

IOWA PHYSICIAN ASSISTANT TRACKING SYSTEM

Summary Data for Year End 2023

**ADVISORY COMMITTEE MEETING
August 2025**

**Iowa Health Professions Tracking Center
Office of Statewide Clinical Education Programs
The University of Iowa
Carver College of Medicine**

Contents

- Introduction
- Agenda
- Participant List
- Annual Benchmarks
- Geographic Distributions
- Trends
- Workforce Comparisons

IOWA HEALTH PROFESSIONS INVENTORY

— Iowa Physician Assistant Database —

In 1994, the Iowa General Assembly approved a state supported program that is designed to augment the state's efforts to produce primary care doctors. In FY 1995, this Primary Care Initiative was expanded by new measures affecting other health professions and considered to be of value by the legislature and public health agency representatives. Part of the new funds were designated for the purposes of establishing and operating the Iowa Health Professions Inventory, a series of databases which track Iowa's physicians, dentists, pharmacists, physician assistants and nurse practitioners.

The Office of Statewide Clinical Education Programs in the UI Carver College of Medicine is responsible for overseeing the creation and daily operations of the Iowa Health Professions Tracking Center. It has been conducting a continuous inventory of Iowa physician assistants for over 23 years.

The Iowa Physician Assistant Database contains biographical, educational, and professional information for every active Iowa physician assistant. It characterizes the physician assistant population (e.g., age, gender, practice arrangements, supply), monitors trends, and facilitates research on the physician assistant workforce. Because the database is longitudinal, users are able to track changes in supply and geographic distribution over time.

Advisory committees for each of the health professions have been established to guide development of their respective health professions database. The Physician Assistant advisory committee is comprised of members of Physician Assistant programs at universities in Iowa, the Iowa Physician Assistant Society, and The Iowa Board of Physician Assistants. The Office of Statewide Clinical Education Programs looks to this committee for advice on the design and future use of the Iowa Physician Assistant Database. More specifically, the committee provides guidance in the following areas:

- selection of specific data elements
- definition of data fields for specific elements
- identification of data sources
- adoption of user guidelines and policies.

Users of the Iowa Physician Assistant Database are able to precisely characterize the Iowa physician assistant population, chart specific trends, and forecast changes in supply and distribution. The database is also of substantial value in evaluating the contributions of Iowa's physician assistant training programs to the statewide physician assistant workforce.

Iowa Physician Assistant Tracking System
Advisory Committee Meeting
Monday, August 25, 2025
10:00 A.M. – 11:00 A.M.

UI Carver College of Medicine
Via Zoom

Agenda

- Welcome and Introductions
- Meeting Agenda and Participant List
- 2023 Annual Report
 - Annual Benchmarks
 - Geographic Distribution
 - Trends
 - Workforce Summary
- Discuss 2024 Yearend Data Meeting
- Open Discussion Items

**Iowa Physician Assistant Tracking System Advisory Committee
Iowa Health Professions Tracking Center
Monday, August 25, 2025**

Advisory Committee

David Asprey, PhD, PA-C Chair & DEO, Physician Assistant
Studies & Services University of Iowa

Jill Van Otterloo, PA-C, MSPA
Program Director, Physician Assistant Program
Northwestern College

Tina Patterson, PA-C
Representative, Iowa Physician Assistant Society

Suzanne Peppers, DMSc, MMS PA-C
Director of the Master of Physician Assistant Studies program,
Professor of Physician Assistant Studies
St Ambrose University

Holland Taylor, DMSc, PA-C
Program Director and Department Chair, Associate Professor,
Master of Science in Physician Assistant Studies Program
Des Moines University

Natalie Weber, PA-C, DMSc
Program Director, Physician Assistant Program
University of Dubuque

***Office of Statewide Clinical Education Programs
Iowa Health Professions Tracking Center***

Jack McGrane
Data Analyst

Greg Nelson, MA, RN
Assistant Dean for Clinical Education Programs

Teri Thomann
Interim Assistant Director

Austin Snyder
Data Analyst

Linda Thiesen
Assistant Director

Amy Kerr
Admin Services Coordinator

Annual Benchmarks

IOWA PHYSICIAN ASSISTANTS (PAs) Annual Inventory 2023

<u>Date</u>	<u>PAs</u>
• December 31, 2023	1,186
• December 31, 2022	<u>-1,163</u>
Gain	+23 (+2%)

Prior 10-year average = 39

PAs ENTERING vs LEAVING PRACTICE

	<u>2023</u>	<u>Prior Year</u>	<u>Prior Ten-Year Average</u>
PAs Entering	106	128	99
PAs Leaving	<u>-83</u>	<u>-78</u>	<u>-60</u>
Net Gain/Loss	+23	+50	+39

PA SPECIALTIES*

2023

	<u>Number</u>	<u>Percent</u>
Family Practice	462	39%
Orthopaedic Surgery	143	12
Emergency Medicine	116	10
Dermatology	60	5
Psychiatry	57	5
General Surgery	40	3
General Internal Medicine	38	3
Hematology/Medical Oncology	36	3
Cardiology	21	2
Otolaryngology	19	2
Urology	18	2
Obstetrics/Gynecology	18	2
Thoracic Surgery	14	1
Gastroenterology	13	1
Plastic Surgery	12	1
Neurological Surgery	12	1
Occupational Medicine	10	<1
Other	<u>97</u>	<u>7</u>
Total	1,186	100%

* Those specialties in double digits.

Source: Iowa Health Professions Tracking Center, Office of Statewide Clinical Education Programs,
UI Carver College of Medicine, March 2024

PA PRINCIPAL PROFESSIONAL ACTIVITY

Employment Settings

2023

	<u>Number</u>	<u>Percent</u>
1. Private Practice(Clinic/Outpatient)	815	68.7%
2. State Institutions	113	9.5
3. Urgent Care	106	8.9
4. Federal	37	3.1
5. Public/Community Health	35	3.0
6. Teaching/Practice (Allopathic)	33	2.8
7. Hospital Medicine	26	2.2
8. Student Health	8	0.7
9. Teaching/Practice (Osteopathic)	7	0.6
10. Wound Care	3	0.2
11. Occupational Medicine	2	0.2
12. Administration	<u>1</u>	<u>0.1</u>
Total	1,186	100%

PA PROFESSIONAL ACTIVITIES

Iowa PA School Graduates

2023

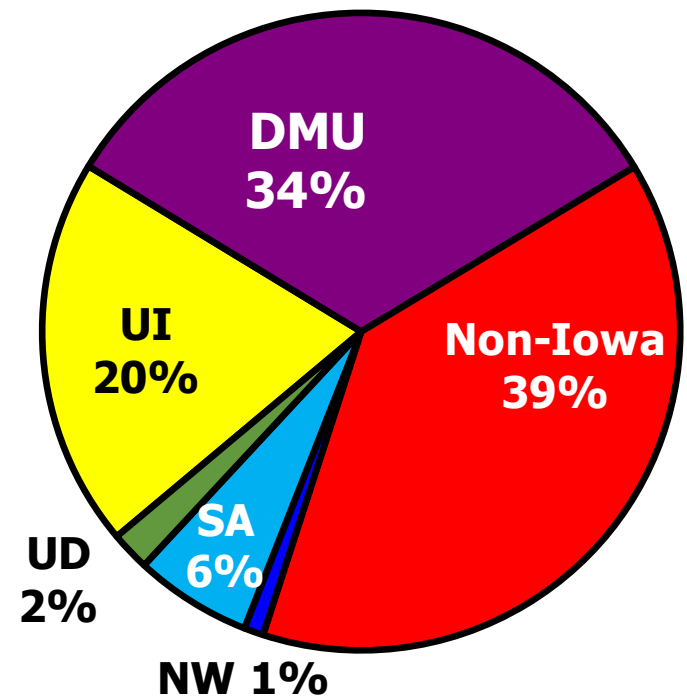
	<u>DMU</u>	<u>UI</u>	<u>SA</u>	<u>UD</u>	<u>NW</u>
1. Private Practice(Clinic/Outpatient)	303	110	56	23	6
2. Urgent Care	34	17	6	4	0
3. State Institution	17	58	5	0	0
4. Public Health	15	4	1	0	0
5. Hospital Medicine	7	5	3	2	0
6. Federal	7	15	0	0	0
7. Academic Practice (Osteopathic)	5	0	0	0	0
8. Academic Practice (Allopathic)	5	14	1	0	0
9. Student Health	1	2	1	0	0
10. Wound Care	1	0	0	0	0
11. Administration	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	395	225	73	29	6

PA EDUCATION

Iowa vs. Non-Iowa Schools

2023

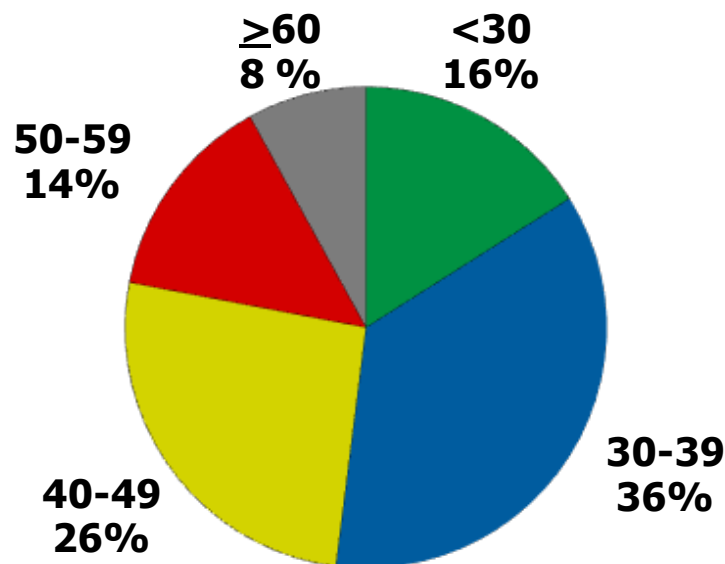
• Des Moines University	395
• University of Iowa	225
• St. Ambrose	73
• University of Dubuque	29
• Northwestern Iowa	6
• Non-IA	<u>458</u>
Total	1,186



AGE DISTRIBUTION OF PAs

2023

<u>Age Category</u>	<u>No.</u>	<u>%</u>	<u>Cumulative %</u>
< 30	192	16%	16%
30-39	424	36	52
40-49	304	26	78
50-59	167	14	92
≥ 60	99	8	100%
Total	1,186	100%	



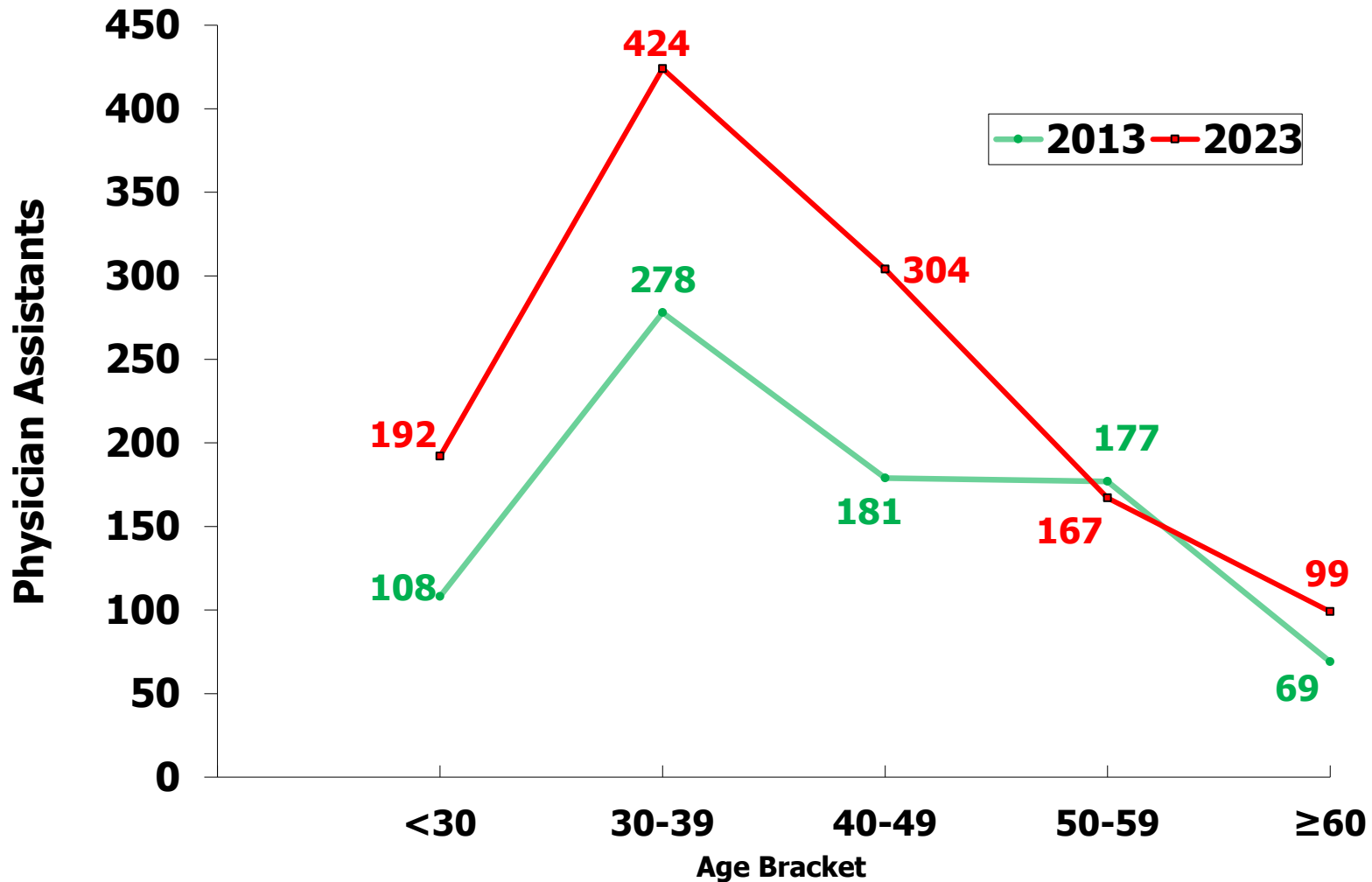
Mean: 41
Median: 38

PA AGE COMPARISON 2013 vs. 2023

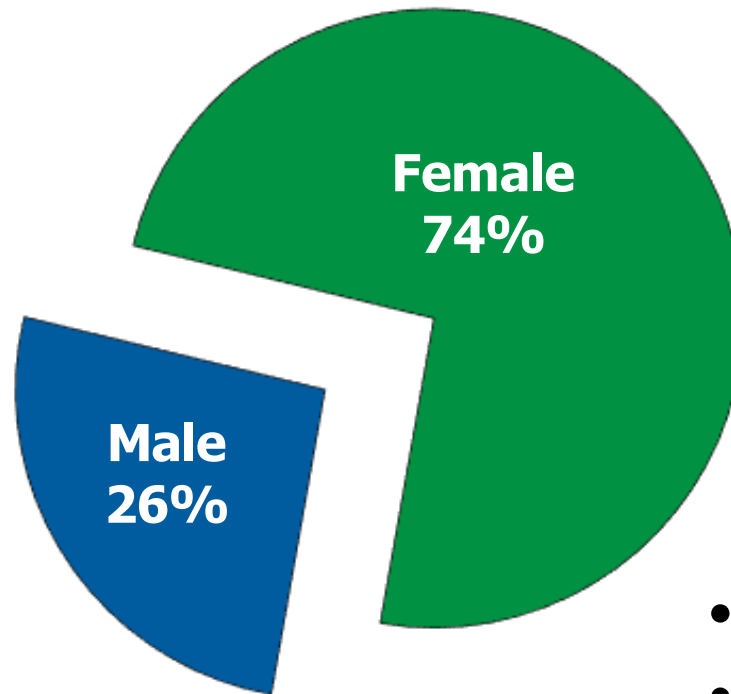
<u>Age</u>	<u>2013</u>	<u>%</u>	<u>2023</u>	<u>%</u>
< 30	108	13%	192	16%
30-39	278	34	424	36
40-49	181	22	304	26
50-59	177	22	167	14
≥ 60	<u>69</u>	<u>9</u>	<u>99</u>	<u>8</u>
Total	813	100%	1,186	100%

