



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

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

## **Section II. Professional Status of Respondents**

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

Current Profession: Four percent of respondents reported working as a PA educator. This was the most common professional activity other than providing clinical services as a PA.

## **Section III: Information about Respondents in Clinical Practice**

Number of Clinical PA Jobs: Eighty-five percent of respondents reported working exactly one clinical PA job; 15 percent work more than one clinical PA job concurrently.

Employer Type: More than four in ten respondents (43%) are employed by a single or multi-specialty physician group practice while 22 percent are employed by hospitals and 14 percent are employed by solo physician offices.

Government Employment: About 10 percent of respondents work for some type of government agency. The Department of Veterans' Affairs is the single largest government employer of PAs accounting for just over two percent of respondents; state governments collectively employ about two percent of this year's respondents.

Primary Work Setting: The most prevalent "primary" work setting, reported by 37 percent of respondents, is a hospital; the hospital departments cited most frequently as primary settings are hospital emergency rooms (10%), hospital inpatient units (9%), hospital outpatient units (8%), and hospital operating rooms (7%). Physician group practices are the primary work setting for 29 percent of respondents; 20 percent report working in a single-specialty group practice and 9 percent report working in a multi-specialty group practice. Other settings reported as the primary work setting by large numbers of PAs include solo-practice physician offices (13%), and Federally Qualified Health Centers or community health facilities (8%).

### Work Settings where Clinical Services are Provided over the Course of a Typical Month:

Respondents were asked to indicate all of the settings where they provide clinical services for their primary clinical employer over the course of a typical month. The specific work settings reported by at least 20 percent of respondents are hospital inpatient units (33%), hospital emergency rooms (29%), single-specialty physician group practices (26%), hospital operating rooms (21%), hospital outpatient units (21%), and hospital intensive care/critical care units (20%).

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

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

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

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

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

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

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

Work Status: The majority of clinically practicing respondents (87%) work full-time, defined as more than 32 hours per week, for their primary clinical employer.

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

Hours Worked: The mean number of hours worked by the respondents who work more than 32 hours in a typical week is 44.4; the median is 42 hours.

Patient Visits/Encounters: Due to the variety of work settings and specialty fields in which PAs practice, the types of patients PAs treat are quite varied. The vast majority (91%) of census respondents who work full-time see some outpatients in their primary job; the mean number of patient visits provided per week by PAs who see outpatients exclusively is 96.0. One-third of respondents who work full-time (33%) see some inpatients in their primary job; the mean number of patient encounters provided per week by respondents who see inpatients exclusively is 61.8. Six percent of full-time PAs reported seeing some nursing home patients in their primary job, and only four percent of respondents report seeing patients who can not be classified as inpatients, outpatients, or nursing home patients.

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

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

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

Compensation: Respondents reported receiving several additional forms of compensation from their primary employer. The most common form of additional compensation was a bonus or incentive pay based on the PA's productivity or performance, reported by 24 percent of respondents. Eighteen percent of respondents reported receiving overtime pay while 17 percent reported receiving a bonus based on something other than productivity or performance. Almost half of those who reported receiving an incentive based on productivity or performance (46%) indicated that the incentive was based on revenue.

Annual Income: The median total annual income from primary employer for respondents who work at least 32 hours per week for their primary employer and who are not self-employed is \$74,264; the mean is \$78,257. The comparable figures for respondents who graduated in 2003 are \$64,536 and \$65,641, respectively.

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

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

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2004 AAPA Physician Assistant Census Report for Allergy

Section I: Characteristics of 2004 AAPA Census Respondents

Table 1.1: Number and Percent Distribution of Census Respondents by whether Primary Specialty is Allergy

	Count	Percent
Total	23494	100.0%
Allergy	117	.5%
Other Specialties	20739	88.3%
Not in Practice	2638	11.2%

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

	Allergy		Other Specialties		Not in Practice		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Male	37	31.6%	8363	40.7%	844	32.4%	9244	39.7%
Female	80	68.4%	12185	59.3%	1762	67.6%	14027	60.3%

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

	Allergy		Other Specialties		Not in Practice		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Asian/Pacific Islander	7	6.6%	645	3.4%	56	2.5%	708	3.3%
Black (Not Hispanic)	1	.9%	525	2.8%	91	4.0%	617	2.9%
Hispanic/Latino Origin	5	4.7%	717	3.8%	66	2.9%	788	3.7%
Amer Indian/Alaskan	1	.9%	159	.8%	30	1.3%	190	.9%
White (Not Hispanic)	91	85.8%	16605	88.4%	2013	88.6%	18709	88.4%
Multiracial	1	.9%	137	.7%	15	.7%	153	.7%

