

2006 AAPA Physician Assistant Census Report for Nephrology

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 Nephrology

	Count	Percent
Total	23436	100.0%
Medical Nephrology	127	.5%
Pediatric Nephrology	2	.0%
All Others	23307	99.4%

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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total	124	100.0%	2	100.0%	23092	100.0%	23218	100.0%
Male	38	30.6%	2	100.0%	8704	37.7%	8744	37.7%
Female	86	69.4%			14388	62.3%	14474	62.3%

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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total	115	100.0%	2	100.0%	21096	100.0%	21213	100.0%
Asian/Pacific Islander	3	2.6%			745	3.5%	748	3.5%
Black (Not Hispanic)	8	7.0%			749	3.6%	757	3.6%
Hispanic/Latino Origin	9	7.8%			802	3.8%	811	3.8%
Amer Indian/Alaskan					168	.8%	168	.8%
White (Not Hispanic)	95	82.6%	2	100.0%	18632	88.3%	18729	88.3%

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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	2	100.0%	21559	100.0%	21678	100.0%
Certificate from PA school	32	27.4%	1	50.0%	6536	30.3%	6569	30.3%
Associate's degree from PA school	6	5.1%			1431	6.6%	1437	6.6%
Bachelor's degree from PA school	60	51.3%	1	50.0%	9476	44.0%	9537	44.0%
Master's degree from PA school	40	34.2%			7460	34.6%	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

	Medical Nephrology	Pediatric Nephrology	All Others	Total
Count	127	2	23261	23390
Mean	41.8	61.0	41.3	41.3
Standard deviation	11.3	4.2	10.9	10.9
10th p-tile	27.8	58.0	28.0	28.0
25th p-tile	32.0	58.0	32.0	32.0
Median	42.0	61.0	40.0	40.0
75th p-tile	50.0	.	50.0	50.0
90th p-tile	58.2	.	57.0	57.0

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

	Medical Nephrology	Pediatric Nephrology	All Others	Total
Count	127	2	23261	23390
Mean	31.0	29.5	30.6	30.6
Standard deviation	7.8	4.9	6.8	6.8
10th p-tile	24.0	26.0	24.0	24.0
25th p-tile	25.0	26.0	26.0	26.0
Median	28.0	29.5	29.0	29.0
75th p-tile	34.0	.	34.0	34.0
90th p-tile	44.2	.	41.0	41.0

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

	Medical Nephrology	Pediatric Nephrology	All Others	Total
Count	127	2	23307	23436
Mean	10.8	31.5	10.7	10.7
Standard deviation	10.2	.7	9.2	9.2
10th p-tile	1.0	31.0	2.0	2.0
25th p-tile	2.0	31.0	3.0	3.0
Median	6.0	31.5	7.0	7.0
75th p-tile	21.0	.	17.0	17.0
90th p-tile	29.0	.	26.0	26.0

Section II: Professional Status of Respondents

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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total	127	100.0%	2	100.0%	23307	100.0%	23436	100.0%
In clinical practice	127	100.0%	2	100.0%	21142	90.7%	21271	90.8%
Not in clinical practice					2165	9.3%	2165	9.2%

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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	127	100.0%	2	100.0%	23307	100.0%	23436	100.0%
Clinically practicing PA	127	100.0%	2	100.0%	21142	90.7%	21271	90.8%
Clinically practicing physician or resident					26	.1%	26	.1%
Clinically practicing NP					185	.8%	185	.8%
Other clinically practicing provider	2	1.6%			179	.8%	181	.8%
PA educator	5	3.9%			982	4.2%	987	4.2%
Other health professions educator	4	3.1%			294	1.3%	298	1.3%
Health care professional-administrator					407	1.7%	407	1.7%
Health care professional-researcher	3	2.4%			163	.7%	166	.7%
Health care professional-lawyer					11	.0%	11	.0%
Health care professional-public health					60	.3%	60	.3%
Health care professional-other	2	1.6%			423	1.8%	425	1.8%
Other non-health professional					245	1.1%	245	1.0%
Student in post-graduate PA program					123	.5%	123	.5%
Medical student					51	.2%	51	.2%
Other student	1	.8%			89	.4%	90	.4%
Not employed by choice					580	2.5%	580	2.5%
Employed, seeking PA job					81	.3%	81	.3%
Unemployed, seeking PA job					183	.8%	183	.8%
Unemployed, seeking non-PA job					35	.2%	35	.1%
Retired					187	.8%	187	.8%
Other					250	1.1%	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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	127	100.0%	2	100.0%	21142	100.0%	21271	100.0%
One	110	86.6%	2	100.0%	18016	85.2%	18128	85.2%
Two	15	11.8%			2557	12.1%	2572	12.1%
Three	2	1.6%			373	1.8%	375	1.8%
More than three					80	.4%	80	.4%
Self-employed w/mult contracts					116	.5%	116	.5%

