

2005 AAPA Physician Assistant Census Report for PAs in Internal Medicine

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 2005 AAPA Physician Assistant Census was conducted between March 15 and September 15, 2005. 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, 2004 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 62,723 people – accounting for 94.3 percent of the 66,483 individuals eligible to practice as PAs. Completed surveys were received from 22,502 people, representing 33.8 percent of all individuals eligible to practice as PAs and 35.9 percent of the PAs who were mailed a survey form. Of the 28,289 AAPA members who were mailed a form, 15,566 (55.0%) responded; of the 34,434 non-members who were mailed a form, 6,936 (20.1%) 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

Sex: Females account for 62 percent of the respondents to this year's census.

Ethnicity: White PAs comprise 88 percent of the respondents.

PA Education: Just under half (47%) of respondents hold a bachelor's level PA degree; 30 percent of respondents hold a master's level PA degree.

Age: The mean age of census respondents is 42 years (median = 40), the mean age at time of graduation from PA school was 31 years (median = 29), 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 (89%) are in clinical practice.

Current Profession: Four percent of respondents report 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 report 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 about three percent of respondents; state governments collectively employ just over two percent of this year's respondents.

Primary Work Setting: The most prevalent "primary" work setting, reported by 36 percent of respondents, is a hospital; the hospital departments cited most frequently as primary settings are hospital emergency rooms (9%), hospital inpatient units (9%), hospital outpatient units (7%), and hospital operating rooms (7%). Physician group practices are the primary work setting for 30 percent of respondents; 21 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 (14%), 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 (34%), hospital emergency rooms (30%), single-specialty physician group practices (29%), hospital operating rooms (22%), hospital outpatient units (22%), and hospital intensive care/critical care units (22%).

Primary Specialty of Practice: While PAs practice in over 60 different specialty fields, 41 percent of this year's respondents report that their primary specialty was one of the primary care fields: family/general medicine (28%), general internal medicine (8%), general pediatrics (3%), and obstetrics/gynecology (2%). Other prevalent specialties for PAs include general surgery/surgical subspecialties (25%), emergency medicine (10%), and the subspecialties of internal medicine (10%).

Years in Clinical Practice, Years in Position, and Years in Specialty: The mean number of years that 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 (9%), California (8%), Texas (6%), Pennsylvania (6%), Florida (6%), and North Carolina (5%).

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

Functions and Responsibilities: PAs can perform a variety of functions for their primary employers. Thirty-seven percent of respondents report that they manage the care of patients in an inpatient setting, more than half (61%) report performing minor surgical procedures, and about one-quarter (24%) report first-assisting at surgery. Nine percent of respondents report supervising other PAs, and one in five (19%) report supervising other clinical staff. More than one-third of respondents (35%) indicate that they precept PA students; one-fourth (24%) report 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 44.3; 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 (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 97. Over one-third of respondents who work full-time (40%) see some inpatients in their primary job; the mean number of patient encounters provided per week by respondents who see inpatients exclusively is 67. Six percent of full-time PAs report seeing some nursing home patients in their primary job; eight percent of respondents report seeing patients who cannot be classified as inpatients, outpatients, or nursing home patients.

Hospital Privileges: Respondents to this year's Census were asked to indicate the number of hospitals in which they had privileges granted by the medical staff, and the number in which they had privileges granted by human resources. Of those respondents who indicate having privileges in exactly one hospital, the vast majority (95%) report that their privileges are granted by the medical staff.

Taking Call: Four in ten respondents (40%) report taking call for their primary employer. The mean number of hours on call per month for those PAs who report taking some call but who are not always on call is 96.

Base Pay: The majority of respondents (80%) report receiving their base pay in the form of a salary; 18 percent indicate that they receive an hourly wage.

Compensation: Respondents report 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 report receiving a bonus based on something other than productivity or performance while 17 percent report receiving overtime pay. Almost half of those who report receiving an incentive based on productivity or performance (44%) indicate 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 \$77,402; the mean is \$81,129. The comparable figures for respondents who graduated in 2004 are \$66,591 and \$68,116, respectively.

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Section I: Characteristics of 2005 AAPA Census Respondents

Table 1.1: Number and Percent Distribution of Census Respondents by whether in Internal Medical

	Count	Percent
Total	22502	100.0%
General Internal Medicine	1518	6.7%
Internal Medicine Subspecialties	2055	9.1%
All Others	18929	84.1%

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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total	1500	100.0%	2036	100.0%	18782	100.0%	22318	100.0%
Male	479	31.9%	601	29.5%	7493	39.9%	8573	38.4%
Female	1021	68.1%	1435	70.5%	11289	60.1%	13745	61.6%

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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total	1363	100.0%	1874	100.0%	17151	100.0%	20388	100.0%
Asian/Pacific Islander	41	3.0%	81	4.3%	603	3.5%	725	3.6%
Black (Not Hispanic)	58	4.3%	67	3.6%	579	3.4%	704	3.5%
Hispanic/Latino Origin	51	3.7%	58	3.1%	653	3.8%	762	3.7%
Amer Indian/Alaskan	6	.4%	2	.1%	161	.9%	169	.8%
White (Not Hispanic)	1207	88.6%	1666	88.9%	15155	88.4%	18028	88.4%

