



## **2019–2021 Physician Assistant Workforce Survey**

Presented to the Board of Medicine and the Board of Osteopathic Medicine

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November 1, 2021

Ron DeSantis  
Governor

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## Key Definitions

**Certification of Added Qualification (CAQs):** Physician assistants were asked to provide information on any certifications for added qualifications they held. The National Commission on Certification of Physician Assistants (NCCPA) lists seven specialty areas. Survey respondents hold CAQs in Cardiovascular/Thoracic Surgery, Emergency Medicine, Hospital Medicine, Nephrology, Orthopedic Surgery, Pediatrics, and Psychiatry.

**Physician Assistants (PAs) Actively Practicing in Florida:** Physician assistants who are actively practicing in Florida, have a valid practice address in a Florida county, and possess a valid license in active status.

**Physician Assistants Not Included in this Report:** Not included are physician assistants holding a Florida license who took the survey and indicated that they did not practice medicine in Florida during the twelve months prior to taking the survey; physician assistants with inactive licenses; physician assistants whose primary practice location is not in Florida (based on county responses); and physician assistants whose license status as of July 22, 2021,<sup>1</sup> does not authorize them to practice (administrative suspension, delinquent, emergency suspension, military active, retired, suspended, temporary military active, and voluntary withdrawal).

**Physician Assistants Workforce Survey:** The survey completed by all physician assistants biennially during the Florida physician assistant license renewal process.

**Primary Care Physician Assistants:** Physician assistants indicating a sub-specialty in Family Medicine (0400-0406), General Internal Medicine (0500-0501), or General Pediatrics (1400-1401), as defined by the American Academy of Family Physicians. In this survey, all practice locations with unique sub-specialty information were included.

**Primary Specialty:** The supervisor's primary practice specialty reported by the physician assistant.

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<sup>1</sup> License status is determined *after* the due date for renewal, January 31 of odd years. On December 23, 2020 and again on March 31, 2021 by Emergency Order (20-015 and 21-001) the State Surgeon General extended the deadline for upcoming license renewal. The final deadline was June 30, 2021, with license status for the 2021-2023 cycle collected in July 2021 instead of February.

**Specialty Area:** Physician assistants were asked to provide the specialty area(s) of their supervising physician.<sup>2</sup> Responses included specialty area and, in parentheses, any sub-specialty areas identified in any of the three practice locations:

- |  |  |
|--|--|
| 01 Anesthesiology<br>(0100-0104)                     | 11 Orthopedic Medicine<br>(1100-1103)  |
| 02 Dermatology<br>(0200, 0203-0204)                  | 12 Otolaryngology<br>(1200-1204)   |
| 03 Emergency Medicine<br>(0300-0301, 0304-0305)      | 13 Pathology<br>(1300, 1307)   |
| 04 Family Medicine<br>(0400-0403, 0405-0406)         | 14 Pediatrics<br>(1400, 1404-1405, 1408-1409,<br>1411-1415, 1417, 1420-1422,<br>1425-1427) |
| 05 Internal Medicine<br>(0500-0511, 0513-0521)       | 15 Physical Medicine &<br>Rehabilitation<br>(1500, 1503, 1505-1506)                        |
| 06 Medical Genetics<br>(0600)                        | 16 Preventive Medicine<br>(1600-1601, 1604-1606)   |
| 07 Neurology<br>(0700, 0704, 0706-0708)              | 18 Psychiatry<br>(1800-1801, 1803-1804, 1806-<br>1807)                                     |
| 08 Nuclear Medicine<br>(0800)                        | 19 Radiology<br>(1900-1902, 1909, 1912)  |
| 09 Obstetrics & Gynecology<br>(0900-0902, 0904-0905) | 20 Surgery<br>(2000-2002, 2004-2011)   |
| 10 Ophthalmology<br>(1000)                           | 21 Urology<br>(2100-2101).   |

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<sup>2</sup> Appendix E provides the list of specialty and subspecialties published by Department of Health (the Department) as form DH5025-MQA-07/2017 under Rule 64B-9.002, Florida Administrative Code, Physician and Physician Assistant Survey Procedures.

## Executive Summary

The 2017 Florida Legislature required a Physician Assistant Workforce survey comparable to the Physician Workforce survey completed by allopathic and osteopathic physicians as part of license renewal, as provided in §458.347(6)(b)1.c and §458.347(6)(b)2, Florida Statutes. This 2021 Physician Assistant Workforce Annual Report presents a summary and analysis of the 2019-2021 Physician Assistant Workforce Survey,<sup>3</sup> using the Physician Workforce Survey as a guide. Physician assistants (PAs) are required to complete the survey every two years when they renew their license to practice.<sup>4</sup>

A total of 11,461 physician assistants possess a license that allows them to practice in Florida. Of these physician assistants, 9,397 renewed their medical license for 2021-2023 and responded to the workforce survey. Of the physician assistants renewing their medical license, 7,920 (84.3%) were practicing in Florida in July 2021 and held an active license. Survey results presented in this report are based on these physician assistants, unless otherwise specified.

- Based on data in the Medical Quality Assurance (MQA) licensure database and survey respondents, 65.1% of physician assistants are female, 73.4% identified as White, and 25.4% are age 50 years and older.
- The top four specialty areas for physician assistants in Florida are Emergency Medicine (15.8%), Family Medicine (15.9%), Internal Medicine (21.0%), and Surgery (14.1%).
- Primary care physician assistants account for 20.9% of the physician assistant workforce.
- Half, 50.6%, of physician assistants work in an office practice setting and 34.9% practice in a hospital.
- More physician assistants report their practice accepts new Medicare patients (87.3%) compared to new Medicaid patients (64.3%).
- A total of 7.8% of physician assistants have already retired, or plan to retire in the next five years. An additional 7.8% of respondents indicated plans to relocate out of state in the next five years. In total these represent 14.6% (1,154 of 7,920) of individual currently licensed PAs.

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<sup>3</sup> The 2019–2021 biennial survey cycle is from February 1, 2019 through January 31, 2021.

<sup>4</sup> Newly licensed physician assistants do not complete a survey.

- There are generally more physician assistants in areas with large population centers or academic programs, but the ratio of PAs to population shows 48 counties, 41% of Florida's population, have less than the state average-3.6 PAs per 10,000 residents

## 2021 Florida Physician Assistants Workforce Annual Report

### Introduction

The 2021 Physician Assistant Workforce Annual Report is based on responses to the first Florida Physician Assistants Workforce Survey. The survey was established as part of the biennial licensure renewal process for physician assistants in sections 458.347(6)(b)1.c, 458.347(6)(b)2, and 459.022(7), Florida Statutes, effective July 1, 2018. Physician assistants must renew their license every other year to continue practicing. Because the survey is only administered upon licensure renewal, newly licensed PAs are not included in the analysis.

The survey is administered in the same manner as the physician workforce survey established in section 458.3191, Florida Statutes, and submitted to the Board of Medicine and the Board of Osteopathic Medicine. The survey and report are the responsibility of the Florida Department of Health’s (the Department) Division of Medical Quality Assurance (MQA). It should be noted that the Physicians Workforce Survey was updated in 2019, while this survey was based on the previous version.

A total of 11,461 PAs possess a license that allows them to practice in Florida. Of these PAs, 9,397 renewed their license during 2019 and 2020 and responded to the workforce survey. Of those surveyed, 7,920 (84.3%) are actively practicing in Florida. Unless otherwise noted, as in Figure 1, this report presents survey results for these PAs.

Figure 1 provides active licensure data for physician assistants from past MQA Annual Reports.

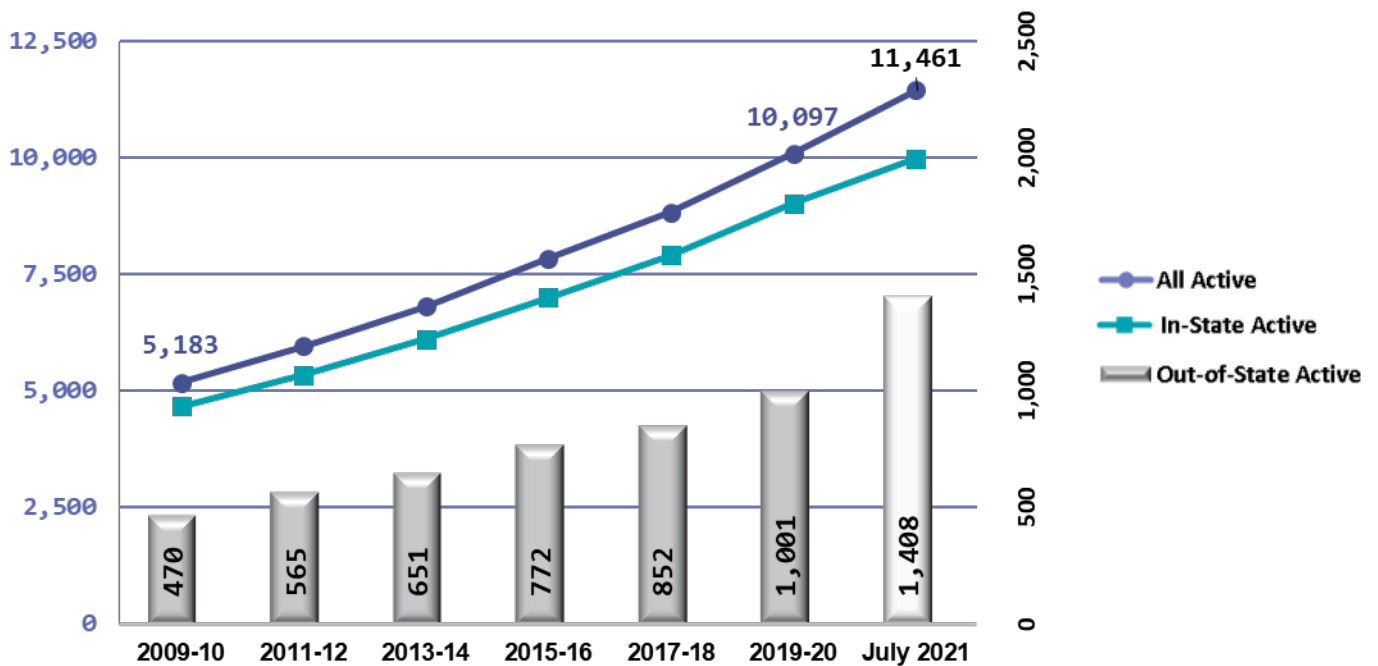


Figure 1. Active PA licensees from MQA Annual Reports, odd years 2009-2020, plus July 2021 MQA licensees.

## 2021 Physician Assistant Workforce Survey

The top line in Figure 1 shows the increase in all active physician assistant licensees from 5,183 in 2009-2010 to 10,097 licensees in 2019-2020. Active licensee counts from the July 2021 MQA licensure database (11,461) are included to align with survey data. While most active licensees are in-state, the percentage of active licensees reporting a primary practice location out-of-state each year also increased, from approximately 9% of all active licensees in 2009 to 10% in 2020. In the July 2021 MQA licensure data, the percentage of active PA licensees with out-of-state primary practice locations compared to in-state licensees jumped to 12% (1,408 of 11,461 active licenses).

## Council on Physician Assistants

The Council on Physician Assistants, established in sections 458.347(9) and 459.022(9), Florida Statutes, makes recommendations to the Department on the licensure of physician assistants. It develops rules regulating the use of physician assistants by physicians and makes recommendations to the Board of Medicine and Board of Osteopathic Medicine regarding all matters relating to physician assistants. It addresses concerns and problems of practicing physician assistants to improve safety in the clinical practice of licensed physician assistants.

Table 1. Physician Assistant Workforce Advisory Council Membership.

| Council Member  | Name                |
|---|---------------------|
| Council Chair and fully licensed physician assistant appointed by the State Surgeon General.  | Dayne Alonso, PA    |
| Council Vice Chair and fully licensed physician assistant appointed by the State Surgeon General.   | John Byrnes, PA     |
| A physician and member of the Board of Medicine who supervises a physician assistant in the physician's practice.   | Ravi Chandra, MD    |
| A physician and member of the Board of Osteopathic Medicine who supervises a physician assistant in the physician's practice.                                   | Michelle Mendez, DO |
| A third member appointed by the State Surgeon General or her or his designee as a fully licensed physician assistant licensed under chapter 458 or chapter 459. | Katie Callaway, PA  |



## Physician Assistant Workforce Demographics

### National and State Context

Historically, the United States Census Bureau report<sup>5</sup> has shown Florida's population increased consistently faster than the rate of the United States as a whole. For example, between 2010 and 2020 the number of Florida residents increased by 14.6% compared to the increase overall at 7.4%.

In contrast, the Florida Office of Economic and Demographic Research long-term trend analysis indicates a shrinking workforce pool for skilled and educated employees as well as labor intensive employees with a resulting increase in salary and other costs to compete with other states.<sup>6</sup> This coincides with an overall decrease in resident population as the percentage of prime working age residents (25-54) continues to shrink, from 41.5% of the population in 2000 to 37.2% in 2019.<sup>7</sup> The section on Workforce Attrition provides related survey results.

The Statistical Profile of Certified Physician Assistants by State,<sup>8</sup> from the National Commission on Certification of Physician Assistants (NCCPA) shows certified, licensed PAs<sup>9</sup> in Florida have been increasing, from 6,765 in 2015, the earliest year with state data, to 8,760 in 2019. Florida's PA numbers have remained consistently around 6.3% (9,381 of 148,560 of all certified PAs) in 2020.

In 2020, NCCPA reported "The PA profession grew 28.6% between 2016 and 2020, reaching 148,560 Certified PAs nationally at the end of 2020."<sup>10</sup> While Florida has maintained its percentage of PAs overall, its ratio of PAs to residents remains in the lower quartiles compared to other states, ranking 31<sup>st</sup> in 2015<sup>6</sup> and gradually increasing to ranking 29<sup>th</sup> in 2020.<sup>8</sup> For comparison, California ranked 22<sup>nd</sup> in 2015, but fell to 45<sup>th</sup> in 2020; New York rose from 5<sup>th</sup> in 2015 to 4<sup>th</sup> in 2020 and Texas fell from 39<sup>th</sup> in 2015 to 42<sup>nd</sup> in 2020.

See Table 2 for sex, ethnicity, and race for respondents to the 2019-2021 Physician Assistant Workforce Survey data compared to census data on population percentages:

- The percentage of female PAs in Florida is greater than the population percentage in Florida and nationwide.<sup>11</sup> Gender information is not collected in the profile and not reported here.

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<sup>5</sup> *United States Census Bureau*, Historical Population Change Data (1910-2020). (<https://www.census.gov/data/tables/time-series/dec/popchange-data-text.html>.)

<sup>6</sup> *Florida Office of Economic and Demographic Research*, Demographic Overview & Population Trends (January 28, 2020), p. 9. ([http://edr.state.fl.us/Content/presentations/population-demographics/DemographicTrends\\_1-28-20.pdf](http://edr.state.fl.us/Content/presentations/population-demographics/DemographicTrends_1-28-20.pdf).)

<sup>7</sup> *Florida Office of Economic and Demographic Research*, Florida: An Economic Overview (August 31, 2021), p. 10. ([http://edr.state.fl.us/Content/presentations/economic/FlEconomicOverview\\_8-31-21.pdf](http://edr.state.fl.us/Content/presentations/economic/FlEconomicOverview_8-31-21.pdf).)

<sup>8</sup> *National Commission on Certification of Physician Assistants*, 2015 through 2019 Statistical Profiles of Certified Physician Assistants by State (<https://www.nccpa.net/resources/nccpa-research/>.) NCCPA eliminated the detailed state profiles in 2020.

<sup>9</sup> Florida requires certification by the NCCPA in its licensure process.

<sup>10</sup> *National Commission on Certification of PAs, Inc.* (2021, July). 2020 Statistical Profile of Certified PAs: An Annual Report of the National Commission on Certification of PAs, p. 5. (<https://www.nccpa.net/wp-content/uploads/2021/07/Statistical-Profile-of-Certified-PAs-2020.pdf>.)

<sup>11</sup> *United States Census Bureau*, QuickFacts. (<https://www.census.gov/quickfacts/fact/>)

## 2021 Physician Assistant Workforce Survey

- The only ethnicity captured by the PA licensure application in the MQA licensure database is “Hispanic or Latino.” The percentage of survey respondents who self-identified as Hispanic in the licensure database is 14.5% which is below the population percentage in Florida (26.4%) and nationally (18.5%).
- For race data in the licensure profile, 8.2% (650) did not provide information or chose “Other.” Of the 7,270 who did respond and participate in the survey, 73.4% identified as White, 5.3% as African American, 0.34% as Native American, and 4.9% as Asian. All are less than Florida’s and the United States’ percentages overall, except for Florida’s Asian population, at 3.0%.

