

2004 AAPA Physician Assistant Census Report

Introduction - Navy Chapter

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 2004 AAPA Physician Assistant Census was conducted between March 15 and September 15, 2004. Survey forms were mailed 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, 2003 and for whom address information was available. Surveys were not mailed to individuals who had indicated on a previous Census that they were retired or working as a physician. In total, forms were mailed to 58,826 people – accounting for 95.0 percent of the 61,891 individuals eligible to practice as PAs. Completed surveys were received from 23,494 people, representing 38.0 percent of all individuals eligible to practice as PAs and 39.9 percent of the PAs who were mailed a survey form. Of the 30,019 AAPA members who were mailed a form, 16,138 (53.8%) responded; of the 28,807 non-members who were mailed a form, 7,356 (25.5%) 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, 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 in all tables 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 60 percent of the respondents to this year's census.

Ethnicity: White PAs comprise 88 percent of the respondents.

Age: The mean age of census respondents is 42 years; the median is 41.

PA Education: Half (50%) of respondents hold a bachelor's level PA degree; 22 percent of respondents hold a master's level PA degree.

Types of Degrees Held: Ninety-one percent of respondents hold a bachelor's degree or higher; thirty-five percent hold a masters degree. Only about two percent of respondents hold a doctoral degree.

Age at Time of Graduation from PA School: The mean age at time of graduation from PA school was 31 years; the median was 29.

Years Since Graduation from PA School The mean number of years since graduation from PA school for census respondents is 11; the median is 7.

Section II. Professional Status of Respondents

Practice Status: The vast majority of respondents (89%) are in clinical practice.

Current Profession: Four 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 (43%) are employed by a single or multi-specialty physician group practice while 22 percent are employed by hospitals and 14 percent are employed by solo physician offices.

Government Employment: About 10 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 just over two percent of respondents; state governments collectively employ about two percent of this year's respondents.

Primary Work Setting: The most prevalent "primary" work setting, reported by 37 percent of respondents, is a hospital; the hospital departments cited most frequently as primary settings are hospital emergency rooms (10%), hospital inpatient units (9%), hospital outpatient units (8%), and hospital operating rooms (7%). Physician group practices are the primary work setting for 29 percent of respondents; 20 percent report working in a single-specialty group practice and 9 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 (13%), 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 (33%), hospital emergency rooms (29%), single-specialty physician group practices (26%), hospital operating rooms (21%), hospital outpatient units (21%), and hospital intensive care/critical care units (20%).

Primary Specialty of Practice: While PAs practice in at least 61 specialty fields, 42 percent of this year's respondents reported that their primary specialty was one of the primary care fields: family/general practice medicine (30%), general internal medicine (8%), obstetrics/gynecology (3%), and general pediatrics (3%). Other prevalent specialties for PAs include general surgery/surgical subspecialties (24%), emergency medicine (10%), and the subspecialties of internal medicine (10%).

Years in Clinical Practice: The mean number of years in clinical practice is 9.2; the median is 6 years.

Years in Current Position: The mean number of years respondents have worked in their current position is 5.0; the median is 3 years.

Years in Current Specialty: The mean number of years respondents have worked in their current specialty is 6.4; the median is 4 years.

Geographic Distribution: The states in which the largest numbers of clinically practicing respondents are employed include: New York (10%), California (8%), Texas (6%), Pennsylvania (6%), Florida (5%), and North Carolina (5%).

Metropolitan Status of Work Site: About one-fifth of respondents (19%) work in counties that are classified as non-metropolitan.

Functions and Responsibilities: PAs can perform a variety of functions for their primary employers. More than one-fourth of respondents (27%) reported assisting in surgery and about four in ten (42%) reported performing invasive procedures. Nine percent of respondents reported supervising other PAs, and one in five (20%) reported supervising other clinical staff. More than one-third of respondents (37%) indicated that they precept PA students; one-fourth (25%) reported precepting students of other health professions.

Work Status: The majority of clinically practicing respondents (87%) 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 44.4; the median is 42 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 (91%) 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 96.0. One-third of respondents who work full-time (33%) see some inpatients in their primary job; the mean number of patient encounters provided per week by respondents who see inpatients exclusively is 61.8. Six percent of full-time PAs reported seeing some nursing home patients in their primary job, and only four percent of respondents report seeing patients who can not be classified as inpatients, outpatients, or nursing home patients.

Working in Hospitals: Almost two-thirds (64%) of respondents report seeing patients in at least one hospital and one in five (21%) report seeing patients in more than one hospital. The vast majority (98%) of respondents who see patients in hospitals have privileges granted by the medical staff in at least one hospital. Forty-five percent of respondents who see patients in hospitals are members of at least one hospital's medical staff and 42% are members of at least one hospital's PA staff.

Taking Call: More than one-third of full-time respondents (39%) reported taking call for their primary employer. The mean hours on call per month for those PAs who reported taking some call but who were not always on call is 99.

Base Pay: The majority of respondents (80%) reported receiving their base pay in the form of a salary; 18 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 or incentive pay based on the PA's productivity or performance, reported by 24 percent of respondents. Eighteen percent of respondents reported receiving overtime pay while 17 percent reported receiving a bonus based on something other than productivity or performance. Almost half of those who reported receiving an incentive based on productivity or performance (46%) 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 \$74,264; the mean is \$78,257. The comparable figures for respondents who graduated in 2003 are \$64,536 and \$65,641, respectively.

CME Funding: Eighty-eight percent of respondents reported having CME funds available to them from their primary employer. For those PAs who reported the amount of CME funds available to them, the mean is \$1,559; the median is \$1,500.

Source of Funds for Insurance and Other Expenses: Ninety-seven percent of respondents reported that their employer pays 95-100% of the cost of their professional liability insurance. Other expenses for which employers often pay 95-100% of the cost include DEA registration fees (75%), credentialing fees (73%), state license fees (71%), AAPA dues (63%), and NCCPA fees (63%).

