

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

### **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 Idaho

	Count	Percent
Total	23436	100.0%
Idaho	190	.8%
All Others	23246	99.2%

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

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	190	100.0%	23028	100.0%	23218	100.0%
Male	105	55.3%	8639	37.5%	8744	37.7%
Female	85	44.7%	14389	62.5%	14474	62.3%

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

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	174	100.0%	21039	100.0%	21213	100.0%
Asian/Pacific Islander	2	1.1%	746	3.5%	748	3.5%
Black (Not Hispanic)	4	2.3%	753	3.6%	757	3.6%
Hispanic/Latino Origin	6	3.4%	805	3.8%	811	3.8%
Amer Indian/Alaskan			168	.8%	168	.8%
White (Not Hispanic)	162	93.1%	18567	88.3%	18729	88.3%

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

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	175	100.0%	21503	100.0%	21678	100.0%
Certificate from PA school	59	33.7%	6510	30.3%	6569	30.3%
Associate's degree from PA school	4	2.3%	1433	6.7%	1437	6.6%
Bachelor's degree from PA school	80	45.7%	9457	44.0%	9537	44.0%
Master's degree from PA school	62	35.4%	7438	34.6%	7500	34.6%

\*Percentages sum to more than 100 because some PAs received multiple degree types.

**Table 1.5: Summary Measures of Age for Census Respondents**

	Idaho	All Others	Total
Count	190	23200	23390
Mean	40.6	41.3	41.3
Standard deviation	9.8	10.9	10.9
10th p-tile	29.0	28.0	28.0
25th p-tile	32.0	32.0	32.0
Median	39.5	40.0	40.0
75th p-tile	48.0	50.0	50.0
90th p-tile	54.9	57.0	57.0

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

	Idaho	All Others	Total
Count	190	23200	23390
Mean	32.0	30.6	30.6
Standard deviation	6.4	6.9	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**

	Idaho	All Others	Total
Count	190	23246	23436
Mean	8.6	10.8	10.7
Standard deviation	7.9	9.2	9.2
10th p-tile	2.0	2.0	2.0
25th p-tile	3.0	3.0	3.0
Median	6.0	7.0	7.0
75th p-tile	12.0	17.0	17.0
90th p-tile	22.8	26.0	26.0

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

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	190	100.0%	23246	100.0%	23436	100.0%
In clinical practice	180	94.7%	21091	90.7%	21271	90.8%
Not in clinical practice	10	5.3%	2155	9.3%	2165	9.2%

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

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	190	100.0%	23246	100.0%	23436	100.0%
Clinically practicing PA	180	94.7%	21091	90.7%	21271	90.8%
Clinically practicing physician or resident			26	.1%	26	.1%
Clinically practicing NP			185	.8%	185	.8%
Other clinically practicing provider			181	.8%	181	.8%
PA educator	7	3.7%	980	4.2%	987	4.2%
Other health professions educator	1	.5%	297	1.3%	298	1.3%
Health care professional-administrator	2	1.1%	405	1.7%	407	1.7%
Health care professional-researcher	2	1.1%	164	.7%	166	.7%
Health care professional-lawyer			11	.0%	11	.0%
Health care professional-public health	3	1.6%	57	.2%	60	.3%
Health care professional-other	4	2.1%	421	1.8%	425	1.8%
Other non-health professional	1	.5%	244	1.0%	245	1.0%
Student in post-graduate PA program	3	1.6%	120	.5%	123	.5%
Medical student			51	.2%	51	.2%
Other student	1	.5%	89	.4%	90	.4%
Not employed by choice	2	1.1%	578	2.5%	580	2.5%
Employed, seeking PA job			81	.3%	81	.3%
Unemployed, seeking PA job	4	2.1%	179	.8%	183	.8%
Unemployed, seeking non-PA job			35	.2%	35	.1%
Retired	3	1.6%	184	.8%	187	.8%
Other	1	.5%	249	1.1%	250	1.1%

