

## **2006 AAPA Physician Assistant Census Report for New Hampshire**

### **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 New Hampshire

	Count	Percent
Total	23436	100.0%
New Hampshire	154	.7%
All Others	23282	99.3%

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

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	152	100.0%	23066	100.0%	23218	100.0%
Male	57	37.5%	8687	37.7%	8744	37.7%
Female	95	62.5%	14379	62.3%	14474	62.3%

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

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	140	100.0%	21073	100.0%	21213	100.0%
Asian/Pacific Islander	3	2.1%	745	3.5%	748	3.5%
Black (Not Hispanic)	1	.7%	756	3.6%	757	3.6%
Hispanic/Latino Origin	1	.7%	810	3.8%	811	3.8%
Amer Indian/Alaskan			168	.8%	168	.8%
White (Not Hispanic)	135	96.4%	18594	88.2%	18729	88.3%

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

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	142	100.0%	21536	100.0%	21678	100.0%
Certificate from PA school	58	40.8%	6511	30.2%	6569	30.3%
Associate's degree from PA school	9	6.3%	1428	6.6%	1437	6.6%
Bachelor's degree from PA school	37	26.1%	9500	44.1%	9537	44.0%
Master's degree from PA school	70	49.3%	7430	34.5%	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**

	New Hampshire	All Others	Total
Count	154	23236	23390
Mean	43.0	41.3	41.3
Standard deviation	10.6	10.9	10.9
10th p-tile	30.0	28.0	28.0
25th p-tile	34.0	32.0	32.0
Median	41.0	40.0	40.0
75th p-tile	52.3	50.0	50.0
90th p-tile	58.0	57.0	57.0

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

	New Hampshire	All Others	Total
Count	154	23236	23390
Mean	30.4	30.6	30.6
Standard deviation	6.4	6.9	6.8
10th p-tile	24.0	24.0	24.0
25th p-tile	26.0	26.0	26.0
Median	29.0	29.0	29.0
75th p-tile	32.0	34.0	34.0
90th p-tile	39.5	41.0	41.0

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

	New Hampshire	All Others	Total
Count	154	23282	23436
Mean	12.6	10.7	10.7
Standard deviation	9.6	9.2	9.2
10th p-tile	3.0	2.0	2.0
25th p-tile	4.8	3.0	3.0
Median	9.0	7.0	7.0
75th p-tile	20.3	17.0	17.0
90th p-tile	29.5	26.0	26.0

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

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	154	100.0%	23282	100.0%	23436	100.0%
In clinical practice	143	92.9%	21128	90.7%	21271	90.8%
Not in clinical practice	11	7.1%	2154	9.3%	2165	9.2%

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

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	154	100.0%	23282	100.0%	23436	100.0%
Clinically practicing PA	143	92.9%	21128	90.7%	21271	90.8%
Clinically practicing physician or resident			26	.1%	26	.1%
Clinically practicing NP	1	.6%	184	.8%	185	.8%
Other clinically practicing provider	1	.6%	180	.8%	181	.8%
PA educator	6	3.9%	981	4.2%	987	4.2%
Other health professions educator	1	.6%	297	1.3%	298	1.3%
Health care professional-administrator	3	1.9%	404	1.7%	407	1.7%
Health care professional-researcher	1	.6%	165	.7%	166	.7%
Health care professional-lawyer			11	.0%	11	.0%
Health care professional-public health			60	.3%	60	.3%
Health care professional-other			425	1.8%	425	1.8%
Other non-health professional	3	1.9%	242	1.0%	245	1.0%
Student in post-graduate PA program			123	.5%	123	.5%
Medical student			51	.2%	51	.2%
Other student			90	.4%	90	.4%
Not employed by choice	4	2.6%	576	2.5%	580	2.5%
Employed, seeking PA job	2	1.3%	79	.3%	81	.3%
Unemployed, seeking PA job			183	.8%	183	.8%
Unemployed, seeking non-PA job			35	.2%	35	.1%
Retired	2	1.3%	185	.8%	187	.8%
Other			250	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**