The Physician Assistant Education Association (PAEA) annual publication on 2019 graduating and entering student data, provides current and projected PA representation by gender (reported here under “Sex”), ethnicity, and race.<sup>12</sup> Table 2 shows survey data and PA trends from several sources, including NCCPA and PAEA.

Table 2: Trends in Physician Assistants by Sex (gender), Ethnicity, and Race.

|                                |                     | Female | Hispanic | White | African American | Native American | Asian |
|--------------------------------|---------------------|--------|----------|-------|------------------|-----------------|-------|
| 2019 Census Bureau             | U.S.                | 50.8%  | 18.5%    | 76.3% | 13.4%            | 1.3%            | 5.9%  |
|                                | Florida             | 51.1%  | 26.4%    | 77.3% | 16.9%            | 0.5%            | 3.0%  |
| 2019-2021 PA Workforce Survey  | Survey Participants | 65.1%  | 16.7%    | 73.4% | 5.3%             | 0.34%           | 4.9%  |
| 2019 NCCPA Statistical Profile | U.S.                | 69.3%  | 6.6%     | 86.8% | 3.6%             | 0.4%            | 6.0%  |
|                                | Florida             | 67.0%  | 16.1%    | 85.3% | 4.8%             | 0.3%            | 4.5%  |
| 2019 PAEA Student Report       | Entering            | 74.8%  | 9.1%     | 86.2% | 3.9%             | 1.3%            | 11.9% |
|                                | Graduating          | 75.1%  | 6.8%     | 88.1% | 3.0%             | 0.7%            | 10.5% |

Current projections for Florida PA characteristics (based on trends and to a limited extent on the national data from PAEA student reports) suggest continuing gaps in representation of Florida’s population.

<sup>12</sup> Student Report 4: Data from the 2019 Matriculating Student and End of Program Surveys (MSS & EOPS) .(<https://paeonline.org/wp-content/uploads/2020/12/student-report-4-updated-20201201.pdf>.)

For example, the percentage of African American PAs participating in the survey is less than one-third of Florida’s population, 5.3% compared to 16.9%. Similarly, only 16.7% of survey participants have indicated “Hispanic” under ethnicity compared to Florida’s reported population at 26.4%.

Note that ethnicity and race are based on MQA licensure profile data. Languages other than English are not available from MQA or the 2019-2021 Physician Assistant Workforce survey. The 2019 NCCPA state report data showed 30.6% of PAs responding to its survey could communicate in another language. The most common were “Spanish, French, and French Creole.”<sup>13</sup>

## Survey Respondent Demographics

### Sex

7,838 survey respondents had data on their sex in the licensure profile, 82 did not. Gender information is not collected in the profile and not reported here. More of Florida’s actively practicing physician assistants are female, with 65.1% (5,101 of 7,838) compared to 34.9% (2,737 of 7,838) for male. According to 2019 U.S. Census Bureau data, the percentage of PAs is greater than Florida’s population, at 51.1% female.<sup>14</sup> A similar gap in state population and PAs in terms of reported sex is also present in the 2019 Statistical Profile Survey of Certified Physician Assistants by State, reporting 69.3% female nationally and 67% female in Florida.<sup>15</sup>

### Ethnicity and Race

Unlike other reports that collect these type of data, Florida’s health care practitioner data do not separate ethnicity from race. See Figure 2. This skewing of race data (counts lost because the forced choice) makes comparisons

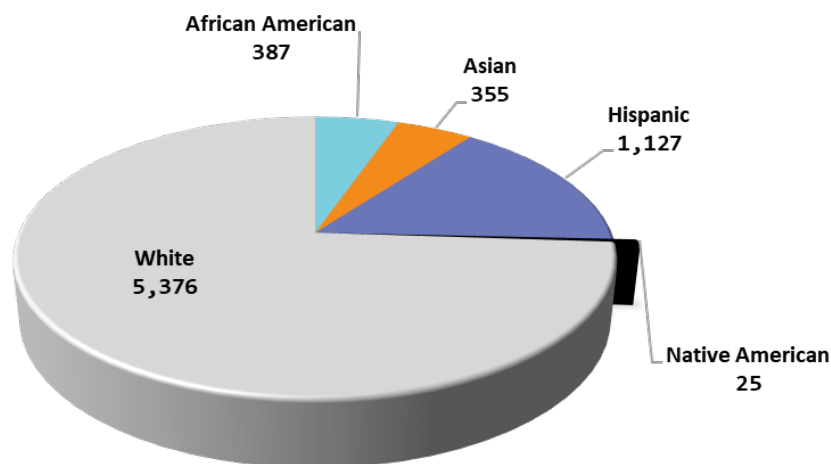


Figure 2. Counts for PAs responding to the survey by reported ethnicity/race in the MQA licensure database. N = 7,270 (650 respondents do not have race/ethnicity data.)

<sup>13</sup> National Commission on Certification of Physician Assistants, 2019 Statistical Profile of Certified Physician Assistants by State (<https://www.nccpa.net/resources/nccpa-research/>). See page 45.

<sup>14</sup> The 2019 Florida sex percentages are published on the United States Census Bureau’s QuickFacts webpage (<https://www.census.gov/quickfacts/fact/table/FL/>).

<sup>15</sup> National Commission for Certification of Physician Assistants, 2019 Statistical Profile of Certified Physician Assistants by State, webpage (<https://www.nccpa.net/resources/nccpa-research/>).

to other reports difficult. In addition, 8.2% (650) of survey respondents did not provide ethnicity/race information or chose “Other” in the licensure data; 93.7% (7,270) of survey respondents had the combined race and ethnicity data. Of these, 73.4% (5,376) identified as White, 16.7% (1,127) as Hispanic, 5.3% (387) as African American, 0.34% (25) as Native American and 4.9% (355) as Asian.

**Age**

The average age of physician assistants in this report is 43.9, with a range of 25 to 88, a median of 57 and a mode of 33.<sup>16</sup> Most PAs, 74.6% (5,906), are under 50 years of age, followed by 15.5% (1,228) aged 50-59, and 9.9% (786) aged 60 and older. See Figure 3. The percentage of physician assistants working past the current retirement age (over 66) is 4.4% (348). Figure 4 breaks down this information into age group and sex.<sup>17</sup>

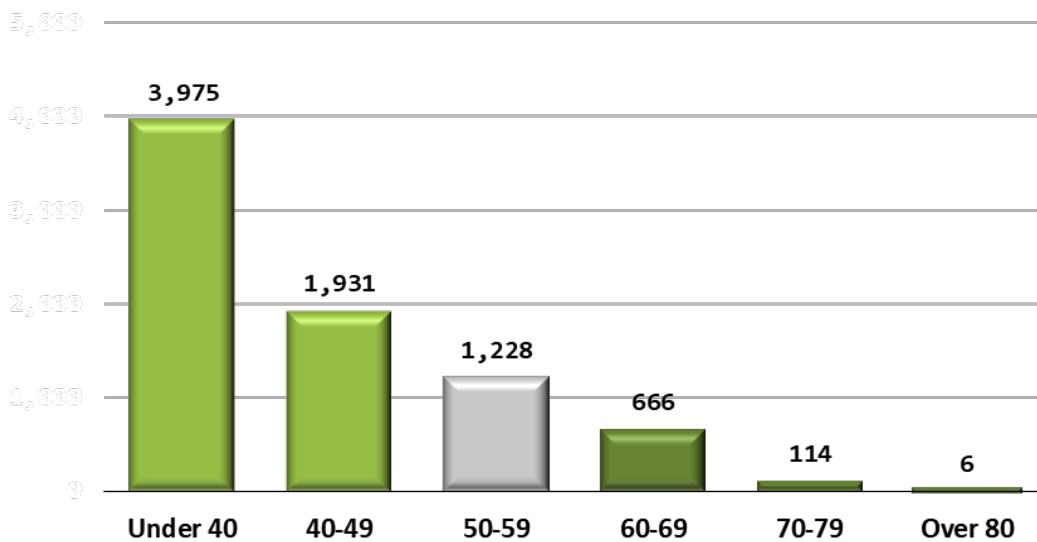


Figure 3. PAs by age range in the MQA licensure data, N =7,838.

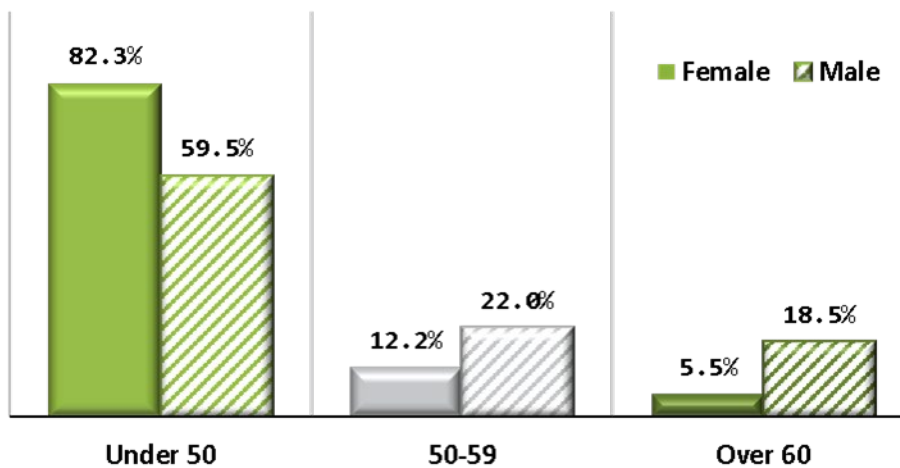


Figure 4. PAs by age group and reported gender in the MQA licensure data, N = 7,838.

<sup>16</sup> There were 6 physician assistants age 80 and older who renewed their license for 2021-2023.

<sup>17</sup> Sex was not available for X survey respondents.

## Physician Assistant Workforce Practice Characteristics

The 2019-2021 Physician Assistant Workforce survey reports demographic information to describe workforce diversity, but also collects information specific to the practice of health care—what are physician assistants doing (specialty areas), where do they do it (practice settings), and how much time do they spend with patients compared to other tasks? Finally, the survey reports information on physician assistants whose practice settings accept Medicaid and Medicare.

### Primary Specialty

Table 3 shows the specialty area distribution of the 7,863 physician assistants for *all practice locations*, 57 respondents did not list a primary practice location. Almost 6% of PAs responding did not share a primary practice area of their supervising physician. For all respondents and all practice locations, 2.7% (216)

Table 3. 2019-2021 Physician Assistants by Supervising Physician's Specialty Area.

| Primary Specialty                     | Number [7,863] | Percentage |
|---------------------------------------|----------------|------------|
| 01 Anesthesiology                     | 264            | 3.4%       |
| 02 Dermatology                        | 628            | 8.0%       |
| 03 Emergency Medicine                 | 1,239          | 15.8%      |
| 04 Family Medicine                    | 1,250          | 15.9%      |
| 05 Internal Medicine                  | 1,653          | 21.0%      |
| 06 Medical Genetics                   | 3              | 0.0%       |
| 07 Neurology                          | 125            | 1.6%       |
| 08 Nuclear Medicine                   | 1              | 0.0%       |
| 09 Obstetrics & Gynecology            | 92             | 1.2%       |
| 10 Ophthalmology                      | 18             | 0.2%       |
| 11 Orthopedic Medicine                | 730            | 9.3%       |
| 12 Otolaryngology                     | 132            | 1.7%       |
| 13 Pathology                          | 3              | 0.0%       |
| 14 Pediatrics                         | 267            | 3.4%       |
| 15 Physical Medicine & Rehabilitation | 73             | 0.9%       |
| 16 Preventive Medicine                | 74             | 0.9%       |
| 18 Psychiatry                         | 151            | 1.9%       |
| 19 Radiology                          | 94             | 1.2%       |
| 20 Surgery                            | 1,110          | 14.1%      |
| 21 Urology                            | 112            | 1.4%       |

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had more than one specialty area and 4.2% (330) had more than one location in the same county. The top four specialty areas—Emergency Medicine (15.8%), Family Medicine (15.9%), Internal Medicine (21.0%), and Surgery (14.1%)—compose 52.7% of the total physician assistant workforce (4,142 of 7,864 reported). See Appendix D for information regarding physician assistant specialty area by county.

Figures 5 and 6 show the distribution of specialty area using licensure profiles data by sex and by age group.

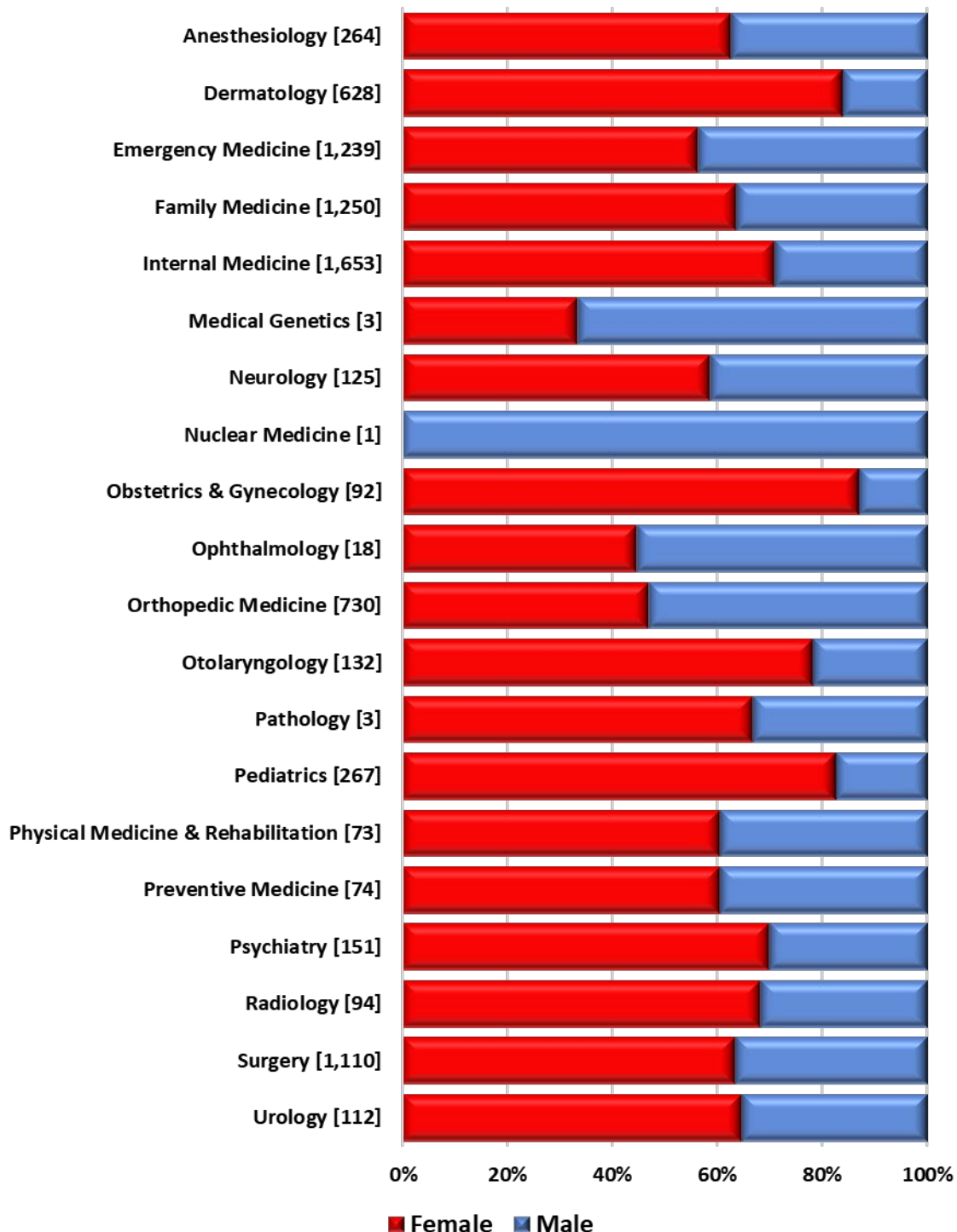


Figure 5. Physician assistant specialties by reported sex. Some PAs have more than one specialty area.