46% increase in ten years

PA AGE COMPARISON 2013 vs. 2023

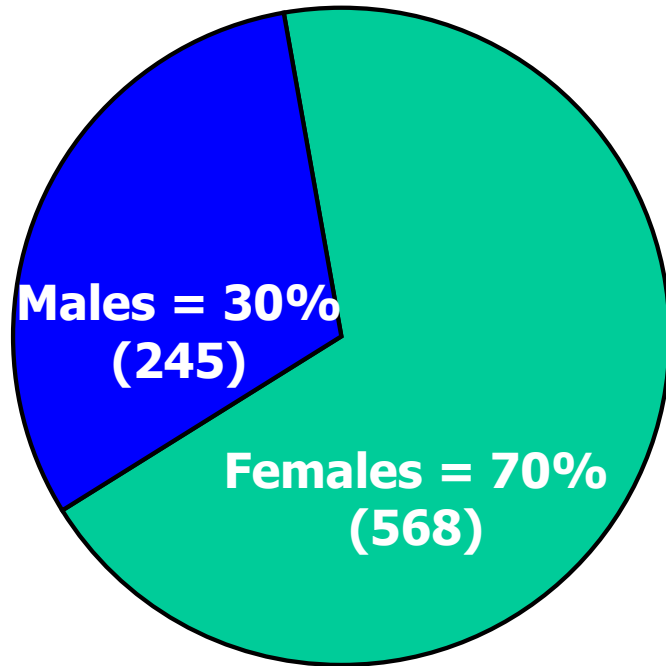


PA MALE/FEMALE DISTRIBUTION 2023

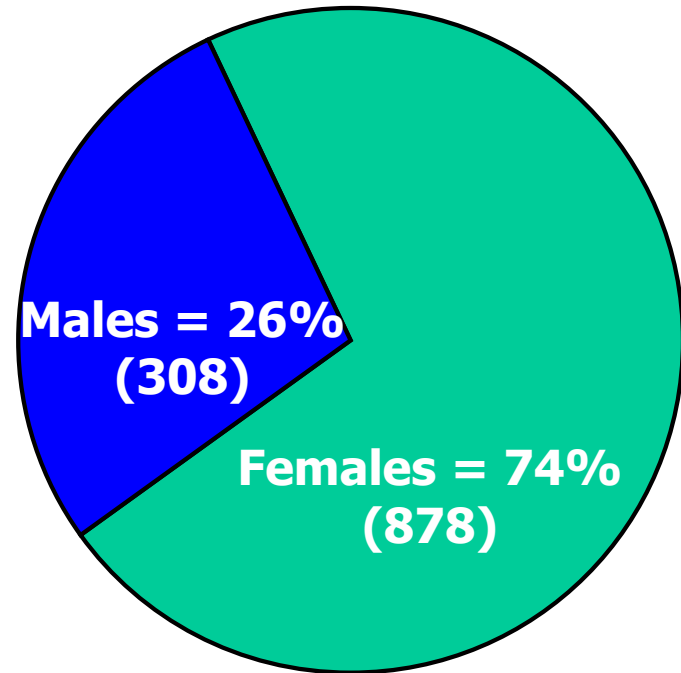


• Female	878
• Male	<u>308</u>
Total	1,186

PA MALE/FEMALE COMPARISON 2013 vs. 2023



2013 Total = 813



2023 Total = 1,186

DISTRIBUTION OF IOWA PAs By Population of County 2013 vs. 2023

<u>County Population</u>	<u>2013</u>	<u>2023</u>	<u>Change in No. of PAs</u>	<u>Percent of Change Since 2013</u>
< 10,000	36 (4%)	33 (3%)	-3	- 8%
10,000-24,999	158 (19%)	153 (13%)	-5	- 3%
25,000-49,999	110 (14%)	138 (12%)	+28	+ 25%
50,000-99,999	86 (11%)	146 (12%)	+60	+ 70%
≥ 100,000	<u>423</u> (52%)	<u>716</u> (60%)	<u>+293</u>	<u>+ 69%</u>
Totals	813 (100%)	1,186 (100%)	+373	+ 46%

DISTRIBUTION OF PAs By City Population Ranges 2023

<u>Population</u>	<u>Cities in Iowa</u>	<u>% of population*</u>	<u># of Cities with PAs</u>	<u># of PAs</u>	<u>Percent of PAs</u>	<u>Cumulative Percent of PAs</u>
< 5,000	943 (incl 86 CDP)**	25%	87	152	13%	13%
5,000-9,999	43	11%	32	107	9%	22%
10,000-24,999	24	15%	24	133	11%	33%
25,000-49,999	7	10%	7	100	9%	42%
50,000-99,999	8	21%	8	420	35%	77%
100,000 ≥	<u>3</u>	<u>18%</u>	<u>3</u>	<u>274</u>	<u>23%</u>	100.0%
Totals	1,028	100%	161	1,186	100%	

67% of Iowa's PAs are in the 18 cities with > 25,000 residents.

*Population Source: US Census City Population Estimates 2020

**CDP: census designated place, 86 included in 1030 total cities

Source: Iowa Health Professions Tracking Center, Office of Statewide Clinical Education Programs,
UI Carver College of Medicine, March 2024

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PAs FULL TIME vs. PART TIME* **2023**

	<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>Percent</u>
Full Time	305 (.26%)	828 (74%)	1,133	96%
Part Time	<u>3</u> (.3%)	<u>50</u> (4%)	<u>53</u>	<u>4%</u>
Total	308	878	1,186	100%

***PT = < 32 hours/week**

DISTRIBUTION OF PHYSICIAN ASSISTANTS

Rural/Urban Summary

2013 vs. 2023

<u>Year</u>	<u>Rural</u>	<u>Urban</u>	<u>Total</u>
2013	304 37%	509 63%	813 100%
2023	<u>324</u> 27%	<u>862</u> 73%	<u>1,186</u> 100%
Change	+20 7%	+353 69%	+373 46%

DISTRIBUTION OF PAs

By City Population Ranges with Condensed Cities* 2023

<u>Population</u>	<u>Cities in Iowa</u>	<u>% of population*</u>	<u># of Cities with PAs</u>	<u># of PAs</u>	<u>Percent of PAs</u>	<u>Cumulative Percent of PAs</u>
< 5,000	942 (incl 86 CDP)**	25%	87	136	12%	12%
5,000-9,999	41	11%	32	99	8%	20%
10,000-24,999	16	9%	24	68	6%	26%
25,000-49,999	4	4%	7	59	4%	30%
50,000-99,999	2	5%	8	118	26%	56%
100,000 ≥	7	46%	3	706	44%	100.0%
Totals	1,012	100%	161	1,186	100%	

- **Condensed Cities** are grouped together when in geographic proximity
- **74% of Iowa's PAs** are in the 18 cities with > 25,000 residents.

*Population Source: US Census City Population Estimates 2020

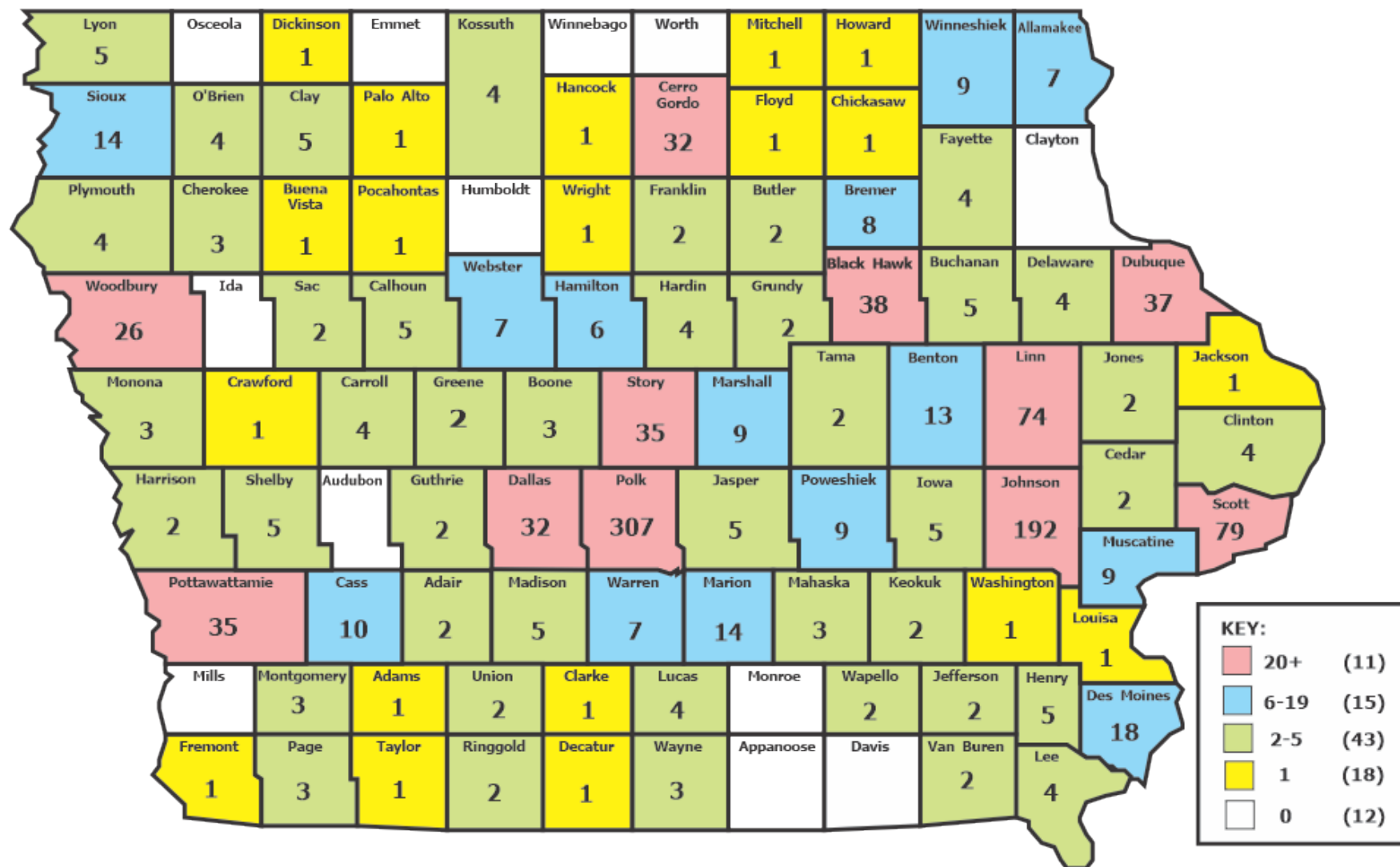
**CDP: census designated place, 86 included in 1030 total cities

Source: Iowa Health Professions Tracking Center, Office of Statewide Clinical Education Programs,
UI Carver College of Medicine, March 2024

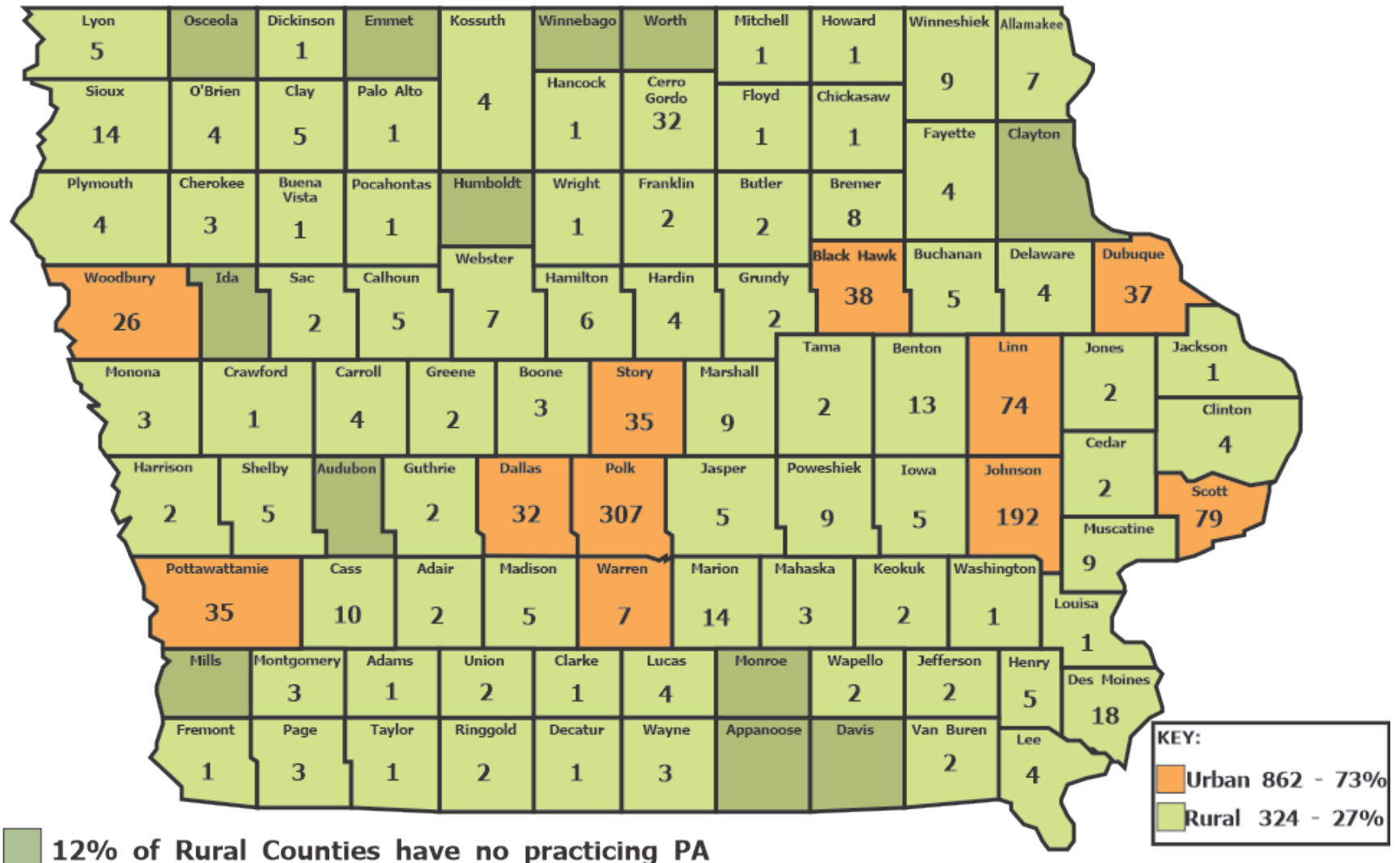
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Geographic Distribution

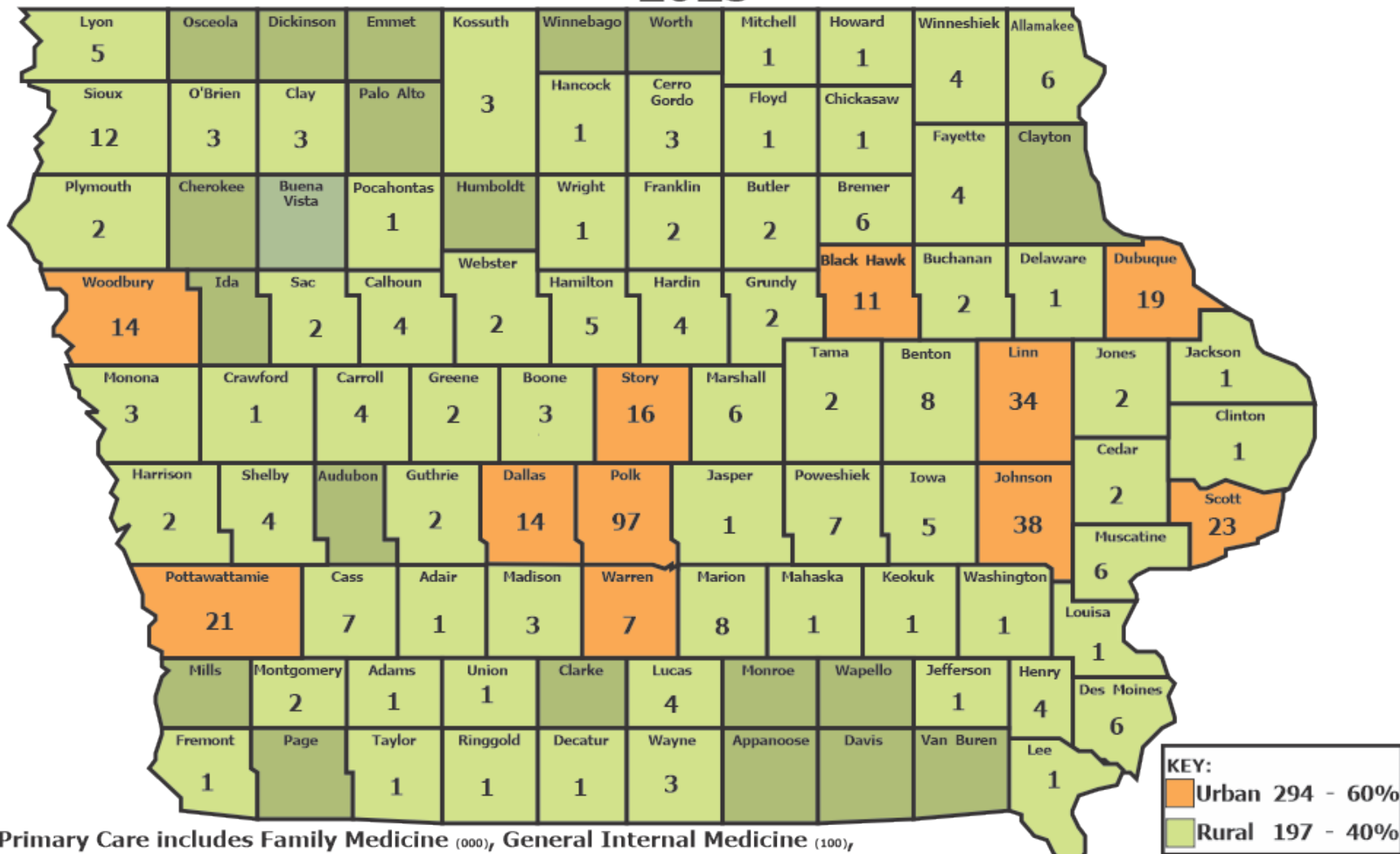
DISTRIBUTION OF PHYSICIAN ASSISTANTS (1,186) 2023



