

IDAHO PHYSICIAN ASSISTANTS



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IDAHO PHYSICIAN ASSISTANTS WORKFORCE OVERVIEW



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2011 OVERVIEW

The Idaho Department of Labor, under a Health Resources and Services Administration planning grant, is determining the adequacy of medical care by estimating the current supply and demand for physician assistants. The Idaho Board of Medicine facilitated the analysis by sharing its publically available licensure data during the winter of 2012, and the Idaho Medical Association provided its membership list in spring 2012 to supplement the analysis. The department also surveyed the physician assistant education program at Idaho State University to collect information about the program, students and graduates.

This analysis provides:

- A baseline for the current workforce status – how many physician assistants there are, who and where they work and what they are paid.
- The current and projected demand for physician assistants, trends that may impact demand for medical care and the effect on the physician assistant workforce.
- The immediate projected supply of physician assistants, the potential supply, in-state training programs and the factors impacting supply.
- A brief gap analysis comparing the estimated demand and projected supply of physician assistants and a review of the current supply compared to estimated demand.

KEY FINDINGS

- There were 599 actively licensed physician assistants in February 2012.
- There were 38 actively licensed physician assistants for every 100,000 Idaho residents.
- The average age was 41.6.
- The majority of physician assistants practice family medicine.
- Idaho State University has educated 35 percent of Idaho's physician assistants. The University of Washington's MEDEX program produced the second largest number at 11 percent.
- According to the Idaho Department of Labor Occupational Employment and Wage Report, the median wage for physician assistants in Idaho is \$42.55 per hour.
- The 2008-2018 Idaho Department of Labor Long-term Occupational Employment Projections estimate a 42 percent increase in physician assistants, significantly greater than the growth rate for all occupations at 16 percent. The projections also estimate 32 openings a year for new and replacement physician assistants.
- The Idaho State University physician assistant program currently has classes of 30 students each in Pocatello and Meridian and is projected to increase the capacity by 20 additional seats within the next five years.

INTRODUCTION

The physician assistant profession developed in the 1960s in response to a shortage of primary care physicians. The first physician assistant program was created at Duke University Medical Center in 1965, based on the accelerated training of doctors during World War II.¹ Physician assistant training is still modeled on a condensed version of medical school training for doctors.²

The University of Washington School of Medicine's MEDEX program is one of the earliest physician assistant training programs in the United States. In 1969 the program recruited and trained former military medical corpsmen and dispatched them to rural primary care practices throughout the Northwest.³ The influence of this program is still felt in Idaho today.

Physician assistants may only practice under supervision of a physician. This has created a symbiotic relationship between the two professions.

The role of physician assistants today is in many ways similar to when it was created in the 1960s. There is a current and projected increased shortage of primary care physicians, particularly in rural areas. Physician assistant education programs are ramping up to train more professionals to meet the anticipated demand.

To practice in Idaho, a physician assistant must be licensed by the Idaho State Board of Medicine. The primary qualifications are a baccalaureate degree and completion of an accredited physician assistant education program, a passing score on a certifying examination such as one administered by the National Commission of Certification of Physician Assistants and a delegation of services agreement signed by the supervising physician and alternate supervising physicians.⁴

There are no reciprocal agreements or licensure by endorsement. Idaho's physician assistant workforce is wholly contained in the licensure database.⁵

¹http://www.aapa.org/the_pa_profession/history.aspx . Retrieved May 25, 2012.

²http://www.aapa.org/the_pa_profession/what_is_a_pa.aspx . Retrieved May 25, 2012.

³<http://www.pahx.org/period03.html> , Retrieved May 25, 2012.

⁴<http://adminrules.idaho.gov/rules/current/22/0103.pdf> . Retrieved May 25, 2012.

⁵Ibid.

SECTION 1: EMPLOYMENT BENCHMARK

In February 2012, there were 650 physician assistants licensed in Idaho, according to the Idaho Board of Medicine. Of those, 599 held current active licenses and 51 had inactive status. Inactive licensees are excluded from most of this analysis.

| Table 1: Licensed PAs | | |
|--------------------------------|-------|---------|
| Occupation | Count | Percent |
| Inactive - Physician Assistant | 51 | 8% |
| Physician Assistant | 599 | 0.92 |
| TOTAL | 650 | 100% |

Idaho Board of Medicine Licensure Database February 2012.

GEOGRAPHY

Using the licensee's mailing address of record from the Board of Medicine, most physician assistants reported addresses in Idaho, and those with out-of-state addresses were largely from nearby states.

| Table 2: States | | |
|-----------------|-------|---------|
| Region | Count | Percent |
| Idaho | 564 | 94% |
| Washington | 22 | 4% |
| Oregon | 6 | 1% |
| Other | 7 | 1% |
| Total | 599 | 100% |

Idaho Board of Medicine Licensure Database February 2012.

Active licenses only.

Overall, the database showed 38 active physician assistants for every 100,000 Idaho residents. A 2010 study

conducted by the American Academy of Physician Assistants reported a ratio of 40 for every 100,000 population in Idaho, ranking 15th among the 50 states and the District of Columbia.⁶

| Table 3: Region of Active PAs | | | |
|-------------------------------|-------|-----------------|------------------------|
| Region | Count | 2010 Population | Per 100,000 Population |
| Northern | 42 | 212,393 | 19.77 |
| North Central | 28 | 105,358 | 26.57 |
| Southwestern | 277 | 690,258 | 40.13 |
| South Central | 42 | 185,790 | 22.61 |
| Southeastern | 81 | 166,284 | 48.71 |
| Eastern | 95 | 207,499 | 45.78 |
| Out of State | 34 | NA | NA |
| Total | 599 | 1,567,582 | 38.21 |

Idaho Board of Medicine Licensure Database February 2012.

Active licenses only.

2010 U.S. Census.

There was a wide disparity in the number of active

physician assistants among the regions of the state. Three regions had ratios greater than 40 per 100,000 while the northern Idaho had a ratio of less than 20 per 100,000.

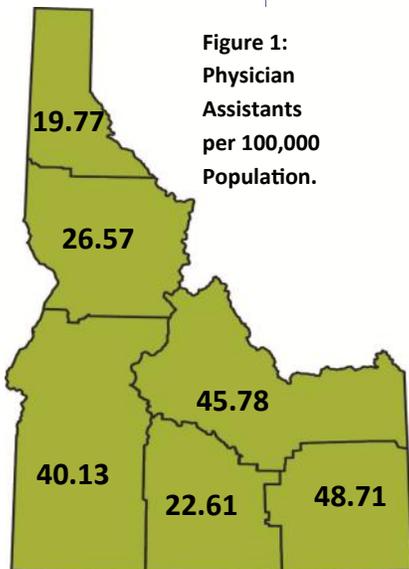


Figure 1: Physician Assistants per 100,000 Population.

⁶Physician Assistant Census Report: Results from the 2010 AAPA Census, American Academy of Physician Assistants, 2010 (http://www.aapa.org/uploadedFiles/content/Common/Files/2010_Census_Report_Final.pdf), and 2010 U.S. Census, U.S. Census Bureau, available at <http://2010.census.gov/2010census/data/>.

AGE

Date of birth was reported for 595 active licensees. The average age in February 2012 was 41.6. The age range distribution is shown in Table 4. The largest percent of PAs were in the 30 to 39 age range.

