

2006 AAPA Physician Assistant Census Report for Urology

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 Urology

	Count	Percent
Total	23436	100.0%
Urology	256	1.1%
All Others	23180	98.9%

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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	253	100.0%	22965	100.0%	23218	100.0%
Male	127	50.2%	8617	37.5%	8744	37.7%
Female	126	49.8%	14348	62.5%	14474	62.3%

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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	230	100.0%	20983	100.0%	21213	100.0%
Asian/Pacific Islander	6	2.6%	742	3.5%	748	3.5%
Black (Not Hispanic)	12	5.2%	745	3.6%	757	3.6%
Hispanic/Latino Origin	9	3.9%	802	3.8%	811	3.8%
Amer Indian/Alaskan	3	1.3%	165	.8%	168	.8%
White (Not Hispanic)	200	87.0%	18529	88.3%	18729	88.3%

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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	234	100.0%	21444	100.0%	21678	100.0%
Certificate from PA school	72	30.8%	6497	30.3%	6569	30.3%
Associate's degree from PA school	18	7.7%	1419	6.6%	1437	6.6%
Bachelor's degree from PA school	104	44.4%	9433	44.0%	9537	44.0%
Master's degree from PA school	77	32.9%	7423	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

	Urology	All Others	Total
Count	256	23134	23390
Mean	40.6	41.3	41.3
Standard deviation	11.5	10.9	10.9
10th p-tile	27.0	28.0	28.0
25th p-tile	30.3	32.0	32.0
Median	38.0	40.0	40.0
75th p-tile	51.0	50.0	50.0
90th p-tile	57.0	57.0	57.0

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

	Urology	All Others	Total
Count	256	23134	23390
Mean	30.6	30.6	30.6
Standard deviation	7.0	6.8	6.8
10th p-tile	24.0	24.0	24.0
25th p-tile	26.0	26.0	26.0
Median	28.0	29.0	29.0
75th p-tile	33.0	34.0	34.0
90th p-tile	41.3	41.0	41.0

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

	Urology	All Others	Total
Count	256	23180	23436
Mean	10.1	10.8	10.7
Standard deviation	9.7	9.2	9.2
10th p-tile	2.0	2.0	2.0
25th p-tile	3.0	3.0	3.0
Median	6.0	7.0	7.0
75th p-tile	13.0	17.0	17.0
90th p-tile	27.3	26.0	26.0

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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	256	100.0%	23180	100.0%	23436	100.0%
In clinical practice	256	100.0%	21015	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*

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	256	100.0%	23180	100.0%	23436	100.0%
Clinically practicing PA	256	100.0%	21015	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			181	.8%	181	.8%
PA educator	4	1.6%	983	4.2%	987	4.2%
Other health professions educator			298	1.3%	298	1.3%
Health care professional-administrator	3	1.2%	404	1.7%	407	1.7%
Health care professional-researcher	1	.4%	165	.7%	166	.7%
Health care professional-lawyer			11	.0%	11	.0%
Health care professional-public health	1	.4%	59	.3%	60	.3%
Health care professional-other	2	.8%	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			90	.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	1	.4%	249	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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	256	100.0%	21015	100.0%	21271	100.0%
One	229	89.5%	17899	85.2%	18128	85.2%
Two	20	7.8%	2552	12.1%	2572	12.1%
Three	7	2.7%	368	1.8%	375	1.8%
More than three			80	.4%	80	.4%
Self-employed w/mult contracts			116	.6%	116	.5%

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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	256	100.0%	20669	100.0%	20925	100.0%
Self-employed	1	.4%	544	2.6%	545	2.6%
Solo physician practice	32	12.5%	2665	12.9%	2697	12.9%
Single-specialty physician group	118	46.1%	6473	31.3%	6591	31.5%
Multi-specialty physician group	25	9.8%	2619	12.7%	2644	12.6%
University hospital	35	13.7%	1617	7.8%	1652	7.9%
Other hospital	35	13.7%	2995	14.5%	3030	14.5%
Freestanding urgent care center			447	2.2%	447	2.1%
Freestanding surgical center	1	.4%	26	.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	3	1.2%	434	2.1%	437	2.1%
Community health center	1	.4%	1237	6.0%	1238	5.9%
Medical staffing agency			58	.3%	58	.3%
Physician practice mngmt org	2	.8%	282	1.4%	284	1.4%
Integrated health system	3	1.2%	243	1.2%	246	1.2%
Corrections system			217	1.0%	217	1.0%
Other			751	3.6%	751	3.6%

