

## **2006 AAPA Physician Assistant Census Report for Arizona**

### **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 Work State or State of Preferred Mailing Address was Arizona

	Count	Percent
Total	23436	100.0%
Arizona	576	2.5%
All Others	22860	97.5%

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

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	572	100.0%	22646	100.0%	23218	100.0%
Male	210	36.7%	8534	37.7%	8744	37.7%
Female	362	63.3%	14112	62.3%	14474	62.3%

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

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	523	100.0%	20690	100.0%	21213	100.0%
Asian/Pacific Islander	14	2.7%	734	3.5%	748	3.5%
Black (Not Hispanic)	16	3.1%	741	3.6%	757	3.6%
Hispanic/Latino Origin	41	7.8%	770	3.7%	811	3.8%
Amer Indian/Alaskan	10	1.9%	158	.8%	168	.8%
White (Not Hispanic)	442	84.5%	18287	88.4%	18729	88.3%

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

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	531	100.0%	21147	100.0%	21678	100.0%
Certificate from PA school	117	22.0%	6452	30.5%	6569	30.3%
Associate's degree from PA school	27	5.1%	1410	6.7%	1437	6.6%
Bachelor's degree from PA school	177	33.3%	9360	44.3%	9537	44.0%
Master's degree from PA school	255	48.0%	7245	34.3%	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**

	Arizona	All Others	Total
Count	576	22814	23390
Mean	41.5	41.3	41.3
Standard deviation	11.0	10.9	10.9
10th p-tile	29.0	28.0	28.0
25th p-tile	32.0	32.0	32.0
Median	40.0	40.0	40.0
75th p-tile	50.0	50.0	50.0
90th p-tile	57.3	57.0	57.0

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

	Arizona	All Others	Total
Count	576	22814	23390
Mean	31.9	30.6	30.6
Standard deviation	6.9	6.8	6.8
10th p-tile	25.0	24.0	24.0
25th p-tile	27.0	26.0	26.0
Median	30.0	29.0	29.0
75th p-tile	36.0	34.0	34.0
90th p-tile	42.0	41.0	41.0

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

	Arizona	All Others	Total
Count	576	22860	23436
Mean	9.6	10.8	10.7
Standard deviation	9.2	9.2	9.2
10th p-tile	1.0	2.0	2.0
25th p-tile	3.0	3.0	3.0
Median	6.0	7.0	7.0
75th p-tile	14.0	17.0	17.0
90th p-tile	26.0	26.0	26.0

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

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	576	100.0%	22860	100.0%	23436	100.0%
In clinical practice	523	90.8%	20748	90.8%	21271	90.8%
Not in clinical practice	53	9.2%	2112	9.2%	2165	9.2%

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

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	576	100.0%	22860	100.0%	23436	100.0%
Clinically practicing PA	523	90.8%	20748	90.8%	21271	90.8%
Clinically practicing physician or resident			26	.1%	26	.1%
Clinically practicing NP	7	1.2%	178	.8%	185	.8%
Other clinically practicing provider	4	.7%	177	.8%	181	.8%
PA educator	22	3.8%	965	4.2%	987	4.2%
Other health professions educator	7	1.2%	291	1.3%	298	1.3%
Health care professional-administrator	8	1.4%	399	1.7%	407	1.7%
Health care professional-researcher	3	.5%	163	.7%	166	.7%
Health care professional-lawyer			11	.0%	11	.0%
Health care professional-public health	1	.2%	59	.3%	60	.3%
Health care professional-other	5	.9%	420	1.8%	425	1.8%
Other non-health professional	9	1.6%	236	1.0%	245	1.0%
Student in post-graduate PA program	2	.3%	121	.5%	123	.5%
Medical student	1	.2%	50	.2%	51	.2%
Other student	2	.3%	88	.4%	90	.4%
Not employed by choice	13	2.3%	567	2.5%	580	2.5%
Employed, seeking PA job			81	.4%	81	.3%
Unemployed, seeking PA job	3	.5%	180	.8%	183	.8%
Unemployed, seeking non-PA job			35	.2%	35	.1%
Retired	14	2.4%	173	.8%	187	.8%
Other	5	.9%	245	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**