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	143	100.0%	21128	100.0%	21271	100.0%
One	118	82.5%	18010	85.2%	18128	85.2%
Two	25	17.5%	2547	12.1%	2572	12.1%
Three			375	1.8%	375	1.8%
More than three			80	.4%	80	.4%
Self-employed w/mult contracts			116	.5%	116	.5%

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

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	142	100.0%	20783	100.0%	20925	100.0%
Self-employed	2	1.4%	543	2.6%	545	2.6%
Solo physician practice	7	4.9%	2690	12.9%	2697	12.9%
Single-specialty physician group	57	40.1%	6534	31.4%	6591	31.5%
Multi-specialty physician group	28	19.7%	2616	12.6%	2644	12.6%
University hospital	6	4.2%	1646	7.9%	1652	7.9%
Other hospital	16	11.3%	3014	14.5%	3030	14.5%
Freestanding urgent care center	3	2.1%	444	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	1	.7%	1	.0%	2	.0%
HMO			437	2.1%	437	2.1%
Community health center	14	9.9%	1224	5.9%	1238	5.9%
Medical staffing agency			58	.3%	58	.3%
Physician practice mngmt org	1	.7%	283	1.4%	284	1.4%
Integrated health system	2	1.4%	244	1.2%	246	1.2%
Corrections system	1	.7%	216	1.0%	217	1.0%
Other	4	2.8%	747	3.6%	751	3.6%

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

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	140	100.0%	20560	100.0%	20700	100.0%
Not government employed	135	96.4%	18716	91.0%	18851	91.1%
Air Force			99	.5%	99	.5%
Army			276	1.3%	276	1.3%
Navy			99	.5%	99	.5%
Coast Guard			12	.1%	12	.1%
Dept. of Veterans Affairs	4	2.9%	476	2.3%	480	2.3%
Federal Bureau of Prisons/DOJ	1	.7%	35	.2%	36	.2%
Indian Health Service			74	.4%	74	.4%
Federal Public Health Service			79	.4%	79	.4%
Other Federal Government			96	.5%	96	.5%
State Government			331	1.6%	331	1.6%
Local Government			267	1.3%	267	1.3%

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

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	142	100.0%	20881	100.0%	21023	100.0%
Intensive/critical care unit of hospital	1	.7%	445	2.1%	446	2.1%
Inpatient unit of hospital (not ICU/CCU)	5	3.5%	2054	9.8%	2059	9.8%
Outpatient unit of hospital	8	5.6%	1443	6.9%	1451	6.9%
Hospital emergency room	12	8.5%	1970	9.4%	1982	9.4%
Hospital operating room	8	5.6%	1400	6.7%	1408	6.7%
Other unit of hospital			291	1.4%	291	1.4%
Federally Qualified Rural Health Center	4	2.8%	770	3.7%	774	3.7%
Other FQHC	4	2.8%	405	1.9%	409	1.9%
Other community health center/facility	6	4.2%	506	2.4%	512	2.4%
Freestanding urgent care facility	3	2.1%	610	2.9%	613	2.9%
Freestanding surgical facility			83	.4%	83	.4%
Solo practice physician office	8	5.6%	2638	12.6%	2646	12.6%
Single-specialty physician group practice	51	35.9%	4566	21.9%	4617	22.0%
Multi-specialty physician group practice	21	14.8%	1901	9.1%	1922	9.1%
HMO facility	1	.7%	338	1.6%	339	1.6%
Nursing home or LTC facility	2	1.4%	161	.8%	163	.8%
University/college student health facility	2	1.4%	121	.6%	123	.6%
School-based health facility	1	.7%	76	.4%	77	.4%
Other freestanding outpatient facility	1	.7%	387	1.9%	388	1.8%
Correctional facility	1	.7%	230	1.1%	231	1.1%
Industrial facility/work site	1	.7%	99	.5%	100	.5%
Mobile health unit			23	.1%	23	.1%
Patients' homes			27	.1%	27	.1%
Other	2	1.4%	337	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\***