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

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

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

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	180	100.0%	21091	100.0%	21271	100.0%
One	135	75.0%	17993	85.3%	18128	85.2%
Two	35	19.4%	2537	12.0%	2572	12.1%
Three	6	3.3%	369	1.7%	375	1.8%
More than three			80	.4%	80	.4%
Self-employed w/mult contracts	4	2.2%	112	.5%	116	.5%

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

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	177	100.0%	20748	100.0%	20925	100.0%
Self-employed	9	5.1%	536	2.6%	545	2.6%
Solo physician practice	36	20.3%	2661	12.8%	2697	12.9%
Single-specialty physician group	46	26.0%	6545	31.5%	6591	31.5%
Multi-specialty physician group	21	11.9%	2623	12.6%	2644	12.6%
University hospital			1652	8.0%	1652	7.9%
Other hospital	16	9.0%	3014	14.5%	3030	14.5%
Freestanding urgent care center	9	5.1%	438	2.1%	447	2.1%
Freestanding surgical center	1	.6%	26	.1%	27	.1%
Nursing home or LTC facility			55	.3%	55	.3%
Home health agency			4	.0%	4	.0%
Hospice			2	.0%	2	.0%
HMO	1	.6%	436	2.1%	437	2.1%
Community health center	26	14.7%	1212	5.8%	1238	5.9%
Medical staffing agency			58	.3%	58	.3%
Physician practice mngmt org	1	.6%	283	1.4%	284	1.4%
Integrated health system	1	.6%	245	1.2%	246	1.2%
Corrections system	4	2.3%	213	1.0%	217	1.0%
Other	6	3.4%	745	3.6%	751	3.6%

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

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	176	100.0%	20524	100.0%	20700	100.0%
Not government employed	155	88.1%	18696	91.1%	18851	91.1%
Air Force	1	.6%	98	.5%	99	.5%
Army	1	.6%	275	1.3%	276	1.3%
Navy			99	.5%	99	.5%
Coast Guard			12	.1%	12	.1%
Dept. of Veterans Affairs	7	4.0%	473	2.3%	480	2.3%
Federal Bureau of Prisons/DOJ			36	.2%	36	.2%
Indian Health Service	1	.6%	73	.4%	74	.4%
Federal Public Health Service	2	1.1%	77	.4%	79	.4%
Other Federal Government	2	1.1%	94	.5%	96	.5%
State Government	4	2.3%	327	1.6%	331	1.6%
Local Government	3	1.7%	264	1.3%	267	1.3%

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

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	179	100.0%	20844	100.0%	21023	100.0%
Intensive/critical care unit of hospital			446	2.1%	446	2.1%
Inpatient unit of hospital (not ICU/CCU)	1	.6%	2058	9.9%	2059	9.8%
Outpatient unit of hospital	12	6.7%	1439	6.9%	1451	6.9%
Hospital emergency room	11	6.1%	1971	9.5%	1982	9.4%
Hospital operating room	6	3.4%	1402	6.7%	1408	6.7%
Other unit of hospital			291	1.4%	291	1.4%
Federally Qualified Rural Health Center	22	12.3%	752	3.6%	774	3.7%
Other FQHC	5	2.8%	404	1.9%	409	1.9%
Other community health center/facility	9	5.0%	503	2.4%	512	2.4%
Freestanding urgent care facility	12	6.7%	601	2.9%	613	2.9%
Freestanding surgical facility			83	.4%	83	.4%
Solo practice physician office	36	20.1%	2610	12.5%	2646	12.6%
Single-specialty physician group practice	39	21.8%	4578	22.0%	4617	22.0%
Multi-specialty physician group practice	13	7.3%	1909	9.2%	1922	9.1%
HMO facility	1	.6%	338	1.6%	339	1.6%
Nursing home or LTC facility			163	.8%	163	.8%
University/college student health facility	2	1.1%	121	.6%	123	.6%
School-based health facility	1	.6%	76	.4%	77	.4%
Other freestanding outpatient facility	3	1.7%	385	1.8%	388	1.8%
Correctional facility	5	2.8%	226	1.1%	231	1.1%
Industrial facility/work site	1	.6%	99	.5%	100	.5%
Mobile health unit			23	.1%	23	.1%
Patients' homes			27	.1%	27	.1%
Other			339	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\***