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

	Allergy		Other Specialties		Not in Practice		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Do not have certificate in PA studies	75	70.8%	11321	65.3%	1286	56.8%	12682	64.4%
Have certificate in PA studies	31	29.2%	6009	34.7%	980	43.2%	7020	35.6%
Do not have associate's in PA studies	101	95.3%	16018	92.4%	2011	88.7%	18130	92.0%
Have associate's in PA studies	5	4.7%	1312	7.6%	255	11.3%	1572	8.0%
Do not have bachelor's in PA studies	55	51.9%	8653	49.9%	1145	50.5%	9853	50.0%
Have bachelor's in PA studies	51	48.1%	8677	50.1%	1121	49.5%	9849	50.0%
Do not have master's in PA studies	74	69.8%	13300	76.7%	2053	90.6%	15427	78.3%
Have master's in PA studies	32	30.2%	4030	23.3%	213	9.4%	4275	21.7%

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

	Allergy		Other Specialties		Not in Practice		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Do not have bachelor's degree	5	4.7%	1504	8.7%	307	13.5%	1816	9.2%
Have bachelor's degree	101	95.3%	15826	91.3%	1959	86.5%	17886	90.8%
Do not have master's degree	64	60.4%	11083	64.0%	1573	69.4%	12720	64.6%
Have master's degree	42	39.6%	6247	36.0%	693	30.6%	6982	35.4%
Do not have doctoral degree	103	97.2%	17131	98.9%	2168	95.7%	19402	98.5%
Have doctoral degree	3	2.8%	199	1.1%	98	4.3%	300	1.5%

**Table 1.6: Summary Measures of Age for Census Respondents**

	Allergy	Other Specialties	Not in Practice	Total
Count	117	20728	2579	23424
Mean	39.5	40.7	49.0	41.6
Standard deviation	10.3	10.3	11.7	10.7
10th percentile	28.0	28.0	33.0	28.0
25th percentile	31.0	32.0	40.0	32.0
Median	37.0	39.0	49.0	41.0
75th percentile	48.0	49.0	57.0	50.0
90th percentile	54.4	55.0	64.0	56.0

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

	Allergy	Other Specialties	Not in Practice	Total
Count	117	20728	2579	23424
Mean	30.2	30.9	31.7	30.9
Standard deviation	6.7	6.9	7.9	7.0
10th percentile	24.0	24.0	24.0	24.0
25th percentile	25.0	26.0	26.0	26.0
Median	28.0	29.0	29.0	29.0
75th percentile	33.0	34.0	36.0	34.0
90th percentile	40.0	41.0	44.0	41.0

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

	Allergy	Other Specialties	Not in Practice	Total
Count	117	20739	2638	23494
Mean	9.3	9.8	17.4	10.7
Standard deviation	8.5	8.6	9.6	9.0
10th percentile	2.0	1.0	3.0	1.0
25th percentile	4.0	3.0	9.0	3.0
Median	6.0	6.0	19.0	7.0
75th percentile	15.0	15.0	26.0	18.0
90th percentile	24.0	24.0	29.0	26.0

**Section II: Professional Status of Respondents**

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

	Allergy		Other Specialties		Not in Practice		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	20739	100.0%	2638	100.0%	23494	100.0%
In clinical practice	117	100.0%	20739	100.0%			20856	88.8%
Not in clinical practice					2638	100.0%	2638	11.2%

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

	Allergy		Other Specialties		Not in Practice		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	20739	100.0%	2638	100.0%	23494	100.0%
Clinically practicing PA	117	100.0%	20739	100.0%			20856	88.8%
Clinically practicing physician or NP					109	4.1%	109	.5%
Other clinically practicing provider	1	.9%	88	.4%	72	2.7%	161	.7%
PA educator	2	1.7%	754	3.6%	193	7.3%	949	4.0%
Other health professions educator			223	1.1%	77	2.9%	300	1.3%
Health care professional-administrator			275	1.3%	109	4.1%	384	1.6%
Health care professional-researcher	2	1.7%	96	.5%	62	2.4%	160	.7%
Health care professional-lawyer			3	.0%	9	.3%	12	.1%
Health care professional-public health			40	.2%	20	.8%	60	.3%
Health care professional-other	2	1.7%	303	1.5%	232	8.8%	537	2.3%
Other non-health professional			81	.4%	162	6.1%	243	1.0%
Student in post-graduate PA program			150	.7%	20	.8%	170	.7%
Medical student			30	.1%	26	1.0%	56	.2%
Other student			60	.3%	27	1.0%	87	.4%
Not employed by choice					565	21.4%	565	2.4%
Employed, seeking PA job			9	.0%	115	4.4%	124	.5%
Unemployed, seeking PA job					250	9.5%	250	1.1%
Unemployed, seeking non-PA job					68	2.6%	68	.3%
Retired					453	17.2%	453	1.9%
Other			115	.6%	194	7.4%	309	1.3%