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	142	100.0%	20901	100.0%	21043	100.0%
Intensive/critical care unit of hospital	30	21.1%	4691	22.4%	4721	22.4%
Inpatient unit of hospital (not ICU/CCU)	44	31.0%	7021	33.6%	7065	33.6%
Outpatient unit of hospital	26	18.3%	4323	20.7%	4349	20.7%
Hospital emergency room	45	31.7%	6250	29.9%	6295	29.9%
Hospital operating room	39	27.5%	4589	22.0%	4628	22.0%
Other unit of hospital	6	4.2%	1900	9.1%	1906	9.1%
Federally Qualified Rural Health Center	5	3.5%	1031	4.9%	1036	4.9%
Other FQHC	5	3.5%	586	2.8%	591	2.8%
Other community health center/facility	8	5.6%	788	3.8%	796	3.8%
Freestanding urgent care facility	4	2.8%	1007	4.8%	1011	4.8%
Freestanding surgical facility	8	5.6%	1060	5.1%	1068	5.1%
Solo practice physician office	8	5.6%	3039	14.5%	3047	14.5%
Single-specialty physician group practice	56	39.4%	6014	28.8%	6070	28.8%
Multi-specialty physician group practice	28	19.7%	2597	12.4%	2625	12.5%
HMO facility	1	.7%	498	2.4%	499	2.4%
Nursing home or LTC facility	13	9.2%	1168	5.6%	1181	5.6%
University/college student health facility	3	2.1%	266	1.3%	269	1.3%
School-based health facility	2	1.4%	167	.8%	169	.8%
Other freestanding outpatient facility	1	.7%	657	3.1%	658	3.1%
Correctional facility	2	1.4%	354	1.7%	356	1.7%
Industrial facility/work site	3	2.1%	180	.9%	183	.9%
Mobile health unit			87	.4%	87	.4%
Patients' homes	2	1.4%	352	1.7%	354	1.7%
Other	7	4.9%	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**

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	141	100.0%	20857	100.0%	20998	100.0%
Family/general medicine	36	25.5%	5536	26.5%	5572	26.5%
General internal medicine	23	16.3%	1474	7.1%	1497	7.1%
Emergency medicine	12	8.5%	2033	9.7%	2045	9.7%
General pediatrics	3	2.1%	513	2.5%	516	2.5%
General surgery	4	2.8%	571	2.7%	575	2.7%
Internal medicine subspecialties	7	5.0%	2329	11.2%	2336	11.1%
Pediatric subspecialties	1	.7%	323	1.5%	324	1.5%
Surgical subspecialties	39	27.7%	4629	22.2%	4668	22.2%
Obstetrics and gynecology	2	1.4%	483	2.3%	485	2.3%
Industrial/occupational medicine	3	2.1%	492	2.4%	495	2.4%
Other	11	7.8%	2474	11.9%	2485	11.8%