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2004 AAPA Physician Assistant Census Report for the Navy Chapter

Section I: Characteristics of 2004 AAPA Census Respondents

Table 1.1: Number and Percent Distribution of Census Respondents by Membership in the Navy Chapter

	Count	Percent
Total	23494	100.0%
Navy	76	.3%
Other Target	88	.4%
All Others	23330	99.3%

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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Male	60	80.0%	64	73.6%	9120	39.5%	9244	39.7%
Female	15	20.0%	23	26.4%	13989	60.5%	14027	60.3%

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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Asian/Pacific Islander	4	5.8%	2	2.7%	702	3.3%	708	3.3%
Black (Not Hispanic)	2	2.9%	1	1.3%	614	2.9%	617	2.9%
Hispanic/Latino Origin	3	4.3%	3	4.0%	782	3.7%	788	3.7%
Amer Indian/Alaskan	1	1.4%	1	1.3%	188	.9%	190	.9%
White (Not Hispanic)	59	85.5%	67	89.3%	18583	88.4%	18709	88.4%
Multiracial			1	1.3%	152	.7%	153	.7%

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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Do not have certificate in PA studies	63	84.0%	58	81.7%	12561	64.2%	12682	64.4%
Have certificate in PA studies	12	16.0%	13	18.3%	6995	35.8%	7020	35.6%
Do not have associate's in PA studies	74	98.7%	71	100.0%	17985	92.0%	18130	92.0%
Have associate's in PA studies	1	1.3%			1571	8.0%	1572	8.0%
Do not have bachelor's in PA studies	14	18.7%	22	31.0%	9817	50.2%	9853	50.0%
Have bachelor's in PA studies	61	81.3%	49	69.0%	9739	49.8%	9849	50.0%
Do not have master's in PA studies	65	86.7%	50	70.4%	15312	78.3%	15427	78.3%
Have master's in PA studies	10	13.3%	21	29.6%	4244	21.7%	4275	21.7%

Table 1.5: Number and Percent Distribution of Census Respondents by Types of Degrees Held

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Do not have bachelor's degree	3	4.0%	2	2.8%	1811	9.3%	1816	9.2%
Have bachelor's degree	72	96.0%	69	97.2%	17745	90.7%	17886	90.8%
Do not have master's degree	35	46.7%	26	36.6%	12659	64.7%	12720	64.6%
Have master's degree	40	53.3%	45	63.4%	6897	35.3%	6982	35.4%
Do not have doctoral degree	75	100.0%	68	95.8%	19259	98.5%	19402	98.5%
Have doctoral degree			3	4.2%	297	1.5%	300	1.5%

Table 1.6: Summary Measures of Age for Census Respondents

	Navy	Other Target	All Others	Total
Count	76	88	23260	23424
Mean	50.8	42.3	41.5	41.6
Standard deviation	8.3	8.7	10.7	10.7
10th percentile	38.7	33.0	28.0	28.0
25th percentile	45.3	35.0	32.0	32.0
Median	52.0	40.0	41.0	41.0
75th percentile	57.0	48.0	50.0	50.0
90th percentile	60.0	56.0	56.0	56.0

Table 1.7: Summary Measures of Age During Year of Graduation from PA School for Census Respondents

	Navy	Other Target	All Others	Total
Count	76	88	23260	23424
Mean	32.9	34.0	30.9	30.9
Standard deviation	4.6	5.4	7.0	7.0
10th percentile	26.7	27.0	24.0	24.0
25th percentile	30.0	31.0	26.0	26.0
Median	34.0	33.0	29.0	29.0
75th percentile	36.0	37.0	34.0	34.0
90th percentile	38.0	40.0	41.0	41.0

Table 1.8: Summary Measures of Years since Graduation from PA School for Census Respondents

	Navy	Other Target	All Others	Total
Count	76	88	23330	23494
Mean	17.9	8.3	10.7	10.7
Standard deviation	8.6	7.9	9.0	9.0
10th percentile	6.7	2.0	1.0	1.0
25th percentile	10.0	3.0	3.0	3.0
Median	19.0	6.0	7.0	7.0
75th percentile	26.8	9.0	18.0	18.0
90th percentile	29.0	23.1	26.0	26.0

Section II: Professional Status of Respondents

Table 2.1: Number and Percent Distribution of Respondents by Clinical Practice Status

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	76	100.0%	88	100.0%	23330	100.0%	23494	100.0%
In clinical practice	66	86.8%	88	100.0%	20702	88.7%	20856	88.8%
Not in clinical practice	10	13.2%			2628	11.3%	2638	11.2%

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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	76	100.0%	88	100.0%	23330	100.0%	23494	100.0%
Clinically practicing PA	66	86.8%	88	100.0%	20702	88.7%	20856	88.8%
Clinically practicing physician or NP					109	.5%	109	.5%
Clinically practicing NP	1	1.3%			229	1.0%	230	1.0%
Other clinically practicing provider			1	1.1%	160	.7%	161	.7%
PA educator	4	5.3%	4	4.5%	941	4.0%	949	4.0%
Other health professions educator	1	1.3%	2	2.3%	297	1.3%	300	1.3%
Health care professional-administrator	4	5.3%	5	5.7%	375	1.6%	384	1.6%
Health care professional-researcher	1	1.3%			159	.7%	160	.7%
Health care professional-lawyer					12	.1%	12	.1%
Health care professional-public health					60	.3%	60	.3%
Health care professional-other	2	2.6%	1	1.1%	534	2.3%	537	2.3%
Other non-health professional					243	1.0%	243	1.0%
Student in post-graduate PA program	1	1.3%	3	3.4%	166	.7%	170	.7%
Medical student					56	.2%	56	.2%
Other student	1	1.3%			86	.4%	87	.4%
Not employed by choice	1	1.3%			564	2.4%	565	2.4%
Employed, seeking PA job	1	1.3%			123	.5%	124	.5%
Unemployed, seeking PA job					250	1.1%	250	1.1%
Unemployed, seeking non-PA job					68	.3%	68	.3%
Retired	4	5.3%			449	1.9%	453	1.9%
Other			2	2.3%	307	1.3%	309	1.3%

