

2006 AAPA Physician Assistant Census Report for Kentucky

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 Kentucky

	Count	Percent
Total	23436	100.0%
Kentucky	294	1.3%
All Others	23142	98.7%

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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	294	100.0%	22924	100.0%	23218	100.0%
Male	97	33.0%	8647	37.7%	8744	37.7%
Female	197	67.0%	14277	62.3%	14474	62.3%

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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	272	100.0%	20941	100.0%	21213	100.0%
Asian/Pacific Islander	3	1.1%	745	3.6%	748	3.5%
Black (Not Hispanic)	7	2.6%	750	3.6%	757	3.6%
Hispanic/Latino Origin	3	1.1%	808	3.9%	811	3.8%
Amer Indian/Alaskan			168	.8%	168	.8%
White (Not Hispanic)	259	95.2%	18470	88.2%	18729	88.3%

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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	277	100.0%	21401	100.0%	21678	100.0%
Certificate from PA school	53	19.1%	6516	30.4%	6569	30.3%
Associate's degree from PA school	7	2.5%	1430	6.7%	1437	6.6%
Bachelor's degree from PA school	174	62.8%	9363	43.8%	9537	44.0%
Master's degree from PA school	82	29.6%	7418	34.7%	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

	Kentucky	All Others	Total
Count	292	23098	23390
Mean	39.2	41.3	41.3
Standard deviation	9.8	10.9	10.9
10th p-tile	27.3	28.0	28.0
25th p-tile	31.0	32.0	32.0
Median	37.0	40.0	40.0
75th p-tile	47.0	50.0	50.0
90th p-tile	54.0	57.0	57.0

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

	Kentucky	All Others	Total
Count	292	23098	23390
Mean	29.9	30.6	30.6
Standard deviation	6.7	6.8	6.8
10th p-tile	23.0	24.0	24.0
25th p-tile	25.0	26.0	26.0
Median	27.0	29.0	29.0
75th p-tile	33.0	34.0	34.0
90th p-tile	40.7	41.0	41.0

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

	Kentucky	All Others	Total
Count	294	23142	23436
Mean	9.4	10.8	10.7
Standard deviation	7.7	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	12.3	17.0	17.0
90th p-tile	22.0	26.0	26.0

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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	294	100.0%	23142	100.0%	23436	100.0%
In clinical practice	262	89.1%	21009	90.8%	21271	90.8%
Not in clinical practice	32	10.9%	2133	9.2%	2165	9.2%

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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	294	100.0%	23142	100.0%	23436	100.0%
Clinically practicing PA	262	89.1%	21009	90.8%	21271	90.8%
Clinically practicing physician or resident			26	.1%	26	.1%
Clinically practicing NP	1	.3%	184	.8%	185	.8%
Other clinically practicing provider	3	1.0%	178	.8%	181	.8%
PA educator	8	2.7%	979	4.2%	987	4.2%
Other health professions educator	1	.3%	297	1.3%	298	1.3%
Health care professional-administrator	3	1.0%	404	1.7%	407	1.7%
Health care professional-researcher	3	1.0%	163	.7%	166	.7%
Health care professional-lawyer			11	.0%	11	.0%
Health care professional-public health			60	.3%	60	.3%
Health care professional-other	8	2.7%	417	1.8%	425	1.8%
Other non-health professional	2	.7%	243	1.1%	245	1.0%
Student in post-graduate PA program	1	.3%	122	.5%	123	.5%
Medical student	1	.3%	50	.2%	51	.2%
Other student	1	.3%	89	.4%	90	.4%
Not employed by choice	10	3.4%	570	2.5%	580	2.5%
Employed, seeking PA job	1	.3%	80	.3%	81	.3%
Unemployed, seeking PA job	4	1.4%	179	.8%	183	.8%
Unemployed, seeking non-PA job	2	.7%	33	.1%	35	.1%
Retired	3	1.0%	184	.8%	187	.8%
Other	1	.3%	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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	262	100.0%	21009	100.0%	21271	100.0%
One	227	86.6%	17901	85.2%	18128	85.2%
Two	30	11.5%	2542	12.1%	2572	12.1%
Three	3	1.1%	372	1.8%	375	1.8%
More than three	1	.4%	79	.4%	80	.4%
Self-employed w/mult contracts	1	.4%	115	.5%	116	.5%

