

2006 AAPA Physician Assistant Census Report for Emergency 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 2006 AAPA Physician Assistant Census was conducted between February 23 and September 15, 2006. The 2006 Census was available online as well as on paper; 2006 was the first year that this survey was available to be completed online.

The online version of the survey was posted to the AAPA web site and an email with a link to the survey was sent on February 23, 2006 to 41,053 PAs for whom a valid email address was available. Reminder emails were sent to AAPA members with valid email addresses via AAPA's monthly E-News on March 1, April 5, May 3, June 8, and September 6, 2006.

The paper version of the survey was mailed on March 15, 2006 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, 2005 and for whom address information was available, but the paper version of the survey was not sent to individuals from whom an electronic response had been received prior to March 6, 2006, or to individuals who had indicated on a previous Census that they were retired or working as a physician. Paper surveys were mailed to 62,968 people.

In total, 65,681 PAs were invited to participate in the 2006 Census – accounting for 93.0 percent of the 70,612 individuals eligible to practice as PAs. Completed surveys were received from 23,436 people, representing 33.2 percent of all individuals eligible to practice as PAs and 35.7 percent of the PAs who were invited to participate. Of the 26,418 AAPA members invited to participate, 15,995 (60.5%) responded; of the 39,263 non-members who were invited to participate, 7,442 (19.0%) 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 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 62 percent of the respondents to this year's census.

Ethnicity: White PAs comprise 88 percent of the respondents.

PA Education: Just under half (44%) of respondents hold a bachelor's level PA degree; 35 percent of respondents hold a master's level PA degree.

Age: The mean age of census respondents is 41 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 (91%) 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 (44%) are employed by a single or multi-specialty physician group practice while 22 percent are employed by hospitals and 13 percent are employed by solo physician offices.

Government Employment: About 9 percent of respondents work for some type of government agency. The Department of Veterans' Affairs is the single largest government employer of PAs accounting for about two percent of respondents; state governments collectively employ just under 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 inpatient units (10%), hospital emergency rooms (9%), hospital outpatient units (7%), and hospital operating rooms (7%). Physician group practices are the primary work setting for 31 percent of respondents; 22 percent report working in a single-specialty group practice and 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 (34%), hospital emergency rooms (30%), single-specialty physician group practices (29%), hospital operating rooms (22%), hospital outpatient units (21%), and hospital intensive care/critical care units (22%).

Primary Specialty of Practice: While PAs practice in over 60 different specialty fields, 38 percent of this year's respondents reported that their primary specialty was one of the primary care fields: family/general medicine (27%), general internal medicine (7%), general pediatrics (3%), and obstetrics/gynecology (2%). Other prevalent

specialties for PAs include general surgery/surgical subspecialties (25%), emergency medicine (10%), the subspecialties of internal medicine (11%) and dermatology (3%).

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

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

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

Functions and Responsibilities: PAs can perform a variety of functions for their primary employers. More than half (60%) reported performing minor surgical procedures, thirty-eight percent of respondents reported that they manage the care of patients in an inpatient setting and about one-quarter (24%) reported first-assisting at surgery. Nine percent of respondents reported supervising other PAs, and one in five (19%) reported supervising other clinical staff. More than one-third of respondents (36%) indicated that they precept PA students; one-fourth (24%) reported precepting students of other health professions.

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

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

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

Patient Visits/Encounters: Due to the variety of work settings and specialty fields in which PAs practice, the types of patients PAs treat are quite varied. The vast majority (85%) 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 95. Over one-third of respondents who work full-time (44%) see some inpatients in their primary job; the mean number of patient encounters provided per week by respondents who see inpatients exclusively is 64. Eleven percent of respondents report seeing patients who can not be classified as inpatients, outpatients, or nursing home patients, and six percent of full-time PAs reported seeing some nursing home patients in their primary job.

Taking Call: Four in ten respondents (40%) reported taking call for their primary employer. The mean number of hours on call per month for those PAs who reported taking some call but who were not always on call is 94.

Base Pay: The majority of respondents (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. Nineteen percent of respondents reported receiving a bonus based on something other than productivity or performance while 18 percent reported receiving

overtime pay. Almost half of those who reported receiving an incentive based on productivity or performance (44%) 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 \$80,356; the mean is \$84,396. The comparable figures for respondents who graduated in 2005 are \$69,517 and \$71,004, respectively.