*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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	66	100.0%	88	100.0%	20702	100.0%	20856	100.0%
One	58	87.9%	81	92.0%	17564	84.8%	17703	84.9%
Two	5	7.6%	7	8.0%	2555	12.3%	2567	12.3%
Three	3	4.5%			384	1.9%	387	1.9%
More than three					90	.4%	90	.4%
Self-employed w/mult contracts					109	.5%	109	.5%

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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	66	100.0%	88	100.0%	20678	100.0%	20832	100.0%
Self-employed	3	4.5%	1	1.1%	549	2.7%	553	2.7%
Solo physician practice	3	4.5%			2926	14.2%	2929	14.1%
Single-specialty physician group	18	27.3%	3	3.4%	6230	30.1%	6251	30.0%
Multi-specialty physician group	6	9.1%	4	4.5%	2690	13.0%	2700	13.0%
University hospital	4	6.1%			1513	7.3%	1517	7.3%
Other hospital	19	28.8%	51	58.0%	3013	14.6%	3083	14.8%
Freestanding urgent care center	2	3.0%	6	6.8%	380	1.8%	388	1.9%
Freestanding surgical center					25	.1%	25	.1%
Nursing home or LTC facility					55	.3%	55	.3%
Home health agency					3	.0%	3	.0%
Hospice					1	.0%	1	.0%
HMO	1	1.5%	1	1.1%	548	2.7%	550	2.6%
Community health center	3	4.5%	5	5.7%	1219	5.9%	1227	5.9%
Medical staffing agency			1	1.1%	57	.3%	58	.3%
Physician practice mngmt org					309	1.5%	309	1.5%
Integrated health system			1	1.1%	200	1.0%	201	1.0%
Corrections system	1	1.5%			228	1.1%	229	1.1%
Other	6	9.1%	15	17.0%	732	3.5%	753	3.6%

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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	65	100.0%	88	100.0%	20470	100.0%	20623	100.0%
Not government employed	31	47.7%			18558	90.7%	18589	90.1%
Air Force					144	.7%	144	.7%
Army	1	1.5%			301	1.5%	302	1.5%
Navy	27	41.5%	88	100.0%			115	.6%
Dept. of Veterans Affairs	3	4.6%			500	2.4%	503	2.4%
Federal Bureau of Prisons/DOJ	1	1.5%			44	.2%	45	.2%
Federal Public Health Service					81	.4%	81	.4%
Indian Health Service					80	.4%	80	.4%
Other federal government					78	.4%	78	.4%
State government					431	2.1%	431	2.1%
Local government	1	1.5%			234	1.1%	235	1.1%
Coast Guard	1	1.5%			19	.1%	20	.1%

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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	66	100.0%	87	100.0%	20643	100.0%	20796	100.0%
Intensive/critical care unit of hospital	1	1.5%			391	1.9%	392	1.9%
Inpatient unit of hospital (not ICU/CCU)	1	1.5%	1	1.1%	1863	9.0%	1865	9.0%
Outpatient unit of hospital	20	30.3%	28	32.2%	1559	7.6%	1607	7.7%
Hospital emergency room	4	6.1%	1	1.1%	2042	9.9%	2047	9.8%
Hospital operating room			2	2.3%	1441	7.0%	1443	6.9%
Other unit of hospital			3	3.4%	250	1.2%	253	1.2%
Federally Qualified Rural Health Center	1	1.5%	1	1.1%	903	4.4%	905	4.4%
Other FQHC	4	6.1%	13	14.9%	318	1.5%	335	1.6%
Other community health center/facility					476	2.3%	476	2.3%
Freestanding urgent care facility	3	4.5%	5	5.7%	590	2.9%	598	2.9%
Freestanding surgical facility					115	.6%	115	.6%
Solo practice physician office	3	4.5%			2772	13.4%	2775	13.3%
Single-specialty physician group practice	15	22.7%	2	2.3%	4171	20.2%	4188	20.1%
Multi-specialty physician group practice	5	7.6%	3	3.4%	1866	9.0%	1874	9.0%
HMO facility	1	1.5%	1	1.1%	396	1.9%	398	1.9%
Nursing home or LTC facility					179	.9%	179	.9%
University/college student health facility	1	1.5%	1	1.1%	135	.7%	137	.7%
School-based health facility					80	.4%	80	.4%
Other freestanding outpatient facility	4	6.1%	14	16.1%	444	2.2%	462	2.2%
Correctional facility	1	1.5%			254	1.2%	255	1.2%
Industrial facility/work site			2	2.3%	119	.6%	121	.6%
Mobile health unit					20	.1%	20	.1%
Patients' homes					17	.1%	17	.1%
Other	2	3.0%	10	11.5%	242	1.2%	254	1.2%