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

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	141	100.0%	20857	100.0%	20998	100.0%
Addiction medicine			77	.4%	77	.4%
Allergy			121	.6%	121	.6%
Anesthesiology			56	.3%	56	.3%
Dermatology	5	3.5%	688	3.3%	693	3.3%
Emergency medicine	12	8.5%	2033	9.7%	2045	9.7%
Family practice w/o urgent care	24	17.0%	3237	15.5%	3261	15.5%
Family practice wt urgent care	12	8.5%	2299	11.0%	2311	11.0%
Genetics			4	.0%	4	.0%
Geriatrics			128	.6%	128	.6%
Obstetrics/gynecology	2	1.4%	483	2.3%	485	2.3%
Occupational medicine	3	2.1%	492	2.4%	495	2.4%
Ophthalmology			24	.1%	24	.1%
Pain management	2	1.4%	221	1.1%	223	1.1%
Pathology			4	.0%	4	.0%
Physical med rehab	1	.7%	164	.8%	165	.8%
Psychiatry	2	1.4%	199	1.0%	201	1.0%
Public health			38	.2%	38	.2%
Radiation oncology			57	.3%	57	.3%
Radiology			71	.3%	71	.3%
Interventional radiology			112	.5%	112	.5%
Hospital medicine	1	.7%	238	1.1%	239	1.1%
General surgery	4	2.8%	571	2.7%	575	2.7%
Surg: cardiovascular/cardiothoracic	6	4.3%	675	3.2%	681	3.2%
Surg: colon & rectal			25	.1%	25	.1%
Surg: hand			51	.2%	51	.2%
Surg: neurology	3	2.1%	515	2.5%	518	2.5%
Surg: oncology			61	.3%	61	.3%
Surg: orthopedics	22	15.6%	2202	10.6%	2224	10.6%
Surg: otorhinolaryngology	5	3.5%	185	.9%	190	.9%
Surg: pediatric			23	.1%	23	.1%
Surg: plastic			155	.7%	155	.7%
Surg: thoracic			35	.2%	35	.2%
Surg: transplant			43	.2%	43	.2%
Surg: trauma			102	.5%	102	.5%
Surg: urology	1	.7%	255	1.2%	256	1.2%
Surg: vascular	2	1.4%	138	.7%	140	.7%
Surg: bariatric			52	.2%	52	.2%
Surg: other			112	.5%	112	.5%
General pediatrics	3	2.1%	513	2.5%	516	2.5%
Ped: adolescent medicine	1	.7%	47	.2%	48	.2%
Ped: allergy			5	.0%	5	.0%
Ped: cardiology			18	.1%	18	.1%
Ped: critical care			21	.1%	21	.1%
Ped: endocrinology			11	.1%	11	.1%
Ped: gastroenterology			17	.1%	17	.1%
Ped: hematology/oncology			8	.0%	8	.0%
Ped: infectious disease			2	.0%	2	.0%
Ped: neonatal-perinatal			69	.3%	69	.3%
Ped: nephrology			2	.0%	2	.0%
Ped: neurology			18	.1%	18	.1%
Ped: pulmonology			8	.0%	8	.0%
Ped: rheumatology			4	.0%	4	.0%
Ped: oncology			18	.1%	18	.1%
Ped: other			75	.4%	75	.4%
General internal medicine	23	16.3%	1474	7.1%	1497	7.1%
IM: cardiology	1	.7%	797	3.8%	798	3.8%
IM: critical care			82	.4%	82	.4%
IM: endocrinology			107	.5%	107	.5%
IM: gastroenterology	2	1.4%	383	1.8%	385	1.8%
IM: hematology/oncology			43	.2%	43	.2%
IM: immunology			2	.0%	2	.0%
IM: infectious disease			110	.5%	110	.5%
IM: nephrology			127	.6%	127	.6%
IM: neurology	1	.7%	130	.6%	131	.6%
IM: pulmonology			87	.4%	87	.4%
IM: rheumatology			74	.4%	74	.4%
IM: oncology	2	1.4%	292	1.4%	294	1.4%
IM: other	1	.7%	95	.5%	96	.5%
Other			272	1.3%	272	1.3%

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

	New Hampshire	All Others	Total
Respondents	143	21092	21235
Mean	11.2	9.4	9.4
Standard deviation	9.3	8.9	8.9
10th percentile	2.0	1.0	1.0
25th percentile	3.0	3.0	3.0
Median	8.0	6.0	6.0
75th percentile	17.0	14.0	14.0
90th percentile	26.6	25.0	25.0

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

	New Hampshire	All Others	Total
Respondents	139	20565	20704
Mean	5.5	4.9	4.9
Standard deviation	5.8	5.8	5.8
10th percentile	.0	.0	.0
25th percentile	2.0	1.0	1.0
Median	3.0	3.0	3.0
75th percentile	8.0	6.0	6.0
90th percentile	13.0	13.0	13.0

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

	New Hampshire	All Others	Total
Respondents	138	20069	20207
Mean	8.0	6.5	6.5
Standard deviation	7.9	7.2	7.2
10th percentile	.0	.0	.0
25th percentile	2.0	1.0	1.0
Median	6.0	4.0	4.0
75th percentile	11.3	9.0	9.0
90th percentile	20.0	18.0	18.0

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

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	141	100.0%	20498	100.0%	20639	100.0%
Northeast	141	100.0%	4551	22.2%	4692	22.7%
Southeast			4899	23.9%	4899	23.7%
North Central			4344	21.2%	4344	21.0%
South Central			2768	13.5%	2768	13.4%
West			3936	19.2%	3936	19.1%

