

## 2007 AAPA Physician Assistant Census Report for North Dakota

### Introduction

The American Academy of Physician Assistants (AAPA) was founded in 1968 and is the only national organization representing physician assistants (PAs) in all medical specialties. The Academy educates the general public about the PA profession, assures competency of PAs through active involvement in the accreditation of PA programs, provides continuing education, and conducts PA-related research. The Academy works to promote quality, cost-effective health care, and the professional and personal growth of PAs.

From 1990 to 1995, the AAPA conducted a census survey of its members. Beginning in 1996, the census survey was expanded to include those PAs who were not members of AAPA. While the survey instrument and the data collection process have undergone some revisions since the inception of the census, the general approach and data elements have remained much the same.

The data collection effort for the 2007 AAPA Physician Assistant Census was conducted between February 20 and September 15, 2007. The 2007 Census was available online as well as on paper; 2007 was the second year that this survey was available to be completed online.

A link to the online version of the survey was posted on the home page of the AAPA web site and an email with a link to the survey was sent between February 20 and March 1, 2007 to the 46,967 PAs for whom a valid email address was available. Between May 18 and May 24, 2007, reminder emails were sent to the 31,250 individuals who had not responded by May 16 (and for whom email address was available). Finally, reminder messages with a link to the online survey were sent to AAPA members with valid email addresses via AAPA's monthly E-News in March and June.

The paper version of the survey was mailed on March 20, 2007 to all individuals, both AAPA members and non-members, who were believed to be eligible to practice as PAs in the United States as of December 31, 2006 and for whom address information was available, but the paper version of the survey was not sent to individuals from whom an online response had been received prior to March 12, 2007, or to individuals who had indicated on a previous Census that they were retired or working as a physician. Paper surveys were mailed to 61,883 people. A second copy of the paper survey was mailed on June 19, 2007, to 47,542 individuals who had not completed a survey, either online or paper, prior to June 13.

In total, 9,473 PAs were invited to participate in the 2007 Census – accounting for 92.7 percent of the 75,260 individuals eligible to practice as PAs. Completed surveys were received from 26,192 people, representing 34.8 percent of all individuals eligible to practice as PAs and 37.7 percent of the PAs who were invited to participate. Of the 28,439 AAPA members invited to participate, 17,480 (61.5%) responded; of the 41,034 non-members who were invited to participate, 8,712 (21.2%) responded.

This document presents the responses received on the Census survey and also includes certain static information derived from the AAPA Masterfile, such as sex, race, educational attainment, and age. It should be noted that these data have not been weighted or adjusted to account for non-response, the number of usable responses for each item varies due to item non-response, and that the percentages displayed may not sum to 100 due to rounding.

To facilitate locating specific items of interest, an index of the subjects addressed by the tables is provided in addition to a list of tables.

## **Highlights of National Statistics**

### **Section I. Characteristics of Respondents and Non-Respondents**

Sex: Females accounted for 64 percent of the respondents to this year's census.

Ethnicity: White PAs comprise 88 percent of the respondents.

PA Education: Just under half (42%) of respondents hold a bachelor's level PA degree; 39 percent of respondents hold a master's level PA degree.

Age: The mean age of census respondents is 41 years (median = 39), the mean age at time of graduation from PA school was 31 years (median = 28), and the mean number of years since graduation from PA school for census respondents is 11 (median = 7).

### **Section II. Professional Status of Respondents**

Practice Status: The vast majority of respondents (92%) are in clinical practice.

Current Profession: Five percent of respondents reported working as a PA educator. This was the most common professional activity other than providing clinical services as a PA.

### **Section III: Information about Respondents in Clinical Practice**

Number of Clinical PA Jobs: Eighty-five percent of respondents reported working exactly one clinical PA job; 15 percent work more than one clinical PA job concurrently.

Employer Type: More than four in ten respondents (44%) are employed by a single or multi-specialty physician group practice while 23 percent are employed by hospitals and 13 percent are employed by solo physician offices.

Government Employment: About nine percent of respondents work for some type of government agency. The Department of Veterans' Affairs is the single largest government employer of PAs accounting for about two percent of respondents; state governments collectively employ three percent of this year's respondents.

Primary Work Setting: The most prevalent "primary" work setting, reported by 38 percent of respondents, is a hospital; the hospital departments cited most frequently as primary settings are hospital inpatient units (10%), hospital emergency rooms (10%), hospital outpatient units (7%), and hospital operating rooms (7%). Physician group practices are the primary work setting for 31 percent of respondents; 22 percent report working in a single-specialty group practice and nine percent report working in a multi-specialty group practice. Other settings reported as the primary work setting by large numbers of PAs include solo-practice physician offices (12%), and Federally Qualified Health Centers or community health facilities (8%).

Work Settings where Clinical Services are Provided over the Course of a Typical Month:

Respondents were asked to indicate all of the settings where they provide clinical services for their primary clinical employer over the course of a typical month. The specific work settings reported by at least 20 percent of respondents are hospital inpatient units (35%), hospital emergency rooms (31%), single-specialty physician group practices (29%), hospital intensive care/critical care units (23%), hospital operating rooms (22%), and hospital outpatient units (21%).