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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1430	100.0%	1887	100.0%	17502	100.0%	20819	100.0%
Certificate from PA school	459	32.1%	503	26.7%	5688	32.5%	6650	31.9%
Associate's degree from PA school	103	7.2%	113	6.0%	1287	7.4%	1503	7.2%
Bachelor's degree from PA school	691	48.3%	793	42.0%	8218	47.0%	9702	46.6%
Master's degree from PA school	426	29.8%	751	39.8%	5036	28.8%	6213	29.8%

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

Table 1.5: Summary Measures of Age for Census Respondents

	Gen IM	IM Subs	All Others	Total
Count	1518	2053	18871	22442
Mean	41.8	39.1	41.7	41.5
Standard deviation	10.9	10.2	11.0	10.9
10th p-tile	28.0	27.0	28.0	28.0
25th p-tile	32.0	30.0	32.0	32.0
Median	41.0	37.0	41.0	40.0
75th p-tile	51.0	47.0	51.0	50.0
90th p-tile	57.0	54.0	57.0	57.0

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

	Gen IM	IM Subs	All Others	Total
Count	1518	2053	18872	22443
Mean	31.0	30.7	30.8	30.8
Standard deviation	7.2	7.1	6.8	6.9
10th p-tile	24.0	24.0	24.0	24.0
25th p-tile	26.0	25.0	26.0	26.0
Median	29.0	28.0	29.0	29.0
75th p-tile	34.0	34.0	34.0	34.0
90th p-tile	43.0	41.0	41.0	41.0

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

	Gen IM	IM Subs	All Others	Total
Count	1518	2055	18929	22502
Mean	10.9	8.4	11.0	10.8
Standard deviation	9.2	8.0	9.3	9.2
10th p-tile	1.9	1.0	2.0	1.0
25th p-tile	3.0	3.0	3.0	3.0
Median	7.0	5.0	8.0	7.0
75th p-tile	18.0	12.0	18.0	17.0
90th p-tile	26.0	22.0	26.0	26.0

Section II: Professional Status of Respondents

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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total	1518	100.0%	2055	100.0%	18929	100.0%	22502	100.0%
In clinical practice	1518	100.0%	2055	100.0%	16446	86.9%	20019	89.0%
Not in clinical practice					2483	13.1%	2483	11.0%

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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1518	100.0%	2055	100.0%	18929	100.0%	22502	100.0%
Clinically practicing PA	1518	100.0%	2055	100.0%	16446	86.9%	20019	89.0%
Clinically practicing physician or resident					98	.5%	98	.4%
Clinically practicing NP	4	.3%	5	.2%	165	.9%	174	.8%
Other clinically practicing provider	11	.7%	13	.6%	157	.8%	181	.8%
PA educator	45	3.0%	77	3.7%	832	4.4%	954	4.2%
Other health professions educator	21	1.4%	25	1.2%	247	1.3%	293	1.3%
Health care professional-administrator	23	1.5%	22	1.1%	352	1.9%	397	1.8%
Health care professional-researcher	4	.3%	35	1.7%	141	.7%	180	.8%
Health care professional-lawyer					5	.0%	5	.0%
Health care professional-public health	2	.1%	4	.2%	73	.4%	79	.4%
Health care professional-other	22	1.4%	29	1.4%	407	2.2%	458	2.0%
Other non-health professional	9	.6%	5	.2%	256	1.4%	270	1.2%
Student in post-graduate PA program	3	.2%	13	.6%	115	.6%	131	.6%
Medical student	2	.1%	1	.0%	33	.2%	36	.2%
Other student	1	.1%	3	.1%	66	.3%	70	.3%
Not employed by choice					519	2.7%	519	2.3%
Employed, seeking PA job			1	.0%	102	.5%	103	.5%
Unemployed, seeking PA job					210	1.1%	210	.9%
Unemployed, seeking non-PA job					51	.3%	51	.2%
Retired					412	2.2%	412	1.8%
Other	6	.4%	2	.1%	262	1.4%	270	1.2%

*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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1518	100.0%	2055	100.0%	16446	100.0%	20019	100.0%
One	1293	85.2%	1801	87.6%	13922	84.7%	17016	85.0%
Two	182	12.0%	215	10.5%	2065	12.6%	2462	12.3%
Three	30	2.0%	24	1.2%	293	1.8%	347	1.7%
More than three	8	.5%	7	.3%	62	.4%	77	.4%
Self-employed w/mult contracts	5	.3%	8	.4%	104	.6%	117	.6%