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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	126	100.0%	2	100.0%	20797	100.0%	20925	100.0%
Self-employed	1	.8%			544	2.6%	545	2.6%
Solo physician practice	15	11.9%			2682	12.9%	2697	12.9%
Single-specialty physician group	72	57.1%	1	50.0%	6518	31.3%	6591	31.5%
Multi-specialty physician group	9	7.1%	1	50.0%	2634	12.7%	2644	12.6%
University hospital	17	13.5%			1635	7.9%	1652	7.9%
Other hospital	6	4.8%			3024	14.5%	3030	14.5%
Freestanding urgent care center					447	2.1%	447	2.1%
Freestanding surgical center					27	.1%	27	.1%
Nursing home or LTC facility					55	.3%	55	.3%
Home health agency					4	.0%	4	.0%
Hospice					2	.0%	2	.0%
HMO	1	.8%			436	2.1%	437	2.1%
Community health center					1238	6.0%	1238	5.9%
Medical staffing agency					58	.3%	58	.3%
Physician practice mngmt org	1	.8%			283	1.4%	284	1.4%
Integrated health system	1	.8%			245	1.2%	246	1.2%
Corrections system	1	.8%			216	1.0%	217	1.0%
Other	2	1.6%			749	3.6%	751	3.6%

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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	122	100.0%	2	100.0%	20576	100.0%	20700	100.0%
Not government employed	114	93.4%	2	100.0%	18735	91.1%	18851	91.1%
Air Force					99	.5%	99	.5%
Army					276	1.3%	276	1.3%
Navy					99	.5%	99	.5%
Coast Guard					12	.1%	12	.1%
Dept. of Veterans Affairs	3	2.5%			477	2.3%	480	2.3%
Federal Bureau of Prisons/DOJ	1	.8%			35	.2%	36	.2%
Indian Health Service					74	.4%	74	.4%
Federal Public Health Service					79	.4%	79	.4%
Other Federal Government					96	.5%	96	.5%
State Government	3	2.5%			328	1.6%	331	1.6%
Local Government	1	.8%			266	1.3%	267	1.3%

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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	127	100.0%	2	100.0%	20894	100.0%	21023	100.0%
Intensive/critical care unit of hospital					446	2.1%	446	2.1%
Inpatient unit of hospital (not ICU/CCU)	24	18.9%			2035	9.7%	2059	9.8%
Outpatient unit of hospital	17	13.4%			1434	6.9%	1451	6.9%
Hospital emergency room					1982	9.5%	1982	9.4%
Hospital operating room					1408	6.7%	1408	6.7%
Other unit of hospital	2	1.6%			289	1.4%	291	1.4%
Federally Qualified Rural Health Center					774	3.7%	774	3.7%
Other FQHC	1	.8%			408	2.0%	409	1.9%
Other community health center/facility	1	.8%			511	2.4%	512	2.4%
Freestanding urgent care facility					613	2.9%	613	2.9%
Freestanding surgical facility					83	.4%	83	.4%
Solo practice physician office	6	4.7%			2640	12.6%	2646	12.6%
Single-specialty physician group practice	15	11.8%	1	50.0%	4601	22.0%	4617	22.0%
Multi-specialty physician group practice	4	3.1%			1918	9.2%	1922	9.1%
HMO facility	1	.8%			338	1.6%	339	1.6%
Nursing home or LTC facility					163	.8%	163	.8%
University/college student health facility					123	.6%	123	.6%
School-based health facility					77	.4%	77	.4%
Other freestanding outpatient facility	48	37.8%	1	50.0%	339	1.6%	388	1.8%
Correctional facility					231	1.1%	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	6.3%			331	1.6%	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*