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

**Section III: Information about Respondents in Clinical Practice**

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	20739	100.0%	20856	100.0%
One	108	92.3%	17595	84.8%	17703	84.9%
Two	9	7.7%	2558	12.3%	2567	12.3%
Three			387	1.9%	387	1.9%
More than three			90	.4%	90	.4%
Self-employed w/mult contracts			109	.5%	109	.5%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	20715	100.0%	20832	100.0%
Self-employed	3	2.6%	550	2.7%	553	2.7%
Solo physician practice	46	39.3%	2883	13.9%	2929	14.1%
Single-specialty physician group	50	42.7%	6201	29.9%	6251	30.0%
Multi-specialty physician group	14	12.0%	2686	13.0%	2700	13.0%
University hospital	2	1.7%	1515	7.3%	1517	7.3%
Other hospital			3083	14.9%	3083	14.8%
Freestanding urgent care center			388	1.9%	388	1.9%
Freestanding surgical center			25	.1%	25	.1%
Nursing home or LTC facility			55	.3%	55	.3%
Home health agency			3	.0%	3	.0%
Hospice			1	.0%	1	.0%
HMO	1	.9%	549	2.7%	550	2.6%
Community health center			1227	5.9%	1227	5.9%
Medical staffing agency			58	.3%	58	.3%
Physician practice mngmt org			309	1.5%	309	1.5%
Integrated health system			201	1.0%	201	1.0%
Corrections system			229	1.1%	229	1.1%
Other	1	.9%	752	3.6%	753	3.6%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	20506	100.0%	20623	100.0%
Not government employed	116	99.1%	18473	90.1%	18589	90.1%
Air Force			144	.7%	144	.7%
Army			302	1.5%	302	1.5%
Navy			115	.6%	115	.6%
Dept. of Veterans Affairs			503	2.5%	503	2.4%
Federal Bureau of Prisons/DOJ			45	.2%	45	.2%
Federal Public Health Service			81	.4%	81	.4%
Indian Health Service			80	.4%	80	.4%
Other federal government			78	.4%	78	.4%
State government	1	.9%	430	2.1%	431	2.1%
Local government			235	1.1%	235	1.1%
Coast Guard			20	.1%	20	.1%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	20679	100.0%	20796	100.0%
Intensive/critical care unit of hospital	1	.9%	391	1.9%	392	1.9%
Inpatient unit of hospital (not ICU/CCU)			1865	9.0%	1865	9.0%
Outpatient unit of hospital	1	.9%	1606	7.8%	1607	7.7%
Hospital emergency room			2047	9.9%	2047	9.8%
Hospital operating room			1443	7.0%	1443	6.9%
Other unit of hospital			253	1.2%	253	1.2%
Federally Qualified Rural Health Center			905	4.4%	905	4.4%
Other FQHC			335	1.6%	335	1.6%
Other community health center/facility			476	2.3%	476	2.3%
Freestanding urgent care facility			598	2.9%	598	2.9%
Freestanding surgical facility			115	.6%	115	.6%
Solo practice physician office	46	39.3%	2729	13.2%	2775	13.3%
Single-specialty physician group practice	52	44.4%	4136	20.0%	4188	20.1%
Multi-specialty physician group practice	14	12.0%	1860	9.0%	1874	9.0%
HMO facility	1	.9%	397	1.9%	398	1.9%
Nursing home or LTC facility			179	.9%	179	.9%
University/college student health facility			137	.7%	137	.7%
School-based health facility			80	.4%	80	.4%
Other freestanding outpatient facility	2	1.7%	460	2.2%	462	2.2%
Correctional facility			255	1.2%	255	1.2%
Industrial facility/work site			121	.6%	121	.6%
Mobile health unit			20	.1%	20	.1%
Patients' homes			17	.1%	17	.1%
Other			254	1.2%	254	1.2%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	20707	100.0%	20824	100.0%
Intensive/critical care unit of hospital	2	1.7%	4233	20.4%	4235	20.3%
Inpatient unit of hospital (not ICU/CCU)	4	3.4%	6765	32.7%	6769	32.5%
Outpatient unit of hospital	1	.9%	4302	20.8%	4303	20.7%
Hospital emergency room	3	2.6%	5986	28.9%	5989	28.8%
Hospital operating room	1	.9%	4402	21.3%	4403	21.1%
Other unit of hospital	1	.9%	1800	8.7%	1801	8.6%
Federally Qualified Rural Health Center	1	.9%	1188	5.7%	1189	5.7%
Other FQHC	1	.9%	470	2.3%	471	2.3%
Other community health center/facility			759	3.7%	759	3.6%
Freestanding urgent care facility	1	.9%	1095	5.3%	1096	5.3%
Freestanding surgical facility			919	4.4%	919	4.4%
Solo practice physician office	49	41.9%	3330	16.1%	3379	16.2%
Single-specialty physician group practice	57	48.7%	5444	26.3%	5501	26.4%
Multi-specialty physician group practice	15	12.8%	2579	12.5%	2594	12.5%
HMO facility	1	.9%	589	2.8%	590	2.8%
Nursing home or LTC facility			1338	6.5%	1338	6.4%
University/college student health facility			284	1.4%	284	1.4%
School-based health facility			194	.9%	194	.9%
Other freestanding outpatient facility	2	1.7%	745	3.6%	747	3.6%
Correctional facility			397	1.9%	397	1.9%
Industrial facility/work site			235	1.1%	235	1.1%
Mobile health unit			100	.5%	100	.5%
Patients' homes			446	2.2%	446	2.1%
Other			508	2.5%	508	2.4%

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

**Table 3.6: Number and Percent Distribution of Clinically Practicing Respondents by General Specialty Practiced for Primary Employer**

