

2004 AAPA Physician Assistant Census Report - Tennessee

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 2004 AAPA Physician Assistant Census was conducted between March 15 and September 15, 2004. Survey forms were mailed 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, 2003 and for whom address information was available. Surveys were not mailed to individuals who had indicated on a previous Census that they were retired or working as a physician. In total, forms were mailed to 58,826 people – accounting for 95.0 percent of the 61,891 individuals eligible to practice as PAs. Completed surveys were received from 23,494 people, representing 38.0 percent of all individuals eligible to practice as PAs and 39.9 percent of the PAs who were mailed a survey form. Of the 30,019 AAPA members who were mailed a form, 16,138 (53.8%) responded; of the 28,807 non-members who were mailed a form, 7,356 (25.5%) 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 in all tables 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 60 percent of the respondents to this year's census.

Ethnicity: White PAs comprise 88 percent of the respondents.

Age: The mean age of census respondents is 42 years; the median is 41.

PA Education: Half (50%) of respondents hold a bachelor's level PA degree; 22 percent of respondents hold a master's level PA degree.

Types of Degrees Held: Ninety-one percent of respondents hold a bachelor's degree or higher; thirty-five percent hold a masters degree. Only about two percent of respondents hold a doctoral degree.

Age at Time of Graduation from PA School: The mean age at time of graduation from PA school was 31 years; the median was 29.

Years Since Graduation from PA School The mean number of years since graduation from PA school for census respondents is 11; the median is 7.

Section II. Professional Status of Respondents

Practice Status: The vast majority of respondents (89%) 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 (43%) are employed by a single or multi-specialty physician group practice while 22 percent are employed by hospitals and 14 percent are employed by solo physician offices.

Government Employment: About 10 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 just over two percent of respondents; state governments collectively employ about two percent of this year's respondents.

Primary Work Setting: The most prevalent "primary" work setting, reported by 37 percent of respondents, is a hospital; the hospital departments cited most frequently as primary settings are hospital emergency rooms (10%), hospital inpatient units (9%), hospital outpatient units (8%), and hospital operating rooms (7%). Physician group practices are the primary work setting for 29 percent of respondents; 20 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 (33%), hospital emergency rooms (29%), single-specialty physician group practices (26%), hospital operating rooms (21%), hospital outpatient units (21%), and hospital intensive care/critical care units (20%).

Primary Specialty of Practice: While PAs practice in at least 61 specialty fields, 42 percent of this year's respondents reported that their primary specialty was one of the primary care fields: family/general practice medicine (30%), general internal medicine (8%), obstetrics/gynecology (3%), and general pediatrics (3%). Other prevalent specialties for PAs include general surgery/surgical subspecialties (24%), emergency medicine (10%), and the subspecialties of internal medicine (10%).

Years in Clinical Practice: The mean number of years in clinical practice is 9.2; the median is 6 years.

Years in Current Position: The mean number of years respondents have worked in their current position is 5.0; the median is 3 years.

Years in Current Specialty: The mean number of years respondents have worked in their current specialty is 6.4; the median is 4 years.

Geographic Distribution: The states in which the largest numbers of clinically practicing respondents are employed include: New York (10%), California (8%), Texas (6%), Pennsylvania (6%), Florida (5%), and North Carolina (5%).

Metropolitan Status of Work Site: About one-fifth of respondents (19%) work in counties that are classified as non-metropolitan.

Functions and Responsibilities: PAs can perform a variety of functions for their primary employers. More than one-fourth of respondents (27%) reported assisting in surgery and about four in ten (42%) reported performing invasive procedures. Nine percent of respondents reported supervising other PAs, and one in five (20%) reported supervising other clinical staff. More than one-third of respondents (37%) indicated that they precept PA students; one-fourth (25%) reported precepting students of other health professions.

Work Status: The majority of clinically practicing respondents (87%) 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 44.4; the median is 42 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 (91%) 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 96.0. One-third of respondents who work full-time (33%) see some inpatients in their primary job; the mean number of patient encounters provided per week by respondents who see inpatients exclusively is 61.8. Six percent of full-time PAs reported seeing some nursing home patients in their primary job, and only four percent of respondents report seeing patients who can not be classified as inpatients, outpatients, or nursing home patients.

Working in Hospitals: Almost two-thirds (64%) of respondents report seeing patients in at least one hospital and one in five (21%) report seeing patients in more than one hospital. The vast majority (98%) of respondents who see patients in hospitals have privileges granted by the medical staff in at least one hospital. Forty-five percent of respondents who see patients in hospitals are members of at least one hospital's medical staff and 42% are members of at least one hospital's PA staff.

Taking Call: More than one-third of full-time respondents (39%) reported taking call for their primary employer. The mean hours on call per month for those PAs who reported taking some call but who were not always on call is 99.

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. Eighteen percent of respondents reported receiving overtime pay while 17 percent reported receiving a bonus based on something other than productivity or performance. Almost half of those who reported receiving an incentive based on productivity or performance (46%) 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 \$74,264; the mean is \$78,257. The comparable figures for respondents who graduated in 2003 are \$64,536 and \$65,641, respectively.

CME Funding: Eighty-eight percent of respondents reported having CME funds available to them from their primary employer. For those PAs who reported the amount of CME funds available to them, the mean is \$1,559; the median is \$1,500.

