

2006 AAPA Physician Assistant Census Report for California

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 California

	Count	Percent
Total	23436	100.0%
California	1929	8.2%
All Others	21507	91.8%

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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	1886	100.0%	21332	100.0%	23218	100.0%
Male	720	38.2%	8024	37.6%	8744	37.7%
Female	1166	61.8%	13308	62.4%	14474	62.3%

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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	1608	100.0%	19605	100.0%	21213	100.0%
Asian/Pacific Islander	214	13.3%	534	2.7%	748	3.5%
Black (Not Hispanic)	102	6.3%	655	3.3%	757	3.6%
Hispanic/Latino Origin	185	11.5%	626	3.2%	811	3.8%
Amer Indian/Alaskan	11	.7%	157	.8%	168	.8%
White (Not Hispanic)	1096	68.2%	17633	89.9%	18729	88.3%

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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1738	100.0%	19940	100.0%	21678	100.0%
Certificate from PA school	898	51.7%	5671	28.4%	6569	30.3%
Associate's degree from PA school	97	5.6%	1340	6.7%	1437	6.6%
Bachelor's degree from PA school	407	23.4%	9130	45.8%	9537	44.0%
Master's degree from PA school	498	28.7%	7002	35.1%	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

	California	All Others	Total
Count	1912	21478	23390
Mean	43.5	41.1	41.3
Standard deviation	10.8	10.9	10.9
10th p-tile	30.0	28.0	28.0
25th p-tile	34.0	32.0	32.0
Median	43.0	40.0	40.0
75th p-tile	52.0	50.0	50.0
90th p-tile	58.0	57.0	57.0

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

	California	All Others	Total
Count	1912	21478	23390
Mean	32.7	30.4	30.6
Standard deviation	7.2	6.8	6.8
10th p-tile	25.0	24.0	24.0
25th p-tile	27.0	25.0	26.0
Median	31.0	28.0	29.0
75th p-tile	37.0	34.0	34.0
90th p-tile	44.0	41.0	41.0

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

	California	All Others	Total
Count	1929	21507	23436
Mean	10.9	10.7	10.7
Standard deviation	9.3	9.2	9.2
10th p-tile	2.0	2.0	2.0
25th p-tile	3.0	3.0	3.0
Median	7.0	7.0	7.0
75th p-tile	17.0	17.0	17.0
90th p-tile	27.0	26.0	26.0

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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	1929	100.0%	21507	100.0%	23436	100.0%
In clinical practice	1677	86.9%	19594	91.1%	21271	90.8%
Not in clinical practice	252	13.1%	1913	8.9%	2165	9.2%

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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1929	100.0%	21507	100.0%	23436	100.0%
Clinically practicing PA	1677	86.9%	19594	91.1%	21271	90.8%
Clinically practicing physician or resident			26	.1%	26	.1%
Clinically practicing NP	95	4.9%	90	.4%	185	.8%
Other clinically practicing provider	17	.9%	164	.8%	181	.8%
PA educator	75	3.9%	912	4.2%	987	4.2%
Other health professions educator	28	1.5%	270	1.3%	298	1.3%
Health care professional-administrator	38	2.0%	369	1.7%	407	1.7%
Health care professional-researcher	12	.6%	154	.7%	166	.7%
Health care professional-lawyer	1	.1%	10	.0%	11	.0%
Health care professional-public health	5	.3%	55	.3%	60	.3%
Health care professional-other	46	2.4%	379	1.8%	425	1.8%
Other non-health professional	23	1.2%	222	1.0%	245	1.0%
Student in post-graduate PA program	8	.4%	115	.5%	123	.5%
Medical student	3	.2%	48	.2%	51	.2%
Other student	8	.4%	82	.4%	90	.4%
Not employed by choice	44	2.3%	536	2.5%	580	2.5%
Employed, seeking PA job	9	.5%	72	.3%	81	.3%
Unemployed, seeking PA job	15	.8%	168	.8%	183	.8%
Unemployed, seeking non-PA job	2	.1%	33	.2%	35	.1%
Retired	21	1.1%	166	.8%	187	.8%
Other	35	1.8%	215	1.0%	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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1677	100.0%	19594	100.0%	21271	100.0%
One	1348	80.4%	16780	85.6%	18128	85.2%
Two	258	15.4%	2314	11.8%	2572	12.1%
Three	45	2.7%	330	1.7%	375	1.8%
More than three	7	.4%	73	.4%	80	.4%
Self-employed w/mult contracts	19	1.1%	97	.5%	116	.5%