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Section I: Characteristics of 2006 AAPA Census Respondents

Table 1.1: Number and Percent Distribution of Census Respondents by whether in Emergency Medicine

	Count	Percent
Total	23436	100.0%
Emergency Medicine	2045	8.7%
All Others	21391	91.3%

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	2026	100.0%	21192	100.0%	23218	100.0%
Male	999	49.3%	7745	36.5%	8744	37.7%
Female	1027	50.7%	13447	63.5%	14474	62.3%

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	1841	100.0%	19372	100.0%	21213	100.0%
Asian/Pacific Islander	62	3.4%	686	3.5%	748	3.5%
Black (Not Hispanic)	65	3.5%	692	3.6%	757	3.6%
Hispanic/Latino Origin	58	3.2%	753	3.9%	811	3.8%
Amer Indian/Alaskan	19	1.0%	149	.8%	168	.8%
White (Not Hispanic)	1637	88.9%	17092	88.2%	18729	88.3%

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1875	100.0%	19803	100.0%	21678	100.0%
Certificate from PA school	518	27.6%	6051	30.6%	6569	30.3%
Associate's degree from PA school	147	7.8%	1290	6.5%	1437	6.6%
Bachelor's degree from PA school	817	43.6%	8720	44.0%	9537	44.0%
Master's degree from PA school	697	37.2%	6803	34.4%	7500	34.6%

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

Table 1.5: Summary Measures of Age for Census Respondents

	Emergency Medicine	All Others	Total
Count	2044	21346	23390
Mean	40.3	41.4	41.3
Standard deviation	9.9	11.0	10.9
10th p-tile	28.0	28.0	28.0
25th p-tile	32.0	32.0	32.0
Median	39.0	40.0	40.0
75th p-tile	48.0	51.0	50.0
90th p-tile	55.0	57.0	57.0

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

	Emergency Medicine	All Others	Total
Count	2044	21346	23390
Mean	31.0	30.6	30.6
Standard deviation	6.5	6.9	6.8
10th p-tile	24.0	24.0	24.0
25th p-tile	26.0	26.0	26.0
Median	29.0	29.0	29.0
75th p-tile	34.0	34.0	34.0
90th p-tile	41.0	41.0	41.0

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

	Emergency Medicine	All Others	Total
Count	2045	21391	23436
Mean	9.4	10.9	10.7
Standard deviation	8.1	9.3	9.2
10th p-tile	2.0	2.0	2.0
25th p-tile	3.0	3.0	3.0
Median	7.0	7.0	7.0
75th p-tile	12.0	17.0	17.0
90th p-tile	24.0	27.0	26.0

Section II: Professional Status of Respondents

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	2045	100.0%	21391	100.0%	23436	100.0%
In clinical practice	2045	100.0%	19226	89.9%	21271	90.8%
Not in clinical practice			2165	10.1%	2165	9.2%

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	2045	100.0%	21391	100.0%	23436	100.0%
Clinically practicing PA	2045	100.0%	19226	89.9%	21271	90.8%
Clinically practicing physician or resident			26	.1%	26	.1%
Clinically practicing NP	5	.2%	180	.8%	185	.8%
Other clinically practicing provider	19	.9%	162	.8%	181	.8%
PA educator	107	5.2%	880	4.1%	987	4.2%
Other health professions educator	31	1.5%	267	1.2%	298	1.3%
Health care professional-administrator	27	1.3%	380	1.8%	407	1.7%
Health care professional-researcher	5	.2%	161	.8%	166	.7%
Health care professional-lawyer			11	.1%	11	.0%
Health care professional-public health	2	.1%	58	.3%	60	.3%
Health care professional-other	30	1.5%	395	1.8%	425	1.8%
Other non-health professional	10	.5%	235	1.1%	245	1.0%
Student in post-graduate PA program	15	.7%	108	.5%	123	.5%
Medical student	11	.5%	40	.2%	51	.2%
Other student	4	.2%	86	.4%	90	.4%
Not employed by choice			580	2.7%	580	2.5%
Employed, seeking PA job	1	.0%	80	.4%	81	.3%
Unemployed, seeking PA job			183	.9%	183	.8%
Unemployed, seeking non-PA job			35	.2%	35	.1%
Retired			187	.9%	187	.8%
Other	4	.2%	246	1.2%	250	1.1%

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

Section III: Information about Respondents in Clinical Practice

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	2045	100.0%	19226	100.0%	21271	100.0%
One	1434	70.1%	16694	86.8%	18128	85.2%
Two	453	22.2%	2119	11.0%	2572	12.1%
Three	105	5.1%	270	1.4%	375	1.8%
More than three	17	.8%	63	.3%	80	.4%
Self-employed w/mult contracts	36	1.8%	80	.4%	116	.5%

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	2031	100.0%	18894	100.0%	20925	100.0%
Self-employed	133	6.5%	412	2.2%	545	2.6%
Solo physician practice	7	.3%	2690	14.2%	2697	12.9%
Single-specialty physician group	639	31.5%	5952	31.5%	6591	31.5%
Multi-specialty physician group	89	4.4%	2555	13.5%	2644	12.6%
University hospital	183	9.0%	1469	7.8%	1652	7.9%
Other hospital	616	30.3%	2414	12.8%	3030	14.5%
Freestanding urgent care center	60	3.0%	387	2.0%	447	2.1%
Freestanding surgical center	1	.0%	26	.1%	27	.1%
Nursing home or LTC facility			55	.3%	55	.3%
Home health agency			4	.0%	4	.0%
Hospice	1	.0%	1	.0%	2	.0%
HMO	30	1.5%	407	2.2%	437	2.1%
Community health center	18	.9%	1220	6.5%	1238	5.9%
Medical staffing agency	28	1.4%	30	.2%	58	.3%
Physician practice mngmt org	164	8.1%	120	.6%	284	1.4%
Integrated health system	12	.6%	234	1.2%	246	1.2%
Corrections system	4	.2%	213	1.1%	217	1.0%
Other	46	2.3%	705	3.7%	751	3.6%