Source of Funds for Insurance and Other Expenses: Ninety-seven percent of respondents reported that their employer pays 95-100% of the cost of their professional liability insurance. Other expenses for which employers often pay 95-100% of the cost include DEA registration fees (75%), credentialing fees (73%), state license fees (71%), AAPA dues (63%), and NCCPA fees (63%).

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Section I: Characteristics of 2004 AAPA Census Respondents

Table 1.1: Number and Percent Distribution of Census Respondents by whether State is Tennessee

	Count	Percent
Total	23494	100.0%
Tennessee	319	1.4%
All Others	23175	98.6%

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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Male	155	48.9%	9089	39.6%	9244	39.7%
Female	162	51.1%	13865	60.4%	14027	60.3%

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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Tennessee Asian/Pacific Islander	2	.7%			2	.7%
Tennessee Black (Not Hispanic)	3	1.0%			3	1.0%
Tennessee Hispanic/Latino Origin	1	.3%			1	.3%
Tennessee Amer Indian/Alaskan	1	.3%			1	.3%
Tennessee White (Not Hispanic)	287	97.3%			287	97.3%
Tennessee Multiracial	1	.3%			1	.3%
All Others Asian/Pacific Islander			706	3.4%	706	3.4%
All Others Black (Not Hispanic)			614	2.9%	614	2.9%
All Others Hispanic/Latino Origin			787	3.8%	787	3.8%
All Others Amer Indian/Alaskan			189	.9%	189	.9%
All Others White (Not Hispanic)			18422	88.3%	18422	88.3%
All Others Multiracial			152	.7%	152	.7%

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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Do not have certificate in PA studies	199	75.4%	12483	64.2%	12682	64.4%
Have certificate in PA studies	65	24.6%	6955	35.8%	7020	35.6%
Do not have associate's in PA studies	250	94.7%	17880	92.0%	18130	92.0%
Have associate's in PA studies	14	5.3%	1558	8.0%	1572	8.0%
Do not have bachelor's in PA studies	99	37.5%	9754	50.2%	9853	50.0%
Have bachelor's in PA studies	165	62.5%	9684	49.8%	9849	50.0%
Do not have master's in PA studies	201	76.1%	15226	78.3%	15427	78.3%
Have master's in PA studies	63	23.9%	4212	21.7%	4275	21.7%

Table 1.5: Number and Percent Distribution of Census Respondents by Types of Degrees Held

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Do not have bachelor's degree	14	5.3%	1802	9.3%	1816	9.2%
Have bachelor's degree	250	94.7%	17636	90.7%	17886	90.8%
Do not have master's degree	157	59.5%	12563	64.6%	12720	64.6%
Have master's degree	107	40.5%	6875	35.4%	6982	35.4%
Do not have doctoral degree	263	99.6%	19139	98.5%	19402	98.5%
Have doctoral degree	1	.4%	299	1.5%	300	1.5%

Table 1.6: Summary Measures of Age for Census Respondents

	Tennessee	All Others	Total
Count	319	23105	23424
Mean	41.4	41.6	41.6
Standard deviation	10.5	10.7	10.7
10th percentile	28.0	28.0	28.0
25th percentile	32.0	32.0	32.0
Median	39.0	41.0	41.0
75th percentile	51.0	50.0	50.0
90th percentile	57.0	56.0	56.0

Table 1.7: Summary Measures of Age During Year of Graduation from PA School for Census Respondents

	Tennessee	All Others	Total
Count	319	23105	23424
Mean	30.2	31.0	30.9
Standard deviation	6.5	7.0	7.0
10th percentile	24.0	24.0	24.0
25th percentile	25.0	26.0	26.0
Median	28.0	29.0	29.0
75th percentile	34.0	34.0	34.0
90th percentile	39.0	41.0	41.0

Table 1.8: Summary Measures of Years since Graduation from PA School for Census Respondents

	Tennessee	All Others	Total
Count	319	23175	23494
Mean	11.1	10.7	10.7
Standard deviation	9.2	9.0	9.0
10th percentile	2.0	1.0	1.0
25th percentile	3.0	3.0	3.0
Median	7.0	7.0	7.0
75th percentile	20.0	18.0	18.0
90th percentile	26.0	26.0	26.0

Section II: Professional Status of Respondents

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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	319	100.0%	23175	100.0%	23494	100.0%
In clinical practice	291	91.2%	20565	88.7%	20856	88.8%
Not in clinical practice	28	8.8%	2610	11.3%	2638	11.2%

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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	319	100.0%	23175	100.0%	23494	100.0%
Clinically practicing PA	291	91.2%	20565	88.7%	20856	88.8%
Clinically practicing physician or resident	2	.6%	107	.5%	109	.5%
Clinically practicing NP			230	1.0%	230	1.0%
Other clinically practicing provider	2	.6%	159	.7%	161	.7%
PA educator	8	2.5%	941	4.1%	949	4.0%
Other health professions educator	3	.9%	297	1.3%	300	1.3%
Health care professional-administrator	2	.6%	382	1.6%	384	1.6%
Health care professional-researcher	3	.9%	157	.7%	160	.7%
Health care professional-lawyer			12	.1%	12	.1%
Health care professional-public health	1	.3%	59	.3%	60	.3%
Health care professional-other	7	2.2%	530	2.3%	537	2.3%
Other non-health professional	1	.3%	242	1.0%	243	1.0%
Student in post-graduate PA program	2	.6%	168	.7%	170	.7%
Medical student			56	.2%	56	.2%
Other student	1	.3%	86	.4%	87	.4%
Not employed by choice	10	3.1%	555	2.4%	565	2.4%
Employed, seeking PA job	1	.3%	123	.5%	124	.5%
Unemployed, seeking PA job	3	.9%	247	1.1%	250	1.1%
Unemployed, seeking non-PA job			68	.3%	68	.3%
Retired	7	2.2%	446	1.9%	453	1.9%
Other	4	1.3%	305	1.3%	309	1.3%