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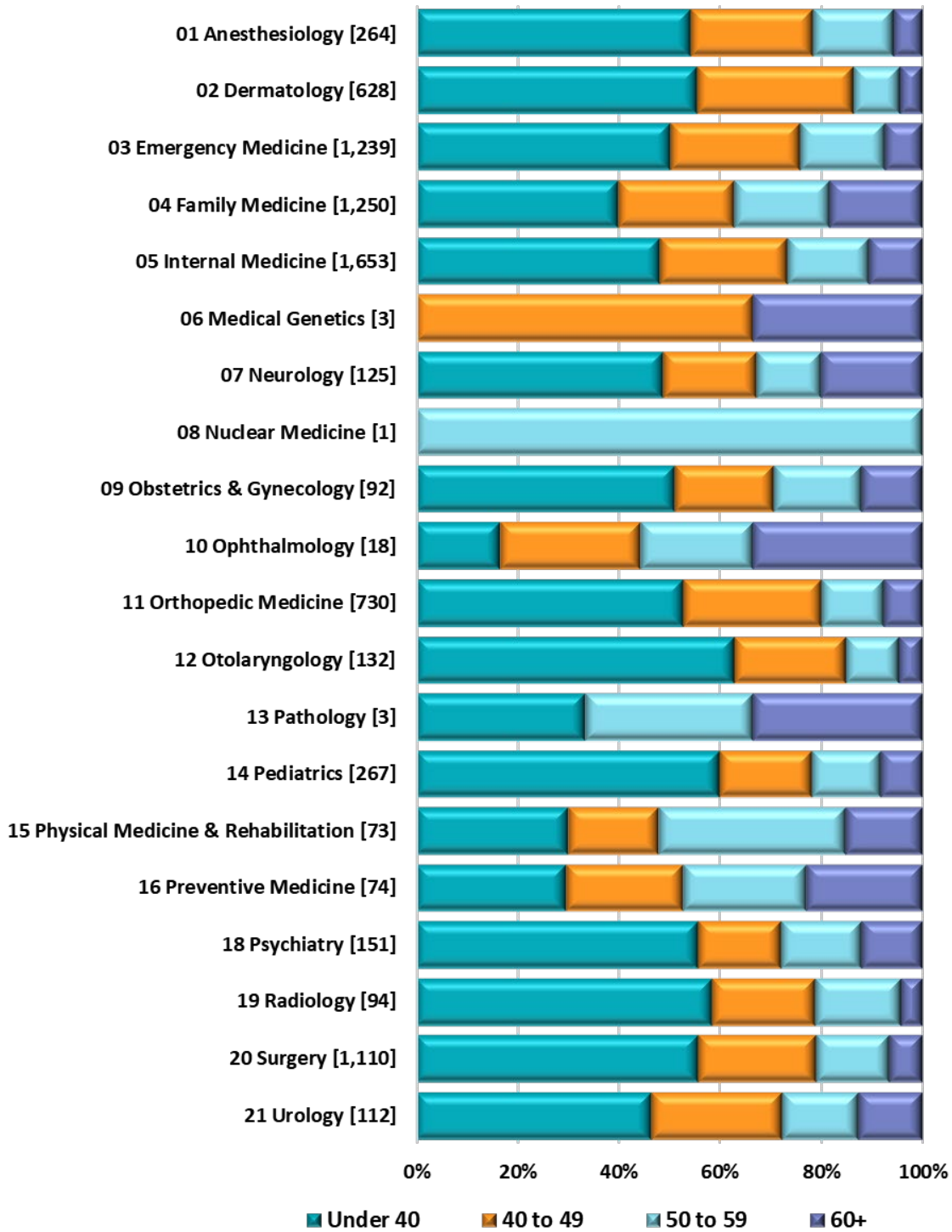


Figure 6: Physician assistant specialties by age group. Some PAs have more than one specialty area.

### Primary Care Physician Assistants

Primary care physician assistants make up 20.9% (1,644 of all 7,864) of all PAs who reported specialties and subspecialties.<sup>18</sup> See Figure 7. Appendix D provides breakdown by major specialty group and county.



Figure 7. PAs identifying in Primary Care, N = 1,644.

### Physician Assistant Education

Figure 8 has counts for level of education responses we could decipher (7,750 of 7,809 respondents): Associates (110), Bachelor's (1,070), Master's (5,562), a specified Physician Assistant degree (721), and a Doctoral / Professional degree (287). At least one master's degree was identified by 71.8% of respondents but the specific PA degree did not provide a degree level. PA degree programs that are accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) require a bachelor's degree as part of admission requirements and confer a master's degree upon completion. These requirements suggest the distribution of degrees for level of education can be projected to change.

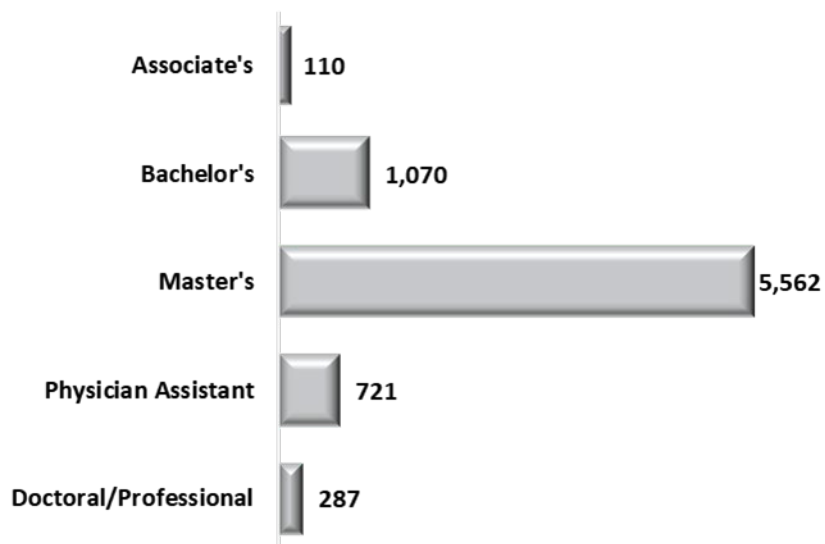


Figure 8. Number and type of degrees PAs reported for "Level of Education", N = 7,750.

<sup>18</sup> Results for primary care PAs are based on respondents who selected general internal medicine (subspecialty codes 0500-0501) or family medicine (all specialty and subspecialty codes (04, 0400-0406) or general pediatrics (subspecialty codes 1400-1401). See Appendix E for a list of specialty and subspecialty choice codes.



### Where PAs Earned Their Degrees

The majority of licensed physician assistants in this survey, 61.2% (4,725 of 7,725) reported earning their PA degree in Florida. Others earned their degrees in 44 other states, the District of Columbia, Guam, and other countries. Table 4 lists the 17 states with 60 or more of the 7,725 respondents. Florida offers 10 of the 229 PA degree programs listed by the National Center for Education Statistics.<sup>19</sup>

Table 4. States where 60 or more survey respondents reported earning their PA degree.

| State where PA Degree Earned | Number and Percent of PAs Reporting Degree States N= 7,725 |       | Number of Degree Programs Offered in the State |
|------------------------------|--|-------|--|
| Florida                      | 4,725  | 61.2% | 10   |
| New York                     | 529  | 6.8%  | 21   |
| Pennsylvania                 | 413  | 5.3%  | 24   |
| Alabama                      | 225  | 2.9%  | 2  |
| Tennessee                    | 160  | 2.1%  | 7  |
| North Carolina               | 157  | 2.0%  | 11   |
| Ohio                         | 127  | 1.6%  | 12   |
| Nebraska                     | 125  | 1.6%  | 3  |
| Texas                        | 119  | 1.5%  | 9  |
| West Virginia                | 98   | 1.3%  | 3  |
| Illinois                     | 90   | 1.2%  | 7  |
| California                   | 78   | 1.0%  | 12   |
| Virginia                     | 75   | 1.0%  | 8  |
| Michigan                     | 68   | 0.9%  | 7  |
| Massachusetts                | 67   | 0.9%  | 8  |
| District of Columbia         | 65   | 0.8%  | 1  |
| Connecticut                  | 60   | 0.8%  | 5  |

### NCCPA Certificates of Added Qualifications

NCCPA offers seven specialty certificates, Certificate of Added Qualifications (CAQ). “The CAQ is a voluntary credential that Certified PAs can earn in seven specialties: Cardiovascular & Thoracic Surgery, Emergency Medicine, Hospital Medicine, Nephrology, Orthopedic Surgery, Pediatrics and Psychiatry.”<sup>20</sup> Of the 7,822

<sup>19</sup> Institute of Education Sciences' National Center for Education Statistics, *College Navigator*. Accessed October 2021. [College Navigator - Search Results \(ed.gov\)](#)

<sup>20</sup> National Commission for the Certification of Physician Assistants (NCCPA), Certificates of Additional Qualifications (CAQs) (<https://www.nccpa.net/specialty-certificates/>.)

respondents to this item, 0.8% (66) of PAs hold a total of 68 CAQs. See Figure 9.

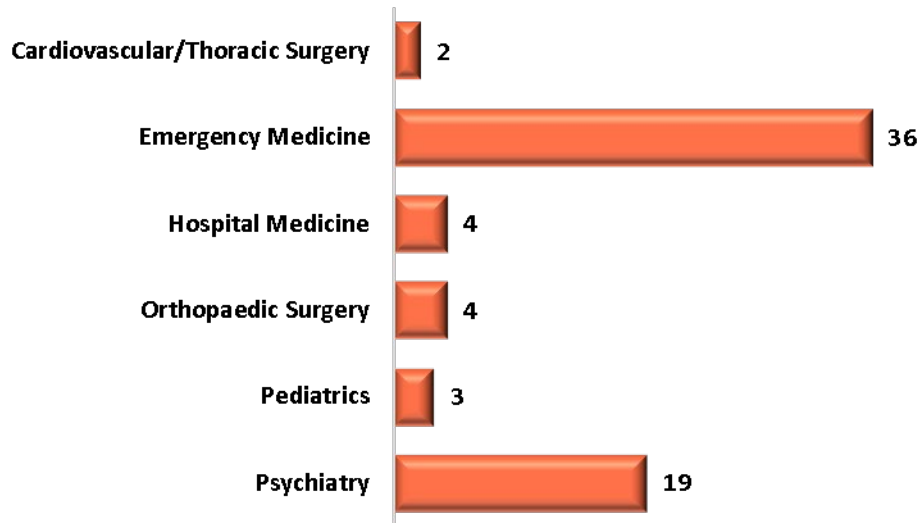


Figure 9. Reported Certificates of Added Qualifications, N = 66 respondents.

## Physician Assistant Practice

The survey included detailed questions for the primary practice location that were not gathered for second or third practice locations (hours spent on administrative matters, and other tasks; counts for type of patient insurance coverage; practice setting and employer type; and distance patients travel.) Practice location information was combined where relevant to distribution of PAs in counties throughout the state.

### Number of Patients Per Week

The workforce survey asked physician assistants to report the average number of patients they see per week at each practice location. A total of 685,052 patients seen were reported for the PA's primary practice location. Only 1.2% (94 of the 7,774 PAs responding) saw no patients at all, instead reporting involvement in administration, education/research, consulting, or already in the process of retirement. Just over half, 51.4%, saw between 21 and 70 patients per week, although the survey did not collect information on FTE per week. See Figure 11 for the distribution of the number of patients seen by the number of PAs. The average of the reported number of patients seen per week by all PAs was 1,166 with a median of 70 patients and a mode of 100 patients per week. PAs who saw lower numbers per week tended to report being involved in other tasks. Most of the PAs with large numbers of patients per week worked in emergency departments or hospitals.

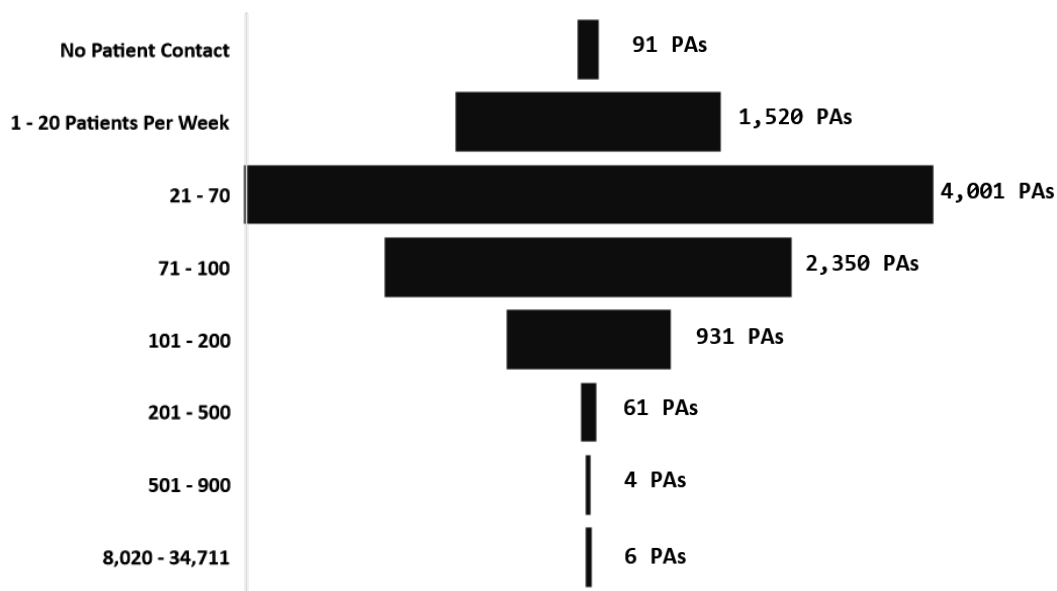


Figure 11. Average number of patients per week seen by 7,774 PAs responding.

### Practice Hours

Only 7,667 survey respondents (of 7,920) reported the average number of hours of patient care they provide each week at their primary, secondary, and third practice locations. See Figure 12. As a week is 168 hours,

PA data entries of more than 100 hours of patient care per week at any practice location, and total entries across all three practice locations that were also over 100 hours, were removed from the practice hour calculations. This left a total of 7,555 respondents. Not all PAs report spending time on patient care at their primary practice location. PAs who worked in research, education, or consulting reported more hours spent on administrative and other tasks at their primary practice location. A small number of PAs whose primary employment was administrative worked with patients in a second, and sometimes third, practice location. The 7,555 respondents

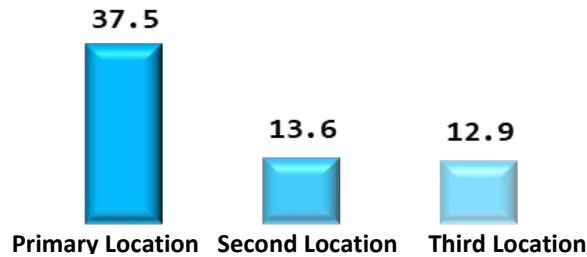


Figure 12. Average number of patient care hours per week by reported practice locations.

whose practice location hours or total hours for all locations were less than 100, reported providing an average of 39.0 hours per week on patient care, with total hours per week ranging from 1 to 100 (where the median and mode were each 40 hours.)

#### **Patient Hours at the Primary Practice Location**

PAs reporting hours for primary practice locations (7,598 reporting 100 or less hours) provided an average of 37.5 hours per week on patient care with total hours per week ranging from 1 to 100 (where the median and mode were each 40 hours.)

#### **Patient Hours at a Second Practice Location**

PAs with a second practice location (1,003 reporting 100 or less hours) provided an average of 13.6 hours a week on patient care with total hours per week ranging from 1 to 100 (where the median was 10 hours and the mode was 8 hours.)

#### **Patient Hours at a Third Practice Location**

PAs with a third practice location (223, none of whom reported more than 80 hours per week) provided an average of 12.9 hours a week on patient care with total hours per week ranging from 1 to 80 (where the median and mode were both 8 hours.)

#### **Administrative and Other Task Hours at the Primary Practice Location.**

The number of hours spent on administrative and other tasks each week was asked only for the primary practice location. Of the 7,718 PAs who responded to having a primary practice location, 56.9% (4,396) spent time on administrative tasks. Time spent ranged from 1 to 100 (our cutoff) hours per week, for an average of 8.5 hours with a median and mode of 5 hours a week each. A small number of PAs, 3.7% (164), spent 30 or more hours per week on administrative tasks, averaging 40.6 hours per week.

Only 8.3% (640 of 7,718) of PAs reported spending time on other tasks. We do not know what these other tasks were as the survey did not ask for additional information. However, PAs reported an average of 10 hours per week with a range of hours from 1 to 85 and a median and mode of 5 hours a week each on other tasks. Only 0.6%, (45), of all PAs reporting primary practice locations spent 30 hours or more per week on other tasks, averaging 44.3 hours per week.