Primary Specialty of Practice: While PAs practice in over 60 different specialty fields, 37 percent of this year's respondents reported that their primary specialty was one of the primary care fields: family/general medicine (25%), general internal medicine (7%), general pediatrics (2%), and obstetrics/gynecology (2%). Other prevalent specialties for PAs include general surgery/surgical subspecialties (25%), emergency medicine (10%), the subspecialties of internal medicine (11%) and dermatology (4%).

Years in Clinical Practice, Years in Position, and Years in Specialty: The mean number of years respondents have been in clinical practice is 9 (median = 6), the mean number of years respondents have worked in their current position is 5 (median = 3), and the mean number of years respondents have worked in their current specialty is 7 (median = 4).

Geographic Distribution: The states with the largest numbers of clinically practicing respondents are: New York (8%), California (7%), Texas (6%), Pennsylvania (6%), Florida (6%), North Carolina (5%), and Michigan (5%).

Metropolitan Status of Work Site: Fifteen percent of respondents work in counties that are non-metropolitan.

Functions and Responsibilities: PAs can perform a variety of functions for their primary employers. More than half (59%) reported performing minor surgical procedures, thirty-eight percent of respondents reported that they manage the care of patients in an inpatient setting and about one-quarter (24%) reported first-assisting at surgery. Nine percent of respondents reported supervising other PAs, and one in five (18%) reported supervising other clinical staff. More than one-third of respondents (35%) indicated that they precept PA students; one-fourth (24%) reported precepting students of other health professions.

Work Status: The majority of clinically practicing respondents (85%) work full-time, defined as more than 32 hours per week, for their primary clinical employer.

**Section IV. Information about Respondents in Clinical Practice Who Work at Least 32 Hours per Week at Their Primary Clinical Job**

Hours Worked: The mean number of hours worked by the respondents who work more than 32 hours in a typical week is 44 the median is 41 hours.

Patient Visits/Encounters: Due to the variety of work settings and specialty fields in which PAs practice, the types of patients PAs treat are quite varied. The vast majority (86%) of census respondents who work full-time see some outpatients in their primary job; the mean number of patient visits provided per week by PAs who see outpatients exclusively is 93. Over one-third of respondents who work full-time (44%) see some inpatients in their primary job; the mean number of patient encounters provided per week by respondents who see inpatients exclusively is 62. Six percent of respondents report seeing patients who can not be classified as inpatients or outpatients.

Taking Call: Four in ten respondents (39%) reported taking call for their primary employer. The mean number of hours on call per month for those PAs who reported taking some call but who were not always on call is 94.

Base Pay: The majority of respondents (81%) reported receiving their base pay in the form of a salary; 17 percent indicated that they receive an hourly wage.

Compensation: Respondents reported receiving several additional forms of compensation from their primary employer. The most common form of additional compensation was a bonus not based on performance or productivity, reported by 21 percent of respondents. Nineteen percent of respondents reported receiving a bonus based on their own productivity or performance while 14 percent reported receiving overtime pay. Just under half (42%) of those who reported receiving incentive pay based on productivity or performance indicated that the incentive was based on revenue.

Annual Income: The median total annual income from primary employer for respondents who work at least 32 hours per week for their primary employer and who are not self-employed is \$82,223; the mean is \$86,214. The comparable figures for respondents who graduated in 2006 are \$71,825 and \$73,013, respectively.

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Section I: Characteristics of 2007 AAPA Census Respondents

Table 1.1: Number and Percent Distribution of Census Respondents by Whether Work State or State of Preferred Mailing Address was North Dakota

	Count	Percent
Total	26192	100.0%
North Dakota	101	.4%
All Others	26091	99.6%

Table 1.2: Number and Percent Distribution of Census Respondents by Sex

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	101	100.0%	25856	100.0%	25957	100.0%
Male	21	20.8%	9339	36.1%	9360	36.1%
Female	80	79.2%	16517	63.9%	16597	63.9%

Table 1.3: Number and Percent Distribution of Census Respondents by Race

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	95	100.0%	23703	100.0%	23798	100.0%
Asian/Pacific Islander			917	3.9%	917	3.9%
Black (Not Hispanic)	1	1.1%	901	3.8%	902	3.8%
Hispanic/Latino Origin			939	4.0%	939	3.9%
Amer Indian/Alaskan			162	.7%	162	.7%
White (Not Hispanic)	94	98.9%	20784	87.7%	20878	87.7%

Table 1.4: Number and Percent Distribution of Census Respondents by PA Degrees Held

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	96	100.0%	24179	100.0%	24275	100.0%
Certificate from PA school	61	63.5%	6824	28.2%	6885	28.4%
Associate's degree from PA school			1454	6.0%	1454	6.0%
Bachelor's degree from PA school	29	30.2%	10187	42.1%	10216	42.1%
Master's degree from PA school	13	13.5%	9504	39.3%	9517	39.2%

\*Percentages sum to more than 100 because some PAs received multiple degree types.