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	20433	100.0%	20550	100.0%
Family/general medicine			6052	29.6%	6052	29.5%
General internal medicine			1607	7.9%	1607	7.8%
Emergency medicine			2031	9.9%	2031	9.9%
General pediatrics			523	2.6%	523	2.5%
General surgery			581	2.8%	581	2.8%
Internal medicine subspecialties			2004	9.8%	2004	9.8%
Pediatric subspecialties			309	1.5%	309	1.5%
Surgical subspecialties			4327	21.2%	4327	21.1%
Obstetrics and gynecology			534	2.6%	534	2.6%
Industrial/occupational medicine			495	2.4%	495	2.4%
Other	117	100.0%	1970	9.6%	2087	10.2%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	20433	100.0%	20550	100.0%
Addiction medicine			89	.4%	89	.4%
Allergy	117	100.0%			117	.6%
Anesthesiology			45	.2%	45	.2%
Dermatology			625	3.1%	625	3.0%
Emergency medicine			2031	9.9%	2031	9.9%
Family practice w/o urgent care			2370	11.6%	2370	11.5%
Family practice wt urgent care			3682	18.0%	3682	17.9%
Genetics			4	.0%	4	.0%
Geriatrics			162	.8%	162	.8%
Obstetrics/gynecology			534	2.6%	534	2.6%
Occupational medicine			495	2.4%	495	2.4%
Ophthalmology			23	.1%	23	.1%
Pain management			180	.9%	180	.9%
Pathology			6	.0%	6	.0%
Physical med rehab			155	.8%	155	.8%
Psychiatry			200	1.0%	200	1.0%
Public health			27	.1%	27	.1%
Radiation oncology			45	.2%	45	.2%
Radiology			128	.6%	128	.6%
General surgery			581	2.8%	581	2.8%
Surg: cardiovascular/cardiothoracic			715	3.5%	715	3.5%
Surg: colon & rectal			17	.1%	17	.1%
Surg: hand			53	.3%	53	.3%
Surg: neurology			434	2.1%	434	2.1%
Surg: oncology			56	.3%	56	.3%
Surg: orthopedics			2029	9.9%	2029	9.9%
Surg: otorhinolaryngology			169	.8%	169	.8%
Surg: pediatric			28	.1%	28	.1%
Surg: plastic			146	.7%	146	.7%
Surg: thoracic			34	.2%	34	.2%
Surg: transplant			42	.2%	42	.2%
Surg: trauma			83	.4%	83	.4%
Surg: urology			251	1.2%	251	1.2%
Surg: vascular			134	.7%	134	.7%
Surg: other			136	.7%	136	.7%
General pediatrics			523	2.6%	523	2.5%
Ped: adolescent medicine			64	.3%	64	.3%
Ped: allergy			10	.0%	10	.0%
Ped: cardiology			18	.1%	18	.1%
Ped: critical care			19	.1%	19	.1%
Ped: endocrinology			6	.0%	6	.0%
Ped: gastroenterology			11	.1%	11	.1%
Ped: hematology/oncology			32	.2%	32	.2%
Ped: infectious disease			6	.0%	6	.0%
Ped: neonatal-perinatal			66	.3%	66	.3%
Ped: nephrology			4	.0%	4	.0%
Ped: neurology			12	.1%	12	.1%
Ped: pulmonology			7	.0%	7	.0%
Ped: other			54	.3%	54	.3%
General internal medicine			1607	7.9%	1607	7.8%
IM: cardiology			685	3.4%	685	3.3%
IM: critical care			55	.3%	55	.3%
IM: endocrinology			79	.4%	79	.4%
IM: gastroenterology			337	1.6%	337	1.6%
IM: hematology/oncology			288	1.4%	288	1.4%
IM: immunology			5	.0%	5	.0%
IM: infectious disease			125	.6%	125	.6%
IM: nephrology			109	.5%	109	.5%
IM: neurology			91	.4%	91	.4%
IM: pulmonology			71	.3%	71	.3%
IM: rheumatology			73	.4%	73	.4%
IM: other			86	.4%	86	.4%
Other			281	1.4%	281	1.4%

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

	Allergy	Other Specialties	Total
Respondents	117	20692	20809
Mean	8.6	9.2	9.2
Standard deviation	8.6	8.6	8.6
10th percentile	1.0	.0	.0
25th percentile	3.0	3.0	3.0
Median	5.0	6.0	6.0
75th percentile	11.5	14.0	14.0
90th percentile	22.2	24.0	24.0

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

	Allergy	Other Specialties	Total
Respondents	107	19649	19756
Mean	4.4	5.0	5.0
Standard deviation	4.9	5.7	5.7
10th percentile	.0	.0	.0
25th percentile	1.0	1.0	1.0
Median	3.0	3.0	3.0
75th percentile	6.0	7.0	7.0
90th percentile	12.0	13.0	13.0

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

	Allergy	Other Specialties	Total
Respondents	116	20524	20640
Mean	4.4	6.4	6.4
Standard deviation	5.1	7.0	7.0
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	12.0	17.0	17.0