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	2003	100.0%	18697	100.0%	20700	100.0%
Not government employed	1894	94.6%	16957	90.7%	18851	91.1%
Air Force	5	.2%	94	.5%	99	.5%
Army	35	1.7%	241	1.3%	276	1.3%
Navy	5	.2%	94	.5%	99	.5%
Coast Guard			12	.1%	12	.1%
Dept. of Veterans Affairs	18	.9%	462	2.5%	480	2.3%
Federal Bureau of Prisons/DOJ	2	.1%	34	.2%	36	.2%
Indian Health Service	5	.2%	69	.4%	74	.4%
Federal Public Health Service	2	.1%	77	.4%	79	.4%
Other Federal Government	4	.2%	92	.5%	96	.5%
State Government	14	.7%	317	1.7%	331	1.6%
Local Government	19	.9%	248	1.3%	267	1.3%

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	2040	100.0%	18983	100.0%	21023	100.0%
Intensive/critical care unit of hospital	1	.0%	445	2.3%	446	2.1%
Inpatient unit of hospital (not ICU/CCU)	2	.1%	2057	10.8%	2059	9.8%
Outpatient unit of hospital	29	1.4%	1422	7.5%	1451	6.9%
Hospital emergency room	1855	90.9%	127	.7%	1982	9.4%
Hospital operating room	7	.3%	1401	7.4%	1408	6.7%
Other unit of hospital	5	.2%	286	1.5%	291	1.4%
Federally Qualified Rural Health Center	9	.4%	765	4.0%	774	3.7%
Other FQHC	3	.1%	406	2.1%	409	1.9%
Other community health center/facility	5	.2%	507	2.7%	512	2.4%
Freestanding urgent care facility	86	4.2%	527	2.8%	613	2.9%
Freestanding surgical facility			83	.4%	83	.4%
Solo practice physician office	3	.1%	2643	13.9%	2646	12.6%
Single-specialty physician group practice	4	.2%	4613	24.3%	4617	22.0%
Multi-specialty physician group practice	8	.4%	1914	10.1%	1922	9.1%
HMO facility	5	.2%	334	1.8%	339	1.6%
Nursing home or LTC facility			163	.9%	163	.8%
University/college student health facility	2	.1%	121	.6%	123	.6%
School-based health facility			77	.4%	77	.4%
Other freestanding outpatient facility	4	.2%	384	2.0%	388	1.8%
Correctional facility	4	.2%	227	1.2%	231	1.1%
Industrial facility/work site			100	.5%	100	.5%
Mobile health unit			23	.1%	23	.1%
Patients' homes			27	.1%	27	.1%
Other	8	.4%	331	1.7%	339	1.6%

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	2040	100.0%	19003	100.0%	21043	100.0%
Intensive/critical care unit of hospital	38	1.9%	4683	24.6%	4721	22.4%
Inpatient unit of hospital (not ICU/CCU)	72	3.5%	6993	36.8%	7065	33.6%
Outpatient unit of hospital	85	4.2%	4264	22.4%	4349	20.7%
Hospital emergency room	1914	93.8%	4381	23.1%	6295	29.9%
Hospital operating room	30	1.5%	4598	24.2%	4628	22.0%
Other unit of hospital	36	1.8%	1870	9.8%	1906	9.1%
Federally Qualified Rural Health Center	38	1.9%	998	5.3%	1036	4.9%
Other FQHC	12	.6%	579	3.0%	591	2.8%
Other community health center/facility	15	.7%	781	4.1%	796	3.8%
Freestanding urgent care facility	167	8.2%	844	4.4%	1011	4.8%
Freestanding surgical facility	1	.0%	1067	5.6%	1068	5.1%
Solo practice physician office	17	.8%	3030	15.9%	3047	14.5%
Single-specialty physician group practice	49	2.4%	6021	31.7%	6070	28.8%
Multi-specialty physician group practice	20	1.0%	2605	13.7%	2625	12.5%
HMO facility	12	.6%	487	2.6%	499	2.4%
Nursing home or LTC facility	12	.6%	1169	6.2%	1181	5.6%
University/college student health facility	5	.2%	264	1.4%	269	1.3%
School-based health facility	1	.0%	168	.9%	169	.8%
Other freestanding outpatient facility	13	.6%	645	3.4%	658	3.1%
Correctional facility	9	.4%	347	1.8%	356	1.7%
Industrial facility/work site			183	1.0%	183	.9%
Mobile health unit	6	.3%	81	.4%	87	.4%
Patients' homes	3	.1%	351	1.8%	354	1.7%
Other	27	1.3%	535	2.8%	562	2.7%