*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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	291	100.0%	20565	100.0%	20856	100.0%
One	246	84.5%	17457	84.9%	17703	84.9%
Two	32	11.0%	2535	12.3%	2567	12.3%
Three	8	2.7%	379	1.8%	387	1.9%
More than three	2	.7%	88	.4%	90	.4%
Self-employed w/mult contracts	3	1.0%	106	.5%	109	.5%

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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	291	100.0%	20541	100.0%	20832	100.0%
Self-employed	14	4.8%	539	2.6%	553	2.7%
Solo physician practice	51	17.5%	2878	14.0%	2929	14.1%
Single-specialty physician group	101	34.7%	6150	29.9%	6251	30.0%
Multi-specialty physician group	25	8.6%	2675	13.0%	2700	13.0%
University hospital	6	2.1%	1511	7.4%	1517	7.3%
Other hospital	35	12.0%	3048	14.8%	3083	14.8%
Freestanding urgent care center	7	2.4%	381	1.9%	388	1.9%
Freestanding surgical center			25	.1%	25	.1%
Nursing home or LTC facility			55	.3%	55	.3%
Home health agency			3	.0%	3	.0%
Hospice			1	.0%	1	.0%
HMO	1	.3%	549	2.7%	550	2.6%
Community health center	7	2.4%	1220	5.9%	1227	5.9%
Medical staffing agency	2	.7%	56	.3%	58	.3%
Physician practice mngmt org	22	7.6%	287	1.4%	309	1.5%
Integrated health system	1	.3%	200	1.0%	201	1.0%
Corrections system	3	1.0%	226	1.1%	229	1.1%
Other	16	5.5%	737	3.6%	753	3.6%

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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	282	100.0%	20341	100.0%	20623	100.0%
Not government employed	246	87.2%	18343	90.2%	18589	90.1%
Air Force			144	.7%	144	.7%
Army	19	6.7%	283	1.4%	302	1.5%
Navy			115	.6%	115	.6%
Dept. of Veterans Affairs	13	4.6%	490	2.4%	503	2.4%
Federal Bureau of Prisons/DOJ			45	.2%	45	.2%
Federal Public Health Service			81	.4%	81	.4%
Indian Health Service			80	.4%	80	.4%
Other federal government	1	.4%	77	.4%	78	.4%
State government	2	.7%	429	2.1%	431	2.1%
Local government			235	1.2%	235	1.1%
Coast Guard	1	.4%	19	.1%	20	.1%

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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	289	100.0%	20507	100.0%	20796	100.0%
Intensive/critical care unit of hospital			392	1.9%	392	1.9%
Inpatient unit of hospital (not ICU/CCU)	16	5.5%	1849	9.0%	1865	9.0%
Outpatient unit of hospital	22	7.6%	1585	7.7%	1607	7.7%
Hospital emergency room	44	15.2%	2003	9.8%	2047	9.8%
Hospital operating room	15	5.2%	1428	7.0%	1443	6.9%
Other unit of hospital			253	1.2%	253	1.2%
Federally Qualified Rural Health Center	10	3.5%	895	4.4%	905	4.4%
Other FQHC	2	.7%	333	1.6%	335	1.6%
Other community health center/facility	3	1.0%	473	2.3%	476	2.3%
Freestanding urgent care facility	15	5.2%	583	2.8%	598	2.9%
Freestanding surgical facility			115	.6%	115	.6%
Solo practice physician office	49	17.0%	2726	13.3%	2775	13.3%
Single-specialty physician group practice	63	21.8%	4125	20.1%	4188	20.1%
Multi-specialty physician group practice	24	8.3%	1850	9.0%	1874	9.0%
HMO facility	1	.3%	397	1.9%	398	1.9%
Nursing home or LTC facility	3	1.0%	176	.9%	179	.9%
University/college student health facility	2	.7%	135	.7%	137	.7%
School-based health facility			80	.4%	80	.4%
Other freestanding outpatient facility	11	3.8%	451	2.2%	462	2.2%
Correctional facility	3	1.0%	252	1.2%	255	1.2%
Industrial facility/work site	5	1.7%	116	.6%	121	.6%
Mobile health unit			20	.1%	20	.1%
Patients' homes			17	.1%	17	.1%
Other	1	.3%	253	1.2%	254	1.2%