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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1517	100.0%	2054	100.0%	16416	100.0%	19987	100.0%
Self-employed	48	3.2%	32	1.6%	540	3.3%	620	3.1%
Solo physician practice	252	16.6%	223	10.9%	2216	13.5%	2691	13.5%
Single-specialty physician group	278	18.3%	901	43.9%	4942	30.1%	6121	30.6%
Multi-specialty physician group	297	19.6%	261	12.7%	1895	11.5%	2453	12.3%
University hospital	89	5.9%	278	13.5%	1136	6.9%	1503	7.5%
Other hospital	302	19.9%	239	11.6%	2447	14.9%	2988	14.9%
Freestanding urgent care center	2	.1%			364	2.2%	366	1.8%
Freestanding surgical center					22	.1%	22	.1%
Nursing home or LTC facility	10	.7%	1	.0%	36	.2%	47	.2%
Home health agency					3	.0%	3	.0%
Hospice			1	.0%			1	.0%
HMO	41	2.7%	27	1.3%	389	2.4%	457	2.3%
Community health center	65	4.3%	30	1.5%	1120	6.8%	1215	6.1%
Medical staffing agency	2	.1%			64	.4%	66	.3%
Physician practice mngmt org	19	1.3%	14	.7%	244	1.5%	277	1.4%
Integrated health system	35	2.3%	18	.9%	205	1.2%	258	1.3%
Corrections system	48	3.2%	7	.3%	163	1.0%	218	1.1%
Other	29	1.9%	22	1.1%	630	3.8%	681	3.4%

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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1512	100.0%	2052	100.0%	16378	100.0%	19942	100.0%
Not government employed	1267	83.8%	1885	91.9%	14849	90.7%	18001	90.3%
Air Force	1	.1%	2	.1%	104	.6%	107	.5%
Army	6	.4%	6	.3%	273	1.7%	285	1.4%
Navy	2	.1%	1	.0%	105	.6%	108	.5%
Coast Guard	1	.1%			13	.1%	14	.1%
Dept. of Veterans Affairs	158	10.4%	64	3.1%	286	1.7%	508	2.5%
Federal Bureau of Prisons/DOJ	7	.5%	3	.1%	28	.2%	38	.2%
Indian Health Service	3	.2%	1	.0%	77	.5%	81	.4%
Federal Public Health Service	5	.3%	3	.1%	67	.4%	75	.4%
Other Federal Government	1	.1%	5	.2%	68	.4%	74	.4%
State Government	47	3.1%	68	3.3%	336	2.1%	451	2.3%
Local Government	14	.9%	14	.7%	172	1.1%	200	1.0%

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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1514	100.0%	2050	100.0%	16387	100.0%	19951	100.0%
Intensive/critical care unit of hospital	4	.3%	76	3.7%	323	2.0%	403	2.0%
Inpatient unit of hospital (not ICU/CCU)	301	19.9%	529	25.8%	1018	6.2%	1848	9.3%
Outpatient unit of hospital	128	8.5%	256	12.5%	1051	6.4%	1435	7.2%
Hospital emergency room	14	.9%	12	.6%	1837	11.2%	1863	9.3%
Hospital operating room			2	.1%	1348	8.2%	1350	6.8%
Other unit of hospital	22	1.5%	45	2.2%	170	1.0%	237	1.2%
Federally Qualified Rural Health Center	14	.9%	1	.0%	763	4.7%	778	3.9%
Other FQHC	38	2.5%	6	.3%	262	1.6%	306	1.5%
Other community health center/facility	37	2.4%	26	1.3%	463	2.8%	526	2.6%
Freestanding urgent care facility	6	.4%			569	3.5%	575	2.9%
Freestanding surgical facility			1	.0%	81	.5%	82	.4%
Solo practice physician office	273	18.0%	212	10.3%	2257	13.8%	2742	13.7%
Single-specialty physician group practice	254	16.8%	569	27.8%	3464	21.1%	4287	21.5%
Multi-specialty physician group practice	244	16.1%	189	9.2%	1320	8.1%	1753	8.8%
HMO facility	40	2.6%	17	.8%	275	1.7%	332	1.7%
Nursing home or LTC facility	25	1.7%	6	.3%	136	.8%	167	.8%
University/college student health facility	5	.3%	4	.2%	111	.7%	120	.6%
School-based health facility	1	.1%	1	.0%	64	.4%	66	.3%
Other freestanding outpatient facility	30	2.0%	62	3.0%	314	1.9%	406	2.0%
Correctional facility	51	3.4%	7	.3%	185	1.1%	243	1.2%
Industrial facility/work site	1	.1%			101	.6%	102	.5%
Mobile health unit	1	.1%			9	.1%	10	.1%
Patients' homes	8	.5%	1	.0%	20	.1%	29	.1%
Other	17	1.1%	28	1.4%	246	1.5%	291	1.5%