DISTRIBUTION OF ALL PHYSICIAN ASSISTANTS (1,186) By Rural vs. Urban 2023



DISTRIBUTION OF PRIMARY CARE PHYSICIAN ASSISTANTS (491) By Rural vs. Urban 2023

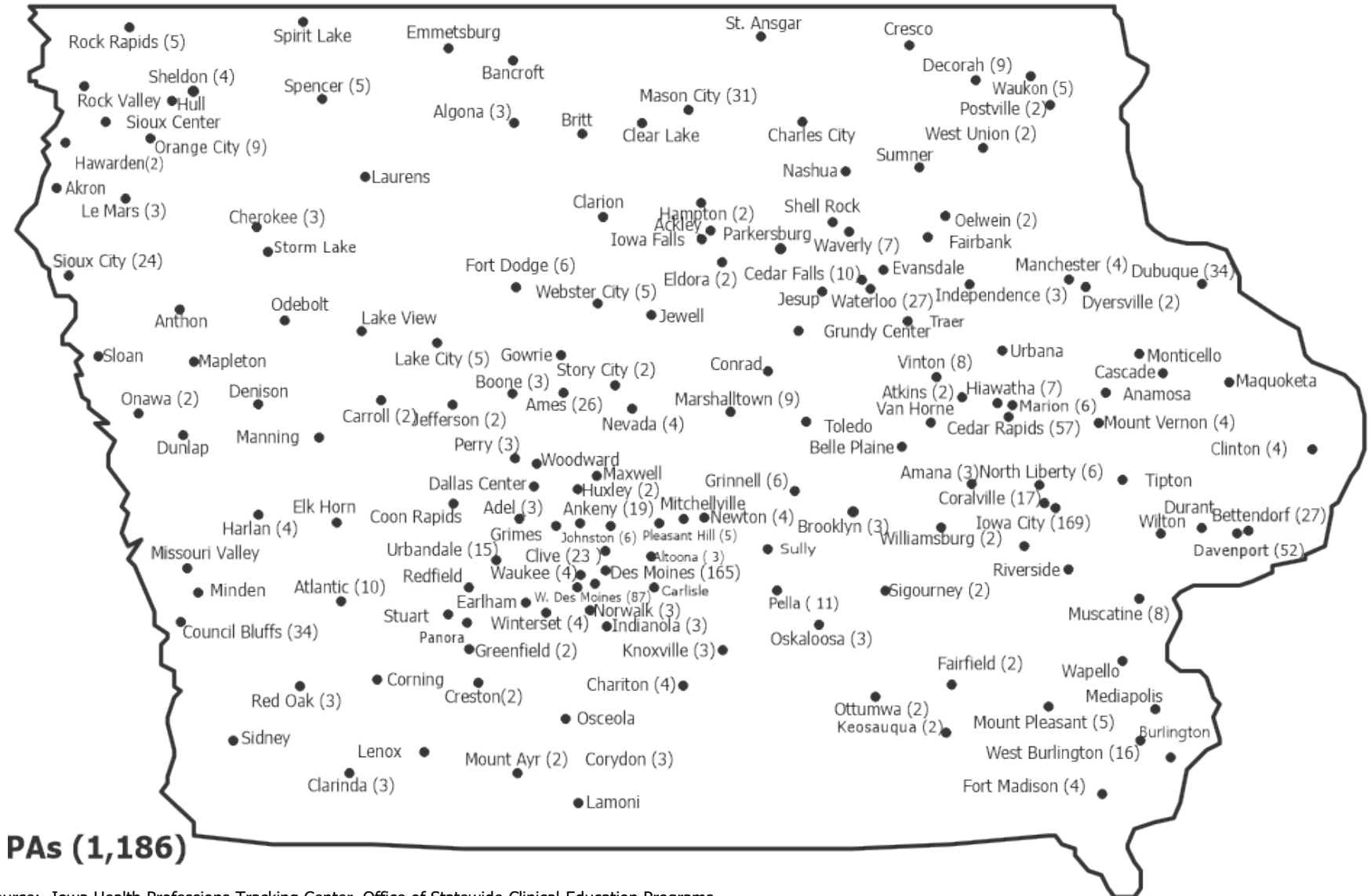


Primary Care includes Family Medicine (000), General Internal Medicine (100),
General Pediatrics (400), less hospitalists and administration

Source: Iowa Health Professions Tracking Center, Office of Statewide Clinical Education Programs,
UI Carver College of Medicine, March 2024

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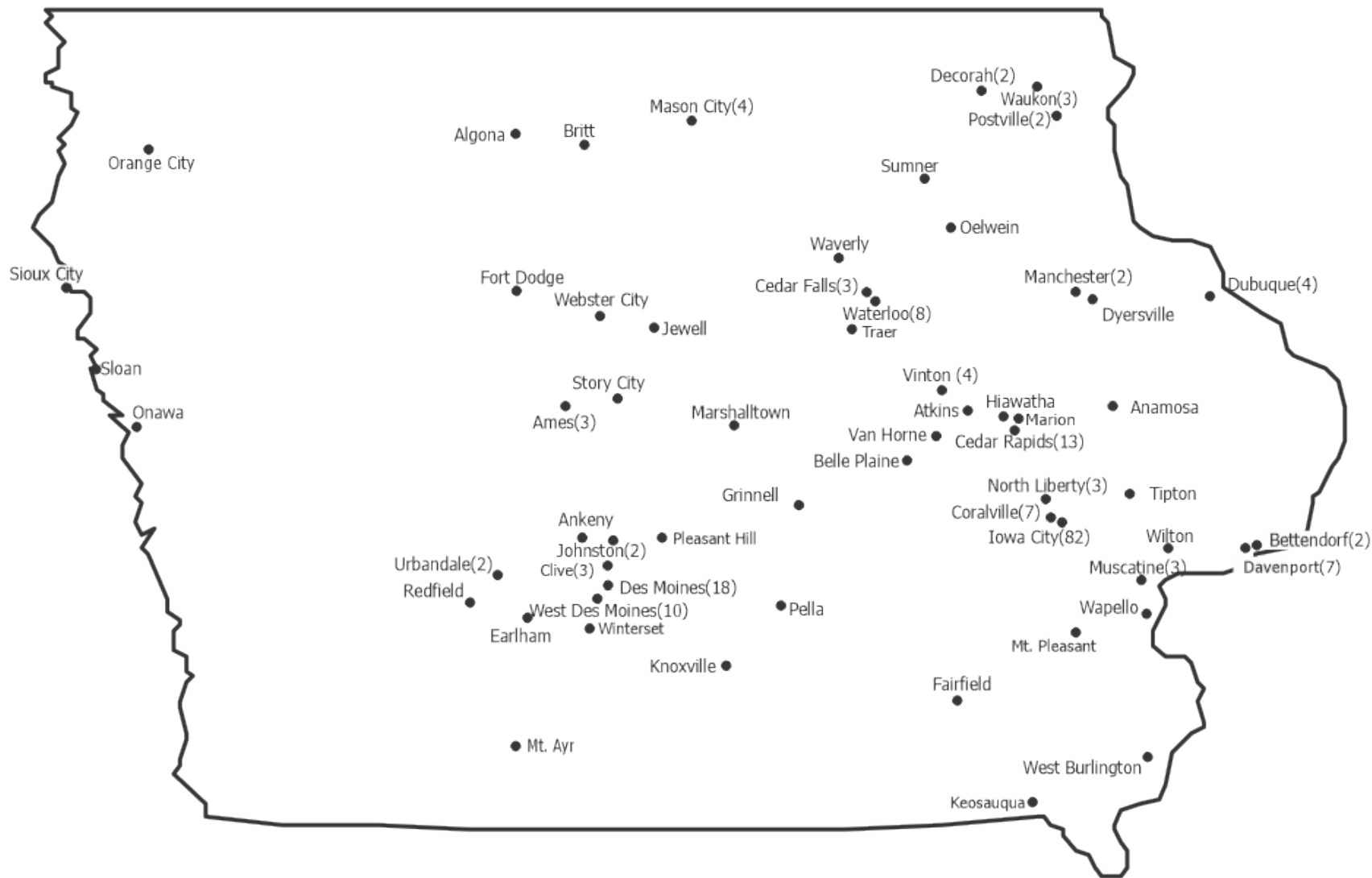
COMMUNITIES WITH PAs (161) 2023



IOWA COMMUNITIES (60)

University of Iowa Physician Assistant Graduates (225)

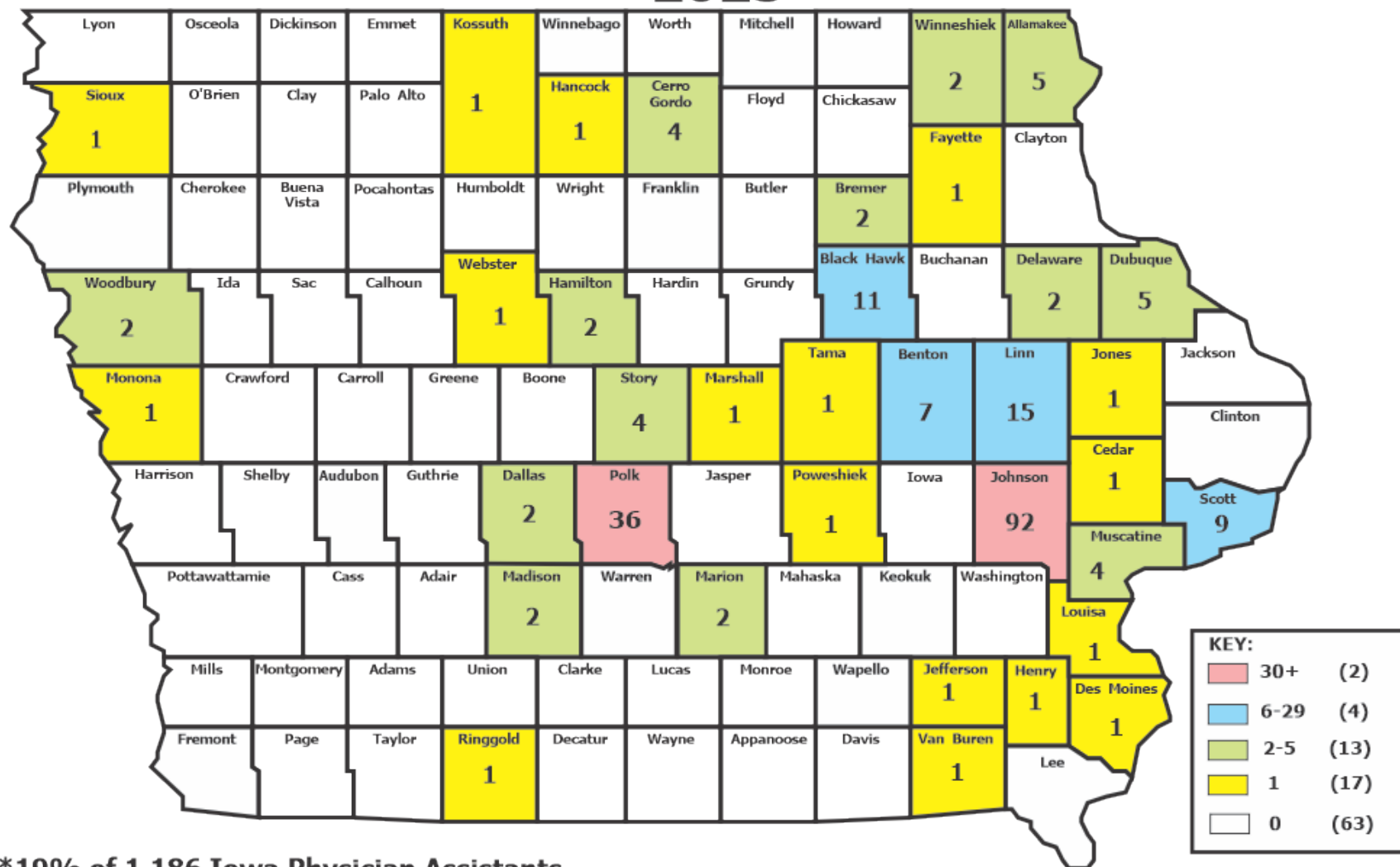
2023



IOWA PHYSICIAN ASSISTANTS

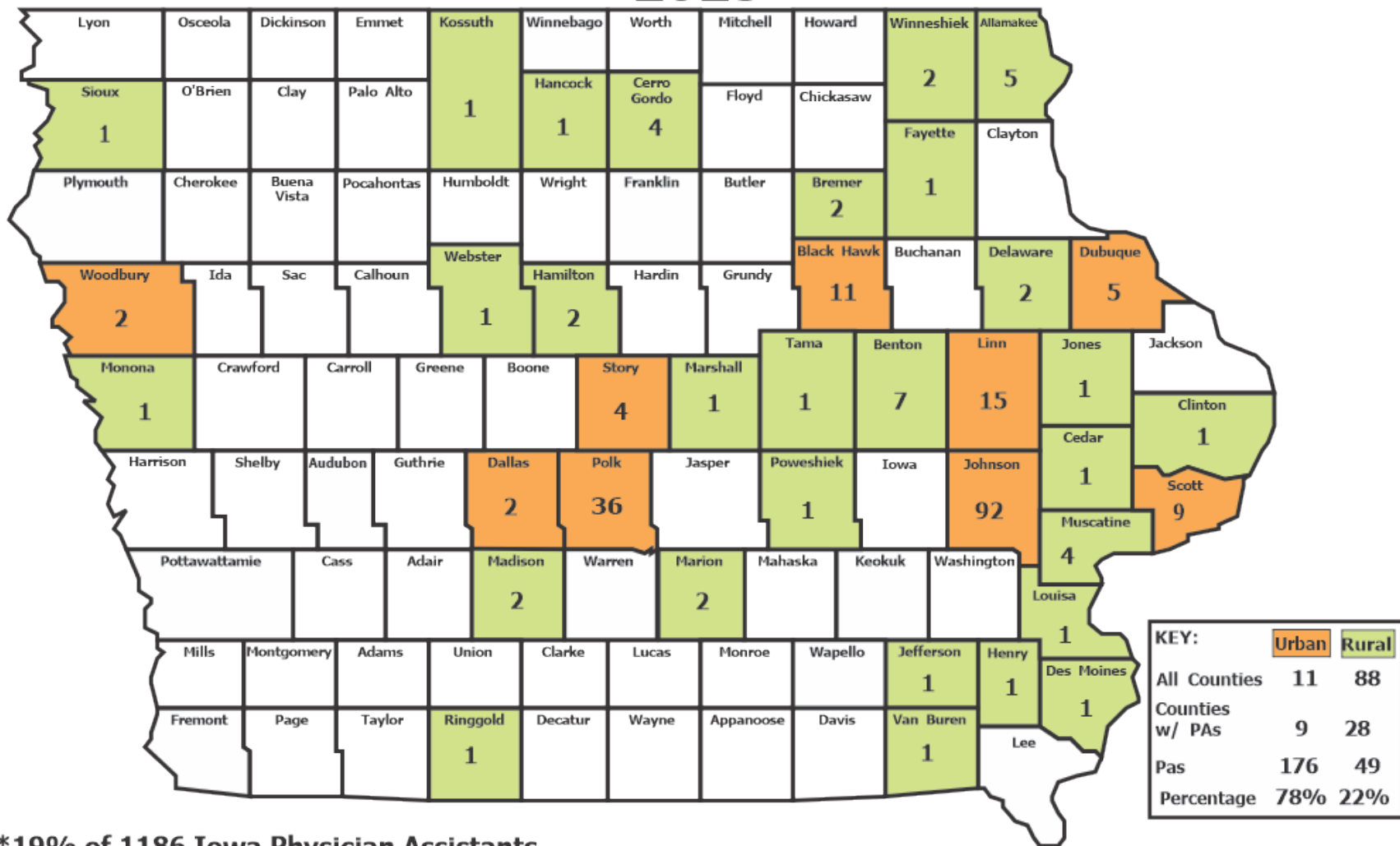
University of Iowa Graduates (225)*

2023



***19% of 1,186 Iowa Physician Assistants**

**IOWA PHYSICIAN ASSISTANTS
UI Graduates (225)*
2023**



***19% of 1186 Iowa Physician Assistants**

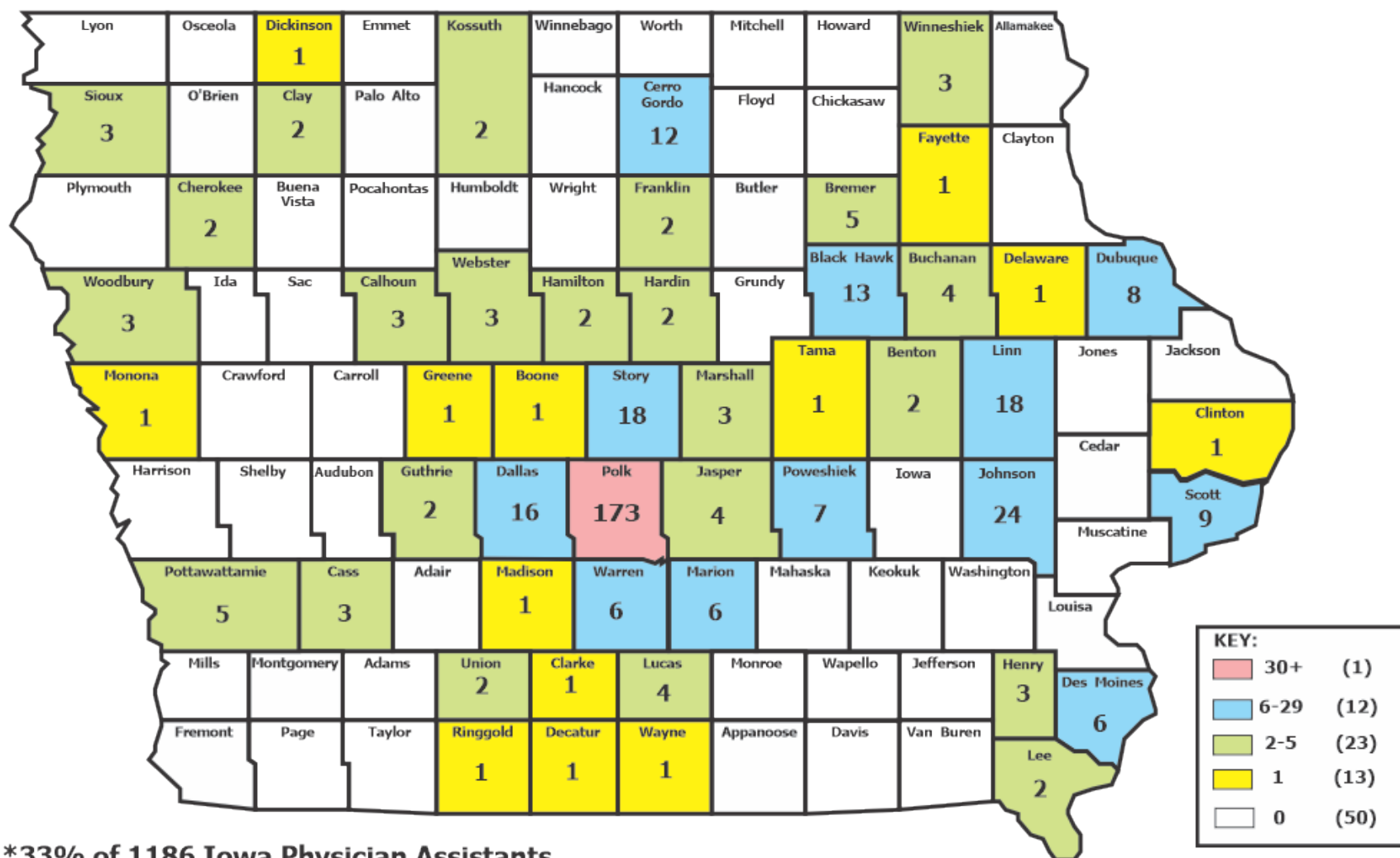
Source: Iowa Health Professions Tracking Center, Office of Statewide Clinical Education Programs, UI Carver College of Medicine, March 2024