### Practice Setting

7,660 of survey respondents reported the practice setting of their primary practice location (the only practice location with this question.) These PAs reported that 50.6% of practice settings were office practices (3,879). Two thirds of the office practices are groups (2,600 of 3,879). The second largest practice setting, with 34.9% (2,674) of responses, was a hospital setting of some kind. A total of 10.8% of responses (824) indicated other practice areas, the largest of these being an Urgent Care Center with 6.4%, (486) of responses. See Figure 13.

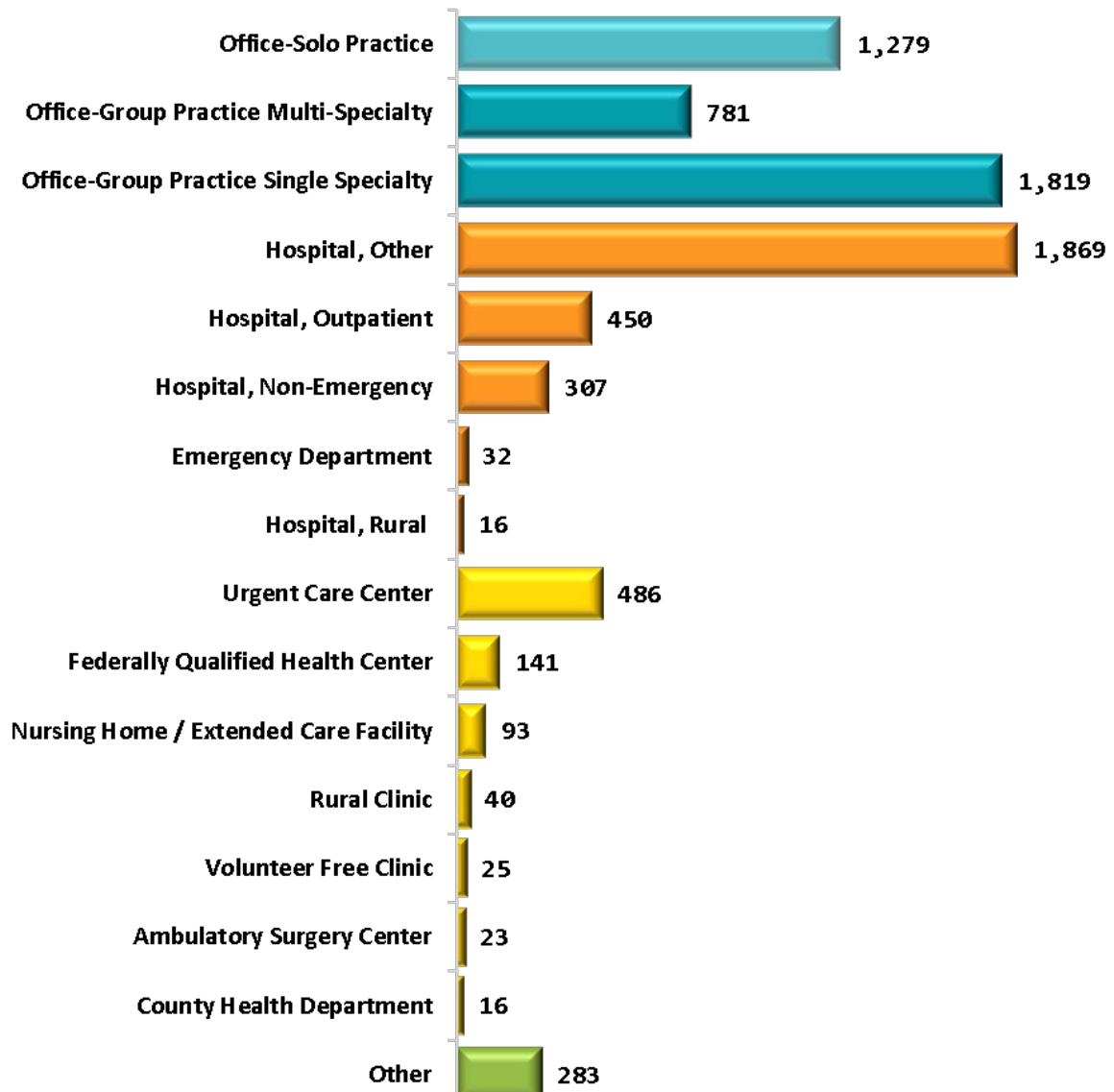


Figure 13: Percentage of Physician Assistants practice setting by type, N = 7,660.

Additional practice settings added by respondents were 3.7% (283) of responses. See Figure 14 for a breakdown of the categories used for other, added, responses where “Specialized Practice” includes the following responses, with respondent counts: Medical Spa/Cosmetic Practice (24) and Telehealth (4); “Populations Specific Practice” includes: Department of Corrections (30), Employee Health Clinic (33), Military Base/VA Facility (52), Rehabilitation/Detoxification Facility (12), and School/University Clinic (19).

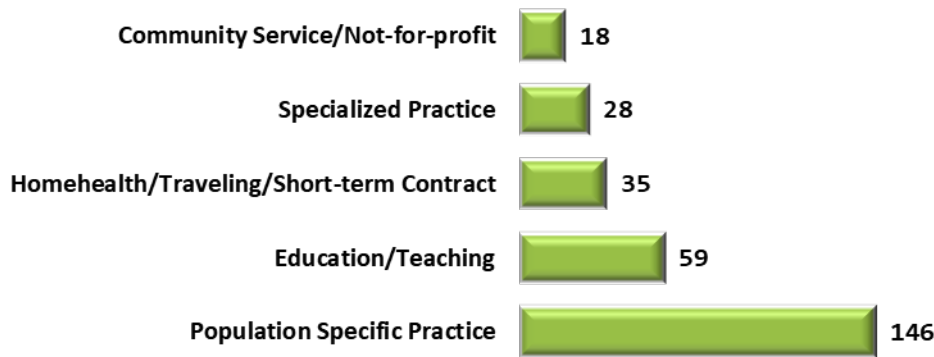


Figure 14. Categories and counts for practice settings listed by respondents.

### Reported Employers

Asked for information about the type of employer, 7,751 PAs gave 7,625 responses (25% of the 128 non-responses could not be determined using the information provided). The two largest employer categories are “Practice or Practice Group” with 70.4% of identified responses and “Hospital” with 16.8%. See Figure 15. Of the

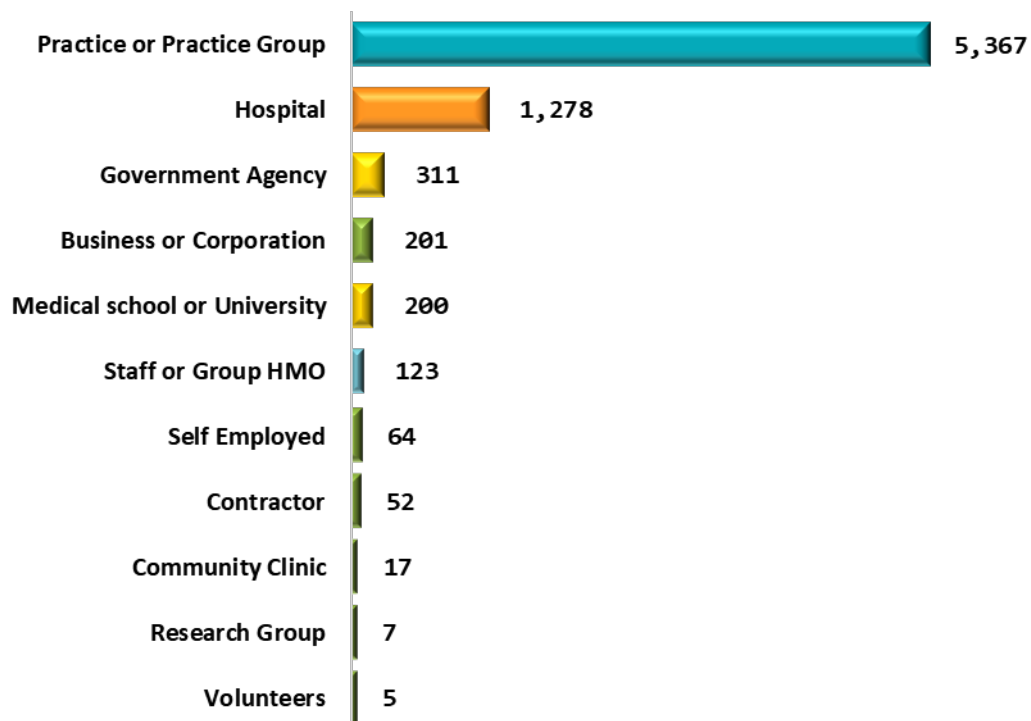


Figure 15. Reported employers of survey respondent. These counts do not include reports of no longer employed at the practice setting referenced in Figures 13 and 14.

346 responses PAs added in the “Other” category, the largest, at less than 3% of all responses, identified business or corporate employers.

### Patient Travel Time

PAs were asked to estimate how far the majority of their patients had to travel; 80% (6,197 of 7,709 respondents) reported their patients traveled 20 miles or less. See Table 5.

Table 5. Number of PAs and Estimated Travel Time for the Majority of their Patients.

| Patient Travel Time | Number of PAs Reporting |
|---------------------|-------------------------|
| 1 – 10 miles        | 3,534                   |
| 11 – 20 miles       | 2,660                   |
| 21 – 30 miles       | 931                     |
| 31 – 40 miles       | 297                     |
| Over 40 miles       | 287                     |

### Hospital Care

The workforce survey asked PAs to report the number of hospitals where they had hospital privileges. Of the 7,553 responses, 59.2% (4,469) reported privileges at hospitals with an average number of approximately two hospitals and a reported range of 1 to 44. However, the median number of hospitals was two, and the most frequent response was one hospital. On-call emergency room coverage was provided by 83.3% (6,352 of 7,622) of respondents.

PAs working in trauma centers or attending trauma patients, 16.6% (1,286 of 7,729), reported working in a trauma center or with trauma patients. Only 219 responded to the request to identify the trauma setting:

Level I = 73

Level II = 139

Pediatric = 7

### Number of Primary Practice Location Patients by Type of Insurance

Table 6. PA Report for Number of Patients by Insurance Type.

| Insurance Type | Number of Patients | Number of Responding PAs |
|----------------|--------------------|--------------------------|
| Insured        | 342,230            | 6,582                    |
| Uninsured      | 85,758             | 5,528                    |
| Medicare       | 193,232            | 5,466                    |
| Medicaid       | 77,442             | 3,915                    |

### Medicare Patients

Of the 7,752 PAs who responded to this item, 87.3% (6,764) reported accepting new Medicare patients at their primary practice location, although 5,466 reported seeing Medicare patients. 816 of 988 PAs not accepting new Medicare patients gave a reason. See Figure 16. The two most common were added by the PAs (see green bars): 72.2% (589 of 816) of respondents. For example, Medicare is “limited to specific services/specialties” outside of the PA’s specialty, e.g. medical spa settings or dermatology.

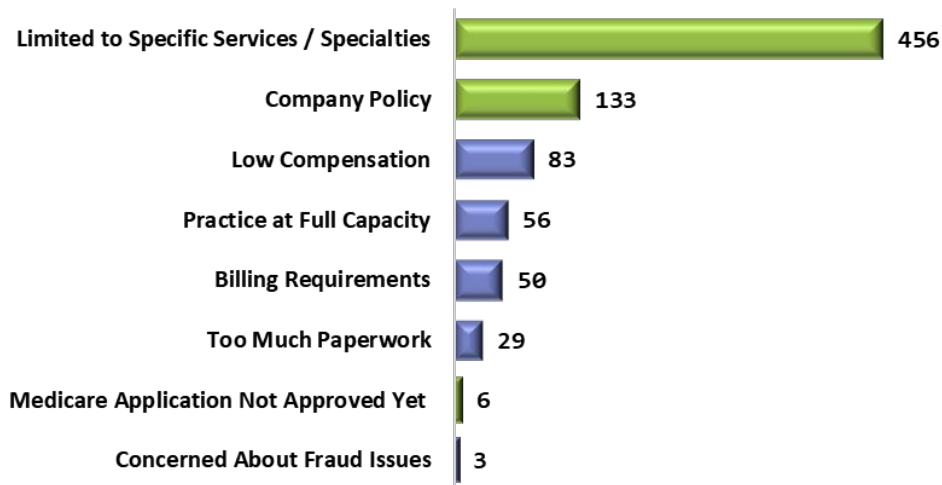


Figure 16: Why Physician Assistants are not accepting new Medicare patients, N = 816.

### Medicaid Patients

Of the 7,724 physician assistants who responded to this item, over 64% (4,966) reported accepting new Medicaid patients at their primary practice location, although 3,915 PAs reported seeing Medicaid patients. 2,332 of 2,758 PAs not accepting new Medicaid patients gave a reason. See Figure 17. Low compensation was the top reason with 41.7% of responses.

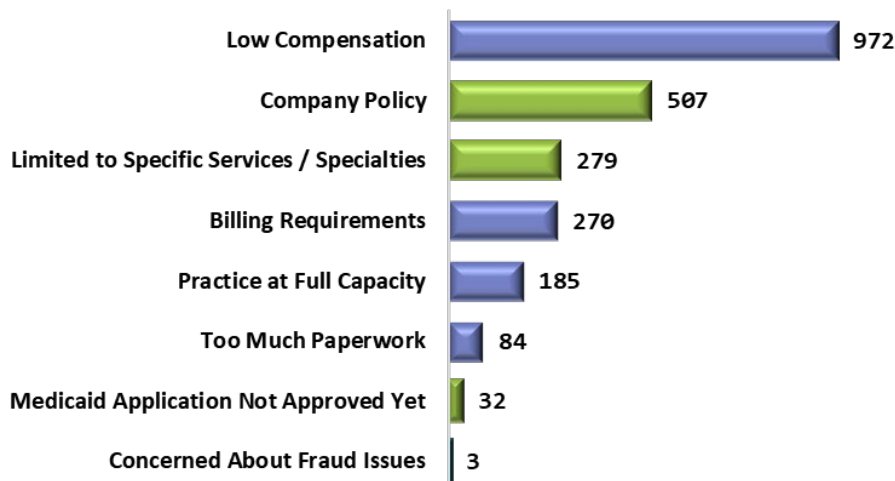


Figure 17: Why Physician Assistants are not accepting new Medicaid patients, N = 2,332.



## Reported Salary Ranges

7,086 PAs provided a response for their approximate annual salary. Responses were not included where an amount could not be determined (76) or the entry was zero (37). All other numbers were included as entered as it was not possible to determine the number of work hours in the approximate annual salaries.

There were 6,973 PAs with a number entered for annual salary amount. The minimum amount reported was \$1.00 and the maximum amount reported was \$1,600,000.

The average of reported salaries from the survey was \$110,447 with a median of \$108,000. The mode was \$100,000.

For comparison, the 2020 NCCPA Statistical Profile of Certified PAs<sup>21</sup> reported a national average of \$115,470 with a median of \$115,000.

In 2019, the last year state specific data from the NCCPA<sup>22</sup> was reported, Florida's average annual salary was \$112,833 with a median of \$105,000 compared to the national average salary of \$113,219 and a median of \$105,000.

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<sup>21</sup> *National Commission on Certification of PAs, Inc.* (2021, July). 2020 Statistical Profile of Certified PAs: An Annual Report of the National Commission on Certification of PAs, p. 24. (<https://www.nccpa.net/wp-content/uploads/2021/07/Statistical-Profile-of-Certified-PAs-2020.pdf>.)

<sup>22</sup> *National Commission on Certification of Physician Assistants*, 2019 Statistical Profiles of Certified Physician Assistants by State, p. 7 and p. 47. (<https://www.nccpa.net/resources/nccpa-research/>.)

## Workforce Attrition

There are two sets of questions in the survey to address current and prospective changes in licensed PAs in Florida: Retirement and Relocation. Figure 18 shows an off-setting variable to consider—counts for new applications. For example, there were 2,311 new licensees in a two-year period (1,048 in 2019-2020 from MQA Annual Reports and 1,263 in 2020-2021 in the MQA public data portal) compared to 1,154 individual PA workforce survey respondents who have retired or plan to retire or relocate in the next five years.