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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	254	100.0%	20446	100.0%	20700	100.0%
Not government employed	220	86.6%	18631	91.1%	18851	91.1%
Air Force	1	.4%	98	.5%	99	.5%
Army	3	1.2%	273	1.3%	276	1.3%
Navy			99	.5%	99	.5%
Coast Guard			12	.1%	12	.1%
Dept. of Veterans Affairs	23	9.1%	457	2.2%	480	2.3%
Federal Bureau of Prisons/DOJ			36	.2%	36	.2%
Indian Health Service			74	.4%	74	.4%
Federal Public Health Service	1	.4%	78	.4%	79	.4%
Other Federal Government			96	.5%	96	.5%
State Government	5	2.0%	326	1.6%	331	1.6%
Local Government	1	.4%	266	1.3%	267	1.3%

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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	256	100.0%	20767	100.0%	21023	100.0%
Intensive/critical care unit of hospital			446	2.1%	446	2.1%
Inpatient unit of hospital (not ICU/CCU)	22	8.6%	2037	9.8%	2059	9.8%
Outpatient unit of hospital	51	19.9%	1400	6.7%	1451	6.9%
Hospital emergency room			1982	9.5%	1982	9.4%
Hospital operating room	14	5.5%	1394	6.7%	1408	6.7%
Other unit of hospital			291	1.4%	291	1.4%
Federally Qualified Rural Health Center			774	3.7%	774	3.7%
Other FQHC			409	2.0%	409	1.9%
Other community health center/facility			512	2.5%	512	2.4%
Freestanding urgent care facility			613	3.0%	613	2.9%
Freestanding surgical facility	2	.8%	81	.4%	83	.4%
Solo practice physician office	30	11.7%	2616	12.6%	2646	12.6%
Single-specialty physician group practice	105	41.0%	4512	21.7%	4617	22.0%
Multi-specialty physician group practice	24	9.4%	1898	9.1%	1922	9.1%
HMO facility	3	1.2%	336	1.6%	339	1.6%
Nursing home or LTC facility			163	.8%	163	.8%
University/college student health facility	1	.4%	122	.6%	123	.6%
School-based health facility	1	.4%	76	.4%	77	.4%
Other freestanding outpatient facility	2	.8%	386	1.9%	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	1	.4%	338	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*

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	256	100.0%	20787	100.0%	21043	100.0%
Intensive/critical care unit of hospital	106	41.4%	4615	22.2%	4721	22.4%
Inpatient unit of hospital (not ICU/CCU)	154	60.2%	6911	33.2%	7065	33.6%
Outpatient unit of hospital	115	44.9%	4234	20.4%	4349	20.7%
Hospital emergency room	127	49.6%	6168	29.7%	6295	29.9%
Hospital operating room	139	54.3%	4489	21.6%	4628	22.0%
Other unit of hospital	39	15.2%	1867	9.0%	1906	9.1%
Federally Qualified Rural Health Center	1	.4%	1035	5.0%	1036	4.9%
Other FQHC	3	1.2%	588	2.8%	591	2.8%
Other community health center/facility	2	.8%	794	3.8%	796	3.8%
Freestanding urgent care facility	2	.8%	1009	4.9%	1011	4.8%
Freestanding surgical facility	24	9.4%	1044	5.0%	1068	5.1%
Solo practice physician office	34	13.3%	3013	14.5%	3047	14.5%
Single-specialty physician group practice	122	47.7%	5948	28.6%	6070	28.8%
Multi-specialty physician group practice	29	11.3%	2596	12.5%	2625	12.5%
HMO facility	3	1.2%	496	2.4%	499	2.4%
Nursing home or LTC facility	18	7.0%	1163	5.6%	1181	5.6%
University/college student health facility	4	1.6%	265	1.3%	269	1.3%
School-based health facility	1	.4%	168	.8%	169	.8%
Other freestanding outpatient facility	6	2.3%	652	3.1%	658	3.1%
Correctional facility	3	1.2%	353	1.7%	356	1.7%
Industrial facility/work site			183	.9%	183	.9%
Mobile health unit			87	.4%	87	.4%
Patients' homes	1	.4%	353	1.7%	354	1.7%
Other	2	.8%	560	2.7%	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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	256	100.0%	20742	100.0%	20998	100.0%
Family/general medicine			5572	26.9%	5572	26.5%
General internal medicine			1497	7.2%	1497	7.1%
Emergency medicine			2045	9.9%	2045	9.7%
General pediatrics			516	2.5%	516	2.5%
General surgery			575	2.8%	575	2.7%
Internal medicine subspecialties			2336	11.3%	2336	11.1%
Pediatric subspecialties			324	1.6%	324	1.5%
Surgical subspecialties	256	100.0%	4412	21.3%	4668	22.2%
Obstetrics and gynecology			485	2.3%	485	2.3%
Industrial/occupational medicine			495	2.4%	495	2.4%
Other			2485	12.0%	2485	11.8%