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	523	100.0%	20748	100.0%	21271	100.0%
One	457	87.4%	17671	85.2%	18128	85.2%
Two	50	9.6%	2522	12.2%	2572	12.1%
Three	7	1.3%	368	1.8%	375	1.8%
More than three	2	.4%	78	.4%	80	.4%
Self-employed w/mult contracts	7	1.3%	109	.5%	116	.5%

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

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	510	100.0%	20415	100.0%	20925	100.0%
Self-employed	39	7.6%	506	2.5%	545	2.6%
Solo physician practice	99	19.4%	2598	12.7%	2697	12.9%
Single-specialty physician group	188	36.9%	6403	31.4%	6591	31.5%
Multi-specialty physician group	55	10.8%	2589	12.7%	2644	12.6%
University hospital	9	1.8%	1643	8.0%	1652	7.9%
Other hospital	39	7.6%	2991	14.7%	3030	14.5%
Freestanding urgent care center	17	3.3%	430	2.1%	447	2.1%
Freestanding surgical center			27	.1%	27	.1%
Nursing home or LTC facility	1	.2%	54	.3%	55	.3%
Home health agency			4	.0%	4	.0%
Hospice			2	.0%	2	.0%
HMO	5	1.0%	432	2.1%	437	2.1%
Community health center	21	4.1%	1217	6.0%	1238	5.9%
Medical staffing agency	1	.2%	57	.3%	58	.3%
Physician practice mngmt org	8	1.6%	276	1.4%	284	1.4%
Integrated health system	6	1.2%	240	1.2%	246	1.2%
Corrections system	8	1.6%	209	1.0%	217	1.0%
Other	14	2.7%	737	3.6%	751	3.6%

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

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	503	100.0%	20197	100.0%	20700	100.0%
Not government employed	469	93.2%	18382	91.0%	18851	91.1%
Air Force	1	.2%	98	.5%	99	.5%
Army	2	.4%	274	1.4%	276	1.3%
Navy			99	.5%	99	.5%
Coast Guard			12	.1%	12	.1%
Dept. of Veterans Affairs	8	1.6%	472	2.3%	480	2.3%
Federal Bureau of Prisons/DOJ	1	.2%	35	.2%	36	.2%
Indian Health Service	8	1.6%	66	.3%	74	.4%
Federal Public Health Service	3	.6%	76	.4%	79	.4%
Other Federal Government	3	.6%	93	.5%	96	.5%
State Government	3	.6%	328	1.6%	331	1.6%
Local Government	5	1.0%	262	1.3%	267	1.3%

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

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	515	100.0%	20508	100.0%	21023	100.0%
Intensive/critical care unit of hospital	2	.4%	444	2.2%	446	2.1%
Inpatient unit of hospital (not ICU/CCU)	30	5.8%	2029	9.9%	2059	9.8%
Outpatient unit of hospital	26	5.0%	1425	6.9%	1451	6.9%
Hospital emergency room	57	11.1%	1925	9.4%	1982	9.4%
Hospital operating room	23	4.5%	1385	6.8%	1408	6.7%
Other unit of hospital	4	.8%	287	1.4%	291	1.4%
Federally Qualified Rural Health Center	11	2.1%	763	3.7%	774	3.7%
Other FQHC	4	.8%	405	2.0%	409	1.9%
Other community health center/facility	9	1.7%	503	2.5%	512	2.4%
Freestanding urgent care facility	27	5.2%	586	2.9%	613	2.9%
Freestanding surgical facility	1	.2%	82	.4%	83	.4%
Solo practice physician office	103	20.0%	2543	12.4%	2646	12.6%
Single-specialty physician group practice	143	27.8%	4474	21.8%	4617	22.0%
Multi-specialty physician group practice	45	8.7%	1877	9.2%	1922	9.1%
HMO facility	5	1.0%	334	1.6%	339	1.6%
Nursing home or LTC facility	1	.2%	162	.8%	163	.8%
University/college student health facility			123	.6%	123	.6%
School-based health facility	2	.4%	75	.4%	77	.4%
Other freestanding outpatient facility	7	1.4%	381	1.9%	388	1.8%
Correctional facility	8	1.6%	223	1.1%	231	1.1%
Industrial facility/work site	2	.4%	98	.5%	100	.5%
Mobile health unit			23	.1%	23	.1%
Patients' homes			27	.1%	27	.1%
Other	5	1.0%	334	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\***

