

Michigan Department of Community Health

Survey of Physician Assistants

Survey Findings 2009

INTRODUCTION

In fall 2009, the Michigan Department of Community Health (MDCH) conducted the third annual survey of licensed physician assistants (PAs) to gather information about their employment characteristics, education, and work environment.

The MDCH contracted with Public Sector Consultants Inc. (PSC) for development, implementation, and analysis of the survey of physician assistants. The survey was designed in collaboration with the MDCH and the Michigan Academy of Physician Assistants.

The instrument contained questions about employment status, education, location and setting of main clinical practice site, percentage of time spent with supervising physician, specialty, use of computer technology, professional satisfaction, and plans to continue practicing, as well as a number of demographic questions (age, gender, race/ethnicity). The survey questions and response frequencies are provided in the Appendix.

As of January 2009, a total of 3,176 physician assistants were licensed in Michigan. All PAs are required to renew their license every two years from the first year of licensure, thus dividing the universe of PAs into two cohorts of roughly equal size. The sample for this survey was drawn from the Michigan licensure files maintained by the MDCH. In 2009, about 1,700 physician assistants were eligible for license renewal and received a copy of the survey instrument with their license renewal form. The survey was also available to PAs completing their license renewal online.

A total of 1,593 PAs renewed their license and 572 responded to the survey either online or by return mail, for a response rate of 36 percent and a margin of error of ± 3.3 percent with 95 percent confidence.¹ The 572 responses include fully and partially completed surveys (i.e., those with information missing for one or more variables), meaning that sample size for individual variables will differ and the margin of error may change slightly depending upon the amount of missing data for that particular question.

While the results of the 2009 survey of physician assistants are generally consistent with those of the 2007 and 2008 surveys, differences in the data that fall outside the margin of error are noted. Key survey findings are presented below.

EMPLOYMENT CHARACTERISTICS

- Overall, 93 percent of physician assistants licensed in Michigan are *active* in Michigan—that is, they are working part- or full-time in Michigan in physician

¹ For example, if the answer to a survey question is 60 percent “Yes,” the margin of error and confidence level mean that if this question were asked 100 times, in 95 occurrences the answer of the entire universe of possible respondents would be between 56.7 percent and 63.3 percent (i.e., the ± 3.3 percent margin of error).

assistant practice or in a related area (see Exhibit 1). *Unless otherwise noted, data presented in this report are for active, licensed physician assistants working in Michigan.*

- Among active physician assistants, 87 percent are working 32 hours or more per week in PA practice or a related area and 14 percent are working less than 32 hours per week.
- About 4 percent of physician assistants licensed in Michigan are working as a PA, but not in Michigan.
- About 3 percent of licensed physician assistants are not working as a PA.

EXHIBIT 1
Employment Characteristics of Physician Assistants, 2009

	Percentage of all physician assistants	Percentage of active physician assistants in Michigan
32 or more hours per week in PA practice or related area	83%	87%
Less than 32 hours per week in PA practice or related area	13	14
Employed but not as a PA	1	NA
Not employed and seeking employment as a PA or in a related area	2	NA
Not employed and seeking employment outside of PA practice or related area	0	NA
Temporarily not working and not looking for a job	1	NA
Retired, with no plans to return to work	1	NA
Licensed physician assistants working in PA practice or related area in Michigan	93%	NA
Licensed physician assistants working in PA-related area outside of Michigan	4	NA
Licensed physician assistants not working in PA-related area	3	NA

SOURCE: Michigan Department of Community Health Survey of Physician Assistants 2009.
NOTE: NA = Not applicable.

PRACTICE SETTING CHARACTERISTICS

About one-fifth of physician assistants (18 percent) work for more than one employer, although 34 percent practice at more than one site for their main employer. A majority of PAs (58 percent) say that their supervising physician is with them at their main clinical practice site 76–100 percent of the time. Only 15 percent report having a supervising physician with them at their main clinical practice site 0–25 percent of the time.

About two-thirds of PAs (67 percent) have a main clinical practice in an outpatient site. When asked to identify *all* of their current employment settings, about half of active PAs (52 percent) said they work in a physician’s office and two-thirds said they work in a hospital in either an inpatient setting (41 percent) or outpatient setting (26 percent) (see Exhibit 2).

EXHIBIT 2
Current Employment Settings of Physician Assistants, 2009

Setting	Percentage of active physician assistants in Michigan
Physician's office	52%
Hospital inpatient	41
Hospital outpatient	26
Nursing home/long-term care facility	5
Public/community health	3
PA education program	2
Home health care	2
Hospice	<1
Other	8

SOURCE: Michigan Department of Community Health Survey of Physician Assistants 2009.

NOTE: Percentages do not equal 100 percent because respondents were asked to mark "all that apply."

About two-fifths (43 percent) of PAs describe the area of their primary practice as suburban; approximately one-third (31 percent) describe it as urban; and about a quarter (27 percent) say they work in a rural area or small town.

PRACTICE SPECIALTY

About one-third (35 percent) of active physician assistants in Michigan specialize in primary care (that is, their primary specialty is family practice, general medicine, internal medicine, or pediatrics). About two-thirds (65 percent) are specialists in an area other than primary care (see Exhibit 3).

