

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

### **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 Massachusetts

	Count	Percent
Total	23436	100.0%
Massachusetts	540	2.3%
All Others	22896	97.7%

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

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	535	100.0%	22683	100.0%	23218	100.0%
Male	155	29.0%	8589	37.9%	8744	37.7%
Female	380	71.0%	14094	62.1%	14474	62.3%

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

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	466	100.0%	20747	100.0%	21213	100.0%
Asian/Pacific Islander	13	2.8%	735	3.5%	748	3.5%
Black (Not Hispanic)	7	1.5%	750	3.6%	757	3.6%
Hispanic/Latino Origin	9	1.9%	802	3.9%	811	3.8%
Amer Indian/Alaskan	2	.4%	166	.8%	168	.8%
White (Not Hispanic)	435	93.3%	18294	88.2%	18729	88.3%

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

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	488	100.0%	21190	100.0%	21678	100.0%
Certificate from PA school	191	39.1%	6378	30.1%	6569	30.3%
Associate's degree from PA school	17	3.5%	1420	6.7%	1437	6.6%
Bachelor's degree from PA school	132	27.0%	9405	44.4%	9537	44.0%
Master's degree from PA school	260	53.3%	7240	34.2%	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**

	Massachusetts	All Others	Total
Count	540	22850	23390
Mean	40.5	41.3	41.3
Standard deviation	10.6	10.9	10.9
10th p-tile	28.0	28.0	28.0
25th p-tile	31.0	32.0	32.0
Median	38.5	40.0	40.0
75th p-tile	49.0	50.0	50.0
90th p-tile	56.0	57.0	57.0

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

	Massachusetts	All Others	Total
Count	540	22850	23390
Mean	29.5	30.6	30.6
Standard deviation	5.5	6.9	6.8
10th p-tile	24.0	24.0	24.0
25th p-tile	26.0	26.0	26.0
Median	28.0	29.0	29.0
75th p-tile	32.0	34.0	34.0
90th p-tile	37.0	41.0	41.0

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

	Massachusetts	All Others	Total
Count	540	22896	23436
Mean	11.0	10.7	10.7
Standard deviation	9.4	9.2	9.2
10th p-tile	1.0	2.0	2.0
25th p-tile	3.0	3.0	3.0
Median	7.0	7.0	7.0
75th p-tile	18.8	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**

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	540	100.0%	22896	100.0%	23436	100.0%
In clinical practice	499	92.4%	20772	90.7%	21271	90.8%
Not in clinical practice	41	7.6%	2124	9.3%	2165	9.2%

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

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	540	100.0%	22896	100.0%	23436	100.0%
Clinically practicing PA	499	92.4%	20772	90.7%	21271	90.8%
Clinically practicing physician or resident	1	.2%	25	.1%	26	.1%
Clinically practicing NP	2	.4%	183	.8%	185	.8%
Other clinically practicing provider	2	.4%	179	.8%	181	.8%
PA educator	29	5.4%	958	4.2%	987	4.2%
Other health professions educator	7	1.3%	291	1.3%	298	1.3%
Health care professional-administrator	14	2.6%	393	1.7%	407	1.7%
Health care professional-researcher	6	1.1%	160	.7%	166	.7%
Health care professional-lawyer			11	.0%	11	.0%
Health care professional-public health	3	.6%	57	.2%	60	.3%
Health care professional-other	5	.9%	420	1.8%	425	1.8%
Other non-health professional	4	.7%	241	1.1%	245	1.0%
Student in post-graduate PA program	1	.2%	122	.5%	123	.5%
Medical student			51	.2%	51	.2%
Other student	1	.2%	89	.4%	90	.4%
Not employed by choice	14	2.6%	566	2.5%	580	2.5%
Employed, seeking PA job	3	.6%	78	.3%	81	.3%
Unemployed, seeking PA job	3	.6%	180	.8%	183	.8%
Unemployed, seeking non-PA job			35	.2%	35	.1%
Retired			187	.8%	187	.8%
Other	6	1.1%	244	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**

