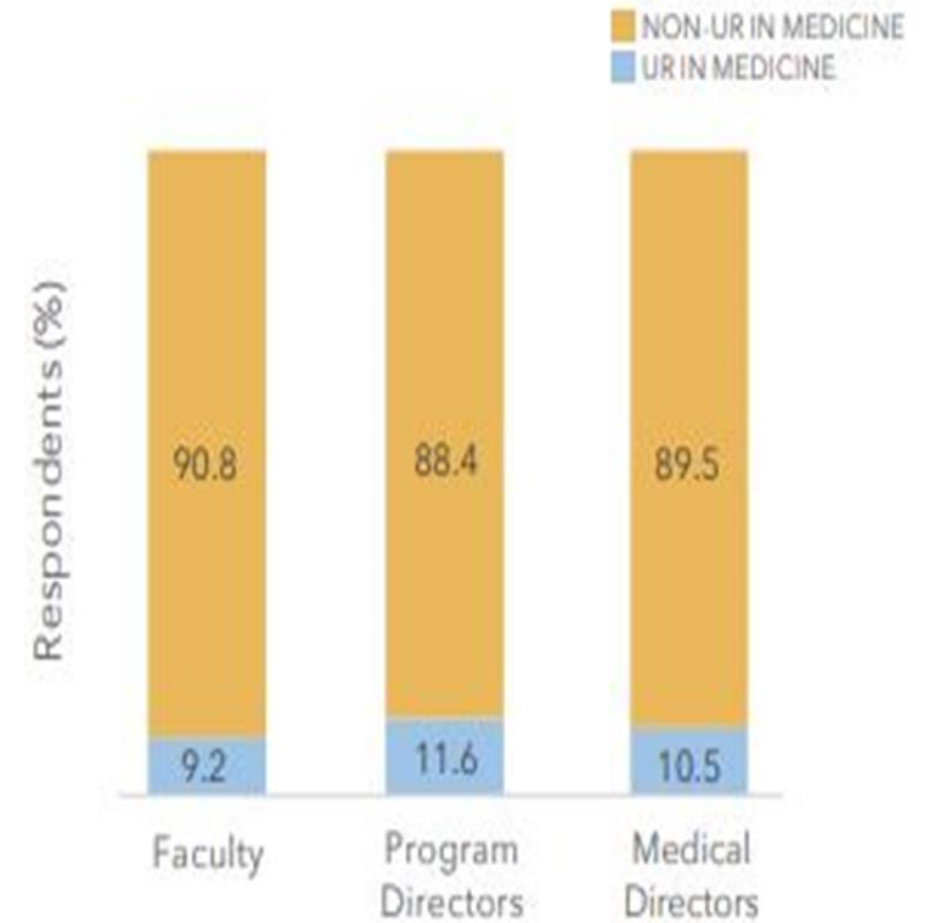


Race and Ethnicity of Certified PAs

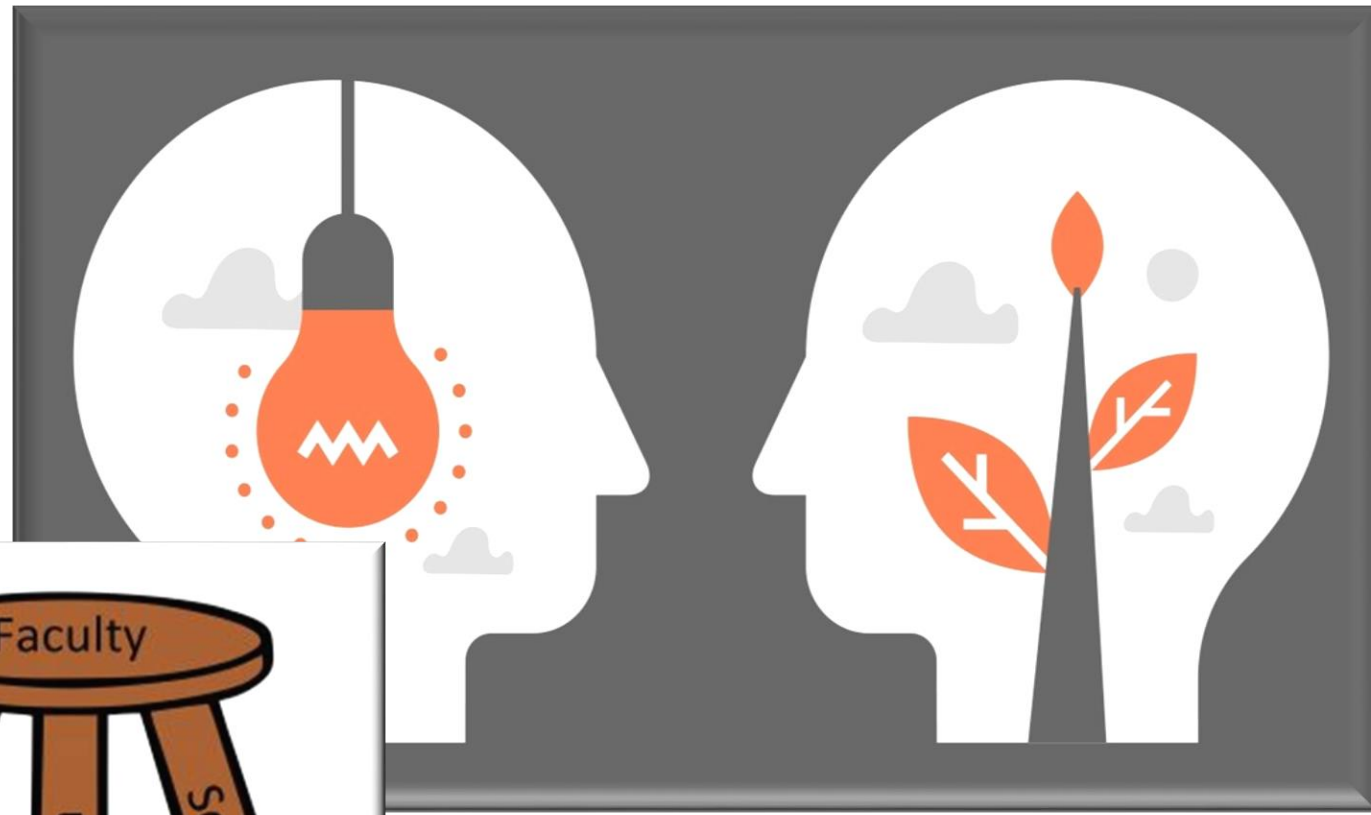
Number of Certified PAs by Race

Race	2016 Number	2016 Percent	2020 Number	2020 Percent
White	88,478	80.7%	102,958	80.8%
Black/African American	3,934	3.6%	4,212	3.3%
Asian	5,560	5.1%	7,605	6.0%
Native Hawaiian/Pacific Islander	367	0.3%	353	0.3%
American Indian or Alaskan Native	432	0.4%	449	0.4%
Other	3,248	3.0%	3,558	2.8%
Multi-race	1,760	1.6%	2,625	2.1%
Prefer not to answer	5,813	5.3%	5,671	4.5%
TOTAL	109,592	100%	127,431	100%

FIGURE 2. UNDERREPRESENTED (UR) IN MEDICINE STATUS



Challenges to transitioning into academia



Faculty Roles

- Program Director
- Associate Program Director
- Medical Director

- General/Principal faculty
- Didactic Faculty/Academic Coordinator
- Clinical Coordinator
- Instructional faculty