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	127	100.0%	2	100.0%	20914	100.0%	21043	100.0%
Intensive/critical care unit of hospital	44	34.6%			4677	22.4%	4721	22.4%
Inpatient unit of hospital (not ICU/CCU)	55	43.3%			7010	33.5%	7065	33.6%
Outpatient unit of hospital	41	32.3%			4308	20.6%	4349	20.7%
Hospital emergency room	27	21.3%			6268	30.0%	6295	29.9%
Hospital operating room					4628	22.1%	4628	22.0%
Other unit of hospital	27	21.3%			1879	9.0%	1906	9.1%
Federally Qualified Rural Health Center	1	.8%			1035	4.9%	1036	4.9%
Other FQHC	2	1.6%			589	2.8%	591	2.8%
Other community health center/facility	2	1.6%			794	3.8%	796	3.8%
Freestanding urgent care facility					1011	4.8%	1011	4.8%
Freestanding surgical facility	1	.8%			1067	5.1%	1068	5.1%
Solo practice physician office	14	11.0%			3033	14.5%	3047	14.5%
Single-specialty physician group practice	52	40.9%	1	50.0%	6017	28.8%	6070	28.8%
Multi-specialty physician group practice	11	8.7%			2614	12.5%	2625	12.5%
HMO facility	1	.8%			498	2.4%	499	2.4%
Nursing home or LTC facility	10	7.9%			1171	5.6%	1181	5.6%
University/college student health facility	1	.8%			268	1.3%	269	1.3%
School-based health facility					169	.8%	169	.8%
Other freestanding outpatient facility	65	51.2%	1	50.0%	592	2.8%	658	3.1%
Correctional facility	1	.8%			355	1.7%	356	1.7%
Industrial facility/work site					183	.9%	183	.9%
Mobile health unit					87	.4%	87	.4%
Patients' homes	3	2.4%			351	1.7%	354	1.7%
Other	16	12.6%			546	2.6%	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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	127	100.0%	2	100.0%	20869	100.0%	20998	100.0%
Family/general medicine					5572	26.7%	5572	26.5%
General internal medicine					1497	7.2%	1497	7.1%
Emergency medicine					2045	9.8%	2045	9.7%
General pediatrics					516	2.5%	516	2.5%
General surgery					575	2.8%	575	2.7%
Internal medicine subspecialties	127	100.0%			2209	10.6%	2336	11.1%
Pediatric subspecialties			2	100.0%	322	1.5%	324	1.5%
Surgical subspecialties					4668	22.4%	4668	22.2%
Obstetrics and gynecology					485	2.3%	485	2.3%
Industrial/occupational medicine					495	2.4%	495	2.4%
Other					2485	11.9%	2485	11.8%