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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	260	100.0%	20665	100.0%	20925	100.0%
Self-employed	4	1.5%	541	2.6%	545	2.6%
Solo physician practice	35	13.5%	2662	12.9%	2697	12.9%
Single-specialty physician group	95	36.5%	6496	31.4%	6591	31.5%
Multi-specialty physician group	47	18.1%	2597	12.6%	2644	12.6%
University hospital	13	5.0%	1639	7.9%	1652	7.9%
Other hospital	33	12.7%	2997	14.5%	3030	14.5%
Freestanding urgent care center	6	2.3%	441	2.1%	447	2.1%
Freestanding surgical center			27	.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			437	2.1%	437	2.1%
Community health center	10	3.8%	1228	5.9%	1238	5.9%
Medical staffing agency	1	.4%	57	.3%	58	.3%
Physician practice mngmt org	6	2.3%	278	1.3%	284	1.4%
Integrated health system			246	1.2%	246	1.2%
Corrections system	4	1.5%	213	1.0%	217	1.0%
Other	6	2.3%	745	3.6%	751	3.6%

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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	259	100.0%	20441	100.0%	20700	100.0%
Not government employed	238	91.9%	18613	91.1%	18851	91.1%
Air Force			99	.5%	99	.5%
Army	2	.8%	274	1.3%	276	1.3%
Navy			99	.5%	99	.5%
Coast Guard			12	.1%	12	.1%
Dept. of Veterans Affairs	14	5.4%	466	2.3%	480	2.3%
Federal Bureau of Prisons/DOJ	2	.8%	34	.2%	36	.2%
Indian Health Service			74	.4%	74	.4%
Federal Public Health Service	2	.8%	77	.4%	79	.4%
Other Federal Government			96	.5%	96	.5%
State Government			331	1.6%	331	1.6%
Local Government	1	.4%	266	1.3%	267	1.3%

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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	261	100.0%	20762	100.0%	21023	100.0%
Intensive/critical care unit of hospital	2	.8%	444	2.1%	446	2.1%
Inpatient unit of hospital (not ICU/CCU)	16	6.1%	2043	9.8%	2059	9.8%
Outpatient unit of hospital	18	6.9%	1433	6.9%	1451	6.9%
Hospital emergency room	31	11.9%	1951	9.4%	1982	9.4%
Hospital operating room	22	8.4%	1386	6.7%	1408	6.7%
Other unit of hospital	6	2.3%	285	1.4%	291	1.4%
Federally Qualified Rural Health Center	13	5.0%	761	3.7%	774	3.7%
Other FQHC	3	1.1%	406	2.0%	409	1.9%
Other community health center/facility	4	1.5%	508	2.4%	512	2.4%
Freestanding urgent care facility	8	3.1%	605	2.9%	613	2.9%
Freestanding surgical facility	1	.4%	82	.4%	83	.4%
Solo practice physician office	31	11.9%	2615	12.6%	2646	12.6%
Single-specialty physician group practice	62	23.8%	4555	21.9%	4617	22.0%
Multi-specialty physician group practice	29	11.1%	1893	9.1%	1922	9.1%
HMO facility			339	1.6%	339	1.6%
Nursing home or LTC facility	2	.8%	161	.8%	163	.8%
University/college student health facility			123	.6%	123	.6%
School-based health facility	1	.4%	76	.4%	77	.4%
Other freestanding outpatient facility	5	1.9%	383	1.8%	388	1.8%
Correctional facility	4	1.5%	227	1.1%	231	1.1%
Industrial facility/work site	3	1.1%	97	.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*