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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1646	100.0%	19279	100.0%	20925	100.0%
Self-employed	63	3.8%	482	2.5%	545	2.6%
Solo physician practice	285	17.3%	2412	12.5%	2697	12.9%
Single-specialty physician group	392	23.8%	6199	32.2%	6591	31.5%
Multi-specialty physician group	225	13.7%	2419	12.5%	2644	12.6%
University hospital	47	2.9%	1605	8.3%	1652	7.9%
Other hospital	121	7.4%	2909	15.1%	3030	14.5%
Freestanding urgent care center	47	2.9%	400	2.1%	447	2.1%
Freestanding surgical center	3	.2%	24	.1%	27	.1%
Nursing home or LTC facility	3	.2%	52	.3%	55	.3%
Home health agency			4	.0%	4	.0%
Hospice			2	.0%	2	.0%
HMO	157	9.5%	280	1.5%	437	2.1%
Community health center	192	11.7%	1046	5.4%	1238	5.9%
Medical staffing agency	4	.2%	54	.3%	58	.3%
Physician practice mngmt org	29	1.8%	255	1.3%	284	1.4%
Integrated health system	10	.6%	236	1.2%	246	1.2%
Corrections system	14	.9%	203	1.1%	217	1.0%
Other	54	3.3%	697	3.6%	751	3.6%

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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1628	100.0%	19072	100.0%	20700	100.0%
Not government employed	1505	92.4%	17346	91.0%	18851	91.1%
Air Force	4	.2%	95	.5%	99	.5%
Army	3	.2%	273	1.4%	276	1.3%
Navy	18	1.1%	81	.4%	99	.5%
Coast Guard	2	.1%	10	.1%	12	.1%
Dept. of Veterans Affairs	14	.9%	466	2.4%	480	2.3%
Federal Bureau of Prisons/DOJ	2	.1%	34	.2%	36	.2%
Indian Health Service	6	.4%	68	.4%	74	.4%
Federal Public Health Service	10	.6%	69	.4%	79	.4%
Other Federal Government	2	.1%	94	.5%	96	.5%
State Government	13	.8%	318	1.7%	331	1.6%
Local Government	49	3.0%	218	1.1%	267	1.3%

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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1649	100.0%	19374	100.0%	21023	100.0%
Intensive/critical care unit of hospital	14	.8%	432	2.2%	446	2.1%
Inpatient unit of hospital (not ICU/CCU)	61	3.7%	1998	10.3%	2059	9.8%
Outpatient unit of hospital	85	5.2%	1366	7.1%	1451	6.9%
Hospital emergency room	150	9.1%	1832	9.5%	1982	9.4%
Hospital operating room	86	5.2%	1322	6.8%	1408	6.7%
Other unit of hospital	10	.6%	281	1.5%	291	1.4%
Federally Qualified Rural Health Center	77	4.7%	697	3.6%	774	3.7%
Other FQHC	51	3.1%	358	1.8%	409	1.9%
Other community health center/facility	76	4.6%	436	2.3%	512	2.4%
Freestanding urgent care facility	71	4.3%	542	2.8%	613	2.9%
Freestanding surgical facility	1	.1%	82	.4%	83	.4%
Solo practice physician office	305	18.5%	2341	12.1%	2646	12.6%
Single-specialty physician group practice	263	15.9%	4354	22.5%	4617	22.0%
Multi-specialty physician group practice	187	11.3%	1735	9.0%	1922	9.1%
HMO facility	104	6.3%	235	1.2%	339	1.6%
Nursing home or LTC facility	10	.6%	153	.8%	163	.8%
University/college student health facility	14	.8%	109	.6%	123	.6%
School-based health facility	6	.4%	71	.4%	77	.4%
Other freestanding outpatient facility	26	1.6%	362	1.9%	388	1.8%
Correctional facility	13	.8%	218	1.1%	231	1.1%
Industrial facility/work site	10	.6%	90	.5%	100	.5%
Mobile health unit	3	.2%	20	.1%	23	.1%
Patients' homes	2	.1%	25	.1%	27	.1%
Other	24	1.5%	315	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*