**Table 1.5: Summary Measures of Age for Census Respondents**

	North Dakota	All Others	Total
Count	101	26041	26142
Mean	45.3	41.1	41.2
Standard deviation	11.5	11.0	11.0
10th p-tile	28.0	28.0	28.0
25th p-tile	36.0	32.0	32.0
Median	46.0	39.0	39.0
75th p-tile	54.5	50.0	50.0
90th p-tile	59.8	57.0	57.0

**Table 1.6: Summary Measures of Age During Year of Graduation from PA School for Census Respondents**

	North Dakota	All Others	Total
Count	101	26042	26143
Mean	32.9	30.5	30.5
Standard deviation	7.6	6.8	6.8
10th p-tile	24.0	24.0	24.0
25th p-tile	25.5	26.0	26.0
Median	31.0	28.0	28.0
75th p-tile	40.0	34.0	34.0
90th p-tile	43.8	41.0	41.0

**Table 1.7: Summary Measures of Years since Graduation from PA School for Census Respondents**

	North Dakota	All Others	Total
Count	101	26091	26192
Mean	12.4	10.7	10.7
Standard deviation	8.5	9.2	9.2
10th p-tile	3.0	2.0	2.0
25th p-tile	5.0	3.0	3.0
Median	11.0	7.0	7.0
75th p-tile	17.0	16.0	16.0
90th p-tile	26.8	26.0	26.0

**Section II: Professional Status of Respondents****Table 2.1: Number and Percent Distribution of Respondents by Clinical Practice Status**

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	101	100.0%	26091	100.0%	26192	100.0%
In clinical practice	87	86.1%	23887	91.6%	23974	91.5%
Not in clinical practice	14	13.9%	2204	8.4%	2218	8.5%

**Table 2.2: Number and Percent Distribution of Respondents by Current Professional Status\***

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	101	100.0%	26091	100.0%	26192	100.0%
Clinically practicing PA	87	86.1%	23887	91.6%	23974	91.5%
Clinically practicing physician or resident			23	.1%	23	.1%
Clinically practicing NP	13	12.9%	161	.6%	174	.7%
Other clinically practicing provider	3	3.0%	189	.7%	192	.7%
PA educator	2	2.0%	1200	4.6%	1202	4.6%
Other health professions educator	1	1.0%	357	1.4%	358	1.4%
Health care professional-administrator			494	1.9%	494	1.9%
Health care professional-researcher			249	1.0%	249	1.0%
Health care professional-forensics			35	.1%	35	.1%
Health care professional-public health	1	1.0%	97	.4%	98	.4%
Health care professional-other	2	2.0%	464	1.8%	466	1.8%
Other non-health professional			238	.9%	238	.9%
Student in post-graduate PA program	1	1.0%	126	.5%	127	.5%
Medical student			39	.1%	39	.1%
Other student			65	.2%	65	.2%
Not employed by choice	1	1.0%	576	2.2%	577	2.2%
Employed, seeking PA job			88	.3%	88	.3%
Unemployed, seeking PA job			223	.9%	223	.9%
Unemployed, seeking non-PA job			36	.1%	36	.1%
Retired	1	1.0%	164	.6%	165	.6%
Other	1	1.0%	284	1.1%	285	1.1%

\*Percentages sum to more than 100 because respondents were instructed to mark all that apply.

**Section III: Information about Respondents in Clinical Practice**

**Table 3.1: Number and Percent Distribution of Clinically Practicing Respondents by Number of Concurrent PA Jobs**

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	87	100.0%	23872	100.0%	23959	100.0%
One	79	90.8%	20178	84.5%	20257	84.5%
Two	7	8.0%	2968	12.4%	2975	12.4%
Three	1	1.1%	450	1.9%	451	1.9%
More than three			123	.5%	123	.5%
Self-employed w/mult contracts			153	.6%	153	.6%

**Table 3.2: Number and Percent Distribution of Clinically Practicing Respondents by Type of Primary Employer**

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	84	100.0%	23605	100.0%	23689	100.0%
Self-employed	2	2.4%	674	2.9%	676	2.9%
Solo physician practice	4	4.8%	2978	12.6%	2982	12.6%
Single-specialty physician group	18	21.4%	7334	31.1%	7352	31.0%
Multi-specialty physician group	25	29.8%	3041	12.9%	3066	12.9%
University hospital	2	2.4%	2043	8.7%	2045	8.6%
Other hospital	16	19.0%	3340	14.1%	3356	14.2%
Freestanding urgent care center			442	1.9%	442	1.9%
Freestanding surgical center			19	.1%	19	.1%
Nursing home or LTC facility			53	.2%	53	.2%
Home health agency			7	.0%	7	.0%
Hospice			2	.0%	2	.0%
HMO			439	1.9%	439	1.9%
Community health center	6	7.1%	1364	5.8%	1370	5.8%
Medical staffing agency			78	.3%	78	.3%
Physician practice mngmt org			421	1.8%	421	1.8%
Integrated health system	6	7.1%	336	1.4%	342	1.4%
Corrections system			207	.9%	207	.9%
Other	5	6.0%	827	3.5%	832	3.5%

**Table 3.3: Number and Percent Distribution of Clinically Practicing Respondents by Primary Employer's Government Affiliation**