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	20195	100.0%	20312	100.0%
Northeast	25	21.4%	4826	23.9%	4851	23.9%
Southeast	26	22.2%	4681	23.2%	4707	23.2%
North Central	18	15.4%	4107	20.3%	4125	20.3%
South Central	29	24.8%	2755	13.6%	2784	13.7%
West	19	16.2%	3826	18.9%	3845	18.9%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	20195	100.0%	20312	100.0%
Alaska			130	.6%	130	.6%
Alabama			102	.5%	102	.5%
Arkansas			27	.1%	27	.1%
Arizona	2	1.7%	453	2.2%	455	2.2%
California	5	4.3%	1679	8.3%	1684	8.3%
Colorado	10	8.5%	576	2.9%	586	2.9%
Connecticut	2	1.7%	429	2.1%	431	2.1%
District Of Columbia			73	.4%	73	.4%
Delaware			66	.3%	66	.3%
Florida	8	6.8%	1080	5.3%	1088	5.4%
Georgia	2	1.7%	614	3.0%	616	3.0%
Guam			5	.0%	5	.0%
Hawaii	1	.9%	51	.3%	52	.3%
Iowa	1	.9%	323	1.6%	324	1.6%
Idaho			131	.6%	131	.6%
Illinois	4	3.4%	535	2.6%	539	2.7%
Indiana			187	.9%	187	.9%
Kansas			267	1.3%	267	1.3%
Kentucky	2	1.7%	249	1.2%	251	1.2%
Louisiana	1	.9%	138	.7%	139	.7%
Massachusetts	3	2.6%	442	2.2%	445	2.2%
Maryland	3	2.6%	484	2.4%	487	2.4%
Maine			207	1.0%	207	1.0%
Michigan	6	5.1%	926	4.6%	932	4.6%
Minnesota	2	1.7%	377	1.9%	379	1.9%
Missouri			186	.9%	186	.9%
Mississippi			37	.2%	37	.2%
Montana	2	1.7%	131	.6%	133	.7%
North Carolina	5	4.3%	1044	5.2%	1049	5.2%
North Dakota			88	.4%	88	.4%
Nebraska	2	1.7%	272	1.3%	274	1.3%
New Hampshire			136	.7%	136	.7%
New Jersey	4	3.4%	269	1.3%	273	1.3%
New Mexico			145	.7%	145	.7%
Nevada	1	.9%	134	.7%	135	.7%
New York	12	10.3%	1958	9.7%	1970	9.7%
Ohio			490	2.4%	490	2.4%
Oklahoma			319	1.6%	319	1.6%
Oregon	3	2.6%	255	1.3%	258	1.3%
Pennsylvania	3	2.6%	1159	5.7%	1162	5.7%
Rhode Island	1	.9%	83	.4%	84	.4%
South Carolina	1	.9%	186	.9%	187	.9%
South Dakota			152	.8%	152	.7%
Tennessee			282	1.4%	282	1.4%
Texas	18	15.4%	1246	6.2%	1264	6.2%
Utah	1	.9%	204	1.0%	205	1.0%
Virginia	3	2.6%	387	1.9%	390	1.9%
Vermont			77	.4%	77	.4%
Washington	4	3.4%	576	2.9%	580	2.9%
Wisconsin	3	2.6%	571	2.8%	574	2.8%
West Virginia	2	1.7%	180	.9%	182	.9%
Wyoming			77	.4%	77	.4%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	116	100.0%	19998	100.0%	20114	100.0%
Not metro	5	4.3%	3785	18.9%	3790	18.8%
Metro	111	95.7%	16213	81.1%	16324	81.2%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	20718	100.0%	20835	100.0%
Function as hospitalist	2	1.7%	1315	6.3%	1317	6.3%
Perform invasive procedures	8	6.8%	8691	41.9%	8699	41.8%
Assist at surgery			5527	26.7%	5527	26.5%
Manage care for inpatients	5	4.3%	7377	35.6%	7382	35.4%
Perform quality assurance	18	15.4%	4154	20.1%	4172	20.0%
Educate other providers	38	32.5%	6672	32.2%	6710	32.2%
Utilization review	6	5.1%	1224	5.9%	1230	5.9%
Research	36	30.8%	2157	10.4%	2193	10.5%
Pharmaceutical selection committee	1	.9%	470	2.3%	471	2.3%
Therapeutics committee	1	.9%	443	2.1%	444	2.1%
Make decisions about procurement	25	21.4%	4415	21.3%	4440	21.3%
Supervise other PAs	4	3.4%	1811	8.7%	1815	8.7%
Supervise clinical staff other than PAs	49	41.9%	4014	19.4%	4063	19.5%
Supervise non-clinical staff	20	17.1%	1895	9.1%	1915	9.2%
Precept PA students	27	23.1%	7611	36.7%	7638	36.7%
Precept students of other health professions	13	11.1%	5196	25.1%	5209	25.0%

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

**Table 3.15: Number and Percent Distribution of Clinically Practicing Respondents by Hours Worked per Week at Primary Clinical Job**

