

2006 AAPA Physician Assistant Census Report for Minnesota

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 Minnesota

	Count	Percent
Total	23436	100.0%
Minnesota	457	1.9%
All Others	22979	98.1%

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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	452	100.0%	22766	100.0%	23218	100.0%
Male	136	30.1%	8608	37.8%	8744	37.7%
Female	316	69.9%	14158	62.2%	14474	62.3%

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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	435	100.0%	20778	100.0%	21213	100.0%
Asian/Pacific Islander	7	1.6%	741	3.6%	748	3.5%
Black (Not Hispanic)	5	1.1%	752	3.6%	757	3.6%
Hispanic/Latino Origin	8	1.8%	803	3.9%	811	3.8%
Amer Indian/Alaskan	4	.9%	164	.8%	168	.8%
White (Not Hispanic)	411	94.5%	18318	88.2%	18729	88.3%

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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	430	100.0%	21248	100.0%	21678	100.0%
Certificate from PA school	160	37.2%	6409	30.2%	6569	30.3%
Associate's degree from PA school	10	2.3%	1427	6.7%	1437	6.6%
Bachelor's degree from PA school	175	40.7%	9362	44.1%	9537	44.0%
Master's degree from PA school	150	34.9%	7350	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

	Minnesota	All Others	Total
Count	456	22934	23390
Mean	39.8	41.3	41.3
Standard deviation	10.3	10.9	10.9
10th p-tile	28.0	28.0	28.0
25th p-tile	31.0	32.0	32.0
Median	37.0	40.0	40.0
75th p-tile	49.0	50.0	50.0
90th p-tile	55.0	57.0	57.0

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

	Minnesota	All Others	Total
Count	456	22934	23390
Mean	30.5	30.6	30.6
Standard deviation	6.7	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	33.0	34.0	34.0
90th p-tile	41.0	41.0	41.0

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

	Minnesota	All Others	Total
Count	457	22979	23436
Mean	9.3	10.8	10.7
Standard deviation	8.1	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	13.0	17.0	17.0
90th p-tile	24.0	26.0	26.0

Section II: Professional Status of Respondents

Table 2.1: Number and Percent Distribution of Respondents by Clinical Practice Status

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	457	100.0%	22979	100.0%	23436	100.0%
In clinical practice	422	92.3%	20849	90.7%	21271	90.8%
Not in clinical practice	35	7.7%	2130	9.3%	2165	9.2%

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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	457	100.0%	22979	100.0%	23436	100.0%
Clinically practicing PA	422	92.3%	20849	90.7%	21271	90.8%
Clinically practicing physician or resident			26	.1%	26	.1%
Clinically practicing NP	6	1.3%	179	.8%	185	.8%
Other clinically practicing provider	2	.4%	179	.8%	181	.8%
PA educator	14	3.1%	973	4.2%	987	4.2%
Other health professions educator	3	.7%	295	1.3%	298	1.3%
Health care professional-administrator	10	2.2%	397	1.7%	407	1.7%
Health care professional-researcher	4	.9%	162	.7%	166	.7%
Health care professional-lawyer			11	.0%	11	.0%
Health care professional-public health			60	.3%	60	.3%
Health care professional-other	7	1.5%	418	1.8%	425	1.8%
Other non-health professional	5	1.1%	240	1.0%	245	1.0%
Student in post-graduate PA program	4	.9%	119	.5%	123	.5%
Medical student	1	.2%	50	.2%	51	.2%
Other student	3	.7%	87	.4%	90	.4%
Not employed by choice	13	2.8%	567	2.5%	580	2.5%
Employed, seeking PA job	2	.4%	79	.3%	81	.3%
Unemployed, seeking PA job	2	.4%	181	.8%	183	.8%
Unemployed, seeking non-PA job	1	.2%	34	.1%	35	.1%
Retired	1	.2%	186	.8%	187	.8%
Other	7	1.5%	243	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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	422	100.0%	20849	100.0%	21271	100.0%
One	361	85.5%	17767	85.2%	18128	85.2%
Two	54	12.8%	2518	12.1%	2572	12.1%
Three	6	1.4%	369	1.8%	375	1.8%
More than three	1	.2%	79	.4%	80	.4%
Self-employed w/mult contracts			116	.6%	116	.5%