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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	66	100.0%	88	100.0%	20670	100.0%	20824	100.0%
Intensive/critical care unit of hospital	6	9.1%	2	2.3%	4227	20.4%	4235	20.3%
Inpatient unit of hospital (not ICU/CCU)	9	13.6%	4	4.5%	6756	32.7%	6769	32.5%
Outpatient unit of hospital	26	39.4%	35	39.8%	4242	20.5%	4303	20.7%
Hospital emergency room	13	19.7%	11	12.5%	5965	28.9%	5989	28.8%
Hospital operating room	9	13.6%	7	8.0%	4387	21.2%	4403	21.1%
Other unit of hospital	5	7.6%	6	6.8%	1790	8.7%	1801	8.6%
Federally Qualified Rural Health Center	3	4.5%	1	1.1%	1185	5.7%	1189	5.7%
Other FQHC	5	7.6%	16	18.2%	450	2.2%	471	2.3%
Other community health center/facility			1	1.1%	758	3.7%	759	3.6%
Freestanding urgent care facility	7	10.6%	9	10.2%	1080	5.2%	1096	5.3%
Freestanding surgical facility	2	3.0%			917	4.4%	919	4.4%
Solo practice physician office	5	7.6%	2	2.3%	3372	16.3%	3379	16.2%
Single-specialty physician group practice	15	22.7%	3	3.4%	5483	26.5%	5501	26.4%
Multi-specialty physician group practice	5	7.6%	4	4.5%	2585	12.5%	2594	12.5%
HMO facility	1	1.5%	1	1.1%	588	2.8%	590	2.8%
Nursing home or LTC facility	2	3.0%			1336	6.5%	1338	6.4%
University/college student health	3	4.5%	2	2.3%	279	1.3%	284	1.4%
School-based health facility					194	.9%	194	.9%
Other freestanding outpatient facility	5	7.6%	15	17.0%	727	3.5%	747	3.6%
Correctional facility	1	1.5%	1	1.1%	395	1.9%	397	1.9%
Industrial facility/work site	2	3.0%	3	3.4%	230	1.1%	235	1.1%
Mobile health unit					100	.5%	100	.5%
Patients' homes					446	2.2%	446	2.1%
Other	5	7.6%	15	17.0%	488	2.4%	508	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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	64	100.0%	87	100.0%	20399	100.0%	20550	100.0%
Family/general medicine	30	46.9%	54	62.1%	5968	29.3%	6052	29.5%
General internal medicine	3	4.7%	3	3.4%	1601	7.8%	1607	7.8%
Emergency medicine	3	4.7%	2	2.3%	2026	9.9%	2031	9.9%
General pediatrics	1	1.6%			522	2.6%	523	2.5%
General surgery					581	2.8%	581	2.8%
Internal medicine subspecialties	1	1.6%	2	2.3%	2001	9.8%	2004	9.8%
Pediatric subspecialties	1	1.6%	1	1.1%	307	1.5%	309	1.5%
Surgical subspecialties	13	20.3%	11	12.6%	4303	21.1%	4327	21.1%
Obstetrics and gynecology					534	2.6%	534	2.6%
Industrial/occupational medicine	5	7.8%	5	5.7%	485	2.4%	495	2.4%
Other	7	10.9%	9	10.3%	2071	10.2%	2087	10.2%

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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	64	100.0%	87	100.0%	20399	100.0%	20550	100.0%
Addiction medicine			1	1.1%	88	.4%	89	.4%
Allergy					117	.6%	117	.6%
Anesthesiology					45	.2%	45	.2%
Dermatology	2	3.1%			623	3.1%	625	3.0%
Emergency medicine	3	4.7%	2	2.3%	2026	9.9%	2031	9.9%
Family practice w/o urgent care	8	12.5%	13	14.9%	2349	11.5%	2370	11.5%
Family practice wt urgent care	22	34.4%	41	47.1%	3619	17.7%	3682	17.9%
Genetics					4	.0%	4	.0%
Geriatrics					162	.8%	162	.8%
Obstetrics/gynecology					534	2.6%	534	2.6%
Occupational medicine	5	7.8%	5	5.7%	485	2.4%	495	2.4%
Ophthalmology					23	.1%	23	.1%
Pain management	1	1.6%			179	.9%	180	.9%
Pathology					6	.0%	6	.0%
Physical med rehab	1	1.6%	2	2.3%	152	.7%	155	.8%
Psychiatry					200	1.0%	200	1.0%
Public health			1	1.1%	26	.1%	27	.1%
Radiation oncology					45	.2%	45	.2%
Radiology					128	.6%	128	.6%
General surgery					581	2.8%	581	2.8%
Surg: cardiovascular/cardiothoracic					715	3.5%	715	3.5%
Surg: colon & rectal					17	.1%	17	.1%
Surg: hand					53	.3%	53	.3%
Surg: neurology	2	3.1%	2	2.3%	430	2.1%	434	2.1%
Surg: oncology					56	.3%	56	.3%
Surg: orthopedics	9	14.1%	9	10.3%	2011	9.9%	2029	9.9%
Surg: otorhinolaryngology					169	.8%	169	.8%
Surg: pediatric					28	.1%	28	.1%
Surg: plastic	1	1.6%			145	.7%	146	.7%
Surg: thoracic					34	.2%	34	.2%
Surg: transplant					42	.2%	42	.2%
Surg: trauma					83	.4%	83	.4%
Surg: urology	1	1.6%			250	1.2%	251	1.2%
Surg: vascular					134	.7%	134	.7%
Surg: other					136	.7%	136	.7%
General pediatrics	1	1.6%			522	2.6%	523	2.5%
Ped: adolescent medicine			1	1.1%	63	.3%	64	.3%
Ped: allergy					10	.0%	10	.0%
Ped: cardiology					18	.1%	18	.1%
Ped: critical care					19	.1%	19	.1%
Ped: endocrinology					6	.0%	6	.0%
Ped: gastroenterology					11	.1%	11	.1%
Ped: hematology/oncology					32	.2%	32	.2%
Ped: infectious disease					6	.0%	6	.0%
Ped: neonatal-perinatal					66	.3%	66	.3%
Ped: nephrology					4	.0%	4	.0%
Ped: neurology					12	.1%	12	.1%
Ped: pulmonology					7	.0%	7	.0%
Ped: other	1	1.6%			53	.3%	54	.3%
General internal medicine	3	4.7%	3	3.4%	1601	7.8%	1607	7.8%
IM: cardiology			1	1.1%	684	3.4%	685	3.3%
IM: critical care					55	.3%	55	.3%
IM: endocrinology					79	.4%	79	.4%
IM: gastroenterology					337	1.7%	337	1.6%
IM: hematology/oncology					288	1.4%	288	1.4%
IM: immunology					5	.0%	5	.0%
IM: infectious disease					125	.6%	125	.6%
IM: nephrology	1	1.6%			108	.5%	109	.5%
IM: neurology			1	1.1%	90	.4%	91	.4%
IM: pulmonology					71	.3%	71	.3%
IM: rheumatology					73	.4%	73	.4%
IM: other					86	.4%	86	.4%
Other	3	4.7%	5	5.7%	273	1.3%	281	1.4%

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

	Navy	Other Target	All Others	Total
Respondents	66	88	20655	20809
Mean	17.1	7.9	9.2	9.2
Standard deviation	8.8	7.9	8.6	8.6
10th percentile	6.0	1.0	.0	.0
25th percentile	9.8	2.0	3.0	3.0
Median	15.5	5.5	6.0	6.0
75th percentile	25.3	9.8	14.0	14.0
90th percentile	29.0	23.0	24.0	24.0