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	261	100.0%	20782	100.0%	21043	100.0%
Intensive/critical care unit of hospital	66	25.3%	4655	22.4%	4721	22.4%
Inpatient unit of hospital (not ICU/CCU)	89	34.1%	6976	33.6%	7065	33.6%
Outpatient unit of hospital	55	21.1%	4294	20.7%	4349	20.7%
Hospital emergency room	79	30.3%	6216	29.9%	6295	29.9%
Hospital operating room	44	16.9%	4584	22.1%	4628	22.0%
Other unit of hospital	36	13.8%	1870	9.0%	1906	9.1%
Federally Qualified Rural Health Center	16	6.1%	1020	4.9%	1036	4.9%
Other FQHC	6	2.3%	585	2.8%	591	2.8%
Other community health center/facility	9	3.4%	787	3.8%	796	3.8%
Freestanding urgent care facility	10	3.8%	1001	4.8%	1011	4.8%
Freestanding surgical facility	10	3.8%	1058	5.1%	1068	5.1%
Solo practice physician office	35	13.4%	3012	14.5%	3047	14.5%
Single-specialty physician group practice	84	32.2%	5986	28.8%	6070	28.8%
Multi-specialty physician group practice	42	16.1%	2583	12.4%	2625	12.5%
HMO facility	1	.4%	498	2.4%	499	2.4%
Nursing home or LTC facility	16	6.1%	1165	5.6%	1181	5.6%
University/college student health facility	1	.4%	268	1.3%	269	1.3%
School-based health facility	1	.4%	168	.8%	169	.8%
Other freestanding outpatient facility	10	3.8%	648	3.1%	658	3.1%
Correctional facility	4	1.5%	352	1.7%	356	1.7%
Industrial facility/work site	4	1.5%	179	.9%	183	.9%
Mobile health unit	1	.4%	86	.4%	87	.4%
Patients' homes	1	.4%	353	1.7%	354	1.7%
Other	8	3.1%	554	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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	260	100.0%	20738	100.0%	20998	100.0%
Family/general medicine	56	21.5%	5516	26.6%	5572	26.5%
General internal medicine	23	8.8%	1474	7.1%	1497	7.1%
Emergency medicine	32	12.3%	2013	9.7%	2045	9.7%
General pediatrics	11	4.2%	505	2.4%	516	2.5%
General surgery	8	3.1%	567	2.7%	575	2.7%
Internal medicine subspecialties	35	13.5%	2301	11.1%	2336	11.1%
Pediatric subspecialties	2	.8%	322	1.6%	324	1.5%
Surgical subspecialties	39	15.0%	4629	22.3%	4668	22.2%
Obstetrics and gynecology	7	2.7%	478	2.3%	485	2.3%
Industrial/occupational medicine	12	4.6%	483	2.3%	495	2.4%
Other	35	13.5%	2450	11.8%	2485	11.8%

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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	260	100.0%	20738	100.0%	20998	100.0%
Addiction medicine	1	.4%	76	.4%	77	.4%
Allergy	1	.4%	120	.6%	121	.6%
Anesthesiology			56	.3%	56	.3%
Dermatology	5	1.9%	688	3.3%	693	3.3%
Emergency medicine	32	12.3%	2013	9.7%	2045	9.7%
Family practice w/o urgent care	34	13.1%	3227	15.6%	3261	15.5%
Family practice wt urgent care	22	8.5%	2289	11.0%	2311	11.0%
Genetics	1	.4%	3	.0%	4	.0%
Geriatrics	1	.4%	127	.6%	128	.6%
Obstetrics/gynecology	7	2.7%	478	2.3%	485	2.3%
Occupational medicine	12	4.6%	483	2.3%	495	2.4%
Ophthalmology			24	.1%	24	.1%
Pain management	8	3.1%	215	1.0%	223	1.1%
Pathology			4	.0%	4	.0%
Physical med rehab	2	.8%	163	.8%	165	.8%
Psychiatry	1	.4%	200	1.0%	201	1.0%
Public health	1	.4%	37	.2%	38	.2%
Radiation oncology	1	.4%	56	.3%	57	.3%
Radiology	5	1.9%	66	.3%	71	.3%
Interventional radiology	1	.4%	111	.5%	112	.5%
Hospital medicine	3	1.2%	236	1.1%	239	1.1%
General surgery	8	3.1%	567	2.7%	575	2.7%
Surg: cardiovascular/cardiothoracic	8	3.1%	673	3.2%	681	3.2%
Surg: colon & rectal			25	.1%	25	.1%
Surg: hand	1	.4%	50	.2%	51	.2%
Surg: neurology	6	2.3%	512	2.5%	518	2.5%
Surg: oncology			61	.3%	61	.3%
Surg: orthopedics	13	5.0%	2211	10.7%	2224	10.6%
Surg: otorhinolaryngology	3	1.2%	187	.9%	190	.9%
Surg: pediatric			23	.1%	23	.1%
Surg: plastic	2	.8%	153	.7%	155	.7%
Surg: thoracic			35	.2%	35	.2%
Surg: transplant			43	.2%	43	.2%
Surg: trauma			102	.5%	102	.5%
Surg: urology	3	1.2%	253	1.2%	256	1.2%
Surg: vascular	1	.4%	139	.7%	140	.7%
Surg: bariatric			52	.3%	52	.2%
Surg: other	2	.8%	110	.5%	112	.5%
General pediatrics	11	4.2%	505	2.4%	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	1	.4%	16	.1%	17	.1%
Ped: hematology/oncology			8	.0%	8	.0%
Ped: infectious disease			2	.0%	2	.0%
Ped: neonatal-perinatal	1	.4%	68	.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	23	8.8%	1474	7.1%	1497	7.1%
IM: cardiology	16	6.2%	782	3.8%	798	3.8%
IM: critical care			82	.4%	82	.4%
IM: endocrinology	4	1.5%	103	.5%	107	.5%
IM: gastroenterology	6	2.3%	379	1.8%	385	1.8%
IM: hematology/oncology			43	.2%	43	.2%
IM: immunology			2	.0%	2	.0%
IM: infectious disease	1	.4%	109	.5%	110	.5%
IM: nephrology	1	.4%	126	.6%	127	.6%
IM: neurology	3	1.2%	128	.6%	131	.6%
IM: pulmonology	1	.4%	86	.4%	87	.4%
IM: rheumatology	1	.4%	73	.4%	74	.4%
IM: oncology	1	.4%	293	1.4%	294	1.4%
IM: other	1	.4%	95	.5%	96	.5%
Other	4	1.5%	268	1.3%	272	1.3%