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	499	100.0%	20772	100.0%	21271	100.0%
One	416	83.4%	17712	85.3%	18128	85.2%
Two	70	14.0%	2502	12.0%	2572	12.1%
Three	9	1.8%	366	1.8%	375	1.8%
More than three	3	.6%	77	.4%	80	.4%
Self-employed w/mult contracts	1	.2%	115	.6%	116	.5%

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

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	488	100.0%	20437	100.0%	20925	100.0%
Self-employed	5	1.0%	540	2.6%	545	2.6%
Solo physician practice	33	6.8%	2664	13.0%	2697	12.9%
Single-specialty physician group	99	20.3%	6492	31.8%	6591	31.5%
Multi-specialty physician group	74	15.2%	2570	12.6%	2644	12.6%
University hospital	102	20.9%	1550	7.6%	1652	7.9%
Other hospital	116	23.8%	2914	14.3%	3030	14.5%
Freestanding urgent care center			447	2.2%	447	2.1%
Freestanding surgical center	1	.2%	26	.1%	27	.1%
Nursing home or LTC facility	8	1.6%	47	.2%	55	.3%
Home health agency			4	.0%	4	.0%
Hospice			2	.0%	2	.0%
HMO	2	.4%	435	2.1%	437	2.1%
Community health center	25	5.1%	1213	5.9%	1238	5.9%
Medical staffing agency			58	.3%	58	.3%
Physician practice mngmt org	5	1.0%	279	1.4%	284	1.4%
Integrated health system	4	.8%	242	1.2%	246	1.2%
Corrections system	4	.8%	213	1.0%	217	1.0%
Other	10	2.0%	741	3.6%	751	3.6%

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

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	483	100.0%	20217	100.0%	20700	100.0%
Not government employed	456	94.4%	18395	91.0%	18851	91.1%
Air Force			99	.5%	99	.5%
Army	2	.4%	274	1.4%	276	1.3%
Navy	1	.2%	98	.5%	99	.5%
Coast Guard	1	.2%	11	.1%	12	.1%
Dept. of Veterans Affairs	12	2.5%	468	2.3%	480	2.3%
Federal Bureau of Prisons/DOJ			36	.2%	36	.2%
Indian Health Service			74	.4%	74	.4%
Federal Public Health Service	1	.2%	78	.4%	79	.4%
Other Federal Government			96	.5%	96	.5%
State Government	7	1.4%	324	1.6%	331	1.6%
Local Government	3	.6%	264	1.3%	267	1.3%

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

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	492	100.0%	20531	100.0%	21023	100.0%
Intensive/critical care unit of hospital	20	4.1%	426	2.1%	446	2.1%
Inpatient unit of hospital (not ICU/CCU)	108	22.0%	1951	9.5%	2059	9.8%
Outpatient unit of hospital	49	10.0%	1402	6.8%	1451	6.9%
Hospital emergency room	41	8.3%	1941	9.5%	1982	9.4%
Hospital operating room	21	4.3%	1387	6.8%	1408	6.7%
Other unit of hospital	13	2.6%	278	1.4%	291	1.4%
Federally Qualified Rural Health Center	2	.4%	772	3.8%	774	3.7%
Other FQHC	5	1.0%	404	2.0%	409	1.9%
Other community health center/facility	12	2.4%	500	2.4%	512	2.4%
Freestanding urgent care facility	3	.6%	610	3.0%	613	2.9%
Freestanding surgical facility	1	.2%	82	.4%	83	.4%
Solo practice physician office	31	6.3%	2615	12.7%	2646	12.6%
Single-specialty physician group practice	80	16.3%	4537	22.1%	4617	22.0%
Multi-specialty physician group practice	55	11.2%	1867	9.1%	1922	9.1%
HMO facility	3	.6%	336	1.6%	339	1.6%
Nursing home or LTC facility	18	3.7%	145	.7%	163	.8%
University/college student health facility	6	1.2%	117	.6%	123	.6%
School-based health facility	2	.4%	75	.4%	77	.4%
Other freestanding outpatient facility	8	1.6%	380	1.9%	388	1.8%
Correctional facility	4	.8%	227	1.1%	231	1.1%
Industrial facility/work site	2	.4%	98	.5%	100	.5%
Mobile health unit			23	.1%	23	.1%
Patients' homes	3	.6%	24	.1%	27	.1%
Other	5	1.0%	334	1.6%	339	1.6%