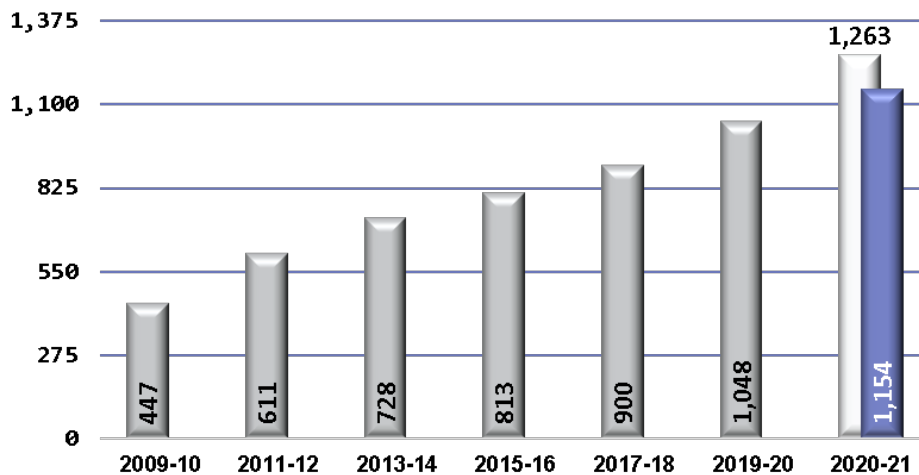


Figure 18. New approved PA applications for licensure from 2009-2020 (silver bars); 2020-2021 data from the MQA public data portal (white bar); Survey counts for retirement and relocation (purple bar).

## Retired or Plans to Retire

Just over 8% of PAs, 649 of 7,829 respondents, plan to retire in the next five years or have already retired (41). Of those 649, 301 plan to volunteer in a health setting in retirement. There were 589 PAs who gave reasons for retiring, the top three were: time to retire (493), family (55), and compensation (15). See Figure 19.

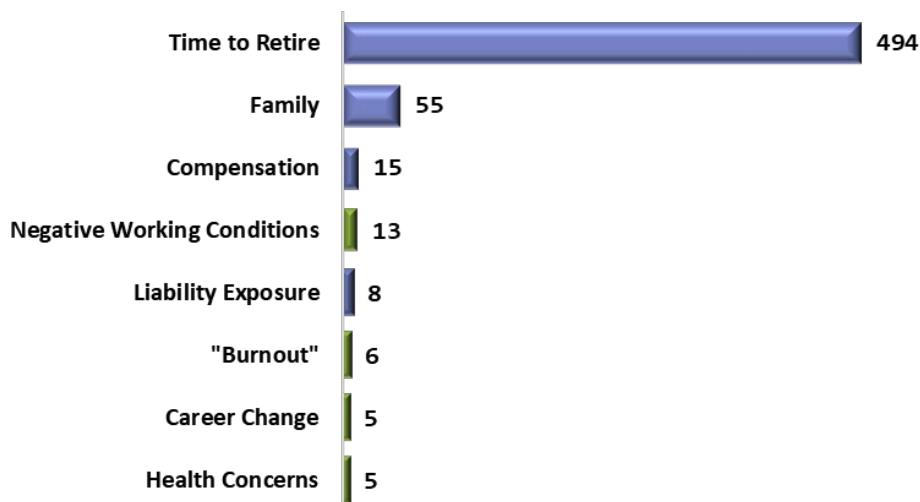


Figure 19. One or more reasons for retiring in the next five years, N = 595.

Added responses (see green bars) included: negative working condition (bureaucracy, focus on business, loss of autonomy); specific references to “burnout”; career change; and health concerns.

### Who has Retired or Plans to Retire?

Age and sex data from licensure profiles were available for 648 of respondents who have already retired or are planning to retire in the next five years. Almost 56%, 362 of 648, were male; 82% of whom are over the age of 60. See Figure 20. The average age of male PAs planning to retire within the next five years is 65 and ranged

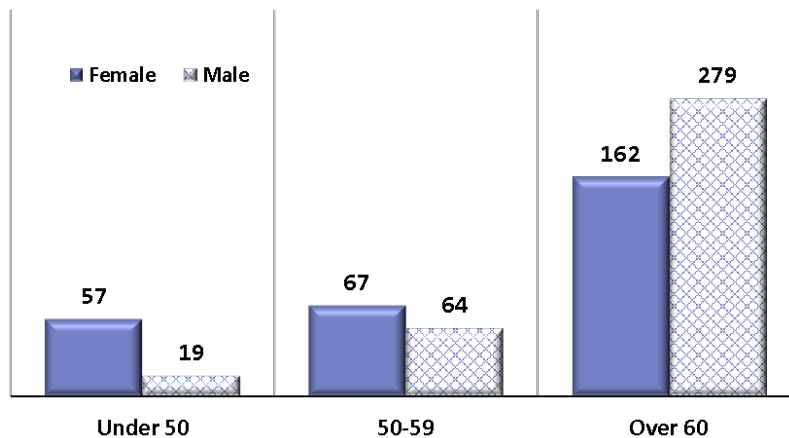


Figure 20. Age ranges in each sex for PAs already retired or planning to retire, N = 648.

from 33-85 years of age, with a median of 66 and a mode of 65. The average age of female PAs planning to retire is 60 and ranged from 30-88 years of age, with a median of 63 and a mode of 64. Almost 75% of all PAs under 50 years of age who are planning to retire are female.

### Planning to Relocate

Approximately 8% of PAs, 611 of 7,819 respondents, said they plan to relocate out of Florida in the next five years. There were 554 PAs who gave for reasons for relocating, see Figure 21. Added responses (in green

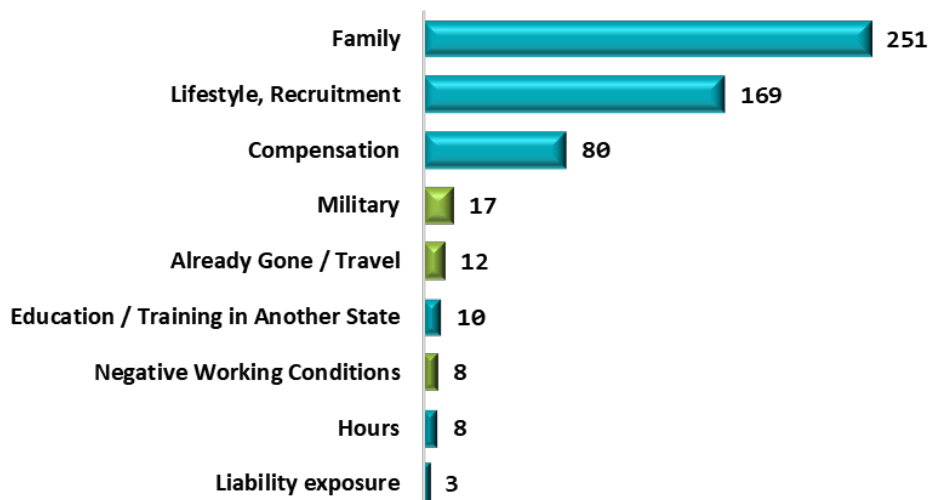


Figure 21: Physician Assistant reasons for relocation, N = 558.

bars) included military related moves, negative working conditions (such as bureaucracy/regulatory restrictions or loss of autonomy), and already moved/traveling. The “Lifestyle, Recruitment” reason included references to Florida climate or to a new position.

### Who has Relocated or Plans to Relocate?

Age and sex data from licensure profiles were available for 597 respondents who already relocated or are planning to relocate in the next five years. See Figure 22.

Almost 70%, 414 of 597, were female; 85.7% of whom were under the age of 50. The average age of female PAs already relocated or planning to relocate within the next five years is 39 and ranged from 26-75 years of age, with a median of 36 and a mode of 30.

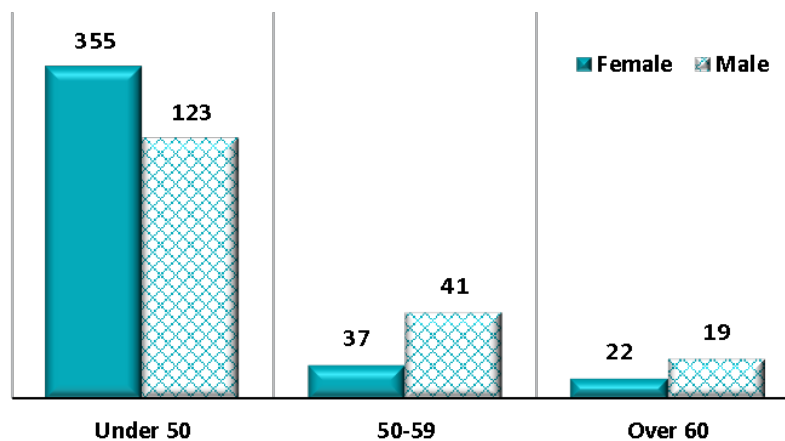


Figure 22. Age ranges in each sex for PAs planning to relocate. Female (414), Male (183).

The average age of male PAs planning to retire is 45.6 and ranged from 27-78 years of age, with a median of 45 and a mode of 31. Of the PAs who have already relocated or are planning to relocate in the next five years, 80% (478 of 597), are under 50 years of age.

### Attrition in Specialty Areas

A greater number of PA specialty areas seen in workforce attrition counts are in the top four specialty areas (emergency medicine, family medicine, internal medicine, and surgery). Overall, 52.7% of current PAs practice in these top four areas. However, 71.8% (432 of 601) of the retired or planning to retire PAs practice in these four areas. Similarly, 70.5% (431 of 611) of relocated or planning to relocate PAs are in the same four areas. Specialty areas reported in Table 3 on page 7 include the projected attrition counts. See Figure 23.

The difference in percentage of physicians overall with primary care areas (20.8%) compared to retired or planning to retire and relocated or planning to relocate, is not as extreme: 30% (180 of 601) and 21.8% (133 of 611) respectively.

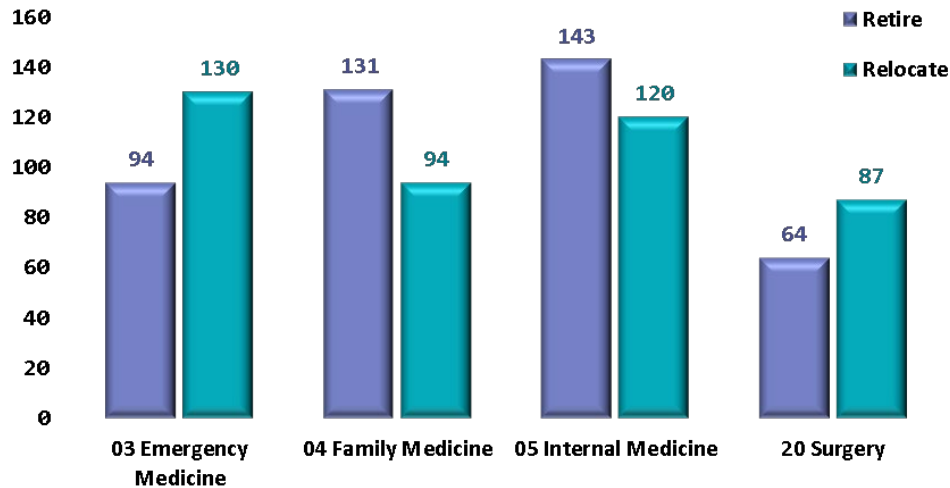


Figure 23. Primary practice location specialty areas for physician assistants already retired/relocated or planning to retire, or relocate out of state, in the next five years. Retiring = 601, Relocating = 611.

### Physician Assistants Not Actively Practicing in Florida

A total of 1,234 physician assistants are licensed but, in the survey, responded as not actively practicing in Florida. These respondents comprised 13.1% (1,234 of 9,397) of the PAs who renewed their licenses in the 2019–2021 cohort.<sup>23</sup> See Figure 24.

Of the licensed PAs who indicated they were not practicing in Florida, 91.1%, (1,124), responded with a reason why. The most common reason was that they “live/work in another state or country.” Added responses (green bars) include: military related moves, currently not working (unemployed / between jobs), family / personal issues, administrative, research, or academic work, telehealth, career change, and in school / educational program.

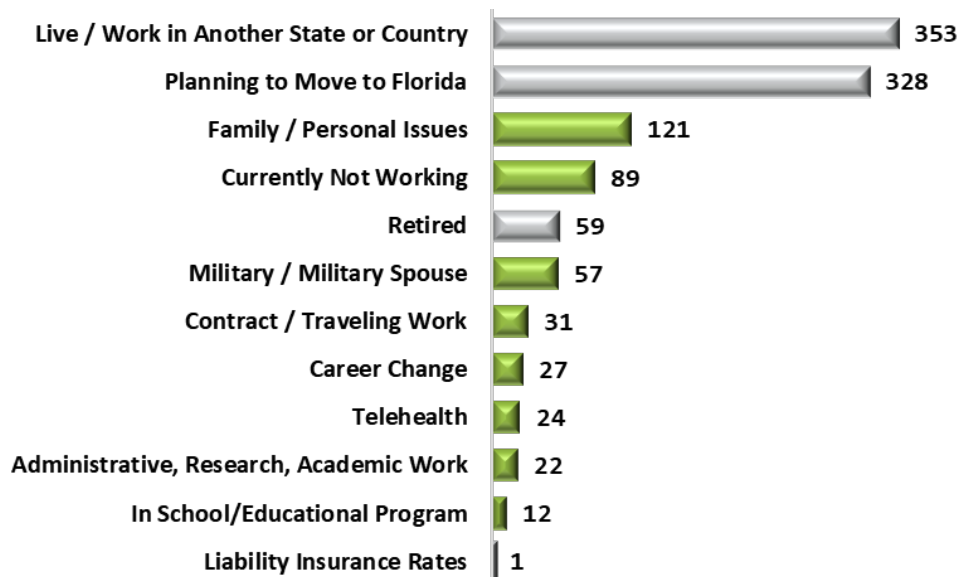


Figure 24: Why Florida licenses PAs are not actively practicing, N = 1,124.

<sup>23</sup> See definition in section iii.

## Observations

There were three opportunities identified in analyzing the first Physician Assistant Workforce Survey.

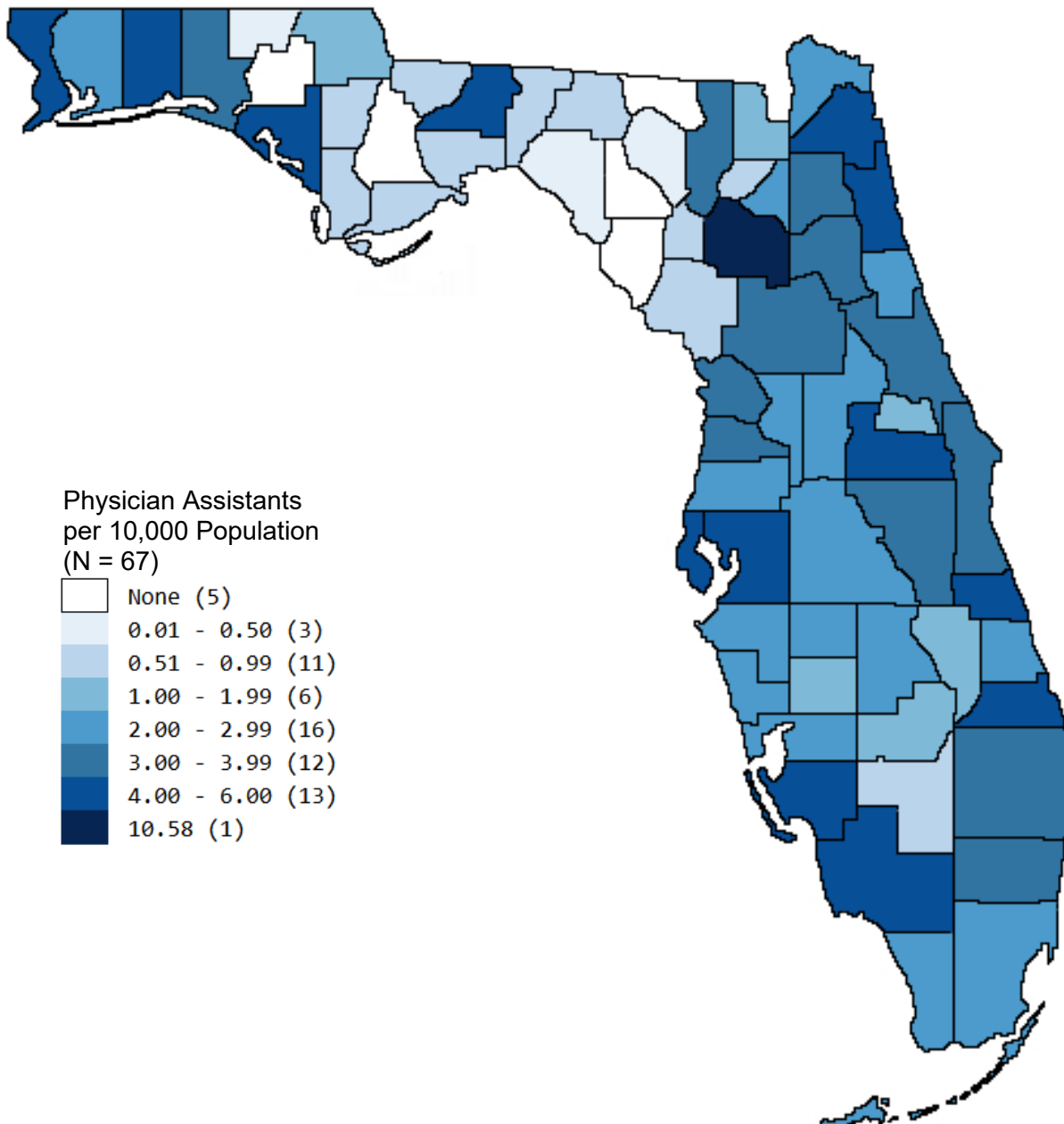
1. Data from other sources<sup>24</sup> was included to provide context for the survey data in this report and address questions related to patient access. However, the utility of comparison data is dependent upon the questions this report, or others like it, is intended to answer.
  - a. It may be helpful to identify PA specific questions (such as Florida program enrollments/graduates or information from the NCCPA) that could be gathered from other sources and provided as an additional resource. In addition, identify questions for PAs that might augment information provided to the Physician Workforce Advisory Council. For example, include the county data for PA practice locations as well as specialty areas of interest in terms of patient access (such as specialty certifications of added qualifications for Psychiatry or Orthopedic Surgery.)
  - b. One way to provide responsiveness to questions that may arise during the survey data collection period (the impact of COVID-19 for example) is to utilize other data sources – surveys from professional associations or simple poll sent to licensees.
2. The current data collection instrument, the survey used and how it was delivered, is outdated and not a match to the Physician Workforce Survey. Develop a plan to revise the instrument and report contents, hopefully in time to update the survey for the 2023-2025 data collection period.
3. As part of the revision process, review and edit items, response options, and field settings to reduce user burden and better capture the desired data.