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

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	141	100.0%	20498	100.0%	20639	100.0%
Alaska			123	.6%	123	.6%
Alabama			105	.5%	105	.5%
Arkansas			41	.2%	41	.2%
Arizona			505	2.5%	505	2.4%
California			1613	7.9%	1613	7.8%
Colorado			572	2.8%	572	2.8%
Connecticut			452	2.2%	452	2.2%
District Of Columbia			57	.3%	57	.3%
Delaware			61	.3%	61	.3%
Florida			1112	5.4%	1112	5.4%
Georgia			623	3.0%	623	3.0%
Guam			5	.0%	5	.0%
Hawaii			48	.2%	48	.2%
Iowa			309	1.5%	309	1.5%
Idaho			177	.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	2.3%	478	2.3%
Maryland			480	2.3%	480	2.3%
Maine			188	.9%	188	.9%
Michigan			988	4.8%	988	4.8%
Minnesota			412	2.0%	412	2.0%
Missouri			208	1.0%	208	1.0%
Mississippi			29	.1%	29	.1%
Montana			129	.6%	129	.6%
North Carolina			1082	5.3%	1082	5.2%
North Dakota			84	.4%	84	.4%
Nebraska			283	1.4%	283	1.4%
New Hampshire	141	100.0%			141	.7%
New Jersey			307	1.5%	307	1.5%
New Mexico			141	.7%	141	.7%
Nevada			140	.7%	140	.7%
New York			1710	8.3%	1710	8.3%
Ohio			515	2.5%	515	2.5%
Oklahoma			299	1.5%	299	1.4%
Oregon			288	1.4%	288	1.4%
Pennsylvania			1212	5.9%	1212	5.9%
Rhode Island			76	.4%	76	.4%
South Carolina			213	1.0%	213	1.0%
South Dakota			153	.7%	153	.7%
Tennessee			321	1.6%	321	1.6%
Texas			1264	6.2%	1264	6.1%
Utah			218	1.1%	218	1.1%
Virginia			467	2.3%	467	2.3%
Vermont			67	.3%	67	.3%
Washington			617	3.0%	617	3.0%
Wisconsin			588	2.9%	588	2.8%
West Virginia			181	.9%	181	.9%
Wyoming			73	.4%	73	.4%

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

		New Hampshire		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		131	100.0%	19397	100.0%	19528	100.0%
Not metro	NonMetro, with urban pop >20K and adjacent to metro area	17	13.0%	903	4.7%	920	4.7%
	NonMetro, with urban pop >20K, not adjacent to metro area	10	7.6%	487	2.5%	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	9	6.9%	592	3.1%	601	3.1%
	NonMetro, with urban pop < 2,500, adjacent to metro area	3	2.3%	114	.6%	117	.6%
	NonMetro, with urban pop <2,500, not adjacent to metro area			220	1.1%	220	1.1%
Metro	Metro, >1M Population	54	41.2%	9270	47.8%	9324	47.7%
	Metro, 250K-1M Population	38	29.0%	4671	24.1%	4709	24.1%
	Metro, <250K Population			2335	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\***

		New Hampshire		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		140	100.0%	20630	100.0%	20770	100.0%
	Minor surgical procedures	88	62.9%	12318	59.7%	12406	59.7%
	First assisting at surgery	42	30.0%	4997	24.2%	5039	24.3%
	Manage the care of patients in an inpatient setting	53	37.9%	7759	37.6%	7812	37.6%
	Serve on the quality assurance committee	9	6.4%	1674	8.1%	1683	8.1%
	Serve on the utilization review committee	5	3.6%	642	3.1%	647	3.1%
	Participate in the conduct of clinical trials	6	4.3%	2407	11.7%	2413	11.6%
	Serve on formulary/pharmaceutical selection committee	2	1.4%	563	2.7%	565	2.7%
	Decision making about procurement of medical/surgical equipment/supplies	23	16.4%	4047	19.6%	4070	19.6%
	Supervisory/managerial responsibilities for other PAs	10	7.1%	1934	9.4%	1944	9.4%
	Supervisory/managerial responsibilities for clinical staff other than PAs	17	12.1%	3882	18.8%	3899	18.8%
	Supervisory/managerial responsibilities for non-clinical staff	7	5.0%	1776	8.6%	1783	8.6%
	Precept PA students	51	36.4%	7370	35.7%	7421	35.7%
	Precept students of other health professions	36	25.7%	5009	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**