EXHIBIT 3

Distribution of Active Physician Assistants in Michigan, by Specialty, 2009

	Specialty	
	Primary	Secondary
Allergy & Immunology	1%	1%
Anesthesiology	<1	0
Cardiovascular Disease	6	4
Critical Care Medicine	<1	3
Dermatology	3	1
Emergency Medicine	11	10
Endocrinology	<1	1
Family Practice	22	9
Gastroenterology	2	2
General Medicine	3	3
Geriatrics	1	8
Hospitalist	4	2
Infectious Disease	0	0
Internal Medicine (General)	8	20
Nephrology	1	0
Neurology	<1	0
Neurological Surgery	3	2
Obstetrics & Gynecology	2	3

	Specialty	
	Primary	Secondary
Occupational Medicine	2%	3%
Oncology/Hematology	2	1
Orthopedic Surgery	8	2
Otolaryngology	1	0
Pediatrics	2	7
Physical Medicine & Rehabilitation	2	1
Plastic Surgery	1	0
Preventive Medicine	0	1
Psychiatry	1	3
Pulmonary Disease	0	1
Radiology	2	0
Rheumatology	<1	0
Sports Medicine	0	4
Surgery (General)	4	1
Thoracic Surgery	2	2
Urology	1	0
Vascular Surgery	<1	2
Other	6	9

SOURCE: Michigan Department of Community Health Survey of Physician Assistants 2009.

NOTE: Percentages may not equal 100 percent due to rounding.

TIME SPENT PROVIDING PATIENT CARE

- Active physician assistants in Michigan spend an average of 36 hours per week providing patient care.
- One-fourth of these PAs (25 percent) spend 30 hours or less per week providing such care.
- Another 25 percent spend more than 40 hours per week providing patient care.

PROVISION OF CARE TO MEDICAID AND MEDICARE PATIENTS

Among active physician assistants in Michigan:

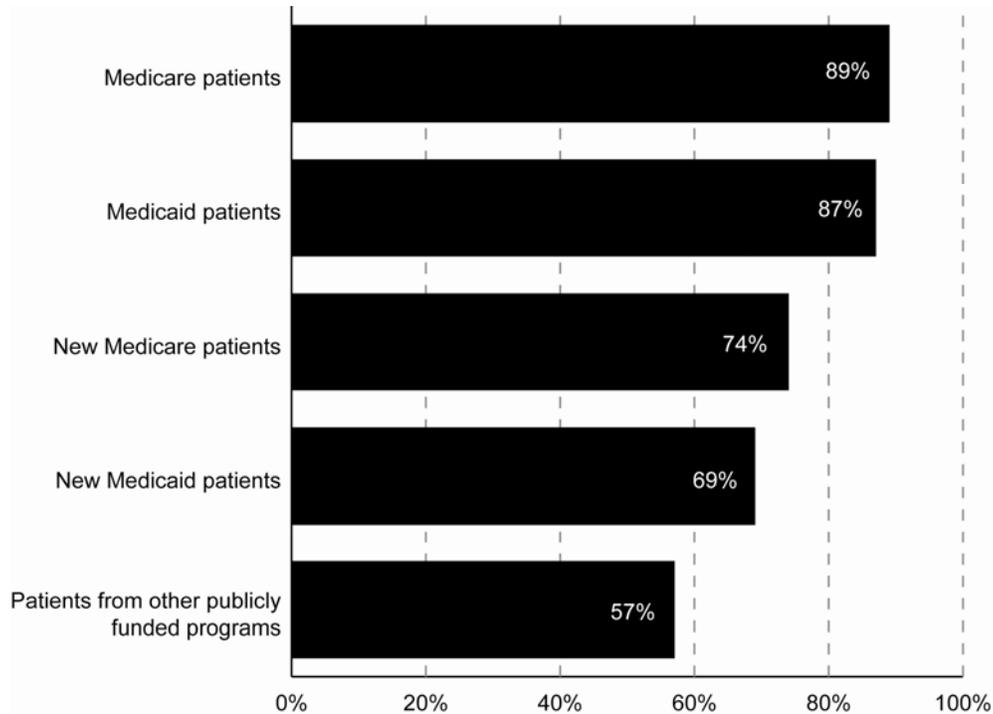
- Nearly nine out of ten (87 percent) report that they are currently providing care to Medicaid patients (see Exhibit 4).
- About two-thirds (69 percent) are providing care to *new* Medicaid patients.
- Almost nine out of ten (89 percent) report currently providing care to Medicare patients.
- Three-quarters (74 percent) are providing care to *new* Medicare patients, about the same percentage that this cohort reported in 2007 (78 percent). In 2008, a lower

percentage of respondents (67 percent) reported providing care to new Medicare patients; this may suggest a difference between the two licensure renewal cohorts.

- More than half (57 percent) are providing care to patients from other publicly funded programs.