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1651	100.0%	19392	100.0%	21043	100.0%
Intensive/critical care unit of hospital	186	11.3%	4535	23.4%	4721	22.4%
Inpatient unit of hospital (not ICU/CCU)	300	18.2%	6765	34.9%	7065	33.6%
Outpatient unit of hospital	221	13.4%	4128	21.3%	4349	20.7%
Hospital emergency room	308	18.7%	5987	30.9%	6295	29.9%
Hospital operating room	290	17.6%	4338	22.4%	4628	22.0%
Other unit of hospital	78	4.7%	1828	9.4%	1906	9.1%
Federally Qualified Rural Health Center	96	5.8%	940	4.8%	1036	4.9%
Other FQHC	71	4.3%	520	2.7%	591	2.8%
Other community health center/facility	108	6.5%	688	3.5%	796	3.8%
Freestanding urgent care facility	122	7.4%	889	4.6%	1011	4.8%
Freestanding surgical facility	87	5.3%	981	5.1%	1068	5.1%
Solo practice physician office	351	21.3%	2696	13.9%	3047	14.5%
Single-specialty physician group practice	344	20.8%	5726	29.5%	6070	28.8%
Multi-specialty physician group practice	237	14.4%	2388	12.3%	2625	12.5%
HMO facility	164	9.9%	335	1.7%	499	2.4%
Nursing home or LTC facility	50	3.0%	1131	5.8%	1181	5.6%
University/college student health facility	24	1.5%	245	1.3%	269	1.3%
School-based health facility	9	.5%	160	.8%	169	.8%
Other freestanding outpatient facility	47	2.8%	611	3.2%	658	3.1%
Correctional facility	21	1.3%	335	1.7%	356	1.7%
Industrial facility/work site	18	1.1%	165	.9%	183	.9%
Mobile health unit	11	.7%	76	.4%	87	.4%
Patients' homes	16	1.0%	338	1.7%	354	1.7%
Other	41	2.5%	521	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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1640	100.0%	19358	100.0%	20998	100.0%
Family/general medicine	581	35.4%	4991	25.8%	5572	26.5%
General internal medicine	81	4.9%	1416	7.3%	1497	7.1%
Emergency medicine	168	10.2%	1877	9.7%	2045	9.7%
General pediatrics	36	2.2%	480	2.5%	516	2.5%
General surgery	39	2.4%	536	2.8%	575	2.7%
Internal medicine subspecialties	114	7.0%	2222	11.5%	2336	11.1%
Pediatric subspecialties	23	1.4%	301	1.6%	324	1.5%
Surgical subspecialties	316	19.3%	4352	22.5%	4668	22.2%
Obstetrics and gynecology	58	3.5%	427	2.2%	485	2.3%
Industrial/occupational medicine	47	2.9%	448	2.3%	495	2.4%
Other	177	10.8%	2308	11.9%	2485	11.8%