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	85	100.0%	23400	100.0%	23485	100.0%
Not government employed	74	87.1%	21269	90.9%	21343	90.9%
Air Force	1	1.2%	129	.6%	130	.6%
Army			316	1.4%	316	1.3%
Navy			91	.4%	91	.4%
Coast Guard			18	.1%	18	.1%
Dept. of Veterans Affairs	5	5.9%	486	2.1%	491	2.1%
Federal Bureau of Prisons/DOJ			31	.1%	31	.1%
Indian Health Service	1	1.2%	92	.4%	93	.4%
Federal Public Health Service			105	.4%	105	.4%
Other Federal Government			107	.5%	107	.5%
State Government	3	3.5%	517	2.2%	520	2.2%
Local Government	1	1.2%	239	1.0%	240	1.0%

**Table 3.4: Number and Percent Distribution of Clinically Practicing Respondents by Primary Work Setting**

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	86	100.0%	23438	100.0%	23524	100.0%
Intensive/critical care unit of hospital			524	2.2%	524	2.2%
Inpatient unit of hospital (not ICU/CCU)	3	3.5%	2420	10.3%	2423	10.3%
Outpatient unit of hospital	11	12.8%	1740	7.4%	1751	7.4%
Hospital emergency room	1	1.2%	2366	10.1%	2367	10.1%
Hospital operating room	11	12.8%	1518	6.5%	1529	6.5%
Other unit of hospital			323	1.4%	323	1.4%
Federally Qualified Rural Health Center	14	16.3%	821	3.5%	835	3.5%
Other FQHC	4	4.7%	453	1.9%	457	1.9%
Other community health center/facility	1	1.2%	546	2.3%	547	2.3%
Freestanding urgent care facility	1	1.2%	671	2.9%	672	2.9%
Freestanding surgical facility			83	.4%	83	.4%
Solo practice physician office	3	3.5%	2793	11.9%	2796	11.9%
Single-specialty physician group practice	14	16.3%	5201	22.2%	5215	22.2%
Multi-specialty physician group practice	19	22.1%	2176	9.3%	2195	9.3%
HMO facility			317	1.4%	317	1.3%
Nursing home or LTC facility	2	2.3%	197	.8%	199	.8%
University/college student health facility	1	1.2%	137	.6%	138	.6%
School-based health facility			84	.4%	84	.4%
Other freestanding outpatient facility	1	1.2%	450	1.9%	451	1.9%
Correctional facility			228	1.0%	228	1.0%
Industrial facility/work site			119	.5%	119	.5%
Retail Outlet			39	.2%	39	.2%
Mobile health unit			28	.1%	28	.1%
Patients' homes			35	.1%	35	.1%
Other			169	.7%	169	.7%

**Table 3.5: Number and Percent Distribution of Clinically Practicing Respondents by Types of Practice Settings where Time is Spent For Primary Employer\***

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	86	100.0%	23364	99.0%	23450	99.0%
Intensive/critical care unit of hospital	21	24.4%	5303	22.5%	5324	22.5%
Inpatient unit of hospital (not ICU/CCU)	36	41.9%	8155	34.5%	8191	34.6%
Outpatient unit of hospital	31	36.0%	4936	20.9%	4967	21.0%
Hospital emergency room	32	37.2%	7217	30.6%	7249	30.6%
Hospital operating room	26	30.2%	5178	21.9%	5204	22.0%
Other unit of hospital	13	15.1%	1998	8.5%	2011	8.5%
Federally Qualified Rural Health Center	20	23.3%	1095	4.6%	1115	4.7%
Other FQHC	4	4.7%	638	2.7%	642	2.7%
Other community health center/facility	3	3.5%	845	3.6%	848	3.6%
Freestanding urgent care facility	2	2.3%	1097	4.6%	1099	4.6%
Freestanding surgical facility	5	5.8%	1136	4.8%	1141	4.8%
Solo practice physician office	7	8.1%	3189	13.5%	3196	13.5%
Single-specialty physician group practice	18	20.9%	6758	28.6%	6776	28.6%
Multi-specialty physician group practice	29	33.7%	2975	12.6%	3004	12.7%
HMO facility			461	2.0%	461	1.9%
Nursing home or LTC facility	18	20.9%	1161	4.9%	1179	5.0%
University/college student health facility	1	1.2%	256	1.1%	257	1.1%
School-based health facility	1	1.2%	198	.8%	199	.8%
Other freestanding outpatient facility	1	1.2%	781	3.3%	782	3.3%
Correctional facility	3	3.5%	367	1.6%	370	1.6%
Industrial facility/work site			219	.9%	219	.9%
Retail Outlet			46	.2%	46	.2%
Mobile health unit			91	.4%	91	.4%
Patients' homes	2	2.3%	333	1.4%	335	1.4%
Other	5	5.8%	566	2.4%	571	2.4%

\*Percentages sum to more than 100 because respondents were instructed to mark all that apply.