The average age of physician assistants varies by geographic region. The northern and north central regions have older average ages while eastern Idaho has the youngest average age.

| Table 4: Age Distribution of Active Physician Assistants | | |
|--|------------|--------------|
| Age Range | Count | Percent |
| <30 | 44 | 7% |
| 30 - 39 | 264 | 44% |
| 40 - 49 | 149 | 25% |
| 50 - 59 | 94 | 16% |
| 60 - 69 | 44 | 7% |
| TOTAL | 595 | 100%* |

*May not equal 100% due to rounding.
 Missing: 4
 Idaho Board of Medicine Licensure Database February 2012.
 Active licenses only.

| Table 5: Average Age by Region for Active Physician Assistants | |
|--|-------------|
| Region | Average Age |
| Northern | 45.2 |
| North Central | 46.2 |
| Southwestern | 40.9 |
| South Central | 42 |
| Southeastern | 41.7 |
| Eastern | 39.1 |
| Out of State | 45.4 |
| All | 41.6 |

Idaho Board of Medicine Licensure Database February 2012.
 Active licenses only.

SPECIALIZATION

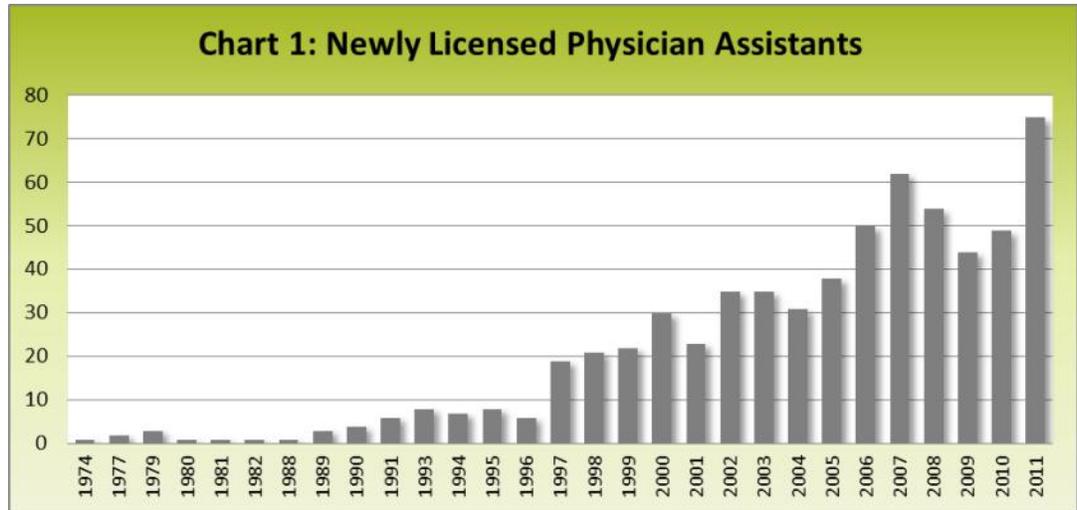
The Idaho Medical Association shared its information on the specialties of its 535 physician assistant members. A primary specialty was reported by 521. The vast majority, 301, reported family medicine. The other top specialties were orthopedic surgery for 32, dermatology for 21 and emergency medicine for 21.

| Table 6: Distribution of Family Medicine Physician Assistants | |
|---|------------|
| Region | Count |
| Northern | 19 |
| North Central | 21 |
| Southwestern | 127 |
| South Central | 23 |
| Southeastern | 46 |
| Northeastern | 29 |
| Out of State | 16 |
| Total | 301 |

Idaho Medical Association, May 2012.
 Family Medicine primary specialty only.

INITIAL LICENSE DATE

There was very good information on the date of initial licensure in the database. Most physician assistants have been licensed within the last 10 years. Although the number of new licensed physician assistants is a snapshot of those currently licensed and is not a time series of those actually receiving licenses each year, the dramatic increase in yearly counts is an obvious trend.



Idaho Board of Medicine Licensure Database February 2012. All licensees.

EDUCATION

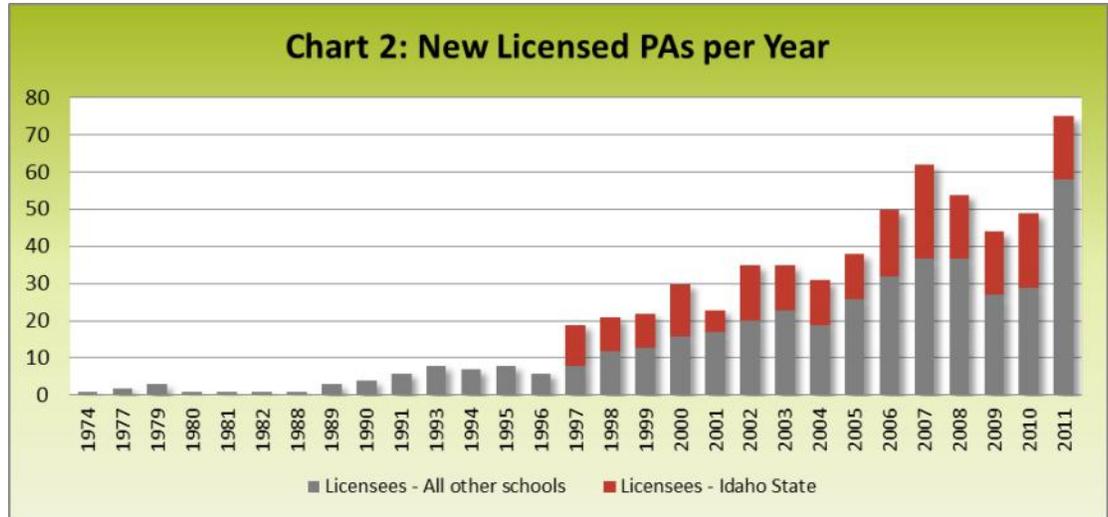
The licensure database provided educational information on 617 of the 650 licensed physician assistants. At 35 percent, Idaho State University had the most physician assistants licensed within the state.

| Table 7: Physician Assistants Education | | |
|---|------------|-------------|
| School | Count | Percent |
| Idaho State University | 214 | 35% |
| MEDEX - University of Washington | 66 | 11% |
| University of Utah | 31 | 5% |
| University of Nebraska | 20 | 3% |
| Midwestern University | 20 | 3% |
| Rocky Mountain College | 16 | 3% |
| Oregon Health & Science University | 13 | 2% |
| Pacific University | 12 | 2% |
| All Other Schools | 225 | 36% |
| Total | 617 | 100% |

Idaho Board of Medicine Licensure Database February 2012.
Missing: 33
All licensees.

The University of Washington’s MEDEX program was next at 11 percent. In total, over 88 schools have educated Idaho’s physician assistants.

As shown in Chart 2 Idaho State University graduates a significant percentage of the physician assistant workforce, but the majority are educated outside the state.



Source: Idaho Board of Medicine Licensure Database February 2012. All licensees. Missing: 33

EDUCATION BY REGION

Regionally, Idaho State University has graduates working throughout the state. But the University of Washington’s MEDEX program currently has more graduates working in the regions north of the Salmon River. The University of Utah and the University of Nebraska also have several graduates working in Idaho although there are graduates of schools from across the country.