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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	127	100.0%	2	100.0%	20869	100.0%	20998	100.0%
Addiction medicine					77	.4%	77	.4%
Allergy					121	.6%	121	.6%
Anesthesiology					56	.3%	56	.3%
Dermatology					693	3.3%	693	3.3%
Emergency medicine					2045	9.8%	2045	9.7%
Family practice w/o urgent care					3261	15.6%	3261	15.5%
Family practice wt urgent care					2311	11.1%	2311	11.0%
Genetics					4	.0%	4	.0%
Geriatrics					128	.6%	128	.6%
Obstetrics/gynecology					485	2.3%	485	2.3%
Occupational medicine					495	2.4%	495	2.4%
Ophthalmology					24	.1%	24	.1%
Pain management					223	1.1%	223	1.1%
Pathology					4	.0%	4	.0%
Physical med rehab					165	.8%	165	.8%
Psychiatry					201	1.0%	201	1.0%
Public health					38	.2%	38	.2%
Radiation oncology					57	.3%	57	.3%
Radiology					71	.3%	71	.3%
Interventional radiology					112	.5%	112	.5%
Hospital medicine					239	1.1%	239	1.1%
General surgery					575	2.8%	575	2.7%
Surg: cardiovascular/cardiothoracic					681	3.3%	681	3.2%
Surg: colon & rectal					25	.1%	25	.1%
Surg: hand					51	.2%	51	.2%
Surg: neurology					518	2.5%	518	2.5%
Surg: oncology					61	.3%	61	.3%
Surg: orthopedics					2224	10.7%	2224	10.6%
Surg: otorhinolaryngology					190	.9%	190	.9%
Surg: pediatric					23	.1%	23	.1%
Surg: plastic					155	.7%	155	.7%
Surg: thoracic					35	.2%	35	.2%
Surg: transplant					43	.2%	43	.2%
Surg: trauma					102	.5%	102	.5%
Surg: urology					256	1.2%	256	1.2%
Surg: vascular					140	.7%	140	.7%
Surg: bariatric					52	.2%	52	.2%
Surg: other					112	.5%	112	.5%
General pediatrics					516	2.5%	516	2.5%
Ped: adolescent medicine					48	.2%	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	.3%	69	.3%
Ped: nephrology			2	100.0%			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	7.2%	1497	7.1%
IM: cardiology					798	3.8%	798	3.8%
IM: critical care					82	.4%	82	.4%
IM: endocrinology					107	.5%	107	.5%
IM: gastroenterology					385	1.8%	385	1.8%
IM: hematology/oncology					43	.2%	43	.2%
IM: immunology					2	.0%	2	.0%
IM: infectious disease					110	.5%	110	.5%
IM: nephrology	127	100.0%					127	.6%
IM: neurology					131	.6%	131	.6%
IM: pulmonology					87	.4%	87	.4%
IM: rheumatology					74	.4%	74	.4%
IM: oncology					294	1.4%	294	1.4%
IM: other					96	.5%	96	.5%
Other					272	1.3%	272	1.3%

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

	Medical Nephrology	Pediatric Nephrology	All Others	Total
Respondents	126	2	21107	21235
Mean	10.1	31.0	9.4	9.4
Standard deviation	10.3	1.4	8.8	8.9
10th percentile	.0	30.0	1.0	1.0
25th percentile	2.0	30.0	3.0	3.0
Median	6.0	31.0	6.0	6.0
75th percentile	19.0	.	14.0	14.0
90th percentile	28.3	.	25.0	25.0

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

	Medical Nephrology	Pediatric Nephrology	All Others	Total
Respondents	124	2	20578	20704
Mean	6.0	8.5	4.8	4.9
Standard deviation	7.4	10.6	5.8	5.8
10th percentile	.0	1.0	.0	.0
25th percentile	1.0	1.0	1.0	1.0
Median	3.0	8.5	3.0	3.0
75th percentile	8.8	.	6.0	6.0
90th percentile	17.5	.	13.0	13.0

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

	Medical Nephrology	Pediatric Nephrology	All Others	Total
Respondents	122	2	20083	20207
Mean	6.1	23.0	6.5	6.5
Standard deviation	7.7	5.7	7.2	7.2
10th percentile	.0	19.0	.0	.0
25th percentile	1.0	19.0	1.0	1.0
Median	2.5	23.0	4.0	4.0
75th percentile	8.3	.	9.0	9.0
90th percentile	18.7	.	18.0	18.0

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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	124	100.0%	2	100.0%	20513	100.0%	20639	100.0%
Northeast	22	17.7%			4670	22.8%	4692	22.7%
Southeast	40	32.3%	1	50.0%	4858	23.7%	4899	23.7%
North Central	26	21.0%			4318	21.1%	4344	21.0%
South Central	22	17.7%	1	50.0%	2745	13.4%	2768	13.4%
West	14	11.3%			3922	19.1%	3936	19.1%