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IOWA PHYSICIAN ASSISTANTS

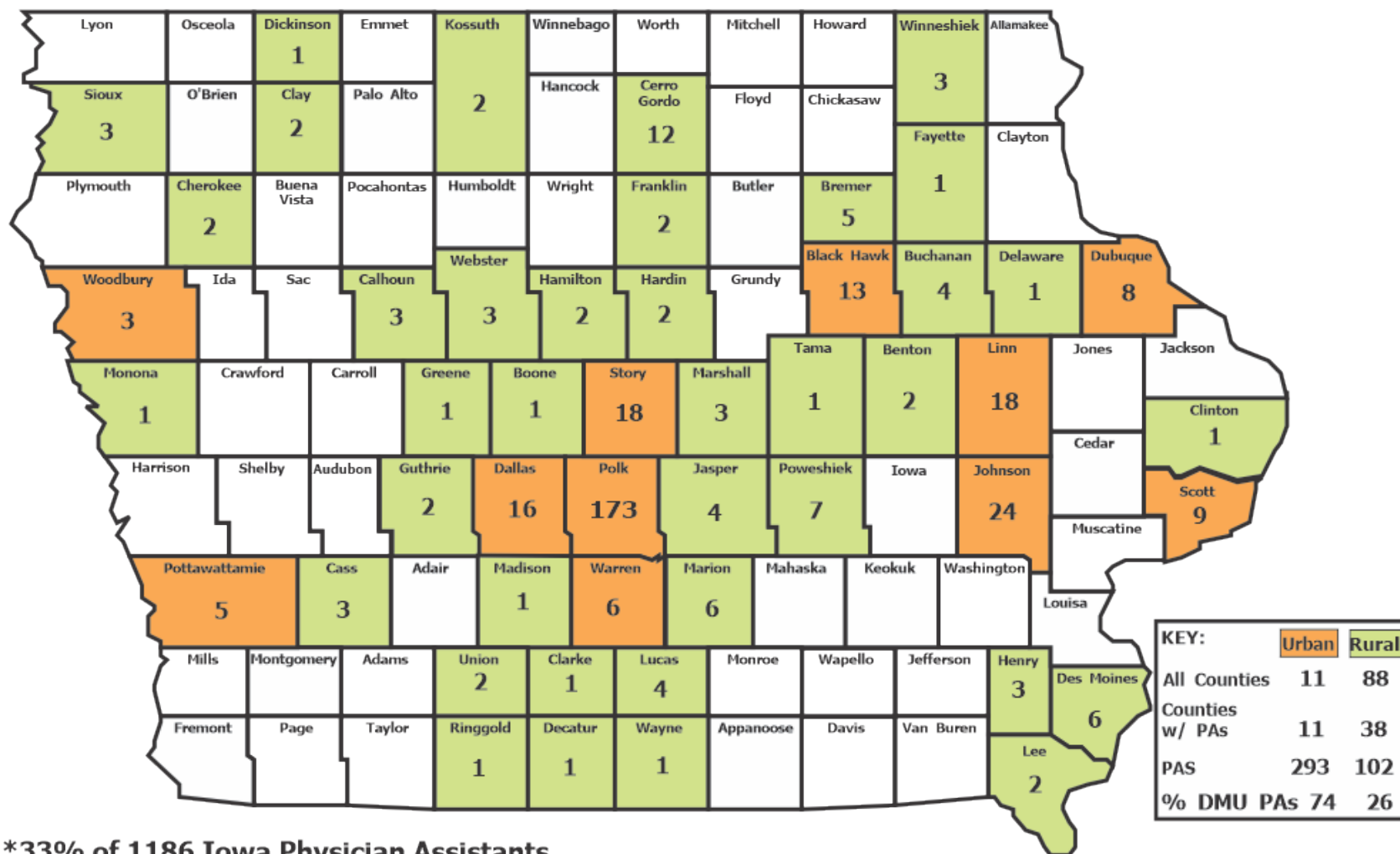
Des Moines University Graduates (395)*

2023



*33% of 1186 Iowa Physician Assistants

IOWA PHYSICIAN ASSISTANTS Des Moines University Graduates (395)* 2023

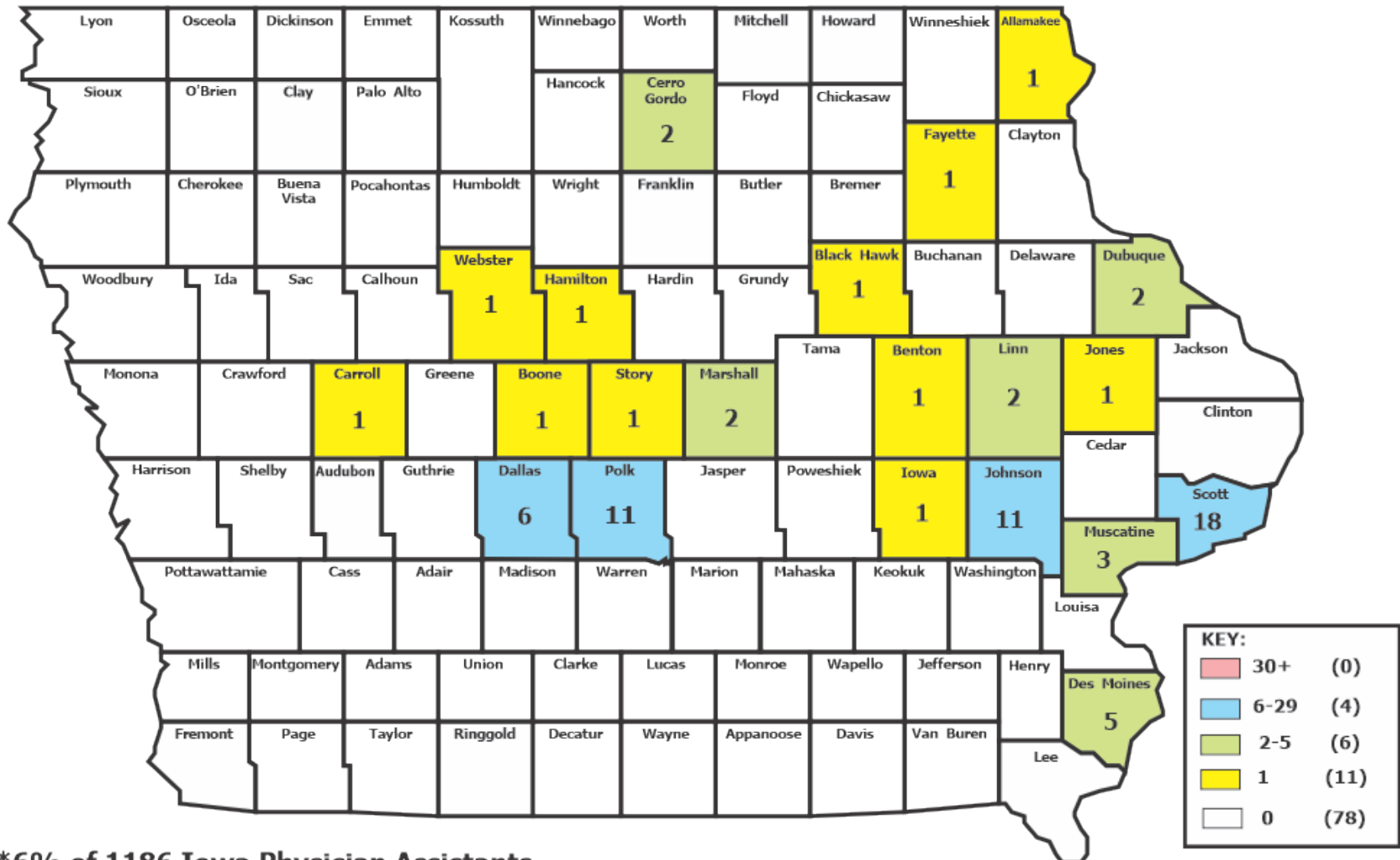


***33% of 1186 Iowa Physician Assistants**

IOWA PHYSICIAN ASSISTANTS

St. Ambrose University Graduates (73)*

2023



***6% of 1186 Iowa Physician Assistants**

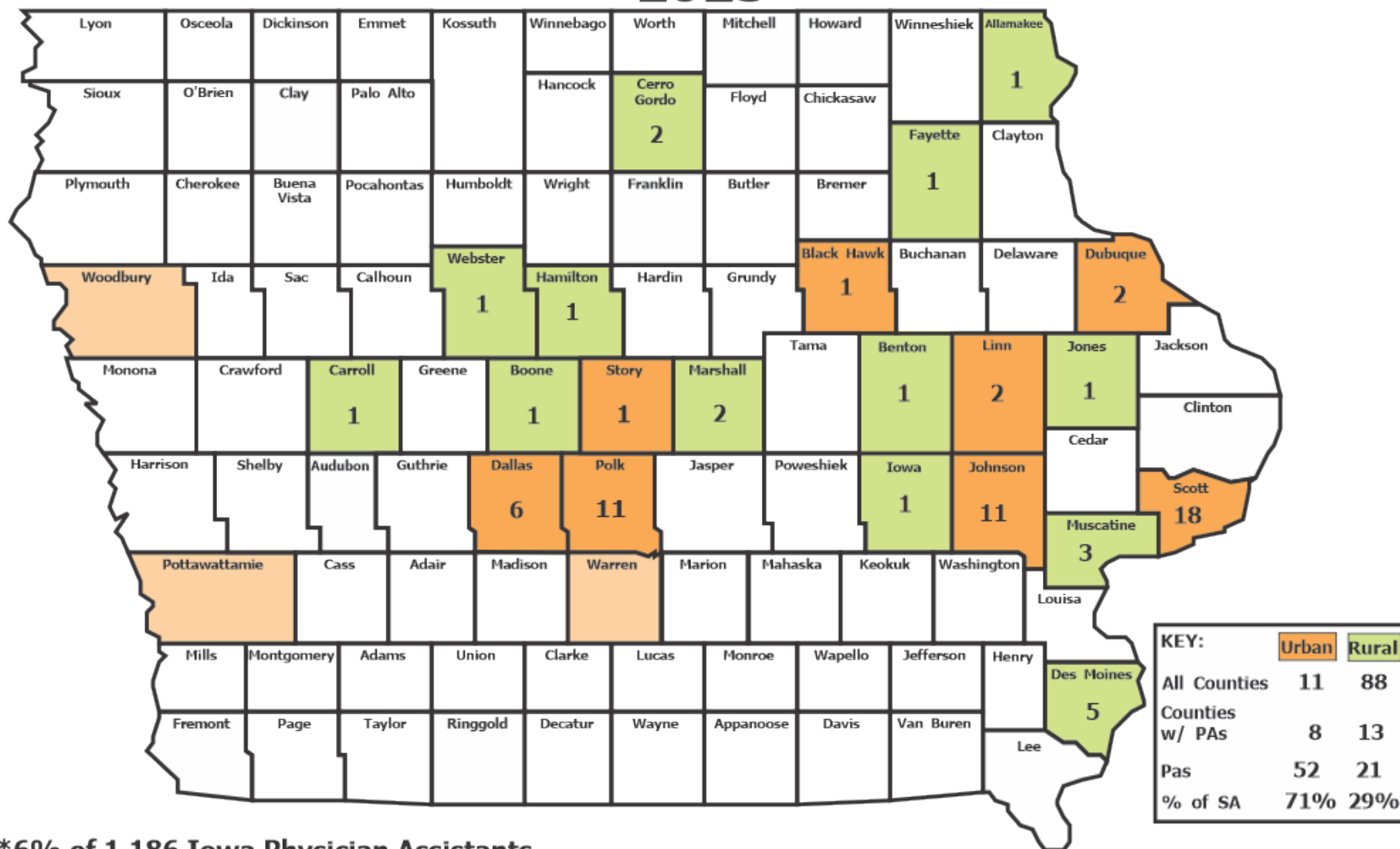
Source: Iowa Health Professions Tracking Center, Office of Statewide Clinical Education Programs,
UI Carver College of Medicine, March 2024