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	143	100.0%	21128	100.0%	21271	100.0%
32 or more hours	121	84.6%	18029	85.3%	18150	85.3%
Less than 32 hours	20	14.0%	2695	12.8%	2715	12.8%
Hours not reported	2	1.4%	404	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\***

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	88	100.0%	12378	100.0%	12466	100.0%
See some inpatients	36	40.9%	5498	44.4%	5534	44.4%
See some outpatients	79	89.8%	10488	84.7%	10567	84.8%
See some nursing home patients	8	9.1%	693	5.6%	701	5.6%
See some other patients**	11	12.5%	1353	10.9%	1364	10.9%

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

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

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

	New Hampshire	All Others	Total
Respondents	121	18029	18150
Mean	42.9	44.3	44.3
Standard deviation	7.5	8.0	8.0
10th percentile	35.2	36.0	36.0
25th percentile	39.0	40.0	40.0
Median	40.0	41.0	41.0
75th percentile	46.0	50.0	50.0
90th percentile	55.0	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\***

	New Hampshire	All Others	Total
Respondents	3	1151	1154
Mean	40.0	43.2	43.2
Standard deviation	5.0	7.4	7.3
10th percentile	35.0	35.2	35.0
25th percentile	35.0	40.0	40.0
Median	40.0	40.0	40.0
75th percentile	.	48.0	48.0
90th percentile	.	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**

	New Hampshire	All Others	Total
Respondents	3	1078	1081
Mean	66.7	63.7	63.7
Standard deviation	28.9	42.6	42.6
10th percentile	50.0	20.0	20.0
25th percentile	50.0	35.0	35.0
Median	50.0	50.0	50.0
75th percentile	.	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\***

	New Hampshire	All Others	Total
Respondents	40	4741	4781
Mean	36.9	39.0	39.0
Standard deviation	4.8	5.4	5.4
10th percentile	32.0	33.0	33.0
25th percentile	34.3	35.0	35.0
Median	36.0	40.0	40.0
75th percentile	39.5	40.0	40.0
90th percentile	44.5	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**

	New Hampshire	All Others	Total
Respondents	40	4678	4718
Mean	80.3	94.7	94.6
Standard deviation	19.9	40.0	39.9
10th percentile	50.0	50.0	50.0
25th percentile	65.8	70.0	70.0
Median	81.5	90.0	90.0
75th percentile	95.0	115.0	115.0
90th percentile	100.0	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**

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	120	100.0%	17849	100.0%	17969	100.0%
Do not take call	78	65.0%	10691	59.9%	10769	59.9%
Take some call	39	32.5%	6125	34.3%	6164	34.3%
Take call, hours unknown			139	.8%	139	.8%
Always on call	3	2.5%	894	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\***

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	120	100.0%	17875	100.0%	17995	100.0%
Emergency department call	18	15.0%	1901	10.6%	1919	10.7%
Surgical assisting call	22	18.3%	2210	12.4%	2232	12.4%
In-house call	13	10.8%	2203	12.3%	2216	12.3%
Other call	12	10.0%	3778	21.1%	3790	21.1%
Do not take call	78	65.0%	10691	59.8%	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\***

	New Hampshire	All Others	Total
Respondents	39	6123	6162
Mean	93.9	94.1	94.1
Standard deviation	72.7	87.1	87.1
10th percentile	10.0	12.0	12.0
25th percentile	25.0	30.0	30.0
Median	88.0	72.0	72.0
75th percentile	144.0	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\***