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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	124	100.0%	2	100.0%	20513	100.0%	20639	100.0%
Alaska					123	.6%	123	.6%
Alabama	1	.8%	1	50.0%	103	.5%	105	.5%
Arkansas					41	.2%	41	.2%
Arizona					505	2.5%	505	2.4%
California	6	4.8%			1607	7.8%	1613	7.8%
Colorado					572	2.8%	572	2.8%
Connecticut	5	4.0%			447	2.2%	452	2.2%
District Of Columbia					57	.3%	57	.3%
Delaware					61	.3%	61	.3%
Florida	9	7.3%			1103	5.4%	1112	5.4%
Georgia	7	5.6%			616	3.0%	623	3.0%
Guam					5	.0%	5	.0%
Hawaii					48	.2%	48	.2%
Iowa	1	.8%			308	1.5%	309	1.5%
Idaho	1	.8%			176	.9%	177	.9%
Illinois	8	6.5%			586	2.9%	594	2.9%
Indiana					210	1.0%	210	1.0%
Kansas	2	1.6%			280	1.4%	282	1.4%
Kentucky	1	.8%			257	1.3%	258	1.3%
Louisiana	1	.8%	1	50.0%	138	.7%	140	.7%
Massachusetts	1	.8%			477	2.3%	478	2.3%
Maryland	5	4.0%			475	2.3%	480	2.3%
Maine					188	.9%	188	.9%
Michigan	8	6.5%			980	4.8%	988	4.8%
Minnesota					412	2.0%	412	2.0%
Missouri	1	.8%			207	1.0%	208	1.0%
Mississippi					29	.1%	29	.1%
Montana	2	1.6%			127	.6%	129	.6%
North Carolina	10	8.1%			1072	5.2%	1082	5.2%
North Dakota					84	.4%	84	.4%
Nebraska					283	1.4%	283	1.4%
New Hampshire					141	.7%	141	.7%
New Jersey	1	.8%			306	1.5%	307	1.5%
New Mexico	1	.8%			140	.7%	141	.7%
Nevada					140	.7%	140	.7%
New York	1	.8%			1709	8.3%	1710	8.3%
Ohio	1	.8%			514	2.5%	515	2.5%
Oklahoma	2	1.6%			297	1.4%	299	1.4%
Oregon	3	2.4%			285	1.4%	288	1.4%
Pennsylvania	13	10.5%			1199	5.8%	1212	5.9%
Rhode Island					76	.4%	76	.4%
South Carolina	4	3.2%			209	1.0%	213	1.0%
South Dakota					153	.7%	153	.7%
Tennessee					321	1.6%	321	1.6%
Texas	16	12.9%			1248	6.1%	1264	6.1%
Utah					218	1.1%	218	1.1%
Virginia	1	.8%			466	2.3%	467	2.3%
Vermont	1	.8%			66	.3%	67	.3%
Washington	2	1.6%			615	3.0%	617	3.0%
Wisconsin	7	5.6%			581	2.8%	588	2.8%
West Virginia	2	1.6%			179	.9%	181	.9%
Wyoming					73	.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*

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	114	100.0%	2	100.0%	19412	100.0%	19528	100.0%
Not metro								
NonMetro, with urban pop >20K and adjacent to metro area	5	4.4%			915	4.7%	920	4.7%
NonMetro, with urban pop >20K, not adjacent to metro area	2	1.8%			495	2.5%	497	2.5%
NonMetro, with urban pop 2.5K-20K, adjacent to metro area	4	3.5%			801	4.1%	805	4.1%
NonMetro, with urban pop 2.5K-20K, not adjacent to metro area	1	.9%			600	3.1%	601	3.1%
NonMetro, with urban pop < 2,500, adjacent to metro area					117	.6%	117	.6%
NonMetro, with urban pop <2,500, not adjacent to metro area					220	1.1%	220	1.1%
Metro								
Metro, >1M Population	46	40.4%	1	50.0%	9277	47.8%	9324	47.7%
Metro, 250K-1M Population	39	34.2%	1	50.0%	4669	24.1%	4709	24.1%
Metro, <250K Population	17	14.9%			2318	11.9%	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*

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	124	100.0%	2	100.0%	20644	100.0%	20770	100.0%
Minor surgical procedures	14	11.3%			12392	60.0%	12406	59.7%
First assisting at surgery	1	.8%			5038	24.4%	5039	24.3%
Manage the care of patients in an inpatient setting	62	50.0%			7750	37.5%	7812	37.6%
Serve on the quality assurance committee	23	18.5%			1660	8.0%	1683	8.1%
Serve on the utilization review committee	5	4.0%			642	3.1%	647	3.1%
Participate in the conduct of clinical trials	39	31.5%			2374	11.5%	2413	11.6%
Serve on formulary/pharmaceutical selection committee	2	1.6%			563	2.7%	565	2.7%
Decision making about procurement of medical/surgical equipment/supplies	12	9.7%			4058	19.7%	4070	19.6%
Supervisory/managerial responsibilities for other PAs	9	7.3%			1935	9.4%	1944	9.4%
Supervisory/managerial responsibilities for clinical staff other than PAs	21	16.9%			3878	18.8%	3899	18.8%
Supervisory/managerial responsibilities for non-clinical staff	9	7.3%			1774	8.6%	1783	8.6%
Precept PA students	29	23.4%			7392	35.8%	7421	35.7%
Precept students of other health professions	16	12.9%			5029	24.4%	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