The northern region has 50 licensed physician assistants, and all but three reported an educational institution. The vast majority, 88 percent, were educated outside of Idaho. The largest percentage, 26 percent, was educated at the MEDEX program.

| Table 8 : Northern | | |
|------------------------|-----------|--------------|
| School | Counts | Percent |
| MEDEX | 12 | 26% |
| Idaho State University | 6 | 13% |
| All Other Schools | 29 | 62% |
| TOTAL | 47 | 100%* |

Idaho Board of Medicine Licensure Database February 2012. All licensees. Missing: 3; *May not equal 100% due to rounding.

The north central region has 29 licensed physician assistants with 28 reporting an educational institution. The MEDEX program graduated 32 percent of them, the largest share.

| Table 9: North Central | | |
|------------------------|-----------|-------------|
| School | Counts | Percent |
| MEDEX | 9 | 32% |
| Idaho State University | 3 | 11% |
| University of Nebraska | 3 | 11% |
| All Other Schools | 13 | 46% |
| TOTAL | 28 | 100% |

Idaho Board of Medicine Licensure Database February 2012. All licensees. Missing: 1

Idaho Physician Assistants Workforce Overview

The southwestern region has 286 licensed physician assistants, and 13 did not report an educational institution. Idaho State University trained the largest percentage of graduates at 26 percent.

| Table 10: Southwestern | | |
|--------------------------------------|------------|--------------|
| School | Counts | Percent |
| Idaho State University | 72 | 26% |
| MEDEX | 32 | 12% |
| University of Utah | 15 | 5% |
| Midwestern University | 12 | 4% |
| Oregon Health and Science University | 12 | 4% |
| University of Nebraska | 10 | 4% |
| AT Still University (AZ) | 6 | 2% |
| Pacific University | 6 | 2% |
| Touro University | 6 | 2% |
| All Other Schools | 102 | 37% |
| TOTAL | 273 | 100%* |

Idaho Board of Medicine Licensure Database February 2012. All licensees. Missing: 13; *May not equal 100% due to rounding.

South central Idaho has 45 licensed physician assistants, and all but two reported an educational institution. Forty-nine percent were educated at Idaho State University.

| Table 11: South Central | | |
|-------------------------|-----------|-------------|
| School | Counts | Percent |
| Idaho State University | 21 | 49% |
| University of Utah | 4 | 9% |
| All Other Schools | 18 | 42% |
| TOTAL | 43 | 100% |

Idaho Board of Medicine Licensure Database February 2012. All licensees. Missing: 2

The southeastern region has 84 licensed physician assistants, and 82 reported a school. Idaho State University graduated 65 percent of them.

| Table 12: Southeastern | | |
|----------------------------|-----------|--------------|
| School | Counts | Percent |
| Idaho State University | 53 | 65% |
| University of Utah | 3 | 4% |
| University of North Dakota | 3 | 4% |
| All Other Schools | 23 | 28% |
| TOTAL | 82 | 100%* |

Idaho Board of Medicine Licensure Database February 2012. All licensees. Missing: 2; *May not equal 100% due to rounding.

Eastern Idaho has a majority of its 99 physician assistants graduating from Idaho State University. Ninety-six of the 99 reported a school.

| Table 13: Eastern | | |
|------------------------|-----------|--------------|
| School | Counts | Percent |
| Idaho State University | 56 | 58% |
| University of Utah | 5 | 5% |
| Rocky Mountain College | 5 | 5% |
| St. Louis University | 3 | 3% |
| Des Moines University | 3 | 3% |
| All Other Schools | 24 | 25% |
| TOTAL | 96 | 100%* |

Idaho Board of Medicine Licensure Database February 2012. All licensees. Missing: 5; *May not equal 100% due to rounding.

Idaho Physician Assistants Workforce Overview

Those physician assistants reporting an out-of-state address graduated primarily from out-of-state schools. MEDEX was the program most commonly reported at 19 percent. There were 48 physician assistants out of 55 who reported an educational institution.

| Table 14: Out-of-State | | |
|-------------------------------|---------------|----------------|
| School | Counts | Percent |
| MEDEX | 9 | 19% |
| Midwestern University | 4 | 8% |
| University of Nebraska | 4 | 8% |
| Idaho State University | 3 | 6% |
| University of Utah | 3 | 6% |
| All Other Schools | 25 | 52% |
| TOTAL | 48 | 100%* |

Idaho Board of Medicine Licensure Database February 2012. All licensees. Missing: 7; *May not equal 100% due to rounding.

WAGES

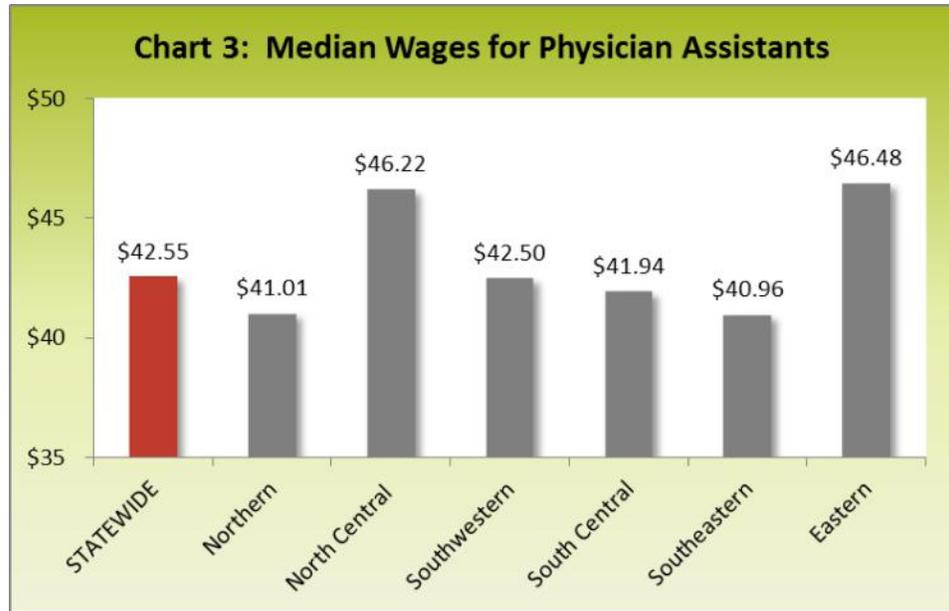
The median wage for physician assistants was \$42.55 an hour, according to the Idaho Department of Labor’s Occupational Employment and Wage Report, which lists wages by occupations statewide and regionally. The entry wage is the average of the bottom 33 percent of workers in an occupation while the 25th percentile and 75th percentile frame the middle wage range for an occupation.

| Table 15: Idaho Occupational Wages for Physician Assistants | | | | | |
|--|----------------|----------------|----------------|----------------|----------------|
| Area | Median | Average | Entry | 25% | 75% |
| Statewide | \$42.55 | \$43.13 | \$29.50 | \$36.06 | \$50.94 |
| Region 1 – Northern | \$41.01 | \$43.94 | \$27.49 | \$31.50 | \$52.70 |
| Region 2 – North Central | \$46.22 | \$46.60 | \$26.67 | \$40.82 | \$53.17 |
| Region 3 – Southwestern | \$42.50 | \$42.93 | \$26.84 | \$33.90 | \$51.28 |
| Region 4 - South Central | \$41.94 | \$40.34 | \$26.81 | \$29.04 | \$49.09 |
| Region 5 - Southeastern | \$40.96 | \$39.54 | \$33.22 | \$37.06 | \$44.40 |
| Region 6 - Eastern | \$46.48 | \$46.52 | \$35.46 | \$37.74 | \$53.46 |

Idaho Department of Labor Occupational Employment & Wage Release 2011.