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	120	100.0%	17875	100.0%	17995	100.0%
Personal policy funded by employer	43	35.8%	6058	33.9%	6101	33.9%
Personal policy, self-funded	1	.8%	518	2.9%	519	2.9%
Rider on employer's policy, funded by employer	58	48.3%	8807	49.3%	8865	49.3%
Rider on employer's policy, self-funded			176	1.0%	176	1.0%
Other type of liability insurance	1	.8%	558	3.1%	559	3.1%
No professional liability insurance coverage	1	.8%	431	2.4%	432	2.4%
Don't know	17	14.2%	1991	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\***

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	119	100.0%	16972	100.0%	17091	100.0%
No base pay			237	1.4%	237	1.4%
Salary	100	84.0%	13569	79.9%	13669	80.0%
Hourly wage	19	16.0%	3052	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\***

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	110	100.0%	16399	100.0%	16509	100.0%
No additional pay	28	25.5%	5276	32.2%	5304	32.1%
Surgical assisting fees	2	1.8%	330	2.0%	332	2.0%
Overtime pay	14	12.7%	2881	17.6%	2895	17.5%
Administrative pay	3	2.7%	430	2.6%	433	2.6%
Pay for on-call availability	9	8.2%	1439	8.8%	1448	8.8%
Pay for on-call services/events	7	6.4%	1456	8.9%	1463	8.9%
Bonus not based on performance	24	21.8%	3048	18.6%	3072	18.6%
Bonus based on performance of practice	22	20.0%	2184	13.3%	2206	13.4%
Bonus based on performance of PA	32	29.1%	4002	24.4%	4034	24.4%
Bonus based on something else	7	6.4%	871	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\***

	New Hampshire		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	45	100.0%	5164	100.0%	5209	100.0%
Bonus based on charges	7	15.6%	962	18.6%	969	18.6%
Bonus based on revenues	14	31.1%	2275	44.1%	2289	43.9%
Bonus based on relative value units	15	33.3%	744	14.4%	759	14.6%
Bonus based on profit	8	17.8%	1304	25.3%	1312	25.2%
Bonus based on number of visits or panel size	11	24.4%	971	18.8%	982	18.9%
Bonus based on quality of care	7	15.6%	785	15.2%	792	15.2%
Bonus based on patient satisfaction	8	17.8%	807	15.6%	815	15.6%
Bonus based on other factors	4	8.9%	457	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\***

	New Hampshire	All Others	Total
Respondents	120	17226	17346
Mean	\$82,958	\$84,406	\$84,396
Standard deviation	\$18,525	\$21,997	\$21,975
10th percentile	\$61,449	\$62,481	\$62,472
25th percentile	\$70,000	\$70,016	\$70,016
Median	\$80,916	\$80,355	\$80,356
75th percentile	\$91,012	\$94,275	\$94,260
90th percentile	\$104,759	\$110,753	\$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\***

	New Hampshire	All Others	Total
Respondents	4	1865	1869
Mean	.	\$71,013	\$71,004
Standard deviation	.	\$12,753	\$12,743
10th percentile	.	\$58,020	\$58,040
25th percentile	.	\$63,664	\$63,653
Median	.	\$69,518	\$69,517
75th percentile	.	\$76,476	\$76,416
90th percentile	.	\$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\***