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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1640	100.0%	19358	100.0%	20998	100.0%
Addiction medicine	11	.7%	66	.3%	77	.4%
Allergy	9	.5%	112	.6%	121	.6%
Anesthesiology	3	.2%	53	.3%	56	.3%
Dermatology	74	4.5%	619	3.2%	693	3.3%
Emergency medicine	168	10.2%	1877	9.7%	2045	9.7%
Family practice w/o urgent care	361	22.0%	2900	15.0%	3261	15.5%
Family practice wt urgent care	220	13.4%	2091	10.8%	2311	11.0%
Genetics			4	.0%	4	.0%
Geriatrics	10	.6%	118	.6%	128	.6%
Obstetrics/gynecology	58	3.5%	427	2.2%	485	2.3%
Occupational medicine	47	2.9%	448	2.3%	495	2.4%
Ophthalmology	2	.1%	22	.1%	24	.1%
Pain management	19	1.2%	204	1.1%	223	1.1%
Pathology			4	.0%	4	.0%
Physical med rehab	9	.5%	156	.8%	165	.8%
Psychiatry	6	.4%	195	1.0%	201	1.0%
Public health	4	.2%	34	.2%	38	.2%
Radiation oncology	1	.1%	56	.3%	57	.3%
Radiology			71	.4%	71	.3%
Interventional radiology	2	.1%	110	.6%	112	.5%
Hospital medicine	5	.3%	234	1.2%	239	1.1%
General surgery	39	2.4%	536	2.8%	575	2.7%
Surg: cardiovascular/cardiothoracic	34	2.1%	647	3.3%	681	3.2%
Surg: colon & rectal	2	.1%	23	.1%	25	.1%
Surg: hand	2	.1%	49	.3%	51	.2%
Surg: neurology	18	1.1%	500	2.6%	518	2.5%
Surg: oncology	4	.2%	57	.3%	61	.3%
Surg: orthopedics	176	10.7%	2048	10.6%	2224	10.6%
Surg: otorhinolaryngology	10	.6%	180	.9%	190	.9%
Surg: pediatric			23	.1%	23	.1%
Surg: plastic	20	1.2%	135	.7%	155	.7%
Surg: thoracic			35	.2%	35	.2%
Surg: transplant	4	.2%	39	.2%	43	.2%
Surg: trauma	8	.5%	94	.5%	102	.5%
Surg: urology	11	.7%	245	1.3%	256	1.2%
Surg: vascular	11	.7%	129	.7%	140	.7%
Surg: bariatric	8	.5%	44	.2%	52	.2%
Surg: other	8	.5%	104	.5%	112	.5%
General pediatrics	36	2.2%	480	2.5%	516	2.5%
Ped: adolescent medicine	7	.4%	41	.2%	48	.2%
Ped: allergy			5	.0%	5	.0%
Ped: cardiology			18	.1%	18	.1%
Ped: critical care	1	.1%	20	.1%	21	.1%
Ped: endocrinology	1	.1%	10	.1%	11	.1%
Ped: gastroenterology	1	.1%	16	.1%	17	.1%
Ped: hematology/oncology	1	.1%	7	.0%	8	.0%
Ped: infectious disease			2	.0%	2	.0%
Ped: neonatal-perinatal	2	.1%	67	.3%	69	.3%
Ped: nephrology			2	.0%	2	.0%
Ped: neurology	1	.1%	17	.1%	18	.1%
Ped: pulmonology	1	.1%	7	.0%	8	.0%
Ped: rheumatology			4	.0%	4	.0%
Ped: oncology			18	.1%	18	.1%
Ped: other	8	.5%	67	.3%	75	.4%
General internal medicine	81	4.9%	1416	7.3%	1497	7.1%
IM: cardiology	33	2.0%	765	4.0%	798	3.8%
IM: critical care	1	.1%	81	.4%	82	.4%
IM: endocrinology	6	.4%	101	.5%	107	.5%
IM: gastroenterology	22	1.3%	363	1.9%	385	1.8%
IM: hematology/oncology	1	.1%	42	.2%	43	.2%
IM: immunology	1	.1%	1	.0%	2	.0%
IM: infectious disease	9	.5%	101	.5%	110	.5%
IM: nephrology	7	.4%	120	.6%	127	.6%
IM: neurology	4	.2%	127	.7%	131	.6%
IM: pulmonology	6	.4%	81	.4%	87	.4%
IM: rheumatology	3	.2%	71	.4%	74	.4%
IM: oncology	13	.8%	281	1.5%	294	1.4%
IM: other	8	.5%	88	.5%	96	.5%
Other	22	1.3%	250	1.3%	272	1.3%

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

	California	All Others	Total
Respondents	1674	19561	21235
Mean	9.4	9.4	9.4
Standard deviation	8.9	8.9	8.9
10th percentile	1.0	1.0	1.0
25th percentile	3.0	3.0	3.0
Median	6.0	6.0	6.0
75th percentile	14.0	14.0	14.0
90th percentile	25.0	25.0	25.0

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

	California	All Others	Total
Respondents	1640	19064	20704
Mean	5.0	4.8	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	6.0	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

	California	All Others	Total
Respondents	1595	18612	20207
Mean	6.9	6.5	6.5
Standard deviation	7.4	7.2	7.2
10th percentile	.0	.0	.0
25th percentile	2.0	1.0	1.0
Median	4.0	4.0	4.0
75th percentile	10.0	9.0	9.0
90th percentile	18.4	17.0	18.0