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IOWA PHYSICIAN ASSISTANTS

St. Ambrose University Graduates (73)*

2023

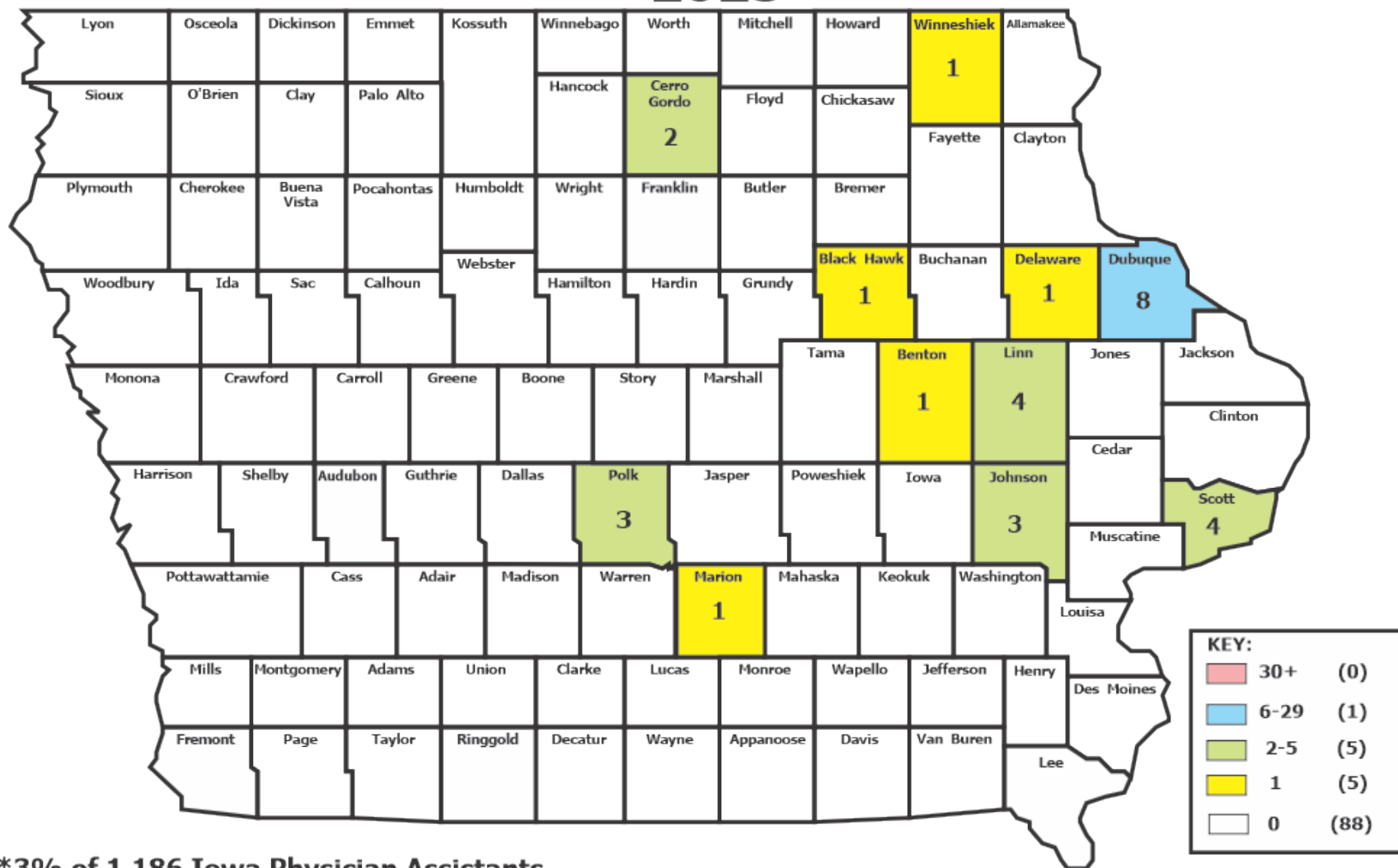


***6% of 1,186 Iowa Physician Assistants**

IOWA PHYSICIAN ASSISTANTS

University of Dubuque Graduates (29)*

2023

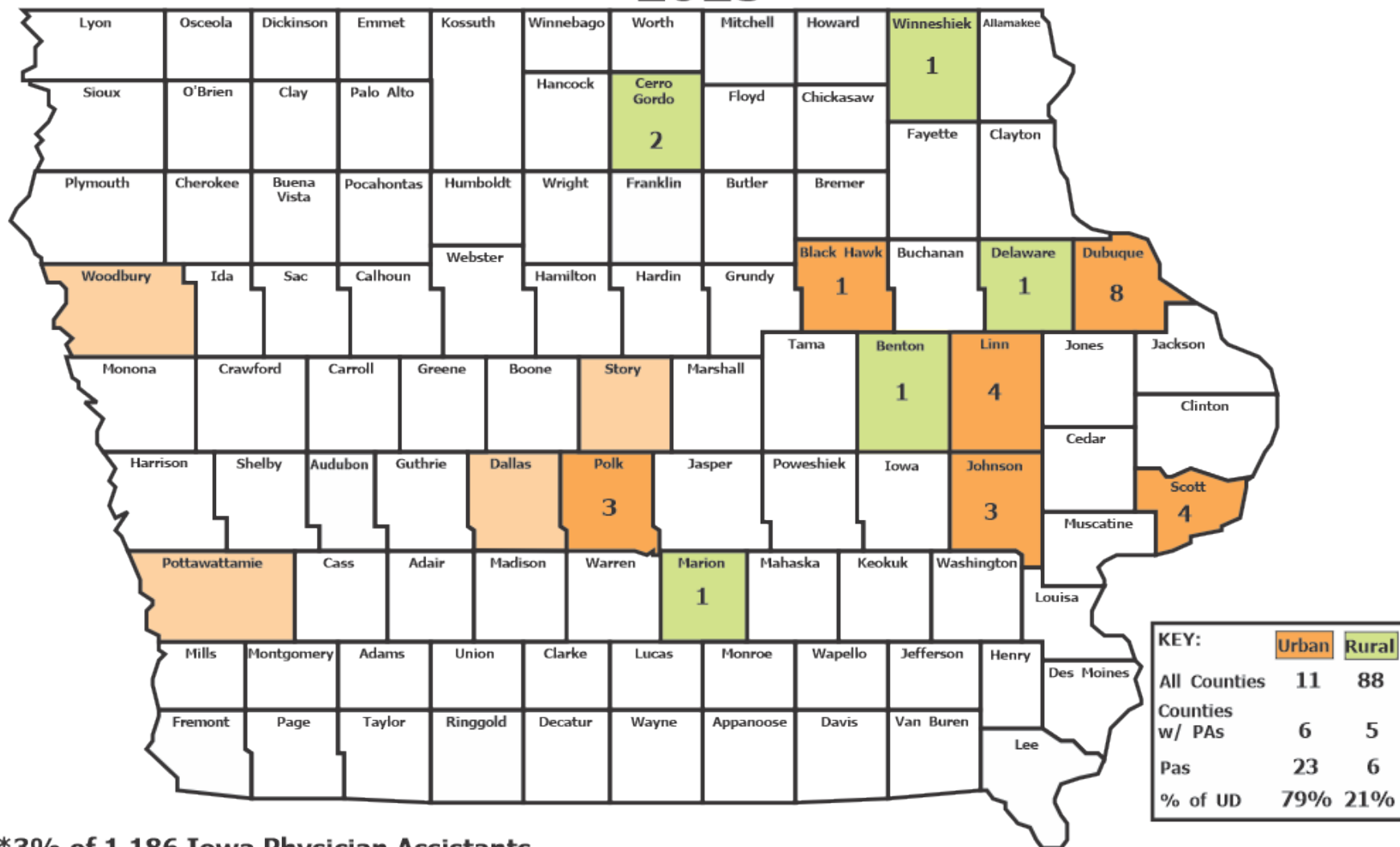


***3% of 1,186 Iowa Physician Assistants**

IOWA PHYSICIAN ASSISTANTS

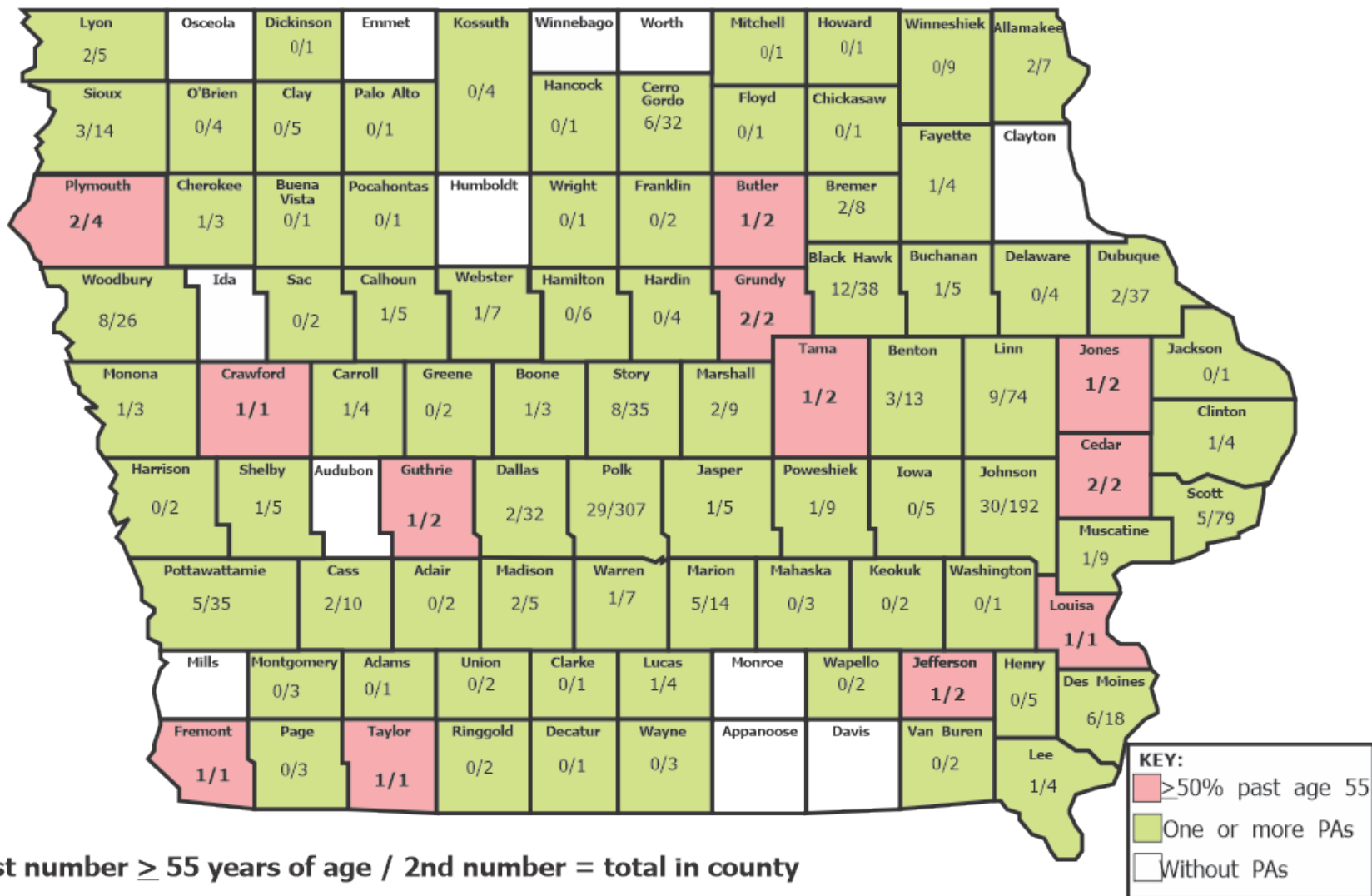
University of Dubuque Graduates (29)*

2023



***3% of 1,186 Iowa Physician Assistants**

COUNTIES WHERE ≥ 50% OF PAs ARE PAST AGE 55* 2023



*1st number > 55 years of age / 2nd number = total in county

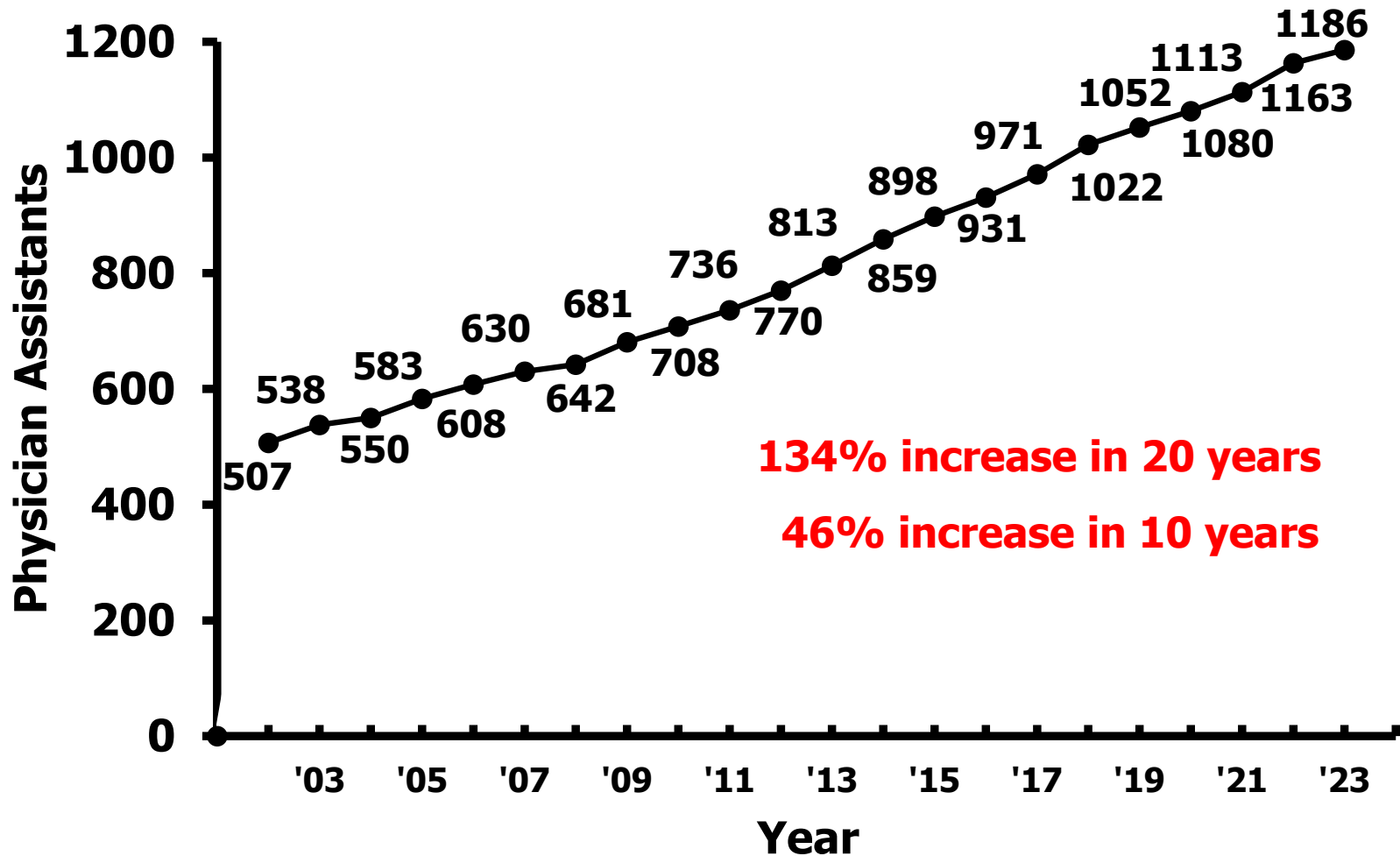
Source: Iowa Health Professions Tracking Center, Office of Statewide Clinical Education Programs, UI Carver College of Medicine, March 2024