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	117	100.0%	20739	100.0%	20856	100.0%
32 or more hours	87	74.4%	17959	86.6%	18046	86.5%
Less than 32 hours	30	25.6%	2714	13.1%	2744	13.2%
Hours not reported			66	.3%	66	.3%

**Section IV: Information about Respondents Who Work at Least 32 Hours per Week at Their Primary Clinical Job**

**Table 4.1: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Patients Treated\***

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	71	100.0%	12552	100.0%	12623	100.0%
See some inpatients	6	8.5%	4147	33.0%	4153	32.9%
See some outpatients	65	91.5%	11426	91.0%	11491	91.0%
See some nursing home patients			732	5.8%	732	5.8%
See some other patients**	3	4.2%	467	3.7%	470	3.7%

\*Data represent only respondents who reported complete information about both hours and visits for all patient types. Percentages sum to more than 100 because respondents may see multiple types of patients.

\*\*Other patients are those who were not classified as either outpatients, inpatients, or nursing home patients.

**Table 4.2: Summary Measures of Total Hours Worked per Week for Primary Clinical Employer by Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job**

	Allergy	Other Specialties	Total
Respondents	87	17959	18046
Mean	41.1	44.5	44.4
Standard deviation	5.0	8.0	8.0
10th percentile	34.8	36.0	36.0
25th percentile	40.0	40.0	40.0
Median	40.0	42.0	42.0
75th percentile	44.0	50.0	50.0
90th percentile	48.2	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\***

	Allergy	Other Specialties	Total
Respondents	3	729	732
Mean	38.7	43.7	43.6
Standard deviation	2.3	7.7	7.7
10th percentile	36.0	35.0	35.0
25th percentile	36.0	40.0	40.0
Median	40.0	40.0	40.0
75th percentile	.	50.0	49.8
90th percentile	.	55.0	54.7

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

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

	Allergy	Other Specialties	Total
Respondents	3	729	732
Mean	50.0	61.9	61.8
Standard deviation	27.8	43.1	43.1
10th percentile	20.0	16.0	16.0
25th percentile	20.0	30.0	30.0
Median	55.0	50.0	50.0
75th percentile	.	80.0	80.0
90th percentile	.	110.0	108.5

**Table 4.5: Summary Measures of Hours Providing Direct Outpatient Care per Week for Respondents Who See Outpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job\***

	Allergy	Other Specialties	Total
Respondents	37	6310	6347
Mean	37.6	39.3	39.3
Standard deviation	4.3	5.6	5.6
10th percentile	32.0	34.0	34.0
25th percentile	34.0	35.8	35.0
Median	38.0	40.0	40.0
75th percentile	40.0	40.0	40.0
90th percentile	43.4	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**

	Allergy	Other Specialties	Total
Respondents	37	6310	6347
Mean	74.2	96.1	96.0
Standard deviation	41.9	39.1	39.2
10th percentile	38.0	50.0	50.0
25th percentile	55.0	70.8	70.0
Median	65.0	100.0	100.0
75th percentile	80.0	115.0	115.0
90th percentile	126.0	150.0	148.4

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	78	100.0%	16491	100.0%	16569	100.0%
None	66	84.6%	5946	36.1%	6012	36.3%
One	6	7.7%	7166	43.5%	7172	43.3%
Two	5	6.4%	1942	11.8%	1947	11.8%
Three			839	5.1%	839	5.1%
Greater than three	1	1.3%	598	3.6%	599	3.6%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	12	100.0%	10481	100.0%	10493	100.0%
None	3	25.0%	217	2.1%	220	2.1%
One	5	41.7%	6700	63.9%	6705	63.9%
Two	2	16.7%	2014	19.2%	2016	19.2%
Three	1	8.3%	891	8.5%	892	8.5%
Greater than three	1	8.3%	659	6.3%	660	6.3%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	12	100.0%	10277	100.0%	10289	100.0%
None	8	66.7%	5611	54.6%	5619	54.6%
One	4	33.3%	3397	33.1%	3401	33.1%
Two			743	7.2%	743	7.2%
Three			308	3.0%	308	3.0%
Greater than three			218	2.1%	218	2.1%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	12	100.0%	10277	100.0%	10289	100.0%
None	11	91.7%	5926	57.7%	5937	57.7%
One	1	8.3%	3422	33.3%	3423	33.3%
Two			589	5.7%	589	5.7%
Three			206	2.0%	206	2.0%
Greater than three			134	1.3%	134	1.3%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	12	100.0%	10277	100.0%	10289	100.0%
None	6	50.0%	6119	59.5%	6125	59.5%
One	4	33.3%	2546	24.8%	2550	24.8%
Two	1	8.3%	871	8.5%	872	8.5%
Three			403	3.9%	403	3.9%
Greater than three	1	8.3%	338	3.3%	339	3.3%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	12	100.0%	10277	100.0%	10289	100.0%
None	12	100.0%	9840	95.7%	9852	95.8%
One			339	3.3%	339	3.3%
Two			48	.5%	48	.5%
Three			23	.2%	23	.2%
Greater than three			27	.3%	27	.3%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	87	100.0%	17959	100.0%	18046	100.0%
Do not take call	41	47.1%	10925	60.8%	10966	60.8%
Take some call	40	46.0%	5899	32.8%	5939	32.9%
Take call, hours unknown	1	1.1%	150	.8%	151	.8%
Always on call	5	5.7%	985	5.5%	990	5.5%