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	179	100.0%	20864	100.0%	21043	100.0%
Intensive/critical care unit of hospital	20	11.2%	4701	22.5%	4721	22.4%
Inpatient unit of hospital (not ICU/CCU)	42	23.5%	7023	33.7%	7065	33.6%
Outpatient unit of hospital	36	20.1%	4313	20.7%	4349	20.7%
Hospital emergency room	37	20.7%	6258	30.0%	6295	29.9%
Hospital operating room	43	24.0%	4585	22.0%	4628	22.0%
Other unit of hospital	8	4.5%	1898	9.1%	1906	9.1%
Federally Qualified Rural Health Center	31	17.3%	1005	4.8%	1036	4.9%
Other FQHC	6	3.4%	585	2.8%	591	2.8%
Other community health center/facility	12	6.7%	784	3.8%	796	3.8%
Freestanding urgent care facility	19	10.6%	992	4.8%	1011	4.8%
Freestanding surgical facility	10	5.6%	1058	5.1%	1068	5.1%
Solo practice physician office	41	22.9%	3006	14.4%	3047	14.5%
Single-specialty physician group practice	42	23.5%	6028	28.9%	6070	28.8%
Multi-specialty physician group practice	19	10.6%	2606	12.5%	2625	12.5%
HMO facility	1	.6%	498	2.4%	499	2.4%
Nursing home or LTC facility	11	6.1%	1170	5.6%	1181	5.6%
University/college student health facility	3	1.7%	266	1.3%	269	1.3%
School-based health facility	1	.6%	168	.8%	169	.8%
Other freestanding outpatient facility	7	3.9%	651	3.1%	658	3.1%
Correctional facility	11	6.1%	345	1.7%	356	1.7%
Industrial facility/work site	1	.6%	182	.9%	183	.9%
Mobile health unit	3	1.7%	84	.4%	87	.4%
Patients' homes	7	3.9%	347	1.7%	354	1.7%
Other	1	.6%	561	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**

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	179	100.0%	20819	100.0%	20998	100.0%
Family/general medicine	80	44.7%	5492	26.4%	5572	26.5%
General internal medicine	12	6.7%	1485	7.1%	1497	7.1%
Emergency medicine	12	6.7%	2033	9.8%	2045	9.7%
General pediatrics	3	1.7%	513	2.5%	516	2.5%
General surgery	5	2.8%	570	2.7%	575	2.7%
Internal medicine subspecialties	8	4.5%	2328	11.2%	2336	11.1%
Pediatric subspecialties			324	1.6%	324	1.5%
Surgical subspecialties	33	18.4%	4635	22.3%	4668	22.2%
Obstetrics and gynecology	4	2.2%	481	2.3%	485	2.3%
Industrial/occupational medicine	4	2.2%	491	2.4%	495	2.4%
Other	18	10.1%	2467	11.8%	2485	11.8%