EXHIBIT 4

Percentage of Active Physician Assistants in Michigan Providing Care to Patients from Publicly Funded Programs, 2009



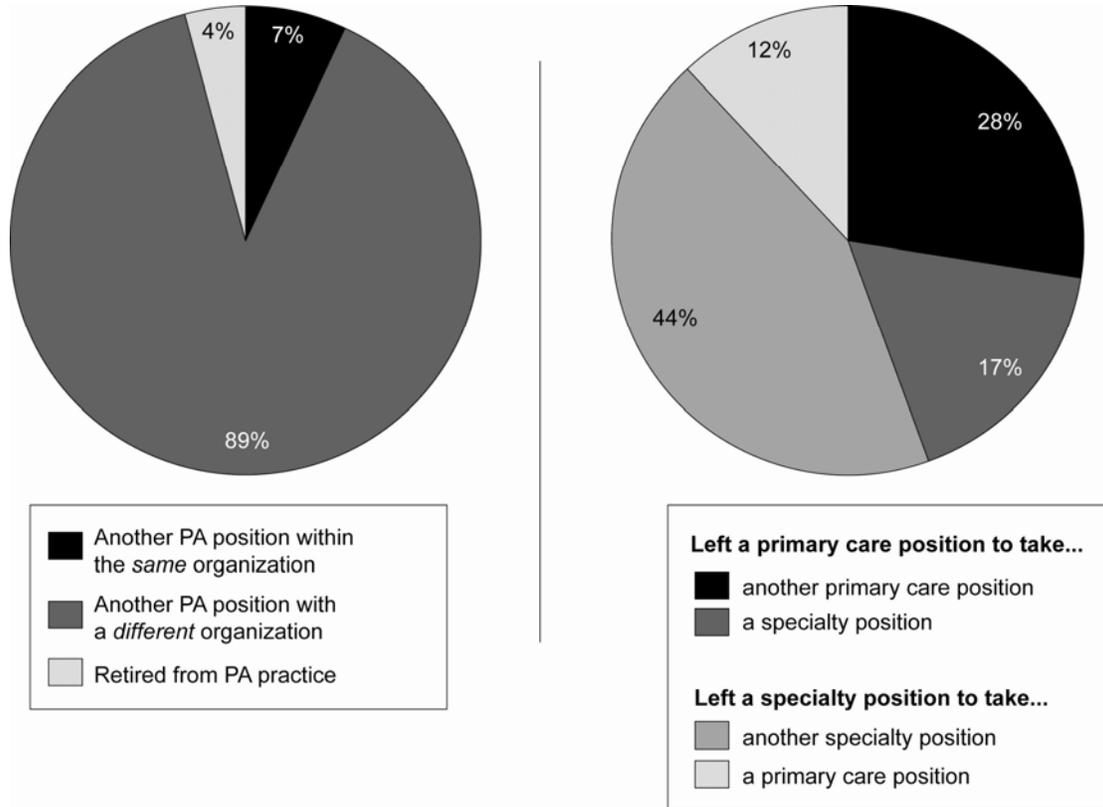
SOURCE: Michigan Department of Community Health Survey of Physician Assistants 2009.

CHANGES IN EMPLOYMENT

- Twenty-three percent of *all* licensed physician assistants voluntarily left a PA position within the last two years.
- Among physician assistants in Michigan who voluntarily left a PA position in the last two years, 89 percent (20 percent of all licensed PAs) left to take another PA position with a different organization; 7 percent took another PA position within the *same* organization; and 4 percent retired. None took a position outside of PA practice.
- Of those who took another PA position, 44 percent left a specialty position to take another specialty position; 28 percent left a primary care position to take another primary care position; 17 percent left a primary care position to take a specialty position; and 12 percent left a specialty position to take a primary care position (see Exhibit 5).

EXHIBIT 5

Positions Taken by Active Physician Assistants in Michigan who Voluntarily Left a PA Position within the Last Two Years, 2009



SOURCE: Michigan Department of Community Health Survey of Physician Assistants 2009.

NOTE: Percentages may not equal 100 percent due to rounding.

FUTURE PRACTICE PLANS

Most active physician assistants in Michigan (83 percent) plan to maintain their present number of patient care hours for the next three years. During that same time frame, 9 percent plan to increase patient care hours, 6 percent plan to significantly reduce patient care hours, 5 percent plan to relocate to another state, 4 percent plan to relocate to another Michigan location, and 2 percent plan to retire (see Exhibit 6).

EXHIBIT 6
Physician Assistant Practice Plans for the Next Three Years, 2009

Practice plan	Percentage of active physician assistants in Michigan
Maintain the number of patient care hours I currently work	83%
Increase patient care hours	9
Significantly reduce patient care hours	6
Relocate to another state	5
Relocate to another Michigan location	4
Retire	2

SOURCE: Michigan Department of Community Health Survey of Physician Assistants 2009.

NOTE: Percentages do not equal 100 percent because respondents were asked to "mark all that apply."

Of the 8 percent of active physician assistants who plan to retire or reduce their patient care hours, the most commonly cited factors contributing to this decision include childbearing/childrearing (45 percent, up from 32 percent for this cohort in 2007), age (40 percent, also up from 32 percent for this cohort in 2007), and lifestyle changes (20 percent, a marked drop from 43 percent in 2007) (see Exhibit 7). In 2008, 32 percent indicated childbearing/childrearing as a factor, and 40 percent indicated lifestyle changes and age as contributing factors.

In 2009, 10 percent of active physician assistants indicated increasing administrative/regulatory burden as a factor in the decision to retire or reduce patient care hours, down from 19 percent in 2007 and 17 percent in 2008.

EXHIBIT 7
Distribution of Factors Contributing to Decisions to Retire or Reduce Patient Care Hours, 2009

Factors	Percentage of active physician assistants in Michigan who plan to retire or reduce patient care hours
Childbearing/childrearing	45%
Age	40
Lifestyle changes	20
Increasing administrative/regulatory burden	10
General lack of job satisfaction	10
Personal or family health concerns	10
Moved to management/consulting/teaching/research	8
Inadequate salary/wages	5
Inadequate reimbursement for services from insurers	0
Employer/employee conflict	0
Other	13

SOURCE: Michigan Department of Community Health Survey of Physician Assistants 2009.