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	516	100.0%	20527	100.0%	21043	100.0%
Intensive/critical care unit of hospital	90	17.4%	4631	22.6%	4721	22.4%
Inpatient unit of hospital (not ICU/CCU)	124	24.0%	6941	33.8%	7065	33.6%
Outpatient unit of hospital	67	13.0%	4282	20.9%	4349	20.7%
Hospital emergency room	125	24.2%	6170	30.1%	6295	29.9%
Hospital operating room	93	18.0%	4535	22.1%	4628	22.0%
Other unit of hospital	27	5.2%	1879	9.2%	1906	9.1%
Federally Qualified Rural Health Center	19	3.7%	1017	5.0%	1036	4.9%
Other FQHC	7	1.4%	584	2.8%	591	2.8%
Other community health center/facility	21	4.1%	775	3.8%	796	3.8%
Freestanding urgent care facility	34	6.6%	977	4.8%	1011	4.8%
Freestanding surgical facility	24	4.7%	1044	5.1%	1068	5.1%
Solo practice physician office	113	21.9%	2934	14.3%	3047	14.5%
Single-specialty physician group practice	171	33.1%	5899	28.7%	6070	28.8%
Multi-specialty physician group practice	53	10.3%	2572	12.5%	2625	12.5%
HMO facility	5	1.0%	494	2.4%	499	2.4%
Nursing home or LTC facility	8	1.6%	1173	5.7%	1181	5.6%
University/college student health facility	2	.4%	267	1.3%	269	1.3%
School-based health facility	3	.6%	166	.8%	169	.8%
Other freestanding outpatient facility	12	2.3%	646	3.1%	658	3.1%
Correctional facility	10	1.9%	346	1.7%	356	1.7%
Industrial facility/work site	3	.6%	180	.9%	183	.9%
Mobile health unit	3	.6%	84	.4%	87	.4%
Patients' homes	4	.8%	350	1.7%	354	1.7%
Other	10	1.9%	552	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**

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	515	100.0%	20483	100.0%	20998	100.0%
Family/general medicine	162	31.5%	5410	26.4%	5572	26.5%
General internal medicine	30	5.8%	1467	7.2%	1497	7.1%
Emergency medicine	62	12.0%	1983	9.7%	2045	9.7%
General pediatrics	22	4.3%	494	2.4%	516	2.5%
General surgery	14	2.7%	561	2.7%	575	2.7%
Internal medicine subspecialties	49	9.5%	2287	11.2%	2336	11.1%
Pediatric subspecialties	5	1.0%	319	1.6%	324	1.5%
Surgical subspecialties	89	17.3%	4579	22.4%	4668	22.2%
Obstetrics and gynecology	9	1.7%	476	2.3%	485	2.3%
Industrial/occupational medicine	10	1.9%	485	2.4%	495	2.4%
Other	63	12.2%	2422	11.8%	2485	11.8%