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Trends

ACTIVE IOWA PAs

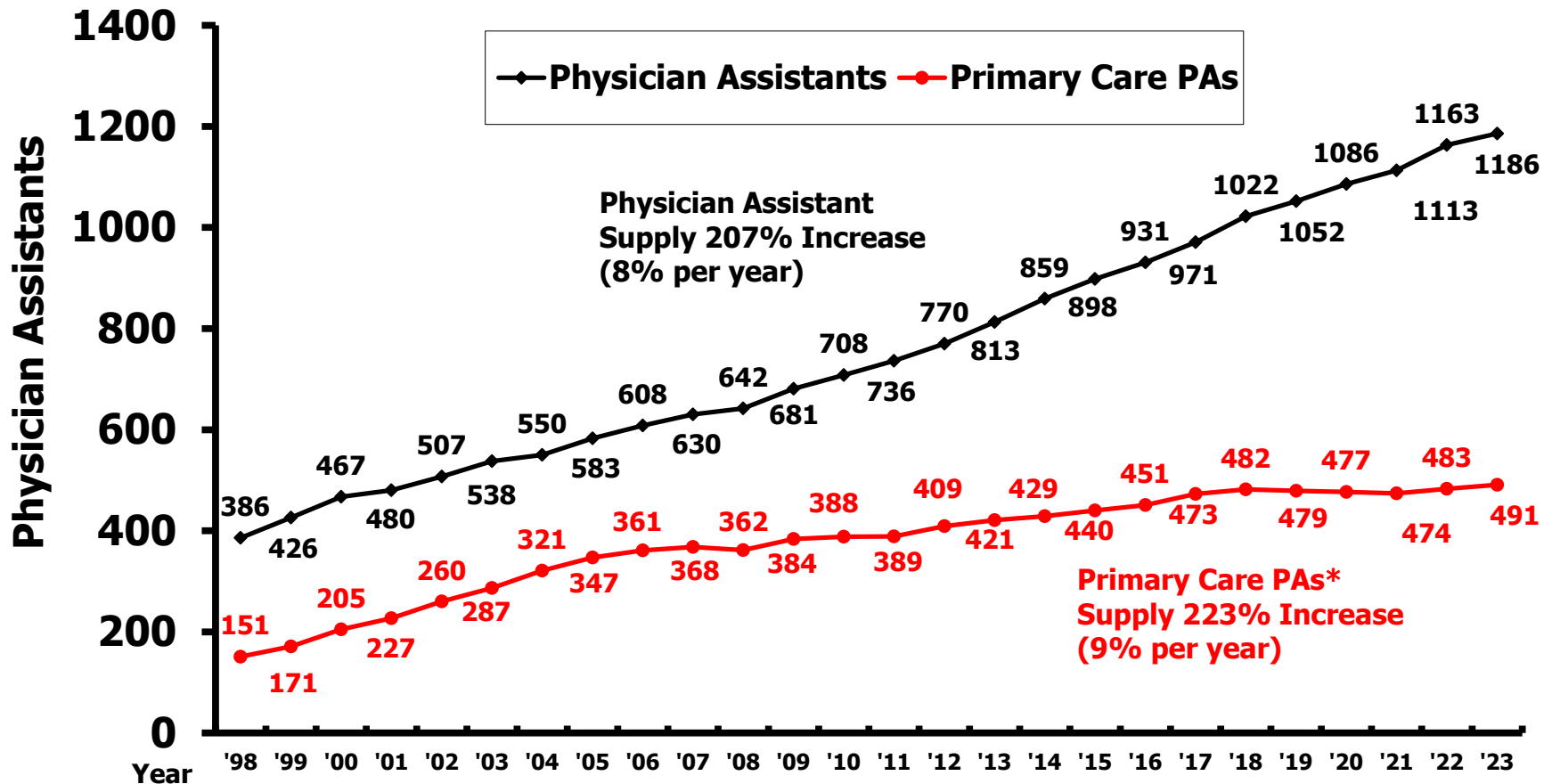
2002 - 2023



IOWA PHYSICIAN ASSISTANT SUPPLY

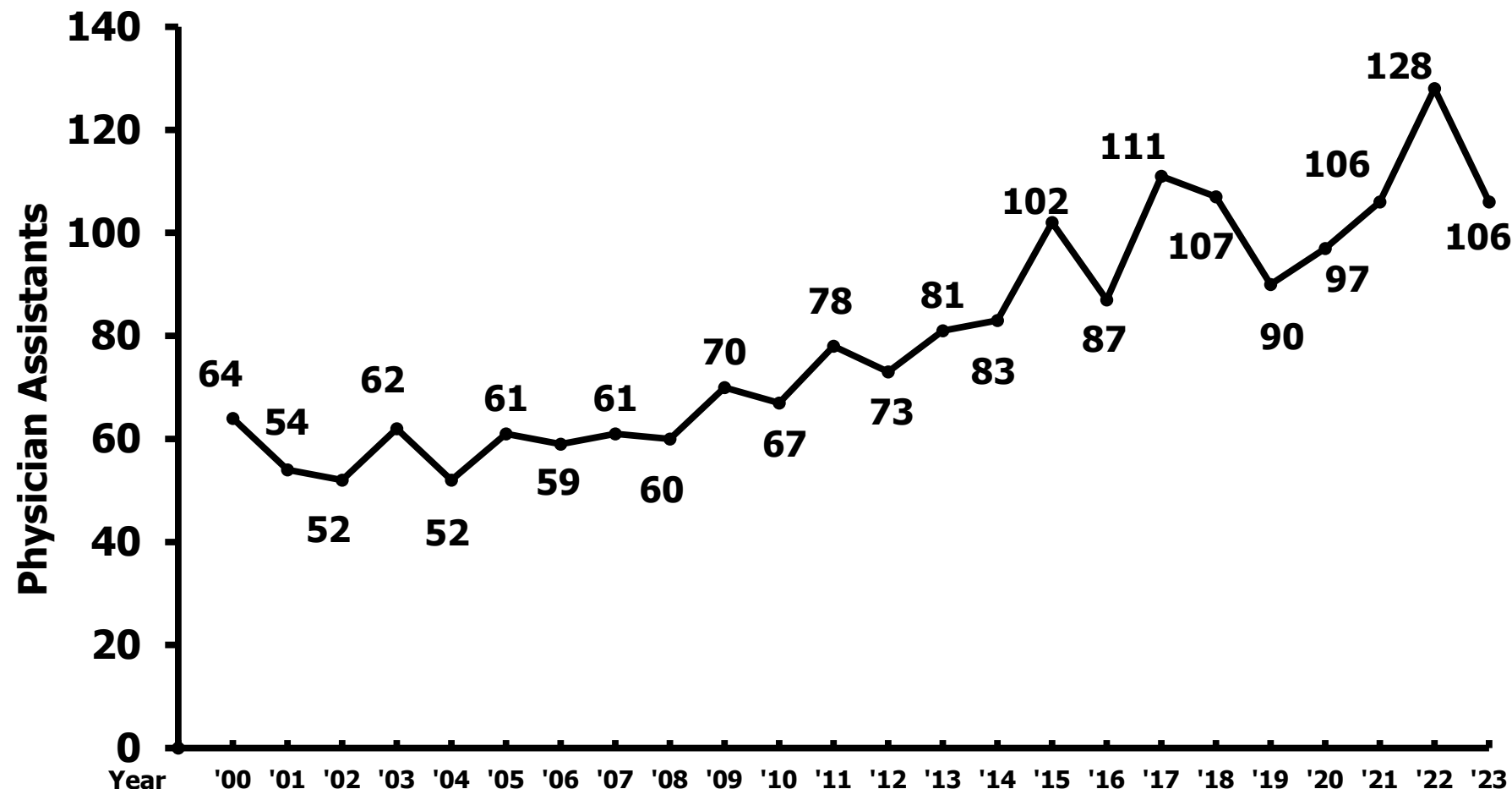
All Physician Assistants – **Primary Care PAs***

1998 - 2023



*Primary Care: Family Medicine (000&005) General Internal Medicine (100) General Pediatrics (400) less Hospitalists & Administrators
(Prior to 2007 specialties were not fully identified)

PA_s ENTERING IOWA PRACTICES 2000 - 2023



Average # of PAs entering practice for all years = 79

Average # of PAs entering practice for last five years = 105

Source: Iowa Health Professions Tracking Center, Office of Statewide Clinical Education Programs,
UI Carver College of Medicine, March 2024

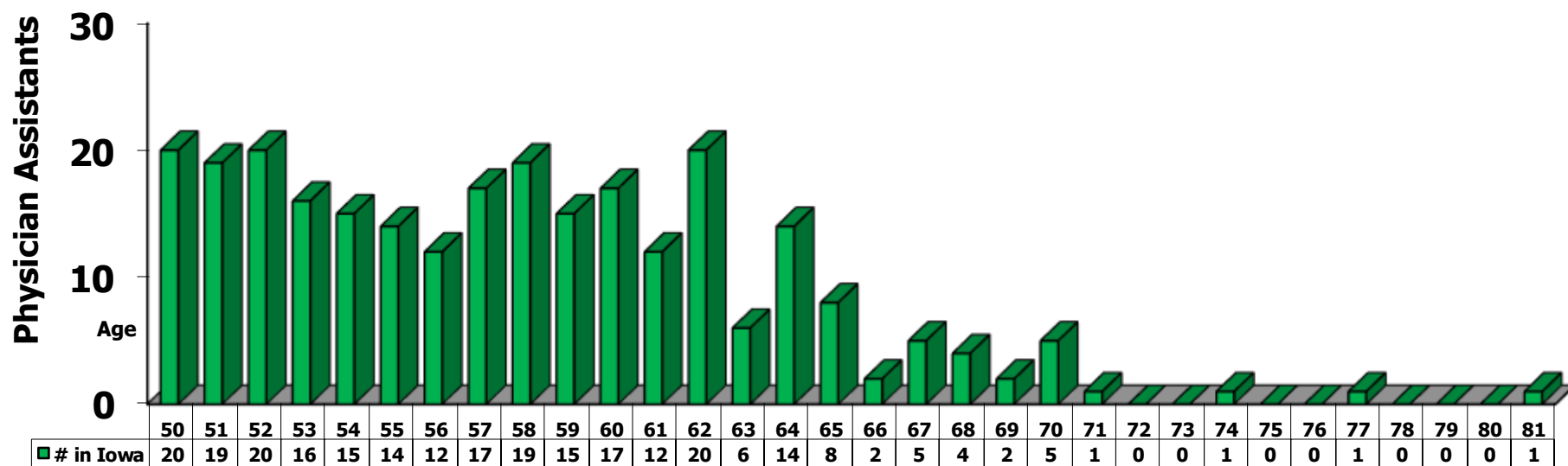
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NET GAIN/LOSS IN PAs

1995 - 2023

	<u>Entered</u>	<u>Left</u>	<u>Gain/Loss</u>
1995	55	3	52
1996	59	5	54
1997	82	10	72
1998	43	25	18
1999	60	20	40
2000	64	23	41
2001	54	41	13
2002	52	25	27
2003	62	31	31
2004	52	40	12
2005	61	28	33
2006	59	34	25
2007	61	39	22
2008	60	48	12
2009	70	31	39
2010	67	40	27
2011	78	50	28
2012	73	39	34
2013	81	38	43
2014	83	37	46
2015	102	63	39
2016	87	54	33
2017	111	71	40
2018	107	56	51
2019	97	67	30
2020	90	62	28
2021	106	73	33
2022	128	78	50
2023	<u>106</u>	<u>83</u>	<u>23</u>
Total	2,210	1,214	996
Average	76	42	34

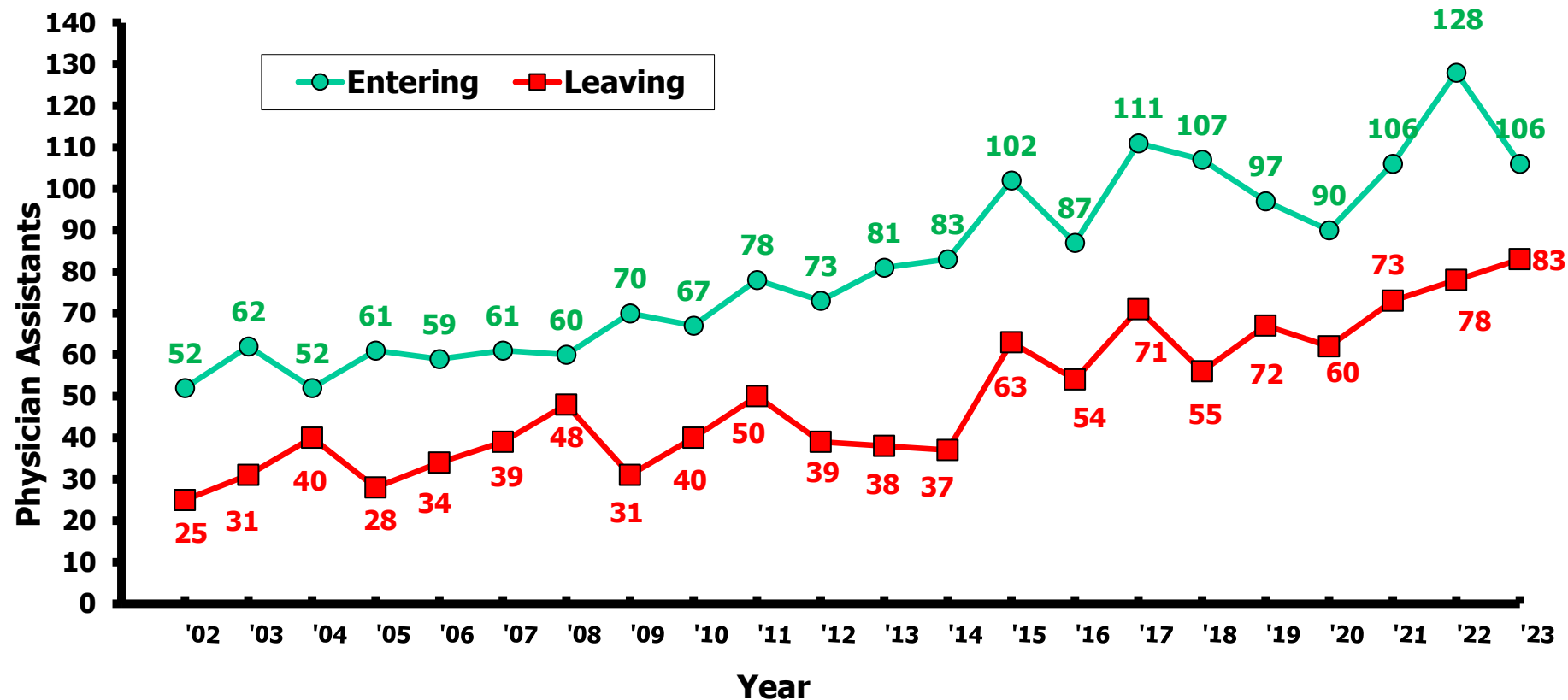
PA AGE DETAIL OF ≥ 50 2023



Total number of PAs 50 years of age and older = 266 (22%)

NET GAIN IN PAs

2002 - 2023



Net Gain:	27	31	12	33	25	22	12	39	27	28	34	43	46	39	32	40	49	26	24	18	23
% Gain/Loss:	5.6	6.1	2.2	6.0	4.3	3.6	1.9	6.0	4.0	4.0	4.6	5.6	5.7	4.5	3.7	4.3	5.3	2.9	2.7	4.5	1.9

IOWA PA ENTRY & EXIT SUMMARY

2013 - 2023

	<u>Entry</u>	<u>Exit</u>	<u>Gain</u>
2013	81	38	43
2014	83	37	46
2015	102	63	39
2016	87	54	33
2017	111	71	40
2018	107	56	51
2019	97	67	30
2020	90	62	28
2021	106	73	33
2022	128	78	50
2023	<u>106</u>	<u>83</u>	<u>23</u>
TOTAL	1,098	682	416

**Prior 10-yr.
Average**

99

60

39

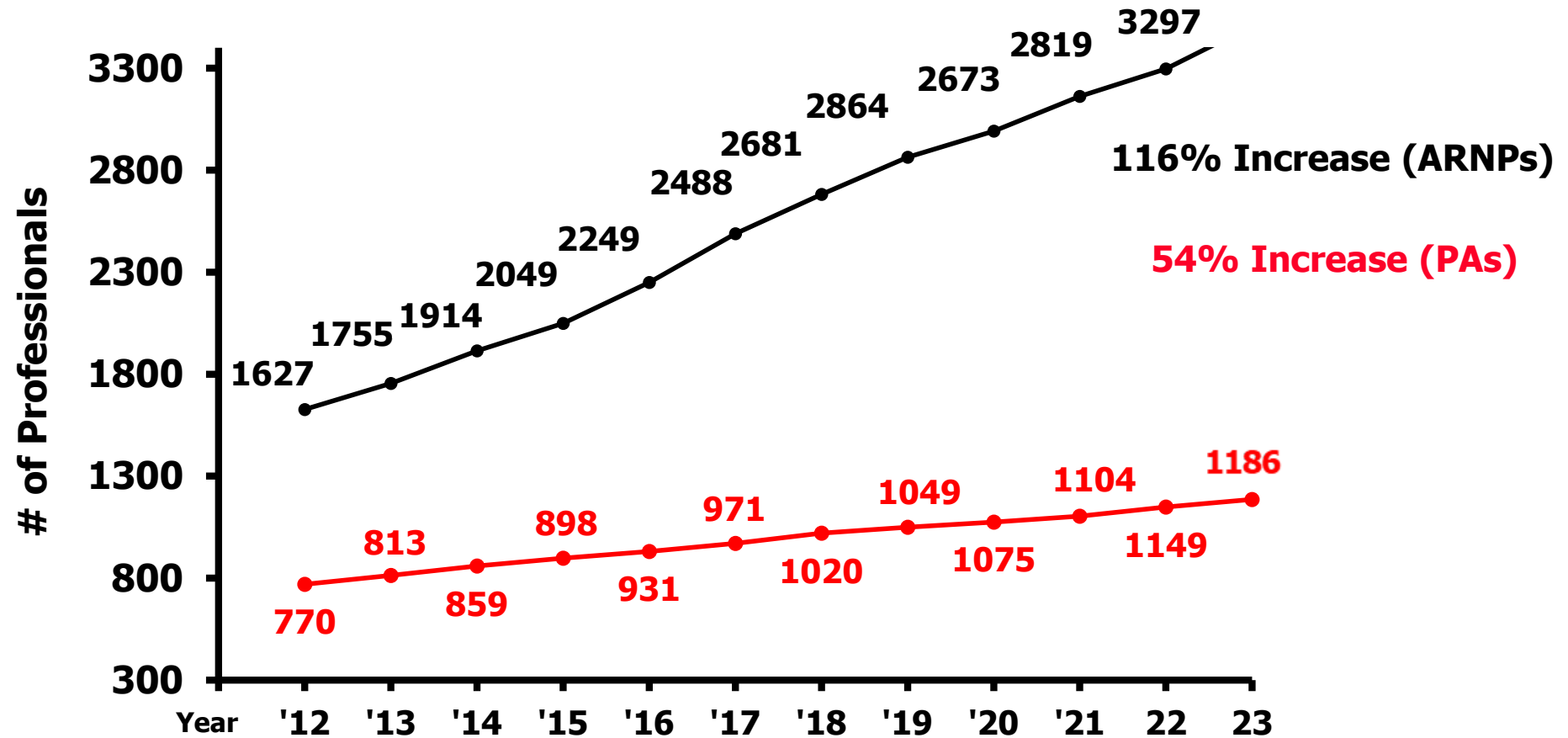
**10-yr.
Average**

102

64

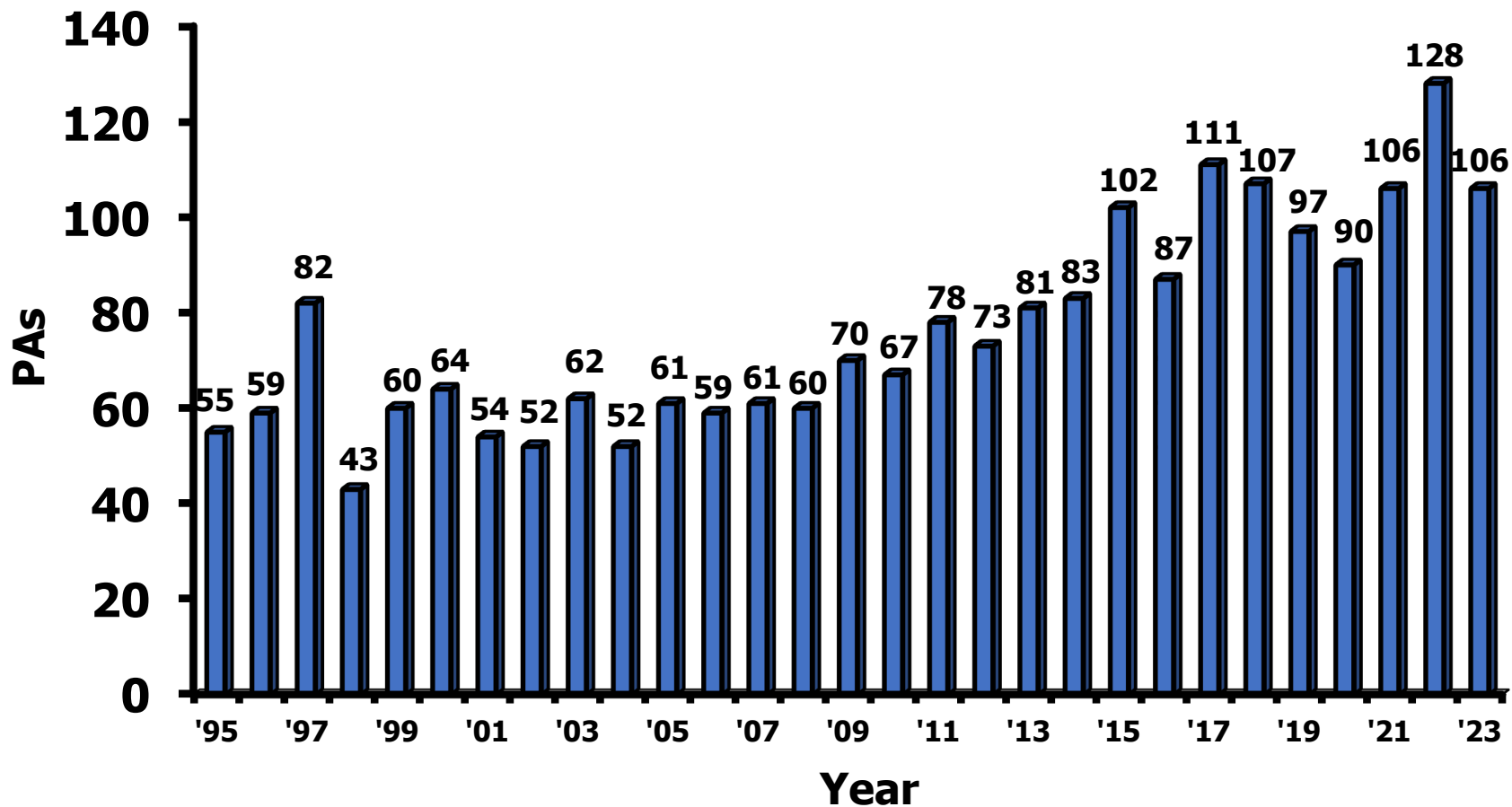
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IOWA SUPPLY OF ARNPs/**PAs** 2013 - 2023