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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1613	100.0%	19026	100.0%	20639	100.0%
Northeast			4692	24.7%	4692	22.7%
Southeast			4899	25.7%	4899	23.7%
North Central			4344	22.8%	4344	21.0%
South Central			2768	14.5%	2768	13.4%
West	1613	100.0%	2323	12.2%	3936	19.1%

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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1613	100.0%	19026	100.0%	20639	100.0%
Alaska			123	.6%	123	.6%
Alabama			105	.6%	105	.5%
Arkansas			41	.2%	41	.2%
Arizona			505	2.7%	505	2.4%
California	1613	100.0%			1613	7.8%
Colorado			572	3.0%	572	2.8%
Connecticut			452	2.4%	452	2.2%
District Of Columbia			57	.3%	57	.3%
Delaware			61	.3%	61	.3%
Florida			1112	5.8%	1112	5.4%
Georgia			623	3.3%	623	3.0%
Guam			5	.0%	5	.0%
Hawaii			48	.3%	48	.2%
Iowa			309	1.6%	309	1.5%
Idaho			177	.9%	177	.9%
Illinois			594	3.1%	594	2.9%
Indiana			210	1.1%	210	1.0%
Kansas			282	1.5%	282	1.4%
Kentucky			258	1.4%	258	1.3%
Louisiana			140	.7%	140	.7%
Massachusetts			478	2.5%	478	2.3%
Maryland			480	2.5%	480	2.3%
Maine			188	1.0%	188	.9%
Michigan			988	5.2%	988	4.8%
Minnesota			412	2.2%	412	2.0%
Missouri			208	1.1%	208	1.0%
Mississippi			29	.2%	29	.1%
Montana			129	.7%	129	.6%
North Carolina			1082	5.7%	1082	5.2%
North Dakota			84	.4%	84	.4%
Nebraska			283	1.5%	283	1.4%
New Hampshire			141	.7%	141	.7%
New Jersey			307	1.6%	307	1.5%
New Mexico			141	.7%	141	.7%
Nevada			140	.7%	140	.7%
New York			1710	9.0%	1710	8.3%
Ohio			515	2.7%	515	2.5%
Oklahoma			299	1.6%	299	1.4%
Oregon			288	1.5%	288	1.4%
Pennsylvania			1212	6.4%	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	1.7%	321	1.6%
Texas			1264	6.6%	1264	6.1%
Utah			218	1.1%	218	1.1%
Virginia			467	2.5%	467	2.3%
Vermont			67	.4%	67	.3%
Washington			617	3.2%	617	3.0%
Wisconsin			588	3.1%	588	2.8%
West Virginia			181	1.0%	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*

		California		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		1545	100.0%	17983	100.0%	19528	100.0%
Not metro	NonMetro, with urban pop >20K and adjacent to metro area	25	1.6%	895	5.0%	920	4.7%
	NonMetro, with urban pop >20K, not adjacent to metro area	11	.7%	486	2.7%	497	2.5%
	NonMetro, with urban pop 2.5K-20K, adjacent to metro area	8	.5%	797	4.4%	805	4.1%
	NonMetro, with urban pop 2.5K-20K, not adjacent to metro area	12	.8%	589	3.3%	601	3.1%
	NonMetro, with urban pop < 2,500, adjacent to metro area	4	.3%	113	.6%	117	.6%
	NonMetro, with urban pop <2,500, not adjacent to metro area			220	1.2%	220	1.1%
	Metro	Metro, >1M Population	1133	73.3%	8191	45.5%	9324
	Metro, 250K-1M Population	247	16.0%	4462	24.8%	4709	24.1%
	Metro, <250K Population	105	6.8%	2230	12.4%	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*