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

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	493	100.0%	20550	100.0%	21043	100.0%
Intensive/critical care unit of hospital	120	24.3%	4601	22.4%	4721	22.4%
Inpatient unit of hospital (not ICU/CCU)	214	43.4%	6851	33.3%	7065	33.6%
Outpatient unit of hospital	134	27.2%	4215	20.5%	4349	20.7%
Hospital emergency room	144	29.2%	6151	29.9%	6295	29.9%
Hospital operating room	136	27.6%	4492	21.9%	4628	22.0%
Other unit of hospital	61	12.4%	1845	9.0%	1906	9.1%
Federally Qualified Rural Health Center	2	.4%	1034	5.0%	1036	4.9%
Other FQHC	6	1.2%	585	2.8%	591	2.8%
Other community health center/facility	17	3.4%	779	3.8%	796	3.8%
Freestanding urgent care facility	9	1.8%	1002	4.9%	1011	4.8%
Freestanding surgical facility	13	2.6%	1055	5.1%	1068	5.1%
Solo practice physician office	33	6.7%	3014	14.7%	3047	14.5%
Single-specialty physician group practice	102	20.7%	5968	29.0%	6070	28.8%
Multi-specialty physician group practice	64	13.0%	2561	12.5%	2625	12.5%
HMO facility	3	.6%	496	2.4%	499	2.4%
Nursing home or LTC facility	26	5.3%	1155	5.6%	1181	5.6%
University/college student health facility	9	1.8%	260	1.3%	269	1.3%
School-based health facility	4	.8%	165	.8%	169	.8%
Other freestanding outpatient facility	8	1.6%	650	3.2%	658	3.1%
Correctional facility	6	1.2%	350	1.7%	356	1.7%
Industrial facility/work site	3	.6%	180	.9%	183	.9%
Mobile health unit	1	.2%	86	.4%	87	.4%
Patients' homes	7	1.4%	347	1.7%	354	1.7%
Other	10	2.0%	552	2.7%	562	2.7%

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

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

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	490	100.0%	20508	100.0%	20998	100.0%
Family/general medicine	42	8.6%	5530	27.0%	5572	26.5%
General internal medicine	80	16.3%	1417	6.9%	1497	7.1%
Emergency medicine	42	8.6%	2003	9.8%	2045	9.7%
General pediatrics	10	2.0%	506	2.5%	516	2.5%
General surgery	21	4.3%	554	2.7%	575	2.7%
Internal medicine subspecialties	57	11.6%	2279	11.1%	2336	11.1%
Pediatric subspecialties	9	1.8%	315	1.5%	324	1.5%
Surgical subspecialties	144	29.4%	4524	22.1%	4668	22.2%
Obstetrics and gynecology	12	2.4%	473	2.3%	485	2.3%
Industrial/occupational medicine	10	2.0%	485	2.4%	495	2.4%
Other	63	12.9%	2422	11.8%	2485	11.8%