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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1515	100.0%	2052	100.0%	16405	100.0%	19972	100.0%
Intensive/critical care unit of hospital	200	13.2%	1015	49.5%	3244	19.8%	4459	22.3%
Inpatient unit of hospital (not ICU/CCU)	477	31.5%	1252	61.0%	4987	30.4%	6716	33.6%
Outpatient unit of hospital	211	13.9%	685	33.4%	3441	21.0%	4337	21.7%
Hospital emergency room	193	12.7%	732	35.7%	5142	31.3%	6067	30.4%
Hospital operating room	12	.8%	55	2.7%	4396	26.8%	4463	22.3%
Other unit of hospital	103	6.8%	325	15.8%	1285	7.8%	1713	8.6%
Federally Qualified Rural Health Center	29	1.9%	9	.4%	1014	6.2%	1052	5.3%
Other FQHC	51	3.4%	14	.7%	407	2.5%	472	2.4%
Other community health center/facility	56	3.7%	50	2.4%	695	4.2%	801	4.0%
Freestanding urgent care facility	33	2.2%	5	.2%	924	5.6%	962	4.8%
Freestanding surgical facility			18	.9%	1063	6.5%	1081	5.4%
Solo practice physician office	303	20.0%	261	12.7%	2611	15.9%	3175	15.9%
Single-specialty physician group practice	286	18.9%	876	42.7%	4534	27.6%	5696	28.5%
Multi-specialty physician group practice	275	18.2%	260	12.7%	1880	11.5%	2415	12.1%
HMO facility	47	3.1%	25	1.2%	420	2.6%	492	2.5%
Nursing home or LTC facility	201	13.3%	75	3.7%	953	5.8%	1229	6.2%
University/college student health facility	8	.5%	14	.7%	230	1.4%	252	1.3%
School-based health facility	6	.4%	5	.2%	181	1.1%	192	1.0%
Other freestanding outpatient facility	44	2.9%	110	5.4%	513	3.1%	667	3.3%
Correctional facility	61	4.0%	13	.6%	300	1.8%	374	1.9%
Industrial facility/work site	7	.5%	1	.0%	173	1.1%	181	.9%
Mobile health unit	6	.4%	1	.0%	64	.4%	71	.4%
Patients' homes	49	3.2%	18	.9%	335	2.0%	402	2.0%
Other	35	2.3%	54	2.6%	439	2.7%	528	2.6%

*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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1518	100.0%	2055	100.0%	16311	100.0%	19884	100.0%
Family/general medicine					5639	34.6%	5639	28.4%
General internal medicine	1518	100.0%					1518	7.6%
Emergency medicine					1927	11.8%	1927	9.7%
General pediatrics					505	3.1%	505	2.5%
General surgery					563	3.5%	563	2.8%
Internal medicine subspecialties			2055	100.0%			2055	10.3%
Pediatric subspecialties					296	1.8%	296	1.5%
Surgical subspecialties					4345	26.6%	4345	21.9%
Obstetrics and gynecology					485	3.0%	485	2.4%
Industrial/occupational medicine					457	2.8%	457	2.3%
Other					2094	12.8%	2094	10.5%

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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1518	100.0%	2055	100.0%	16311	100.0%	19884	100.0%
Addiction medicine					88	.5%	88	.4%
Allergy					116	.7%	116	.6%
Anesthesiology					40	.2%	40	.2%
Dermatology					659	4.0%	659	3.3%
Emergency medicine					1927	11.8%	1927	9.7%
Family practice w/o urgent care					2152	13.2%	2152	10.8%
Family practice wt urgent care					3487	21.4%	3487	17.5%
Genetics					8	.0%	8	.0%
Geriatrics					124	.8%	124	.6%
Obstetrics/gynecology					485	3.0%	485	2.4%
Occupational medicine					457	2.8%	457	2.3%
Ophthalmology					19	.1%	19	.1%
Pain management					215	1.3%	215	1.1%
Pathology					3	.0%	3	.0%
Physical med rehab					149	.9%	149	.7%
Psychiatry					195	1.2%	195	1.0%
Public health					42	.3%	42	.2%
Radiation oncology					47	.3%	47	.2%
Radiology					141	.9%	141	.7%
General surgery					563	3.5%	563	2.8%
Surg: cardiovascular/cardiothoracic					666	4.1%	666	3.3%
Surg: colon & rectal					16	.1%	16	.1%
Surg: hand					43	.3%	43	.2%
Surg: neurology					430	2.6%	430	2.2%
Surg: oncology					58	.4%	58	.3%
Surg: orthopedics					2066	12.7%	2066	10.4%
Surg: otorhinolaryngology					161	1.0%	161	.8%
Surg: pediatric					24	.1%	24	.1%
Surg: plastic					142	.9%	142	.7%
Surg: thoracic					32	.2%	32	.2%
Surg: transplant					46	.3%	46	.2%
Surg: trauma					85	.5%	85	.4%
Surg: urology					257	1.6%	257	1.3%
Surg: vascular					133	.8%	133	.7%
Surg: bariatric					46	.3%	46	.2%
Surg: other					140	.9%	140	.7%
General pediatrics					505	3.1%	505	2.5%
Ped: adolescent medicine					43	.3%	43	.2%
Ped: allergy					4	.0%	4	.0%
Ped: cardiology					15	.1%	15	.1%
Ped: critical care					15	.1%	15	.1%
Ped: endocrinology					8	.0%	8	.0%
Ped: gastroenterology					10	.1%	10	.1%
Ped: hematology/oncology					7	.0%	7	.0%
Ped: infectious disease					4	.0%	4	.0%
Ped: neonatal-perinatal					72	.4%	72	.4%
Ped: nephrology					3	.0%	3	.0%
Ped: neurology					12	.1%	12	.1%
Ped: pulmonology					7	.0%	7	.0%
Ped: rheumatology					3	.0%	3	.0%
Ped: oncology					19	.1%	19	.1%
Ped: other					74	.5%	74	.4%
General internal medicine	1518	100.0%					1518	7.6%
IM: cardiology			691	33.6%			691	3.5%
IM: critical care			62	3.0%			62	.3%
IM: endocrinology			84	4.1%			84	.4%
IM: gastroenterology			326	15.9%			326	1.6%
IM: hematology/oncology			27	1.3%			27	.1%
IM: infectious disease			115	5.6%			115	.6%
IM: nephrology			126	6.1%			126	.6%
IM: neurology			114	5.5%			114	.6%
IM: pulmonology			70	3.4%			70	.4%
IM: rheumatology			74	3.6%			74	.4%
IM: oncology			272	13.2%			272	1.4%
IM: other			94	4.6%			94	.5%
Other					248	1.5%	248	1.2%