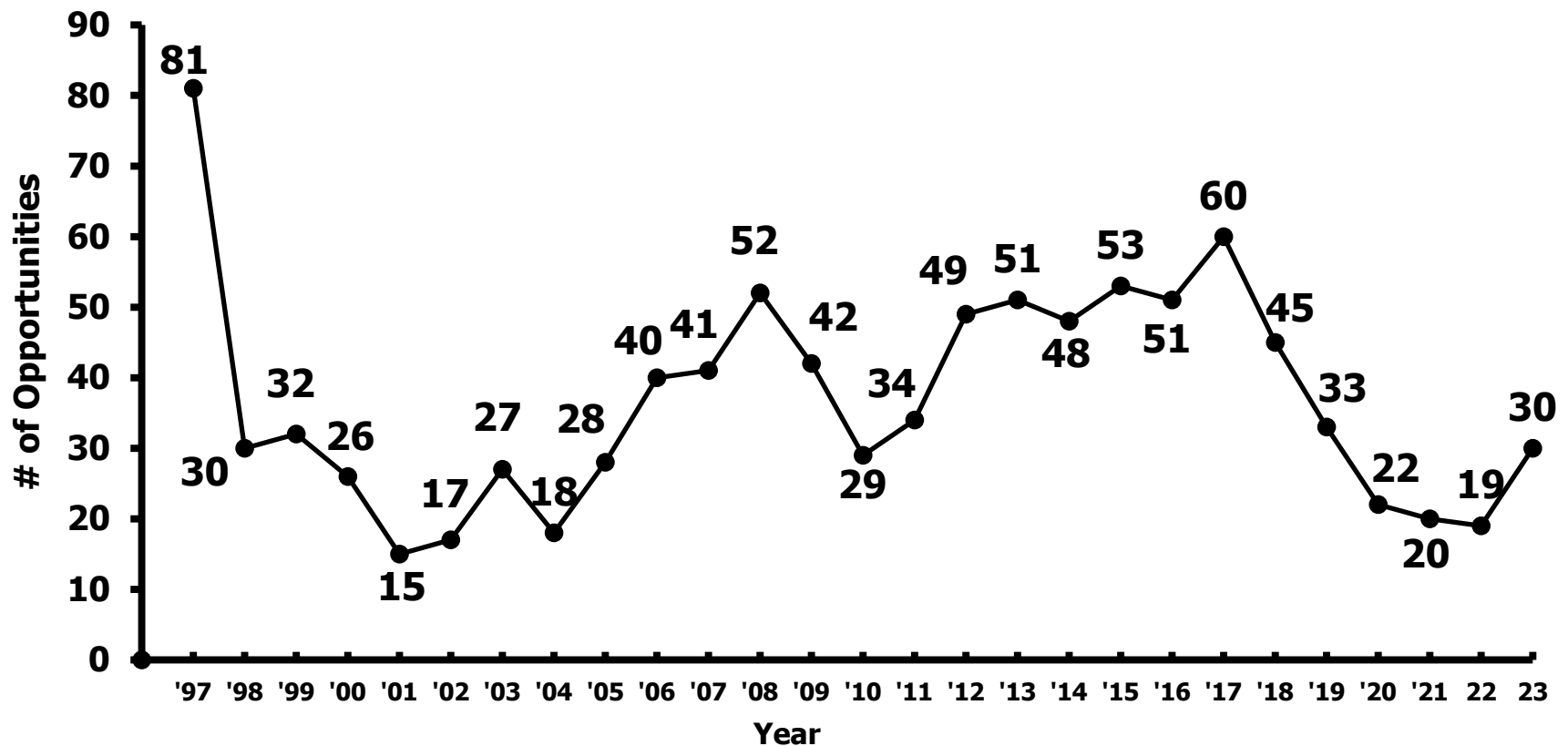
ARNPs comprise CRNAs, NMs, NPs, and CNSs

PAs INITIATING IOWA PRACTICES 1995 - 2023



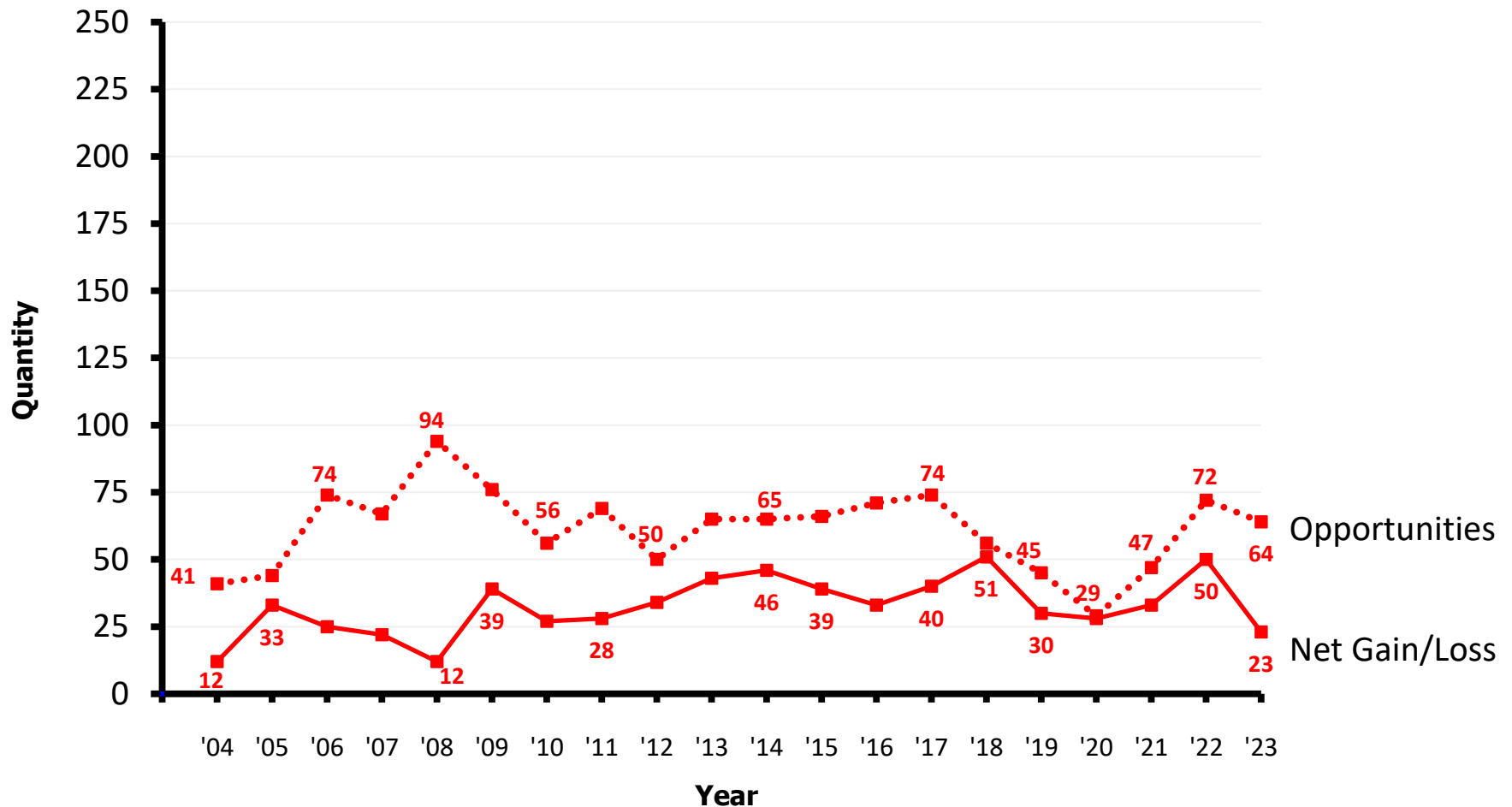
IOWA PA JOB OPPORTUNITIES

Primary Care/Private Practice*



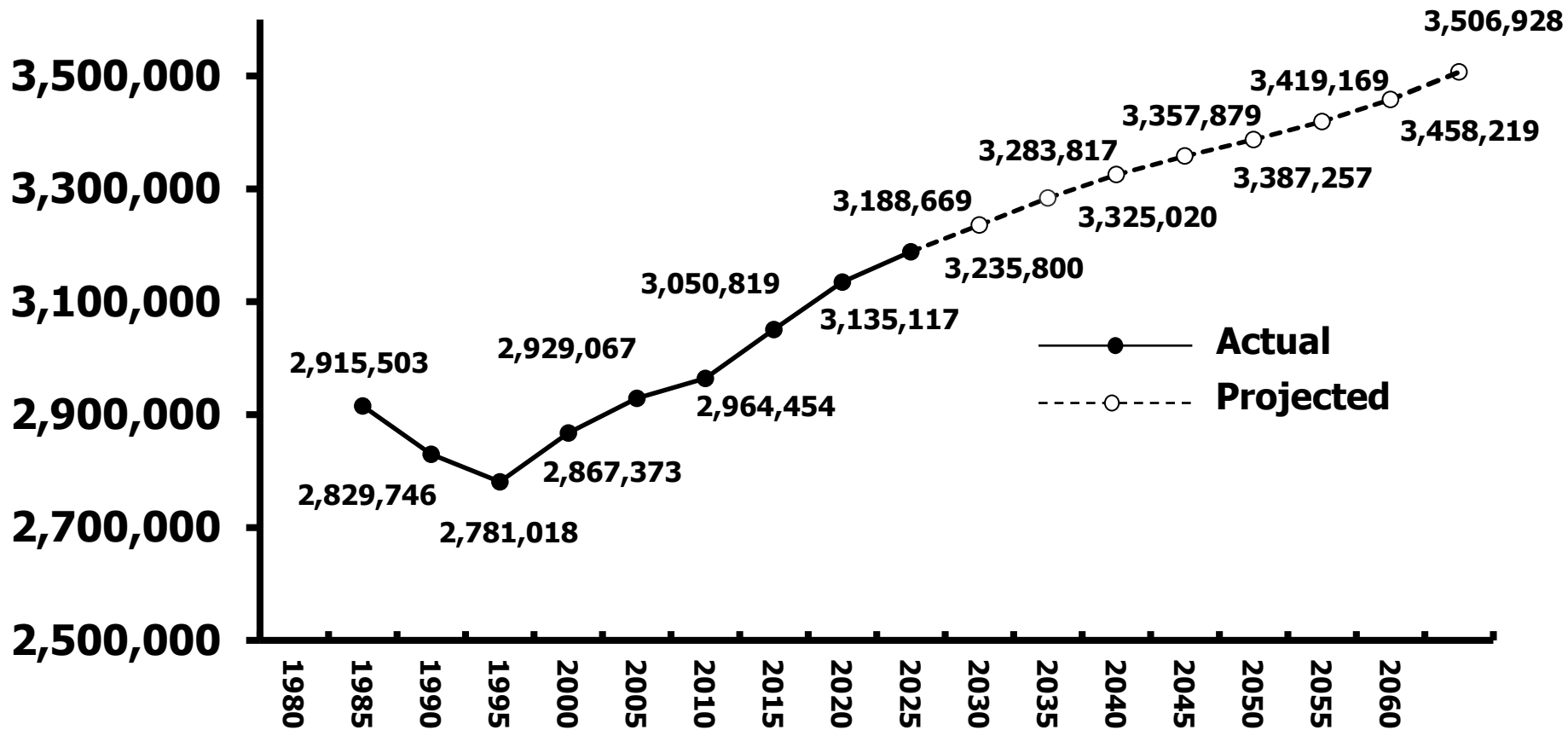
***Family Medicine, General Internal Medicine, General Pediatrics; PA or PA/ARNP opportunities**

Iowa Physician Assistant Job Opportunities vs. Net Gain/Loss 2004 – 2023



Note: Opportunities are for private practice and other openings, but do not include positions for nurse midwives and CRNAs

PROJECTION: IOWA POPULATION 1980 - 2060



Source: State Data Center/Woods & Poole, September 2022

Iowa Health Professions Tracking Center, Office of Statewide Clinical Education Programs,
UI Carver College of Medicine, March 2024

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Workforce Summary

RETIREMENT SUMMARY OF PAs

	<u>2023</u>	<u>Prior 5-Year Average</u>
Retirements	12	15
Mean age	67	65
Median age	68	65

IOWA PHYSICIAN ASSISTANTS (PAs)

School Summary

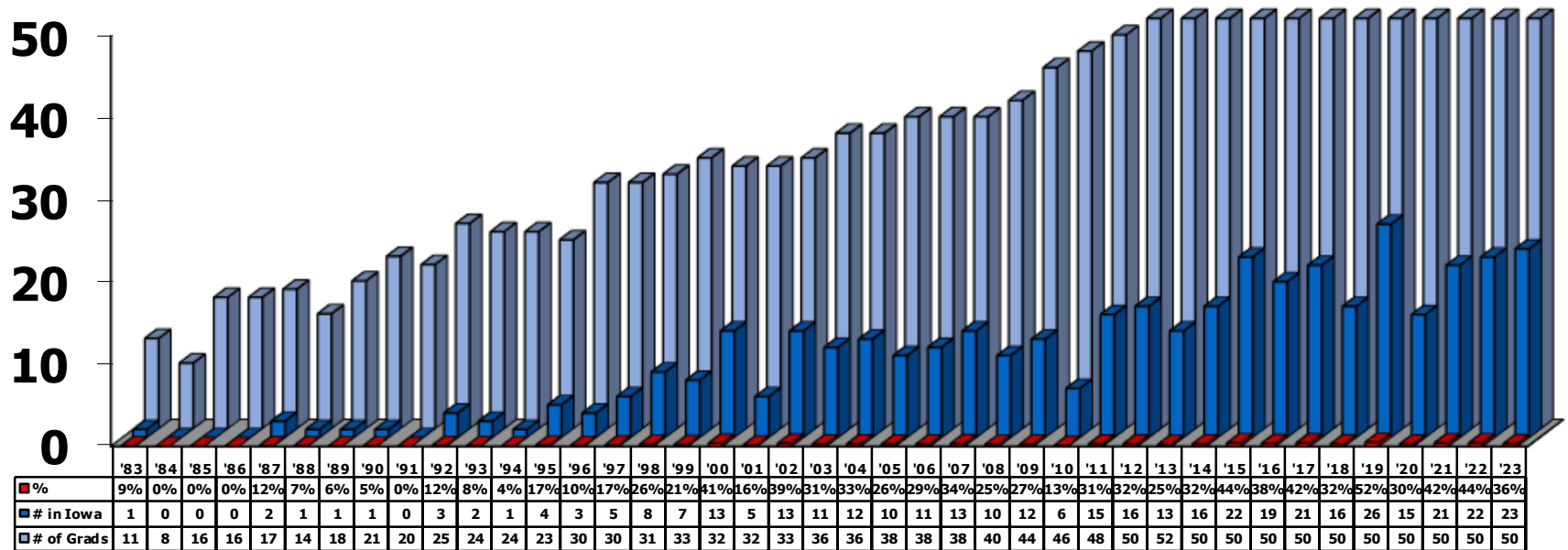
2023

<u>School</u>	<u>Class Size</u>	<u>1st Grad Class</u>	<u>Months Duration</u>
• University of Iowa	25	1974	28
• DMU	50	1981	25
• St. Ambrose	30	2016	29
• University of Dubuque	25	2018	27
• Northwestern College	<u>25*</u>	2022	27
Total	155		