Idaho Physician Assistants Workforce Overview

The wages for the north central and eastern regions are slightly higher than the other regions. The southeastern region had the lowest wage.



Idaho Department of Labor Occupational Employment & Wage Release 2011.

Physician assistant wage information is available for three of Idaho’s metropolitan statistical areas – Coeur d’Alene, Boise and Idaho Falls. Idaho Falls has higher median and average wages although Coeur d’Alene has higher top end wages.

| Area | Median | Avg. | Entry | 25% | 75% |
|---------------------------|----------------|----------------|----------------|----------------|----------------|
| ID Statewide | \$42.55 | \$43.13 | \$29.50 | \$36.06 | \$50.94 |
| Coeur d’Alene MSA | \$41.90 | \$46.26 | \$31.65 | \$34.27 | \$56.38 |
| Lewiston ID WA MSA | * | * | * | * | * |
| Boise-Nampa MSA | \$42.69 | \$43.20 | \$26.25 | \$33.41 | \$51.94 |
| Pocatello MSA | * | * | * | * | * |
| Idaho Falls MSA | \$47.00 | \$46.54 | \$34.88 | \$37.16 | \$53.24 |

Idaho Department of Labor Occupational Employment & Wage Release 2011.

*Suppressed for confidentiality.

SECTION 2: DEMAND

PROJECTED DEMAND

Referencing the Idaho Department of Labor 2008-2018 Long-term Occupational Employment Projections, the projected rate of growth for physician assistants is extraordinary at nearly 42 percent. The rate of growth for all occupations is approximately 16 percent. The eastern region has expected growth of over 50 percent.

There are 32 annual openings statewide for physician assistants with over half of them, 19, in southwestern Idaho.

| Table 17: Idaho Department of Labor Long-Term Employment Projections | | | | | |
|--|--------------------|--------------------|-------------------|------------------------|----------------------|
| | 2008 Employment | 2018 Employment | Percent Change | Annual Replacements | Annual Openings** |
| Statewide | 539 | 763 | 41.56% | 10 | 32 |
| Region 1 - Panhandle | * | * | * | * | * |
| Region 2 - North Central | 25 | 32 | 28.00% | 1 | 2 |
| Region 3 - Southwestern | 264 | 399 | 51.14% | 5 | 19 |
| Region 4 - South Central | * | * | * | * | * |
| Region 5 - Southeastern | 53 | 71 | 33.96% | 1 | 3 |
| Region 6 - Eastern | 116 | 178 | 53.45% | 2 | 8 |

Idaho Department of Labor 2008-2018 Long-term Occupational Employment Projections. *Suppressed due to confidentiality. **Annual Openings include replacements.

The Idaho Department of Labor conducted statewide job vacancy surveys in the spring of both 2010 and 2011. In each survey, a random sample of 5,000 businesses across all industries was surveyed about current job vacancies to provide an overview of the job market and identify examples of occupations with available positions. The 2010 survey found nine openings for physician assistants statewide. By 2011, the survey found there were 16 openings statewide.

DEMAND IMPACTS

As seen by the projected rate of growth, there is a tremendous need for physician assistants. Demand could be affected by:

PHYSICIAN SHORTAGE

The number of primary care physicians should grow but not at a rate to meet the increasing demand for medical care. Health care practitioners such as physician assistants and nurse practitioners will likely become the primary care providers of choice for many patients.

DEMOGRAPHICS

One of the readily identifiable trends that will impact the demand for medical care is the expected increase in Idaho's population, assuming that Idahoans access medical care at the same rate that they do now. Idaho's overall population is expected to grow by 12 percent from 2008 to 2018.⁷

However, the population 65 and over is expected to increase 45 percent from 2008 to 2018.⁸ This age group is a much larger consumer of medical care than the general population.⁹

AFFORDABLE CARE ACT

Passage of the Patient Protection and Affordable Care Act of 2010 has changed the country's health care landscape. Projections from the Congressional Budget Office indicate as many as 32 million more Americans will have health insurance because of this legislation. This expected increase in demand will place a strain on current primary care providers. Because of the shortened training time frame compared to physicians, it is possible for physician assistants to more quickly meet this rising demand.

MEDICAL CARE IN RETAIL OUTLETS

Physician assistants may be located in drugstores, big box stores and other retail outlets to provide primary care services. These outlets are becoming increasingly prevalent in large chain retail stores. They provide some commonly used services to the general public and are usually staffed by a physician assistant or nurse practitioner. As these outlets proliferate, so will the demand for physician assistant services

PATIENT-CENTERED MEDICAL HOMES

The patient-centered medical home is a model where a patient's medical care is coordinated by a dedicated medical team. While the team is usually headed by a physician, other health care providers such as physician assistants are an integral part of medical care delivery. The coordinated approach is intended to mitigate the high costs of health care resulting from shifting between primary and specialty care and the procedure-driven reimbursement model. Because of the cost-savings model, accountable care organizations using the patient-centered medical home concept are expected to play a large role as part of federal health care reform. An increase in demand for physician assistant services is expected to coincide with an increase in the number of patient-centered medical homes.

⁷ Economic Modeling Specialists Inc.; 2011, 4th Quarter.

⁸ Ibid.

⁹ Medical Panel Expenditure Survey, Agency for Healthcare Research and Quality. Statistical Brief #244, page 2. April 2009.

SECTION 3: SUPPLY

EDUCATION AND TRAINING

The career path for becoming a physician assistant typically requires a master’s degree.

Idaho State University provides the only in-state training for physician assistants and has since 1997.

Idaho State University’s physician assistant program is two years long over six semesters. Students are awarded a Master’s of Physician Assistant Studies (MPAS) degree and a PA certificate upon successful completion of the graduate curriculum.

PROJECTED SUPPLY

Currently the student capacity for physician assistant training is 60. Idaho State has a class of 30 students in Pocatello and 30 students at its Meridian campus. An additional 60 clinical students are at various clinical locations statewide.

To estimate the number of graduates potentially entering Idaho’s workforce as physician assistants, actual graduation, current enrollment and projected enrollment statistics were obtained from Idaho State University for its physician assistant program. This report includes the results of the Idaho Department of Labor’s survey of the academic program director of the physician assistant program at Idaho State University, who responded to the Survey of Idaho Physician Assistant Programs 2012.