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

	Kentucky	All Others	Total
Respondents	262	20973	21235
Mean	8.2	9.4	9.4
Standard deviation	7.2	8.9	8.9
10th percentile	1.0	1.0	1.0
25th percentile	2.8	3.0	3.0
Median	6.0	6.0	6.0
75th percentile	11.0	14.0	14.0
90th percentile	19.4	25.0	25.0

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

	Kentucky	All Others	Total
Respondents	260	20444	20704
Mean	4.5	4.9	4.9
Standard deviation	4.8	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	10.0	13.0	13.0

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

	Kentucky	All Others	Total
Respondents	254	19953	20207
Mean	5.6	6.5	6.5
Standard deviation	5.4	7.2	7.2
10th percentile	.0	.0	.0
25th percentile	2.0	1.0	1.0
Median	5.0	4.0	4.0
75th percentile	8.0	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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	258	100.0%	20381	100.0%	20639	100.0%
Northeast			4692	23.0%	4692	22.7%
Southeast	258	100.0%	4641	22.8%	4899	23.7%
North Central			4344	21.3%	4344	21.0%
South Central			2768	13.6%	2768	13.4%
West			3936	19.3%	3936	19.1%

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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	258	100.0%	20381	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	5.5%	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	2.9%	594	2.9%
Indiana			210	1.0%	210	1.0%
Kansas			282	1.4%	282	1.4%
Kentucky	258	100.0%			258	1.3%
Louisiana			140	.7%	140	.7%
Massachusetts			478	2.3%	478	2.3%
Maryland			480	2.4%	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	.8%	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*

		Kentucky		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		245	100.0%	19283	100.0%	19528	100.0%
Not metro	NonMetro, with urban pop >20K and adjacent to metro area	14	5.7%	906	4.7%	920	4.7%
	NonMetro, with urban pop >20K, not adjacent to metro area	9	3.7%	488	2.5%	497	2.5%
	NonMetro, with urban pop 2.5K-20K, adjacent to metro area	14	5.7%	791	4.1%	805	4.1%
	NonMetro, with urban pop 2.5K-20K, not adjacent to metro area	37	15.1%	564	2.9%	601	3.1%
	NonMetro, with urban pop < 2,500, adjacent to metro area	3	1.2%	114	.6%	117	.6%
	NonMetro, with urban pop <2,500, not adjacent to metro area	5	2.0%	215	1.1%	220	1.1%
	Metro	Metro, >1M Population	58	23.7%	9266	48.1%	9324
	Metro, 250K-1M Population	84	34.3%	4625	24.0%	4709	24.1%
	Metro, <250K Population	21	8.6%	2314	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*