**Table 3.6: Number and Percent Distribution of Clinically Practicing Respondents by General Specialty Practiced for Primary Employer**

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	87	100.0%	23728	100.0%	23815	100.0%
Family/general medicine	31	35.6%	5901	24.9%	5932	24.9%
General internal medicine	10	11.5%	1633	6.9%	1643	6.9%
Emergency medicine	1	1.1%	2449	10.3%	2450	10.3%
General pediatrics			579	2.4%	579	2.4%
General surgery	5	5.7%	649	2.7%	654	2.7%
Internal medicine subspecialties	9	10.3%	2689	11.3%	2698	11.3%
Pediatric subspecialties			372	1.6%	372	1.6%
Surgical subspecialties	16	18.4%	5279	22.2%	5295	22.2%
Obstetrics and gynecology	2	2.3%	559	2.4%	561	2.4%
Occupational medicine			574	2.4%	574	2.4%
Other	13	14.9%	3044	12.8%	3057	12.8%

Table 3.7: Number and Percent Distribution of Clinically Practicing Respondents by Specialty Practiced for Primary Employer

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	87	100.0%	23728	100.0%	23815	100.0%
Addiction medicine			66	.3%	66	.3%
Allergy			127	.5%	127	.5%
Anesthesiology	1	1.1%	59	.2%	60	.3%
Dermatology	2	2.3%	825	3.5%	827	3.5%
Emergency medicine	1	1.1%	2449	10.3%	2450	10.3%
Family practice w/o urgent care	19	21.8%	3561	15.0%	3580	15.0%
Family practice wt urgent care	12	13.8%	2340	9.9%	2352	9.9%
Genetics			7	.0%	7	.0%
Geriatrics	2	2.3%	157	.7%	159	.7%
Obstetrics/gynecology	2	2.3%	559	2.4%	561	2.4%
Occupational medicine			574	2.4%	574	2.4%
Ophthalmology			23	.1%	23	.1%
Pain management	1	1.1%	274	1.2%	275	1.2%
Pathology			4	.0%	4	.0%
Physical med rehab			170	.7%	170	.7%
Psychiatry	3	3.4%	240	1.0%	243	1.0%
Public health	1	1.1%	48	.2%	49	.2%
Radiation oncology			57	.2%	57	.2%
Radiology			36	.2%	36	.2%
Interventional radiology			195	.8%	195	.8%
Hospital medicine			233	1.0%	233	1.0%
General surgery	5	5.7%	649	2.7%	654	2.7%
Surg: cardiovascular/cardiothoracic	3	3.4%	745	3.1%	748	3.1%
Surg: colon & rectal			26	.1%	26	.1%
Surg: hand			54	.2%	54	.2%
Surg: neurology	2	2.3%	571	2.4%	573	2.4%
Surg: oncology			58	.2%	58	.2%
Surg: orthopedics	7	8.0%	2404	10.1%	2411	10.1%
Surg: otorhinolaryngology	1	1.1%	231	1.0%	232	1.0%
Surg: pediatric			31	.1%	31	.1%
Surg: plastic			184	.8%	184	.8%
Surg: thoracic			38	.2%	38	.2%
Surg: transplant			67	.3%	67	.3%
Surg: trauma			106	.4%	106	.4%
Surg: urology	1	1.1%	284	1.2%	285	1.2%
Surg: vascular			144	.6%	144	.6%
Surg: bariatric	1	1.1%	61	.3%	62	.3%
Surg: spine			172	.7%	172	.7%
Surg: other	1	1.1%	103	.4%	104	.4%
General pediatrics			579	2.4%	579	2.4%
Ped: adolescent medicine			53	.2%	53	.2%
Ped: allergy			9	.0%	9	.0%
Ped: cardiology			19	.1%	19	.1%
Ped: critical care			22	.1%	22	.1%
Ped: endocrinology			10	.0%	10	.0%
Ped: gastroenterology			18	.1%	18	.1%
Ped: hematology/oncology			7	.0%	7	.0%
Ped: infectious disease			5	.0%	5	.0%
Ped: neonatal-perinatal			91	.4%	91	.4%
Ped: nephrology			1	.0%	1	.0%
Ped: neurology			18	.1%	18	.1%
Ped: pulmonology			14	.1%	14	.1%
Ped: rheumatology			2	.0%	2	.0%
Ped: oncology			23	.1%	23	.1%
Ped: other			80	.3%	80	.3%
General internal medicine	10	11.5%	1633	6.9%	1643	6.9%
IM: cardiology	3	3.4%	913	3.8%	916	3.8%
IM: critical care			105	.4%	105	.4%
IM: endocrinology	2	2.3%	130	.5%	132	.6%
IM: gastroenterology			406	1.7%	406	1.7%
IM: hematology/oncology			56	.2%	56	.2%
IM: immunology			4	.0%	4	.0%
IM: infectious disease			123	.5%	123	.5%
IM: nephrology	1	1.1%	142	.6%	143	.6%
IM: neurology	1	1.1%	142	.6%	143	.6%
IM: pulmonology			122	.5%	122	.5%
IM: rheumatology			74	.3%	74	.3%
IM: oncology	2	2.3%	403	1.7%	405	1.7%
IM: other			69	.3%	69	.3%
Other	3	3.4%	523	2.2%	526	2.2%

**Table 3.8: Summary Measures of Years in Clinical Practice as PA for Clinically Practicing Respondents**

	North Dakota	All Others	Total
Respondents	87	23666	23753
Mean	11.1	9.4	9.4
Standard deviation	8.1	8.9	8.9
10th percentile	2.0	.0	.0
25th percentile	5.0	3.0	3.0
Median	10.0	6.0	6.0
75th percentile	15.0	14.0	14.0
90th percentile	25.0	25.0	25.0