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

	Gen IM	IM Subs	All Others	Total
Respondents	1515	2050	16416	19981
Mean	10.1	7.6	9.3	9.2
Standard deviation	9.2	7.9	8.7	8.7
10th percentile	.0	.0	.0	.0
25th percentile	3.0	2.0	3.0	3.0
Median	7.0	5.0	6.0	6.0
75th percentile	17.0	11.0	14.0	14.0
90th percentile	25.0	21.0	24.0	24.0

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

	Gen IM	IM Subs	All Others	Total
Respondents	1516	2045	16390	19951
Mean	5.2	4.0	4.9	4.8
Standard deviation	6.2	5.0	5.7	5.7
10th percentile	.0	.0	.0	.0
25th percentile	1.0	.0	1.0	1.0
Median	3.0	2.0	3.0	3.0
75th percentile	7.0	5.0	7.0	6.0
90th percentile	14.0	11.0	13.0	12.0

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

	Gen IM	IM Subs	All Others	Total
Respondents	1514	2048	16353	19915
Mean	6.5	4.4	6.7	6.5
Standard deviation	7.3	5.4	7.3	7.1
10th percentile	.0	.0	.0	.0
25th percentile	1.0	1.0	2.0	1.0
Median	4.0	3.0	4.0	4.0
75th percentile	9.0	5.0	10.0	9.0
90th percentile	18.0	12.0	18.0	17.0

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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1493	100.0%	2013	100.0%	16041	100.0%	19547	100.0%
Northeast	480	32.2%	512	25.4%	3508	21.9%	4500	23.0%
Southeast	383	25.7%	600	29.8%	3641	22.7%	4624	23.7%
North Central	290	19.4%	371	18.4%	3358	20.9%	4019	20.6%
South Central	143	9.6%	235	11.7%	2331	14.5%	2709	13.9%
West	197	13.2%	295	14.7%	3203	20.0%	3695	18.9%

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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1493	100.0%	2013	100.0%	16041	100.0%	19547	100.0%
Alaska	7	.5%	3	.1%	126	.8%	136	.7%
Alabama	4	.3%	13	.6%	77	.5%	94	.5%
Arkansas	1	.1%	1	.0%	18	.1%	20	.1%
Arizona	27	1.8%	53	2.6%	377	2.4%	457	2.3%
California	78	5.2%	117	5.8%	1378	8.6%	1573	8.0%
Colorado	36	2.4%	20	1.0%	475	3.0%	531	2.7%
Connecticut	49	3.3%	53	2.6%	304	1.9%	406	2.1%
District Of Columbia	4	.3%	15	.7%	48	.3%	67	.3%
Delaware	2	.1%	5	.2%	60	.4%	67	.3%
Florida	90	6.0%	145	7.2%	853	5.3%	1088	5.6%
Georgia	63	4.2%	94	4.7%	421	2.6%	578	3.0%
Guam					4	.0%	4	.0%
Hawaii	2	.1%	2	.1%	48	.3%	52	.3%
Iowa	18	1.2%	17	.8%	270	1.7%	305	1.6%
Idaho	12	.8%	6	.3%	117	.7%	135	.7%
Illinois	35	2.3%	47	2.3%	457	2.8%	539	2.8%
Indiana	10	.7%	11	.5%	184	1.1%	205	1.0%
Kansas	12	.8%	25	1.2%	237	1.5%	274	1.4%
Kentucky	23	1.5%	31	1.5%	198	1.2%	252	1.3%
Louisiana	8	.5%	19	.9%	119	.7%	146	.7%
Massachusetts	86	5.8%	46	2.3%	331	2.1%	463	2.4%
Maryland	49	3.3%	61	3.0%	348	2.2%	458	2.3%
Maine	15	1.0%	16	.8%	149	.9%	180	.9%
Michigan	103	6.9%	104	5.2%	703	4.4%	910	4.7%
Minnesota	14	.9%	23	1.1%	337	2.1%	374	1.9%
Missouri	14	.9%	26	1.3%	146	.9%	186	1.0%
Mississippi	1	.1%	5	.2%	31	.2%	37	.2%
Montana	6	.4%	7	.3%	112	.7%	125	.6%
North Carolina	86	5.8%	138	6.9%	797	5.0%	1021	5.2%
North Dakota	5	.3%	13	.6%	68	.4%	86	.4%
Nebraska	15	1.0%	18	.9%	230	1.4%	263	1.3%
New Hampshire	12	.8%	10	.5%	101	.6%	123	.6%
New Jersey	10	.7%	31	1.5%	230	1.4%	271	1.4%
New Mexico	11	.7%	7	.3%	131	.8%	149	.8%
Nevada	13	.9%	8	.4%	113	.7%	134	.7%
New York	189	12.7%	192	9.5%	1341	8.4%	1722	8.8%
Ohio	36	2.4%	50	2.5%	381	2.4%	467	2.4%
Oklahoma	12	.8%	27	1.3%	274	1.7%	313	1.6%
Oregon	18	1.2%	16	.8%	223	1.4%	257	1.3%
Pennsylvania	107	7.2%	149	7.4%	881	5.5%	1137	5.8%
Rhode Island	8	.5%	7	.3%	53	.3%	68	.3%
South Carolina	14	.9%	26	1.3%	144	.9%	184	.9%
South Dakota	16	1.1%	1	.0%	145	.9%	162	.8%
Tennessee	20	1.3%	22	1.1%	264	1.6%	306	1.6%
Texas	62	4.2%	131	6.5%	1046	6.5%	1239	6.3%
Utah	5	.3%	33	1.6%	153	1.0%	191	1.0%
Virginia	23	1.5%	42	2.1%	330	2.1%	395	2.0%
Vermont	2	.1%	3	.1%	58	.4%	63	.3%
Washington	25	1.7%	44	2.2%	488	3.0%	557	2.8%
Wisconsin	24	1.6%	61	3.0%	437	2.7%	522	2.7%
West Virginia	7	.5%	13	.6%	161	1.0%	181	.9%
Wyoming	4	.3%	6	.3%	64	.4%	74	.4%