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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	256	100.0%	20742	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	9.9%	2045	9.7%
Family practice w/o urgent care			3261	15.7%	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	1.2%	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	100.0%			256	1.2%
Surg: vascular			140	.7%	140	.7%
Surg: bariatric			52	.3%	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	.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	1.9%	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	.6%	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

	Urology	All Others	Total
Respondents	256	20979	21235
Mean	9.3	9.4	9.4
Standard deviation	9.6	8.8	8.9
10th percentile	1.0	1.0	1.0
25th percentile	2.0	3.0	3.0
Median	5.0	6.0	6.0
75th percentile	12.0	14.0	14.0
90th percentile	26.3	25.0	25.0

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

	Urology	All Others	Total
Respondents	252	20452	20704
Mean	4.5	4.9	4.9
Standard deviation	6.0	5.8	5.8
10th percentile	.0	.0	.0
25th percentile	1.0	1.0	1.0
Median	3.0	3.0	3.0
75th percentile	5.0	6.0	6.0
90th percentile	14.0	13.0	13.0

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

	Urology	All Others	Total
Respondents	246	19961	20207
Mean	5.5	6.5	6.5
Standard deviation	6.7	7.2	7.2
10th percentile	.0	.0	.0
25th percentile	1.0	1.0	1.0
Median	3.0	4.0	4.0
75th percentile	6.0	9.0	9.0
90th percentile	16.3	18.0	18.0

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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	253	100.0%	20386	100.0%	20639	100.0%
Northeast	58	22.9%	4634	22.7%	4692	22.7%
Southeast	58	22.9%	4841	23.7%	4899	23.7%
North Central	72	28.5%	4272	21.0%	4344	21.0%
South Central	25	9.9%	2743	13.5%	2768	13.4%
West	40	15.8%	3896	19.1%	3936	19.1%