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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	291	100.0%	20533	100.0%	20824	100.0%
Intensive/critical care unit of hospital	43	14.8%	4192	20.4%	4235	20.3%
Inpatient unit of hospital (not ICU/CCU)	68	23.4%	6701	32.6%	6769	32.5%
Outpatient unit of hospital	49	16.8%	4254	20.7%	4303	20.7%
Hospital emergency room	88	30.2%	5901	28.7%	5989	28.8%
Hospital operating room	34	11.7%	4369	21.3%	4403	21.1%
Other unit of hospital	21	7.2%	1780	8.7%	1801	8.6%
Federally Qualified Rural Health Center	13	4.5%	1176	5.7%	1189	5.7%
Other FQHC	6	2.1%	465	2.3%	471	2.3%
Other community health center/facility	7	2.4%	752	3.7%	759	3.6%
Freestanding urgent care facility	30	10.3%	1066	5.2%	1096	5.3%
Freestanding surgical facility	13	4.5%	906	4.4%	919	4.4%
Solo practice physician office	63	21.6%	3316	16.1%	3379	16.2%
Single-specialty physician group practice	85	29.2%	5416	26.4%	5501	26.4%
Multi-specialty physician group practice	30	10.3%	2564	12.5%	2594	12.5%
HMO facility	1	.3%	589	2.9%	590	2.8%
Nursing home or LTC facility	21	7.2%	1317	6.4%	1338	6.4%
University/college student health facility	3	1.0%	281	1.4%	284	1.4%
School-based health facility			194	.9%	194	.9%
Other freestanding outpatient facility	13	4.5%	734	3.6%	747	3.6%
Correctional facility	8	2.7%	389	1.9%	397	1.9%
Industrial facility/work site	6	2.1%	229	1.1%	235	1.1%
Mobile health unit	1	.3%	99	.5%	100	.5%
Patients' homes	9	3.1%	437	2.1%	446	2.1%
Other	9	3.1%	499	2.4%	508	2.4%

*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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	286	100.0%	20264	100.0%	20550	100.0%
Family/general medicine	89	31.1%	5963	29.4%	6052	29.5%
General internal medicine	22	7.7%	1585	7.8%	1607	7.8%
Emergency medicine	42	14.7%	1989	9.8%	2031	9.9%
General pediatrics	7	2.4%	516	2.5%	523	2.5%
General surgery	3	1.0%	578	2.9%	581	2.8%
Internal medicine subspecialties	19	6.6%	1985	9.8%	2004	9.8%
Pediatric subspecialties	7	2.4%	302	1.5%	309	1.5%
Surgical subspecialties	45	15.7%	4282	21.1%	4327	21.1%
Obstetrics and gynecology	4	1.4%	530	2.6%	534	2.6%
Industrial/occupational medicine	9	3.1%	486	2.4%	495	2.4%
Other	39	13.6%	2048	10.1%	2087	10.2%

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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	286	100.0%	20264	100.0%	20550	100.0%
Addiction medicine			89	.4%	89	.4%
Allergy			117	.6%	117	.6%
Anesthesiology			45	.2%	45	.2%
Dermatology	16	5.6%	609	3.0%	625	3.0%
Emergency medicine	42	14.7%	1989	9.8%	2031	9.9%
Family practice w/o urgent care	27	9.4%	2343	11.6%	2370	11.5%
Family practice wt urgent care	62	21.7%	3620	17.9%	3682	17.9%
Genetics			4	.0%	4	.0%
Geriatrics	3	1.0%	159	.8%	162	.8%
Obstetrics/gynecology	4	1.4%	530	2.6%	534	2.6%
Occupational medicine	9	3.1%	486	2.4%	495	2.4%
Ophthalmology	1	.3%	22	.1%	23	.1%
Pain management	8	2.8%	172	.8%	180	.9%
Pathology			6	.0%	6	.0%
Physical med rehab	2	.7%	153	.8%	155	.8%
Psychiatry	4	1.4%	196	1.0%	200	1.0%
Public health			27	.1%	27	.1%
Radiation oncology			45	.2%	45	.2%
Radiology	1	.3%	127	.6%	128	.6%
General surgery	3	1.0%	578	2.9%	581	2.8%
Surg: cardiovascular/cardiothoracic	7	2.4%	708	3.5%	715	3.5%
Surg: colon & rectal			17	.1%	17	.1%
Surg: hand			53	.3%	53	.3%
Surg: neurology	4	1.4%	430	2.1%	434	2.1%
Surg: oncology	1	.3%	55	.3%	56	.3%
Surg: orthopedics	26	9.1%	2003	9.9%	2029	9.9%
Surg: otorhinolaryngology	2	.7%	167	.8%	169	.8%
Surg: pediatric	1	.3%	27	.1%	28	.1%
Surg: plastic			146	.7%	146	.7%
Surg: thoracic			34	.2%	34	.2%
Surg: transplant			42	.2%	42	.2%
Surg: trauma			83	.4%	83	.4%
Surg: urology	1	.3%	250	1.2%	251	1.2%
Surg: vascular	2	.7%	132	.7%	134	.7%
Surg: other	1	.3%	135	.7%	136	.7%
General pediatrics	7	2.4%	516	2.5%	523	2.5%
Ped: adolescent medicine	1	.3%	63	.3%	64	.3%
Ped: allergy			10	.0%	10	.0%
Ped: cardiology			18	.1%	18	.1%
Ped: critical care			19	.1%	19	.1%
Ped: endocrinology	1	.3%	5	.0%	6	.0%
Ped: gastroenterology			11	.1%	11	.1%
Ped: hematology/oncology	1	.3%	31	.2%	32	.2%
Ped: infectious disease			6	.0%	6	.0%
Ped: neonatal-perinatal			66	.3%	66	.3%
Ped: nephrology			4	.0%	4	.0%
Ped: neurology			12	.1%	12	.1%
Ped: pulmonology			7	.0%	7	.0%
Ped: other	4	1.4%	50	.2%	54	.3%
General internal medicine	22	7.7%	1585	7.8%	1607	7.8%
IM: cardiology	7	2.4%	678	3.3%	685	3.3%
IM: critical care			55	.3%	55	.3%
IM: endocrinology			79	.4%	79	.4%
IM: gastroenterology	3	1.0%	334	1.6%	337	1.6%
IM: hematology/oncology	3	1.0%	285	1.4%	288	1.4%
IM: immunology			5	.0%	5	.0%
IM: infectious disease			125	.6%	125	.6%
IM: nephrology			109	.5%	109	.5%
IM: neurology			91	.4%	91	.4%
IM: pulmonology	1	.3%	70	.3%	71	.3%
IM: rheumatology	4	1.4%	69	.3%	73	.4%
IM: other	1	.3%	85	.4%	86	.4%
Other	4	1.4%	277	1.4%	281	1.4%