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

	Navy	Other Target	All Others	Total
Respondents	65	85	19606	19756
Mean	7.4	5.2	5.0	5.0
Standard deviation	5.7	4.7	5.7	5.7
10th percentile	.6	.6	.0	.0
25th percentile	3.0	2.0	1.0	1.0
Median	7.0	4.0	3.0	3.0
75th percentile	10.0	8.0	7.0	7.0
90th percentile	15.4	10.4	13.0	13.0

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

	Navy	Other Target	All Others	Total
Respondents	65	86	20489	20640
Mean	9.7	5.7	6.4	6.4
Standard deviation	8.0	6.6	7.0	7.0
10th percentile	2.0	.0	.0	.0
25th percentile	3.0	1.0	1.0	1.0
Median	8.0	3.0	4.0	4.0
75th percentile	13.0	8.0	9.0	9.0
90th percentile	20.0	17.3	17.0	17.0

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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	66	100.0%	82	100.0%	20164	100.0%	20312	100.0%
Northeast	4	6.1%	6	7.3%	4841	24.0%	4851	23.9%
Southeast	31	47.0%	40	48.8%	4636	23.0%	4707	23.2%
North Central	3	4.5%	6	7.3%	4116	20.4%	4125	20.3%
South Central	9	13.6%	6	7.3%	2769	13.7%	2784	13.7%
West	19	28.8%	24	29.3%	3802	18.9%	3845	18.9%

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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	66	100.0%	82	100.0%	20164	100.0%	20312	100.0%
Alaska					130	.6%	130	.6%
Alabama					102	.5%	102	.5%
Arkansas					27	.1%	27	.1%
Arizona	1	1.5%			454	2.3%	455	2.2%
California	9	13.6%	18	22.0%	1657	8.2%	1684	8.3%
Colorado					586	2.9%	586	2.9%
Connecticut					431	2.1%	431	2.1%
District Of Columbia			1	1.2%	72	.4%	73	.4%
Delaware					66	.3%	66	.3%
Florida	9	13.6%	5	6.1%	1074	5.3%	1088	5.4%
Georgia	2	3.0%	1	1.2%	613	3.0%	616	3.0%
Guam			1	1.2%	4	.0%	5	.0%
Hawaii	1	1.5%	1	1.2%	50	.2%	52	.3%
Iowa					324	1.6%	324	1.6%
Idaho					131	.6%	131	.6%
Illinois	2	3.0%	5	6.1%	532	2.6%	539	2.7%
Indiana					187	.9%	187	.9%
Kansas	1	1.5%			266	1.3%	267	1.3%
Kentucky					251	1.2%	251	1.2%
Louisiana	1	1.5%	1	1.2%	137	.7%	139	.7%
Massachusetts					445	2.2%	445	2.2%
Maryland	2	3.0%	5	6.1%	480	2.4%	487	2.4%
Maine			2	2.4%	205	1.0%	207	1.0%
Michigan					932	4.6%	932	4.6%
Minnesota					379	1.9%	379	1.9%
Missouri					186	.9%	186	.9%
Mississippi			4	4.9%	33	.2%	37	.2%
Montana	1	1.5%			132	.7%	133	.7%
North Carolina	6	9.1%	9	11.0%	1034	5.1%	1049	5.2%
North Dakota					88	.4%	88	.4%
Nebraska					274	1.4%	274	1.3%
New Hampshire					136	.7%	136	.7%
New Jersey			2	2.4%	271	1.3%	273	1.3%
New Mexico					145	.7%	145	.7%
Nevada					135	.7%	135	.7%
New York	1	1.5%	2	2.4%	1967	9.8%	1970	9.7%
Ohio			1	1.2%	489	2.4%	490	2.4%
Oklahoma	2	3.0%			317	1.6%	319	1.6%
Oregon	2	3.0%			256	1.3%	258	1.3%
Pennsylvania	2	3.0%			1160	5.8%	1162	5.7%
Rhode Island	1	1.5%			83	.4%	84	.4%
South Carolina	4	6.1%	5	6.1%	178	.9%	187	.9%
South Dakota					152	.8%	152	.7%
Tennessee	2	3.0%			280	1.4%	282	1.4%
Texas	5	7.6%	1	1.2%	1258	6.2%	1264	6.2%
Utah					205	1.0%	205	1.0%
Virginia	6	9.1%	13	15.9%	371	1.8%	390	1.9%
Vermont					77	.4%	77	.4%
Washington	5	7.6%	4	4.9%	571	2.8%	580	2.9%
Wisconsin	1	1.5%			573	2.8%	574	2.8%
West Virginia			1	1.2%	181	.9%	182	.9%
Wyoming					77	.4%	77	.4%

Table 3.13: Number and Percent Distribution of Clinically Practicing Respondents by Metropolitan Status of Primary Practice Site

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	65	100.0%	78	100.0%	19971	100.0%	20114	100.0%
Not metro	7	10.8%	11	14.1%	3772	18.9%	3790	18.8%
Metro	58	89.2%	67	85.9%	16199	81.1%	16324	81.2%

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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	66	100.0%	88	100.0%	20681	100.0%	20835	100.0%
Function as hospitalist	2	3.0%	1	1.1%	1314	6.4%	1317	6.3%
Perform invasive procedures	28	42.4%	32	36.4%	8639	41.8%	8699	41.8%
Assist at surgery	13	19.7%	11	12.5%	5503	26.6%	5527	26.5%
Manage care for inpatients	9	13.6%	9	10.2%	7364	35.6%	7382	35.4%
Perform quality assurance	25	37.9%	29	33.0%	4118	19.9%	4172	20.0%
Educate other providers	33	50.0%	51	58.0%	6626	32.0%	6710	32.2%
Utilization review	13	19.7%	13	14.8%	1204	5.8%	1230	5.9%
Research	7	10.6%	5	5.7%	2181	10.5%	2193	10.5%
Pharmaceutical selection committee	5	7.6%	8	9.1%	458	2.2%	471	2.3%
Therapeutics committee	6	9.1%	4	4.5%	434	2.1%	444	2.1%
Make decisions about procurement	19	28.8%	20	22.7%	4401	21.3%	4440	21.3%
Supervise other PAs	12	18.2%	10	11.4%	1793	8.7%	1815	8.7%
Supervise clinical staff other than PAs	27	40.9%	47	53.4%	3989	19.3%	4063	19.5%
Supervise non-clinical staff	14	21.2%	25	28.4%	1876	9.1%	1915	9.2%
Precept PA students	20	30.3%	28	31.8%	7590	36.7%	7638	36.7%
Precept students of other health	17	25.8%	34	38.6%	5158	24.9%	5209	25.0%