NOTE: Percentages do not equal 100 percent because respondents were asked to mark all that apply.

PROFESSIONAL SATISFACTION

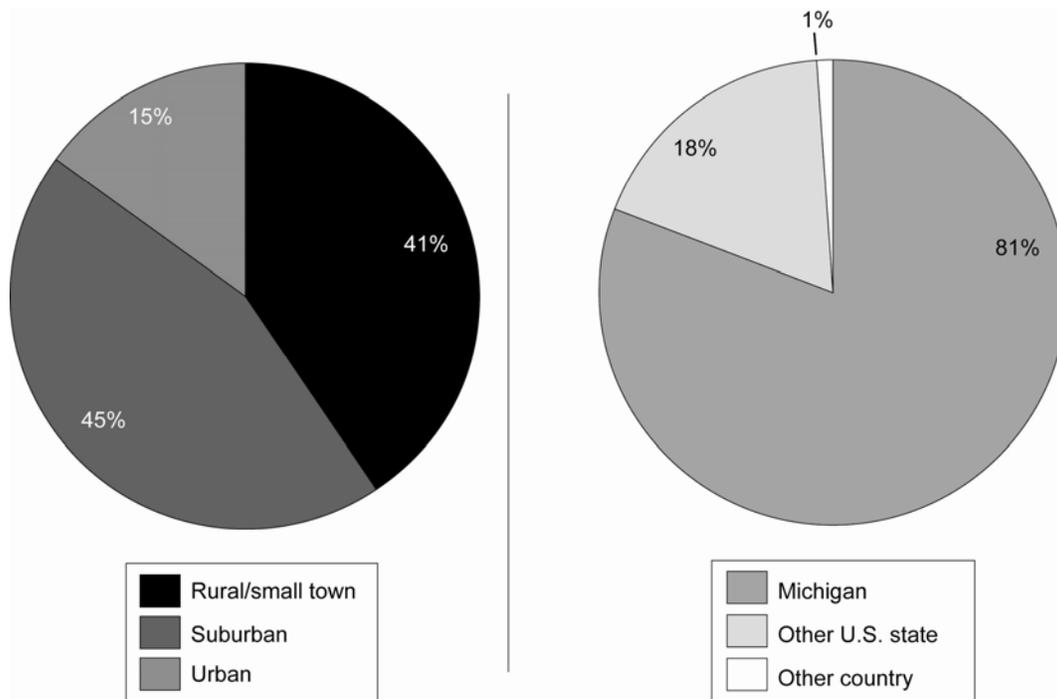
Physician assistants report high levels of professional satisfaction. Nearly all are either extremely satisfied (71 percent) or somewhat satisfied (26 percent) in their work. These figures are similar to the levels reported by this cohort in 2007. In contrast, the level of satisfaction reported in 2009 is greater than was reported in 2008, when 84 percent of active physician assistants were either extremely satisfied (57 percent) or somewhat satisfied (27 percent) professionally, which suggests that a difference in professional satisfaction exists between the two licensure cohorts.

ORIGIN AND EDUCATION BACKGROUND

- A large majority (81 percent) of active Michigan-licensed physician assistants grew up in Michigan, 18 percent grew up in another U.S. state, and 1 percent grew up in another country (see Exhibit 8).
- Nearly half (45 percent) grew up in a suburban area, 41 percent come from a rural area/small town, and 15 percent grew up in an urban area.

EXHIBIT 8

Origin of Active Physician Assistants in Michigan, 2009

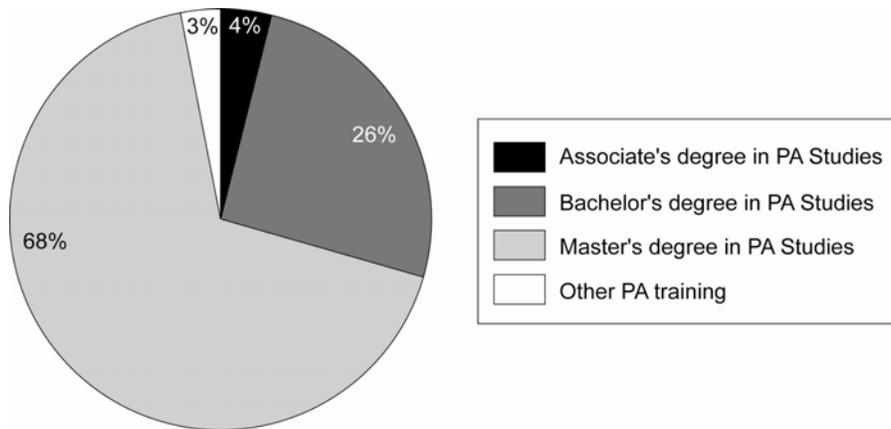


SOURCE: Michigan Department of Community Health Survey of Physician Assistants 2009.

- The highest education level achieved by two-thirds (68 percent) of active physician assistants in Michigan is a master's degree in PA Studies; 26 percent hold a bachelor's degree in PA Studies; 4 percent have completed an associate's degree in PA Studies; and 3 percent do not hold a degree but have received other PA training (see Exhibit 9).

EXHIBIT 9

Highest Degree Achieved by Active Physician Assistants in Michigan, 2009



SOURCE: Michigan Department of Community Health Survey of Physician Assistants 2009.