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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	416	100.0%	20509	100.0%	20925	100.0%
Self-employed	1	.2%	544	2.7%	545	2.6%
Solo physician practice	15	3.6%	2682	13.1%	2697	12.9%
Single-specialty physician group	106	25.5%	6485	31.6%	6591	31.5%
Multi-specialty physician group	159	38.2%	2485	12.1%	2644	12.6%
University hospital	11	2.6%	1641	8.0%	1652	7.9%
Other hospital	44	10.6%	2986	14.6%	3030	14.5%
Freestanding urgent care center	21	5.0%	426	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	11	2.6%	426	2.1%	437	2.1%
Community health center	14	3.4%	1224	6.0%	1238	5.9%
Medical staffing agency			58	.3%	58	.3%
Physician practice mngmt org	4	1.0%	280	1.4%	284	1.4%
Integrated health system	12	2.9%	234	1.1%	246	1.2%
Corrections system	4	1.0%	213	1.0%	217	1.0%
Other	14	3.4%	737	3.6%	751	3.6%

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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	406	100.0%	20294	100.0%	20700	100.0%
Not government employed	393	96.8%	18458	91.0%	18851	91.1%
Air Force			99	.5%	99	.5%
Army			276	1.4%	276	1.3%
Navy			99	.5%	99	.5%
Coast Guard			12	.1%	12	.1%
Dept. of Veterans Affairs	7	1.7%	473	2.3%	480	2.3%
Federal Bureau of Prisons/DOJ	2	.5%	34	.2%	36	.2%
Indian Health Service	1	.2%	73	.4%	74	.4%
Federal Public Health Service			79	.4%	79	.4%
Other Federal Government	1	.2%	95	.5%	96	.5%
State Government	1	.2%	330	1.6%	331	1.6%
Local Government	1	.2%	266	1.3%	267	1.3%

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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	417	100.0%	20606	100.0%	21023	100.0%
Intensive/critical care unit of hospital	6	1.4%	440	2.1%	446	2.1%
Inpatient unit of hospital (not ICU/CCU)	45	10.8%	2014	9.8%	2059	9.8%
Outpatient unit of hospital	18	4.3%	1433	7.0%	1451	6.9%
Hospital emergency room	27	6.5%	1955	9.5%	1982	9.4%
Hospital operating room	26	6.2%	1382	6.7%	1408	6.7%
Other unit of hospital	6	1.4%	285	1.4%	291	1.4%
Federally Qualified Rural Health Center	14	3.4%	760	3.7%	774	3.7%
Other FQHC	2	.5%	407	2.0%	409	1.9%
Other community health center/facility	5	1.2%	507	2.5%	512	2.4%
Freestanding urgent care facility	20	4.8%	593	2.9%	613	2.9%
Freestanding surgical facility			83	.4%	83	.4%
Solo practice physician office	19	4.6%	2627	12.7%	2646	12.6%
Single-specialty physician group practice	74	17.7%	4543	22.0%	4617	22.0%
Multi-specialty physician group practice	121	29.0%	1801	8.7%	1922	9.1%
HMO facility	10	2.4%	329	1.6%	339	1.6%
Nursing home or LTC facility	2	.5%	161	.8%	163	.8%
University/college student health facility	1	.2%	122	.6%	123	.6%
School-based health facility			77	.4%	77	.4%
Other freestanding outpatient facility	13	3.1%	375	1.8%	388	1.8%
Correctional facility	4	1.0%	227	1.1%	231	1.1%
Industrial facility/work site			100	.5%	100	.5%
Mobile health unit			23	.1%	23	.1%
Patients' homes			27	.1%	27	.1%
Other	4	1.0%	335	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*