*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

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	66	100.0%	88	100.0%	20702	100.0%	20856	100.0%
32 or more hours	62	93.9%	85	96.6%	17899	86.5%	18046	86.5%
Less than 32 hours	4	6.1%	3	3.4%	2737	13.2%	2744	13.2%
Hours not reported					66	.3%	66	.3%

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*

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	44	100.0%	64	100.0%	12515	100.0%	12623	100.0%
See some inpatients	6	13.6%	3	4.7%	4144	33.1%	4153	32.9%
See some outpatients	44	100.0%	64	100.0%	11383	91.0%	11491	91.0%
See some nursing home patients	1	2.3%			731	5.8%	732	5.8%
See some other patients**					470	3.8%	470	3.7%

*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 outpatients, inpatients, or nursing home patients.

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

	Navy	Other Target	All Others	Total
Respondents	62	85	17899	18046
Mean	47.3	47.7	44.4	44.4
Standard deviation	7.7	10.2	8.0	8.0
10th percentile	40.0	40.0	36.0	36.0
25th percentile	40.0	40.0	40.0	40.0
Median	48.0	45.0	42.0	42.0
75th percentile	50.0	50.0	50.0	50.0
90th percentile	55.0	60.0	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*

	All Others	Total
Respondents	732	732
Mean	43.6	43.6
Standard deviation	7.7	7.7
10th percentile	35.0	35.0
25th percentile	40.0	40.0
Median	40.0	40.0
75th percentile	49.8	49.8
90th percentile	54.7	54.7

*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

	All Others	Total
Respondents	732	732
Mean	61.8	61.8
Standard deviation	43.1	43.1
10th percentile	16.0	16.0
25th percentile	30.0	30.0
Median	50.0	50.0
75th percentile	80.0	80.0
90th percentile	108.5	108.5

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*

	Navy	Other Target	All Others	Total
Respondents	28	49	6270	6347
Mean	40.8	39.6	39.3	39.3
Standard deviation	4.6	3.8	5.6	5.6
10th percentile	35.0	35.0	34.0	34.0
25th percentile	40.0	36.0	35.0	35.0
Median	40.0	40.0	40.0	40.0
75th percentile	42.0	40.0	40.0	40.0
90th percentile	50.0	45.0	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

	Navy	Other Target	All Others	Total
Respondents	28	49	6270	6347
Mean	110.5	101.9	95.9	96.0
Standard deviation	31.6	46.8	39.1	39.2
10th percentile	73.5	60.0	50.0	50.0
25th percentile	96.3	70.0	70.0	70.0
Median	107.5	100.0	100.0	100.0
75th percentile	125.0	120.0	115.0	115.0
90th percentile	151.0	150.0	145.0	148.4

Table 4.7: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA Sees Patients

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	53	100.0%	71	100.0%	16445	100.0%	16569	100.0%
None	25	47.2%	31	43.7%	5956	36.2%	6012	36.3%
One	25	47.2%	36	50.7%	7111	43.2%	7172	43.3%
Two	2	3.8%	4	5.6%	1941	11.8%	1947	11.8%
Three	1	1.9%			838	5.1%	839	5.1%
Greater than three					599	3.6%	599	3.6%

Table 4.8: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job and See Some Hospital Patients by Number of Hospitals with Privileges Granted by Medical Staff

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	28	100.0%	40	100.0%	10425	100.0%	10493	100.0%
None	1	3.6%			219	2.1%	220	2.1%
One	23	82.1%	36	90.0%	6646	63.8%	6705	63.9%
Two	2	7.1%	3	7.5%	2011	19.3%	2016	19.2%
Three	2	7.1%	1	2.5%	889	8.5%	892	8.5%
Greater than three					660	6.3%	660	6.3%

Table 4.9: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of Medical Staff

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	26	100.0%	39	100.0%	10224	100.0%	10289	100.0%
None	9	34.6%	13	33.3%	5597	54.7%	5619	54.6%
One	17	65.4%	22	56.4%	3362	32.9%	3401	33.1%
Two			2	5.1%	741	7.2%	743	7.2%
Three			1	2.6%	307	3.0%	308	3.0%
Greater than three			1	2.6%	217	2.1%	218	2.1%

Table 4.10: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of PA Staff

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	26	100.0%	39	100.0%	10224	100.0%	10289	100.0%
None	19	73.1%	13	33.3%	5905	57.8%	5937	57.7%
One	7	26.9%	23	59.0%	3393	33.2%	3423	33.3%
Two			2	5.1%	587	5.7%	589	5.7%
Three			1	2.6%	205	2.0%	206	2.0%
Greater than three					134	1.3%	134	1.3%

Table 4.11: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of Allied Health Staff

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	26	100.0%	39	100.0%	10224	100.0%	10289	100.0%
None	15	57.7%	29	74.4%	6081	59.5%	6125	59.5%
One	7	26.9%	8	20.5%	2535	24.8%	2550	24.8%
Two	4	15.4%	1	2.6%	867	8.5%	872	8.5%
Three			1	2.6%	402	3.9%	403	3.9%
Greater than three					339	3.3%	339	3.3%

Table 4.12: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of Other Staff Category

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	26	100.0%	39	100.0%	10224	100.0%	10289	100.0%
None	26	100.0%	35	89.7%	9791	95.8%	9852	95.8%
One			2	5.1%	337	3.3%	339	3.3%
Two			1	2.6%	47	.5%	48	.5%
Three					23	.2%	23	.2%
Greater than three			1	2.6%	26	.3%	27	.3%

Table 4.13: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Responsibility for Call