*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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	2045	100.0%	18953	100.0%	20998	100.0%
Family/general medicine			5572	29.4%	5572	26.5%
General internal medicine			1497	7.9%	1497	7.1%
Emergency medicine	2045	100.0%			2045	9.7%
General pediatrics			516	2.7%	516	2.5%
General surgery			575	3.0%	575	2.7%
Internal medicine subspecialties			2336	12.3%	2336	11.1%
Pediatric subspecialties			324	1.7%	324	1.5%
Surgical subspecialties			4668	24.6%	4668	22.2%
Obstetrics and gynecology			485	2.6%	485	2.3%
Industrial/occupational medicine			495	2.6%	495	2.4%
Other			2485	13.1%	2485	11.8%

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	2045	100.0%	18953	100.0%	20998	100.0%
Addiction medicine			77	.4%	77	.4%
Allergy			121	.6%	121	.6%
Anesthesiology			56	.3%	56	.3%
Dermatology			693	3.7%	693	3.3%
Emergency medicine	2045	100.0%			2045	9.7%
Family practice w/o urgent care			3261	17.2%	3261	15.5%
Family practice wt urgent care			2311	12.2%	2311	11.0%
Genetics			4	.0%	4	.0%
Geriatrics			128	.7%	128	.6%
Obstetrics/gynecology			485	2.6%	485	2.3%
Occupational medicine			495	2.6%	495	2.4%
Ophthalmology			24	.1%	24	.1%
Pain management			223	1.2%	223	1.1%
Pathology			4	.0%	4	.0%
Physical med rehab			165	.9%	165	.8%
Psychiatry			201	1.1%	201	1.0%
Public health			38	.2%	38	.2%
Radiation oncology			57	.3%	57	.3%
Radiology			71	.4%	71	.3%
Interventional radiology			112	.6%	112	.5%
Hospital medicine			239	1.3%	239	1.1%
General surgery			575	3.0%	575	2.7%
Surg: cardiovascular/cardiothoracic			681	3.6%	681	3.2%
Surg: colon & rectal			25	.1%	25	.1%
Surg: hand			51	.3%	51	.2%
Surg: neurology			518	2.7%	518	2.5%
Surg: oncology			61	.3%	61	.3%
Surg: orthopedics			2224	11.7%	2224	10.6%
Surg: otorhinolaryngology			190	1.0%	190	.9%
Surg: pediatric			23	.1%	23	.1%
Surg: plastic			155	.8%	155	.7%
Surg: thoracic			35	.2%	35	.2%
Surg: transplant			43	.2%	43	.2%
Surg: trauma			102	.5%	102	.5%
Surg: urology			256	1.4%	256	1.2%
Surg: vascular			140	.7%	140	.7%
Surg: bariatric			52	.3%	52	.2%
Surg: other			112	.6%	112	.5%
General pediatrics			516	2.7%	516	2.5%
Ped: adolescent medicine			48	.3%	48	.2%
Ped: allergy			5	.0%	5	.0%
Ped: cardiology			18	.1%	18	.1%
Ped: critical care			21	.1%	21	.1%
Ped: endocrinology			11	.1%	11	.1%
Ped: gastroenterology			17	.1%	17	.1%
Ped: hematology/oncology			8	.0%	8	.0%
Ped: infectious disease			2	.0%	2	.0%
Ped: neonatal-perinatal			69	.4%	69	.3%
Ped: nephrology			2	.0%	2	.0%
Ped: neurology			18	.1%	18	.1%
Ped: pulmonology			8	.0%	8	.0%
Ped: rheumatology			4	.0%	4	.0%
Ped: oncology			18	.1%	18	.1%
Ped: other			75	.4%	75	.4%
General internal medicine			1497	7.9%	1497	7.1%
IM: cardiology			798	4.2%	798	3.8%
IM: critical care			82	.4%	82	.4%
IM: endocrinology			107	.6%	107	.5%
IM: gastroenterology			385	2.0%	385	1.8%
IM: hematology/oncology			43	.2%	43	.2%
IM: immunology			2	.0%	2	.0%
IM: infectious disease			110	.6%	110	.5%
IM: nephrology			127	.7%	127	.6%
IM: neurology			131	.7%	131	.6%
IM: pulmonology			87	.5%	87	.4%
IM: rheumatology			74	.4%	74	.4%
IM: oncology			294	1.6%	294	1.4%
IM: other			96	.5%	96	.5%
Other			272	1.4%	272	1.3%

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

	Emergency Medicine	All Others	Total
Respondents	2044	19191	21235
Mean	8.8	9.5	9.4
Standard deviation	8.2	8.9	8.9
10th percentile	1.0	1.0	1.0
25th percentile	3.0	3.0	3.0
Median	6.0	6.0	6.0
75th percentile	12.0	14.0	14.0
90th percentile	23.0	25.0	25.0

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

	Emergency Medicine	All Others	Total
Respondents	2008	18696	20704
Mean	4.5	4.9	4.9
Standard deviation	5.2	5.9	5.8
10th percentile	.0	.0	.0
25th percentile	1.0	1.0	1.0
Median	3.0	3.0	3.0
75th percentile	6.0	6.0	6.0
90th percentile	11.0	13.0	13.0