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

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	490	100.0%	20508	100.0%	20998	100.0%
Addiction medicine	6	1.2%	71	.3%	77	.4%
Allergy	3	.6%	118	.6%	121	.6%
Anesthesiology	2	.4%	54	.3%	56	.3%
Dermatology	12	2.4%	681	3.3%	693	3.3%
Emergency medicine	42	8.6%	2003	9.8%	2045	9.7%
Family practice w/o urgent care	23	4.7%	3238	15.8%	3261	15.5%
Family practice wt urgent care	19	3.9%	2292	11.2%	2311	11.0%
Genetics			4	.0%	4	.0%
Geriatrics	11	2.2%	117	.6%	128	.6%
Obstetrics/gynecology	12	2.4%	473	2.3%	485	2.3%
Occupational medicine	10	2.0%	485	2.4%	495	2.4%
Ophthalmology			24	.1%	24	.1%
Pain management			223	1.1%	223	1.1%
Pathology			4	.0%	4	.0%
Physical med rehab	4	.8%	161	.8%	165	.8%
Psychiatry	4	.8%	197	1.0%	201	1.0%
Public health			38	.2%	38	.2%
Radiation oncology			57	.3%	57	.3%
Radiology	1	.2%	70	.3%	71	.3%
Interventional radiology	4	.8%	108	.5%	112	.5%
Hospital medicine	7	1.4%	232	1.1%	239	1.1%
General surgery	21	4.3%	554	2.7%	575	2.7%
Surg: cardiovascular/cardiothoracic	29	5.9%	652	3.2%	681	3.2%
Surg: colon & rectal	1	.2%	24	.1%	25	.1%
Surg: hand	3	.6%	48	.2%	51	.2%
Surg: neurology	14	2.9%	504	2.5%	518	2.5%
Surg: oncology	1	.2%	60	.3%	61	.3%
Surg: orthopedics	60	12.2%	2164	10.6%	2224	10.6%
Surg: otorhinolaryngology	6	1.2%	184	.9%	190	.9%
Surg: pediatric			23	.1%	23	.1%
Surg: plastic	3	.6%	152	.7%	155	.7%
Surg: thoracic	5	1.0%	30	.1%	35	.2%
Surg: transplant	1	.2%	42	.2%	43	.2%
Surg: trauma	1	.2%	101	.5%	102	.5%
Surg: urology	9	1.8%	247	1.2%	256	1.2%
Surg: vascular	6	1.2%	134	.7%	140	.7%
Surg: bariatric	1	.2%	51	.2%	52	.2%
Surg: other	4	.8%	108	.5%	112	.5%
General pediatrics	10	2.0%	506	2.5%	516	2.5%
Ped: adolescent medicine	2	.4%	46	.2%	48	.2%
Ped: allergy			5	.0%	5	.0%
Ped: cardiology	1	.2%	17	.1%	18	.1%
Ped: critical care			21	.1%	21	.1%
Ped: endocrinology			11	.1%	11	.1%
Ped: gastroenterology	1	.2%	16	.1%	17	.1%
Ped: hematology/oncology			8	.0%	8	.0%
Ped: infectious disease			2	.0%	2	.0%
Ped: neonatal-perinatal	2	.4%	67	.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	3	.6%	72	.4%	75	.4%
General internal medicine	80	16.3%	1417	6.9%	1497	7.1%
IM: cardiology	26	5.3%	772	3.8%	798	3.8%
IM: critical care	4	.8%	78	.4%	82	.4%
IM: endocrinology	1	.2%	106	.5%	107	.5%
IM: gastroenterology	6	1.2%	379	1.8%	385	1.8%
IM: hematology/oncology			43	.2%	43	.2%
IM: immunology			2	.0%	2	.0%
IM: infectious disease	1	.2%	109	.5%	110	.5%
IM: nephrology	2	.4%	125	.6%	127	.6%
IM: neurology	4	.8%	127	.6%	131	.6%
IM: pulmonology	1	.2%	86	.4%	87	.4%
IM: rheumatology	1	.2%	73	.4%	74	.4%
IM: oncology	10	2.0%	284	1.4%	294	1.4%
IM: other	1	.2%	95	.5%	96	.5%
Other	9	1.8%	263	1.3%	272	1.3%

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

	Massachusetts	All Others	Total
Respondents	499	20736	21235
Mean	9.9	9.4	9.4
Standard deviation	9.2	8.8	8.9
10th percentile	.0	1.0	1.0
25th percentile	3.0	3.0	3.0
Median	6.0	6.0	6.0
75th percentile	17.0	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**

	Massachusetts	All Others	Total
Respondents	483	20221	20704
Mean	5.1	4.9	4.9
Standard deviation	6.4	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	7.0	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**

	Massachusetts	All Others	Total
Respondents	473	19734	20207
Mean	6.7	6.5	6.5
Standard deviation	7.6	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	10.0	9.0	9.0
90th percentile	18.0	18.0	18.0

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

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	478	100.0%	20161	100.0%	20639	100.0%
Northeast	478	100.0%	4214	20.9%	4692	22.7%
Southeast			4899	24.3%	4899	23.7%
North Central			4344	21.5%	4344	21.0%
South Central			2768	13.7%	2768	13.4%
West			3936	19.5%	3936	19.1%