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

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	515	100.0%	20483	100.0%	20998	100.0%
Addiction medicine	1	.2%	76	.4%	77	.4%
Allergy	3	.6%	118	.6%	121	.6%
Anesthesiology			56	.3%	56	.3%
Dermatology	24	4.7%	669	3.3%	693	3.3%
Emergency medicine	62	12.0%	1983	9.7%	2045	9.7%
Family practice w/o urgent care	105	20.4%	3156	15.4%	3261	15.5%
Family practice wt urgent care	57	11.1%	2254	11.0%	2311	11.0%
Genetics			4	.0%	4	.0%
Geriatrics	3	.6%	125	.6%	128	.6%
Obstetrics/gynecology	9	1.7%	476	2.3%	485	2.3%
Occupational medicine	10	1.9%	485	2.4%	495	2.4%
Ophthalmology	1	.2%	23	.1%	24	.1%
Pain management	5	1.0%	218	1.1%	223	1.1%
Pathology			4	.0%	4	.0%
Physical med rehab	4	.8%	161	.8%	165	.8%
Psychiatry	7	1.4%	194	.9%	201	1.0%
Public health			38	.2%	38	.2%
Radiation oncology	3	.6%	54	.3%	57	.3%
Radiology			71	.3%	71	.3%
Interventional radiology	2	.4%	110	.5%	112	.5%
Hospital medicine	4	.8%	235	1.1%	239	1.1%
General surgery	14	2.7%	561	2.7%	575	2.7%
Surg: cardiovascular/cardiothoracic	9	1.7%	672	3.3%	681	3.2%
Surg: colon & rectal			25	.1%	25	.1%
Surg: hand	4	.8%	47	.2%	51	.2%
Surg: neurology	8	1.6%	510	2.5%	518	2.5%
Surg: oncology			61	.3%	61	.3%
Surg: orthopedics	37	7.2%	2187	10.7%	2224	10.6%
Surg: otorhinolaryngology	5	1.0%	185	.9%	190	.9%
Surg: pediatric	2	.4%	21	.1%	23	.1%
Surg: plastic	4	.8%	151	.7%	155	.7%
Surg: thoracic	1	.2%	34	.2%	35	.2%
Surg: transplant	1	.2%	42	.2%	43	.2%
Surg: trauma	4	.8%	98	.5%	102	.5%
Surg: urology	9	1.7%	247	1.2%	256	1.2%
Surg: vascular	1	.2%	139	.7%	140	.7%
Surg: bariatric	1	.2%	51	.2%	52	.2%
Surg: other	3	.6%	109	.5%	112	.5%
General pediatrics	22	4.3%	494	2.4%	516	2.5%
Ped: adolescent medicine	2	.4%	46	.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	1	.2%	3	.0%	4	.0%
Ped: oncology			18	.1%	18	.1%
Ped: other	2	.4%	73	.4%	75	.4%
General internal medicine	30	5.8%	1467	7.2%	1497	7.1%
IM: cardiology	16	3.1%	782	3.8%	798	3.8%
IM: critical care			82	.4%	82	.4%
IM: endocrinology	5	1.0%	102	.5%	107	.5%
IM: gastroenterology	5	1.0%	380	1.9%	385	1.8%
IM: hematology/oncology	2	.4%	41	.2%	43	.2%
IM: immunology			2	.0%	2	.0%
IM: infectious disease	1	.2%	109	.5%	110	.5%
IM: nephrology			127	.6%	127	.6%
IM: neurology	4	.8%	127	.6%	131	.6%
IM: pulmonology	4	.8%	83	.4%	87	.4%
IM: rheumatology	2	.4%	72	.4%	74	.4%
IM: oncology	7	1.4%	287	1.4%	294	1.4%
IM: other	3	.6%	93	.5%	96	.5%
Other	6	1.2%	266	1.3%	272	1.3%

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

	Arizona	All Others	Total
Respondents	523	20712	21235
Mean	8.0	9.4	9.4
Standard deviation	8.7	8.9	8.9
10th percentile	.0	1.0	1.0
25th percentile	2.0	3.0	3.0
Median	5.0	6.0	6.0
75th percentile	10.0	14.0	14.0
90th percentile	24.0	25.0	25.0

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

	Arizona	All Others	Total
Respondents	504	20200	20704
Mean	3.5	4.9	4.9
Standard deviation	5.1	5.8	5.8
10th percentile	.0	.0	.0
25th percentile	.0	1.0	1.0
Median	2.0	3.0	3.0
75th percentile	5.0	6.0	6.0
90th percentile	10.0	13.0	13.0

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

	Arizona	All Others	Total
Respondents	493	19714	20207
Mean	5.4	6.5	6.5
Standard deviation	6.8	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	7.0	9.0	9.0
90th percentile	15.0	18.0	18.0

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

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	505	100.0%	20134	100.0%	20639	100.0%
Northeast			4692	23.3%	4692	22.7%
Southeast			4899	24.3%	4899	23.7%
North Central			4344	21.6%	4344	21.0%
South Central			2768	13.7%	2768	13.4%
West	505	100.0%	3431	17.0%	3936	19.1%