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

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	179	100.0%	20819	100.0%	20998	100.0%
Addiction medicine			77	.4%	77	.4%
Allergy	1	.6%	120	.6%	121	.6%
Anesthesiology			56	.3%	56	.3%
Dermatology	8	4.5%	685	3.3%	693	3.3%
Emergency medicine	12	6.7%	2033	9.8%	2045	9.7%
Family practice w/o urgent care	26	14.5%	3235	15.5%	3261	15.5%
Family practice wt urgent care	54	30.2%	2257	10.8%	2311	11.0%
Genetics			4	.0%	4	.0%
Geriatrics			128	.6%	128	.6%
Obstetrics/gynecology	4	2.2%	481	2.3%	485	2.3%
Occupational medicine	4	2.2%	491	2.4%	495	2.4%
Ophthalmology			24	.1%	24	.1%
Pain management	1	.6%	222	1.1%	223	1.1%
Pathology			4	.0%	4	.0%
Physical med rehab			165	.8%	165	.8%
Psychiatry	5	2.8%	196	.9%	201	1.0%
Public health			38	.2%	38	.2%
Radiation oncology	2	1.1%	55	.3%	57	.3%
Radiology			71	.3%	71	.3%
Interventional radiology			112	.5%	112	.5%
Hospital medicine			239	1.1%	239	1.1%
General surgery	5	2.8%	570	2.7%	575	2.7%
Surg: cardiovascular/cardiothoracic	3	1.7%	678	3.3%	681	3.2%
Surg: colon & rectal			25	.1%	25	.1%
Surg: hand			51	.2%	51	.2%
Surg: neurology	7	3.9%	511	2.5%	518	2.5%
Surg: oncology			61	.3%	61	.3%
Surg: orthopedics	16	8.9%	2208	10.6%	2224	10.6%
Surg: otorhinolaryngology	2	1.1%	188	.9%	190	.9%
Surg: pediatric			23	.1%	23	.1%
Surg: plastic	1	.6%	154	.7%	155	.7%
Surg: thoracic			35	.2%	35	.2%
Surg: transplant			43	.2%	43	.2%
Surg: trauma			102	.5%	102	.5%
Surg: urology	3	1.7%	253	1.2%	256	1.2%
Surg: vascular	1	.6%	139	.7%	140	.7%
Surg: bariatric			52	.2%	52	.2%
Surg: other			112	.5%	112	.5%
General pediatrics	3	1.7%	513	2.5%	516	2.5%
Ped: adolescent medicine			48	.2%	48	.2%
Ped: allergy			5	.0%	5	.0%
Ped: cardiology			18	.1%	18	.1%
Ped: critical care			21	.1%	21	.1%
Ped: endocrinology			11	.1%	11	.1%
Ped: gastroenterology			17	.1%	17	.1%
Ped: hematology/oncology			8	.0%	8	.0%
Ped: infectious disease			2	.0%	2	.0%
Ped: neonatal-perinatal			69	.3%	69	.3%
Ped: nephrology			2	.0%	2	.0%
Ped: neurology			18	.1%	18	.1%
Ped: pulmonology			8	.0%	8	.0%
Ped: rheumatology			4	.0%	4	.0%
Ped: oncology			18	.1%	18	.1%
Ped: other			75	.4%	75	.4%
General internal medicine	12	6.7%	1485	7.1%	1497	7.1%
IM: cardiology	3	1.7%	795	3.8%	798	3.8%
IM: critical care			82	.4%	82	.4%
IM: endocrinology	2	1.1%	105	.5%	107	.5%
IM: gastroenterology	1	.6%	384	1.8%	385	1.8%
IM: hematology/oncology			43	.2%	43	.2%
IM: immunology			2	.0%	2	.0%
IM: infectious disease			110	.5%	110	.5%
IM: nephrology	1	.6%	126	.6%	127	.6%
IM: neurology			131	.6%	131	.6%
IM: pulmonology	1	.6%	86	.4%	87	.4%
IM: rheumatology			74	.4%	74	.4%
IM: oncology			294	1.4%	294	1.4%
IM: other			96	.5%	96	.5%
Other	1	.6%	271	1.3%	272	1.3%

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

	Idaho	All Others	Total
Respondents	179	21056	21235
Mean	7.6	9.4	9.4
Standard deviation	7.5	8.9	8.9
10th percentile	1.0	1.0	1.0
25th percentile	2.0	3.0	3.0
Median	5.0	6.0	6.0
75th percentile	10.0	14.0	14.0
90th percentile	19.0	25.0	25.0

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

	Idaho	All Others	Total
Respondents	173	20531	20704
Mean	3.3	4.9	4.9
Standard deviation	3.7	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	8.6	13.0	13.0

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

	Idaho	All Others	Total
Respondents	168	20039	20207
Mean	4.8	6.5	6.5
Standard deviation	4.8	7.2	7.2
10th percentile	.0	.0	.0
25th percentile	1.0	1.0	1.0
Median	4.0	4.0	4.0
75th percentile	6.8	9.0	9.0
90th percentile	12.0	18.0	18.0