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

	Emergency Medicine	All Others	Total
Respondents	1962	18245	20207
Mean	6.2	6.5	6.5
Standard deviation	6.3	7.3	7.2
10th percentile	.0	.0	.0
25th percentile	2.0	1.0	1.0
Median	4.0	4.0	4.0
75th percentile	9.0	9.0	9.0
90th percentile	15.0	18.0	18.0

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1967	100.0%	18672	100.0%	20639	100.0%
Northeast	471	23.9%	4221	22.6%	4692	22.7%
Southeast	505	25.7%	4394	23.5%	4899	23.7%
North Central	439	22.3%	3905	20.9%	4344	21.0%
South Central	208	10.6%	2560	13.7%	2768	13.4%
West	344	17.5%	3592	19.2%	3936	19.1%

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1967	100.0%	18672	100.0%	20639	100.0%
Alaska	4	.2%	119	.6%	123	.6%
Alabama	4	.2%	101	.5%	105	.5%
Arkansas	1	.1%	40	.2%	41	.2%
Arizona	60	3.1%	445	2.4%	505	2.4%
California	163	8.3%	1450	7.8%	1613	7.8%
Colorado	31	1.6%	541	2.9%	572	2.8%
Connecticut	45	2.3%	407	2.2%	452	2.2%
District Of Columbia	4	.2%	53	.3%	57	.3%
Delaware	2	.1%	59	.3%	61	.3%
Florida	131	6.7%	981	5.3%	1112	5.4%
Georgia	48	2.4%	575	3.1%	623	3.0%
Guam	2	.1%	3	.0%	5	.0%
Hawaii	3	.2%	45	.2%	48	.2%
Iowa	21	1.1%	288	1.5%	309	1.5%
Idaho	12	.6%	165	.9%	177	.9%
Illinois	48	2.4%	546	2.9%	594	2.9%
Indiana	19	1.0%	191	1.0%	210	1.0%
Kansas	29	1.5%	253	1.4%	282	1.4%
Kentucky	31	1.6%	227	1.2%	258	1.3%
Louisiana	6	.3%	134	.7%	140	.7%
Massachusetts	41	2.1%	437	2.3%	478	2.3%
Maryland	61	3.1%	419	2.2%	480	2.3%
Maine	28	1.4%	160	.9%	188	.9%
Michigan	108	5.5%	880	4.7%	988	4.8%
Minnesota	28	1.4%	384	2.1%	412	2.0%
Missouri	18	.9%	190	1.0%	208	1.0%
Mississippi	2	.1%	27	.1%	29	.1%
Montana	11	.6%	118	.6%	129	.6%
North Carolina	70	3.6%	1012	5.4%	1082	5.2%
North Dakota	2	.1%	82	.4%	84	.4%
Nebraska	19	1.0%	264	1.4%	283	1.4%
New Hampshire	11	.6%	130	.7%	141	.7%
New Jersey	50	2.5%	257	1.4%	307	1.5%
New Mexico	4	.2%	137	.7%	141	.7%
Nevada	12	.6%	128	.7%	140	.7%
New York	185	9.4%	1525	8.2%	1710	8.3%
Ohio	84	4.3%	431	2.3%	515	2.5%
Oklahoma	37	1.9%	262	1.4%	299	1.4%
Oregon	14	.7%	274	1.5%	288	1.4%
Pennsylvania	89	4.5%	1123	6.0%	1212	5.9%
Rhode Island	9	.5%	67	.4%	76	.4%
South Carolina	21	1.1%	192	1.0%	213	1.0%
South Dakota	9	.5%	144	.8%	153	.7%
Tennessee	48	2.4%	273	1.5%	321	1.6%
Texas	98	5.0%	1166	6.2%	1264	6.1%
Utah	5	.3%	213	1.1%	218	1.1%
Virginia	68	3.5%	399	2.1%	467	2.3%
Vermont	11	.6%	56	.3%	67	.3%
Washington	56	2.8%	561	3.0%	617	3.0%
Wisconsin	83	4.2%	505	2.7%	588	2.8%
West Virginia	19	1.0%	162	.9%	181	.9%
Wyoming	2	.1%	71	.4%	73	.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*

		Emergency Medicine		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		1829	100.0%	17699	100.0%	19528	100.0%
Not metro	NonMetro, with urban pop >20K and adjacent to metro area	89	4.9%	831	4.7%	920	4.7%
	NonMetro, with urban pop >20K, not adjacent to metro area	36	2.0%	461	2.6%	497	2.5%
	NonMetro, with urban pop 2.5K-20K, adjacent to metro area	82	4.5%	723	4.1%	805	4.1%
	NonMetro, with urban pop 2.5K-20K, not adjacent to metro area	64	3.5%	537	3.0%	601	3.1%
	NonMetro, with urban pop < 2,500, adjacent to metro area	8	.4%	109	.6%	117	.6%
	NonMetro, with urban pop <2,500, not adjacent to metro area	12	.7%	208	1.2%	220	1.1%
	Metro	Metro, >1M Population	955	52.2%	8369	47.3%	9324
	Metro, 250K-1M Population	375	20.5%	4334	24.5%	4709	24.1%
	Metro, <250K Population	208	11.4%	2127	12.0%	2335	12.0%