		California		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		1643	100.0%	19127	100.0%	20770	100.0%
Minor surgical procedures		1093	66.5%	11313	59.1%	12406	59.7%
First assisting at surgery		341	20.8%	4698	24.6%	5039	24.3%
Manage the care of patients in an inpatient setting		399	24.3%	7413	38.8%	7812	37.6%
Serve on the quality assurance committee		134	8.2%	1549	8.1%	1683	8.1%
Serve on the utilization review committee		51	3.1%	596	3.1%	647	3.1%
Participate in the conduct of clinical trials		160	9.7%	2253	11.8%	2413	11.6%
Serve on formulary/pharmaceutical selection committee		43	2.6%	522	2.7%	565	2.7%
Decision making about procurement of medical/surgical equipment/supplies		305	18.6%	3765	19.7%	4070	19.6%
Supervisory/managerial responsibilities for other PAs		150	9.1%	1794	9.4%	1944	9.4%
Supervisory/managerial responsibilities for clinical staff other than PAs		375	22.8%	3524	18.4%	3899	18.8%
Supervisory/managerial responsibilities for non-clinical staff		176	10.7%	1607	8.4%	1783	8.6%
Precept PA students		387	23.6%	7034	36.8%	7421	35.7%
Precept students of other health professions		283	17.2%	4762	24.9%	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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1677	100.0%	19594	100.0%	21271	100.0%
32 or more hours	1327	79.1%	16823	85.9%	18150	85.3%
Less than 32 hours	311	18.5%	2404	12.3%	2715	12.8%
Hours not reported	39	2.3%	367	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*

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	888	100.0%	11578	100.0%	12466	100.0%
See some inpatients	264	29.7%	5270	45.5%	5534	44.4%
See some outpatients	779	87.7%	9788	84.5%	10567	84.8%
See some nursing home patients	21	2.4%	680	5.9%	701	5.6%
See some other patients**	76	8.6%	1288	11.1%	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

	California	All Others	Total
Respondents	1327	16823	18150
Mean	43.1	44.4	44.3
Standard deviation	8.3	7.9	8.0
10th percentile	35.0	36.0	36.0
25th percentile	40.0	40.0	40.0
Median	40.0	42.0	41.0
75th percentile	46.0	50.0	50.0
90th percentile	50.0	55.0	55.0

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

	California	All Others	Total
Respondents	53	1101	1154
Mean	42.5	43.2	43.2
Standard deviation	5.9	7.4	7.3
10th percentile	36.0	35.0	35.0
25th percentile	40.0	40.0	40.0
Median	40.0	40.0	40.0
75th percentile	45.0	48.0	48.0
90th percentile	50.0	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

	California	All Others	Total
Respondents	50	1031	1081
Mean	70.4	63.4	63.7
Standard deviation	48.9	42.2	42.6
10th percentile	10.0	20.0	20.0
25th percentile	30.0	35.0	35.0
Median	70.0	50.0	50.0
75th percentile	100.0	90.0	90.0
90th percentile	120.0	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*

	California	All Others	Total
Respondents	465	4316	4781
Mean	39.0	38.9	39.0
Standard deviation	6.1	5.3	5.4
10th percentile	32.0	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

	California	All Others	Total
Respondents	462	4256	4718
Mean	101.6	93.8	94.6
Standard deviation	41.7	39.7	39.9
10th percentile	55.0	50.0	50.0
25th percentile	75.0	70.0	70.0
Median	100.0	90.0	90.0
75th percentile	120.0	110.0	115.0
90th percentile	150.0	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

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1321	100.0%	16648	100.0%	17969	100.0%
Do not take call	921	69.7%	9848	59.2%	10769	59.9%
Take some call	338	25.6%	5826	35.0%	6164	34.3%
Take call, hours unknown	6	.5%	133	.8%	139	.8%
Always on call	56	4.2%	841	5.1%	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*

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1323	100.0%	16672	100.0%	17995	100.0%
Emergency department call	68	5.1%	1851	11.1%	1919	10.7%
Surgical assisting call	129	9.8%	2103	12.6%	2232	12.4%
In-house call	147	11.1%	2069	12.4%	2216	12.3%
Other call	175	13.2%	3615	21.7%	3790	21.1%
Do not take call	921	69.6%	9848	59.1%	10769	59.8%
Call taken, type not indicated	3	.2%	48	.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*

	California	All Others	Total
Respondents	338	5824	6162
Mean	82.0	94.8	94.1
Standard deviation	88.0	87.0	87.1
10th percentile	9.0	12.0	12.0
25th percentile	24.0	32.0	30.0
Median	55.5	72.0	72.0
75th percentile	120.0	130.0	130.0
90th percentile	192.0	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*