**Table 3.9: Summary Measures of Years in Current Position for Clinically Practicing Respondents**

	North Dakota	All Others	Total
Respondents	87	23462	23549
Mean	6.6	4.8	4.8
Standard deviation	6.4	5.8	5.8
10th percentile	.0	.0	.0
25th percentile	2.0	1.0	1.0
Median	5.0	3.0	3.0
75th percentile	10.0	6.0	6.0
90th percentile	16.0	12.0	12.0

**Table 3.10: Summary Measures of Years in Current Specialty for Clinically Practicing Respondents**

	North Dakota	All Others	Total
Respondents	86	23440	23526
Mean	8.0	6.5	6.6
Standard deviation	7.1	7.3	7.3
10th percentile	1.0	.0	.0
25th percentile	2.0	1.0	1.0
Median	6.0	4.0	4.0
75th percentile	13.0	9.0	9.0
90th percentile	17.6	17.0	17.0

**Table 3.11: Number and Percent Distribution of Clinically Practicing Respondents by AAPA Region in Which Employed**

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	87	100.0%	23281	100.0%	23368	100.0%
Northeast			5398	23.2%	5398	23.1%
Southeast			5617	24.1%	5617	24.0%
North Central	87	100.0%	4839	20.8%	4926	21.1%
South Central			3142	13.5%	3142	13.4%
West			4285	18.4%	4285	18.3%

**Table 3.12: Number and Percent Distribution of Clinically Practicing Respondents by State/Geographic Location in Which Employed**

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	87	100.0%	23281	100.0%	23368	100.0%
Alaska			141	.6%	141	.6%
Alabama			142	.6%	142	.6%
Arkansas			37	.2%	37	.2%
Arizona			567	2.4%	567	2.4%
California			1712	7.4%	1712	7.3%
Colorado			628	2.7%	628	2.7%
Connecticut			498	2.1%	498	2.1%
District Of Columbia			83	.4%	83	.4%
Delaware			84	.4%	84	.4%
Florida			1306	5.6%	1306	5.6%
Georgia			731	3.1%	731	3.1%
Guam			7	.0%	7	.0%
Hawaii			59	.3%	59	.3%
Iowa			339	1.5%	339	1.5%
Idaho			168	.7%	168	.7%
Illinois			715	3.1%	715	3.1%
Indiana			257	1.1%	257	1.1%
Kansas			295	1.3%	295	1.3%
Kentucky			272	1.2%	272	1.2%
Louisiana			169	.7%	169	.7%
Massachusetts			556	2.4%	556	2.4%
Maryland			543	2.3%	543	2.3%
Maine			203	.9%	203	.9%
Michigan			1095	4.7%	1095	4.7%
Minnesota			488	2.1%	488	2.1%
Missouri			221	.9%	221	.9%
Mississippi			34	.1%	34	.1%
Montana			148	.6%	148	.6%
North Carolina			1158	5.0%	1158	5.0%
North Dakota	87	100.0%			87	.4%
Nebraska			306	1.3%	306	1.3%
New Hampshire			155	.7%	155	.7%
New Jersey			359	1.5%	359	1.5%
New Mexico			156	.7%	156	.7%
Nevada			168	.7%	168	.7%
New York			1951	8.4%	1951	8.3%
Ohio			581	2.5%	581	2.5%
Oklahoma			362	1.6%	362	1.5%
Oregon			313	1.3%	313	1.3%
Pennsylvania			1420	6.1%	1420	6.1%
Rhode Island			93	.4%	93	.4%
South Carolina			261	1.1%	261	1.1%
South Dakota			175	.8%	175	.7%
Tennessee			361	1.6%	361	1.5%
Texas			1461	6.3%	1461	6.3%
Utah			236	1.0%	236	1.0%
Virginia			550	2.4%	550	2.4%
Vermont			79	.3%	79	.3%
Washington			685	2.9%	685	2.9%
Wisconsin			662	2.8%	662	2.8%
West Virginia			210	.9%	210	.9%
Wyoming			81	.3%	81	.3%

**Table 3.13: Number and Percent Distribution of Clinically Practicing Respondents by Metropolitan Status and Degree of Rurality of County of Primary Work Site\***

		North Dakota		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		84	100.0%	22470	100.0%	22554	100.0%
Not metro	NonMetro, with urban pop >20K and adjacent to metro area			989	4.4%	989	4.4%
	NonMetro, with urban pop >20K, not adjacent to metro area	5	6.0%	542	2.4%	547	2.4%
	NonMetro, with urban pop 2.5K-20K, adjacent to metro area	6	7.1%	836	3.7%	842	3.7%
	NonMetro, with urban pop 2.5K-20K, not adjacent to metro area	7	8.3%	652	2.9%	659	2.9%
	NonMetro, with urban pop < 2,500, adjacent to metro area	5	6.0%	132	.6%	137	.6%
	NonMetro, with urban pop <2,500, not adjacent to metro area	14	16.7%	219	1.0%	233	1.0%
	Metro	Metro, >1M Population			10892	48.5%	10892
	Metro, 250K-1M Population			5573	24.8%	5573	24.7%
	Metro, <250K Population	47	56.0%	2635	11.7%	2682	11.9%

Zip Code of primary work site was linked to County Rural-Urban Continuum Code from the Area Resource File obtained through the Bureau of Health Professions, US-DHHS.