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

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	177	100.0%	20462	100.0%	20639	100.0%
Northeast			4692	22.9%	4692	22.7%
Southeast			4899	23.9%	4899	23.7%
North Central			4344	21.2%	4344	21.0%
South Central			2768	13.5%	2768	13.4%
West	177	100.0%	3759	18.4%	3936	19.1%

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

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	177	100.0%	20462	100.0%	20639	100.0%
Alaska			123	.6%	123	.6%
Alabama			105	.5%	105	.5%
Arkansas			41	.2%	41	.2%
Arizona			505	2.5%	505	2.4%
California			1613	7.9%	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	5.4%	1112	5.4%
Georgia			623	3.0%	623	3.0%
Guam			5	.0%	5	.0%
Hawaii			48	.2%	48	.2%
Iowa			309	1.5%	309	1.5%
Idaho	177	100.0%			177	.9%
Illinois			594	2.9%	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	2.3%	478	2.3%
Maryland			480	2.3%	480	2.3%
Maine			188	.9%	188	.9%
Michigan			988	4.8%	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	5.3%	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	8.4%	1710	8.3%
Ohio			515	2.5%	515	2.5%
Oklahoma			299	1.5%	299	1.4%
Oregon			288	1.4%	288	1.4%
Pennsylvania			1212	5.9%	1212	5.9%
Rhode Island			76	.4%	76	.4%
South Carolina			213	1.0%	213	1.0%
South Dakota			153	.7%	153	.7%
Tennessee			321	1.6%	321	1.6%
Texas			1264	6.2%	1264	6.1%
Utah			218	1.1%	218	1.1%
Virginia			467	2.3%	467	2.3%
Vermont			67	.3%	67	.3%
Washington			617	3.0%	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\***

		Idaho		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		170	100.0%	19358	100.0%	19528	100.0%
Not metro	NonMetro, with urban pop >20K and adjacent to metro area	4	2.4%	916	4.7%	920	4.7%
	NonMetro, with urban pop >20K, not adjacent to metro area	10	5.9%	487	2.5%	497	2.5%
	NonMetro, with urban pop 2.5K-20K, adjacent to metro area	23	13.5%	782	4.0%	805	4.1%
	NonMetro, with urban pop 2.5K-20K, not adjacent to metro area	14	8.2%	587	3.0%	601	3.1%
	NonMetro, with urban pop < 2,500, adjacent to metro area	2	1.2%	115	.6%	117	.6%
	NonMetro, with urban pop <2,500, not adjacent to metro area	3	1.8%	217	1.1%	220	1.1%
	Metro	Metro, >1M Population			9324	48.2%	9324
	Metro, 250K-1M Population	61	35.9%	4648	24.0%	4709	24.1%
	Metro, <250K Population	53	31.2%	2282	11.8%	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\***

		Idaho		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		174	100.0%	20596	100.0%	20770	100.0%
Minor surgical procedures		129	74.1%	12277	59.6%	12406	59.7%
First assisting at surgery		41	23.6%	4998	24.3%	5039	24.3%
Manage the care of patients in an inpatient setting		48	27.6%	7764	37.7%	7812	37.6%
Serve on the quality assurance committee		19	10.9%	1664	8.1%	1683	8.1%
Serve on the utilization review committee		5	2.9%	642	3.1%	647	3.1%
Participate in the conduct of clinical trials		16	9.2%	2397	11.6%	2413	11.6%
Serve on formulary/pharmaceutical selection committee		4	2.3%	561	2.7%	565	2.7%
Decision making about procurement of medical/surgical equipment/supplies		45	25.9%	4025	19.5%	4070	19.6%
Supervisory/managerial responsibilities for other PAs		17	9.8%	1927	9.4%	1944	9.4%
Supervisory/managerial responsibilities for clinical staff other than PAs		43	24.7%	3856	18.7%	3899	18.8%
Supervisory/managerial responsibilities for non-clinical staff		19	10.9%	1764	8.6%	1783	8.6%
Precept PA students		83	47.7%	7338	35.6%	7421	35.7%
Precept students of other health professions		62	35.6%	4983	24.2%	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**