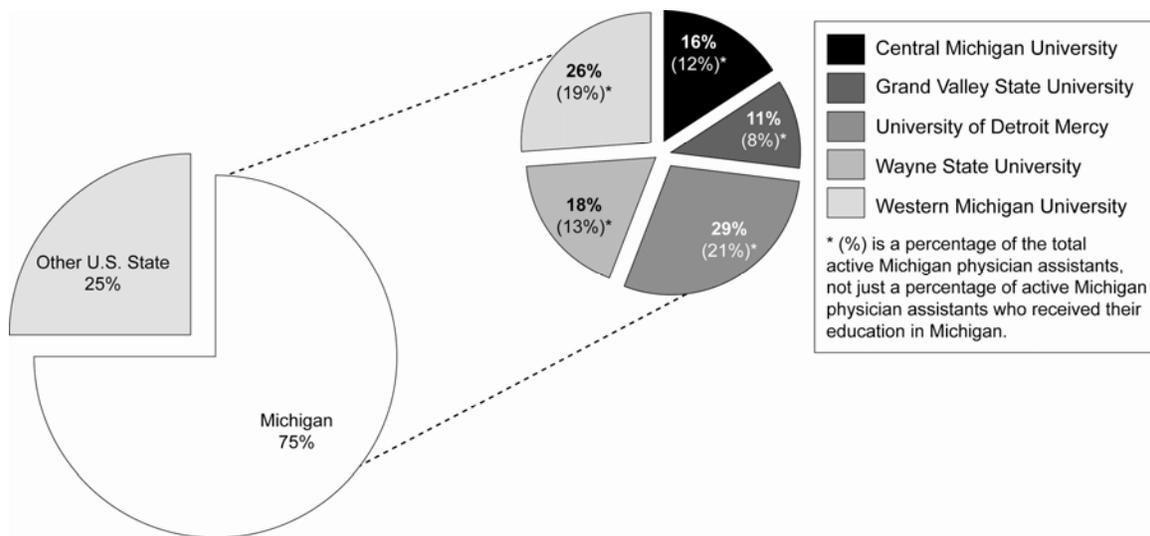
NOTE: Percentages do not equal 100 percent due to rounding.

Among active physician assistants in Michigan:

- About 75 percent received their highest physician assistant degree from a PA school in Michigan and 25 percent attended a PA school in another state (see Exhibit 10).
- Among those who received their degree from a PA school in Michigan, 29 percent attended University of Detroit Mercy, 26 percent attended Western Michigan University, 18 percent attended Wayne State University, 16 percent attended Central Michigan University, and 11 percent attended Grand Valley State University.
- Five percent are either enrolled in or have completed a postgraduate physician assistant residency program.

EXHIBIT 10

Education Background of Active Physician Assistants in Michigan, 2009



SOURCE: Michigan Department of Community Health Survey of Physician Assistants 2009.

PROFESSIONAL ACTIVITIES

Varying percentages of active physician assistants are involved in professional activities outside of clinical practice, including teaching, research, and administration (see Exhibit 11).

EXHIBIT 11

Distribution of Professional Activities of Active Physician Assistants, 2009

Professional activity	Percentage of active physician assistants in Michigan
Teaching	33%
Research	10
Administration in a private practice	7
Administration in PA education program, hospital, health plan, nursing home, or clinic	6

SOURCE: Michigan Department of Community Health Survey of Physician Assistants 2009.