Table 18 shows that Idaho State University has doubled the number of physician assistant graduates within five years from 30 to 59.

| Table 18: Idaho State University Degrees Conferred by Academic Year and Gender | | | |
|---|---------------|-------------|--------------|
| Academic Year | Female | Male | Total |
| 2005-2006 | 19 | 11 | 30 |
| 2006-2007 | 18 | 11 | 29 |
| 2007-2008 | 16 | 12 | 28 |
| 2008-2009 | 24 | 24 | 48 |
| 2009-2010 | 32 | 18 | 50 |
| 2010-2011 | 43 | 16 | 59 |

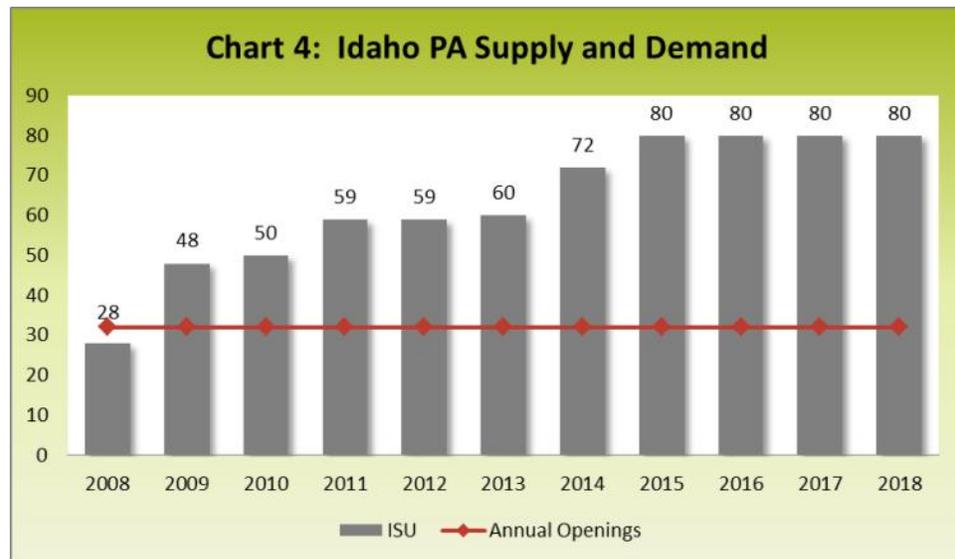
Survey of Idaho Physician Assistant Programs 2012.

Idaho State University plans to increase the capacity of its program by 20 seats within the next five years.¹⁰ At present, there are plans to add 12 new seats for the fall semester of 2014 and another eight seats for 2015.¹¹ There is currently an agreement between Idaho State University and the College of Idaho to expand the physician assistant program to the Caldwell campus of the College of Idaho.¹² Table 19 shows the expected increase in the number of Idaho State University physician assistant graduates.

| Table 19: ISU PA Projected Supply | |
|--|--------------|
| Academic Year | Total |
| 2011-2012 | 59 |
| 2012-2013 | 60 |
| 2013-2014 | 60 |
| 2014-2015 | 72 |
| 2015-2016 | 80 |
| 2016-2017 | 80 |

Survey of Idaho Physician Assistant Programs 2012

Chart 4 shows the actual and projected supply of Idaho physician assistant graduates from 2008-2018, the timeline for the Idaho Department of Labor’s long-term occupational employment projections. The long-term projections can be used to estimate the demand for physician assistants in Idaho as previously noted in the Demand section. Demand is estimated as 32 annual openings per year for physician assistants.



It must be noted in interpreting the supply and demand chart that the projected annual openings are annualized estimates of employment growth and replacements over 10 years. The annual openings do not correspond to actual job openings. In addition, the projected number of graduates is based on program capacity and assumes that all enrolled students graduate and practice in Idaho.

¹⁰ Survey of Idaho Physician Assistant Programs 2012.

¹¹ Source: Ann Smalley, Program Assistant, Physician Assistant Studies, Idaho State University. June 15, 2012.

¹² http://www.boardofed.idaho.gov/meetings/board/archive/2012/06_20-21_12/agenda.pdf. Accessed July 17, 2012.

SUPPLY IMPACTS

Idaho State University currently offers courses in the southeastern and southwestern regions of the state to a total of 60, soon to be expanded to 80, students each year. However, over 200 qualified applicants were denied admission to the program. If additional physician assistants need to be trained in Idaho, there are constraints to expanding program capacity.

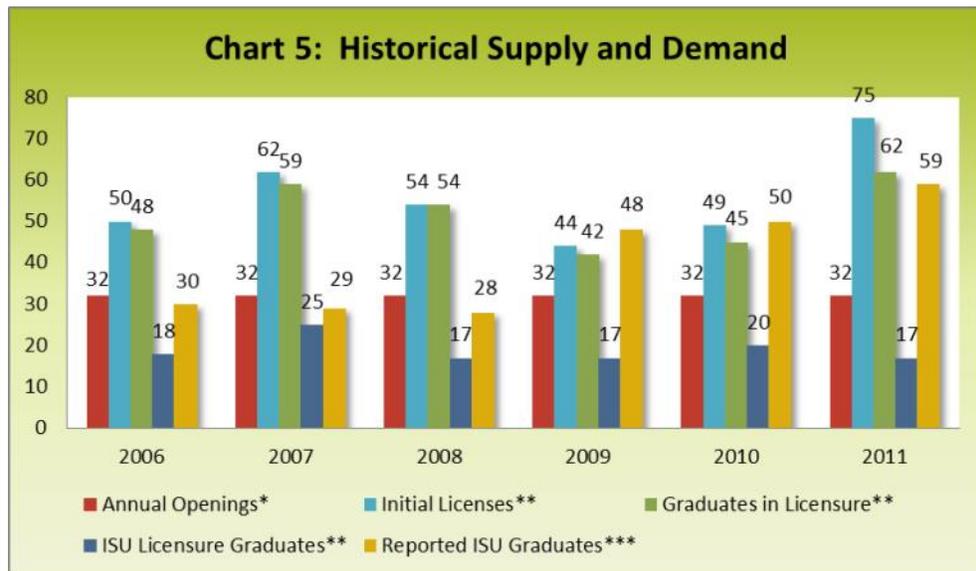
According to the Survey of Idaho Physician Assistant Programs 2012, the primary constraint to expanding training programs is the availability of clinical sites to train physician assistant students. The limiting factors to the school obtaining clinical rotations are sufficient affiliate faculty to supervise clinical rotations, participation by clinical site organizations and conflicts with other schools. Lack of clinical sites is such a critical need that a survey response indicated, “We are barely able to meet our current clinical training needs and have considered decreasing enrollments to ease pressure.”

Qualified faculty is another limitation to expanding the physician assistant program. Currently, 11 of 13 faculty members meet academic credential requirements. There is also an ongoing search for two additional faculty members. According to the survey, there are fewer physician assistant faculty applicants compared to traditional academic programs. However, the number of applicants is similar to other health professions programs.

SECTION 4: HISTORICAL SUPPLY AND DEMAND

An historical supply and demand analysis is displayed in Chart 5. The analysis assumes the same level of demand for the previous five years of 32 openings per year. Using the Board of Medicine physician assistant licensure database, the number of current physician assistants who obtained initial licenses each year is provided. Also available from the licensure database is the graduation school and year for each licensed physician assistant. The number of licensed Idaho State University graduates for each year is also depicted in the chart, along with the yearly total of Idaho State graduates reported to the department.

As the chart indicates, initial licenses have annually outpaced projected openings for physician assistants statewide since the mid-2000s. The number of physician assistants licensed each year is also over 50 percent greater than the number of Idaho State University graduates.



* Idaho Department of Labor 2008-2018 Long-term Projections

** Idaho Board of Medicine Licensure Database February 2012, All licensees. Missing 33

*** Survey of Idaho Physician Assistant Programs 2012

“Annual Openings” assumes the same level of demand for the previous five years as the 32 openings per year found in the 2008-2018 Idaho Department of Labor Long-term Occupational Employment Projections. Annual openings do not correspond to actual job openings in any given year.

“Initial Licenses” are taken from the date of initial licensure provided in the database and can indicate the number of new physician assistants entering the workforce in Idaho for that year.

“Graduates in Licensure” are the count of all licensed physician assistants who graduated in a particular year, regardless of the year of initial licensure. There can be a gap between the graduation year provided in the licensure and the year that the license is initially obtained for certain licensees. This gap may reflect in-migration of physician assistants who have previously practiced or been licensed in other states.