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	180	100.0%	21091	100.0%	21271	100.0%
32 or more hours	153	85.0%	17997	85.3%	18150	85.3%
Less than 32 hours	24	13.3%	2691	12.8%	2715	12.8%
Hours not reported	3	1.7%	403	1.9%	406	1.9%

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

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

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	105	100.0%	12361	100.0%	12466	100.0%
See some inpatients	35	33.3%	5499	44.5%	5534	44.4%
See some outpatients	100	95.2%	10467	84.7%	10567	84.8%
See some nursing home patients	6	5.7%	695	5.6%	701	5.6%
See some other patients**	11	10.5%	1353	10.9%	1364	10.9%

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

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

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

	Idaho	All Others	Total
Respondents	153	17997	18150
Mean	43.3	44.3	44.3
Standard deviation	7.2	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	49.0	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\***

	Idaho	All Others	Total
Respondents	1	1153	1154
Mean	40.0	43.2	43.2
Standard deviation	.	7.3	7.3
10th percentile	40.0	35.0	35.0
25th percentile	40.0	40.0	40.0
Median	40.0	40.0	40.0
75th percentile	40.0	48.0	48.0
90th percentile	40.0	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**

	Idaho	All Others	Total
Respondents	1	1080	1081
Mean	85.0	63.7	63.7
Standard deviation	.	42.6	42.6
10th percentile	85.0	20.0	20.0
25th percentile	85.0	35.0	35.0
Median	85.0	50.0	50.0
75th percentile	85.0	90.0	90.0
90th percentile	85.0	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\***

	Idaho	All Others	Total
Respondents	46	4735	4781
Mean	38.3	39.0	39.0
Standard deviation	4.0	5.4	5.4
10th percentile	32.0	33.0	33.0
25th percentile	35.0	35.0	35.0
Median	38.5	40.0	40.0
75th percentile	40.0	40.0	40.0
90th percentile	44.0	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**

	Idaho	All Others	Total
Respondents	46	4672	4718
Mean	91.0	94.6	94.6
Standard deviation	30.7	40.0	39.9
10th percentile	50.0	50.0	50.0
25th percentile	68.8	70.0	70.0
Median	90.0	90.0	90.0
75th percentile	111.3	115.0	115.0
90th percentile	140.0	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**

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	152	100.0%	17817	100.0%	17969	100.0%
Do not take call	86	56.6%	10683	60.0%	10769	59.9%
Take some call	56	36.8%	6108	34.3%	6164	34.3%
Take call, hours unknown			139	.8%	139	.8%
Always on call	10	6.6%	887	5.0%	897	5.0%

**Table 4.8 Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Call Taken\***

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	152	100.0%	17843	100.0%	17995	100.0%
Emergency department call	16	10.5%	1903	10.7%	1919	10.7%
Surgical assisting call	23	15.1%	2209	12.4%	2232	12.4%
In-house call	16	10.5%	2200	12.3%	2216	12.3%
Other call	29	19.1%	3761	21.1%	3790	21.1%
Do not take call	86	56.6%	10683	59.9%	10769	59.8%
Call taken, type not indicated	1	.7%	50	.3%	51	.3%

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

**Table 4.9: Summary Measures of Call Hours per Month for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job\***

	Idaho	All Others	Total
Respondents	56	6106	6162
Mean	105.1	94.0	94.1
Standard deviation	74.2	87.2	87.1
10th percentile	18.8	12.0	12.0
25th percentile	48.0	30.0	30.0
Median	97.0	72.0	72.0
75th percentile	148.5	129.3	130.0
90th percentile	186.0	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\***

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	152	100.0%	17843	100.0%	17995	100.0%
Personal policy funded by employer	47	30.9%	6054	33.9%	6101	33.9%
Personal policy, self-funded	8	5.3%	511	2.9%	519	2.9%
Rider on employer's policy, funded by employer	74	48.7%	8791	49.3%	8865	49.3%
Rider on employer's policy, self-funded	3	2.0%	173	1.0%	176	1.0%
Other type of liability insurance	6	3.9%	553	3.1%	559	3.1%
No professional liability insurance coverage	1	.7%	431	2.4%	432	2.4%
Don't know	16	10.5%	1992	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\***