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

	Tennessee	All Others	Total
Respondents	291	20518	20809
Mean	9.8	9.2	9.2
Standard deviation	8.8	8.6	8.6
10th percentile	.0	.0	.0
25th percentile	3.0	3.0	3.0
Median	6.0	6.0	6.0
75th percentile	16.0	14.0	14.0
90th percentile	25.0	24.0	24.0

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

	Tennessee	All Others	Total
Respondents	272	19484	19756
Mean	4.9	5.0	5.0
Standard deviation	5.7	5.7	5.7
10th percentile	.0	.0	.0
25th percentile	1.0	1.0	1.0
Median	3.0	3.0	3.0
75th percentile	6.0	7.0	7.0
90th percentile	13.0	13.0	13.0

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

	Tennessee	All Others	Total
Respondents	286	20354	20640
Mean	6.3	6.4	6.4
Standard deviation	7.0	7.0	7.0
10th percentile	.0	.0	.0
25th percentile	2.0	1.0	1.0
Median	4.0	4.0	4.0
75th percentile	8.3	9.0	9.0
90th percentile	18.0	17.0	17.0

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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	282	100.0%	20030	100.0%	20312	100.0%
Northeast			4851	24.2%	4851	23.9%
Southeast	282	100.0%	4425	22.1%	4707	23.2%
North Central			4125	20.6%	4125	20.3%
South Central			2784	13.9%	2784	13.7%
West			3845	19.2%	3845	18.9%

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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	282	100.0%	20030	100.0%	20312	100.0%
Alaska			130	.6%	130	.6%
Alabama			102	.5%	102	.5%
Arkansas			27	.1%	27	.1%
Arizona			455	2.3%	455	2.2%
California			1684	8.4%	1684	8.3%
Colorado			586	2.9%	586	2.9%
Connecticut			431	2.2%	431	2.1%
District Of Columbia			73	.4%	73	.4%
Delaware			66	.3%	66	.3%
Florida			1088	5.4%	1088	5.4%
Georgia			616	3.1%	616	3.0%
Guam			5	.0%	5	.0%
Hawaii			52	.3%	52	.3%
Iowa			324	1.6%	324	1.6%
Idaho			131	.7%	131	.6%
Illinois			539	2.7%	539	2.7%
Indiana			187	.9%	187	.9%
Kansas			267	1.3%	267	1.3%
Kentucky			251	1.3%	251	1.2%
Louisiana			139	.7%	139	.7%
Massachusetts			445	2.2%	445	2.2%
Maryland			487	2.4%	487	2.4%
Maine			207	1.0%	207	1.0%
Michigan			932	4.7%	932	4.6%
Minnesota			379	1.9%	379	1.9%
Missouri			186	.9%	186	.9%
Mississippi			37	.2%	37	.2%
Montana			133	.7%	133	.7%
North Carolina			1049	5.2%	1049	5.2%
North Dakota			88	.4%	88	.4%
Nebraska			274	1.4%	274	1.3%
New Hampshire			136	.7%	136	.7%
New Jersey			273	1.4%	273	1.3%
New Mexico			145	.7%	145	.7%
Nevada			135	.7%	135	.7%
New York			1970	9.8%	1970	9.7%
Ohio			490	2.4%	490	2.4%
Oklahoma			319	1.6%	319	1.6%
Oregon			258	1.3%	258	1.3%
Pennsylvania			1162	5.8%	1162	5.7%
Rhode Island			84	.4%	84	.4%
South Carolina			187	.9%	187	.9%
South Dakota			152	.8%	152	.7%
Tennessee	282	100.0%			282	1.4%
Texas			1264	6.3%	1264	6.2%
Utah			205	1.0%	205	1.0%
Virginia			390	1.9%	390	1.9%
Vermont			77	.4%	77	.4%
Washington			580	2.9%	580	2.9%
Wisconsin			574	2.9%	574	2.8%
West Virginia			182	.9%	182	.9%
Wyoming			77	.4%	77	.4%

Table 3.13: Number and Percent Distribution of Clinically Practicing Respondents by Metropolitan Status of Primary Practice Site

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	279	100.0%	19835	100.0%	20114	100.0%
Not metro	66	23.7%	3724	18.8%	3790	18.8%
Metro	213	76.3%	16111	81.2%	16324	81.2%

Table 3.14: Number and Percent Distribution of Clinically Practicing Respondents Who Perform Select Functions at Primary Clinical Job*