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

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	505	100.0%	20134	100.0%	20639	100.0%
Alaska			123	.6%	123	.6%
Alabama			105	.5%	105	.5%
Arkansas			41	.2%	41	.2%
Arizona	505	100.0%			505	2.4%
California			1613	8.0%	1613	7.8%
Colorado			572	2.8%	572	2.8%
Connecticut			452	2.2%	452	2.2%
District Of Columbia			57	.3%	57	.3%
Delaware			61	.3%	61	.3%
Florida			1112	5.5%	1112	5.4%
Georgia			623	3.1%	623	3.0%
Guam			5	.0%	5	.0%
Hawaii			48	.2%	48	.2%
Iowa			309	1.5%	309	1.5%
Idaho			177	.9%	177	.9%
Illinois			594	3.0%	594	2.9%
Indiana			210	1.0%	210	1.0%
Kansas			282	1.4%	282	1.4%
Kentucky			258	1.3%	258	1.3%
Louisiana			140	.7%	140	.7%
Massachusetts			478	2.4%	478	2.3%
Maryland			480	2.4%	480	2.3%
Maine			188	.9%	188	.9%
Michigan			988	4.9%	988	4.8%
Minnesota			412	2.0%	412	2.0%
Missouri			208	1.0%	208	1.0%
Mississippi			29	.1%	29	.1%
Montana			129	.6%	129	.6%
North Carolina			1082	5.4%	1082	5.2%
North Dakota			84	.4%	84	.4%
Nebraska			283	1.4%	283	1.4%
New Hampshire			141	.7%	141	.7%
New Jersey			307	1.5%	307	1.5%
New Mexico			141	.7%	141	.7%
Nevada			140	.7%	140	.7%
New York			1710	8.5%	1710	8.3%
Ohio			515	2.6%	515	2.5%
Oklahoma			299	1.5%	299	1.4%
Oregon			288	1.4%	288	1.4%
Pennsylvania			1212	6.0%	1212	5.9%
Rhode Island			76	.4%	76	.4%
South Carolina			213	1.1%	213	1.0%
South Dakota			153	.8%	153	.7%
Tennessee			321	1.6%	321	1.6%
Texas			1264	6.3%	1264	6.1%
Utah			218	1.1%	218	1.1%
Virginia			467	2.3%	467	2.3%
Vermont			67	.3%	67	.3%
Washington			617	3.1%	617	3.0%
Wisconsin			588	2.9%	588	2.8%
West Virginia			181	.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\***

		Arizona		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		486	100.0%	19042	100.0%	19528	100.0%
Not metro	NonMetro, with urban pop >20K and adjacent to metro area	28	5.8%	892	4.7%	920	4.7%
	NonMetro, with urban pop >20K, not adjacent to metro area			497	2.6%	497	2.5%
	NonMetro, with urban pop 2.5K-20K, adjacent to metro area	9	1.9%	796	4.2%	805	4.1%
	NonMetro, with urban pop 2.5K-20K, not adjacent to metro area	3	.6%	598	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	1.2%	220	1.1%
	Metro	Metro, >1M Population	351	72.2%	8973	47.1%	9324
	Metro, 250K-1M Population	47	9.7%	4662	24.5%	4709	24.1%
	Metro, <250K Population	48	9.9%	2287	12.0%	2335	12.0%

Zip Code of primary work site was linked to County Rural-Urban Continuum Code from the Area Resource File obtained through the Bureau of Health Professions, US-DHHS.

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

		Arizona		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		506	100.0%	20264	100.0%	20770	100.0%
Minor surgical procedures		334	66.0%	12072	59.6%	12406	59.7%
First assisting at surgery		107	21.1%	4932	24.3%	5039	24.3%
Manage the care of patients in an inpatient setting		143	28.3%	7669	37.8%	7812	37.6%
Serve on the quality assurance committee		31	6.1%	1652	8.2%	1683	8.1%
Serve on the utilization review committee		8	1.6%	639	3.2%	647	3.1%
Participate in the conduct of clinical trials		51	10.1%	2362	11.7%	2413	11.6%
Serve on formulary/pharmaceutical selection committee		11	2.2%	554	2.7%	565	2.7%
Decision making about procurement of medical/surgical equipment/supplies		94	18.6%	3976	19.6%	4070	19.6%
Supervisory/managerial responsibilities for other PAs		41	8.1%	1903	9.4%	1944	9.4%
Supervisory/managerial responsibilities for clinical staff other than PAs		93	18.4%	3806	18.8%	3899	18.8%
Supervisory/managerial responsibilities for non-clinical staff		47	9.3%	1736	8.6%	1783	8.6%
Precept PA students		144	28.5%	7277	35.9%	7421	35.7%
Precept students of other health professions		102	20.2%	4943	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**