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

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	478	100.0%	20161	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	8.0%	1613	7.8%
Colorado			572	2.8%	572	2.8%
Connecticut			452	2.2%	452	2.2%
District Of Columbia			57	.3%	57	.3%
Delaware			61	.3%	61	.3%
Florida			1112	5.5%	1112	5.4%
Georgia			623	3.1%	623	3.0%
Guam			5	.0%	5	.0%
Hawaii			48	.2%	48	.2%
Iowa			309	1.5%	309	1.5%
Idaho			177	.9%	177	.9%
Illinois			594	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	100.0%			478	2.3%
Maryland			480	2.4%	480	2.3%
Maine			188	.9%	188	.9%
Michigan			988	4.9%	988	4.8%
Minnesota			412	2.0%	412	2.0%
Missouri			208	1.0%	208	1.0%
Mississippi			29	.1%	29	.1%
Montana			129	.6%	129	.6%
North Carolina			1082	5.4%	1082	5.2%
North Dakota			84	.4%	84	.4%
Nebraska			283	1.4%	283	1.4%
New Hampshire			141	.7%	141	.7%
New Jersey			307	1.5%	307	1.5%
New Mexico			141	.7%	141	.7%
Nevada			140	.7%	140	.7%
New York			1710	8.5%	1710	8.3%
Ohio			515	2.6%	515	2.5%
Oklahoma			299	1.5%	299	1.4%
Oregon			288	1.4%	288	1.4%
Pennsylvania			1212	6.0%	1212	5.9%
Rhode Island			76	.4%	76	.4%
South Carolina			213	1.1%	213	1.0%
South Dakota			153	.8%	153	.7%
Tennessee			321	1.6%	321	1.6%
Texas			1264	6.3%	1264	6.1%
Utah			218	1.1%	218	1.1%
Virginia			467	2.3%	467	2.3%
Vermont			67	.3%	67	.3%
Washington			617	3.1%	617	3.0%
Wisconsin			588	2.9%	588	2.8%
West Virginia			181	.9%	181	.9%
Wyoming			73	.4%	73	.4%

**Table 3.13: Number and Percent Distribution of Clinically Practicing Respondents by Metropolitan Status and Degree of Rurality of County of Primary Work Site\***

		Massachusetts		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		440	100.0%	19088	100.0%	19528	100.0%
Not metro	NonMetro, with urban pop >20K and adjacent to metro area			920	4.8%	920	4.7%
	NonMetro, with urban pop >20K, not adjacent to metro area			497	2.6%	497	2.5%
	NonMetro, with urban pop 2.5K-20K, adjacent to metro area			805	4.2%	805	4.1%
	NonMetro, with urban pop 2.5K-20K, not adjacent to metro area	1	.2%	600	3.1%	601	3.1%
	NonMetro, with urban pop < 2,500, adjacent to metro area			117	.6%	117	.6%
	NonMetro, with urban pop <2,500, not adjacent to metro area			220	1.2%	220	1.1%
Metro	Metro, >1M Population	301	68.4%	9023	47.3%	9324	47.7%
	Metro, 250K-1M Population	110	25.0%	4599	24.1%	4709	24.1%
	Metro, <250K Population	28	6.4%	2307	12.1%	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\***

		Massachusetts		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		485	100.0%	20285	100.0%	20770	100.0%
Minor surgical procedures		267	55.1%	12139	59.8%	12406	59.7%
First assisting at surgery		134	27.6%	4905	24.2%	5039	24.3%
Manage the care of patients in an inpatient setting		235	48.5%	7577	37.4%	7812	37.6%
Serve on the quality assurance committee		36	7.4%	1647	8.1%	1683	8.1%
Serve on the utilization review committee		14	2.9%	633	3.1%	647	3.1%
Participate in the conduct of clinical trials		68	14.0%	2345	11.6%	2413	11.6%
Serve on formulary/pharmaceutical selection committee		14	2.9%	551	2.7%	565	2.7%
Decision making about procurement of medical/surgical equipment/supplies		83	17.1%	3987	19.7%	4070	19.6%
Supervisory/managerial responsibilities for other PAs		54	11.1%	1890	9.3%	1944	9.4%
Supervisory/managerial responsibilities for clinical staff other than PAs		63	13.0%	3836	18.9%	3899	18.8%
Supervisory/managerial responsibilities for non-clinical staff		35	7.2%	1748	8.6%	1783	8.6%
Precept PA students		176	36.3%	7245	35.7%	7421	35.7%
Precept students of other health professions		126	26.0%	4919	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**