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

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1474	100.0%	1995	100.0%	15881	100.0%	19350	100.0%
Not metro								
NonMetro, with urban pop >20K and adjacent to metro area	91	6.2%	52	2.6%	760	4.8%	903	4.7%
NonMetro, with urban pop >20K, not adjacent to metro area	32	2.2%	29	1.5%	423	2.7%	484	2.5%
NonMetro, with urban pop 2.5K-20K, adjacent to metro area	48	3.3%	23	1.2%	759	4.8%	830	4.3%
NonMetro, with urban pop 2.5K-20K, not adjacent to metro area	34	2.3%	14	.7%	563	3.5%	611	3.2%
NonMetro, with urban pop < 2,500, adjacent to metro area	3	.2%			107	.7%	110	.6%
NonMetro, with urban pop <2,500, not adjacent to metro area	12	.8%	2	.1%	244	1.5%	258	1.3%
Metro								
Metro, >IM Population	740	50.2%	1050	52.6%	7333	46.2%	9123	47.1%
Metro, 250K-1M Population	364	24.7%	583	29.2%	3803	23.9%	4750	24.5%
Metro, <250K Population	150	10.2%	242	12.1%	1889	11.9%	2281	11.8%

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*

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1517	100.0%	2051	100.0%	16423	100.0%	19991	100.0%
Minor surgical procedures	620	40.9%	326	15.9%	11153	67.9%	12099	60.5%
First assisting at surgery	11	.7%	47	2.3%	4781	29.1%	4839	24.2%
Manage the care of patients in an inpatient setting	543	35.8%	1252	61.0%	5611	34.2%	7406	37.0%
Serve on the quality assurance committee	111	7.3%	132	6.4%	1384	8.4%	1627	8.1%
Serve on the utilization review committee	49	3.2%	35	1.7%	525	3.2%	609	3.0%
Participate in the conduct of clinical trials	109	7.2%	672	32.8%	1478	9.0%	2259	11.3%
Serve on formulary/pharmaceutical selection committee	41	2.7%	22	1.1%	472	2.9%	535	2.7%
Decision making about procurement of medical/surgical equipment/supplies	240	15.8%	173	8.4%	3576	21.8%	3989	20.0%
Supervisory/managerial responsibilities for other PAs	91	6.0%	152	7.4%	1560	9.5%	1803	9.0%
Supervisory/managerial responsibilities for clinical staff other than PAs	245	16.2%	335	16.3%	3281	20.0%	3861	19.3%
Supervisory/managerial responsibilities for non-clinical staff	131	8.6%	149	7.3%	1478	9.0%	1758	8.8%
Precept PA students	494	32.6%	623	30.4%	5959	36.3%	7076	35.4%
Precept students of other health professions	292	19.2%	391	19.1%	4170	25.4%	4853	24.3%

*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 Whether Primary Employer Receives Grants To Provide Medical Care To Populations In Underserved Communities