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	523	100.0%	20748	100.0%	21271	100.0%
32 or more hours	442	84.5%	17708	85.3%	18150	85.3%
Less than 32 hours	68	13.0%	2647	12.8%	2715	12.8%
Hours not reported	13	2.5%	393	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\***

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	297	100.0%	12169	100.0%	12466	100.0%
See some inpatients	98	33.0%	5436	44.7%	5534	44.4%
See some outpatients	265	89.2%	10302	84.7%	10567	84.8%
See some nursing home patients	5	1.7%	696	5.7%	701	5.6%
See some other patients**	27	9.1%	1337	11.0%	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**

	Arizona	All Others	Total
Respondents	442	17708	18150
Mean	44.6	44.3	44.3
Standard deviation	8.1	8.0	8.0
10th percentile	36.0	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	55.0	55.0	55.0

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

	Arizona	All Others	Total
Respondents	20	1134	1154
Mean	41.9	43.2	43.2
Standard deviation	6.5	7.4	7.3
10th percentile	35.0	35.5	35.0
25th percentile	38.5	40.0	40.0
Median	40.0	40.0	40.0
75th percentile	44.3	48.0	48.0
90th percentile	51.8	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**

	Arizona	All Others	Total
Respondents	18	1063	1081
Mean	70.9	63.6	63.7
Standard deviation	34.4	42.7	42.6
10th percentile	34.5	20.0	20.0
25th percentile	46.0	32.0	35.0
Median	60.0	50.0	50.0
75th percentile	96.3	90.0	90.0
90th percentile	124.0	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\***

	Arizona	All Others	Total
Respondents	155	4626	4781
Mean	39.0	39.0	39.0
Standard deviation	4.2	5.4	5.4
10th percentile	34.0	33.0	33.0
25th percentile	36.0	35.0	35.0
Median	40.0	40.0	40.0
75th percentile	40.0	40.0	40.0
90th percentile	45.0	45.0	45.0

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

**Table 4.6: Summary Measures of Outpatient Visits per Week for Respondents Who See Outpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job**

	Arizona	All Others	Total
Respondents	153	4565	4718
Mean	107.9	94.2	94.6
Standard deviation	44.5	39.7	39.9
10th percentile	50.0	50.0	50.0
25th percentile	80.0	70.0	70.0
Median	100.0	90.0	90.0
75th percentile	130.0	112.0	115.0
90th percentile	175.0	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**

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	440	100.0%	17529	100.0%	17969	100.0%
Do not take call	229	52.0%	10540	60.1%	10769	59.9%
Take some call	182	41.4%	5982	34.1%	6164	34.3%
Take call, hours unknown	4	.9%	135	.8%	139	.8%
Always on call	25	5.7%	872	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\***

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	440	100.0%	17555	100.0%	17995	100.0%
Emergency department call	50	11.4%	1869	10.6%	1919	10.7%
Surgical assisting call	50	11.4%	2182	12.4%	2232	12.4%
In-house call	58	13.2%	2158	12.3%	2216	12.3%
Other call	134	30.5%	3656	20.8%	3790	21.1%
Do not take call	229	52.0%	10540	60.0%	10769	59.8%
Call taken, type not indicated	2	.5%	49	.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\***

	Arizona	All Others	Total
Respondents	181	5981	6162
Mean	98.8	94.0	94.1
Standard deviation	79.4	87.3	87.1
10th percentile	16.0	12.0	12.0
25th percentile	40.0	30.0	30.0
Median	80.0	72.0	72.0
75th percentile	147.0	130.0	130.0
90th percentile	200.0	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\***

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	440	100.0%	17555	100.0%	17995	100.0%
Personal policy funded by employer	192	43.6%	5909	33.7%	6101	33.9%
Personal policy, self-funded	16	3.6%	503	2.9%	519	2.9%
Rider on employer's policy, funded by employer	193	43.9%	8672	49.4%	8865	49.3%
Rider on employer's policy, self-funded	6	1.4%	170	1.0%	176	1.0%
Other type of liability insurance	10	2.3%	549	3.1%	559	3.1%
No professional liability insurance coverage	10	2.3%	422	2.4%	432	2.4%
Don't know	38	8.6%	1970	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\***