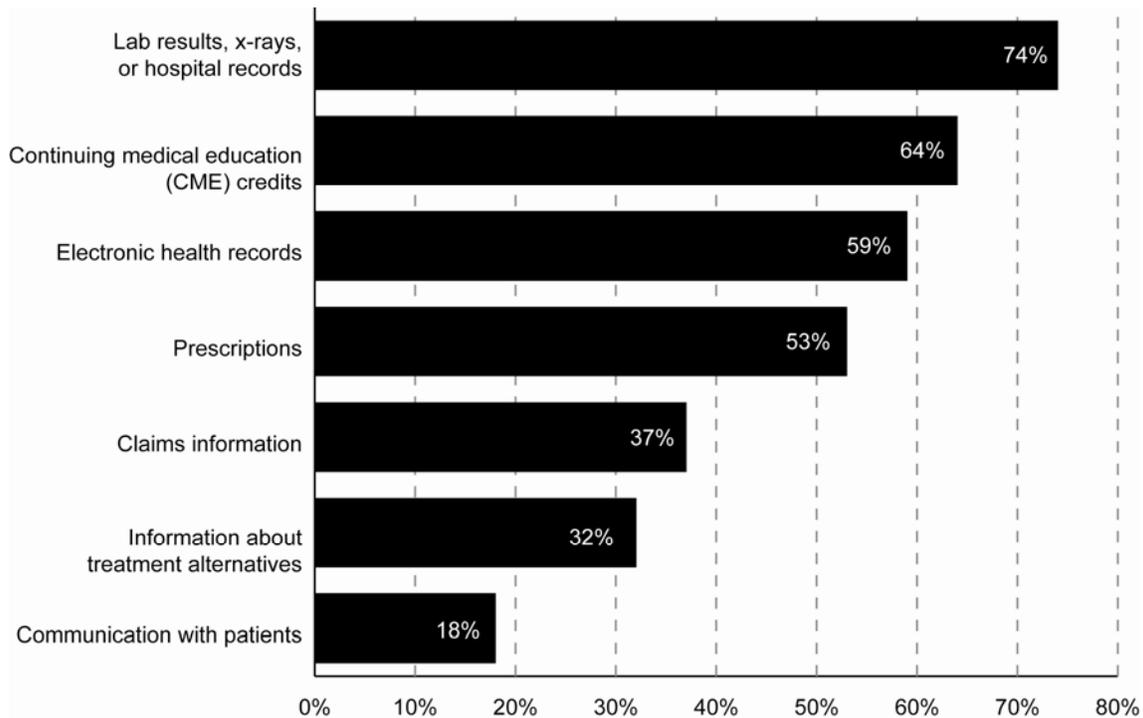
USE OF COMPUTER TECHNOLOGY

The use of computer technology for receiving or transmitting information has remained relatively steady since physician assistants were first surveyed in 2007, with two exceptions (see Exhibit 12). In the past year, notable increases have occurred in electronic prescribing (from 35 percent in 2007 and 2008 to 53 percent in 2009) and the use of electronic health records (from 50 percent in 2007 and 2008 to 59 percent in 2009). The sharp increase in electronic prescribing is likely due to the e-prescribing incentive authorized by the Medicare Improvements for Patients and Providers Act of

2008 (MIPPA). Eligible professionals were able to receive incentive payments from Medicare for successful electronic prescribing beginning January 1, 2009.

EXHIBIT 12

Percentage of Practices Using Computer Technology to Receive or Transmit Information (Active Physician Assistants), 2009



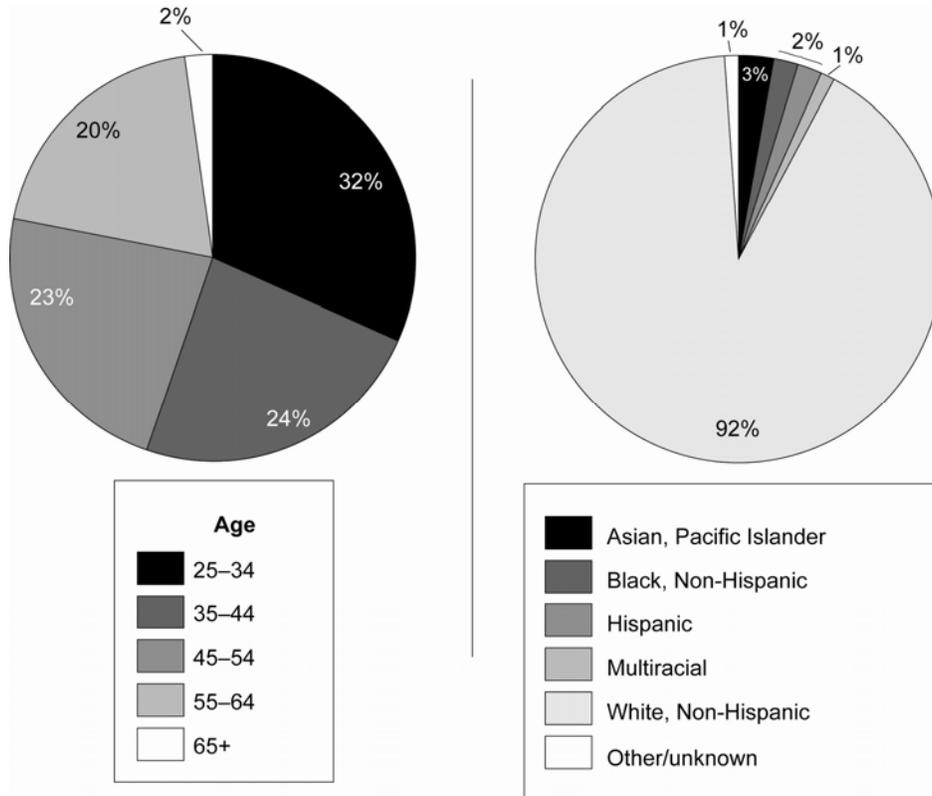
SOURCE: Michigan Department of Community Health Survey of Physician Assistants 2009.

GENDER, AGE, RACE, AND ETHNICITY

Among active physician assistants in Michigan:

- Thirty-seven percent are male; 63 percent are female, similar to the 2007 figures for this cohort. In 2008, 30 percent of those surveyed were male, which suggests a slight difference in the gender distribution in the two licensure renewal cohorts.
- Twenty-two percent are aged 55 or older; 56 percent are under the age of 45 (see Exhibit 13).
- Three percent are Asian or Pacific Islander; 2 percent are African American; and another 2 percent are Hispanic. None are American Indian/Alaskan Native.

EXHIBIT 13**Age, Race, and Ethnicity of Active Physician Assistants in Michigan, 2009**



SOURCE: Michigan Department of Community Health Survey of Physician Assistants 2009.
NOTE: Percentages may not equal 100 percent due to rounding.