“Reported Idaho State Graduates” are the actual graduation numbers reported to the Idaho Department of Labor in the Survey of Idaho Physician Assistant Programs 2012. These numbers are reported by academic year instead of by calendar year, so the information is only provided as a reference point and not meant for an actual numerical comparison.

In addition, the number of persons licensed does not necessarily equate to the number of full time practitioners in the state. There may also be license holders who choose not to practice at all or only in a limited capacity.

A significant assumption in evaluating both licensure data and employment estimates is they reflect the number of providers and not the amount of care provided. A single physician assistant may provide 40 hours of care – the equivalent of a full work week – while two physician assistants may each work 20 hours a week but still provide the same 40 hours of care. Some physician assistants may provide 60 hours of care (or 1.5 full time equivalent).

APPENDIX A — PHYSICIAN ASSISTANT METHODOLOGY

The Idaho Department of Labor obtained the publically available licensure information on physician assistants from the Idaho Board of Medicine in April 2012 to analyze the physician assistant workforce in Idaho. Researchers cleaned and analyzed the licensure data for this report.

Under a Health Resources and Services Administration planning grant to evaluate primary care occupations including physician assistants, the department developed a baseline for tracking projected increases in employment over the next 10 years. A supply-demand analysis for physician assistants in Idaho was conducted using information from the Idaho Department of Labor, the Idaho Board of Medicine and Idaho State University's physician assistant program. The department agreed to provide its analysis to the licensing board.

Wherever possible, Idaho Department of Labor uses its own labor market information for workforce analysis. However, department researchers use licensure information to collect precise numbers and additional information not available from their own estimates. The licensure information was used to develop employment baselines for physician assistants reported to the Health Resources and Services Administration. These numbers were subsequently used to augment the department's Long-Term Occupational Employment Projections.

It was the researchers' original intent to use Social Security numbers from the licensure database to match Idaho Department of Labor employment records to ascertain whether and where licensed physician assistants were practicing in Idaho. But the Board of Medicine was unable to share any information that was not publically available. In the future, should the board endeavor to share Social Security numbers from its licensure database, that analysis can be conducted to provide greater precision in employment counts.

The Idaho Department of Labor established a memorandum of understanding with the Idaho Medical Association to receive information about its members. Researchers used that information about physician assistants to supplement what was received from the Board of Medicine, especially with regard to area of specialty.

To study the supply of the physician assistants entering Idaho's health care workforce, researchers contacted Idaho State University for the characteristics of its students enrolled and graduated from the physician assistant program. The questionnaire sent to the Idaho State University, Survey of Idaho Physician Assistant Programs, and the reported results are available in Appendices C and D.

APPENDIX B — CONFIDENTIALITY SAFEGUARDS

The Idaho Department of Labor is grateful to the licensure boards, professional associations, educational institutions and state government offices for sharing their information on primary care occupations being researched under a Health Resources and Services Administration workforce planning grant. The analysis conducted as part of this research would not have been possible without the information provided.

Most of the data provided to the Idaho Department of Labor are the result of a memorandum of understanding with the providing agency. These agreements may specify the level of reporting and analysis allowed by the providing agency. In any case, the department recognizes the sensitive nature of the data that are shared. Under no circumstances is individually identifying information ever disclosed. Data analysis and reporting are conducted at an aggregate level only.

The Idaho Department of Labor works extensively with confidential information in a variety of situations. As such, strict confidentiality procedures are engrained into all staff.

The Department's confidentiality procedures require:

- All research staff to undergo confidentiality training every year.
- All research staff to sign a Confidential Information Protection and Statistical Efficiency Act (CIPSEA) agreement, which enforces felony criminal penalties for deliberate breaches of confidential labor market information.
- The Idaho Department of Labor to enforce internal confidentiality agreements specially created for those individuals working with sensitive records such as licensure records.
- The Department never publish identifying information that can be linked to an individual or business except with express consent from the individual or business.
- Sensitive information to be transferred electronically using a secure FTP connection.
- Electronic files with identifying information stored on a server to be password protected.
- Sensitive non-electronic records such as CDs and DVDs to be stored in locked file drawers accessible only by staff supervisors.

APPENDIX C — PROGRAM DIRECTORY SURVEY



APPENDIX C — (CONT.)

About the Survey

Thank you for your participation. This survey will help us provide a comprehensive picture of Idaho’s capacity to train future physician Assistants. Data will be used by the Idaho Health Care Workforce Planning Committee to develop a comprehensive approach to reducing the statewide Physician Assistant shortage and by the Department of Labor to assess the future supply of physician assistant personnel. Approximate time to complete this questionnaire is two hours.

Please submit survey results to Polly Lorenz at the Idaho Department of Labor by: Monday, February 13, 2012.

SECTION 1: STUDENTS

- 1.1. What is the current capacity (number of seats) for the physician assistant program at your school? _____
- 1.2. What CIP code is associated with this program? _____
- 1.3. What is the number of eligible applicants for admission for the 2011-12 academic year? _____
- 1.4. Number of admissions offered? _____ Accepted? _____
- 1.5. Do you have a waitlist? Yes / No
 - 1.5.1. If yes, what is the number of qualified applicants on the waitlist? _____
- 1.6. Do you track students who are denied admission in one year but accepted at a later date? Yes / No
 - 1.6.1. If yes, what percentage of students who were denied admission were accepted at a later date? _____%
- 1.7. Do you offer deferred admission? Yes / No
 - 1.7.1. If **yes**, what is the percentage of students offered deferred admission that matriculate at the later date? _____?
- 1.8. What is the average age of admitted students? _____
- 1.9. What is the total number of students enrolled in your physician assistant program for the 2011-12 school year?

Female **Male**

1.10. Please provide enrollment counts by racial/ethnic category for the 2011-12 academic year.

| <u>Racial/Ethnic Category</u> | <u>Number of students</u> |
|---|---------------------------|
| American Indian or Alaska Native, non-Hispanic | _____ |
| Asian, non-Hispanic | _____ |
| Black or African American, non-Hispanic | _____ |
| Hispanic | _____ |
| Native Hawaiian or other Pacific Islander, non-Hispanic | _____ |
| Two or more races, non-Hispanic | _____ |
| White, non-Hispanic | _____ |
| Race or ethnicity unknown | _____ |
| Total | _____ |

APPENDIX C — (CONT.)