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	291	100.0%	20544	100.0%	20835	100.0%
Function as hospitalist	9	3.1%	1308	6.4%	1317	6.3%
Perform invasive procedures	129	44.3%	8570	41.7%	8699	41.8%
Assist at surgery	47	16.2%	5480	26.7%	5527	26.5%
Manage care for inpatients	81	27.8%	7301	35.5%	7382	35.4%
Perform quality assurance	55	18.9%	4117	20.0%	4172	20.0%
Educate other providers	90	30.9%	6620	32.2%	6710	32.2%
Utilization review	12	4.1%	1218	5.9%	1230	5.9%
Research	31	10.7%	2162	10.5%	2193	10.5%
Pharmaceutical selection committee	3	1.0%	468	2.3%	471	2.3%
Therapeutics committee	4	1.4%	440	2.1%	444	2.1%
Make decisions about procurement	67	23.0%	4373	21.3%	4440	21.3%
Supervise other PAs	31	10.7%	1784	8.7%	1815	8.7%
Supervise clinical staff other than PAs	75	25.8%	3988	19.4%	4063	19.5%
Supervise non-clinical staff	34	11.7%	1881	9.2%	1915	9.2%
Precept PA students	86	29.6%	7552	36.8%	7638	36.7%
Precept students of other health professions	72	24.7%	5137	25.0%	5209	25.0%

*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

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	291	100.0%	20565	100.0%	20856	100.0%
32 or more hours	257	88.3%	17789	86.5%	18046	86.5%
Less than 32 hours	34	11.7%	2710	13.2%	2744	13.2%
Hours not reported			66	.3%	66	.3%

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*

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	201	100.0%	12422	100.0%	12623	100.0%
See some inpatients	52	25.9%	4101	33.0%	4153	32.9%
See some outpatients	189	94.0%	11302	91.0%	11491	91.0%
See some nursing home patients	14	7.0%	718	5.8%	732	5.8%
See some other patients**	6	3.0%	464	3.7%	470	3.7%

*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

	Tennessee	All Others	Total
Respondents	257	17789	18046
Mean	44.3	44.4	44.4
Standard deviation	8.4	8.0	8.0
10th percentile	36.0	36.0	36.0
25th percentile	40.0	40.0	40.0
Median	42.0	42.0	42.0
75th percentile	50.0	50.0	50.0
90th percentile	53.2	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*

	Tennessee	All Others	Total
Respondents	7	725	732
Mean	47.1	43.6	43.6
Standard deviation	8.1	7.7	7.7
10th percentile	40.0	35.0	35.0
25th percentile	40.0	40.0	40.0
Median	45.0	40.0	40.0
75th percentile	55.0	48.5	49.8
90th percentile	.	53.4	54.7

*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

	Tennessee	All Others	Total
Respondents	7	725	732
Mean	76.4	61.7	61.8
Standard deviation	60.0	42.9	43.1
10th percentile	30.0	16.0	16.0
25th percentile	30.0	30.0	30.0
Median	50.0	50.0	50.0
75th percentile	150.0	80.0	80.0
90th percentile	.	102.0	108.5

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*

	Tennessee	All Others	Total
Respondents	118	6229	6347
Mean	39.9	39.3	39.3
Standard deviation	6.2	5.6	5.6
10th percentile	34.0	34.0	34.0
25th percentile	36.0	35.0	35.0
Median	40.0	40.0	40.0
75th percentile	40.0	40.0	40.0
90th percentile	47.1	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

	Tennessee	All Others	Total
Respondents	118	6229	6347
Mean	102.8	95.9	96.0
Standard deviation	44.0	39.1	39.2
10th percentile	60.0	50.0	50.0
25th percentile	75.0	70.0	70.0
Median	100.0	100.0	100.0
75th percentile	120.0	115.0	115.0
90th percentile	150.0	145.0	148.4

Table 4.7: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA Sees Patients

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	242	100.0%	16327	100.0%	16569	100.0%
None	87	36.0%	5925	36.3%	6012	36.3%
One	107	44.2%	7065	43.3%	7172	43.3%
Two	28	11.6%	1919	11.8%	1947	11.8%
Three	7	2.9%	832	5.1%	839	5.1%
Greater than three	13	5.4%	586	3.6%	599	3.6%

Table 4.8: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job and See Some Hospital Patients by Number of Hospitals with Privileges Granted by Medical Staff

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	155	100.0%	10338	100.0%	10493	100.0%
None	3	1.9%	217	2.1%	220	2.1%
One	99	63.9%	6606	63.9%	6705	63.9%
Two	31	20.0%	1985	19.2%	2016	19.2%
Three	8	5.2%	884	8.6%	892	8.5%
Greater than three	14	9.0%	646	6.2%	660	6.3%

Table 4.9: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of Medical Staff

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	148	100.0%	10141	100.0%	10289	100.0%
None	96	64.9%	5523	54.5%	5619	54.6%
One	39	26.4%	3362	33.2%	3401	33.1%
Two	6	4.1%	737	7.3%	743	7.2%
Three	2	1.4%	306	3.0%	308	3.0%
Greater than three	5	3.4%	213	2.1%	218	2.1%