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	401	100.0%	16690	100.0%	17091	100.0%
No base pay	5	1.2%	232	1.4%	237	1.4%
Salary	324	80.8%	13345	80.0%	13669	80.0%
Hourly wage	70	17.5%	3001	18.0%	3071	18.0%
Other base pay	2	.5%	112	.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\***

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	387	100.0%	16122	100.0%	16509	100.0%
No additional pay	122	31.5%	5182	32.1%	5304	32.1%
Surgical assisting fees	13	3.4%	319	2.0%	332	2.0%
Overtime pay	46	11.9%	2849	17.7%	2895	17.5%
Administrative pay	5	1.3%	428	2.7%	433	2.6%
Pay for on-call availability	35	9.0%	1413	8.8%	1448	8.8%
Pay for on-call services/events	27	7.0%	1436	8.9%	1463	8.9%
Bonus not based on performance	58	15.0%	3014	18.7%	3072	18.6%
Bonus based on performance of practice	44	11.4%	2162	13.4%	2206	13.4%
Bonus based on performance of PA	135	34.9%	3899	24.2%	4034	24.4%
Bonus based on something else	23	5.9%	855	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\***

	Arizona		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	156	100.0%	5053	100.0%	5209	100.0%
Bonus based on charges	29	18.6%	940	18.6%	969	18.6%
Bonus based on revenues	92	59.0%	2197	43.5%	2289	43.9%
Bonus based on relative value units	14	9.0%	745	14.7%	759	14.6%
Bonus based on profit	38	24.4%	1274	25.2%	1312	25.2%
Bonus based on number of visits or panel size	32	20.5%	950	18.8%	982	18.9%
Bonus based on quality of care	15	9.6%	777	15.4%	792	15.2%
Bonus based on patient satisfaction	18	11.5%	797	15.8%	815	15.6%
Bonus based on other factors	11	7.1%	450	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\***

	Arizona	All Others	Total
Respondents	406	16940	17346
Mean	\$88,556	\$84,296	\$84,396
Standard deviation	\$23,170	\$21,937	\$21,975
10th percentile	\$65,106	\$62,433	\$62,472
25th percentile	\$72,118	\$69,914	\$70,016
Median	\$83,848	\$80,292	\$80,356
75th percentile	\$101,103	\$94,092	\$94,260
90th percentile	\$120,466	\$110,333	\$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\***

	Arizona	All Others	Total
Respondents	65	1804	1869
Mean	\$75,730	\$70,834	\$71,004
Standard deviation	\$13,333	\$12,693	\$12,743
10th percentile	\$61,714	\$57,926	\$58,040
25th percentile	\$66,997	\$63,489	\$63,653
Median	\$73,590	\$69,375	\$69,517
75th percentile	\$81,477	\$76,195	\$76,416
90th percentile	\$89,936	\$85,109	\$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\***