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*

		Emergency Medicine		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		2018	100.0%	18752	100.0%	20770	100.0%
Minor surgical procedures		1667	82.6%	10739	57.3%	12406	59.7%
First assisting at surgery		28	1.4%	5011	26.7%	5039	24.3%
Manage the care of patients in an inpatient setting		220	10.9%	7592	40.5%	7812	37.6%
Serve on the quality assurance committee		162	8.0%	1521	8.1%	1683	8.1%
Serve on the utilization review committee		53	2.6%	594	3.2%	647	3.1%
Participate in the conduct of clinical trials		75	3.7%	2338	12.5%	2413	11.6%
Serve on formulary/pharmaceutical selection committee		29	1.4%	536	2.9%	565	2.7%
Decision making about procurement of medical/surgical equipment/supplies		309	15.3%	3761	20.1%	4070	19.6%
Supervisory/managerial responsibilities for other PAs		358	17.7%	1586	8.5%	1944	9.4%
Supervisory/managerial responsibilities for clinical staff other than PAs		205	10.2%	3694	19.7%	3899	18.8%
Supervisory/managerial responsibilities for non-clinical staff		69	3.4%	1714	9.1%	1783	8.6%
Precept PA students		995	49.3%	6426	34.3%	7421	35.7%
Precept students of other health professions		675	33.4%	4370	23.3%	5045	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 Hours Worked per Week at Primary Clinical Job

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	2045	100.0%	19226	100.0%	21271	100.0%
32 or more hours	1740	85.1%	16410	85.4%	18150	85.3%
Less than 32 hours	286	14.0%	2429	12.6%	2715	12.8%
Hours not reported	19	.9%	387	2.0%	406	1.9%

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*

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1107	100.0%	11359	100.0%	12466	100.0%
See some inpatients	591	53.4%	4943	43.5%	5534	44.4%
See some outpatients	956	86.4%	9611	84.6%	10567	84.8%
See some nursing home patients	42	3.8%	659	5.8%	701	5.6%
See some other patients**	42	3.8%	1322	11.6%	1364	10.9%

*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

	Emergency Medicine	All Others	Total
Respondents	1740	16410	18150
Mean	41.1	44.6	44.3
Standard deviation	7.0	8.0	8.0
10th percentile	35.0	36.0	36.0
25th percentile	36.0	40.0	40.0
Median	40.0	42.0	41.0
75th percentile	44.0	50.0	50.0
90th percentile	50.0	55.0	55.0

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

	Emergency Medicine	All Others	Total
Respondents	153	1001	1154
Mean	40.5	43.6	43.2
Standard deviation	6.4	7.4	7.3
10th percentile	35.0	36.0	35.0
25th percentile	36.0	40.0	40.0
Median	40.0	40.0	40.0
75th percentile	42.0	48.0	48.0
90th percentile	48.0	52.0	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

	Emergency Medicine	All Others	Total
Respondents	129	952	1081
Mean	87.5	60.5	63.7
Standard deviation	38.8	42.1	42.6
10th percentile	50.0	20.0	20.0
25th percentile	63.0	30.0	35.0
Median	80.0	50.0	50.0
75th percentile	100.0	80.0	90.0
90th percentile	120.0	100.0	110.0

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*

	Emergency Medicine	All Others	Total
Respondents	474	4307	4781
Mean	40.1	38.8	39.0
Standard deviation	4.9	5.4	5.4
10th percentile	35.0	33.0	33.0
25th percentile	36.0	35.0	35.0
Median	40.0	40.0	40.0
75th percentile	42.0	40.0	40.0
90th percentile	48.0	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

	Emergency Medicine	All Others	Total
Respondents	460	4258	4718
Mean	93.2	94.7	94.6
Standard deviation	38.4	40.1	39.9
10th percentile	50.0	50.0	50.0
25th percentile	70.0	70.0	70.0
Median	90.0	90.0	90.0
75th percentile	110.0	115.0	115.0
90th percentile	140.0	140.0	140.0

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1723	100.0%	16246	100.0%	17969	100.0%
Do not take call	1517	88.0%	9252	56.9%	10769	59.9%
Take some call	150	8.7%	6014	37.0%	6164	34.3%
Take call, hours unknown	7	.4%	132	.8%	139	.8%
Always on call	49	2.8%	848	5.2%	897	5.0%

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

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1724	100.0%	16271	100.0%	17995	100.0%
Emergency department call	156	9.0%	1763	10.8%	1919	10.7%
Surgical assisting call	6	.3%	2226	13.7%	2232	12.4%
In-house call	13	.8%	2203	13.5%	2216	12.3%
Other call	38	2.2%	3752	23.1%	3790	21.1%
Do not take call	1517	88.0%	9252	56.9%	10769	59.8%
Call taken, type not indicated	7	.4%	44	.3%	51	.3%