		Kentucky		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		260	100.0%	20510	100.0%	20770	100.0%
Minor surgical procedures		142	54.6%	12264	59.8%	12406	59.7%
First assisting at surgery		47	18.1%	4992	24.3%	5039	24.3%
Manage the care of patients in an inpatient setting		93	35.8%	7719	37.6%	7812	37.6%
Serve on the quality assurance committee		20	7.7%	1663	8.1%	1683	8.1%
Serve on the utilization review committee		9	3.5%	638	3.1%	647	3.1%
Participate in the conduct of clinical trials		27	10.4%	2386	11.6%	2413	11.6%
Serve on formulary/pharmaceutical selection committee		6	2.3%	559	2.7%	565	2.7%
Decision making about procurement of medical/surgical equipment/supplies		47	18.1%	4023	19.6%	4070	19.6%
Supervisory/managerial responsibilities for other PAs		16	6.2%	1928	9.4%	1944	9.4%
Supervisory/managerial responsibilities for clinical staff other than PAs		45	17.3%	3854	18.8%	3899	18.8%
Supervisory/managerial responsibilities for non-clinical staff		22	8.5%	1761	8.6%	1783	8.6%
Precept PA students		79	30.4%	7342	35.8%	7421	35.7%
Precept students of other health professions		62	23.8%	4983	24.3%	5045	24.3%

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

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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	262	100.0%	21009	100.0%	21271	100.0%
32 or more hours	231	88.2%	17919	85.3%	18150	85.3%
Less than 32 hours	30	11.5%	2685	12.8%	2715	12.8%
Hours not reported	1	.4%	405	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*

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	163	100.0%	12303	100.0%	12466	100.0%
See some inpatients	74	45.4%	5460	44.4%	5534	44.4%
See some outpatients	146	89.6%	10421	84.7%	10567	84.8%
See some nursing home patients	9	5.5%	692	5.6%	701	5.6%
See some other patients**	21	12.9%	1343	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

	Kentucky	All Others	Total
Respondents	231	17919	18150
Mean	43.3	44.3	44.3
Standard deviation	6.7	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	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*

	Kentucky	All Others	Total
Respondents	10	1144	1154
Mean	46.7	43.1	43.2
Standard deviation	10.7	7.3	7.3
10th percentile	34.1	35.5	35.0
25th percentile	36.5	40.0	40.0
Median	45.5	40.0	40.0
75th percentile	56.3	48.0	48.0
90th percentile	64.5	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

	Kentucky	All Others	Total
Respondents	8	1073	1081
Mean	58.8	63.8	63.7
Standard deviation	34.9	42.6	42.6
10th percentile	20.0	20.0	20.0
25th percentile	25.0	35.0	35.0
Median	55.0	50.0	50.0
75th percentile	78.8	90.0	90.0
90th percentile	.	110.0	110.0

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

	Kentucky	All Others	Total
Respondents	65	4716	4781
Mean	38.7	39.0	39.0
Standard deviation	4.2	5.4	5.4
10th percentile	34.6	33.0	33.0
25th percentile	35.5	35.0	35.0
Median	40.0	40.0	40.0
75th percentile	40.0	40.0	40.0
90th percentile	43.8	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

	Kentucky	All Others	Total
Respondents	65	4653	4718
Mean	99.4	94.5	94.6
Standard deviation	41.9	39.9	39.9
10th percentile	50.0	50.0	50.0
25th percentile	72.5	70.0	70.0
Median	95.0	90.0	90.0
75th percentile	120.0	115.0	115.0
90th percentile	158.0	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

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	229	100.0%	17740	100.0%	17969	100.0%
Do not take call	161	70.3%	10608	59.8%	10769	59.9%
Take some call	58	25.3%	6106	34.4%	6164	34.3%
Take call, hours unknown			139	.8%	139	.8%
Always on call	10	4.4%	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*

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	230	100.0%	17765	100.0%	17995	100.0%
Emergency department call	10	4.3%	1909	10.7%	1919	10.7%
Surgical assisting call	23	10.0%	2209	12.4%	2232	12.4%
In-house call	22	9.6%	2194	12.4%	2216	12.3%
Other call	39	17.0%	3751	21.1%	3790	21.1%
Do not take call	161	70.0%	10608	59.7%	10769	59.8%
Call taken, type not indicated	2	.9%	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*

	Kentucky	All Others	Total
Respondents	58	6104	6162
Mean	98.8	94.1	94.1
Standard deviation	92.1	87.0	87.1
10th percentile	10.0	12.0	12.0
25th percentile	24.0	30.0	30.0
Median	80.0	72.0	72.0
75th percentile	130.0	130.0	130.0
90th percentile	197.8	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*