	Medical Nephrology		Pediatric Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	127	100.0%	2	100.0%	21142	100.0%	21271	100.0%
32 or more hours	111	87.4%			18039	85.3%	18150	85.3%
Less than 32 hours	14	11.0%	1	50.0%	2700	12.8%	2715	12.8%
Hours not reported	2	1.6%	1	50.0%	403	1.9%	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*

	Medical Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	71	100.0%	12395	100.0%	12466	100.0%
See some inpatients	29	40.8%	5505	44.4%	5534	44.4%
See some outpatients	62	87.3%	10505	84.8%	10567	84.8%
See some nursing home patients	3	4.2%	698	5.6%	701	5.6%
See some other patients**	16	22.5%	1348	10.9%	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

	Medical Nephrology	All Others	Total
Respondents	111	18039	18150
Mean	43.7	44.3	44.3
Standard deviation	6.6	8.0	8.0
10th percentile	36.2	36.0	36.0
25th percentile	40.0	40.0	40.0
Median	40.0	41.0	41.0
75th percentile	50.0	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*

	Medical Nephrology	All Others	Total
Respondents	4	1150	1154
Mean	43.0	43.2	43.2
Standard deviation	8.7	7.3	7.3
10th percentile	32.0	35.1	35.0
25th percentile	34.0	40.0	40.0
Median	45.0	40.0	40.0
75th percentile	50.0	48.0	48.0
90th percentile	.	50.0	50.0

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

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

	Medical Nephrology	All Others	Total
Respondents	4	1077	1081
Mean	100.0	63.6	63.7
Standard deviation	51.0	42.5	42.6
10th percentile	30.0	20.0	20.0
25th percentile	47.5	35.0	35.0
Median	110.0	50.0	50.0
75th percentile	142.5	90.0	90.0
90th percentile	.	110.0	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*

	Medical Nephrology	All Others	Total
Respondents	18	4763	4781
Mean	36.5	39.0	39.0
Standard deviation	3.5	5.4	5.4
10th percentile	32.9	33.0	33.0
25th percentile	33.8	35.0	35.0
Median	35.0	40.0	40.0
75th percentile	40.0	40.0	40.0
90th percentile	40.5	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

	Medical Nephrology	All Others	Total
Respondents	18	4700	4718
Mean	159.4	94.4	94.6
Standard deviation	78.1	39.5	39.9
10th percentile	59.5	50.0	50.0
25th percentile	78.8	70.0	70.0
Median	162.5	90.0	90.0
75th percentile	250.0	115.0	115.0
90th percentile	266.0	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

	Medical Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	110	100.0%	17859	100.0%	17969	100.0%
Do not take call	75	68.2%	10694	59.9%	10769	59.9%
Take some call	25	22.7%	6139	34.4%	6164	34.3%
Take call, hours unknown	1	.9%	138	.8%	139	.8%
Always on call	9	8.2%	888	5.0%	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*

	Medical Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	110	100.0%	17885	100.0%	17995	100.0%
Emergency department call	2	1.8%	1917	10.7%	1919	10.7%
Surgical assisting call			2232	12.5%	2232	12.4%
In-house call	15	13.6%	2201	12.3%	2216	12.3%
Other call	27	24.5%	3763	21.0%	3790	21.1%
Do not take call	75	68.2%	10694	59.8%	10769	59.8%
Call taken, type not indicated	1	.9%	50	.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*

	Medical Nephrology	All Others	Total
Respondents	25	6137	6162
Mean	70.6	94.2	94.1
Standard deviation	109.9	86.9	87.1
10th percentile	8.6	12.0	12.0
25th percentile	19.0	30.0	30.0
Median	36.0	72.0	72.0
75th percentile	77.0	130.0	130.0
90th percentile	224.8	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*