Appendix

Survey Questions and Response Frequencies (N=572)*

1. In what year were you born?

Age	2007	2008	2009
<25	<1%	<1%	0%
25-34	34	36	32
35-44	24	21	24
45-54	24	26	23
55-64	17	14	20
65+	1	1	2

2. What is your current employment status? (Mark **one**)

	Percentage of all physician assistants			Percentage of active physician assistants in Michigan		
	2007	2008	2009	2007	2008	2009
a. 32 or more hours per week in PA practice or related area	84%	84%	83%	88%	88%	87%
b. Less than 32 hours per week in PA practice or related area	12	12	13	12	12	14
c. Employed but not as a PA	1	1	1	NA	NA	NA
d. Not employed and seeking employment as a PA or in a related area	1	1	2	NA	NA	NA
e. Not employed and seeking employment outside of PA practice or related area	0	0	0	NA	NA	NA
f. Temporarily not working and not looking for a job	1	1	1	NA	NA	NA
g. Retired, with no plans to return to work	<1	1	1	NA	NA	NA

3. What is your gender?

	2007	2008	2009
a. Female	62%	70%	63%
b. Male	38	30	37

* Unless otherwise noted, all frequencies are for *active* physician assistants. NA = Not applicable. Percentages in tables may not total 100 percent due to rounding.

4. What is your race/ethnicity?

	2007	2008	2009
a. American Indian, Alaskan Native	<1%	1%	0%
b. Asian or Pacific Islander	3	1	3
c. Black, Non-Hispanic	3	3	2
d. Hispanic	1	1	2
e. Multiracial	1	1	1
f. White, Non-Hispanic	92	91	92
g. Other/Unknown	1	1	1

5. Where do you live? (Mark **one**)

	Percentage of all licensed physician assistants		
	2007	2008	2009
a. Michigan	94%	94%	94%
b. Other U.S. state	5	6	5
c. Canada	<1	<1	0
d. Other country	<1	0	<1

6. Where is your primary place of employment?

	Percentage of all licensed physician assistants		
	2007	2008	2009
a. Michigan	95%	94%	96
b. Other U.S. state	4	6	4
c. Canada	<1	0	0
d. Other country	0	<1	<1

7. Please indicate the ZIP Code for your main clinical practice site. _____

8. Do you work for more than one employer?

	2007	2008	2009
a. Yes	20%	17%	18%
b. No	80	83	83

9. Do you practice at more than one site for your main employer?

	2007	2008	2009
a. Yes	35%	34%	34%
b. No	65	66	66

10. Approximately what percentage of the time is your supervising physician at your main clinical practice site when you are?

	2007	2008	2009
a. 0–25 percent	13%	15%	15%
b. 26–50 percent	11	9	11
c. 51–75 percent	16	19	16
d. 76–100 percent	60	57	58

11. Is your main clinical practice an outpatient or inpatient site?

	2007	2008	2009
a. Outpatient	66%	67%	67%
b. Inpatient	33	30	31
c. Not applicable	2	3	2

12. Identify your current employment setting(s). (Mark **all** that apply)

	2007	2008	2009
a. Hospital Inpatient	41%	41%	41%
b. Hospital outpatient	27	27	26
c. Physician's office	52	51	52
d. Nursing home/long-term care facility	6	4	5
e. Home health care	2	1	2
f. Public/community health	4	5	3
g. Hospice	1	<1	<1
h. PA education program	2	2	2
i. Other	7	7	8
j. None or not active as a physician assistant	<1	2	0

13. How many *hours per week* do you spend providing direct patient care?
2009 Mean = 36 hours

14. Overall, how would you rate your professional satisfaction as a physician assistant?

	2007	2008	2009
a. Extremely satisfied	66%	57%	71%
b. Somewhat satisfied	31	27	26
c. Neutral	2	2	2
d. Somewhat dissatisfied	1	4	1
e. Extremely dissatisfied	0	9	<1

15. What is the highest physician assistant degree you have achieved? (Mark **one**)

	2007	2008	2009
a. Associate's degree in Physician Assistant (PA) Studies	5%	3%	4%
b. Bachelor's degree in PA Studies	26	27	26
c. Master's degree in PA Studies	66	68	68
d. Other PA training	3	3	3

16. Are you involved in any of the following professional activities? (Mark **all** that apply)

	2007	2008	2009
a. Research	10%	11%	10%
b. Teaching	33	32	33
c. Administration in a private practice	8	5	7
d. Administration in a PA education program, hospital, health plan, nursing home, or clinic	4	5	6

17. Are you currently providing care to...

	2007	2008	2009
a. Medicaid patients?	83%	82%	87%
b. New Medicaid patients?	71	65	69
c. Medicare patients?	88	86	89
d. New Medicare patients?	78	67	74
e. Patients from other publicly funded programs?	60	54	57

18. Mark the practice specialty(ies) in which you spend most of your professional time. Mark **ONE primary** and, if applicable, **ONE secondary** specialty.

	Specialty					
	Primary			Secondary		
	2007	2008	2009	2007	2008	2009
1. Allergy & Immunology	1%	0%	1%	1%	1%	1%
2. Anesthesiology	<1	<1	<1	1	0	0
3. Cardiovascular Disease	4	7	6	3	2	4
4. Critical Care Medicine	1	1	<1	4	4	3
5. Dermatology	3	3	3	0	1	1
6. Emergency Medicine	11	10	11	14	13	10
7. Endocrinology	0	<1	<1	1	1	1
8. Family Practice	21	24	22	6	11	9
9. Gastroenterology	2	1	2	1	1	2
10. General Medicine	3	2	3	7	3	3
11. Geriatrics	<1	1	1	5	2	8
12. Hospitalist	3	3	4	2	3	2
13. Infectious Disease	1	<1	0	1	1	0