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	140	100.0%	16951	100.0%	17091	100.0%
No base pay	2	1.4%	235	1.4%	237	1.4%
Salary	103	73.6%	13566	80.0%	13669	80.0%
Hourly wage	32	22.9%	3039	17.9%	3071	18.0%
Other base pay	3	2.1%	111	.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\***

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	137	100.0%	16372	100.0%	16509	100.0%
No additional pay	43	31.4%	5261	32.1%	5304	32.1%
Surgical assisting fees	5	3.6%	327	2.0%	332	2.0%
Overtime pay	18	13.1%	2877	17.6%	2895	17.5%
Administrative pay	3	2.2%	430	2.6%	433	2.6%
Pay for on-call availability	14	10.2%	1434	8.8%	1448	8.8%
Pay for on-call services/events	20	14.6%	1443	8.8%	1463	8.9%
Bonus not based on performance	17	12.4%	3055	18.7%	3072	18.6%
Bonus based on performance of practice	14	10.2%	2192	13.4%	2206	13.4%
Bonus based on performance of PA	52	38.0%	3982	24.3%	4034	24.4%
Bonus based on something else	3	2.2%	875	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\***

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	54	100.0%	5155	100.0%	5209	100.0%
Bonus based on charges	20	37.0%	949	18.4%	969	18.6%
Bonus based on revenues	28	51.9%	2261	43.9%	2289	43.9%
Bonus based on relative value units	4	7.4%	755	14.6%	759	14.6%
Bonus based on profit	8	14.8%	1304	25.3%	1312	25.2%
Bonus based on number of visits or panel size	5	9.3%	977	19.0%	982	18.9%
Bonus based on quality of care	4	7.4%	788	15.3%	792	15.2%
Bonus based on patient satisfaction	1	1.9%	814	15.8%	815	15.6%
Bonus based on other factors	3	5.6%	458	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\***

	Idaho	All Others	Total
Respondents	143	17203	17346
Mean	\$83,908	\$84,400	\$84,396
Standard deviation	\$24,062	\$21,958	\$21,975
10th percentile	\$63,128	\$62,462	\$62,472
25th percentile	\$68,572	\$70,031	\$70,016
Median	\$79,715	\$80,365	\$80,356
75th percentile	\$93,382	\$94,265	\$94,260
90th percentile	\$106,930	\$110,759	\$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\***

	Idaho	All Others	Total
Respondents	16	1853	1869
Mean	\$72,872	\$70,988	\$71,004
Standard deviation	\$18,490	\$12,688	\$12,743
10th percentile	\$50,326	\$58,044	\$58,040
25th percentile	\$65,476	\$63,638	\$63,653
Median	\$67,321	\$69,521	\$69,517
75th percentile	\$80,497	\$76,416	\$76,416
90th percentile	\$109,396	\$85,370	\$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\***