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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	253	100.0%	20386	100.0%	20639	100.0%
Alaska	1	.4%	122	.6%	123	.6%
Alabama	4	1.6%	101	.5%	105	.5%
Arkansas			41	.2%	41	.2%
Arizona	9	3.6%	496	2.4%	505	2.4%
California	11	4.3%	1602	7.9%	1613	7.8%
Colorado	3	1.2%	569	2.8%	572	2.8%
Connecticut	2	.8%	450	2.2%	452	2.2%
District Of Columbia			57	.3%	57	.3%
Delaware	1	.4%	60	.3%	61	.3%
Florida	16	6.3%	1096	5.4%	1112	5.4%
Georgia	8	3.2%	615	3.0%	623	3.0%
Guam			5	.0%	5	.0%
Hawaii	1	.4%	47	.2%	48	.2%
Iowa	5	2.0%	304	1.5%	309	1.5%
Idaho	3	1.2%	174	.9%	177	.9%
Illinois	14	5.5%	580	2.8%	594	2.9%
Indiana	4	1.6%	206	1.0%	210	1.0%
Kansas	2	.8%	280	1.4%	282	1.4%
Kentucky	3	1.2%	255	1.3%	258	1.3%
Louisiana			140	.7%	140	.7%
Massachusetts	9	3.6%	469	2.3%	478	2.3%
Maryland	5	2.0%	475	2.3%	480	2.3%
Maine	2	.8%	186	.9%	188	.9%
Michigan	11	4.3%	977	4.8%	988	4.8%
Minnesota	11	4.3%	401	2.0%	412	2.0%
Missouri	2	.8%	206	1.0%	208	1.0%
Mississippi			29	.1%	29	.1%
Montana			129	.6%	129	.6%
North Carolina	5	2.0%	1077	5.3%	1082	5.2%
North Dakota	1	.4%	83	.4%	84	.4%
Nebraska	3	1.2%	280	1.4%	283	1.4%
New Hampshire	1	.4%	140	.7%	141	.7%
New Jersey	3	1.2%	304	1.5%	307	1.5%
New Mexico	1	.4%	140	.7%	141	.7%
Nevada			140	.7%	140	.7%
New York	27	10.7%	1683	8.3%	1710	8.3%
Ohio	7	2.8%	508	2.5%	515	2.5%
Oklahoma	2	.8%	297	1.5%	299	1.4%
Oregon	6	2.4%	282	1.4%	288	1.4%
Pennsylvania	10	4.0%	1202	5.9%	1212	5.9%
Rhode Island	1	.4%	75	.4%	76	.4%
South Carolina	5	2.0%	208	1.0%	213	1.0%
South Dakota	5	2.0%	148	.7%	153	.7%
Tennessee	3	1.2%	318	1.6%	321	1.6%
Texas	17	6.7%	1247	6.1%	1264	6.1%
Utah	3	1.2%	215	1.1%	218	1.1%
Virginia	8	3.2%	459	2.3%	467	2.3%
Vermont	2	.8%	65	.3%	67	.3%
Washington	4	1.6%	613	3.0%	617	3.0%
Wisconsin	9	3.6%	579	2.8%	588	2.8%
West Virginia	1	.4%	180	.9%	181	.9%
Wyoming	2	.8%	71	.3%	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*

		Urology		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		232	100.0%	19296	100.0%	19528	100.0%
Not metro	NonMetro, with urban pop >20K and adjacent to metro area	10	4.3%	910	4.7%	920	4.7%
	NonMetro, with urban pop >20K, not adjacent to metro area	6	2.6%	491	2.5%	497	2.5%
	NonMetro, with urban pop 2.5K-20K, adjacent to metro area	6	2.6%	799	4.1%	805	4.1%
	NonMetro, with urban pop 2.5K-20K, not adjacent to metro area	5	2.2%	596	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	120	51.7%	9204	47.7%	9324
	Metro, 250K-1M Population	55	23.7%	4654	24.1%	4709	24.1%
	Metro, <250K Population	30	12.9%	2305	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*

		Urology		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		254	100.0%	20516	100.0%	20770	100.0%
Minor surgical procedures		163	64.2%	12243	59.7%	12406	59.7%
First assisting at surgery		135	53.1%	4904	23.9%	5039	24.3%
Manage the care of patients in an inpatient setting		140	55.1%	7672	37.4%	7812	37.6%
Serve on the quality assurance committee		18	7.1%	1665	8.1%	1683	8.1%
Serve on the utilization review committee		6	2.4%	641	3.1%	647	3.1%
Participate in the conduct of clinical trials		75	29.5%	2338	11.4%	2413	11.6%
Serve on formulary/pharmaceutical selection committee		1	.4%	564	2.7%	565	2.7%
Decision making about procurement of medical/surgical equipment/supplies		63	24.8%	4007	19.5%	4070	19.6%
Supervisory/managerial responsibilities for other PAs		24	9.4%	1920	9.4%	1944	9.4%
Supervisory/managerial responsibilities for clinical staff other than PAs		53	20.9%	3846	18.7%	3899	18.8%
Supervisory/managerial responsibilities for non-clinical staff		22	8.7%	1761	8.6%	1783	8.6%
Precept PA students		64	25.2%	7357	35.9%	7421	35.7%
Precept students of other health professions		54	21.3%	4991	24.3%	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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	256	100.0%	21015	100.0%	21271	100.0%
32 or more hours	241	94.1%	17909	85.2%	18150	85.3%
Less than 32 hours	12	4.7%	2703	12.9%	2715	12.8%
Hours not reported	3	1.2%	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*