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	417	100.0%	20626	100.0%	21043	100.0%
Intensive/critical care unit of hospital	97	23.3%	4624	22.4%	4721	22.4%
Inpatient unit of hospital (not ICU/CCU)	149	35.7%	6916	33.5%	7065	33.6%
Outpatient unit of hospital	93	22.3%	4256	20.6%	4349	20.7%
Hospital emergency room	107	25.7%	6188	30.0%	6295	29.9%
Hospital operating room	103	24.7%	4525	21.9%	4628	22.0%
Other unit of hospital	26	6.2%	1880	9.1%	1906	9.1%
Federally Qualified Rural Health Center	15	3.6%	1021	5.0%	1036	4.9%
Other FQHC	3	.7%	588	2.9%	591	2.8%
Other community health center/facility	14	3.4%	782	3.8%	796	3.8%
Freestanding urgent care facility	31	7.4%	980	4.8%	1011	4.8%
Freestanding surgical facility	22	5.3%	1046	5.1%	1068	5.1%
Solo practice physician office	22	5.3%	3025	14.7%	3047	14.5%
Single-specialty physician group practice	109	26.1%	5961	28.9%	6070	28.8%
Multi-specialty physician group practice	153	36.7%	2472	12.0%	2625	12.5%
HMO facility	14	3.4%	485	2.4%	499	2.4%
Nursing home or LTC facility	28	6.7%	1153	5.6%	1181	5.6%
University/college student health facility	7	1.7%	262	1.3%	269	1.3%
School-based health facility	1	.2%	168	.8%	169	.8%
Other freestanding outpatient facility	23	5.5%	635	3.1%	658	3.1%
Correctional facility	9	2.2%	347	1.7%	356	1.7%
Industrial facility/work site			183	.9%	183	.9%
Mobile health unit			87	.4%	87	.4%
Patients' homes	4	1.0%	350	1.7%	354	1.7%
Other	7	1.7%	555	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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	417	100.0%	20581	100.0%	20998	100.0%
Family/general medicine	167	40.0%	5405	26.3%	5572	26.5%
General internal medicine	13	3.1%	1484	7.2%	1497	7.1%
Emergency medicine	28	6.7%	2017	9.8%	2045	9.7%
General pediatrics	4	1.0%	512	2.5%	516	2.5%
General surgery	11	2.6%	564	2.7%	575	2.7%
Internal medicine subspecialties	38	9.1%	2298	11.2%	2336	11.1%
Pediatric subspecialties	3	.7%	321	1.6%	324	1.5%
Surgical subspecialties	107	25.7%	4561	22.2%	4668	22.2%
Obstetrics and gynecology	7	1.7%	478	2.3%	485	2.3%
Industrial/occupational medicine	5	1.2%	490	2.4%	495	2.4%
Other	34	8.2%	2451	11.9%	2485	11.8%

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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	417	100.0%	20581	100.0%	20998	100.0%
Addiction medicine			77	.4%	77	.4%
Allergy	1	.2%	120	.6%	121	.6%
Anesthesiology			56	.3%	56	.3%
Dermatology	9	2.2%	684	3.3%	693	3.3%
Emergency medicine	28	6.7%	2017	9.8%	2045	9.7%
Family practice w/o urgent care	98	23.5%	3163	15.4%	3261	15.5%
Family practice wt urgent care	69	16.5%	2242	10.9%	2311	11.0%
Genetics			4	.0%	4	.0%
Geriatrics	1	.2%	127	.6%	128	.6%
Obstetrics/gynecology	7	1.7%	478	2.3%	485	2.3%
Occupational medicine	5	1.2%	490	2.4%	495	2.4%
Ophthalmology			24	.1%	24	.1%
Pain management	1	.2%	222	1.1%	223	1.1%
Pathology			4	.0%	4	.0%
Physical med rehab			165	.8%	165	.8%
Psychiatry	7	1.7%	194	.9%	201	1.0%
Public health			38	.2%	38	.2%
Radiation oncology	2	.5%	55	.3%	57	.3%
Radiology			71	.3%	71	.3%
Interventional radiology	2	.5%	110	.5%	112	.5%
Hospital medicine	4	1.0%	235	1.1%	239	1.1%
General surgery	11	2.6%	564	2.7%	575	2.7%
Surg: cardiovascular/cardiothoracic	7	1.7%	674	3.3%	681	3.2%
Surg: colon & rectal	2	.5%	23	.1%	25	.1%
Surg: hand	5	1.2%	46	.2%	51	.2%
Surg: neurology	6	1.4%	512	2.5%	518	2.5%
Surg: oncology			61	.3%	61	.3%
Surg: orthopedics	54	12.9%	2170	10.5%	2224	10.6%
Surg: otorhinolaryngology	3	.7%	187	.9%	190	.9%
Surg: pediatric			23	.1%	23	.1%
Surg: plastic	4	1.0%	151	.7%	155	.7%
Surg: thoracic	3	.7%	32	.2%	35	.2%
Surg: transplant	2	.5%	41	.2%	43	.2%
Surg: trauma	3	.7%	99	.5%	102	.5%
Surg: urology	11	2.6%	245	1.2%	256	1.2%
Surg: vascular	1	.2%	139	.7%	140	.7%
Surg: bariatric	4	1.0%	48	.2%	52	.2%
Surg: other	2	.5%	110	.5%	112	.5%
General pediatrics	4	1.0%	512	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	1	.2%	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	1	.2%	17	.1%	18	.1%
Ped: other	1	.2%	74	.4%	75	.4%
General internal medicine	13	3.1%	1484	7.2%	1497	7.1%
IM: cardiology	10	2.4%	788	3.8%	798	3.8%
IM: critical care	2	.5%	80	.4%	82	.4%
IM: endocrinology	1	.2%	106	.5%	107	.5%
IM: gastroenterology	5	1.2%	380	1.8%	385	1.8%
IM: hematology/oncology	3	.7%	40	.2%	43	.2%
IM: immunology			2	.0%	2	.0%
IM: infectious disease	3	.7%	107	.5%	110	.5%
IM: nephrology			127	.6%	127	.6%
IM: neurology	3	.7%	128	.6%	131	.6%
IM: pulmonology			87	.4%	87	.4%
IM: rheumatology	1	.2%	73	.4%	74	.4%
IM: oncology	7	1.7%	287	1.4%	294	1.4%
IM: other	3	.7%	93	.5%	96	.5%
Other	7	1.7%	265	1.3%	272	1.3%