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	499	100.0%	20772	100.0%	21271	100.0%
32 or more hours	409	82.0%	17741	85.4%	18150	85.3%
Less than 32 hours	80	16.0%	2635	12.7%	2715	12.8%
Hours not reported	10	2.0%	396	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\***

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	282	100.0%	12184	100.0%	12466	100.0%
See some inpatients	166	58.9%	5368	44.1%	5534	44.4%
See some outpatients	205	72.7%	10362	85.0%	10567	84.8%
See some nursing home patients	16	5.7%	685	5.6%	701	5.6%
See some other patients**	24	8.5%	1340	11.0%	1364	10.9%

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

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

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

	Massachusetts	All Others	Total
Respondents	409	17741	18150
Mean	43.7	44.3	44.3
Standard deviation	7.0	8.0	8.0
10th percentile	36.0	36.0	36.0
25th percentile	40.0	40.0	40.0
Median	42.0	41.0	41.0
75th percentile	48.0	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\***

	Massachusetts	All Others	Total
Respondents	48	1106	1154
Mean	41.7	43.2	43.2
Standard deviation	4.7	7.4	7.3
10th percentile	35.0	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	48.2	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**

	Massachusetts	All Others	Total
Respondents	45	1036	1081
Mean	57.5	64.0	63.7
Standard deviation	36.6	42.8	42.6
10th percentile	20.0	20.0	20.0
25th percentile	30.0	35.0	35.0
Median	50.0	55.0	50.0
75th percentile	77.5	90.0	90.0
90th percentile	108.0	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\***

	Massachusetts	All Others	Total
Respondents	64	4717	4781
Mean	37.9	39.0	39.0
Standard deviation	3.9	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	40.0	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**

	Massachusetts	All Others	Total
Respondents	64	4654	4718
Mean	87.2	94.7	94.6
Standard deviation	36.6	40.0	39.9
10th percentile	50.0	50.0	50.0
25th percentile	60.0	70.0	70.0
Median	80.0	90.0	90.0
75th percentile	100.0	115.0	115.0
90th percentile	145.0	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**

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	407	100.0%	17562	100.0%	17969	100.0%
Do not take call	251	61.7%	10518	59.9%	10769	59.9%
Take some call	140	34.4%	6024	34.3%	6164	34.3%
Take call, hours unknown	4	1.0%	135	.8%	139	.8%
Always on call	12	2.9%	885	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\***

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	407	100.0%	17588	100.0%	17995	100.0%
Emergency department call	40	9.8%	1879	10.7%	1919	10.7%
Surgical assisting call	45	11.1%	2187	12.4%	2232	12.4%
In-house call	54	13.3%	2162	12.3%	2216	12.3%
Other call	73	17.9%	3717	21.1%	3790	21.1%
Do not take call	251	61.7%	10518	59.8%	10769	59.8%
Call taken, type not indicated	1	.2%	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\***

	Massachusetts	All Others	Total
Respondents	140	6022	6162
Mean	73.2	94.6	94.1
Standard deviation	63.4	87.5	87.1
10th percentile	10.2	12.0	12.0
25th percentile	26.3	30.0	30.0
Median	55.5	72.0	72.0
75th percentile	96.0	130.0	130.0
90th percentile	168.0	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\***

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	407	100.0%	17588	100.0%	17995	100.0%
Personal policy funded by employer	121	29.7%	5980	34.0%	6101	33.9%
Personal policy, self-funded	13	3.2%	506	2.9%	519	2.9%
Rider on employer's policy, funded by employer	206	50.6%	8659	49.2%	8865	49.3%
Rider on employer's policy, self-funded	4	1.0%	172	1.0%	176	1.0%
Other type of liability insurance	8	2.0%	551	3.1%	559	3.1%
No professional liability insurance coverage	4	1.0%	428	2.4%	432	2.4%
Don't know	56	13.8%	1952	11.1%	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\***