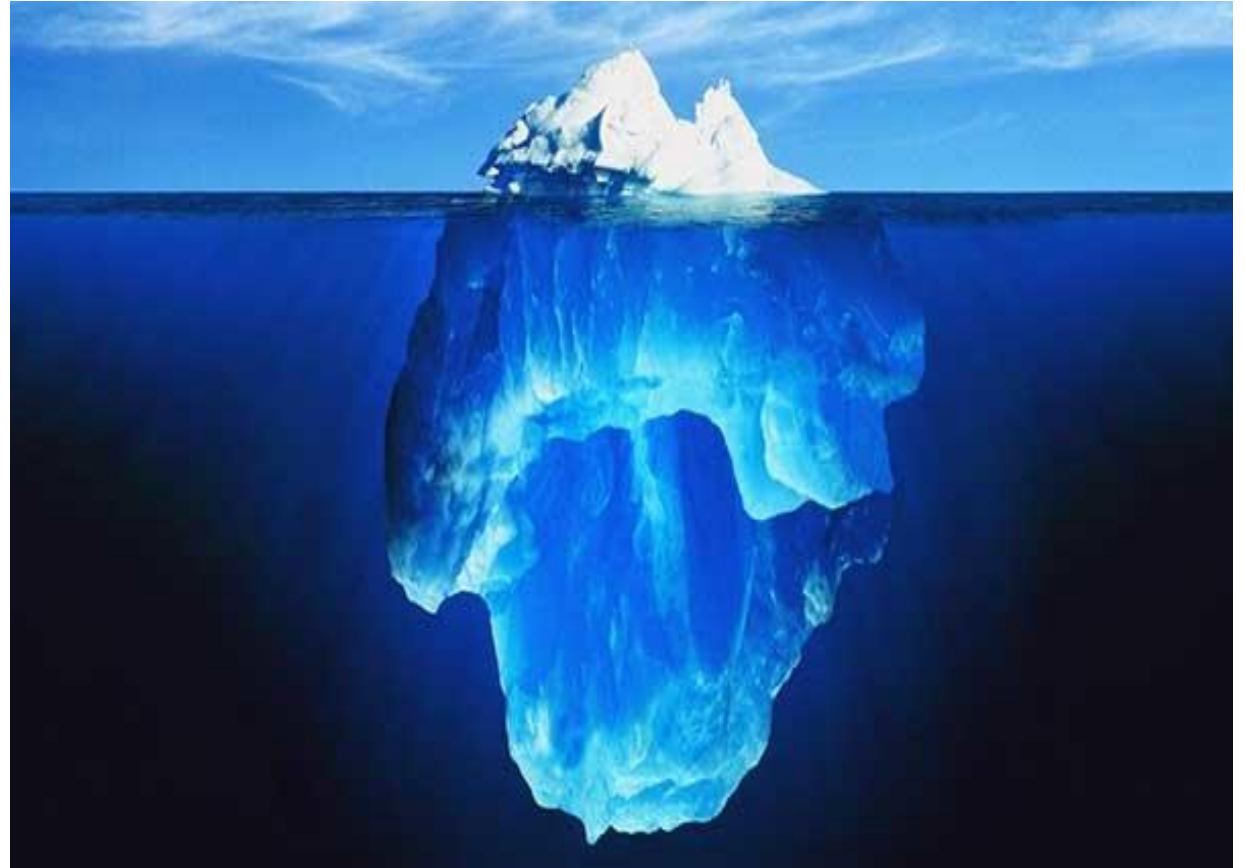


- Assessment
- JEDI
- Simulation
- Curriculum Innovation
- Research

Faculty Responsibilities

Teaching and...

- Course Coordination
- Advising & Mentoring
- Admissions
- Clinical Rotations
- Administrative Duties
- Grading/Assessing Students
- Service
- Clinical Work
- Scholarship



Challenges in academia for URiM faculty



Imposter syndrome

Lack of mentors

Minority tax



- Find a mentor!
- Network with current PA educators!
- Reach out to alma mater!
 - guest lectures, facilitate labs, participate in admission's committee – now virtual opportunities
- Physician Assistant Education Association workshops
 - networking, website resources & job postings for faculty positions, educational forum, JPAE
- Self-education options – advanced degrees in education
- Time management & setting boundaries

Final thoughts as you consider academia

- Academia is NOT a retirement plan
- Survive vs Thrive
- Pandemic Effects
- Culture & Climate
 - Learning Environment Changes
 - Wellbeing
 - Flexible/Adaptable
- Consider the Rewards
 - Flexibility that clinical work doesn't always allow
 - watching students grow into colleagues
 - recruitment of URiM students
 - mentoring opportunities to URiM students



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Thank You!



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