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	230	100.0%	17765	100.0%	17995	100.0%
Personal policy funded by employer	73	31.7%	6028	33.9%	6101	33.9%
Personal policy, self-funded	7	3.0%	512	2.9%	519	2.9%
Rider on employer's policy, funded by employer	128	55.7%	8737	49.2%	8865	49.3%
Rider on employer's policy, self-funded	2	.9%	174	1.0%	176	1.0%
Other type of liability insurance	7	3.0%	552	3.1%	559	3.1%
No professional liability insurance coverage	7	3.0%	425	2.4%	432	2.4%
Don't know	21	9.1%	1987	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*

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	222	100.0%	16869	100.0%	17091	100.0%
No base pay			237	1.4%	237	1.4%
Salary	187	84.2%	13482	79.9%	13669	80.0%
Hourly wage	35	15.8%	3036	18.0%	3071	18.0%
Other base pay			114	.7%	114	.7%

*Excludes self-employed PAs.

Table 4.12: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Additional Compensation Received*

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	218	100.0%	16291	100.0%	16509	100.0%
No additional pay	69	31.7%	5235	32.1%	5304	32.1%
Surgical assisting fees	4	1.8%	328	2.0%	332	2.0%
Overtime pay	35	16.1%	2860	17.6%	2895	17.5%
Administrative pay	2	.9%	431	2.6%	433	2.6%
Pay for on-call availability	7	3.2%	1441	8.8%	1448	8.8%
Pay for on-call services/events	5	2.3%	1458	8.9%	1463	8.9%
Bonus not based on performance	50	22.9%	3022	18.6%	3072	18.6%
Bonus based on performance of practice	33	15.1%	2173	13.3%	2206	13.4%
Bonus based on performance of PA	46	21.1%	3988	24.5%	4034	24.4%
Bonus based on something else	12	5.5%	866	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*

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	67	100.0%	5142	100.0%	5209	100.0%
Bonus based on charges	15	22.4%	954	18.6%	969	18.6%
Bonus based on revenues	22	32.8%	2267	44.1%	2289	43.9%
Bonus based on relative value units	4	6.0%	755	14.7%	759	14.6%
Bonus based on profit	29	43.3%	1283	25.0%	1312	25.2%
Bonus based on number of visits or panel size	8	11.9%	974	18.9%	982	18.9%
Bonus based on quality of care	6	9.0%	786	15.3%	792	15.2%
Bonus based on patient satisfaction	12	17.9%	803	15.6%	815	15.6%
Bonus based on other factors	2	3.0%	459	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*

	Kentucky	All Others	Total
Respondents	225	17121	17346
Mean	\$78,633	\$84,471	\$84,396
Standard deviation	\$20,575	\$21,984	\$21,975
10th percentile	\$57,043	\$62,512	\$62,472
25th percentile	\$66,633	\$70,070	\$70,016
Median	\$74,924	\$80,419	\$80,356
75th percentile	\$87,493	\$94,299	\$94,260
90th percentile	\$102,214	\$110,840	\$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*

	Kentucky	All Others	Total
Respondents	20	1849	1869
Mean	\$62,884	\$71,092	\$71,004
Standard deviation	\$11,568	\$12,730	\$12,743
10th percentile	\$42,820	\$58,129	\$58,040
25th percentile	\$58,041	\$63,664	\$63,653
Median	\$66,265	\$69,535	\$69,517
75th percentile	\$70,443	\$76,607	\$76,416
90th percentile	\$72,738	\$85,483	\$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*