	Arizona		All Others		Total		
	Count	Percent	Count	Percent	Count	Percent	
Respondents	400	100.0%	16195	100.0%	16595	100.0%	
Professional Liability Insurance	Employer pays 95-100%	389	97.3%	15810	97.6%	16199	97.6%
	Employer pays 50-94%	5	1.3%	94	.6%	99	.6%
	Employer pays 1-49%	1	.3%	32	.2%	33	.2%
	Employer pays 0%	5	1.3%	259	1.6%	264	1.6%
Individual Health Insurance	Employer pays 95-100%	183	50.0%	7182	48.0%	7365	48.1%
	Employer pays 50-94%	115	31.4%	5380	36.0%	5495	35.9%
	Employer pays 1-49%	25	6.8%	1052	7.0%	1077	7.0%
	Employer pays 0%	43	11.7%	1345	9.0%	1388	9.1%
Family Health Insurance	Employer pays 95-100%	63	22.5%	2796	24.6%	2859	24.6%
	Employer pays 50-94%	74	26.4%	4091	36.0%	4165	35.8%
	Employer pays 1-49%	23	8.2%	1215	10.7%	1238	10.6%
	Employer pays 0%	120	42.9%	3256	28.7%	3376	29.0%
Dental Insurance	Employer pays 95-100%	125	36.2%	4376	30.6%	4501	30.8%
	Employer pays 50-94%	85	24.6%	4500	31.5%	4585	31.4%
	Employer pays 1-49%	27	7.8%	1431	10.0%	1458	10.0%
	Employer pays 0%	108	31.3%	3973	27.8%	4081	27.9%
Disability Insurance	Employer pays 95-100%	113	35.2%	6159	44.0%	6272	43.8%
	Employer pays 50-94%	38	11.8%	2538	18.1%	2576	18.0%
	Employer pays 1-49%	21	6.5%	1054	7.5%	1075	7.5%
	Employer pays 0%	149	46.4%	4245	30.3%	4394	30.7%
Term Life Insurance	Employer pays 95-100%	111	35.7%	5426	40.8%	5537	40.7%
	Employer pays 50-94%	27	8.7%	1970	14.8%	1997	14.7%
	Employer pays 1-49%	24	7.7%	1301	9.8%	1325	9.7%
	Employer pays 0%	149	47.9%	4589	34.5%	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\***

		Arizona		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		339	100.0%	14740	100.0%	15079	100.0%
Pension/Retirement Fund	Employer pays 95-100%	79	23.3%	3449	23.4%	3528	23.4%
	Employer pays 50-94%	58	17.1%	3042	20.6%	3100	20.6%
	Employer pays 1-49%	85	25.1%	5740	38.9%	5825	38.6%
	Employer pays 0%	117	34.5%	2509	17.0%	2626	17.4%
DEA Registration Fees	Employer pays 95-100%	323	83.9%	10290	77.5%	10613	77.7%
	Employer pays 50-94%	2	.5%	187	1.4%	189	1.4%
	Employer pays 1-49%	3	.8%	89	.7%	92	.7%
	Employer pays 0%	57	14.8%	2716	20.4%	2773	20.3%
NCCPA Fees	Employer pays 95-100%	239	62.9%	10155	64.8%	10394	64.8%
	Employer pays 50-94%	3	.8%	284	1.8%	287	1.8%
	Employer pays 1-49%	3	.8%	137	.9%	140	.9%
	Employer pays 0%	135	35.5%	5087	32.5%	5222	32.6%
AAPA Dues	Employer pays 95-100%	222	58.1%	9891	64.2%	10113	64.0%
	Employer pays 50-94%	4	1.0%	271	1.8%	275	1.7%
	Employer pays 1-49%	4	1.0%	133	.9%	137	.9%
	Employer pays 0%	152	39.8%	5116	33.2%	5268	33.4%
State PA Chapter Dues	Employer pays 95-100%	167	49.7%	8034	56.9%	8201	56.8%
	Employer pays 50-94%	2	.6%	225	1.6%	227	1.6%
	Employer pays 1-49%	2	.6%	137	1.0%	139	1.0%
	Employer pays 0%	165	49.1%	5712	40.5%	5877	40.7%
Specialty Organization Dues	Employer pays 95-100%	103	38.3%	5270	46.6%	5373	46.4%
	Employer pays 50-94%	1	.4%	228	2.0%	229	2.0%
	Employer pays 1-49%	6	2.2%	124	1.1%	130	1.1%
	Employer pays 0%	159	59.1%	5680	50.3%	5839	50.5%
AAPA Annual Conference Registration Fees	Employer pays 95-100%	191	56.7%	7804	57.2%	7995	57.2%
	Employer pays 50-94%	22	6.5%	1120	8.2%	1142	8.2%
	Employer pays 1-49%	18	5.3%	601	4.4%	619	4.4%
Credentialing Fees	Employer pays 0%	106	31.5%	4111	30.1%	4217	30.2%
	Employer pays 95-100%	288	79.6%	11263	75.3%	11551	75.4%
	Employer pays 50-94%	5	1.4%	347	2.3%	352	2.3%
	Employer pays 1-49%	4	1.1%	203	1.4%	207	1.4%
	Employer pays 0%	65	18.0%	3137	21.0%	3202	20.9%

\*Excludes self-employed PAs.