Table 4.10: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of PA Staff

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	148	100.0%	10141	100.0%	10289	100.0%
None	91	61.5%	5846	57.6%	5937	57.7%
One	42	28.4%	3381	33.3%	3423	33.3%
Two	7	4.7%	582	5.7%	589	5.7%
Three	3	2.0%	203	2.0%	206	2.0%
Greater than three	5	3.4%	129	1.3%	134	1.3%

Table 4.11: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of Allied Health Staff

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	148	100.0%	10141	100.0%	10289	100.0%
None	83	56.1%	6042	59.6%	6125	59.5%
One	39	26.4%	2511	24.8%	2550	24.8%
Two	13	8.8%	859	8.5%	872	8.5%
Three	2	1.4%	401	4.0%	403	3.9%
Greater than three	11	7.4%	328	3.2%	339	3.3%

Table 4.12: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of Other Staff Category

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	148	100.0%	10141	100.0%	10289	100.0%
None	143	96.6%	9709	95.7%	9852	95.8%
One	4	2.7%	335	3.3%	339	3.3%
Two	1	.7%	47	.5%	48	.5%
Three			23	.2%	23	.2%
Greater than three			27	.3%	27	.3%

Table 4.13: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Responsibility for Call

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	257	100.0%	17789	100.0%	18046	100.0%
Do not take call	172	66.9%	10794	60.7%	10966	60.8%
Take some call	66	25.7%	5873	33.0%	5939	32.9%
Take call, hours unknown	3	1.2%	148	.8%	151	.8%
Always on call	16	6.2%	974	5.5%	990	5.5%

Table 4.14 Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Call Taken*

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	257	100.0%	17789	100.0%	18046	100.0%
Do not take call	172	66.9%	10794	60.7%	10966	60.8%
Emergency department call	18	7.0%	1657	9.3%	1675	9.3%
Surgical call	15	5.8%	2113	11.9%	2128	11.8%
In-house call	21	8.2%	1995	11.2%	2016	11.2%
Other type of call	48	18.7%	3569	20.1%	3617	20.0%
Call taken, type not indicated	6	2.3%	134	.8%	140	.8%

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

Table 4.15: Summary Measures of Call Hours per Month for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job*

	Tennessee	All Others	Total
Respondents	66	5873	5939
Mean	113.2	98.7	98.8
Standard deviation	100.9	90.6	90.7
10th percentile	10.0	10.4	10.0
25th percentile	34.5	32.0	32.0
Median	90.0	72.0	72.0
75th percentile	160.0	140.0	140.0
90th percentile	240.0	216.0	216.0

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

Table 4.16: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Type of Base Pay Received*

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	202	100.0%	15226	100.0%	15428	100.0%
No base pay	1	.5%	133	.9%	134	.9%
Salary	161	79.7%	12244	80.4%	12405	80.4%
Hourly wage	37	18.3%	2743	18.0%	2780	18.0%
Other	3	1.5%	106	.7%	109	.7%

*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 Types of Additional Compensation Received*

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	194	100.0%	14617	100.0%	14811	100.0%
No additional pay	44	22.7%	4573	31.3%	4617	31.2%
Surgical assisting fees	7	3.6%	314	2.1%	321	2.2%
Overtime pay	26	13.4%	2621	17.9%	2647	17.9%
Administrative pay	3	1.5%	389	2.7%	392	2.6%
Pay for on-call availability	10	5.2%	1216	8.3%	1226	8.3%
Pay for on-call services/events	7	3.6%	1200	8.2%	1207	8.1%
Bonus not based on performance	44	22.7%	2537	17.4%	2581	17.4%
Bonus based on performance of practice	33	17.0%	1895	13.0%	1928	13.0%
Bonus based on performance of PA	60	30.9%	3519	24.1%	3579	24.2%
Bonus based on something else	18	9.3%	1080	7.4%	1098	7.4%

*Excludes self-employed PAs. Percentages sum to more than 100 because respondents were instructed to mark all that apply.

Table 4.18: 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*

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	78	100.0%	4345	100.0%	4423	100.0%
Bonus based on charges	13	16.7%	905	20.8%	918	20.8%
Bonus based on revenues	43	55.1%	1979	45.5%	2022	45.7%
Bonus based on relative value units	8	10.3%	514	11.8%	522	11.8%
Bonus based on profit	22	28.2%	1067	24.6%	1089	24.6%
Bonus based on number of visits or panel size	18	23.1%	767	17.7%	785	17.7%
Bonus based on quality of care	8	10.3%	596	13.7%	604	13.7%
Bonus based on patient satisfaction	7	9.0%	592	13.6%	599	13.5%
Bonus based on other factors	6	7.7%	349	8.0%	355	8.0%

*Excludes self-employed PAs. Percentages sum to more than 100 because respondents were instructed to mark all that apply.

Table 4.19: Summary Measures of Total Annual Income from Primary Employer for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job*

	Tennessee	All Others	Total
Respondents	207	15370	15577
Mean	\$80,438	\$78,228	\$78,257
Standard deviation	\$21,188	\$20,183	\$20,198
10th percentile	\$59,548	\$57,781	\$57,823
25th percentile	\$66,416	\$64,701	\$64,727
Median	\$75,287	\$74,256	\$74,264
75th percentile	\$88,909	\$87,090	\$87,113
90th percentile	\$108,685	\$103,567	\$103,614

*Excludes self-employed PAs.