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

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

	Emergency Medicine	All Others	Total
Respondents	150	6012	6162
Mean	51.3	95.2	94.1
Standard deviation	58.9	87.4	87.1
10th percentile	8.0	12.0	12.0
25th percentile	12.0	32.0	30.0
Median	24.0	72.0	72.0
75th percentile	66.0	130.0	130.0
90th percentile	154.4	200.0	200.0

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

Table 4.10: Number and Percent Distribution of Clinically Practicing Respondents by Types of Professional Liability Insurance Policies*

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1724	100.0%	16271	100.0%	17995	100.0%
Personal policy funded by employer	655	38.0%	5446	33.5%	6101	33.9%
Personal policy, self-funded	54	3.1%	465	2.9%	519	2.9%
Rider on employer's policy, funded by employer	827	48.0%	8038	49.4%	8865	49.3%
Rider on employer's policy, self-funded	17	1.0%	159	1.0%	176	1.0%
Other type of liability insurance	50	2.9%	509	3.1%	559	3.1%
No professional liability insurance coverage	35	2.0%	397	2.4%	432	2.4%
Don't know	165	9.6%	1843	11.3%	2008	11.2%

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

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*

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1561	100.0%	15530	100.0%	17091	100.0%
No base pay	30	1.9%	207	1.3%	237	1.4%
Salary	507	32.5%	13162	84.8%	13669	80.0%
Hourly wage	1006	64.4%	2065	13.3%	3071	18.0%
Other base pay	18	1.2%	96	.6%	114	.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*

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1532	100.0%	14977	100.0%	16509	100.0%
No additional pay	335	21.9%	4969	33.2%	5304	32.1%
Surgical assisting fees	4	.3%	328	2.2%	332	2.0%
Overtime pay	672	43.9%	2223	14.8%	2895	17.5%
Administrative pay	143	9.3%	290	1.9%	433	2.6%
Pay for on-call availability	62	4.0%	1386	9.3%	1448	8.8%
Pay for on-call services/events	65	4.2%	1398	9.3%	1463	8.9%
Bonus not based on performance	321	21.0%	2751	18.4%	3072	18.6%
Bonus based on performance of practice	305	19.9%	1901	12.7%	2206	13.4%
Bonus based on performance of PA	396	25.8%	3638	24.3%	4034	24.4%
Bonus based on something else	113	7.4%	765	5.1%	878	5.3%

*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*

	Emergency Medicine		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	554	100.0%	4655	100.0%	5209	100.0%
Bonus based on charges	83	15.0%	886	19.0%	969	18.6%
Bonus based on revenues	113	20.4%	2176	46.7%	2289	43.9%
Bonus based on relative value units	209	37.7%	550	11.8%	759	14.6%
Bonus based on profit	143	25.8%	1169	25.1%	1312	25.2%
Bonus based on number of visits or panel size	190	34.3%	792	17.0%	982	18.9%
Bonus based on quality of care	95	17.1%	697	15.0%	792	15.2%
Bonus based on patient satisfaction	140	25.3%	675	14.5%	815	15.6%
Bonus based on other factors	93	16.8%	368	7.9%	461	8.9%

*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*

	Emergency Medicine	All Others	Total
Respondents	1584	15762	17346
Mean	\$92,896	\$83,541	\$84,396
Standard deviation	\$20,898	\$21,899	\$21,975
10th percentile	\$69,733	\$62,115	\$62,472
25th percentile	\$78,051	\$69,380	\$70,016
Median	\$89,817	\$79,355	\$80,356
75th percentile	\$104,051	\$92,995	\$94,260
90th percentile	\$120,667	\$109,394	\$110,721

*Excludes self-employed PAs.

Table 4.15: Summary Measures of Total Annual Income from Primary Employer for Respondents Who Graduated in 2005 and Work at Least 32 Hours per Week at Primary Clinical Job*

	Emergency Medicine	All Others	Total
Respondents	170	1699	1869
Mean	\$78,308	\$70,273	\$71,004
Standard deviation	\$13,973	\$12,383	\$12,743
10th percentile	\$62,332	\$57,472	\$58,040
25th percentile	\$69,131	\$63,186	\$63,653
Median	\$76,690	\$69,050	\$69,517
75th percentile	\$84,680	\$75,361	\$76,416
90th percentile	\$98,272	\$84,303	\$85,375

*Excludes self-employed PAs.