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1518	100.0%	2055	100.0%	16446	100.0%	20019	100.0%
Employer does not receive grants	807	53.2%	1056	51.4%	8417	51.2%	10280	51.4%
PHS Migrant Health Service grant	1	.1%	3	.1%	161	1.0%	165	.8%
PHS Health Care for the Homeless grant	18	1.2%	6	.3%	165	1.0%	189	.9%
PHS Public Housing Primary Care Program grant	2	.1%	1	.0%	31	.2%	34	.2%
PHS School Based Health Center grant	4	.3%	3	.1%	132	.8%	139	.7%
Other PHS Community Health Center grant	37	2.4%	16	.8%	547	3.3%	600	3.0%
Indian Health Service grant	4	.3%	3	.1%	125	.8%	132	.7%
Other PHS grant	13	.9%	17	.8%	191	1.2%	221	1.1%
Other federal grant	59	3.9%	85	4.1%	751	4.6%	895	4.5%
State-funded grant	53	3.5%	74	3.6%	715	4.3%	842	4.2%
Local-level grant	27	1.8%	27	1.3%	285	1.7%	339	1.7%
Private grant	18	1.2%	46	2.2%	241	1.5%	305	1.5%
Don't know whether employer receives grant	594	39.1%	867	42.2%	6476	39.4%	7937	39.6%

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

Table 3.16: Number and Percent Distribution of Clinically Practicing Respondents by Hours Worked per Week at Primary Clinical Job

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1518	100.0%	2055	100.0%	16446	100.0%	20019	100.0%
32 or more hours	1269	83.6%	1847	89.9%	14222	86.5%	17338	86.6%
Less than 32 hours	245	16.1%	200	9.7%	2152	13.1%	2597	13.0%
Hours not reported	4	.3%	8	.4%	72	.4%	84	.4%

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*

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	899	100.0%	1216	100.0%	8987	100.0%	11102	100.0%
See some inpatients	301	33.5%	782	64.3%	3400	37.8%	4483	40.4%
See some outpatients	649	72.2%	996	81.9%	7843	87.3%	9488	85.5%
See some nursing home patients	76	8.5%	38	3.1%	524	5.8%	638	5.7%
See some other patients**	52	5.8%	75	6.2%	747	8.3%	874	7.9%

*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

	Gen IM	IM Subs	All Others	Total
Respondents	1269	1847	14222	17338
Mean	43.8	45.4	44.2	44.3
Standard deviation	7.1	7.1	8.0	7.8
10th percentile	36.0	40.0	36.0	36.0
25th percentile	40.0	40.0	40.0	40.0
Median	40.0	45.0	40.0	42.0
75th percentile	48.0	50.0	50.0	50.0
90th percentile	50.0	55.0	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*

	Gen IM	IM Subs	All Others	Total
Respondents	165	174	650	989
Mean	41.9	43.6	43.5	43.3
Standard deviation	6.6	6.6	7.6	7.3
10th percentile	35.0	36.5	36.0	36.0
25th percentile	40.0	40.0	40.0	40.0
Median	40.0	40.0	40.0	40.0
75th percentile	44.0	48.0	48.0	48.0
90th percentile	50.0	50.0	55.0	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

	Gen IM	IM Subs	All Others	Total
Respondents	165	174	650	989
Mean	67.9	62.6	68.5	67.3
Standard deviation	42.2	35.1	47.7	44.8
10th percentile	30.0	20.0	20.0	20.0
25th percentile	40.0	39.0	39.3	40.0
Median	60.0	50.0	60.0	60.0
75th percentile	80.0	85.3	100.0	90.0
90th percentile	114.0	100.0	120.0	120.0

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*

	Gen IM	IM Subs	All Others	Total
Respondents	415	249	4016	4680
Mean	39.1	39.4	39.2	39.2
Standard deviation	5.7	5.1	5.5	5.5
10th percentile	33.0	34.0	33.0	33.0
25th percentile	35.0	35.0	35.0	35.0
Median	40.0	40.0	40.0	40.0
75th percentile	40.0	40.0	40.0	40.0
90th percentile	45.0	46.0	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

	Gen IM	IM Subs	All Others	Total
Respondents	415	249	4016	4680
Mean	85.2	70.5	99.2	96.5
Standard deviation	32.0	35.6	39.4	39.3
10th percentile	50.0	40.0	56.0	50.0
25th percentile	64.0	50.0	75.0	72.0
Median	80.0	60.0	100.0	100.0
75th percentile	100.0	85.0	120.0	120.0
90th percentile	120.0	110.0	150.0	150.0

Table 4.7: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Source of Hospital Privileges

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	380	100.0%	504	100.0%	3834	100.0%	4718	100.0%
Hospital privileges granted by medical staff	367	96.6%	479	95.0%	3633	94.8%	4479	94.9%
Hospital privileges granted by HR	13	3.4%	25	5.0%	201	5.2%	239	5.1%

Table 4.8 Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Whether Call is Taken

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1269	100.0%	1847	100.0%	14222	100.0%	17338	100.0%
Do not take call	920	72.5%	1284	69.5%	8125	57.1%	10329	59.6%
Take some call	301	23.7%	521	28.2%	5223	36.7%	6045	34.9%
Take call, hours unknown	12	.9%	7	.4%	131	.9%	150	.9%
Always on call	36	2.8%	35	1.9%	743	5.2%	814	4.7%