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

	Minnesota	All Others	Total
Respondents	422	20813	21235
Mean	7.9	9.4	9.4
Standard deviation	7.6	8.9	8.9
10th percentile	.0	1.0	1.0
25th percentile	2.0	3.0	3.0
Median	6.0	6.0	6.0
75th percentile	11.0	14.0	14.0
90th percentile	22.0	25.0	25.0

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

	Minnesota	All Others	Total
Respondents	408	20296	20704
Mean	4.8	4.9	4.9
Standard deviation	5.5	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	12.0	13.0	13.0

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

	Minnesota	All Others	Total
Respondents	403	19804	20207
Mean	6.0	6.5	6.5
Standard deviation	6.4	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	8.0	9.0	9.0
90th percentile	15.0	18.0	18.0

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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	412	100.0%	20227	100.0%	20639	100.0%
Northeast			4692	23.2%	4692	22.7%
Southeast			4899	24.2%	4899	23.7%
North Central	412	100.0%	3932	19.4%	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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	412	100.0%	20227	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	2.4%	478	2.3%
Maryland			480	2.4%	480	2.3%
Maine			188	.9%	188	.9%
Michigan			988	4.9%	988	4.8%
Minnesota	412	100.0%			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	8.5%	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	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	6.2%	1264	6.1%
Utah			218	1.1%	218	1.1%
Virginia			467	2.3%	467	2.3%
Vermont			67	.3%	67	.3%
Washington			617	3.1%	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*

		Minnesota		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		382	100.0%	19146	100.0%	19528	100.0%
Not metro	NonMetro, with urban pop >20K and adjacent to metro area	13	3.4%	907	4.7%	920	4.7%
	NonMetro, with urban pop >20K, not adjacent to metro area	16	4.2%	481	2.5%	497	2.5%
	NonMetro, with urban pop 2.5K-20K, adjacent to metro area	34	8.9%	771	4.0%	805	4.1%
	NonMetro, with urban pop 2.5K-20K, not adjacent to metro area	30	7.9%	571	3.0%	601	3.1%
	NonMetro, with urban pop < 2,500, adjacent to metro area	6	1.6%	111	.6%	117	.6%
	NonMetro, with urban pop <2,500, not adjacent to metro area	7	1.8%	213	1.1%	220	1.1%
	Metro	Metro, >1M Population	200	52.4%	9124	47.7%	9324
	Metro, 250K-1M Population	10	2.6%	4699	24.5%	4709	24.1%
	Metro, <250K Population	66	17.3%	2269	11.9%	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*