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	152	100.0%	12314	100.0%	12466	100.0%
See some inpatients	100	65.8%	5434	44.1%	5534	44.4%
See some outpatients	141	92.8%	10426	84.7%	10567	84.8%
See some nursing home patients	12	7.9%	689	5.6%	701	5.6%
See some other patients**	18	11.8%	1346	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

	Urology	All Others	Total
Respondents	241	17909	18150
Mean	45.5	44.3	44.3
Standard deviation	6.7	8.0	8.0
10th percentile	40.0	36.0	36.0
25th percentile	40.0	40.0	40.0
Median	45.0	40.0	41.0
75th percentile	50.0	50.0	50.0
90th percentile	51.6	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*

	Urology	All Others	Total
Respondents	6	1148	1154
Mean	42.8	43.2	43.2
Standard deviation	10.2	7.3	7.3
10th percentile	33.0	35.0	35.0
25th percentile	36.0	40.0	40.0
Median	38.5	40.0	40.0
75th percentile	52.5	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

	Urology	All Others	Total
Respondents	5	1076	1081
Mean	34.0	63.9	63.7
Standard deviation	16.4	42.6	42.6
10th percentile	15.0	20.0	20.0
25th percentile	22.5	35.0	35.0
Median	30.0	50.0	50.0
75th percentile	47.5	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*

	Urology	All Others	Total
Respondents	38	4743	4781
Mean	39.1	39.0	39.0
Standard deviation	4.7	5.4	5.4
10th percentile	34.8	33.0	33.0
25th percentile	35.0	35.0	35.0
Median	40.0	40.0	40.0
75th percentile	40.0	40.0	40.0
90th percentile	45.4	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

	Urology	All Others	Total
Respondents	38	4680	4718
Mean	76.2	94.8	94.6
Standard deviation	38.5	39.9	39.9
10th percentile	39.8	50.0	50.0
25th percentile	50.0	70.0	70.0
Median	62.5	90.0	90.0
75th percentile	100.0	115.0	115.0
90th percentile	127.5	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

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	241	100.0%	17728	100.0%	17969	100.0%
Do not take call	146	60.6%	10623	59.9%	10769	59.9%
Take some call	84	34.9%	6080	34.3%	6164	34.3%
Take call, hours unknown	1	.4%	138	.8%	139	.8%
Always on call	10	4.1%	887	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*

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	241	100.0%	17754	100.0%	17995	100.0%
Emergency department call	55	22.8%	1864	10.5%	1919	10.7%
Surgical assisting call	34	14.1%	2198	12.4%	2232	12.4%
In-house call	39	16.2%	2177	12.3%	2216	12.3%
Other call	64	26.6%	3726	21.0%	3790	21.1%
Do not take call	146	60.6%	10623	59.8%	10769	59.8%
Call taken, type not indicated			51	.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*

	Urology	All Others	Total
Respondents	84	6078	6162
Mean	98.2	94.1	94.1
Standard deviation	75.1	87.2	87.1
10th percentile	12.0	12.0	12.0
25th percentile	40.0	30.0	30.0
Median	76.0	72.0	72.0
75th percentile	150.0	128.0	130.0
90th percentile	193.0	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*

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	241	100.0%	17754	100.0%	17995	100.0%
Personal policy funded by employer	68	28.2%	6033	34.0%	6101	33.9%
Personal policy, self-funded	5	2.1%	514	2.9%	519	2.9%
Rider on employer's policy, funded by employer	119	49.4%	8746	49.3%	8865	49.3%
Rider on employer's policy, self-funded	1	.4%	175	1.0%	176	1.0%
Other type of liability insurance	7	2.9%	552	3.1%	559	3.1%
No professional liability insurance coverage	8	3.3%	424	2.4%	432	2.4%
Don't know	32	13.3%	1976	11.1%	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*