Table 4.9 Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Call Taken*

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1269	100.0%	1847	100.0%	14222	100.0%	17338	100.0%
Emergency department call	46	3.6%	104	5.6%	1699	11.9%	1849	10.7%
Surgical assisting call	3	.2%	2	.1%	2092	14.7%	2097	12.1%
In-house call	131	10.3%	274	14.8%	1656	11.6%	2061	11.9%
Other call	227	17.9%	343	18.6%	3109	21.9%	3679	21.2%
Do not take call	920	72.5%	1284	69.5%	8125	57.1%	10329	59.6%
Call taken, type not indicated			4	.2%	57	.4%	61	.4%

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

Table 4.10: Summary Measures of Call Hours per Month for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job*

	Gen IM	IM Subs	All Others	Total
Respondents	301	521	5223	6045
Mean	85.8	65.6	99.9	96.2
Standard deviation	91.9	73.7	90.3	89.6
10th percentile	8.0	9.0	12.8	12.0
25th percentile	20.0	16.0	36.0	30.0
Median	50.0	40.0	75.0	72.0
75th percentile	120.0	90.0	144.0	130.0
90th percentile	200.0	166.4	200.0	200.0

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

Table 4.11: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Type of Base Pay Received*

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1189	100.0%	1770	100.0%	13172	100.0%	16131	100.0%
No base pay	15	1.3%	5	.3%	201	1.5%	221	1.4%
Salary	1000	84.1%	1619	91.5%	10247	77.8%	12866	79.8%
Hourly wage	168	14.1%	143	8.1%	2615	19.9%	2926	18.1%
Other base pay	6	.5%	3	.2%	109	.8%	118	.7%

*Excludes self-employed PAs.

Table 4.12: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Additional Compensation Received*

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	1172	100.0%	1720	100.0%	12971	100.0%	15863	100.0%
No additional pay	477	40.7%	661	38.4%	4056	31.3%	5194	32.7%
Surgical assisting fees	4	.3%	3	.2%	303	2.3%	310	2.0%
Overtime pay	206	17.6%	177	10.3%	2309	17.8%	2692	17.0%
Administrative pay	23	2.0%	21	1.2%	363	2.8%	407	2.6%
Pay for on-call availability	53	4.5%	98	5.7%	1170	9.0%	1321	8.3%
Pay for on-call services/events	66	5.6%	126	7.3%	1115	8.6%	1307	8.2%
Bonus not based on performance	155	13.2%	442	25.7%	2291	17.7%	2888	18.2%
Bonus based on performance of practice	117	10.0%	218	12.7%	1709	13.2%	2044	12.9%
Bonus based on performance of PA	260	22.2%	278	16.2%	3266	25.2%	3804	24.0%
Bonus based on something else	81	6.9%	119	6.9%	851	6.6%	1051	6.6%

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

Table 4.13: 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*

	Gen IM		IM Subs		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	325	100.0%	400	100.0%	4260	100.0%	4985	100.0%
Bonus based on charges	68	20.9%	63	15.8%	900	21.1%	1031	20.7%
Bonus based on revenues	144	44.3%	167	41.8%	1880	44.1%	2191	44.0%
Bonus based on relative value units	45	13.8%	36	9.0%	556	13.1%	637	12.8%
Bonus based on profit	64	19.7%	118	29.5%	1108	26.0%	1290	25.9%
Bonus based on number of visits or panel size	62	19.1%	58	14.5%	794	18.6%	914	18.3%
Bonus based on quality of care	51	15.7%	73	18.3%	595	14.0%	719	14.4%
Bonus based on patient satisfaction	56	17.2%	63	15.8%	600	14.1%	719	14.4%
Bonus based on other factors	26	8.0%	52	13.0%	326	7.7%	404	8.1%

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

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

	Gen IM	IM Subs	All Others	Total
Respondents	1200	1781	13324	16305
Mean	\$76,067	\$76,709	\$82,175	\$81,129
Standard deviation	\$17,548	\$16,211	\$22,000	\$21,254
10th percentile	\$58,844	\$60,285	\$60,262	\$60,184
25th percentile	\$65,214	\$66,116	\$67,540	\$67,128
Median	\$73,222	\$74,019	\$78,382	\$77,402
75th percentile	\$83,411	\$84,092	\$92,101	\$90,402
90th percentile	\$95,486	\$95,246	\$109,094	\$106,705

*Excludes self-employed PAs.

Table 4.15: Summary Measures of Total Annual Income from Primary Employer for Respondents Who Graduated in 2004 and Work at Least 32 Hours per Week at Primary Clinical Job*

	Gen IM	IM Subs	All Others	Total
Respondents	118	256	1492	1866
Mean	\$66,928	\$67,342	\$68,342	\$68,116
Standard deviation	\$11,648	\$10,967	\$13,506	\$13,077
10th percentile	\$55,675	\$55,515	\$54,301	\$54,716
25th percentile	\$59,717	\$60,918	\$60,577	\$60,571
Median	\$65,382	\$66,329	\$66,862	\$66,591
75th percentile	\$70,848	\$73,207	\$74,107	\$73,891
90th percentile	\$78,803	\$80,403	\$84,130	\$83,555

*Excludes self-employed PAs.