1.11. What is the persistence rate for the physician assistant program for the following academic years?

Please provide enrollment data by class year.

| Academic Year | 1 st Semester | 2 nd Semester | 3 rd Semester | 4 th Semester | 5 th Semester | 6 th Semester |
|---------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 2005-2006 | _____ | _____ | _____ | _____ | _____ | _____ |
| 2006-2007 | _____ | _____ | _____ | _____ | _____ | _____ |
| 2007-2008 | _____ | _____ | _____ | _____ | _____ | _____ |
| 2008-2009 | _____ | _____ | _____ | _____ | _____ | _____ |
| 2009-2010 | _____ | _____ | _____ | _____ | _____ | _____ |
| 2010-2011 | _____ | _____ | _____ | _____ | _____ | _____ |
| 2011-2012 | _____ | _____ | _____ | _____ | _____ | _____ |

1.12. How many degrees were conferred for the following academic years?

| Academic Year | Female | Male | Total |
|---------------|--------|-------|-------|
| 2005-2006 | _____ | _____ | _____ |
| 2006-2007 | _____ | _____ | _____ |
| 2007-2008 | _____ | _____ | _____ |
| 2008-2009 | _____ | _____ | _____ |
| 2009-2010 | _____ | _____ | _____ |
| 2010-2011 | _____ | _____ | _____ |
| 2011-2012 | _____ | _____ | _____ |

1.13. Do you track the National Certifying Examination for Physician Assistants pass rates for alumni? Yes / No

1.13.1. If yes, what are the pass rates for the following years?

| | |
|-----------|-------|
| 2005-2006 | _____ |
| 2006-2007 | _____ |
| 2007-2008 | _____ |
| 2008-2009 | _____ |
| 2009-2010 | _____ |
| 2010-2011 | _____ |

SECTION 2: PROGRAM

2.1. How many Theory Instructors in your Physician Assistant programs for the 2011-12 school year?

| Status | Female | Male |
|-----------|--------|-------|
| Full time | _____ | _____ |
| Part time | _____ | _____ |
| Adjunct | _____ | _____ |

2.2. How many Clinical Instructors in your Physician Assistant programs for the 2011-12 school year?

| Status | Female | Male |
|-----------|--------|-------|
| Full-Time | _____ | _____ |
| Part time | _____ | _____ |
| Adjunct | _____ | _____ |

2.3. Student to faculty ratio: _____ to 1 (based on _____ students and _____ faculty)

APPENDIX C — (CONT.)

2.4. What is the average age of your faculty? _____

2.5. How many hours per week do faculty work? _____

2.6. Does physician assistant faculty work during the academic calendar breaks? Yes / No

2.6.1. If **yes**, how many hours per week? _____

2.7. What is the projected number of faculty who will retire in the next five years? _____

2.8. Please provide faculty counts by racial/ethnic category for the 2011-12 academic year.

| <u>Racial/Ethnic Category</u> | <u>Number of Faculty</u> |
|---|--------------------------|
| American Indian or Alaska Native, non-Hispanic | _____ |
| Asian, non-Hispanic | _____ |
| Black or African American, non-Hispanic | _____ |
| Hispanic | _____ |
| Native Hawaiian or other Pacific Islander, non-Hispanic | _____ |
| Two or more races, non-Hispanic | _____ |
| White, non-Hispanic | _____ |
| Race or ethnicity unknown | _____ |
| Total | _____ |

2.9. Do you plan to increase the capacity of your physician assistant program over the next five years? Yes / No

2.9.1. If **yes**, how many new seats do you plan to add? _____

2.10. Are you planning to add satellite campuses? _____

2.11. Please rank the following capacity constraints by order of importance, with 1 being the most important.

Rank

_____ Qualified Faculty

_____ Clinical site availability

_____ Funding

_____ Campus Facilities and equipment

_____ Operating support

_____ Scheduling constraints for classes

_____ Other (please specify) _____

2.12. During the 2011-12 school year, what is the number of qualified applicants denied admission to your programs due to any of the capacity constraints listed above (2.11) _____

SECTION 3: CLINICAL ROTATIONS

3.1. What organizations does your institution currently use for student clinical rotations?
(Please list the names of these organizations below, use the back page if more space is needed, or attach a separate spreadsheet)

3.2. What limiting factors has your school experienced, if any, to providing clinical rotations?
(Please check all that apply)

| | |
|--|---|
| <input type="checkbox"/> Faculty participation | <input type="checkbox"/> Equipment provided by organizations |
| <input type="checkbox"/> Participation by organizations | <input type="checkbox"/> Location of participating organization |
| <input type="checkbox"/> Space provided by organizations | <input type="checkbox"/> Faculty time availability |

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APPENDIX C — (CONT.)

Conflicts with other schools
 Student time conflicts
 Availability of supervisory staff
 Other (please specify) _____

3.3. Do you feel that you have enough participating organizations to meet your clinical rotation needs? Yes / No

3.3.1. If **no**, please explain

3.4. Do you feel your school is competing with other institutions for clinic availability? Yes / No

3.5. On average, do students perform clinical rotations at one site or multiple sites? One Site / Multiple Sites

3.6. In your experience, what barriers exist between colleges and universities to work collaboratively in scheduling clinical rotations?

3.7. Are health provider organizations willing to partner with colleges/universities to change the way clinical rotations are currently staffed and scheduled? Yes / No

3.7.1. If **no**, why not?

3.8. What creative solutions for clinical rotations are being developed and used by your school?
(Example: more simulation, extended hours, summer programs, rotating program acceptance)

3.9. Are the solutions mentioned in 3.8 above being shared with other colleges and universities? Yes / No

3.9.1. If **yes**, how are these solutions being shared?

3.9.2. If **no**, why are these solutions not being shared?

SECTION 4: FACULTY RECRUITMENT

4.1. What is the number of faculty in your physician assistant programs who meet credential requirements?

a. Full time _____

b. Part time _____

c. Adjunct _____

4.2. What is the number of faculty in your physician assistant education programs who **do not** meet credential requirements?

a. Full time _____

Physician Assistant 5

APPENDIX C — (CONT.)

b. Part time _____

c. Adjunct _____

4.3. Over the last five years, what was the average number of applicants per open faculty position within your physician assistant education programs?

a. Full time _____

b. Part time _____

c. Adjunct _____

4.4. How does the number of physician assistant faculty applicants compare to the number of applicants for faculty openings in other programs at your college or university?

More applicants in Physician Assistant program

Fewer applicants in Physician Assistant program

About the same number of applicants

4.5. What sources are you currently using to advertise for physician assistant faculty candidates?

| | |
|---|---|
| <input type="checkbox"/> Online job posting sites | <input type="checkbox"/> Headhunter service |
| <input type="checkbox"/> School Web site | <input type="checkbox"/> List serve/E-mail announcements |
| <input type="checkbox"/> Television | <input type="checkbox"/> Chronicle of Higher Education |
| <input type="checkbox"/> Flyers | <input type="checkbox"/> Idaho Department of Labor |
| <input type="checkbox"/> Career fairs | <input type="checkbox"/> Physician Assistant Association Journals |
| <input type="checkbox"/> Newspaper | <input type="checkbox"/> Other (please specify) _____ |

4.6. Over the last five years, how many physician assistant faculty members have been recruited from outside Idaho? _____

4.7. Over the last five years, how many physician assistant faculty candidates turned down offers of employment? _____

4.8. What was the estimated cost of faculty recruitment in 2011-12? (Please include both hour and dollar estimates)

\$ _____ Time spent (in hours) _____

4.9. What was the total estimated cost of physician assistant education faculty turnover in 2011-12? \$ _____
(Please consider the overall cost including replacement faculty, cancelled courses, recruitment, and training)

4.10. If you could change **one thing** about the applicants for physician assistant faculty, what would it be?

| | |
|---|---|
| <input type="checkbox"/> More age diverse applicants | <input type="checkbox"/> More local or in-state applicants |
| <input type="checkbox"/> More applicants who meet credential requirements | <input type="checkbox"/> More applicants in general |
| <input type="checkbox"/> More Ph.D. educated applicants | <input type="checkbox"/> More diverse gender representation |
| <input type="checkbox"/> More experienced applicants | <input type="checkbox"/> Other (please specify) _____ |

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APPENDIX C — (CONT.)

SECTION 5: CONCLUSION

Would you be interested in receiving a copy of the final report? Yes / No

I certify that the information submitted in this form is complete and accurate to the best of my knowledge.