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1323	100.0%	16672	100.0%	17995	100.0%
Personal policy funded by employer	432	32.7%	5669	34.0%	6101	33.9%
Personal policy, self-funded	74	5.6%	445	2.7%	519	2.9%
Rider on employer's policy, funded by employer	727	55.0%	8138	48.8%	8865	49.3%
Rider on employer's policy, self-funded	11	.8%	165	1.0%	176	1.0%
Other type of liability insurance	26	2.0%	533	3.2%	559	3.1%
No professional liability insurance coverage	22	1.7%	410	2.5%	432	2.4%
Don't know	97	7.3%	1911	11.5%	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*

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1218	100.0%	15873	100.0%	17091	100.0%
No base pay	26	2.1%	211	1.3%	237	1.4%
Salary	672	55.2%	12997	81.9%	13669	80.0%
Hourly wage	511	42.0%	2560	16.1%	3071	18.0%
Other base pay	9	.7%	105	.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*

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	1187	100.0%	15322	100.0%	16509	100.0%
No additional pay	343	28.9%	4961	32.4%	5304	32.1%
Surgical assisting fees	36	3.0%	296	1.9%	332	2.0%
Overtime pay	361	30.4%	2534	16.5%	2895	17.5%
Administrative pay	62	5.2%	371	2.4%	433	2.6%
Pay for on-call availability	103	8.7%	1345	8.8%	1448	8.8%
Pay for on-call services/events	87	7.3%	1376	9.0%	1463	8.9%
Bonus not based on performance	223	18.8%	2849	18.6%	3072	18.6%
Bonus based on performance of practice	213	17.9%	1993	13.0%	2206	13.4%
Bonus based on performance of PA	239	20.1%	3795	24.8%	4034	24.4%
Bonus based on something else	62	5.2%	816	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*

	California		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	367	100.0%	4842	100.0%	5209	100.0%
Bonus based on charges	54	14.7%	915	18.9%	969	18.6%
Bonus based on revenues	140	38.1%	2149	44.4%	2289	43.9%
Bonus based on relative value units	50	13.6%	709	14.6%	759	14.6%
Bonus based on profit	99	27.0%	1213	25.1%	1312	25.2%
Bonus based on number of visits or panel size	93	25.3%	889	18.4%	982	18.9%
Bonus based on quality of care	86	23.4%	706	14.6%	792	15.2%
Bonus based on patient satisfaction	97	26.4%	718	14.8%	815	15.6%
Bonus based on other factors	35	9.5%	426	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*

	California	All Others	Total
Respondents	1228	16118	17346
Mean	\$95,205	\$83,572	\$84,396
Standard deviation	\$25,588	\$21,454	\$21,975
10th percentile	\$69,885	\$62,237	\$62,472
25th percentile	\$78,441	\$69,532	\$70,016
Median	\$90,232	\$79,593	\$80,356
75th percentile	\$105,476	\$93,292	\$94,260
90th percentile	\$126,623	\$109,135	\$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*

	California	All Others	Total
Respondents	118	1751	1869
Mean	\$78,273	\$70,514	\$71,004
Standard deviation	\$14,816	\$12,444	\$12,743
10th percentile	\$62,355	\$57,874	\$58,040
25th percentile	\$69,361	\$63,352	\$63,653
Median	\$78,758	\$69,177	\$69,517
75th percentile	\$85,480	\$75,483	\$76,416
90th percentile	\$94,677	\$84,571	\$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*