	Idaho		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	139	100.0%	16456	100.0%	16595	100.0%
Professional Employer pays 95-100%	136	97.8%	16063	97.6%	16199	97.6%
Liability Employer pays 50-94%	1	.7%	98	.6%	99	.6%
Insurance Employer pays 1-49%			33	.2%	33	.2%
Employer pays 0%	2	1.4%	262	1.6%	264	1.6%
Individual Employer pays 95-100%	69	51.1%	7296	48.0%	7365	48.1%
Health Employer pays 50-94%	47	34.8%	5448	35.9%	5495	35.9%
Insurance Employer pays 1-49%	5	3.7%	1072	7.1%	1077	7.0%
Employer pays 0%	14	10.4%	1374	9.0%	1388	9.1%
Family Health Employer pays 95-100%	22	20.2%	2837	24.6%	2859	24.6%
Insurance Employer pays 50-94%	37	33.9%	4128	35.8%	4165	35.8%
Employer pays 1-49%	11	10.1%	1227	10.6%	1238	10.6%
Employer pays 0%	39	35.8%	3337	28.9%	3376	29.0%
Dental Employer pays 95-100%	51	40.2%	4450	30.7%	4501	30.8%
Insurance Employer pays 50-94%	35	27.6%	4550	31.4%	4585	31.4%
Employer pays 1-49%	12	9.4%	1446	10.0%	1458	10.0%
Employer pays 0%	29	22.8%	4052	27.9%	4081	27.9%
Disability Employer pays 95-100%	54	45.8%	6218	43.8%	6272	43.8%
Insurance Employer pays 50-94%	17	14.4%	2559	18.0%	2576	18.0%
Employer pays 1-49%	1	.8%	1074	7.6%	1075	7.5%
Employer pays 0%	46	39.0%	4348	30.6%	4394	30.7%
Term Life Employer pays 95-100%	27	24.5%	5510	40.9%	5537	40.7%
Insurance Employer pays 50-94%	11	10.0%	1986	14.7%	1997	14.7%
Employer pays 1-49%	13	11.8%	1312	9.7%	1325	9.7%
Employer pays 0%	59	53.6%	4679	34.7%	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\***

		Idaho		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		133	100.0%	14946	100.0%	15079	100.0%
Pension/Retirement Fund	Employer pays 95-100%	31	23.3%	3497	23.4%	3528	23.4%
	Employer pays 50-94%	24	18.0%	3076	20.6%	3100	20.6%
	Employer pays 1-49%	51	38.3%	5774	38.6%	5825	38.6%
	Employer pays 0%	27	20.3%	2599	17.4%	2626	17.4%
DEA Registration Fees	Employer pays 95-100%	124	89.9%	10489	77.5%	10613	77.7%
	Employer pays 50-94%			189	1.4%	189	1.4%
	Employer pays 1-49%	1	.7%	91	.7%	92	.7%
	Employer pays 0%	13	9.4%	2760	20.4%	2773	20.3%
NCCPA Fees	Employer pays 95-100%	102	75.0%	10292	64.7%	10394	64.8%
	Employer pays 50-94%	1	.7%	286	1.8%	287	1.8%
	Employer pays 1-49%			140	.9%	140	.9%
	Employer pays 0%	33	24.3%	5189	32.6%	5222	32.6%
AAPA Dues	Employer pays 95-100%	86	64.7%	10027	64.0%	10113	64.0%
	Employer pays 50-94%	1	.8%	274	1.7%	275	1.7%
	Employer pays 1-49%			137	.9%	137	.9%
	Employer pays 0%	46	34.6%	5222	33.3%	5268	33.4%
State PA Chapter Dues	Employer pays 95-100%	78	61.9%	8123	56.7%	8201	56.8%
	Employer pays 50-94%			227	1.6%	227	1.6%
	Employer pays 1-49%			139	1.0%	139	1.0%
	Employer pays 0%	48	38.1%	5829	40.7%	5877	40.7%
Specialty Organization Dues	Employer pays 95-100%	43	47.8%	5330	46.4%	5373	46.4%
	Employer pays 50-94%			229	2.0%	229	2.0%
	Employer pays 1-49%	1	1.1%	129	1.1%	130	1.1%
	Employer pays 0%	46	51.1%	5793	50.5%	5839	50.5%
AAPA Annual Conference Registration Fees	Employer pays 95-100%	59	54.1%	7936	57.2%	7995	57.2%
	Employer pays 50-94%	9	8.3%	1133	8.2%	1142	8.2%
	Employer pays 1-49%	2	1.8%	617	4.5%	619	4.4%
Credentialing Fees	Employer pays 0%	39	35.8%	4178	30.1%	4217	30.2%
	Employer pays 95-100%	114	86.4%	11437	75.3%	11551	75.4%
	Employer pays 50-94%	2	1.5%	350	2.3%	352	2.3%
	Employer pays 1-49%			207	1.4%	207	1.4%
	Employer pays 0%	16	12.1%	3186	21.0%	3202	20.9%

\*Excludes self-employed PAs.