

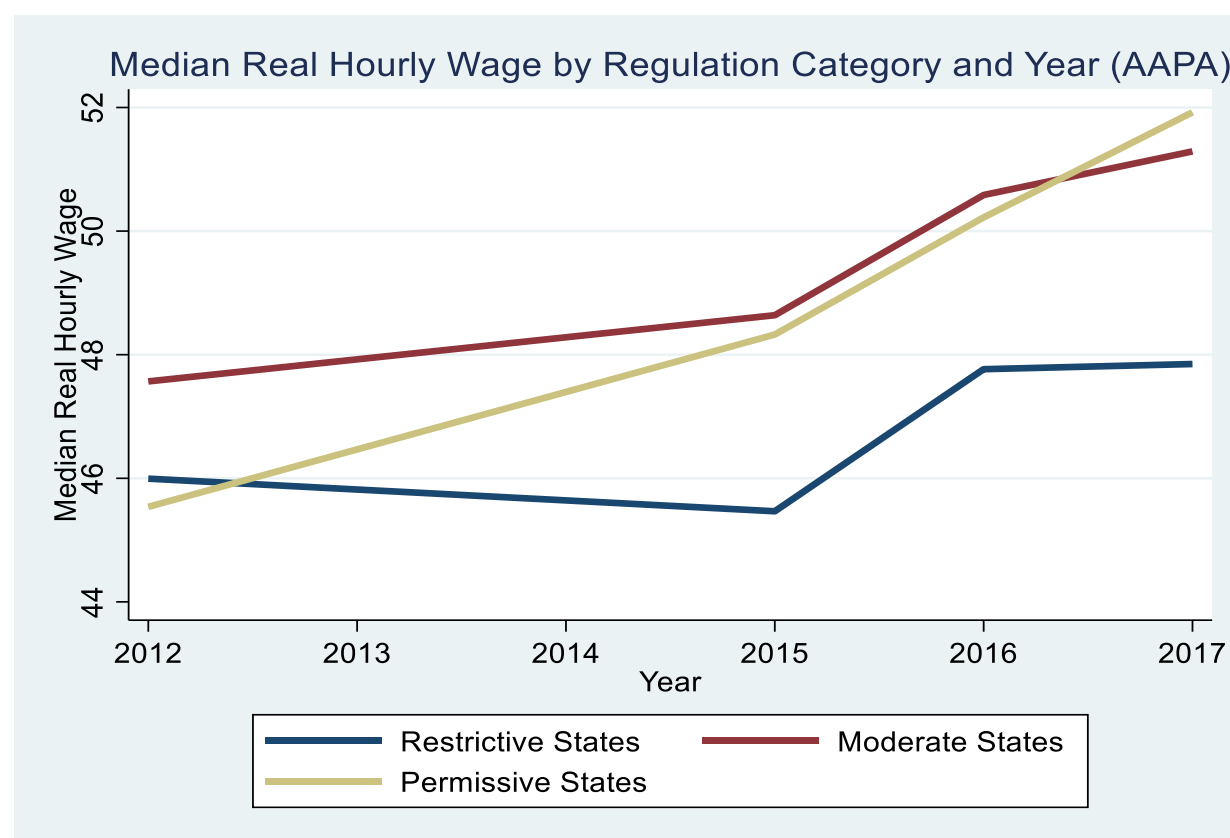
# Impact of State-level PA Practice Regulations on PA Wages

Ryan D. White, MS, MPH, PA-C

## Background

- 20% 10-year PA wage growth<sup>1</sup>
- Persistent gender wage gap<sup>2,3</sup>
- PA wages vary across states<sup>4</sup>
- Wages are higher in states that adopted more “Key Elements of a Modern PA Practice Act “(Figure 1)

Figure 1: Median Real Hourly Wages by Regulation Category, 2012-2017



## Methods

- 2012-2017 AAPA Salary Report data
- Regulation categories
  - Restrictive (1-2 KE)
  - Moderate (3-4 KE)
  - Permissive (5-6 KE)
- 2-way fixed effects regression with log-transformed real hourly wages
  - State and individual characteristics as independent variables

## Results

Figure 2: Impact of State and Individual Variables on Log Real Wages, 2012-2017

<u>Variable</u>	<u>Coefficients</u>
<b>Permissive</b>	0.0164* (0.00745)
<b>Moderate</b>	-0.0145 (0.0111)
<b>Female</b>	-0.0495*** (0.00468)
<b>IM</b>	0.0115 (0.00950)
<b>EM</b>	0.216*** (0.0114)
<b>Pediatrics</b>	0.0469* (0.0201)
<b>Surgery</b>	0.0278** (0.00977)
<b>Other Specialty</b>	0.0695*** (0.00773)
<b>Cost-of-living index</b>	0.00232*** (0.000243)

N=15,495

\* p<0.05, \*\* p<0.01, \*\*\* p<0.001

Standard errors in parentheses

Note: Some state and individual variables not shown; state and year dummies not shown

## Conclusions

- PA wages are positively associated with enacting at least 5 KE (Figure 2)
  - Cost-of-living does not fully explain wage variation across states
  - PAs in permissive states earn 1.7% higher wages than PAs in non-permissive states
- The gender wage gap persists
  - Male PAs earn 5.1% higher wages than female PAs
- Significant wage variation exists between primary care and other specialties
  - Primary Care PAs earn 2.8% (surgery) to 24.1% (EM) lower wages

## Acknowledgements

- This project was completed during the 2018-2019 AAPA-PAEA Research Fellowship
- A very special thank you to Noel Smith, Tim McCall, Dave Keahey, Rick Dehn, and Perri Morgan

## References

1. Bureau of Labor Statistics, U.S. Department of Labor, Occupational Employment Statistics, accessed 9/14/19 at [www.bls.gov/oes/](http://www.bls.gov/oes/).
2. Smith D, Jacobson C. Differences in salaries of physician assistants in the USA by race, ethnicity, and sex. 2016 Journal of Health Services Research and Policy; 23(1): 44-48.
3. Smith D, Jacobson C. Racial and gender disparities in the physician assistants profession. Health Services Research. 2016; 51: 892-909.
4. Quella A, Brock D, and Hooker R. Physician Assistant Wages and Employment, 2000-2025. JAAPA. June 2015; 28(6): 56-63