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	383	100.0%	16708	100.0%	17091	100.0%
No base pay	3	.8%	234	1.4%	237	1.4%
Salary	308	80.4%	13361	80.0%	13669	80.0%
Hourly wage	68	17.8%	3003	18.0%	3071	18.0%
Other base pay	4	1.0%	110	.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\***

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	370	100.0%	16139	100.0%	16509	100.0%
No additional pay	122	33.0%	5182	32.1%	5304	32.1%
Surgical assisting fees	3	.8%	329	2.0%	332	2.0%
Overtime pay	86	23.2%	2809	17.4%	2895	17.5%
Administrative pay	9	2.4%	424	2.6%	433	2.6%
Pay for on-call availability	41	11.1%	1407	8.7%	1448	8.8%
Pay for on-call services/events	53	14.3%	1410	8.7%	1463	8.9%
Bonus not based on performance	51	13.8%	3021	18.7%	3072	18.6%
Bonus based on performance of practice	28	7.6%	2178	13.5%	2206	13.4%
Bonus based on performance of PA	64	17.3%	3970	24.6%	4034	24.4%
Bonus based on something else	22	5.9%	856	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\***

	Massachusetts		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	78	100.0%	5131	100.0%	5209	100.0%
Bonus based on charges	6	7.7%	963	18.8%	969	18.6%
Bonus based on revenues	31	39.7%	2258	44.0%	2289	43.9%
Bonus based on relative value units	18	23.1%	741	14.4%	759	14.6%
Bonus based on profit	18	23.1%	1294	25.2%	1312	25.2%
Bonus based on number of visits or panel size	16	20.5%	966	18.8%	982	18.9%
Bonus based on quality of care	12	15.4%	780	15.2%	792	15.2%
Bonus based on patient satisfaction	10	12.8%	805	15.7%	815	15.6%
Bonus based on other factors	8	10.3%	453	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\***

	Massachusetts	All Others	Total
Respondents	388	16958	17346
Mean	\$88,343	\$84,305	\$84,396
Standard deviation	\$21,465	\$21,979	\$21,975
10th percentile	\$66,411	\$62,410	\$62,472
25th percentile	\$73,523	\$69,901	\$70,016
Median	\$83,346	\$80,242	\$80,356
75th percentile	\$98,400	\$94,189	\$94,260
90th percentile	\$114,975	\$110,533	\$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\***

	Massachusetts	All Others	Total
Respondents	51	1818	1869
Mean	\$74,352	\$70,910	\$71,004
Standard deviation	\$17,542	\$12,576	\$12,743
10th percentile	\$61,954	\$57,865	\$58,040
25th percentile	\$65,640	\$63,560	\$63,653
Median	\$71,418	\$69,435	\$69,517
75th percentile	\$75,708	\$76,447	\$76,416
90th percentile	\$86,570	\$85,383	\$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\***

	Massachusetts		All Others		Total		
	Count	Percent	Count	Percent	Count	Percent	
Respondents	372	100.0%	16223	100.0%	16595	100.0%	
Professional Liability Insurance	Employer pays 95-100%	357	96.0%	15842	97.7%	16199	97.6%
	Employer pays 50-94%	4	1.1%	95	.6%	99	.6%
	Employer pays 1-49%			33	.2%	33	.2%
	Employer pays 0%	11	3.0%	253	1.6%	264	1.6%
Individual Health Insurance	Employer pays 95-100%	77	24.9%	7288	48.5%	7365	48.1%
	Employer pays 50-94%	193	62.5%	5302	35.3%	5495	35.9%
	Employer pays 1-49%	21	6.8%	1056	7.0%	1077	7.0%
	Employer pays 0%	18	5.8%	1370	9.1%	1388	9.1%
Family Health Insurance	Employer pays 95-100%	44	18.5%	2815	24.7%	2859	24.6%
	Employer pays 50-94%	138	58.0%	4027	35.3%	4165	35.8%
	Employer pays 1-49%	25	10.5%	1213	10.6%	1238	10.6%
	Employer pays 0%	31	13.0%	3345	29.3%	3376	29.0%
Dental Insurance	Employer pays 95-100%	50	15.5%	4451	31.1%	4501	30.8%
	Employer pays 50-94%	165	51.1%	4420	30.9%	4585	31.4%
	Employer pays 1-49%	41	12.7%	1417	9.9%	1458	10.0%
	Employer pays 0%	67	20.7%	4014	28.1%	4081	27.9%
Disability Insurance	Employer pays 95-100%	123	37.8%	6149	43.9%	6272	43.8%
	Employer pays 50-94%	88	27.1%	2488	17.8%	2576	18.0%
	Employer pays 1-49%	39	12.0%	1036	7.4%	1075	7.5%
	Employer pays 0%	75	23.1%	4319	30.9%	4394	30.7%
Term Life Insurance	Employer pays 95-100%	123	39.4%	5414	40.8%	5537	40.7%
	Employer pays 50-94%	64	20.5%	1933	14.6%	1997	14.7%
	Employer pays 1-49%	39	12.5%	1286	9.7%	1325	9.7%
	Employer pays 0%	86	27.6%	4652	35.0%	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\***