		Minnesota		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		409	100.0%	20361	100.0%	20770	100.0%
Minor surgical procedures		265	64.8%	12141	59.6%	12406	59.7%
First assisting at surgery		106	25.9%	4933	24.2%	5039	24.3%
Manage the care of patients in an inpatient setting		152	37.2%	7660	37.6%	7812	37.6%
Serve on the quality assurance committee		38	9.3%	1645	8.1%	1683	8.1%
Serve on the utilization review committee		11	2.7%	636	3.1%	647	3.1%
Participate in the conduct of clinical trials		51	12.5%	2362	11.6%	2413	11.6%
Serve on formulary/pharmaceutical selection committee		6	1.5%	559	2.7%	565	2.7%
Decision making about procurement of medical/surgical equipment/supplies		64	15.6%	4006	19.7%	4070	19.6%
Supervisory/managerial responsibilities for other PAs		35	8.6%	1909	9.4%	1944	9.4%
Supervisory/managerial responsibilities for clinical staff other than PAs		46	11.2%	3853	18.9%	3899	18.8%
Supervisory/managerial responsibilities for non-clinical staff		14	3.4%	1769	8.7%	1783	8.6%
Precept PA students		154	37.7%	7267	35.7%	7421	35.7%
Precept students of other health professions		93	22.7%	4952	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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	422	100.0%	20849	100.0%	21271	100.0%
32 or more hours	363	86.0%	17787	85.3%	18150	85.3%
Less than 32 hours	53	12.6%	2662	12.8%	2715	12.8%
Hours not reported	6	1.4%	400	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*

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	255	100.0%	12211	100.0%	12466	100.0%
See some inpatients	118	46.3%	5416	44.4%	5534	44.4%
See some outpatients	220	86.3%	10347	84.7%	10567	84.8%
See some nursing home patients	20	7.8%	681	5.6%	701	5.6%
See some other patients**	33	12.9%	1331	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

	Minnesota	All Others	Total
Respondents	363	17787	18150
Mean	43.5	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	50.0	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*

	Minnesota	All Others	Total
Respondents	17	1137	1154
Mean	41.2	43.2	43.2
Standard deviation	5.2	7.4	7.3
10th percentile	34.4	35.0	35.0
25th percentile	38.5	40.0	40.0
Median	40.0	40.0	40.0
75th percentile	45.0	48.0	48.0
90th percentile	50.0	50.0	50.0

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

Table 4.4: Summary Measures of Inpatient Encounters per Week for Respondents Who See Inpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job

	Minnesota	All Others	Total
Respondents	16	1065	1081
Mean	50.2	63.9	63.7
Standard deviation	21.6	42.8	42.6
10th percentile	25.0	20.0	20.0
25th percentile	31.3	35.0	35.0
Median	50.0	51.0	50.0
75th percentile	61.8	90.0	90.0
90th percentile	88.8	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*

	Minnesota	All Others	Total
Respondents	94	4687	4781
Mean	37.4	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	36.0	40.0	40.0
75th percentile	40.0	40.0	40.0
90th percentile	43.0	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

	Minnesota	All Others	Total
Respondents	91	4627	4718
Mean	86.6	94.8	94.6
Standard deviation	37.4	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	124.0	144.0	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

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	357	100.0%	17612	100.0%	17969	100.0%
Do not take call	251	70.3%	10518	59.7%	10769	59.9%
Take some call	94	26.3%	6070	34.5%	6164	34.3%
Take call, hours unknown	2	.6%	137	.8%	139	.8%
Always on call	10	2.8%	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*

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	357	100.0%	17638	100.0%	17995	100.0%
Emergency department call	34	9.5%	1885	10.7%	1919	10.7%
Surgical assisting call	45	12.6%	2187	12.4%	2232	12.4%
In-house call	27	7.6%	2189	12.4%	2216	12.3%
Other call	41	11.5%	3749	21.3%	3790	21.1%
Do not take call	251	70.3%	10518	59.6%	10769	59.8%
Call taken, type not indicated			51	.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*

	Minnesota	All Others	Total
Respondents	94	6068	6162
Mean	91.3	94.2	94.1
Standard deviation	111.2	86.6	87.1
10th percentile	9.0	12.0	12.0
25th percentile	24.0	30.0	30.0
Median	50.0	72.0	72.0
75th percentile	114.0	130.0	130.0
90th percentile	200.0	200.0	200.0

*Includes only PAs who report taking call, but are not always on call.