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<sup>24</sup> These included material from the National Commission on the Certification of Physician Assistants, the Physician Assistant Education Association, Florida's Office of Economic and Demographic Research, and population data from the U.S. Census Bureau.

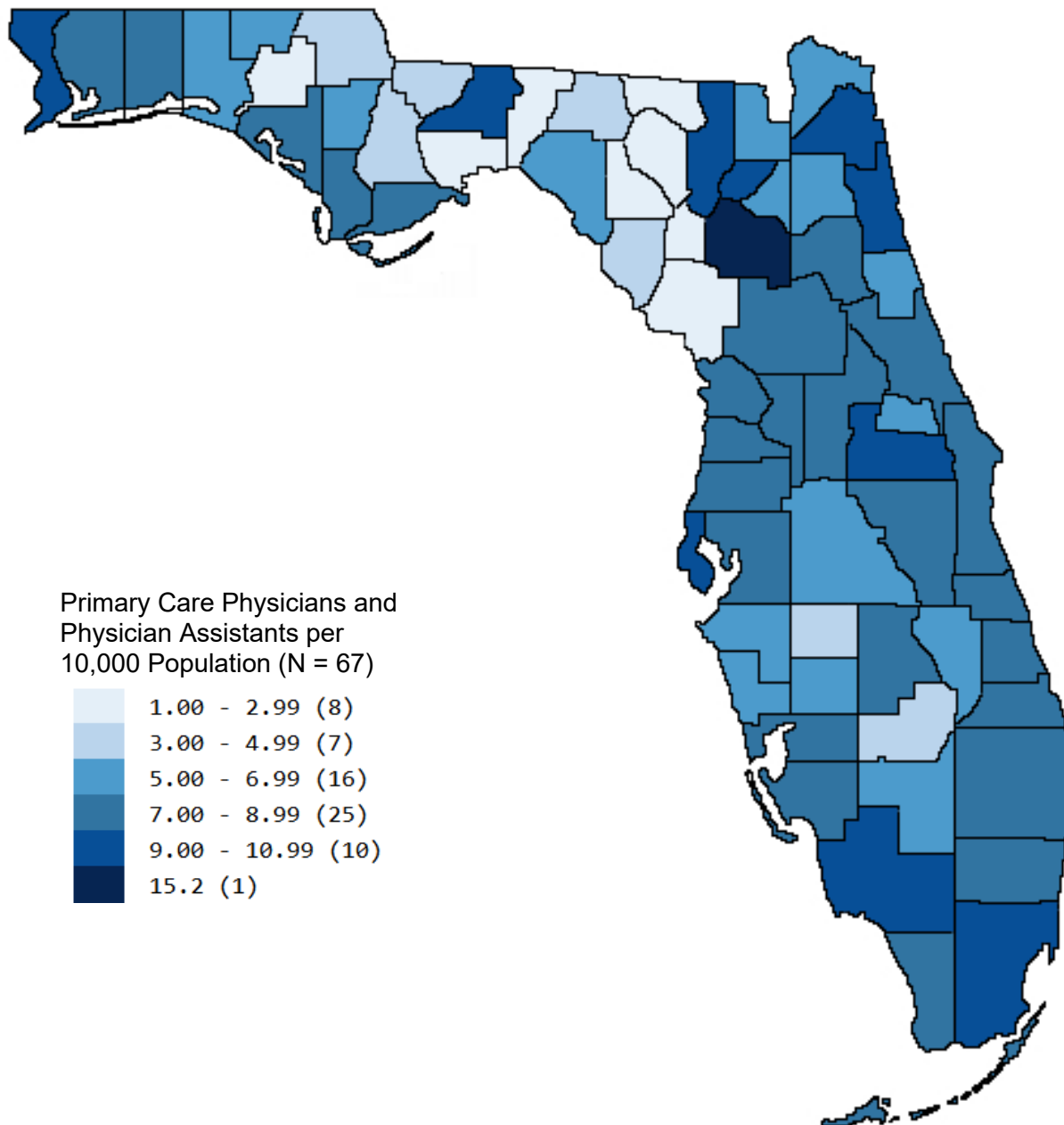
## Appendix A: Physician Assistant Workforce per Capita by County, 2019–2021

This map illustrates a per capita distribution of practicing physician assistants at the county level. Generally, there are more PAs in areas with large population centers. For example, Miami-Dade County alone has almost one-tenth of all practicing PAs, 9.6%. However, when looking at the ratio of PAs compared to its population, Miami-Dade County has 2.8 PAs per 10,000 residents, which falls below the statewide average of 3.6 PAs per 10,000 residents. In total, 48 counties, representing 41% of the state's population, fall below the statewide average.



## Appendix B: Primary Care Physician and Physician Assistant Workforce per Capita by County, 2019–2021

This map illustrates a per capita distribution of both primary care physicians and primary care PAs at the county level. Primary care physicians make up 29.9% (16,692 of 55,809) of physicians overall. Primary care physician assistants make up 21.0% (1,664 of 7,920) of PAs overall. When looking at the ratio of primary care providers to population, there are 50 counties, representing 37% of the population, that have less than the statewide average of 8.4 per 10,000 population. There are six Florida counties with no primary care PAs, five of which have no PAs at all (Dixie, Hamilton, Lafayette, Liberty, and Washington), and one county, (Madison), which has one non-primary care PA.





## Appendix C: Physician Assistants per capita and population by County, 2019–2021<sup>25</sup>

|                  | 2020 Census Population (Provisional) | Number of Physician Assistants | Physician Assistants per 10,000 Population | Primary Care Physician Assistants |
|------------------|--------------------------------------|--------------------------------|--|-----------------------------------|
| <b>STATEWIDE</b> | <b>21,640,766</b>                    | <b>7,864</b>                   | <b>3.6</b>                                 | <b>1,644</b>                      |
| Alachua          | 270,405                              | 286                            | 10.6                                       | 36                                |
| Baker            | 28,588                               | 3                              | 1.0  | 2                                 |
| Bay              | 175,776                              | 76                             | 4.3  | 17                                |
| Bradford         | 28,818                               | 6                              | 2.1  | 3                                 |
| Brevard          | 604,154                              | 219                            | 3.6  | 50                                |
| Broward          | 1,946,104                            | 716                            | 3.7  | 184                               |
| Calhoun          | 14,894                               | 1                              | 0.7  | 1                                 |
| Charlotte        | 185,392                              | 39                             | 2.1  | 15                                |
| Citrus           | 149,781                              | 57                             | 3.8  | 18                                |
| Clay             | 219,925                              | 74                             | 3.4  | 18                                |
| Collier          | 386,478                              | 193                            | 5.0  | 31                                |
| Columbia         | 70,694                               | 22                             | 3.1  | 12                                |
| Dade             | 2,864,600                            | 805                            | 2.8  | 193                               |
| DeSoto           | 36,388                               | 5                              | 1.4  | 4                                 |
| Dixie            | 16,704                               | 0                              | 0  | 0                                 |
| Duval            | 988,783                              | 574                            | 5.8  | 105                               |
| Escambia         | 324,620                              | 173                            | 5.3  | 42                                |
| Flagler          | 114,053                              | 25                             | 2.2  | 10                                |
| Franklin         | 12,229                               | 1                              | 0.8  | 1                                 |
| Gadsden          | 46,345                               | 4                              | 0.9  | 3                                 |
| Gilchrist        | 18,027                               | 1                              | 0.6  | 1                                 |
| Glades           | 13,230                               | 2                              | 1.5  | 2                                 |
| Gulf             | 14,716                               | 1                              | 0.7  | 1                                 |
| Hamilton         | 14,618                               | 0                              | 0.0  | 0                                 |
| Hardee           | 27,571                               | 6                              | 2.2  | 7                                 |
| Hendry           | 40,594                               | 3                              | 0.7  | 2                                 |
| Hernando         | 192,189                              | 60                             | 3.1  | 15                                |
| Highlands        | 104,384                              | 27                             | 2.6  | 10                                |
| Hillsborough     | 1,481,163                            | 651                            | 4.4  | 124                               |
| Holmes           | 20,184                               | 1                              | 0.5  | 1                                 |
| Indian River     | 158,238                              | 70                             | 4.4  | 16                                |
| Jackson          | 47,171                               | 6                              | 1.3  | 2                                 |
| Jefferson        | 14,831                               | 1                              | 0.7  | 1                                 |

<sup>25</sup> County counts include multiple head counts for PAs who have a practice location in more than one county.

**Appendix C: Physician Assistants per capita and population by County, 2019–2021, continued.**

|                  | 2020 Census<br>Population<br>(Provisional) | Number of<br>Physician<br>Assistants | Physician Assistants<br>per 10,000<br>Population | Primary Care<br>Physician<br>Assistants |
|------------------|--|--------------------------------------|--|---|
| <b>STATEWIDE</b> | <b>21,640,766</b>                          | <b>7,864</b>                         | <b>3.6</b>                                       | <b>1,644</b>                            |
| Lafayette        | 8,721                                      | 0                                    | 0  | 0                                       |
| Lake             | 368,828                                    | 104                                  | 2.8  | 16                                      |
| Lee              | 756,912                                    | 341                                  | 4.5  | 50                                      |
| Leon             | 300,519                                    | 126                                  | 4.2  | 29                                      |
| Levy             | 41,634                                     | 4                                    | 1.0  | 2                                       |
| Liberty          | 8,774                                      | 0                                    | 0  | 0                                       |
| Madison          | 19,254                                     | 1                                    | 0.5  | 0                                       |
| Manatee          | 397,727                                    | 110                                  | 2.8  | 27                                      |
| Marion           | 367,247                                    | 120                                  | 3.3  | 26                                      |
| Martin           | 161,017                                    | 73                                   | 4.5  | 13                                      |
| Monroe           | 76,280                                     | 21                                   | 2.8  | 6                                       |
| Nassau           | 87,389                                     | 23                                   | 2.6  | 12                                      |
| Okaloosa         | 204,326                                    | 104                                  | 5.1  | 32                                      |
| Okeechobee       | 42,187                                     | 8                                    | 1.9  | 3                                       |
| Orange           | 1,426,631                                  | 688                                  | 4.8  | 118                                     |
| Osceola          | 388,132                                    | 118                                  | 3.0  | 23                                      |
| Palm Beach       | 1,469,904                                  | 559                                  | 3.8  | 100                                     |
| Pasco            | 539,769                                    | 156                                  | 2.9  | 42                                      |
| Pinellas         | 986,400                                    | 453                                  | 4.6  | 71                                      |
| Polk             | 707,191                                    | 143                                  | 2.0  | 29                                      |
| Putnam           | 73,355                                     | 23                                   | 3.1  | 9                                       |
| St. Johns        | 266,128                                    | 74                                   | 2.8  | 34                                      |
| St. Lucie        | 316,620                                    | 94                                   | 3.0  | 20                                      |
| Santa Rosa       | 183,633                                    | 36                                   | 2.0  | 12                                      |
| Sarasota         | 434,853                                    | 220                                  | 5.1  | 32                                      |
| Seminole         | 480,417                                    | 143                                  | 3.0  | 25                                      |
| Sumter           | 133,310                                    | 33                                   | 2.5  | 8                                       |
| Suwannee         | 46,028                                     | 1                                    | 0.2  | 1                                       |
| Taylor           | 22,654                                     | 1                                    | 0.4  | 1                                       |
| Union            | 15,493                                     | 1                                    | 0.6  | 1                                       |
| Volusia          | 546,612                                    | 195                                  | 3.6  | 57                                      |
| Wakulla          | 33,394                                     | 2                                    | 0.6  | 1                                       |
| Walton           | 72,528                                     | 27                                   | 3.7  | 10                                      |
| Washington       | 25,252                                     | 0                                    | 0  | 0                                       |

**Appendix D: Physician Assistant Specialty Areas by County, 2019–2021**

| Specialty                             | Alachua    | Baker    | Bay       | Bradford | Brevard    | Broward    | Calhoun  |
|---------------------------------------|------------|----------|-----------|----------|------------|------------|----------|
| <b>STATEWIDE<sup>26</sup></b>         | <b>286</b> | <b>3</b> | <b>76</b> | <b>6</b> | <b>219</b> | <b>716</b> | <b>1</b> |
| <b>Primary Care</b>                   | <b>36</b>  | <b>2</b> | <b>17</b> | <b>3</b> | <b>50</b>  | <b>184</b> | <b>1</b> |
| 01 Anesthesiology                     | 26         | 0        | 2         | 0        | 8          | 23         | 0        |
| 02 Dermatology                        | 18         | 0        | 14        | 0        | 24         | 41         | 0        |
| 03 Emergency Medicine                 | 26         | 0        | 13        | 3        | 50         | 98         | 0        |
| 04 Family Medicine                    | 27         | 0        | 13        | 3        | 35         | 122        | 1        |
| 05 Internal Medicine                  | 71         | 1        | 12        | 0        | 34         | 168        | 0        |
| 06 Medical Genetics                   | 1          | 0        | 0         | 0        | 0          | 0          | 0        |
| 07 Neurology                          | 4          | 0        | 2         | 0        | 3          | 8          | 0        |
| 08 Nuclear Medicine                   | 0          | 0        | 0         | 0        | 0          | 0          | 0        |
| 09 Obstetrics & Gynecology            | 5          | 0        | 0         | 0        | 1          | 13         | 0        |
| 10 Ophthalmology                      | 1          | 0        | 0         | 0        | 0          | 0          | 0        |
| 11 Orthopedic Medicine                | 17         | 0        | 8         | 0        | 25         | 67         | 0        |
| 12 Otolaryngology                     | 11         | 0        | 0         | 0        | 3          | 21         | 0        |
| 13 Pathology                          | 0          | 0        | 0         | 0        | 0          | 0          | 0        |
| 14 Pediatrics                         | 11         | 2        | 6         | 0        | 2          | 27         | 0        |
| 15 Physical Medicine & Rehabilitation | 6          | 0        | 0         | 0        | 0          | 6          | 0        |
| 16 Preventive Medicine                | 0          | 0        | 0         | 0        | 3          | 11         | 0        |
| 18 Psychiatry                         | 5          | 0        | 0         | 0        | 3          | 12         | 0        |
| 19 Radiology                          | 9          | 0        | 0         | 0        | 1          | 4          | 0        |
| 20 Surgery                            | 43         | 0        | 5         | 0        | 29         | 89         | 0        |
| 21 Urology                            | 6          | 0        | 1         | 0        | 1          | 13         | 0        |

<sup>26</sup> Includes multiple head counts for PAs with more than one specialty and/or practice location.