**Table 3.14: Number and Percent Distribution of Clinically Practicing Respondents Who Perform Select Functions at Primary Clinical Job\***

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	87	100.0%	23703	100.0%	23790	100.0%
Minor surgical procedures	48	55.2%	13902	58.7%	13950	58.6%
First assisting at surgery	26	29.9%	5644	23.8%	5670	23.8%
Manage the care of patients in an inpatient setting	41	47.1%	9006	38.0%	9047	38.0%
Serve on the quality assurance committee	10	11.5%	1903	8.0%	1913	8.0%
Serve on the utilization review committee	5	5.7%	753	3.2%	758	3.2%
Participate in the conduct of clinical trials	10	11.5%	2737	11.5%	2747	11.5%
Serve on formulary/pharmaceutical selection committee	2	2.3%	600	2.5%	602	2.5%
Decision making about procurement of medical/surgical equipment/supplies	16	18.4%	4546	19.2%	4562	19.2%
Supervisory/managerial responsibilities for other PAs	5	5.7%	2185	9.2%	2190	9.2%
Supervisory/managerial responsibilities for clinical staff other than PAs	8	9.2%	4266	18.0%	4274	18.0%
Supervisory/managerial responsibilities for non-clinical staff	6	6.9%	2020	8.5%	2026	8.5%
Precept PA students	27	31.0%	8378	35.3%	8405	35.3%
Precept students of other health professions	30	34.5%	5717	24.1%	5747	24.2%

\*Percentages sum to more than 100 because respondents were instructed to mark all that apply.

**Table 3.15: Number and Percent Distribution of Clinically Practicing Respondents by Hours Worked per Week at Primary Clinical Job**

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	87	100.0%	23872	100.0%	23959	100.0%
32 or more hours	75	86.2%	20348	85.2%	20423	85.2%
Less than 32 hours	11	12.6%	3050	12.8%	3061	12.8%
Hours not reported	1	1.1%	474	2.0%	475	2.0%

**Section IV: Information about Respondents Who Work at Least 32 Hours per Week at Their Primary Clinical Job**

**Table 4.1: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Patients Treated\***

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	46	100.0%	13592	100.0%	13638	100.0%
See some inpatients	23	50.0%	5995	44.1%	6018	44.1%
See some outpatients	44	95.7%	11691	86.0%	11735	86.0%
See some other patients**	6	13.0%	822	6.0%	828	6.1%

\*Data represent only respondents who reported complete information about both hours and visits for all patient types. Percentages sum to more than 100 because respondents may see multiple types of patients.

\*\*Other patients are those who were not classified as either inpatients or outpatients.

**Table 4.2: Summary Measures of Total Hours Worked per Week for Primary Clinical Employer by Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job**

	North Dakota	All Others	Total
Respondents	75	20348	20423
Mean	43.6	44.3	44.3
Standard deviation	8.0	8.2	8.2
10th percentile	38.4	36.0	36.0
25th percentile	40.0	40.0	40.0
Median	40.0	41.0	41.0
75th percentile	47.0	50.0	50.0
90th percentile	50.0	55.0	55.0

**Table 4.3: Summary Measures of Hours Providing Direct Inpatient Care per Week for Respondents Who See Inpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job\***

	North Dakota	All Others	Total
Respondents	1	1365	1366
Mean	35.0	43.0	43.0
Standard deviation	.	7.7	7.7
10th percentile	35.0	35.0	35.0
25th percentile	35.0	40.0	40.0
Median	35.0	40.0	40.0
75th percentile	35.0	45.0	45.0
90th percentile	35.0	50.0	50.0

\*Excludes time spent performing tasks other than providing direct patient care to inpatients.

**Table 4.4: Summary Measures of Inpatient Encounters per Week for Respondents Who See Inpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job**

	North Dakota	All Others	Total
Respondents	1	1365	1366
Mean	80.0	62.1	62.1
Standard deviation	.	40.9	40.9
10th percentile	80.0	20.0	20.0
25th percentile	80.0	35.0	35.0
Median	80.0	50.0	50.0
75th percentile	80.0	80.0	80.0
90th percentile	80.0	100.0	100.0

**Table 4.5: Summary Measures of Hours Providing Direct Outpatient Care per Week for Respondents Who See Outpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job\***

	North Dakota	All Others	Total
Respondents	15	5622	5637
Mean	36.9	38.9	38.9
Standard deviation	2.8	5.3	5.3
10th percentile	33.8	33.0	33.0
25th percentile	35.0	35.0	35.0
Median	35.0	40.0	40.0
75th percentile	40.0	40.0	40.0
90th percentile	40.0	45.0	45.0

\*Excludes time spent performing tasks other than providing direct patient care to outpatients.