Table 4.10: Number and Percent Distribution of Clinically Practicing Respondents by Types of Professional Liability Insurance Policies*

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	357	100.0%	17638	100.0%	17995	100.0%
Personal policy funded by employer	98	27.5%	6003	34.0%	6101	33.9%
Personal policy, self-funded	6	1.7%	513	2.9%	519	2.9%
Rider on employer's policy, funded by employer	189	52.9%	8676	49.2%	8865	49.3%
Rider on employer's policy, self-funded	5	1.4%	171	1.0%	176	1.0%
Other type of liability insurance	2	.6%	557	3.2%	559	3.1%
No professional liability insurance coverage	5	1.4%	427	2.4%	432	2.4%
Don't know	67	18.8%	1941	11.0%	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*

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	343	100.0%	16748	100.0%	17091	100.0%
No base pay	12	3.5%	225	1.3%	237	1.4%
Salary	289	84.3%	13380	79.9%	13669	80.0%
Hourly wage	37	10.8%	3034	18.1%	3071	18.0%
Other base pay	5	1.5%	109	.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*

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	329	100.0%	16180	100.0%	16509	100.0%
No additional pay	119	36.2%	5185	32.0%	5304	32.1%
Surgical assisting fees	6	1.8%	326	2.0%	332	2.0%
Overtime pay	48	14.6%	2847	17.6%	2895	17.5%
Administrative pay	14	4.3%	419	2.6%	433	2.6%
Pay for on-call availability	36	10.9%	1412	8.7%	1448	8.8%
Pay for on-call services/events	42	12.8%	1421	8.8%	1463	8.9%
Bonus not based on performance	42	12.8%	3030	18.7%	3072	18.6%
Bonus based on performance of practice	57	17.3%	2149	13.3%	2206	13.4%
Bonus based on performance of PA	102	31.0%	3932	24.3%	4034	24.4%
Bonus based on something else	11	3.3%	867	5.4%	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*

	Minnesota		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	125	100.0%	5084	100.0%	5209	100.0%
Bonus based on charges	27	21.6%	942	18.5%	969	18.6%
Bonus based on revenues	38	30.4%	2251	44.3%	2289	43.9%
Bonus based on relative value units	46	36.8%	713	14.0%	759	14.6%
Bonus based on profit	28	22.4%	1284	25.3%	1312	25.2%
Bonus based on number of visits or panel size	12	9.6%	970	19.1%	982	18.9%
Bonus based on quality of care	20	16.0%	772	15.2%	792	15.2%
Bonus based on patient satisfaction	17	13.6%	798	15.7%	815	15.6%
Bonus based on other factors	8	6.4%	453	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*

	Minnesota	All Others	Total
Respondents	350	16996	17346
Mean	\$83,870	\$84,407	\$84,396
Standard deviation	\$18,735	\$22,037	\$21,975
10th percentile	\$66,600	\$62,431	\$62,472
25th percentile	\$72,664	\$69,918	\$70,016
Median	\$79,856	\$80,364	\$80,356
75th percentile	\$91,044	\$94,300	\$94,260
90th percentile	\$103,168	\$110,838	\$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*

	Minnesota	All Others	Total
Respondents	44	1825	1869
Mean	\$74,087	\$70,930	\$71,004
Standard deviation	\$10,595	\$12,784	\$12,743
10th percentile	\$61,162	\$57,881	\$58,040
25th percentile	\$68,424	\$63,497	\$63,653
Median	\$73,140	\$69,395	\$69,517
75th percentile	\$77,767	\$76,401	\$76,416
90th percentile	\$84,786	\$85,408	\$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*