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	237	100.0%	16854	100.0%	17091	100.0%
No base pay			237	1.4%	237	1.4%
Salary	225	94.9%	13444	79.8%	13669	80.0%
Hourly wage	12	5.1%	3059	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*

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	232	100.0%	16277	100.0%	16509	100.0%
No additional pay	70	30.2%	5234	32.2%	5304	32.1%
Surgical assisting fees	5	2.2%	327	2.0%	332	2.0%
Overtime pay	31	13.4%	2864	17.6%	2895	17.5%
Administrative pay	3	1.3%	430	2.6%	433	2.6%
Pay for on-call availability	29	12.5%	1419	8.7%	1448	8.8%
Pay for on-call services/events	22	9.5%	1441	8.9%	1463	8.9%
Bonus not based on performance	61	26.3%	3011	18.5%	3072	18.6%
Bonus based on performance of practice	31	13.4%	2175	13.4%	2206	13.4%
Bonus based on performance of PA	49	21.1%	3985	24.5%	4034	24.4%
Bonus based on something else	13	5.6%	865	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*

	Urology		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	60	100.0%	5149	100.0%	5209	100.0%
Bonus based on charges	13	21.7%	956	18.6%	969	18.6%
Bonus based on revenues	34	56.7%	2255	43.8%	2289	43.9%
Bonus based on relative value units	7	11.7%	752	14.6%	759	14.6%
Bonus based on profit	18	30.0%	1294	25.1%	1312	25.2%
Bonus based on number of visits or panel size	3	5.0%	979	19.0%	982	18.9%
Bonus based on quality of care	9	15.0%	783	15.2%	792	15.2%
Bonus based on patient satisfaction	10	16.7%	805	15.6%	815	15.6%
Bonus based on other factors	8	13.3%	453	8.8%	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*

	Urology	All Others	Total
Respondents	238	17108	17346
Mean	\$84,204	\$84,398	\$84,396
Standard deviation	\$20,533	\$21,995	\$21,975
10th percentile	\$65,763	\$62,446	\$62,472
25th percentile	\$71,397	\$69,967	\$70,016
Median	\$78,672	\$80,375	\$80,356
75th percentile	\$92,240	\$94,267	\$94,260
90th percentile	\$109,818	\$110,742	\$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*

	Urology	All Others	Total
Respondents	22	1847	1869
Mean	\$75,771	\$70,947	\$71,004
Standard deviation	\$12,911	\$12,734	\$12,743
10th percentile	\$62,318	\$57,984	\$58,040
25th percentile	\$69,491	\$63,506	\$63,653
Median	\$73,306	\$69,431	\$69,517
75th percentile	\$78,324	\$76,388	\$76,416
90th percentile	\$98,226	\$85,392	\$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*

	Urology		All Others		Total		
	Count	Percent	Count	Percent	Count	Percent	
Respondents	229	100.0%	16366	100.0%	16595	100.0%	
Professional Liability Insurance	Employer pays 95-100%	225	98.3%	15974	97.6%	16199	97.6%
	Employer pays 50-94%	1	.4%	98	.6%	99	.6%
	Employer pays 1-49%			33	.2%	33	.2%
	Employer pays 0%	3	1.3%	261	1.6%	264	1.6%
Individual Health Insurance	Employer pays 95-100%	119	57.8%	7246	47.9%	7365	48.1%
	Employer pays 50-94%	62	30.1%	5433	35.9%	5495	35.9%
	Employer pays 1-49%	11	5.3%	1066	7.1%	1077	7.0%
	Employer pays 0%	14	6.8%	1374	9.1%	1388	9.1%
Family Health Insurance	Employer pays 95-100%	57	38.3%	2802	24.4%	2859	24.6%
	Employer pays 50-94%	47	31.5%	4118	35.8%	4165	35.8%
	Employer pays 1-49%	14	9.4%	1224	10.7%	1238	10.6%
	Employer pays 0%	31	20.8%	3345	29.1%	3376	29.0%
Dental Insurance	Employer pays 95-100%	70	37.8%	4431	30.7%	4501	30.8%
	Employer pays 50-94%	46	24.9%	4539	31.4%	4585	31.4%
	Employer pays 1-49%	18	9.7%	1440	10.0%	1458	10.0%
	Employer pays 0%	51	27.6%	4030	27.9%	4081	27.9%
Disability Insurance	Employer pays 95-100%	81	44.0%	6191	43.8%	6272	43.8%
	Employer pays 50-94%	34	18.5%	2542	18.0%	2576	18.0%
	Employer pays 1-49%	14	7.6%	1061	7.5%	1075	7.5%
	Employer pays 0%	55	29.9%	4339	30.7%	4394	30.7%
Term Life Insurance	Employer pays 95-100%	71	39.9%	5466	40.7%	5537	40.7%
	Employer pays 50-94%	29	16.3%	1968	14.7%	1997	14.7%
	Employer pays 1-49%	17	9.6%	1308	9.7%	1325	9.7%
	Employer pays 0%	61	34.3%	4677	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*