	New Hampshire		All Others		Total		
	Count	Percent	Count	Percent	Count	Percent	
Respondents	117	100.0%	16478	100.0%	16595	100.0%	
Professional Liability Insurance	Employer pays 95-100%	117	100.0%	16082	97.6%	16199	97.6%
	Employer pays 50-94%		99	.6%	99	.6%	
	Employer pays 1-49%		33	.2%	33	.2%	
	Employer pays 0%		264	1.6%	264	1.6%	
Individual Health Insurance	Employer pays 95-100%	38	36.5%	7327	48.1%	7365	48.1%
	Employer pays 50-94%	55	52.9%	5440	35.7%	5495	35.9%
	Employer pays 1-49%	6	5.8%	1071	7.0%	1077	7.0%
	Employer pays 0%	5	4.8%	1383	9.1%	1388	9.1%
Family Health Insurance	Employer pays 95-100%	21	24.7%	2838	24.6%	2859	24.6%
	Employer pays 50-94%	44	51.8%	4121	35.7%	4165	35.8%
	Employer pays 1-49%	8	9.4%	1230	10.6%	1238	10.6%
	Employer pays 0%	12	14.1%	3364	29.1%	3376	29.0%
Dental Insurance	Employer pays 95-100%	37	35.2%	4464	30.7%	4501	30.8%
	Employer pays 50-94%	37	35.2%	4548	31.3%	4585	31.4%
	Employer pays 1-49%	10	9.5%	1448	10.0%	1458	10.0%
	Employer pays 0%	21	20.0%	4060	28.0%	4081	27.9%
Disability Insurance	Employer pays 95-100%	44	40.4%	6228	43.8%	6272	43.8%
	Employer pays 50-94%	30	27.5%	2546	17.9%	2576	18.0%
	Employer pays 1-49%	10	9.2%	1065	7.5%	1075	7.5%
	Employer pays 0%	25	22.9%	4369	30.8%	4394	30.7%
Term Life Insurance	Employer pays 95-100%	46	45.5%	5491	40.7%	5537	40.7%
	Employer pays 50-94%	16	15.8%	1981	14.7%	1997	14.7%
	Employer pays 1-49%	14	13.9%	1311	9.7%	1325	9.7%
	Employer pays 0%	25	24.8%	4713	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\***

		New Hampshire		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		101	100.0%	14978	100.0%	15079	100.0%
Pension/Retirement Fund	Employer pays 95-100%	19	18.8%	3509	23.4%	3528	23.4%
	Employer pays 50-94%	32	31.7%	3068	20.5%	3100	20.6%
	Employer pays 1-49%	40	39.6%	5785	38.6%	5825	38.6%
	Employer pays 0%	10	9.9%	2616	17.5%	2626	17.4%
DEA Registration Fees	Employer pays 95-100%	111	94.9%	10502	77.5%	10613	77.7%
	Employer pays 50-94%	1	.9%	188	1.4%	189	1.4%
	Employer pays 1-49%			92	.7%	92	.7%
	Employer pays 0%	5	4.3%	2768	20.4%	2773	20.3%
NCCPA Fees	Employer pays 95-100%	103	88.8%	10291	64.6%	10394	64.8%
	Employer pays 50-94%			287	1.8%	287	1.8%
	Employer pays 1-49%			140	.9%	140	.9%
	Employer pays 0%	13	11.2%	5209	32.7%	5222	32.6%
AAPA Dues	Employer pays 95-100%	101	89.4%	10012	63.9%	10113	64.0%
	Employer pays 50-94%			275	1.8%	275	1.7%
	Employer pays 1-49%			137	.9%	137	.9%
	Employer pays 0%	12	10.6%	5256	33.5%	5268	33.4%
State PA Chapter Dues	Employer pays 95-100%	88	83.0%	8113	56.6%	8201	56.8%
	Employer pays 50-94%	1	.9%	226	1.6%	227	1.6%
	Employer pays 1-49%			139	1.0%	139	1.0%
	Employer pays 0%	17	16.0%	5860	40.9%	5877	40.7%
Specialty Organization Dues	Employer pays 95-100%	60	75.9%	5313	46.2%	5373	46.4%
	Employer pays 50-94%	1	1.3%	228	2.0%	229	2.0%
	Employer pays 1-49%	1	1.3%	129	1.1%	130	1.1%
	Employer pays 0%	17	21.5%	5822	50.7%	5839	50.5%
AAPA Annual Conference Registration Fees	Employer pays 95-100%	75	82.4%	7920	57.1%	7995	57.2%
	Employer pays 50-94%	5	5.5%	1137	8.2%	1142	8.2%
	Employer pays 1-49%	2	2.2%	617	4.4%	619	4.4%
	Employer pays 0%	9	9.9%	4208	30.3%	4217	30.2%
Credentialing Fees	Employer pays 95-100%	103	93.6%	11448	75.3%	11551	75.4%
	Employer pays 50-94%			352	2.3%	352	2.3%
	Employer pays 1-49%			207	1.4%	207	1.4%
	Employer pays 0%	7	6.4%	3195	21.0%	3202	20.9%

\*Excludes self-employed PAs.