## Appendix D: Physician Assistant Specialty Areas by County, 2019–2021, continued.

| Specialty                             | Charlotte | Citrus    | Clay      | Collier    | Columbia  | Dade       | Desoto   |
|---------------------------------------|-----------|-----------|-----------|------------|-----------|------------|----------|
| <b>STATEWIDE</b>                      | <b>39</b> | <b>57</b> | <b>74</b> | <b>193</b> | <b>22</b> | <b>805</b> | <b>5</b> |
| <b>Primary Care</b>                   | <b>15</b> | <b>18</b> | <b>18</b> | <b>31</b>  | <b>12</b> | <b>193</b> | <b>4</b> |
| 01 Anesthesiology                     | 0         | 1         | 5         | 6          | 1         | 20         | 0        |
| 02 Dermatology                        | 1         | 4         | 5         | 15         | 0         | 70         | 0        |
| 03 Emergency Medicine                 | 6         | 7         | 11        | 38         | 3         | 101        | 1        |
| 04 Family Medicine                    | 7         | 8         | 16        | 22         | 7         | 141        | 3        |
| 05 Internal Medicine                  | 15        | 17        | 13        | 46         | 5         | 211        | 1        |
| 06 Medical Genetics                   | 0         | 0         | 0         | 0          | 0         | 2          | 0        |
| 07 Neurology                          | 1         | 1         | 7         | 2          | 0         | 7          | 0        |
| 08 Nuclear Medicine                   | 0         | 0         | 0         | 0          | 0         | 0          | 0        |
| 09 Obstetrics & Gynecology            | 0         | 2         | 0         | 5          | 0         | 12         | 0        |
| 10 Ophthalmology                      | 0         | 0         | 1         | 1          | 0         | 2          | 0        |
| 11 Orthopedic Medicine                | 2         | 6         | 4         | 25         | 0         | 47         | 0        |
| 12 Otolaryngology                     | 0         | 1         | 0         | 1          | 0         | 10         | 0        |
| 13 Pathology                          | 0         | 0         | 0         | 0          | 0         | 0          | 0        |
| 14 Pediatrics                         | 3         | 4         | 6         | 1          | 4         | 44         | 0        |
| 15 Physical Medicine & Rehabilitation | 1         | 0         | 0         | 0          | 0         | 7          | 0        |
| 16 Preventive Medicine                | 0         | 0         | 0         | 3          | 0         | 7          | 0        |
| 18 Psychiatry                         | 1         | 3         | 0         | 4          | 0         | 13         | 0        |
| 19 Radiology                          | 1         | 1         | 1         | 1          | 0         | 14         | 0        |
| 20 Surgery                            | 3         | 4         | 7         | 22         | 2         | 98         | 0        |
| 21 Urology                            | 0         | 1         | 1         | 5          | 0         | 13         | 0        |

## Appendix D: Physician Assistant Specialty Areas by County, 2019–2021, continued.

| Specialty                             | Dixie    | Duval      | Escambia   | Flagler   | Franklin | Gadsden  | Gilchrist |
|---------------------------------------|----------|------------|------------|-----------|----------|----------|-----------|
| <b>STATEWIDE</b>                      | <b>0</b> | <b>574</b> | <b>173</b> | <b>25</b> | <b>1</b> | <b>4</b> | <b>1</b>  |
| <b>Primary Care</b>                   | <b>0</b> | <b>105</b> | <b>42</b>  | <b>10</b> | <b>1</b> | <b>3</b> | <b>1</b>  |
| 01 Anesthesiology                     | 0        | 30         | 3          | 2         | 0        | 0        | 0         |
| 02 Dermatology                        | 0        | 29         | 11         | 2         | 0        | 0        | 0         |
| 03 Emergency Medicine                 | 0        | 83         | 24         | 5         | 0        | 0        | 0         |
| 04 Family Medicine                    | 0        | 81         | 37         | 7         | 1        | 3        | 1         |
| 05 Internal Medicine                  | 0        | 101        | 33         | 4         | 0        | 1        | 0         |
| 06 Medical Genetics                   | 0        | 0          | 0          | 0         | 0        | 0        | 0         |
| 07 Neurology                          | 0        | 16         | 3          | 0         | 0        | 0        | 0         |
| 08 Nuclear Medicine                   | 0        | 0          | 0          | 0         | 0        | 0        | 0         |
| 09 Obstetrics & Gynecology            | 0        | 8          | 0          | 0         | 0        | 0        | 0         |
| 10 Ophthalmology                      | 0        | 0          | 0          | 0         | 0        | 0        | 0         |
| 11 Orthopedic Medicine                | 0        | 47         | 20         | 3         | 0        | 0        | 0         |
| 12 Otolaryngology                     | 0        | 12         | 3          | 0         | 0        | 0        | 0         |
| 13 Pathology                          | 0        | 0          | 0          | 0         | 0        | 0        | 0         |
| 14 Pediatrics                         | 0        | 34         | 4          | 0         | 0        | 0        | 0         |
| 15 Physical Medicine & Rehabilitation | 0        | 11         | 2          | 0         | 0        | 0        | 0         |
| 16 Preventive Medicine                | 0        | 5          | 1          | 0         | 0        | 0        | 0         |
| 18 Psychiatry                         | 0        | 5          | 4          | 0         | 0        | 0        | 0         |
| 19 Radiology                          | 0        | 19         | 4          | 0         | 0        | 0        | 0         |
| 20 Surgery                            | 0        | 87         | 23         | 3         | 0        | 0        | 0         |
| 21 Urology                            | 0        | 11         | 2          | 0         | 0        | 0        | 0         |

## Appendix D: Physician Assistant Specialty Areas by County, 2019–2021, continued.

| Specialty                             | Glades   | Gulf     | Hamilton | Hardee   | Hendry   | Hernando  | Highlands |
|---------------------------------------|----------|----------|----------|----------|----------|-----------|-----------|
| <b>STATEWIDE</b>                      | <b>2</b> | <b>1</b> | <b>0</b> | <b>6</b> | <b>3</b> | <b>60</b> | <b>27</b> |
| <b>Primary Care</b>                   | <b>2</b> | <b>1</b> | <b>0</b> | <b>7</b> | <b>2</b> | <b>15</b> | <b>10</b> |
| 01 Anesthesiology                     | 0        | 0        | 0        | 0        | 0        | 0         | 0         |
| 02 Dermatology                        | 0        | 0        | 0        | 0        | 0        | 7         | 4         |
| 03 Emergency Medicine                 | 0        | 0        | 0        | 0        | 1        | 15        | 2         |
| 04 Family Medicine                    | 2        | 0        | 0        | 4        | 2        | 8         | 4         |
| 05 Internal Medicine                  | 0        | 0        | 0        | 0        | 0        | 15        | 7         |
| 06 Medical Genetics                   | 0        | 0        | 0        | 0        | 0        | 0         | 0         |
| 07 Neurology                          | 0        | 0        | 0        | 0        | 0        | 0         | 0         |
| 08 Nuclear Medicine                   | 0        | 0        | 0        | 0        | 0        | 0         | 0         |
| 09 Obstetrics & Gynecology            | 0        | 0        | 0        | 0        | 0        | 1         | 1         |
| 10 Ophthalmology                      | 0        | 0        | 0        | 0        | 0        | 2         | 0         |
| 11 Orthopedic Medicine                | 0        | 0        | 0        | 0        | 0        | 5         | 3         |
| 12 Otolaryngology                     | 0        | 0        | 0        | 0        | 0        | 0         | 1         |
| 13 Pathology                          | 0        | 0        | 0        | 0        | 0        | 0         | 0         |
| 14 Pediatrics                         | 0        | 1        | 0        | 2        | 0        | 0         | 4         |
| 15 Physical Medicine & Rehabilitation | 0        | 0        | 0        | 0        | 0        | 0         | 0         |
| 16 Preventive Medicine                | 0        | 0        | 0        | 0        | 0        | 0         | 0         |
| 18 Psychiatry                         | 0        | 0        | 0        | 0        | 0        | 0         | 1         |
| 19 Radiology                          | 0        | 0        | 0        | 0        | 0        | 1         | 0         |
| 20 Surgery                            | 0        | 0        | 0        | 0        | 0        | 5         | 0         |
| 21 Urology                            | 0        | 0        | 0        | 0        | 0        | 1         | 0         |

## Appendix D: Physician Assistant Specialty Areas by County, 2019–2021, continued.

| Specialty                             | Hillsborough | Holmes   | Indian River | Jackson  | Jefferson | Lafayette | Lake       |
|---------------------------------------|--------------|----------|--------------|----------|-----------|-----------|------------|
| <b>STATEWIDE</b>                      | <b>651</b>   | <b>1</b> | <b>70</b>    | <b>6</b> | <b>1</b>  | <b>0</b>  | <b>104</b> |
| <b>Primary Care</b>                   | <b>124</b>   | <b>1</b> | <b>16</b>    | <b>2</b> | <b>1</b>  | <b>0</b>  | <b>16</b>  |
| 01 Anesthesiology                     | 12           | 0        | 2            | 0        | 0         | 0         | 2          |
| 02 Dermatology                        | 51           | 0        | 5            | 0        | 0         | 0         | 10         |
| 03 Emergency Medicine                 | 91           | 0        | 11           | 3        | 0         | 0         | 32         |
| 04 Family Medicine                    | 103          | 1        | 8            | 2        | 1         | 0         | 14         |
| 05 Internal Medicine                  | 170          | 0        | 20           | 0        | 0         | 0         | 17         |
| 06 Medical Genetics                   | 0            | 0        | 0            | 0        | 0         | 0         | 0          |
| 07 Neurology                          | 11           | 0        | 2            | 0        | 0         | 0         | 2          |
| 08 Nuclear Medicine                   | 0            | 0        | 0            | 0        | 0         | 0         | 0          |
| 09 Obstetrics & Gynecology            | 2            | 0        | 1            | 0        | 0         | 0         | 3          |
| 10 Ophthalmology                      | 3            | 0        | 0            | 0        | 0         | 0         | 0          |
| 11 Orthopedic Medicine                | 55           | 0        | 7            | 1        | 0         | 0         | 4          |
| 12 Otolaryngology                     | 4            | 0        | 0            | 0        | 0         | 0         | 3          |
| 13 Pathology                          | 3            | 0        | 0            | 0        | 0         | 0         | 0          |
| 14 Pediatrics                         | 19           | 0        | 3            | 0        | 0         | 0         | 1          |
| 15 Physical Medicine & Rehabilitation | 9            | 0        | 1            | 0        | 0         | 0         | 0          |
| 16 Preventive Medicine                | 4            | 0        | 0            | 0        | 0         | 0         | 1          |
| 18 Psychiatry                         | 12           | 0        | 0            | 0        | 0         | 0         | 3          |
| 19 Radiology                          | 17           | 0        | 0            | 0        | 0         | 0         | 0          |
| 20 Surgery                            | 84           | 0        | 9            | 0        | 0         | 0         | 14         |
| 21 Urology                            | 7            | 0        | 1            | 0        | 0         | 0         | 0          |

## Appendix D: Physician Assistant Specialty Areas by County, 2019–2021, continued.

| Specialty                             | Lee        | Leon       | Levy     | Liberty  | Madison  | Manatee    | Marion     |
|---------------------------------------|------------|------------|----------|----------|----------|------------|------------|
| <b>STATEWIDE</b>                      | <b>341</b> | <b>126</b> | <b>4</b> | <b>0</b> | <b>1</b> | <b>110</b> | <b>120</b> |
| <b>Primary Care</b>                   | <b>50</b>  | <b>29</b>  | <b>2</b> | <b>0</b> | <b>0</b> | <b>27</b>  | <b>26</b>  |
| 01 Anesthesiology                     | 20         | 2          | 0        | 0        | 0        | 2          | 4          |
| 02 Dermatology                        | 29         | 17         | 0        | 0        | 0        | 14         | 8          |
| 03 Emergency Medicine                 | 44         | 18         | 0        | 0        | 1        | 21         | 25         |
| 04 Family Medicine                    | 31         | 27         | 1        | 0        | 0        | 18         | 21         |
| 05 Internal Medicine                  | 82         | 20         | 2        | 0        | 0        | 16         | 19         |
| 06 Medical Genetics                   | 0          | 0          | 0        | 0        | 0        | 0          | 0          |
| 07 Neurology                          | 1          | 4          | 0        | 0        | 0        | 2          | 3          |
| 08 Nuclear Medicine                   | 0          | 0          | 0        | 0        | 0        | 0          | 0          |
| 09 Obstetrics & Gynecology            | 3          | 1          | 0        | 0        | 0        | 1          | 3          |
| 10 Ophthalmology                      | 2          | 0          | 0        | 0        | 0        | 0          | 0          |
| 11 Orthopedic Medicine                | 36         | 23         | 0        | 0        | 0        | 13         | 7          |
| 12 Otolaryngology                     | 6          | 1          | 0        | 0        | 0        | 0          | 1          |
| 13 Pathology                          | 0          | 0          | 0        | 0        | 0        | 0          | 0          |
| 14 Pediatrics                         | 9          | 0          | 0        | 0        | 0        | 4          | 3          |
| 15 Physical Medicine & Rehabilitation | 4          | 1          | 1        | 0        | 0        | 1          | 2          |
| 16 Preventive Medicine                | 2          | 0          | 0        | 0        | 0        | 1          | 3          |
| 18 Psychiatry                         | 9          | 3          | 0        | 0        | 0        | 2          | 0          |
| 19 Radiology                          | 3          | 0          | 0        | 0        | 0        | 0          | 3          |
| 20 Surgery                            | 56         | 8          | 0        | 0        | 0        | 16         | 18         |
| 21 Urology                            | 8          | 2          | 0        | 0        | 0        | 1          | 2          |



## Appendix D: Physician Assistant Specialty Areas by County, 2019–2021, continued.

| Specialty                             | Martin    | Monroe    | Nassau    | Okaloosa   | Okeechobee | Orange     | Osceola    |
|---------------------------------------|-----------|-----------|-----------|------------|------------|------------|------------|
| <b>STATEWIDE</b>                      | <b>73</b> | <b>21</b> | <b>23</b> | <b>104</b> | <b>8</b>   | <b>688</b> | <b>118</b> |
| <b>Primary Care</b>                   | <b>13</b> | <b>6</b>  | <b>12</b> | <b>32</b>  | <b>3</b>   | <b>118</b> | <b>23</b>  |
| 01 Anesthesiology                     | 6         | 0         | 0         | 4          | 0          | 21         | 2          |
| 02 Dermatology                        | 7         | 4         | 2         | 6          | 0          | 43         | 4          |
| 03 Emergency Medicine                 | 10        | 7         | 5         | 21         | 2          | 105        | 30         |
| 04 Family Medicine                    | 9         | 4         | 9         | 27         | 3          | 91         | 19         |
| 05 Internal Medicine                  | 16        | 2         | 5         | 14         | 1          | 122        | 14         |
| 06 Medical Genetics                   | 0         | 0         | 0         | 0          | 0          | 0          | 0          |
| 07 Neurology                          | 2         | 2         | 1         | 0          | 0          | 10         | 0          |
| 08 Nuclear Medicine                   | 0         | 0         | 0         | 0          | 0          | 1          | 0          |
| 09 Obstetrics & Gynecology            | 0         | 0         | 0         | 2          | 0          | 9          | 2          |
| 10 Ophthalmology                      | 0         | 0         | 0         | 0          | 0          | 2          | 0          |
| 11 Orthopedic Medicine                | 9         | 1         | 0         | 11         | 0          | 81         | 5          |
| 12 Otolaryngology                     | 1         | 1         | 0         | 2          | 0          | 13         | 7          |
| 13 Pathology                          | 0         | 0         | 0         | 0          | 0          | 0          | 0          |
| 14 Pediatrics                         | 0         | 0         | 0         | 1          | 0          | 27         | 2          |
| 15 Physical Medicine & Rehabilitation | 0         | 0         | 0         | 0          | 0          | 0          | 0          |
| 16 Preventive Medicine                | 1         | 0         | 0         | 3          | 0          | 8          | 1          |
| 18 Psychiatry                         | 2         | 0         | 2         | 0          | 0          | 10         | 5          |
| 19 Radiology                          | 0         | 0         | 0         | 0          | 0          | 3          | 0          |
| 20 Surgery                            | 12        | 1         | 0         | 14         | 2          | 137        | 27         |
| 21 Urology                            | 0         | 0         | 0         | 1          | 0          | 9          | 0          |