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	87	100.0%	17959	100.0%	18046	100.0%
Do not take call	41	47.1%	10925	60.8%	10966	60.8%
Emergency department call	2	2.3%	1673	9.3%	1675	9.3%
Surgical call			2128	11.8%	2128	11.8%
In-house call	7	8.0%	2009	11.2%	2016	11.2%
Other type of call	38	43.7%	3579	19.9%	3617	20.0%
Call taken, type not indicated	1	1.1%	139	.8%	140	.8%

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

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

	Allergy	Other Specialties	Total
Respondents	40	5899	5939
Mean	110.2	98.8	98.8
Standard deviation	97.5	90.7	90.7
10th percentile	8.0	11.0	10.0
25th percentile	48.0	32.0	32.0
Median	80.0	72.0	72.0
75th percentile	168.0	140.0	140.0
90th percentile	304.0	216.0	216.0

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

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	74	100.0%	15354	100.0%	15428	100.0%
No base pay			134	.9%	134	.9%
Salary	66	89.2%	12339	80.4%	12405	80.4%
Hourly wage	7	9.5%	2773	18.1%	2780	18.0%
Other	1	1.4%	108	.7%	109	.7%

\*Excludes self-employed PAs.

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	73	100.0%	14738	100.0%	14811	100.0%
No additional pay	21	28.8%	4596	31.2%	4617	31.2%
Surgical assisting fees			321	2.2%	321	2.2%
Overtime pay	7	9.6%	2640	17.9%	2647	17.9%
Administrative pay			392	2.7%	392	2.6%
Pay for on-call availability	5	6.8%	1221	8.3%	1226	8.3%
Pay for on-call services/events	2	2.7%	1205	8.2%	1207	8.1%
Bonus not based on performance	17	23.3%	2564	17.4%	2581	17.4%
Bonus based on performance of practice	20	27.4%	1908	12.9%	1928	13.0%
Bonus based on performance of PA	18	24.7%	3561	24.2%	3579	24.2%
Bonus based on something else	6	8.2%	1092	7.4%	1098	7.4%

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

**Table 4.18: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job and Receive Incentive Pay Based on Productivity or Performance by Measures on Which Incentive is Based\***

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	28	100.0%	4395	100.0%	4423	100.0%
Bonus based on charges	5	17.9%	913	20.8%	918	20.8%
Bonus based on revenues	12	42.9%	2010	45.7%	2022	45.7%
Bonus based on relative value units			522	11.9%	522	11.8%
Bonus based on profit	11	39.3%	1078	24.5%	1089	24.6%
Bonus based on number of visits or panel size	1	3.6%	784	17.8%	785	17.7%
Bonus based on quality of care	5	17.9%	599	13.6%	604	13.7%
Bonus based on patient satisfaction	8	28.6%	591	13.4%	599	13.5%
Bonus based on other factors	7	25.0%	348	7.9%	355	8.0%

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

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

	Allergy	Other Specialties	Total
Respondents	74	15503	15577
Mean	\$68,786	\$78,302	\$78,257
Standard deviation	\$14,320	\$20,211	\$20,198
10th percentile	\$56,756	\$57,832	\$57,823
25th percentile	\$60,899	\$64,755	\$64,727
Median	\$65,027	\$74,306	\$74,264
75th percentile	\$72,291	\$87,170	\$87,113
90th percentile	\$82,814	\$103,674	\$103,614

\*Excludes self-employed PAs.

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

	Allergy	Other Specialties	Total
Respondents	5	1758	1763
Mean	\$59,831	\$65,657	\$65,641
Standard deviation	\$2,212	\$11,874	\$11,862
10th percentile	\$56,899	\$52,590	\$52,626
25th percentile	\$57,895	\$58,812	\$58,813
Median	\$59,613	\$64,551	\$64,536
75th percentile	\$61,877	\$71,377	\$71,360
90th percentile	.	\$79,604	\$79,598

\*Excludes self-employed PAs.

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

	Allergy		Other Specialties		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	65	100.0%	12182	100.0%	12247	100.0%
Funds not available	7	10.8%	1513	12.4%	1520	12.4%
Funds available, amount known	47	72.3%	8430	69.2%	8477	69.2%
Funds available, amount unknown	11	16.9%	2239	18.4%	2250	18.4%

\*Excludes self-employed PAs.

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

	Allergy	Other Specialties	Total
Respondents	47	8430	8477
Mean	\$1,596	\$1,559	\$1,559
Standard deviation	\$634	\$791	\$791
10th percentile	\$940	\$500	\$500
25th percentile	\$1,000	\$1,000	\$1,000
Median	\$1,500	\$1,500	\$1,500
75th percentile	\$2,000	\$2,000	\$2,000
90th percentile	\$2,280	\$2,500	\$2,500

\*Excludes self-employed PAs.