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	62	100.0%	85	100.0%	17899	100.0%	18046	100.0%
Do not take call	35	56.5%	39	45.9%	10892	60.9%	10966	60.8%
Take some call	22	35.5%	35	41.2%	5882	32.9%	5939	32.9%
Take call, hours unknown			1	1.2%	150	.8%	151	.8%
Always on call	5	8.1%	10	11.8%	975	5.4%	990	5.5%

Table 4.14 Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Call Taken*

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	62	100.0%	85	100.0%	17899	100.0%	18046	100.0%
Do not take call	35	56.5%	39	45.9%	10892	60.9%	10966	60.8%
Emergency department call	7	11.3%	11	12.9%	1657	9.3%	1675	9.3%
Surgical call	5	8.1%	2	2.4%	2121	11.8%	2128	11.8%
In-house call	4	6.5%	7	8.2%	2005	11.2%	2016	11.2%
Other type of call	16	25.8%	31	36.5%	3570	19.9%	3617	20.0%
Call taken, type not indicated	1	1.6%	2	2.4%	137	.8%	140	.8%

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

Table 4.15: Summary Measures of Call Hours per Month for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job*

	Navy	Other Target	All Others	Total
Respondents	22	35	5882	5939
Mean	96.8	75.2	99.0	98.8
Standard deviation	86.1	66.6	90.9	90.7
10th percentile	11.1	8.0	11.0	10.0
25th percentile	20.0	24.0	32.0	32.0
Median	82.0	56.0	72.0	72.0
75th percentile	168.0	120.0	140.0	140.0
90th percentile	211.5	168.0	216.0	216.0

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

Table 4.16: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Type of Base Pay Received*

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	53	100.0%	74	100.0%	15301	100.0%	15428	100.0%
No base pay					134	.9%	134	.9%
Salary	50	94.3%	63	85.1%	12292	80.3%	12405	80.4%
Hourly wage	3	5.7%	10	13.5%	2767	18.1%	2780	18.0%
Other			1	1.4%	108	.7%	109	.7%

*Excludes self-employed PAs.

Table 4.17: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Additional Compensation Received*

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	51	100.0%	67	100.0%	14693	100.0%	14811	100.0%
No additional pay	17	33.3%	32	47.8%	4568	31.1%	4617	31.2%
Surgical assisting fees					321	2.2%	321	2.2%
Overtime pay	3	5.9%	5	7.5%	2639	18.0%	2647	17.9%
Administrative pay	1	2.0%			391	2.7%	392	2.6%
Pay for on-call availability	1	2.0%			1225	8.3%	1226	8.3%
Pay for on-call services/events	1	2.0%			1206	8.2%	1207	8.1%
Bonus not based on performance	14	27.5%	22	32.8%	2545	17.3%	2581	17.4%
Bonus based on performance of practice	3	5.9%			1925	13.1%	1928	13.0%
Bonus based on performance of PA	10	19.6%			3569	24.3%	3579	24.2%
Bonus based on something else	10	19.6%	12	17.9%	1076	7.3%	1098	7.4%

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

Table 4.18: 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*

	Navy		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	11	100.0%	4412	100.0%	4423	100.0%
Bonus based on charges	2	18.2%	916	20.8%	918	20.8%
Bonus based on revenues	5	45.5%	2017	45.7%	2022	45.7%
Bonus based on relative value units	2	18.2%	520	11.8%	522	11.8%
Bonus based on profit	3	27.3%	1086	24.6%	1089	24.6%
Bonus based on number of visits or panel size	1	9.1%	784	17.8%	785	17.7%
Bonus based on quality of care			604	13.7%	604	13.7%
Bonus based on patient satisfaction			599	13.6%	599	13.5%
Bonus based on other factors			355	8.0%	355	8.0%

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

Table 4.19: Summary Measures of Total Annual Income from Primary Employer for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job*

	Navy	Other Target	All Others	Total
Respondents	53	74	15450	15577
Mean	\$84,846	\$66,041	\$78,293	\$78,257
Standard deviation	\$23,117	\$14,563	\$20,190	\$20,198
10th percentile	\$60,054	\$48,016	\$57,888	\$57,823
25th percentile	\$67,263	\$55,198	\$64,747	\$64,727
Median	\$84,151	\$66,360	\$74,272	\$74,264
75th percentile	\$95,921	\$76,145	\$87,145	\$87,113
90th percentile	\$111,299	\$83,522	\$103,627	\$103,614

*Excludes self-employed PAs.

Table 4.20: Summary Measures of Total Annual Income from Primary Employer for Respondents Who Graduated in 2003 and Work at Least 32 Hours per Week at Primary Clinical Job*

	Other Target	All Others	Total
Respondents	6	1757	1763
Mean	\$59,578	\$65,662	\$65,641
Standard deviation	\$12,678	\$11,858	\$11,862
10th percentile	\$50,070	\$52,696	\$52,626
25th percentile	\$50,301	\$58,840	\$58,813
Median	\$54,372	\$64,536	\$64,536
75th percentile	\$69,852	\$71,368	\$71,360
90th percentile	.	\$79,597	\$79,598

*Excludes self-employed PAs.

Table 4.21: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Whether CME Funds Are Available from Primary Employer*

	Navy		Other Target		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	45	100.0%	64	100.0%	12138	100.0%	12247	100.0%
Funds not available	5	11.1%	14	21.9%	1501	12.4%	1520	12.4%
Funds available, amount known	29	64.4%	27	42.2%	8421	69.4%	8477	69.2%
Funds available, amount unknown	11	24.4%	23	35.9%	2216	18.3%	2250	18.4%

*Excludes self-employed PAs.

Table 4.22: Summary Measures of CME Funds Provided by Primary Clinical Employer for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job and Receive CME Funding*

	Navy	Other Target	All Others	Total
Respondents	29	27	8421	8477
Mean	\$1,841	\$1,276	\$1,559	\$1,559
Standard deviation	\$999	\$612	\$790	\$791
10th percentile	\$800	\$500	\$500	\$500
25th percentile	\$1,200	\$800	\$1,000	\$1,000
Median	\$1,500	\$1,200	\$1,500	\$1,500
75th percentile	\$2,500	\$2,000	\$2,000	\$2,000
90th percentile	\$3,000	\$2,100	\$2,500	\$2,500

*Excludes self-employed PAs.