**Table 4.6: Summary Measures of Outpatient Visits per Week for Respondents Who See Outpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job**

	North Dakota	All Others	Total
Respondents	15	5622	5637
Mean	63.1	93.4	93.3
Standard deviation	30.1	39.5	39.5
10th percentile	34.0	50.0	50.0
25th percentile	40.0	70.0	70.0
Median	50.0	90.0	90.0
75th percentile	80.0	110.0	110.0
90th percentile	114.4	140.0	140.0

**Table 4.7 Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Whether Call is Taken**

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	75	100.0%	20253	100.0%	20328	100.0%
Do not take call	38	50.7%	12441	61.4%	12479	61.4%
Take some call	32	42.7%	6637	32.8%	6669	32.8%
Take call, hours unknown			96	.5%	96	.5%
Always on call	5	6.7%	1079	5.3%	1084	5.3%

**Table 4.8 Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Call Taken for Those Who Take Call and Reported Type\***

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	21	100.0%	4520	100.0%	4541	100.0%
Emergency department call	7	33.3%	1124	24.9%	1131	24.9%
Surgical assisting call	8	38.1%	1340	29.6%	1348	29.7%
In-house call	6	28.6%	1454	32.2%	1460	32.2%
Other call	6	28.6%	2363	52.3%	2369	52.2%

\*Percentages sum to more than 100 because respondents were instructed to mark all that apply.

**Table 4.9: Summary Measures of Call Hours per Month for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job\***

	North Dakota	All Others	Total
Respondents	32	6637	6669
Mean	127.6	94.2	94.4
Standard deviation	83.5	86.0	86.0
10th percentile	43.0	12.0	12.0
25th percentile	60.5	32.0	32.0
Median	97.0	72.0	72.0
75th percentile	192.0	125.0	125.0
90th percentile	245.6	200.0	200.0

\*Includes only PAs who report taking call, but are not always on call.

**Table 4.10: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Type of Base Pay Received\***

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	72	100.0%	19357	100.0%	19429	100.0%
Salary	65	90.3%	15612	80.7%	15677	80.7%
Hourly wage	5	6.9%	3371	17.4%	3376	17.4%
Other type of base pay	1	1.4%	222	1.1%	223	1.1%
Do not receive base pay	1	1.4%	152	.8%	153	.8%

\*Excludes self-employed PAs.

**Table 4.11: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Compensation Received\***

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	71	100.0%	18955	100.0%	19026	100.0%
Base Pay	69	97.2%	18687	98.6%	18756	98.6%
Surgical assisting fees	3	4.2%	387	2.0%	390	2.0%
Overtime pay	5	7.0%	2731	14.4%	2736	14.4%
Shift differential			950	5.0%	950	5.0%
Administrative pay	1	1.4%	484	2.6%	485	2.5%
Pay for on-call availability	14	19.7%	1252	6.6%	1266	6.7%
Pay for on-call services/events	13	18.3%	1139	6.0%	1152	6.1%
Bonus not based on productivity/performance	6	8.5%	3911	20.6%	3917	20.6%
Bonus based on productivity of practice	3	4.2%	2228	11.8%	2231	11.7%
Bonus based on own productivity/performance	7	9.9%	3581	18.9%	3588	18.9%

\*Excludes self-employed PAs. Percentages sum to more than 100 because respondents were instructed to mark all that apply.

**Table 4.12: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job and Receive Incentive Pay Based on Productivity or Performance by Measures on Which Incentive is Based\***

	North Dakota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	11	100.0%	5687	100.0%	5698	100.0%
Bonus based on charges	4	36.4%	1345	23.7%	1349	23.7%
Bonus based on revenues	4	36.4%	2363	41.6%	2367	41.5%
Bonus based on relative value units			1131	19.9%	1131	19.8%
Bonus based on profit			1300	22.9%	1300	22.8%
Bonus based on number of visits or panel size	1	9.1%	1104	19.4%	1105	19.4%
Bonus based on quality of care			823	14.5%	823	14.4%
Bonus based on patient satisfaction			966	17.0%	966	17.0%
Bonus based on other factors	3	27.3%	821	14.4%	824	14.5%

\*Excludes self-employed PAs. Percentages sum to more than 100 because respondents were instructed to mark all that apply.

**Table 4.13: Summary Measures of Total Annual Income from Primary Employer for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job\***

	North Dakota	All Others	Total
Respondents	73	19455	19528
Mean	\$79,046	\$86,241	\$86,214
Standard deviation	\$21,039	\$21,901	\$21,901
10th percentile	\$56,439	\$64,419	\$64,374
25th percentile	\$66,398	\$71,927	\$71,908
Median	\$77,356	\$82,240	\$82,223
75th percentile	\$85,857	\$96,025	\$96,010
90th percentile	\$102,995	\$112,941	\$112,889

\*Excludes self-employed PAs.

**Table 4.14: Summary Measures of Total Annual Income from Primary Employer for Respondents Who Graduated in 2006 and Work at Least 32 Hours per Week at Primary Clinical Job\***

	North Dakota	All Others	Total
Respondents	5	2135	2140
Mean		\$73,028	\$73,013
Standard deviation		\$13,019	\$13,015
10th percentile		\$60,154	\$60,136
25th percentile		\$65,665	\$65,663
Median		\$71,826	\$71,825
75th percentile		\$79,061	\$79,044
90th percentile		\$88,851	\$88,821

\*Excludes self-employed PAs.

\*\*Due to federal regulations, income data for cohorts with fewer than 10 respondents have been omitted.