		Massachusetts		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		333	100.0%	14746	100.0%	15079	100.0%
Pension/Retirement Fund	Employer pays 95-100%	66	19.8%	3462	23.5%	3528	23.4%
	Employer pays 50-94%	59	17.7%	3041	20.6%	3100	20.6%
	Employer pays 1-49%	136	40.8%	5689	38.6%	5825	38.6%
	Employer pays 0%	72	21.6%	2554	17.3%	2626	17.4%
DEA Registration Fees	Employer pays 95-100%	303	81.9%	10310	77.5%	10613	77.7%
	Employer pays 50-94%	8	2.2%	181	1.4%	189	1.4%
	Employer pays 1-49%	2	.5%	90	.7%	92	.7%
	Employer pays 0%	57	15.4%	2716	20.4%	2773	20.3%
NCCPA Fees	Employer pays 95-100%	269	73.3%	10125	64.6%	10394	64.8%
	Employer pays 50-94%	7	1.9%	280	1.8%	287	1.8%
	Employer pays 1-49%	5	1.4%	135	.9%	140	.9%
	Employer pays 0%	86	23.4%	5136	32.8%	5222	32.6%
AAPA Dues	Employer pays 95-100%	255	69.9%	9858	63.9%	10113	64.0%
	Employer pays 50-94%	10	2.7%	265	1.7%	275	1.7%
	Employer pays 1-49%	5	1.4%	132	.9%	137	.9%
	Employer pays 0%	95	26.0%	5173	33.5%	5268	33.4%
State PA Chapter Dues	Employer pays 95-100%	202	62.5%	7999	56.6%	8201	56.8%
	Employer pays 50-94%	8	2.5%	219	1.6%	227	1.6%
	Employer pays 1-49%	5	1.5%	134	.9%	139	1.0%
	Employer pays 0%	108	33.4%	5769	40.9%	5877	40.7%
Specialty Organization Dues	Employer pays 95-100%	139	54.1%	5234	46.3%	5373	46.4%
	Employer pays 50-94%	5	1.9%	224	2.0%	229	2.0%
	Employer pays 1-49%	4	1.6%	126	1.1%	130	1.1%
	Employer pays 0%	109	42.4%	5730	50.6%	5839	50.5%
AAPA Annual Conference Registration Fees	Employer pays 95-100%	195	61.5%	7800	57.1%	7995	57.2%
	Employer pays 50-94%	35	11.0%	1107	8.1%	1142	8.2%
	Employer pays 1-49%	16	5.0%	603	4.4%	619	4.4%
Credentialing Fees	Employer pays 0%	71	22.4%	4146	30.4%	4217	30.2%
	Employer pays 95-100%	281	80.1%	11270	75.3%	11551	75.4%
	Employer pays 50-94%	9	2.6%	343	2.3%	352	2.3%
	Employer pays 1-49%	4	1.1%	203	1.4%	207	1.4%
	Employer pays 0%	57	16.2%	3145	21.0%	3202	20.9%

\*Excludes self-employed PAs.