	Medical Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	110	100.0%	17885	100.0%	17995	100.0%
Personal policy funded by employer	41	37.3%	6060	33.9%	6101	33.9%
Personal policy, self-funded	1	.9%	518	2.9%	519	2.9%
Rider on employer's policy, funded by employer	52	47.3%	8813	49.3%	8865	49.3%
Rider on employer's policy, self-funded			176	1.0%	176	1.0%
Other type of liability insurance	6	5.5%	553	3.1%	559	3.1%
No professional liability insurance coverage	1	.9%	431	2.4%	432	2.4%
Don't know	11	10.0%	1997	11.2%	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*

	Medical Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	104	100.0%	16987	100.0%	17091	100.0%
No base pay			237	1.4%	237	1.4%
Salary	100	96.2%	13569	79.9%	13669	80.0%
Hourly wage	4	3.8%	3067	18.1%	3071	18.0%
Other base pay			114	.7%	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*

	Medical Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	100	100.0%	16409	100.0%	16509	100.0%
No additional pay	42	42.0%	5262	32.1%	5304	32.1%
Surgical assisting fees			332	2.0%	332	2.0%
Overtime pay	4	4.0%	2891	17.6%	2895	17.5%
Administrative pay	2	2.0%	431	2.6%	433	2.6%
Pay for on-call availability	4	4.0%	1444	8.8%	1448	8.8%
Pay for on-call services/events	4	4.0%	1459	8.9%	1463	8.9%
Bonus not based on performance	31	31.0%	3041	18.5%	3072	18.6%
Bonus based on performance of practice	8	8.0%	2198	13.4%	2206	13.4%
Bonus based on performance of PA	6	6.0%	4028	24.5%	4034	24.4%
Bonus based on something else	8	8.0%	870	5.3%	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*

	Medical Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	12	100.0%	5197	100.0%	5209	100.0%
Bonus based on charges	4	33.3%	965	18.6%	969	18.6%
Bonus based on revenues	7	58.3%	2282	43.9%	2289	43.9%
Bonus based on relative value units			759	14.6%	759	14.6%
Bonus based on profit	4	33.3%	1308	25.2%	1312	25.2%
Bonus based on number of visits or panel size	4	33.3%	978	18.8%	982	18.9%
Bonus based on quality of care	2	16.7%	790	15.2%	792	15.2%
Bonus based on patient satisfaction	1	8.3%	814	15.7%	815	15.6%
Bonus based on other factors	1	8.3%	460	8.9%	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*

	Medical Nephrology	All Others	Total
Respondents	106	17240	17346
Mean	\$76,295	\$84,446	\$84,396
Standard deviation	\$14,788	\$22,003	\$21,975
10th percentile	\$60,109	\$62,487	\$62,472
25th percentile	\$66,894	\$70,054	\$70,016
Median	\$73,670	\$80,414	\$80,356
75th percentile	\$83,765	\$94,279	\$94,260
90th percentile	\$101,613	\$110,841	\$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*

	Medical Nephrology	All Others	Total
Respondents	14	1855	1869
Mean	\$68,330	\$71,024	\$71,004
Standard deviation	\$9,576	\$12,764	\$12,743
10th percentile	\$50,318	\$58,088	\$58,040
25th percentile	\$61,818	\$63,655	\$63,653
Median	\$71,222	\$69,515	\$69,517
75th percentile	\$74,242	\$76,535	\$76,416
90th percentile	\$79,329	\$85,467	\$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*