Table 4.23: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Source of Funds for Types of Insurance*

		Navy		Other Target		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents		39	100.0%	48	100.0%	14850	100.0%	14937	100.0%
Professional liability insurance	Employer pays 95-100%	38	97.4%	47	97.9%	14475	97.5%	14560	97.5%
	Employer pays 50-94%					97	.7%	97	.6%
	Employer pays 1-49%					18	.1%	18	.1%
	PA pays 100%	1	2.6%	1	2.1%	260	1.8%	262	1.8%
Individual health insurance	Employer pays 95-100%	24	57.1%	54	78.3%	6958	50.3%	7036	50.5%
	Employer pays 50-94%	6	14.3%	10	14.5%	4834	34.9%	4850	34.8%
	Employer pays 1-49%	3	7.1%	1	1.4%	882	6.4%	886	6.4%
	PA pays 100%	9	21.4%	4	5.8%	1160	8.4%	1173	8.4%
Family health insurance	Employer pays 95-100%	21	51.2%	43	69.4%	2774	26.5%	2838	26.9%
	Employer pays 50-94%	5	12.2%	12	19.4%	3648	34.9%	3665	34.7%
	Employer pays 1-49%	4	9.8%	2	3.2%	1064	10.2%	1070	10.1%
	PA pays 100%	11	26.8%	5	8.1%	2966	28.4%	2982	28.3%
Dental insurance	Employer pays 95-100%	19	45.2%	40	58.8%	4109	31.4%	4168	31.6%
	Employer pays 50-94%	6	14.3%	16	23.5%	4008	30.6%	4030	30.5%
	Employer pays 1-49%	3	7.1%	5	7.4%	1165	8.9%	1173	8.9%
	PA pays 100%	14	33.3%	7	10.3%	3810	29.1%	3831	29.0%
Disability insurance	Employer pays 95-100%	18	62.1%	48	84.2%	5717	44.3%	5783	44.5%
	Employer pays 50-94%	2	6.9%	3	5.3%	2195	17.0%	2200	16.9%
	Employer pays 1-49%	3	10.3%	1	1.8%	968	7.5%	972	7.5%
	PA pays 100%	6	20.7%	5	8.8%	4022	31.2%	4033	31.1%
Term life insurance	Employer pays 95-100%	16	45.7%	26	47.3%	5038	41.4%	5080	41.4%
	Employer pays 50-94%	5	14.3%	9	16.4%	1719	14.1%	1733	14.1%
	Employer pays 1-49%	4	11.4%	3	5.5%	1050	8.6%	1057	8.6%
	PA pays 100%	10	28.6%	17	30.9%	4360	35.8%	4387	35.8%

*Excludes self-employed PAs.

Table 4.24: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Source of Funds for Select Expenses*

		Navy		Other Target		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents		45	100.0%	67	100.0%	13509	100.0%	13621	100.0%
Pension/retirement fund	Employer pays 95-100%	20	44.4%	33	49.3%	3390	25.1%	3443	25.3%
	Employer pays 50-94%	7	15.6%	16	23.9%	2790	20.7%	2813	20.7%
	Employer pays 1-49%	15	33.3%	10	14.9%	4779	35.4%	4804	35.3%
	PA pays 100%	3	6.7%	8	11.9%	2550	18.9%	2561	18.8%
State license fees	Employer pays 95-100%	25	62.5%	3	7.9%	10235	71.1%	10263	70.9%
	Employer pays 50-94%	1	2.5%			215	1.5%	216	1.5%
	Employer pays 1-49%					99	.7%	99	.7%
	PA pays 100%	14	35.0%	35	92.1%	3855	26.8%	3904	27.0%
DEA registration fees	Employer pays 95-100%	23	63.9%	8	21.1%	8904	74.9%	8935	74.7%
	Employer pays 50-94%	1	2.8%			118	1.0%	119	1.0%
	Employer pays 1-49%					60	.5%	60	.5%
	PA pays 100%	12	33.3%	30	78.9%	2798	23.6%	2840	23.8%
NCCPA fees	Employer pays 95-100%	26	53.1%	6	9.2%	9043	63.3%	9075	63.1%
	Employer pays 50-94%					201	1.4%	201	1.4%
	Employer pays 1-49%					114	.8%	114	.8%
	PA pays 100%	23	46.9%	59	90.8%	4917	34.4%	4999	34.7%
AAPA dues	Employer pays 95-100%	21	45.7%	3	4.7%	8986	63.5%	9010	63.1%
	Employer pays 50-94%					187	1.3%	187	1.3%
	Employer pays 1-49%					119	.8%	119	.8%
	PA pays 100%	25	54.3%	61	95.3%	4868	34.4%	4954	34.7%
State PA chapter dues	Employer pays 95-100%	20	45.5%	2	3.7%	7363	56.2%	7385	56.0%
	Employer pays 50-94%					193	1.5%	193	1.5%
	Employer pays 1-49%					114	.9%	114	.9%
	PA pays 100%	24	54.5%	52	96.3%	5423	41.4%	5499	41.7%
AAPA annual conference registration fees	Employer pays 95-100%	26	63.4%	31	47.0%	7418	57.6%	7475	57.6%
	Employer pays 50-94%	3	7.3%	4	6.1%	973	7.6%	980	7.6%
	Employer pays 1-49%	1	2.4%	1	1.5%	563	4.4%	565	4.4%
	PA pays 100%	11	26.8%	30	45.5%	3917	30.4%	3958	30.5%
Credentialing fees	Employer pays 95-100%	27	64.3%	29	45.3%	10072	73.3%	10128	73.2%
	Employer pays 50-94%	1	2.4%	1	1.6%	317	2.3%	319	2.3%
	Employer pays 1-49%					165	1.2%	165	1.2%
	PA pays 100%	14	33.3%	34	53.1%	3181	23.2%	3229	23.3%

*Excludes self-employed PAs.