Table 4.16: 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*

	Emergency Medicine		All Others		Total		
	Count	Percent	Count	Percent	Count	Percent	
Respondents	1529	100.0%	15066	100.0%	16595	100.0%	
Professional Liability Insurance	Employer pays 95-100%	1510	98.8%	14689	97.5%	16199	97.6%
	Employer pays 50-94%	6	.4%	93	.6%	99	.6%
	Employer pays 1-49%	1	.1%	32	.2%	33	.2%
	Employer pays 0%	12	.8%	252	1.7%	264	1.6%
Individual Health Insurance	Employer pays 95-100%	692	49.1%	6673	48.0%	7365	48.1%
	Employer pays 50-94%	431	30.6%	5064	36.4%	5495	35.9%
	Employer pays 1-49%	103	7.3%	974	7.0%	1077	7.0%
	Employer pays 0%	184	13.0%	1204	8.7%	1388	9.1%
Family Health Insurance	Employer pays 95-100%	353	31.4%	2506	23.8%	2859	24.6%
	Employer pays 50-94%	361	32.1%	3804	36.2%	4165	35.8%
	Employer pays 1-49%	124	11.0%	1114	10.6%	1238	10.6%
	Employer pays 0%	287	25.5%	3089	29.4%	3376	29.0%
Dental Insurance	Employer pays 95-100%	483	35.5%	4018	30.3%	4501	30.8%
	Employer pays 50-94%	393	28.9%	4192	31.6%	4585	31.4%
	Employer pays 1-49%	114	8.4%	1344	10.1%	1458	10.0%
	Employer pays 0%	371	27.3%	3710	28.0%	4081	27.9%
Disability Insurance	Employer pays 95-100%	650	48.3%	5622	43.3%	6272	43.8%
	Employer pays 50-94%	241	17.9%	2335	18.0%	2576	18.0%
	Employer pays 1-49%	94	7.0%	981	7.6%	1075	7.5%
	Employer pays 0%	360	26.8%	4034	31.1%	4394	30.7%
Term Life Insurance	Employer pays 95-100%	548	43.8%	4989	40.4%	5537	40.7%
	Employer pays 50-94%	164	13.1%	1833	14.8%	1997	14.7%
	Employer pays 1-49%	112	9.0%	1213	9.8%	1325	9.7%
	Employer pays 0%	426	34.1%	4312	34.9%	4738	34.8%

*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 Source of Funds for Select Expenses*

		Emergency Medicine		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		1405	100.0%	13674	100.0%	15079	100.0%
Pension/Retirement Fund	Employer pays 95-100%	387	27.5%	3141	23.0%	3528	23.4%
	Employer pays 50-94%	250	17.8%	2850	20.8%	3100	20.6%
	Employer pays 1-49%	513	36.5%	5312	38.8%	5825	38.6%
	Employer pays 0%	255	18.1%	2371	17.3%	2626	17.4%
DEA Registration Fees	Employer pays 95-100%	824	64.7%	9789	79.0%	10613	77.7%
	Employer pays 50-94%	27	2.1%	162	1.3%	189	1.4%
	Employer pays 1-49%	16	1.3%	76	.6%	92	.7%
	Employer pays 0%	406	31.9%	2367	19.1%	2773	20.3%
NCCPA Fees	Employer pays 95-100%	804	55.7%	9590	65.7%	10394	64.8%
	Employer pays 50-94%	35	2.4%	252	1.7%	287	1.8%
	Employer pays 1-49%	21	1.5%	119	.8%	140	.9%
	Employer pays 0%	583	40.4%	4639	31.8%	5222	32.6%
AAPA Dues	Employer pays 95-100%	778	55.1%	9335	64.9%	10113	64.0%
	Employer pays 50-94%	30	2.1%	245	1.7%	275	1.7%
	Employer pays 1-49%	19	1.3%	118	.8%	137	.9%
	Employer pays 0%	585	41.4%	4683	32.6%	5268	33.4%
State PA Chapter Dues	Employer pays 95-100%	648	48.9%	7553	57.6%	8201	56.8%
	Employer pays 50-94%	25	1.9%	202	1.5%	227	1.6%
	Employer pays 1-49%	22	1.7%	117	.9%	139	1.0%
	Employer pays 0%	629	47.5%	5248	40.0%	5877	40.7%
Specialty Organization Dues	Employer pays 95-100%	474	41.5%	4899	47.0%	5373	46.4%
	Employer pays 50-94%	26	2.3%	203	1.9%	229	2.0%
	Employer pays 1-49%	14	1.2%	116	1.1%	130	1.1%
	Employer pays 0%	628	55.0%	5211	50.0%	5839	50.5%
AAPA Annual Conference Registration Fees	Employer pays 95-100%	666	51.9%	7329	57.8%	7995	57.2%
	Employer pays 50-94%	102	7.9%	1040	8.2%	1142	8.2%
	Employer pays 1-49%	58	4.5%	561	4.4%	619	4.4%
Credentialing Fees	Employer pays 0%	458	35.7%	3759	29.6%	4217	30.2%
	Employer pays 95-100%	995	72.3%	10556	75.8%	11551	75.4%
	Employer pays 50-94%	34	2.5%	318	2.3%	352	2.3%
	Employer pays 1-49%	26	1.9%	181	1.3%	207	1.4%
	Employer pays 0%	322	23.4%	2880	20.7%	3202	20.9%

*Excludes self-employed PAs.