Signature of Respondent: _____
Date:

Respondent Name Printed

Name of School

Contact Phone Number

Please submit survey responses in the return envelope provided to
Polly Lorenz
Idaho Department of Labor
Communications & Research
317 W. Main St.
Boise, ID 83703

IDAHO
DEPARTMENT OF LABOR

Polly.Lorenz@labor.idaho.gov
Office: (208) 332-3570 x 3244
Fax: (208) 334-6455

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APPENDIX D — PA SURVEY QUESTIONS ANSWERED

Idaho State University, Physician Assistant Studies

Questions

Section 1: STUDENTS

| | | |
|---|--------------|------------|
| Current Capacity (number of seats for the PA program) | 120 | |
| Number of eligible applicants for admission for the 2011-2012 academic year | 285 | |
| Number of admissions offered | 78 | |
| Number of admissions accepted | 60 | |
| Number of qualified applicants on the waitlist | 35 | |
| Track students who are denied admission, but were accepted at a later date? | No | |
| Offer deferred admission? | No | |
| Average age of admitted students for the Class of 2013 | 29 | |
| Total number of students enrolled in PA education programs for the 2011-2012 year | Female 78 | Male 48 |

Enrollment by racial/ethnic category

| | Number of Students |
|---|--------------------|
| American Indian or Alaska Native, Non-Hispanic | 1 |
| Asian, non-Hispanic | 2 |
| Black or African American, non-Hispanic | 0 |
| Hispanic | 1 |
| Native Hawaiian or other Pacific islander, Non-Hispanic | 2 |
| White, Non-Hispanic | 113 |
| Race or Ethnicity Unknown | 11 |
| TOTAL | 120 |

Persistence rates

| Academic Year | 1 st Semester | 2 nd Semester | 3 rd Semester | 4 th Semester | 5 th Semester | 6 th Semester | % Rate |
|---------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------|
| 2005-2006 | 30 | 30 | 30 | 30 | 30 | 30 | 100% |
| 2006-2007 | 30 | 29 | 29 | 29 | 29 | 29 | 97% |
| 2007-2008 | 30 | 28 | 28 | 28 | 28 | 28 | 93% |
| 2008-2009 | 49 | 49 | 49 | 49 | 49 | 48 | 98% |
| 2009-2010 | 50 | 50 | 50 | 50 | 50 | 50 | 100% |
| 2010-2011 | 60 | 60 | 59 | 59 | 59 | 59 | 98% |
| 2011-2012 | 60 | 60 | 60 | 59 | na | na | na |

APPENDIX D — (CONT.)

| Idaho State University, Physician Assistant Studies] | | | | |
|---|--------------|---------------|-------------|--------------|
| Degrees conferred | | Female | Male | Total |
| | 2005-2006 | 19 | 11 | 30 |
| | 2006-2007 | 18 | 11 | 29 |
| | 2007-2008 | 16 | 12 | 28 |
| | 2008-2009 | 32 | 18 | 50 |
| | 2009-2010 | 43 | 16 | 59 |
| | 2010-2011 | | | |
| | TOTAL | 24 | 24 | 48 |
| National Certifying Examination for Physician Assistants pass rate | | Yes | | |
| | 2005-2006 | 90% | | |
| | 2006-2007 | 100% | | |
| | 2007-2008 | 79% | | |
| | 2008-2009 | 96% | | |
| | 2009-2010 | 96% | | |
| | 2010-2011 | 97% | | |

APPENDIX D — (CONT.)

| Idaho State University, Physician Assistant Studies | | | |
|--|---|----------|---------|
| Section 2: PROGRAM | | | |
| Didactic instructors for 2011-2012 school year | | Female | Male |
| | Full time | 0 | 6.7 FTE |
| | Part time | 1 | 3 |
| | Adjunct | 0 | 0 |
| Clinical instructors for 2011-2012 school year | | Female | Male |
| | Full time | 1 | 1 |
| | Part time | 0 | 0 |
| | Adjunct | 0 | 0 |
| Student to faculty ratio (includes program director not included above) | 118 students to 9.7 faculty | 12:1 | |
| Average age of faculty | | 49 | |
| Hours per week faculty work | | 40 | |
| Faculty work during academic calendar breaks? | | No | |
| Projected number of faculty who will retire in next five years | | 1 | |
| Faculty counts by Racial/Ethnic category | | | |
| | American Indian or Alaska Native, Non-Hispanic | | |
| | Asian, non-Hispanic | | |
| | Black or African American, non-Hispanic | | |
| | Hispanic | | |
| | Native Hawaiian or other Pacific islander, Non-Hispanic | | |
| | White, Non-Hispanic | 13 | |
| | Race or Ethnicity Unknown | | |
| | TOTAL | 13 | |
| Increase capacity of program over next five years | | 20 seats | |
| Add satellite campuses | | Yes | |

APPENDIX D — (CONT.)

| | |
|--|--|
| [| Idaho State University, Physician Assistant Studies |
| Capacity constraints by order of Importance | |
| | Clinical Site Availability 1 |
| | Campus Facilities and Equipment 4 |
| | Funding 6 |
| | Operating Support 5 |
| | Scheduling constraints for classes 7 |
| | Qualified faculty 3 |
| | DL technology able to deliver to 3 synchronous sites 2 |
| Qualified applicants denied admission for the 2011-2012 school year due to capacity constraints | 207 |

APPENDIX D — (CONT.)

Idaho State University, Physician Assistant Studies

Section 3: Clinical Rotations

Limiting factors has your school to providing clinical rotations

Affiliate faculty
Participation by organizations
Conflicts with other schools

Enough participating organizations to meet your clinical rotation needs?

No

"We are barely able to meet our current clinical training needs and have considered decreasing enrollments to ease pressure."

School is competing with other institutions for clinic availability?

Yes

On average, do students perform clinical rotations at one site or multiple sites?

Multiple sites

Barriers to colleges and universities working collaboratively in scheduling clinical rotations

"There is no coordination within our institution between professions, and no coordination with other institutions."

Are health provider organizations willing to partner with colleges/universities to change the way clinical rotations are currently staffed and scheduled?

No

"In general, there seems to be a lack of commitment/interest on the part of health systems to the clinical training of PA students. In fairness to them, they have many competing interests."

Creative solutions for clinical rotations are being developed and used by your school?

"A new partnership with St. Lukes – Magic Valley. They have agreed to help us develop a track system for 6-8 PA students in Twin Falls."

Solutions mentioned above being shared with other colleges and universities?

No

"It is too new – just approved yesterday. We plan to study its effectiveness and then share the information."

APPENDIX F — (CONT.)

| Idaho State University, Physician Assistant Studies | |
|---|---|
| Section 4: Faculty Recruitment | |
| Number of faculty who meet academic credential requirements | |
| | Full time 8 of 9 |
| | Part time 3 of 4 |
| Average number of applicants per open faculty position | 12 |
| Number of faculty applicants compared to other programs | |
| | Health professions About the same |
| | Traditional academic Much fewer |
| Sources to advertise for faculty candidates | |
| | Online job posting sites |
| | School web site |
| | Physician Assistant Association Journals |
| | Newspaper |
| | Chronicle of Higher Education |
| | Alumni letter |
| Faculty recruited from outside Idaho in last five years | 1 |
| Faculty candidates declining offers of employment in last five years | 1 |
| Open faculty recruitment searches in progress | 2 |
| Most desired trait lacking from faculty applicants | More experienced applicants in PA education |