	Kentucky		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	210	100.0%	16385	100.0%	16595	100.0%
Professional Employer pays 95-100%	204	97.1%	15995	97.6%	16199	97.6%
Liability Employer pays 50-94%	1	.5%	98	.6%	99	.6%
Insurance Employer pays 1-49%			33	.2%	33	.2%
Employer pays 0%	5	2.4%	259	1.6%	264	1.6%
Individual Employer pays 95-100%	118	61.5%	7247	47.9%	7365	48.1%
Health Employer pays 50-94%	49	25.5%	5446	36.0%	5495	35.9%
Insurance Employer pays 1-49%	14	7.3%	1063	7.0%	1077	7.0%
Employer pays 0%	11	5.7%	1377	9.1%	1388	9.1%
Family Health Employer pays 95-100%	55	36.4%	2804	24.4%	2859	24.6%
Insurance Employer pays 50-94%	33	21.9%	4132	36.0%	4165	35.8%
Employer pays 1-49%	14	9.3%	1224	10.7%	1238	10.6%
Employer pays 0%	49	32.5%	3327	29.0%	3376	29.0%
Dental Employer pays 95-100%	56	31.6%	4445	30.8%	4501	30.8%
Insurance Employer pays 50-94%	35	19.8%	4550	31.5%	4585	31.4%
Employer pays 1-49%	10	5.6%	1448	10.0%	1458	10.0%
Employer pays 0%	76	42.9%	4005	27.7%	4081	27.9%
Disability Employer pays 95-100%	85	43.6%	6187	43.8%	6272	43.8%
Insurance Employer pays 50-94%	27	13.8%	2549	18.0%	2576	18.0%
Employer pays 1-49%	7	3.6%	1068	7.6%	1075	7.5%
Employer pays 0%	76	39.0%	4318	30.6%	4394	30.7%
Term Life Employer pays 95-100%	82	42.7%	5455	40.7%	5537	40.7%
Insurance Employer pays 50-94%	27	14.1%	1970	14.7%	1997	14.7%
Employer pays 1-49%	17	8.9%	1308	9.8%	1325	9.7%
Employer pays 0%	66	34.4%	4672	34.9%	4738	34.8%

*Excludes self-employed PAs.

Table 4.17: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Source of Funds for Select Expenses*

		Kentucky		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		202	100.0%	14877	100.0%	15079	100.0%
Pension/Retirement Fund	Employer pays 95-100%	50	24.8%	3478	23.4%	3528	23.4%
	Employer pays 50-94%	45	22.3%	3055	20.5%	3100	20.6%
	Employer pays 1-49%	83	41.1%	5742	38.6%	5825	38.6%
	Employer pays 0%	24	11.9%	2602	17.5%	2626	17.4%
DEA Registration Fees	Employer pays 95-100%	21	52.5%	10592	77.7%	10613	77.7%
	Employer pays 50-94%			189	1.4%	189	1.4%
	Employer pays 1-49%			92	.7%	92	.7%
	Employer pays 0%	19	47.5%	2754	20.2%	2773	20.3%
NCCPA Fees	Employer pays 95-100%	148	68.2%	10246	64.7%	10394	64.8%
	Employer pays 50-94%	3	1.4%	284	1.8%	287	1.8%
	Employer pays 1-49%	1	.5%	139	.9%	140	.9%
	Employer pays 0%	65	30.0%	5157	32.6%	5222	32.6%
AAPA Dues	Employer pays 95-100%	144	67.3%	9969	64.0%	10113	64.0%
	Employer pays 50-94%	3	1.4%	272	1.7%	275	1.7%
	Employer pays 1-49%	1	.5%	136	.9%	137	.9%
	Employer pays 0%	66	30.8%	5202	33.4%	5268	33.4%
State PA Chapter Dues	Employer pays 95-100%	126	63.3%	8075	56.7%	8201	56.8%
	Employer pays 50-94%	3	1.5%	224	1.6%	227	1.6%
	Employer pays 1-49%	1	.5%	138	1.0%	139	1.0%
	Employer pays 0%	69	34.7%	5808	40.8%	5877	40.7%
Specialty Organization Dues	Employer pays 95-100%	89	57.1%	5284	46.3%	5373	46.4%
	Employer pays 50-94%	2	1.3%	227	2.0%	229	2.0%
	Employer pays 1-49%	2	1.3%	128	1.1%	130	1.1%
	Employer pays 0%	63	40.4%	5776	50.6%	5839	50.5%
AAPA Annual Conference Registration Fees	Employer pays 95-100%	108	57.1%	7887	57.2%	7995	57.2%
	Employer pays 50-94%	14	7.4%	1128	8.2%	1142	8.2%
	Employer pays 1-49%	4	2.1%	615	4.5%	619	4.4%
Credentialing Fees	Employer pays 0%	63	33.3%	4154	30.1%	4217	30.2%
	Employer pays 95-100%	174	81.7%	11377	75.3%	11551	75.4%
	Employer pays 50-94%	4	1.9%	348	2.3%	352	2.3%
	Employer pays 1-49%	2	.9%	205	1.4%	207	1.4%
	Employer pays 0%	33	15.5%	3169	21.0%	3202	20.9%

*Excludes self-employed PAs.