	Medical Nephrology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	105	100.0%	16490	100.0%	16595	100.0%
Professional Employer pays 95-100%	104	99.0%	16095	97.6%	16199	97.6%
Liability Employer pays 50-94%	1	1.0%	98	.6%	99	.6%
Insurance Employer pays 1-49%			33	.2%	33	.2%
Employer pays 0%			264	1.6%	264	1.6%
Individual Employer pays 95-100%	54	56.8%	7311	48.0%	7365	48.1%
Health Employer pays 50-94%	32	33.7%	5463	35.9%	5495	35.9%
Insurance Employer pays 1-49%	2	2.1%	1075	7.1%	1077	7.0%
Employer pays 0%	7	7.4%	1381	9.1%	1388	9.1%
Family Health Employer pays 95-100%	19	27.1%	2840	24.6%	2859	24.6%
Insurance Employer pays 50-94%	20	28.6%	4145	35.8%	4165	35.8%
Employer pays 1-49%	6	8.6%	1232	10.7%	1238	10.6%
Employer pays 0%	25	35.7%	3351	29.0%	3376	29.0%
Dental Employer pays 95-100%	37	40.2%	4464	30.7%	4501	30.8%
Insurance Employer pays 50-94%	25	27.2%	4560	31.4%	4585	31.4%
Employer pays 1-49%	3	3.3%	1455	10.0%	1458	10.0%
Employer pays 0%	27	29.3%	4054	27.9%	4081	27.9%
Disability Employer pays 95-100%	34	38.2%	6238	43.8%	6272	43.8%
Insurance Employer pays 50-94%	19	21.3%	2557	18.0%	2576	18.0%
Employer pays 1-49%	5	5.6%	1070	7.5%	1075	7.5%
Employer pays 0%	31	34.8%	4363	30.7%	4394	30.7%
Term Life Employer pays 95-100%	30	38.0%	5507	40.7%	5537	40.7%
Insurance Employer pays 50-94%	13	16.5%	1984	14.7%	1997	14.7%
Employer pays 1-49%	3	3.8%	1322	9.8%	1325	9.7%
Employer pays 0%	33	41.8%	4705	34.8%	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*

		Medical Nephrology		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		96	100.0%	14983	100.0%	15079	100.0%
Pension/Retirement Fund	Employer pays 95-100%	27	28.1%	3501	23.4%	3528	23.4%
	Employer pays 50-94%	35	36.5%	3065	20.5%	3100	20.6%
	Employer pays 1-49%	25	26.0%	5800	38.7%	5825	38.6%
	Employer pays 0%	9	9.4%	2617	17.5%	2626	17.4%
DEA Registration Fees	Employer pays 95-100%	65	80.2%	10548	77.6%	10613	77.7%
	Employer pays 50-94%			189	1.4%	189	1.4%
	Employer pays 1-49%			92	.7%	92	.7%
	Employer pays 0%	16	19.8%	2757	20.3%	2773	20.3%
NCCPA Fees	Employer pays 95-100%	61	63.5%	10333	64.8%	10394	64.8%
	Employer pays 50-94%	1	1.0%	286	1.8%	287	1.8%
	Employer pays 1-49%	1	1.0%	139	.9%	140	.9%
	Employer pays 0%	33	34.4%	5189	32.5%	5222	32.6%
AAPA Dues	Employer pays 95-100%	67	69.8%	10046	64.0%	10113	64.0%
	Employer pays 50-94%	1	1.0%	274	1.7%	275	1.7%
	Employer pays 1-49%	1	1.0%	136	.9%	137	.9%
	Employer pays 0%	27	28.1%	5241	33.4%	5268	33.4%
State PA Chapter Dues	Employer pays 95-100%	51	56.0%	8150	56.8%	8201	56.8%
	Employer pays 50-94%	2	2.2%	225	1.6%	227	1.6%
	Employer pays 1-49%			139	1.0%	139	1.0%
	Employer pays 0%	38	41.8%	5839	40.7%	5877	40.7%
Specialty Organization Dues	Employer pays 95-100%	42	51.2%	5331	46.4%	5373	46.4%
	Employer pays 50-94%			229	2.0%	229	2.0%
	Employer pays 1-49%	2	2.4%	128	1.1%	130	1.1%
	Employer pays 0%	38	46.3%	5801	50.5%	5839	50.5%
AAPA Annual Conference Registration Fees	Employer pays 95-100%	57	64.0%	7938	57.2%	7995	57.2%
	Employer pays 50-94%	6	6.7%	1136	8.2%	1142	8.2%
	Employer pays 1-49%	2	2.2%	617	4.4%	619	4.4%
Credentialing Fees	Employer pays 0%	24	27.0%	4193	30.2%	4217	30.2%
	Employer pays 95-100%	78	78.8%	11473	75.4%	11551	75.4%
	Employer pays 50-94%	3	3.0%	349	2.3%	352	2.3%
	Employer pays 1-49%	1	1.0%	206	1.4%	207	1.4%
	Employer pays 0%	17	17.2%	3185	20.9%	3202	20.9%

*Excludes self-employed PAs.