## Appendix D: Physician Assistant Specialty Areas by County, 2019–2021, continued.

| Specialty                             | Palm Beach | Pasco      | Pinellas   | Polk       | Putnam    | Saint Johns | Saint Lucie |
|---------------------------------------|------------|------------|------------|------------|-----------|-------------|-------------|
| <b>STATEWIDE</b>                      | <b>559</b> | <b>156</b> | <b>453</b> | <b>143</b> | <b>23</b> | <b>74</b>   | <b>94</b>   |
| <b>Primary Care</b>                   | <b>100</b> | <b>42</b>  | <b>71</b>  | <b>29</b>  | <b>9</b>  | <b>34</b>   | <b>20</b>   |
| 01 Anesthesiology                     | 19         | 8          | 12         | 3          | 0         | 1           | 5           |
| 02 Dermatology                        | 67         | 9          | 28         | 17         | 0         | 12          | 6           |
| 03 Emergency Medicine                 | 61         | 29         | 99         | 33         | 12        | 5           | 8           |
| 04 Family Medicine                    | 73         | 29         | 55         | 23         | 9         | 24          | 14          |
| 05 Internal Medicine                  | 115        | 34         | 70         | 14         | 1         | 11          | 12          |
| 06 Medical Genetics                   | 0          | 0          | 0          | 0          | 0         | 0           | 0           |
| 07 Neurology                          | 8          | 2          | 8          | 0          | 0         | 0           | 2           |
| 08 Nuclear Medicine                   | 0          | 0          | 0          | 0          | 0         | 0           | 0           |
| 09 Obstetrics & Gynecology            | 1          | 2          | 8          | 2          | 0         | 0           | 1           |
| 10 Ophthalmology                      | 0          | 1          | 4          | 0          | 0         | 0           | 0           |
| 11 Orthopedic Medicine                | 71         | 15         | 49         | 10         | 1         | 6           | 21          |
| 12 Otolaryngology                     | 8          | 1          | 5          | 2          | 0         | 1           | 0           |
| 13 Pathology                          | 0          | 0          | 0          | 0          | 0         | 0           | 0           |
| 14 Pediatrics                         | 9          | 1          | 14         | 6          | 0         | 6           | 2           |
| 15 Physical Medicine & Rehabilitation | 9          | 0          | 5          | 0          | 0         | 0           | 0           |
| 16 Preventive Medicine                | 6          | 1          | 3          | 4          | 0         | 0           | 1           |
| 18 Psychiatry                         | 18         | 6          | 18         | 2          | 0         | 1           | 3           |
| 19 Radiology                          | 2          | 1          | 3          | 3          | 0         | 1           | 0           |
| 20 Surgery                            | 93         | 15         | 75         | 25         | 0         | 6           | 21          |
| 21 Urology                            | 10         | 2          | 2          | 1          | 0         | 1           | 0           |

## Appendix D: Physician Assistant Specialty Areas by County, 2019–2021, continued.

| Specialty                             | Santa Rosa | Sarasota   | Seminole   | Sumter    | Suwannee | Taylor   | Union    |
|---------------------------------------|------------|------------|------------|-----------|----------|----------|----------|
| <b>STATEWIDE</b>                      | <b>36</b>  | <b>220</b> | <b>143</b> | <b>33</b> | <b>1</b> | <b>1</b> | <b>1</b> |
| <b>Primary Care</b>                   | <b>12</b>  | <b>32</b>  | <b>25</b>  | <b>8</b>  | <b>1</b> | <b>1</b> | <b>1</b> |
| 01 Anesthesiology                     | 1          | 7          | 5          | 0         | 0        | 0        | 0        |
| 02 Dermatology                        | 1          | 28         | 10         | 13        | 0        | 0        | 0        |
| 03 Emergency Medicine                 | 7          | 18         | 36         | 4         | 0        | 0        | 0        |
| 04 Family Medicine                    | 11         | 18         | 19         | 7         | 1        | 1        | 1        |
| 05 Internal Medicine                  | 7          | 63         | 27         | 2         | 0        | 0        | 0        |
| 06 Medical Genetics                   | 0          | 0          | 0          | 0         | 0        | 0        | 0        |
| 07 Neurology                          | 1          | 5          | 6          | 0         | 0        | 0        | 0        |
| 08 Nuclear Medicine                   | 0          | 0          | 0          | 0         | 0        | 0        | 0        |
| 09 Obstetrics & Gynecology            | 0          | 1          | 1          | 0         | 0        | 0        | 0        |
| 10 Ophthalmology                      | 0          | 0          | 0          | 0         | 0        | 0        | 0        |
| 11 Orthopedic Medicine                | 6          | 19         | 10         | 1         | 0        | 0        | 0        |
| 12 Otolaryngology                     | 0          | 13         | 2          | 0         | 0        | 0        | 0        |
| 13 Pathology                          | 0          | 0          | 0          | 0         | 0        | 0        | 0        |
| 14 Pediatrics                         | 1          | 2          | 3          | 2         | 0        | 0        | 0        |
| 15 Physical Medicine & Rehabilitation | 0          | 3          | 3          | 0         | 0        | 0        | 0        |
| 16 Preventive Medicine                | 0          | 3          | 1          | 2         | 0        | 0        | 0        |
| 18 Psychiatry                         | 0          | 1          | 7          | 1         | 0        | 0        | 0        |
| 19 Radiology                          | 0          | 1          | 0          | 0         | 0        | 0        | 0        |
| 20 Surgery                            | 2          | 40         | 11         | 0         | 0        | 0        | 0        |
| 21 Urology                            | 0          | 3          | 3          | 1         | 0        | 0        | 0        |

**Appendix D: Physician Assistant Specialty Areas by County, 2019–2021, continued.**

| <b>Specialty</b>                      | <b>Volusia</b> | <b>Wakulla</b> | <b>Walton</b> | <b>Washington</b> |
|---------------------------------------|----------------|----------------|---------------|-------------------|
| <b>STATEWIDE</b>                      | <b>195</b>     | <b>2</b>       | <b>27</b>     | <b>0</b>          |
| <b>Primary Care</b>                   | <b>57</b>      | <b>1</b>       | <b>10</b>     | <b>0</b>          |
| 01 Anesthesiology                     | 5              | 0              | 0             | 0                 |
| 02 Dermatology                        | 13             | 1              | 3             | 0                 |
| 03 Emergency Medicine                 | 44             | 0              | 10            | 0                 |
| 04 Family Medicine                    | 44             | 1              | 8             | 0                 |
| 05 Internal Medicine                  | 46             | 0              | 4             | 0                 |
| 06 Medical Genetics                   | 0              | 0              | 0             | 0                 |
| 07 Neurology                          | 2              | 0              | 0             | 0                 |
| 08 Nuclear Medicine                   | 0              | 0              | 0             | 0                 |
| 09 Obstetrics & Gynecology            | 2              | 0              | 0             | 0                 |
| 10 Ophthalmology                      | 0              | 0              | 0             | 0                 |
| 11 Orthopedic Medicine                | 10             | 0              | 0             | 0                 |
| 12 Otolaryngology                     | 2              | 0              | 0             | 0                 |
| 13 Pathology                          | 0              | 0              | 0             | 0                 |
| 14 Pediatrics                         | 2              | 0              | 0             | 0                 |
| 15 Physical Medicine & Rehabilitation | 1              | 0              | 0             | 0                 |
| 16 Preventive Medicine                | 0              | 0              | 0             | 0                 |
| 18 Psychiatry                         | 0              | 0              | 0             | 0                 |
| 19 Radiology                          | 1              | 0              | 0             | 0                 |
| 20 Surgery                            | 19             | 0              | 2             | 0                 |
| 21 Urology                            | 6              | 0              | 0             | 0                 |

## Appendix E: List of Survey Specialty and Subspecialty Codes

### 01 Anesthesiology

0100 Anesthesiology, General  
 0101 Addiction Medicine  
 0102 Critical Care Medicine  
 0103 Hospice & Palliative Medicine  
 0104 Pain Medicine

### 02 Dermatology

0200 Dermatology, General  
 0201 Dermatological Immunology  
 0202 Dermatopathology  
 0203 MOHS Micrographic Surgery  
 0204 Pediatric Dermatology

### 03 Emergency Medicine

0300 Emergency Medicine, General  
 0301 Emergency Medical Services  
 0302 Hospice & Palliative Medicine  
 0303 Medical Toxicology  
 0304 Pediatric Emergency Medicine  
 0305 Sports Medicine  
 0306 Undersea & Hyperbaric Medicine

### 04 Family Medicine

0400 Family Medicine, General  
 0401 Addiction Medicine  
 0402 Adolescent Medicine  
 0403 Geriatric Medicine  
 0404 Hospice & Palliative Medicine  
 0405 Sleep Medicine  
 0406 Sports Medicine

### 05 Internal Medicine

0500 Internal Medicine, General  
 0501 Addiction Medicine  
 0502 Allergy & Immunology  
 0503 Advanced Heart Failure &  
 Transplant Cardiology  
 0504 Cardiology  
 0505 Clinical Cardiac Electrophysiology  
 0506 Critical Care Medicine  
 0507 Endocrinology  
 0508 Gastroenterology  
 0509 Geriatric Medicine  
 0510 Hematology  
 0511 Hematology & Oncology  
 0512 Hospice & Palliative Medicine  
 0513 Infectious Disease  
 0514 Interventional Cardiology  
 0515 Oncology  
 0516 Nephrology  
 0517 Pulmonary Disease

0518 Rheumatology

0519 Sleep Medicine

0520 Sports Medicine

0521 Transplant Hepatology

0522 Undersea & Hyperbaric Medicine

### 06 Medical Genetics

0600 Medical Genetics, General  
 0601 Clinical Biochemical Genetics  
 0602 Clinical Cytogenetics  
 0603 Clinical Molecular Genetics  
 0604 Medical Biochemical Genetics  
 0605 Molecular Genetic Pathology

### 07 Neurology

0700 Neurology, General  
 0701 Addiction Medicine  
 0702 Clinical Neurophysiology  
 0703 Epilepsy  
 0704 Hospice & Palliative Medicine  
 0705 Neurodevelopmental Disabilities  
 0706 Neuromuscular Medicine  
 0707 Pain Medicine  
 0708 Pediatric Neurology  
 0709 Sleep Medicine  
 0710 Vascular Neurology

### 08 Nuclear Medicine

0800 Nuclear Medicine, General  
 0801 Nuclear Cardiology  
 0802 Nuclear Imaging & Therapy  
 0803 Nuclear Radiology  
 0804 In Vivo & In Vitro Nuclear Medicine

### 09 Obstetrics & Gynecology

0900 Obstetrics & Gynecology, General  
 0901 Critical Care Medicine  
 0902 Gynecologic Oncology  
 0903 Hospice & Palliative Medicine  
 0904 Maternal & Fetal Medicine  
 0905 Reproductive Endocrinology

### 10 Ophthalmology

1000 Ophthalmology, General

### 11 Orthopedic Medicine

1100 Orthopedic Medicine, General  
 1101 Hand Surgery  
 1102 Orthopedic Sports Medicine  
 1103 Orthopedic Surgery

**12 Otolaryngology**

- 1200 Otolaryngology, General
- 1201 Neurotology
- 1202 Pediatric Otolaryngology
- 1203 Facial Plastic Surgery
- 1204 Otolaryngic Allergy
- 1205 Sleep Medicine

**13 Pathology**

- 1300 Pathology, General
- 1301 Anatomic Pathology
- 1302 Blood Banking & Transfusion Medicine
- 1303 Chemical Pathology
- 1304 Clinical Pathology
- 1305 Cytopathology
- 1306 Dermatopathology
- 1307 Hematologic Pathology
- 1308 Immunopathology
- 1309 Medical Microbiology
- 1310 Molecular Genetic Pathology
- 1311 Neuropathology
- 1312 Pediatric Pathology

**14 Pediatrics**

- 1400 Pediatrics, General
- 1401 Adolescent Medicine
- 1402 Child Abuse Pediatrics
- 1403 Developmental & Behavioral Pediatrics
- 1404 Hospice & Palliative Medicine
- 1405 Neonatal & Perinatal Medicine
- 1406 Neurodevelopmental Disabilities
- 1407 Pediatric Allergy & Immunology
- 1408 Pediatric Cardiology
- 1409 Pediatric Critical Care Medicine
- 1410 Pediatric Dermatology
- 1411 Pediatric Emergency Medicine
- 1412 Pediatric Endocrinology
- 1413 Pediatric Gastroenterology
- 1414 Pediatric Hematology & Oncology
- 1415 Pediatric Infectious Diseases
- 1416 Pediatric Nephrology
- 1417 Pediatric Neurology
- 1418 Pediatric Otolaryngology
- 1419 Pediatric Pathology
- 1420 Pediatric Pulmonology
- 1421 Pediatric Radiology
- 1422 Pediatric Rehabilitation Medicine
- 1423 Pediatric Rheumatology
- 1424 Pediatric Transplant Hepatology
- 1425 Pediatric Urology

1426 Sleep Medicine

1427 Sports Medicine

**15 Physical Medicine & Rehabilitation**

- 1500 Physical Medicine & Rehabilitation, General
- 1501 Hospice & Palliative Medicine
- 1502 Neuromuscular Medicine
- 1503 Pain Medicine
- 1504 Pediatric Rehabilitation Medicine
- 1505 Spinal Cord Injury Medicine
- 1506 Sports Medicine

**16 Preventive Medicine**

- 1600 Preventive Medicine, General
- 1601 Aerospace Medicine
- 1602 Environmental Medicine
- 1603 Medical Toxicology
- 1604 Public Health
- 1605 Occupational Medicine
- 1606 Sports Medicine
- 1607 Undersea & Hyperbaric Medicine

**17 Proctology**

- 1700 Proctology, General

**18 Psychiatry**

- 1800 Psychiatry, General
- 1801 Addiction Medicine
- 1802 Adolescent Psychiatry
- 1803 Forensic Psychiatry
- 1804 Geriatric Psychiatry
- 1805 Hospice & Palliative Care
- 1806 Pain Medicine
- 1807 Pediatric Psychiatry
- 1808 Psychosomatic Medicine
- 1809 Sleep Medicine

**19 Radiology**

- 1900 Radiology, General
- 1901 Body Imaging
- 1902 Diagnostic Radiology
- 1903 Diagnostic Roentgenology
- 1904 Diagnostic Ultrasound
- 1905 Hospice & Palliative Medicine
- 1906 Neuroradiology
- 1907 Nuclear Radiology
- 1908 Pediatric Radiology
- 1909 Radiation Oncology
- 1910 Radiation Therapy
- 1911 Roentgenology
- 1912 Vascular & Interventional Radiology

**20 Surgery**

- 2000 Surgery, General
- 2001 Colon & Rectal Surgery
- 2002 Congenital Cardiac Surgery
- 2003 Hand Surgery
- 2004 Neurological Surgery
- 2005 Orthopedic Surgery
- 2006 Pediatric Surgery
- 2007 Plastic & Reconstructive Surgery
- 2008 Surgical Critical Care
- 2009 Thoracic Surgery
- 2010 Urological Surgery
- 2011 Vascular Surgery

**21 Urology**

- 2100 Urology, General
- 2101 Pediatric Urology

**Appendix F: List of Florida Counties**

|    |           |    |              |    |              |
|----|-----------|----|--------------|----|--------------|
| 11 | Alachua   | 34 | Hamilton     | 57 | Okeechobee   |
| 12 | Baker     | 35 | Hardee       | 58 | Orange       |
| 13 | Bay       | 36 | Hendry       | 59 | Osceola      |
| 14 | Bradford  | 37 | Hernando     | 60 | Palm Beach   |
| 15 | Brevard   | 38 | Highlands    | 61 | Pasco        |
| 16 | Broward   | 39 | Hillsborough | 62 | Pinellas     |
| 17 | Calhoun   | 40 | Holmes       | 63 | Polk         |
| 18 | Charlotte | 41 | Indian River | 64 | Putnam       |
| 19 | Citrus    | 42 | Jackson      | 65 | St. Johns    |
| 20 | Clay      | 43 | Jefferson    | 66 | St. Lucie    |
| 21 | Collier   | 44 | Lafayette    | 67 | Santa Rosa   |
| 22 | Columbia  | 45 | Lake         | 68 | Sarasota     |
| 23 | Dade      | 46 | Lee          | 69 | Seminole     |
| 24 | Desoto    | 47 | Leon         | 70 | Sumter       |
| 25 | Dixie     | 48 | Levy         | 71 | Suwannee     |
| 26 | Duval     | 49 | Liberty      | 72 | Taylor       |
| 27 | Escambia  | 50 | Madison      | 73 | Union        |
| 28 | Flagler   | 51 | Manatee      | 74 | Volusia      |
| 29 | Franklin  | 52 | Marion       | 75 | Wakulla      |
| 30 | Gadsden   | 53 | Martin       | 76 | Walton       |
| 31 | Gilchrist | 54 | Monroe       | 77 | Washington   |
| 32 | Glades    | 55 | Nassau       | 78 | Unknown      |
| 33 | Gulf      | 56 | Okaloosa     | 79 | Out of State |