*** Goal of 32 per year**

DMU PA GRADUATES NOW IN IOWA

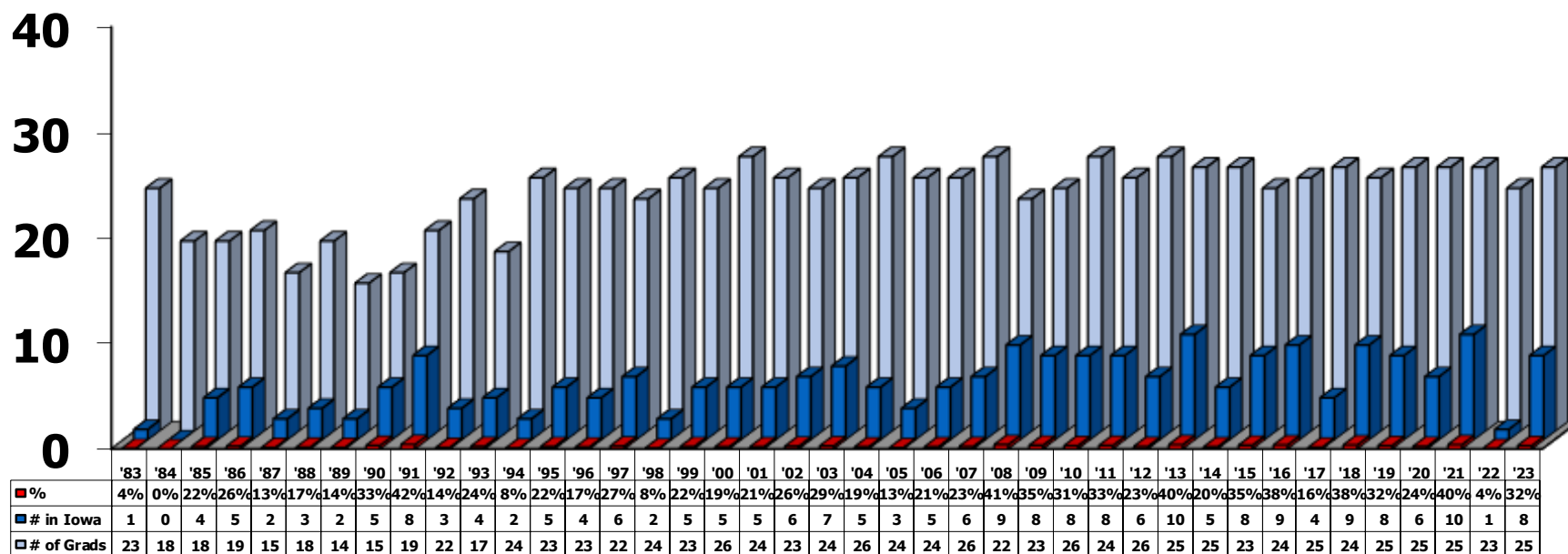
Graduate Classes 1983 – 2023



Annual Average = 28%

UI PA GRADUATES NOW IN IOWA

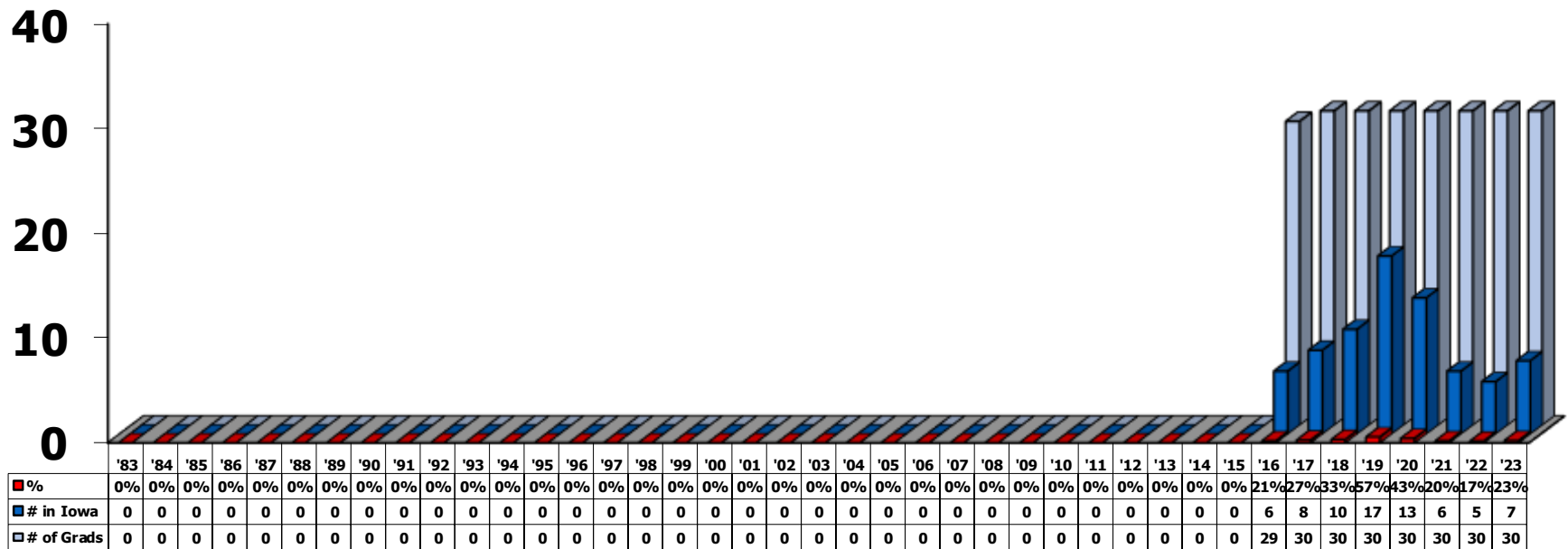
Graduate Classes 1983 – 2023



Annual Average = 22%

ST. AMBROSE PA GRADUATES NOW IN IOWA

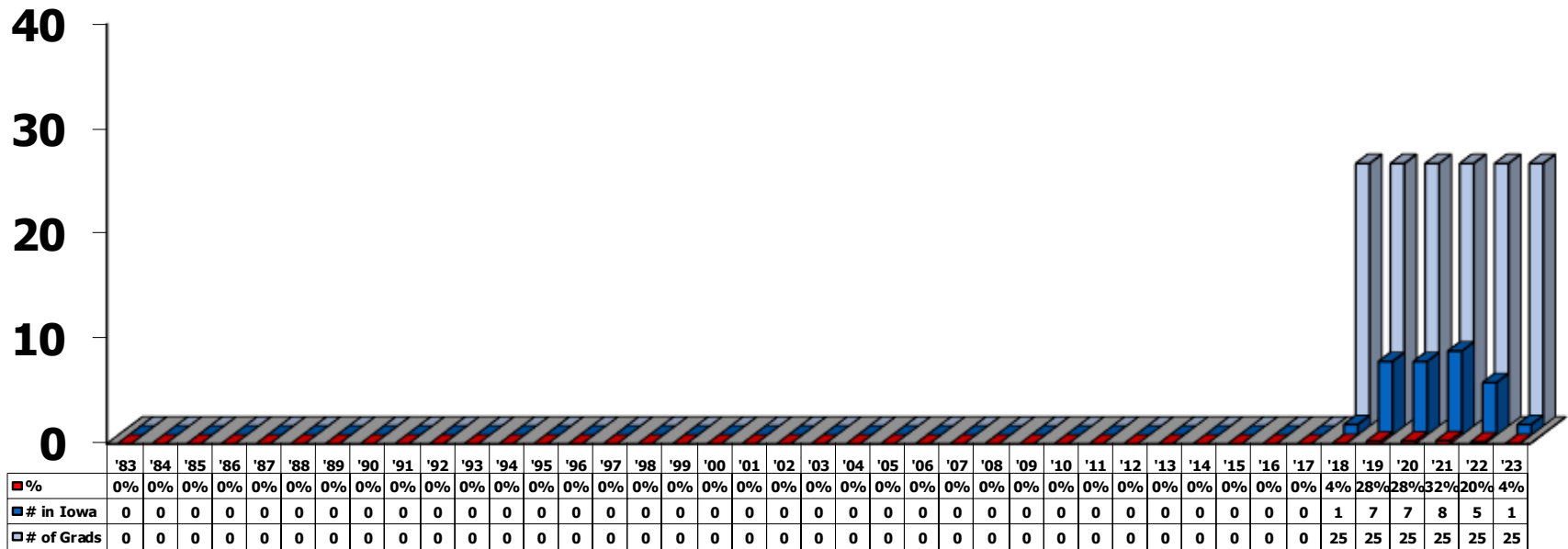
Graduate Classes 2016 - 2023



Annual Average = 27%

UNIVERSITY OF DUBUQUE PA GRADUATES NOW IN IOWA

Graduate Classes 2018 - 2023



Annual Average = 19%

IOWA ARNP/PA ENTRY & EXIT SUMMARY

2013 - 2023

	ARNP			PA		
	<u>Entry</u>	<u>Exit</u>	<u>Net</u>	<u>Entry</u>	<u>Exit</u>	<u>Net</u>
2013	249	121	128	81	38	43
2014	272	112	160	83	37	46
2015	273	138	135	102	63	39
2016	328	128	200	87	54	33
2017	362	123	239	111	71	40
2018	349	154	195	107	56	51
2019	373	183	190	97	67	30
2020	364	221	143	90	62	28
2021	400	210	190	106	73	33
2022	435	220	215	128	78	50
2023	<u>313</u>	<u>221</u>	<u>92</u>	<u>106</u>	<u>83</u>	<u>23</u>
TOTAL	3,718	1,831	1,887	1098	682	416
Prior 10-yr average	341	161	180	99	60	39
10-yr average	347	171	176	102	64	37

IOWA HEALTH PROFESSIONS INVENTORY

Composition of Workforce – 2023

Physicians	5,783
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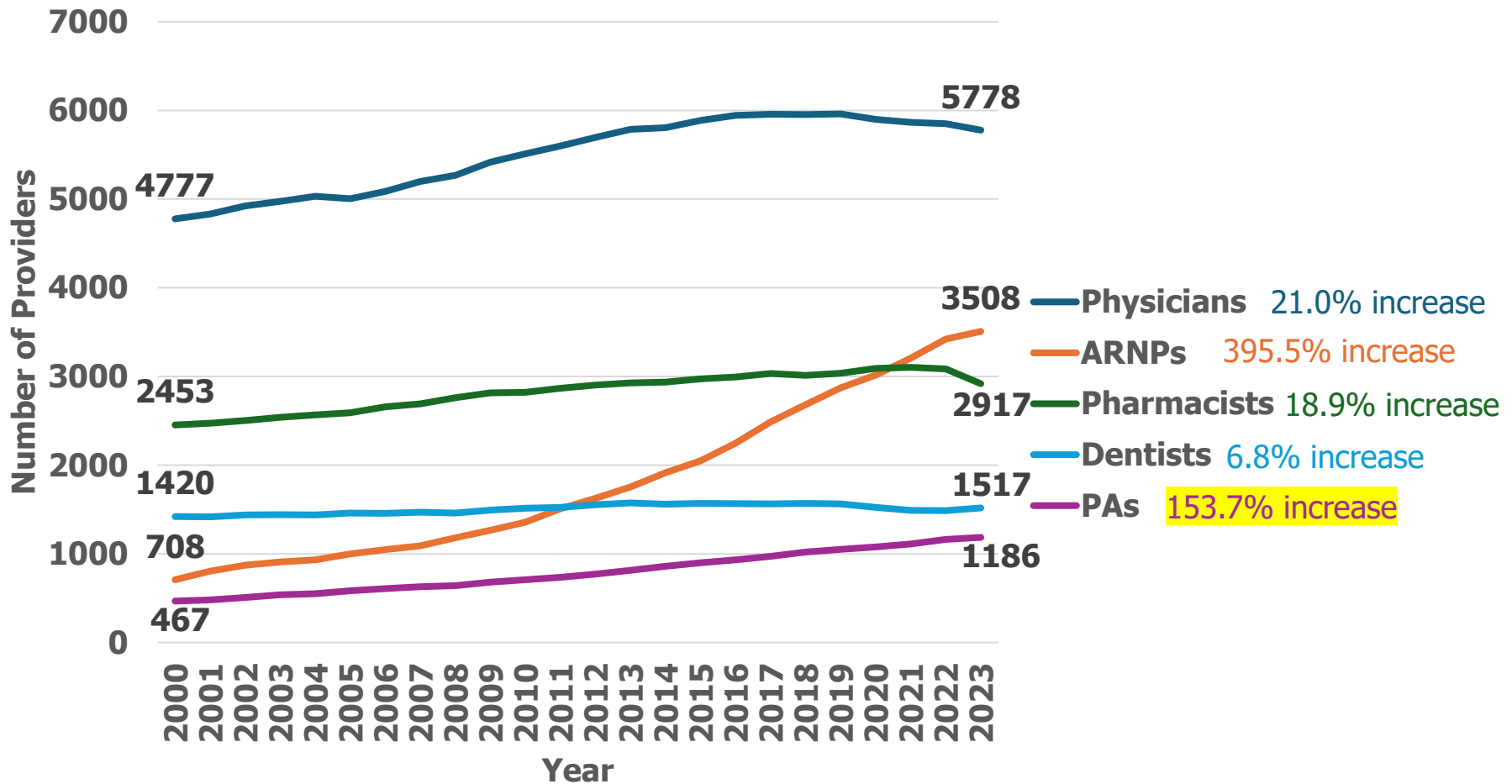
ARNPs	3,513
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Pharmacists	2,917
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Dentists	1,517
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Physician Assistants	1,186
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Iowa Health Professions Inventory Years 2000 - 2023



Iowa Health Professions Inventory

Composition of Workforce – Year 2023

Net Gain / Loss Summary

Provider Type	Entered Iowa Practice	Percent Entered	Left Iowa Practice	Percent Left	Net	Net Percent	Provider Type Total
Physicians	351	6.1%	424	7.3%	-73	-1.3%	5778
ARNPs	314	9.0%	227	6.5%	87	2.5%	3508
Pharmacists	93	3.2%	261	8.9%	-168	-5.8%	2917
Dentists	155	10.2%	125	8.2%	30	2.0%	1517
Physician Assistants	100	8.4%	76	6.4%	24	2.0%	1185

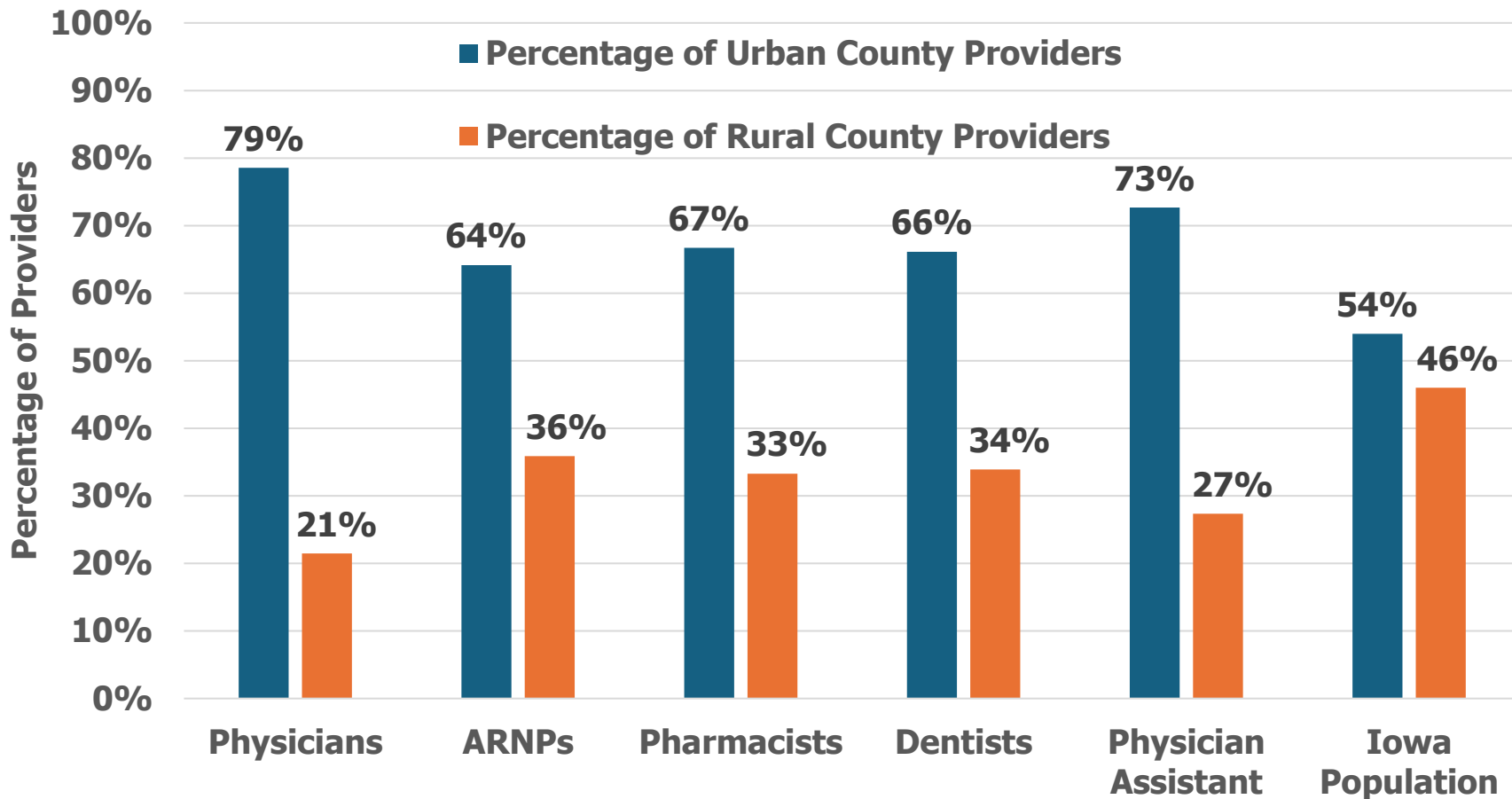
Iowa Health Professions Inventory

Composition of Workforce – Year 2023

Retirement Summary

Provider Type	Retirements	Retirement Percent of All Attrition	Average Retirement Age	Total Attrition	Average Attrition Age
Physician	133	31.4%	66.4	424	53
ARNPs	35	15.4%	67.1	227	48.1
Pharmacists	36	13.8%	66.7	261	47
Dentists	21	16.8%	66.9	125	48.2
Physician Assistants	12	15.8%	67.3	76	44.7

Iowa Health Professions Supply Composition of Workforce – Year 2023 Rural vs Urban Practice



Source: Iowa Health Professions Tracking Center, Office of Statewide Clinical Education Programs,
UI Carver College of Medicine, March 2024