		Urology		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		209	100.0%	14870	100.0%	15079	100.0%
Pension/Retirement Fund	Employer pays 95-100%	65	31.1%	3463	23.3%	3528	23.4%
	Employer pays 50-94%	56	26.8%	3044	20.5%	3100	20.6%
	Employer pays 1-49%	63	30.1%	5762	38.7%	5825	38.6%
	Employer pays 0%	25	12.0%	2601	17.5%	2626	17.4%
DEA Registration Fees	Employer pays 95-100%	153	84.1%	10460	77.6%	10613	77.7%
	Employer pays 50-94%	3	1.6%	186	1.4%	189	1.4%
	Employer pays 1-49%			92	.7%	92	.7%
	Employer pays 0%	26	14.3%	2747	20.4%	2773	20.3%
NCCPA Fees	Employer pays 95-100%	153	71.5%	10241	64.7%	10394	64.8%
	Employer pays 50-94%	5	2.3%	282	1.8%	287	1.8%
	Employer pays 1-49%	1	.5%	139	.9%	140	.9%
	Employer pays 0%	55	25.7%	5167	32.6%	5222	32.6%
AAPA Dues	Employer pays 95-100%	145	68.7%	9968	64.0%	10113	64.0%
	Employer pays 50-94%	6	2.8%	269	1.7%	275	1.7%
	Employer pays 1-49%	1	.5%	136	.9%	137	.9%
	Employer pays 0%	59	28.0%	5209	33.4%	5268	33.4%
State PA Chapter Dues	Employer pays 95-100%	118	62.4%	8083	56.7%	8201	56.8%
	Employer pays 50-94%	4	2.1%	223	1.6%	227	1.6%
	Employer pays 1-49%	3	1.6%	136	1.0%	139	1.0%
	Employer pays 0%	64	33.9%	5813	40.8%	5877	40.7%
Specialty Organization Dues	Employer pays 95-100%	80	52.6%	5293	46.4%	5373	46.4%
	Employer pays 50-94%	5	3.3%	224	2.0%	229	2.0%
	Employer pays 1-49%	3	2.0%	127	1.1%	130	1.1%
	Employer pays 0%	64	42.1%	5775	50.6%	5839	50.5%
AAPA Annual Conference Registration Fees	Employer pays 95-100%	119	66.5%	7876	57.1%	7995	57.2%
	Employer pays 50-94%	8	4.5%	1134	8.2%	1142	8.2%
	Employer pays 1-49%	5	2.8%	614	4.5%	619	4.4%
Credentialing Fees	Employer pays 0%	47	26.3%	4170	30.2%	4217	30.2%
	Employer pays 95-100%	173	80.5%	11378	75.4%	11551	75.4%
	Employer pays 50-94%	5	2.3%	347	2.3%	352	2.3%
	Employer pays 1-49%	1	.5%	206	1.4%	207	1.4%
	Employer pays 0%	36	16.7%	3166	21.0%	3202	20.9%

*Excludes self-employed PAs.