

National Survey on Support for Nurse Practitioner and Physician Assistant/Associate Postgraduate Fellowship/Residency Programs and Director Compensation

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Abstract Summary

This study investigates the operational support and compensation of program directors in Advanced Practice Provider (APP) postgraduate programs in the United States. A national survey was conducted, focusing on administrative time, support staff, program director compensation, and perceived organizational value of postgraduate programs.

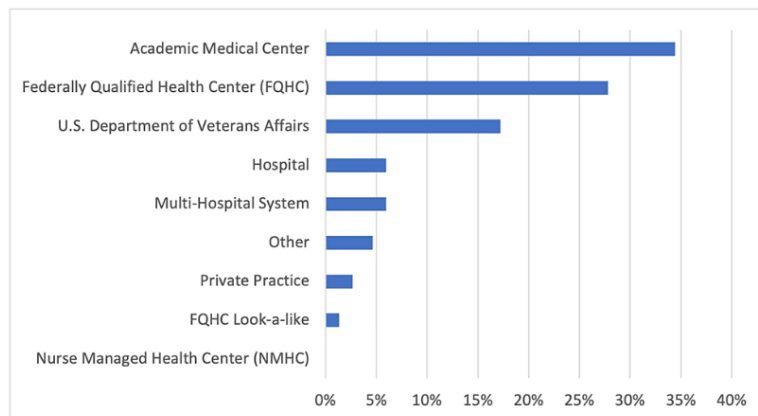
Purpose

Formalized postgraduate training programs for APPs are increasing, yet there is limited research on program director compensation and operational support. This study aims to address the research gap by assessing the resources available for postgraduate specialty training.

Methods

- Descriptive cross-sectional survey conducted among 336 postgraduate NP, PA, joint NP/PA, and certified nurse-midwifery programs.
- Survey consisting of 27 questions distributed between November 2023 and December 2023.
- Data analyzed using frequency tables, descriptive statistics, and Spearman's rank correlation coefficients.

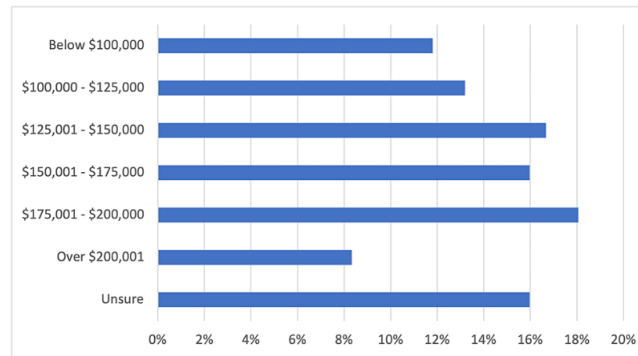
Respondents' Affiliation



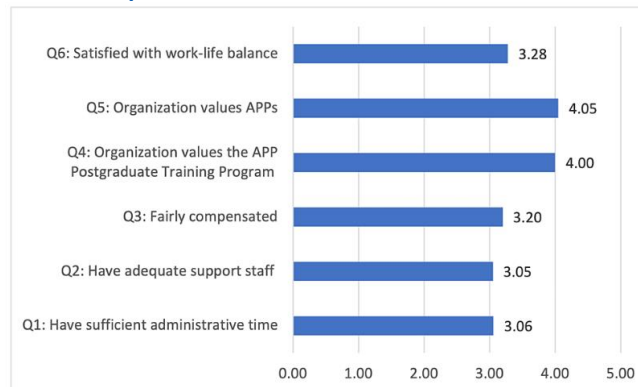
Results

- 152 programs responded with an overall response rate of 45.2%.
- Majority of respondents were NPs (64%) and PAs (28%).
- 66% of programs were not accredited; 34% were accredited.
- 42% of program directors earned \$150,000 or less annually, while 42% earned more than \$150,000.
- Less than half of the respondents reported having adequate support staff and sufficient administrative time.
- 52% of programs had a total administrative staff FTE of 0.5 or less.
- Less than half of the respondents indicated that they were satisfied with their work-life balance.

Program Director Compensation



Mean response scores



Likert Analysis

- Neither agree nor disagree regarding having sufficient administrative time (M = 3.06, SD = 1.21)
- Neither agree nor disagree on having adequate support staff (M = 3.05, SD = 1.27)
- Neither agree nor disagree on being fairly compensated (M = 3.20, SD = 1.16) for postgraduate program roles and responsibilities
- Moderately agreed that their organization values the postgraduate training program (M = 4.00, SD = 1.00) and the APPs (M = 4.05, SD = 0.97)
- Neither agree nor disagree regarding having work-life balance (M = 3.28, SD = 1.11)

Key Takeaways

- APP postgraduate programs lack adequate support staff and administrative time.
- Program directors compensation varies, and more research is needed to determine if compensation is influenced by gender, geography, and clinical years of experience.
- Organizational value of the postgraduate program moderately influences administrative support and compensation.

Conclusion

- The study highlights the need for sufficient resources and compensation for program directors in APP postgraduate programs.
- More research is needed to understand the administrative tasks associated with program director roles and responsibilities across various postgraduate programs.
- National guidelines are necessary to ensure adequate support for postgraduate programs to facilitate specialty training.



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