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

		Allergy		Other Specialties		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		73	100.0%	14864	100.0%	14937	100.0%
Professional liability insurance	Employer pays 95-100%	70	95.9%	14490	97.5%	14560	97.5%
	Employer pays 50-94%	1	1.4%	96	.6%	97	.6%
	Employer pays 1-49%			18	.1%	18	.1%
	PA pays 100%	2	2.7%	260	1.7%	262	1.8%
Individual health insurance	Employer pays 95-100%	43	66.2%	6993	50.4%	7036	50.5%
	Employer pays 50-94%	12	18.5%	4838	34.9%	4850	34.8%
	Employer pays 1-49%	3	4.6%	883	6.4%	886	6.4%
	PA pays 100%	7	10.8%	1166	8.4%	1173	8.4%
Family health insurance	Employer pays 95-100%	8	17.4%	2830	26.9%	2838	26.9%
	Employer pays 50-94%	8	17.4%	3657	34.8%	3665	34.7%
	Employer pays 1-49%	4	8.7%	1066	10.1%	1070	10.1%
	PA pays 100%	26	56.5%	2956	28.1%	2982	28.3%
Dental insurance	Employer pays 95-100%	19	30.2%	4149	31.6%	4168	31.6%
	Employer pays 50-94%	10	15.9%	4020	30.6%	4030	30.5%
	Employer pays 1-49%	2	3.2%	1171	8.9%	1173	8.9%
	PA pays 100%	32	50.8%	3799	28.9%	3831	29.0%
Disability insurance	Employer pays 95-100%	18	31.6%	5765	44.6%	5783	44.5%
	Employer pays 50-94%	2	3.5%	2198	17.0%	2200	16.9%
	Employer pays 1-49%	3	5.3%	969	7.5%	972	7.5%
	PA pays 100%	34	59.6%	3999	30.9%	4033	31.1%
Term life insurance	Employer pays 95-100%	16	28.6%	5064	41.5%	5080	41.4%
	Employer pays 50-94%	1	1.8%	1732	14.2%	1733	14.1%
	Employer pays 1-49%	6	10.7%	1051	8.6%	1057	8.6%
	PA pays 100%	33	58.9%	4354	35.7%	4387	35.8%

\*Excludes self-employed PAs.

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

		Allergy		Other Specialties		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		63	100.0%	13558	100.0%	13621	100.0%
Pension/retirement fund	Employer pays 95-100%	11	17.5%	3432	25.3%	3443	25.3%
	Employer pays 50-94%	8	12.7%	2805	20.7%	2813	20.7%
	Employer pays 1-49%	27	42.9%	4777	35.2%	4804	35.3%
	PA pays 100%	17	27.0%	2544	18.8%	2561	18.8%
State license fees	Employer pays 95-100%	60	83.3%	10203	70.8%	10263	70.9%
	Employer pays 50-94%	1	1.4%	215	1.5%	216	1.5%
	Employer pays 1-49%			99	.7%	99	.7%
	PA pays 100%	11	15.3%	3893	27.0%	3904	27.0%
DEA registration fees	Employer pays 95-100%	42	79.2%	8893	74.7%	8935	74.7%
	Employer pays 50-94%			119	1.0%	119	1.0%
	Employer pays 1-49%			60	.5%	60	.5%
	PA pays 100%	11	20.8%	2829	23.8%	2840	23.8%
NCCPA fees	Employer pays 95-100%	50	70.4%	9025	63.0%	9075	63.1%
	Employer pays 50-94%	1	1.4%	200	1.4%	201	1.4%
	Employer pays 1-49%	1	1.4%	113	.8%	114	.8%
	PA pays 100%	19	26.8%	4980	34.8%	4999	34.7%
AAPA dues	Employer pays 95-100%	54	78.3%	8956	63.1%	9010	63.1%
	Employer pays 50-94%			187	1.3%	187	1.3%
	Employer pays 1-49%			119	.8%	119	.8%
	PA pays 100%	15	21.7%	4939	34.8%	4954	34.7%
State PA chapter dues	Employer pays 95-100%	37	60.7%	7348	56.0%	7385	56.0%
	Employer pays 50-94%	1	1.6%	192	1.5%	193	1.5%
	Employer pays 1-49%			114	.9%	114	.9%
	PA pays 100%	23	37.7%	5476	41.7%	5499	41.7%
AAPA annual conference registration fees	Employer pays 95-100%	42	67.7%	7433	57.5%	7475	57.6%
	Employer pays 50-94%	3	4.8%	977	7.6%	980	7.6%
	Employer pays 1-49%	1	1.6%	564	4.4%	565	4.4%
	PA pays 100%	16	25.8%	3942	30.5%	3958	30.5%
Credentialing fees	Employer pays 95-100%	51	81.0%	10077	73.1%	10128	73.2%
	Employer pays 50-94%	1	1.6%	318	2.3%	319	2.3%
	Employer pays 1-49%	2	3.2%	163	1.2%	165	1.2%
	PA pays 100%	9	14.3%	3220	23.4%	3229	23.3%

\*Excludes self-employed PAs.