	Specialty					
	Primary			Secondary		
	2007	2008	2009	2007	2008	2009
14. Internal Medicine (General)	9	8	8	18	14	20
15. Nephrology	1	<1	1	1	1	0
16. Neurology	<1	1	<1	1	0	0
17. Neurological Surgery	3	2	3	0	2	2
18. Obstetrics & Gynecology	2	2	2	0	4	3
19. Occupational Medicine	3	3	2	7	3	3
20. Oncology/Hematology	3	4	2	1	0	1
21. Orthopedic Surgery	7	6	8	5	3	2
22. Otolaryngology	1	1	1	0	1	0
23. Pediatrics	2	4	2	5	2	7
24. Physical Medicine & Rehabilitation	2	1	2	1	1	1
25. Plastic Surgery	<1	1	1	1	1	0
26. Preventive Medicine	<1	0	0	2	2	1
27. Psychiatry	2	2	1	2	5	3
28. Pulmonary Disease	<1	<1	0	1	1	1
29. Radiology	1	1	2	1	0	0
30. Rheumatology	<1	1	<1	0	0	0
31. Sports Medicine	0	0	0	2	2	4
32. Surgery (General)	5	4	4	2	2	1
33. Thoracic Surgery	2	1	2	1	2	2
34. Urology	1	1	1	0	0	0
35. Vascular Surgery	<1	1	<1	2	2	2
36. Other	4	4	6	7	11	9

19. In your practice, does someone use a computer or computer-like device (e.g., PDA) to receive or transmit... (Mark **all** that apply)

	2007	2008	2009
a. lab results, x-rays, or hospital records?	74%	71%	74%
b. prescriptions?	35	35	53
c. claims information?	35	36	37
d. electronic health records?	50	50	59
e. communication with your patients	17	15	18
f. information about treatment alternatives	35	31	32
g. continuing medical education (CME) credits?	58	61	64

20. How would you describe the area where you grew up? (Please mark an answer in both sections A & B).

SECTION A			
	2007	2008	2009
a. Rural/small town	39%	39%	41%
b. Suburban	44	47	45
c. Urban	17	14	15
SECTION B			
	2007	2008	2009
a. Michigan	80%	78%	81%
b. Other U.S. state	18	20	18
c. Other country	2	2	1

21. How would you describe the area of your primary practice?

	2007	2008	2009
a. Rural/small town	Not asked	27%	27%
b. Suburban	Not asked	41	43
c. Urban	Not asked	33	31

22. A. Please indicate where you received your highest physician assistant degree.

	2007	2008	2009
a. Michigan	75%	70%	75%
b. Other U.S. state	25	30	25
c. Other country	0	2	0

B. If in Michigan, please specify the school.

	2007	2008	2009
a. Central Michigan University	13%	18%	16%
b. Grand Valley State University	11	11	11
c. University of Detroit Mercy	32	34	29
d. Wayne State University	17	16	18
e. Western Michigan University	27	22	26

23. Are you enrolled in or have you completed a postgraduate physician assistant residency program?

	2007	2008	2009
a. Yes	5%	5%	5%
b. No	95	95	95

24. Have you voluntarily left a physician assistant position within the last two years?

Percentage of all licensed PAs			
	2007	2008	2009
a. Yes	25%	25%	23%
b. No	75	75	77

25. If you voluntarily left a physician assistant position within the last two years, was it to... (Mark **one**)

	Percentage of licensed PAs who voluntarily left a PA position within the last two years		
	2007	2008	2009
a. take another PA position within the same organization?	8%	5%	7%
b. take another PA position with a different organization?	82	90	89
c. take a position outside of PA practice?	5	2	0
d. retire from PA practice?	1	4	4

26. If you voluntarily left a physician assistant (PA) position within the last two years to take another PA position, did you...

	Percentage of licensed PAs who left a PA position to take another PA position		
	2007	2008	2009
a. leave a primary care position to take a specialty position?	18%	15%	17%
b. leave a primary care position to take another primary care position?	55	41	28
c. leave a specialty position to take another specialty position?	11	15	44
d. leave a specialty position to take a primary care position?	17	29	12

27. In the next three years, I plan to... (Mark **all** that apply)

	2007	2008	2009
a. maintain the number of patient care hours I currently work.	80%	78%	83%
b. increase patient care hours.	9	10	9
c. significantly reduce patient care hours.	7	7	6
d. relocate to another Michigan location.	6	6	4
e. relocate to another state.	5	6	5
f. retire.	2	2	2

28. If you are retiring or reducing your patient care hours, what are the factors that led to this decision? (Mark **all** that apply)

	2007	2008	2009
a. Age	32%	40%	40%
b. General lack of job satisfaction	21	15	10
c. Childbearing/childrearing	32	32	45
d. Lifestyle changes	43	40	20
e. Inadequate salary/wages	Not asked	Not asked	5
f. Medical malpractice insurance cost	0	11	Not asked
g. Personal or family health concerns	17	19	10
h. Increasing administrative/regulatory burden	19	17	10
i. Employer/employee conflict	0	4	0
j. Inadequate reimbursement for services from insurers	21	17	0*
k. Moved to management/consulting/teaching/ research	6	4	8
l. Other	19	13	13

*Prior to 2009, this response option read "Inadequate reimbursement for services." In 2009, the phrase "from insurers" was added. This may explain the dramatic decrease from previous years in the percentage of PAs who indicated this was a factor that led to the decision to retire or reduce patient care hours.