	California		All Others		Total		
	Count	Percent	Count	Percent	Count	Percent	
Respondents	1186	100.0%	15409	100.0%	16595	100.0%	
Professional Liability Insurance	Employer pays 95-100%	1147	96.7%	15052	97.7%	16199	97.6%
	Employer pays 50-94%	4	.3%	95	.6%	99	.6%
	Employer pays 1-49%	6	.5%	27	.2%	33	.2%
	Employer pays 0%	29	2.4%	235	1.5%	264	1.6%
Individual Health Insurance	Employer pays 95-100%	656	60.0%	6709	47.1%	7365	48.1%
	Employer pays 50-94%	264	24.1%	5231	36.8%	5495	35.9%
	Employer pays 1-49%	62	5.7%	1015	7.1%	1077	7.0%
	Employer pays 0%	112	10.2%	1276	9.0%	1388	9.1%
Family Health Insurance	Employer pays 95-100%	247	30.8%	2612	24.1%	2859	24.6%
	Employer pays 50-94%	205	25.6%	3960	36.5%	4165	35.8%
	Employer pays 1-49%	78	9.7%	1160	10.7%	1238	10.6%
	Employer pays 0%	272	33.9%	3104	28.6%	3376	29.0%
Dental Insurance	Employer pays 95-100%	462	43.7%	4039	29.8%	4501	30.8%
	Employer pays 50-94%	250	23.7%	4335	32.0%	4585	31.4%
	Employer pays 1-49%	76	7.2%	1382	10.2%	1458	10.0%
	Employer pays 0%	269	25.4%	3812	28.1%	4081	27.9%
Disability Insurance	Employer pays 95-100%	458	46.4%	5814	43.6%	6272	43.8%
	Employer pays 50-94%	137	13.9%	2439	18.3%	2576	18.0%
	Employer pays 1-49%	60	6.1%	1015	7.6%	1075	7.5%
	Employer pays 0%	332	33.6%	4062	30.5%	4394	30.7%
Term Life Insurance	Employer pays 95-100%	311	34.5%	5226	41.2%	5537	40.7%
	Employer pays 50-94%	98	10.9%	1899	15.0%	1997	14.7%
	Employer pays 1-49%	71	7.9%	1254	9.9%	1325	9.7%
	Employer pays 0%	422	46.8%	4316	34.0%	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*

		California		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		1028	100.0%	14051	100.0%	15079	100.0%
Pension/Retirement Fund	Employer pays 95-100%	254	24.7%	3274	23.3%	3528	23.4%
	Employer pays 50-94%	153	14.9%	2947	21.0%	3100	20.6%
	Employer pays 1-49%	321	31.2%	5504	39.2%	5825	38.6%
	Employer pays 0%	300	29.2%	2326	16.6%	2626	17.4%
DEA Registration Fees	Employer pays 95-100%	647	60.3%	9966	79.1%	10613	77.7%
	Employer pays 50-94%	27	2.5%	162	1.3%	189	1.4%
	Employer pays 1-49%	10	.9%	82	.7%	92	.7%
	Employer pays 0%	389	36.3%	2384	18.9%	2773	20.3%
NCCPA Fees	Employer pays 95-100%	389	36.9%	10005	66.8%	10394	64.8%
	Employer pays 50-94%	18	1.7%	269	1.8%	287	1.8%
	Employer pays 1-49%	12	1.1%	128	.9%	140	.9%
	Employer pays 0%	636	60.3%	4586	30.6%	5222	32.6%
AAPA Dues	Employer pays 95-100%	346	33.6%	9767	66.2%	10113	64.0%
	Employer pays 50-94%	12	1.2%	263	1.8%	275	1.7%
	Employer pays 1-49%	10	1.0%	127	.9%	137	.9%
	Employer pays 0%	662	64.3%	4606	31.2%	5268	33.4%
State PA Chapter Dues	Employer pays 95-100%	272	27.5%	7929	58.9%	8201	56.8%
	Employer pays 50-94%	9	.9%	218	1.6%	227	1.6%
	Employer pays 1-49%	9	.9%	130	1.0%	139	1.0%
	Employer pays 0%	699	70.7%	5178	38.5%	5877	40.7%
Specialty Organization Dues	Employer pays 95-100%	171	20.0%	5202	48.5%	5373	46.4%
	Employer pays 50-94%	8	.9%	221	2.1%	229	2.0%
	Employer pays 1-49%	10	1.2%	120	1.1%	130	1.1%
	Employer pays 0%	665	77.9%	5174	48.3%	5839	50.5%
AAPA Annual Conference Registration Fees	Employer pays 95-100%	329	33.4%	7666	59.0%	7995	57.2%
	Employer pays 50-94%	63	6.4%	1079	8.3%	1142	8.2%
	Employer pays 1-49%	39	4.0%	580	4.5%	619	4.4%
Credentialing Fees	Employer pays 0%	553	56.2%	3664	28.2%	4217	30.2%
	Employer pays 95-100%	542	51.5%	11009	77.2%	11551	75.4%
	Employer pays 50-94%	34	3.2%	318	2.2%	352	2.3%
	Employer pays 1-49%	20	1.9%	187	1.3%	207	1.4%
	Employer pays 0%	456	43.3%	2746	19.3%	3202	20.9%

*Excludes self-employed PAs.