	Minnesota		All Others		Total		
	Count	Percent	Count	Percent	Count	Percent	
Respondents	342	100.0%	16253	100.0%	16595	100.0%	
Professional Liability Insurance	Employer pays 95-100%	338	98.8%	15861	97.6%	16199	97.6%
	Employer pays 50-94%		99	.6%	99	.6%	
	Employer pays 1-49%		33	.2%	33	.2%	
	Employer pays 0%	4	1.2%	260	1.6%	264	1.6%
Individual Health Insurance	Employer pays 95-100%	127	39.2%	7238	48.3%	7365	48.1%
	Employer pays 50-94%	159	49.1%	5336	35.6%	5495	35.9%
	Employer pays 1-49%	26	8.0%	1051	7.0%	1077	7.0%
	Employer pays 0%	12	3.7%	1376	9.2%	1388	9.1%
Family Health Insurance	Employer pays 95-100%	51	19.5%	2808	24.7%	2859	24.6%
	Employer pays 50-94%	136	51.9%	4029	35.4%	4165	35.8%
	Employer pays 1-49%	38	14.5%	1200	10.5%	1238	10.6%
	Employer pays 0%	37	14.1%	3339	29.4%	3376	29.0%
Dental Insurance	Employer pays 95-100%	96	30.6%	4405	30.8%	4501	30.8%
	Employer pays 50-94%	112	35.7%	4473	31.3%	4585	31.4%
	Employer pays 1-49%	45	14.3%	1413	9.9%	1458	10.0%
	Employer pays 0%	61	19.4%	4020	28.1%	4081	27.9%
Disability Insurance	Employer pays 95-100%	186	58.5%	6086	43.5%	6272	43.8%
	Employer pays 50-94%	76	23.9%	2500	17.9%	2576	18.0%
	Employer pays 1-49%	23	7.2%	1052	7.5%	1075	7.5%
	Employer pays 0%	33	10.4%	4361	31.2%	4394	30.7%
Term Life Insurance	Employer pays 95-100%	171	55.5%	5366	40.4%	5537	40.7%
	Employer pays 50-94%	62	20.1%	1935	14.6%	1997	14.7%
	Employer pays 1-49%	35	11.4%	1290	9.7%	1325	9.7%
	Employer pays 0%	40	13.0%	4698	35.4%	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*

		Minnesota		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		314	100.0%	14765	100.0%	15079	100.0%
Pension/Retirement Fund	Employer pays 95-100%	97	30.9%	3431	23.2%	3528	23.4%
	Employer pays 50-94%	69	22.0%	3031	20.5%	3100	20.6%
	Employer pays 1-49%	123	39.2%	5702	38.6%	5825	38.6%
	Employer pays 0%	25	8.0%	2601	17.6%	2626	17.4%
DEA Registration Fees	Employer pays 95-100%	300	90.4%	10313	77.3%	10613	77.7%
	Employer pays 50-94%	4	1.2%	185	1.4%	189	1.4%
	Employer pays 1-49%	2	.6%	90	.7%	92	.7%
	Employer pays 0%	26	7.8%	2747	20.6%	2773	20.3%
NCCPA Fees	Employer pays 95-100%	239	71.1%	10155	64.7%	10394	64.8%
	Employer pays 50-94%	9	2.7%	278	1.8%	287	1.8%
	Employer pays 1-49%	2	.6%	138	.9%	140	.9%
	Employer pays 0%	86	25.6%	5136	32.7%	5222	32.6%
AAPA Dues	Employer pays 95-100%	230	68.7%	9883	63.9%	10113	64.0%
	Employer pays 50-94%	8	2.4%	267	1.7%	275	1.7%
	Employer pays 1-49%	2	.6%	135	.9%	137	.9%
	Employer pays 0%	95	28.4%	5173	33.5%	5268	33.4%
State PA Chapter Dues	Employer pays 95-100%	198	63.1%	8003	56.6%	8201	56.8%
	Employer pays 50-94%	9	2.9%	218	1.5%	227	1.6%
	Employer pays 1-49%	4	1.3%	135	1.0%	139	1.0%
	Employer pays 0%	103	32.8%	5774	40.9%	5877	40.7%
Specialty Organization Dues	Employer pays 95-100%	119	49.2%	5254	46.4%	5373	46.4%
	Employer pays 50-94%	7	2.9%	222	2.0%	229	2.0%
	Employer pays 1-49%	4	1.7%	126	1.1%	130	1.1%
	Employer pays 0%	112	46.3%	5727	50.6%	5839	50.5%
AAPA Annual Conference Registration Fees	Employer pays 95-100%	186	62.4%	7809	57.1%	7995	57.2%
	Employer pays 50-94%	23	7.7%	1119	8.2%	1142	8.2%
	Employer pays 1-49%	9	3.0%	610	4.5%	619	4.4%
Credentialing Fees	Employer pays 95-100%	80	26.8%	4137	30.3%	4217	30.2%
	Employer pays 50-94%	278	85.0%	11273	75.2%	11551	75.4%
	Employer pays 1-49%	8	2.4%	344	2.3%	352	2.3%
	Employer pays 0%	1	.3%	206	1.4%	207	1.4%
	Employer pays 0%	40	12.2%	3162	21.1%	3202	20.9%

*Excludes self-employed PAs.