Table 4.20: Summary Measures of Total Annual Income from Primary Employer for Respondents Who Graduated in 2003 and Work at Least 32 Hours per Week at Primary Clinical Job*

	Tennessee	All Others	Total
Respondents	24	1739	1763
Mean	\$64,784	\$65,653	\$65,641
Standard deviation	\$11,895	\$11,865	\$11,862
10th percentile	\$51,037	\$52,703	\$52,626
25th percentile	\$54,711	\$58,813	\$58,813
Median	\$65,653	\$64,536	\$64,536
75th percentile	\$70,081	\$71,378	\$71,360
90th percentile	\$71,871	\$79,648	\$79,598

*Excludes self-employed PAs.

Table 4.21: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Whether CME Funds Are Available from Primary Employer*

	Tennessee		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	178	100.0%	12069	100.0%	12247	100.0%
Funds not available	17	9.6%	1503	12.5%	1520	12.4%
Funds available, amount known	128	71.9%	8349	69.2%	8477	69.2%
Funds available, amount unknown	33	18.5%	2217	18.4%	2250	18.4%

*Excludes self-employed PAs.

Table 4.22: Summary Measures of CME Funds Provided by Primary Clinical Employer for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job and Receive CME Funding*

	Tennessee	All Others	Total
Respondents	128	8349	8477
Mean	\$1,641	\$1,558	\$1,559
Standard deviation	\$781	\$791	\$791
10th percentile	\$725	\$500	\$500
25th percentile	\$1,050	\$1,000	\$1,000
Median	\$1,500	\$1,500	\$1,500
75th percentile	\$2,000	\$2,000	\$2,000
90th percentile	\$2,500	\$2,500	\$2,500

*Excludes self-employed PAs.

Table 4.23: 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*

		Tennessee		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		191	100.0%	14746	100.0%	14937	100.0%
Professional liability insurance	Employer pays 95-100%	185	96.9%	14375	97.5%	14560	97.5%
	Employer pays 50-94%	2	1.0%	95	.6%	97	.6%
	Employer pays 1-49%			18	.1%	18	.1%
	PA pays 100%	4	2.1%	258	1.7%	262	1.8%
Individual health insurance	Employer pays 95-100%	90	47.6%	6946	50.5%	7036	50.5%
	Employer pays 50-94%	59	31.2%	4791	34.8%	4850	34.8%
	Employer pays 1-49%	13	6.9%	873	6.3%	886	6.4%
	PA pays 100%	27	14.3%	1146	8.3%	1173	8.4%
Family health insurance	Employer pays 95-100%	33	21.7%	2805	27.0%	2838	26.9%
	Employer pays 50-94%	49	32.2%	3616	34.8%	3665	34.7%
	Employer pays 1-49%	13	8.6%	1057	10.2%	1070	10.1%
	PA pays 100%	57	37.5%	2925	28.1%	2982	28.3%
Dental insurance	Employer pays 95-100%	41	23.4%	4127	31.7%	4168	31.6%
	Employer pays 50-94%	46	26.3%	3984	30.6%	4030	30.5%
	Employer pays 1-49%	11	6.3%	1162	8.9%	1173	8.9%
	PA pays 100%	77	44.0%	3754	28.8%	3831	29.0%
Disability insurance	Employer pays 95-100%	67	39.0%	5716	44.6%	5783	44.5%
	Employer pays 50-94%	21	12.2%	2179	17.0%	2200	16.9%
	Employer pays 1-49%	8	4.7%	964	7.5%	972	7.5%
	PA pays 100%	76	44.2%	3957	30.9%	4033	31.1%
Term life insurance	Employer pays 95-100%	63	36.2%	5017	41.5%	5080	41.4%
	Employer pays 50-94%	20	11.5%	1713	14.2%	1733	14.1%
	Employer pays 1-49%	12	6.9%	1045	8.6%	1057	8.6%
	PA pays 100%	79	45.4%	4308	35.7%	4387	35.8%

*Excludes self-employed PAs.

Table 4.24: 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*

		Tennessee		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		183	100.0%	13438	100.0%	13621	100.0%
Pension/retirement fund	Employer pays 95-100%	45	24.6%	3398	25.3%	3443	25.3%
	Employer pays 50-94%	28	15.3%	2785	20.7%	2813	20.7%
	Employer pays 1-49%	74	40.4%	4730	35.2%	4804	35.3%
	PA pays 100%	36	19.7%	2525	18.8%	2561	18.8%
State license fees	Employer pays 95-100%	133	69.6%	10130	70.9%	10263	70.9%
	Employer pays 50-94%	5	2.6%	211	1.5%	216	1.5%
	Employer pays 1-49%	1	.5%	98	.7%	99	.7%
	PA pays 100%	52	27.2%	3852	27.0%	3904	27.0%
DEA registration fees	Employer pays 95-100%	123	70.7%	8812	74.8%	8935	74.7%
	Employer pays 50-94%	5	2.9%	114	1.0%	119	1.0%
	Employer pays 1-49%	2	1.1%	58	.5%	60	.5%
	PA pays 100%	44	25.3%	2796	23.7%	2840	23.8%
NCCPA fees	Employer pays 95-100%	124	63.6%	8951	63.1%	9075	63.1%
	Employer pays 50-94%	5	2.6%	196	1.4%	201	1.4%
	Employer pays 1-49%	1	.5%	113	.8%	114	.8%
	PA pays 100%	65	33.3%	4934	34.8%	4999	34.7%
AAPA dues	Employer pays 95-100%	117	61.6%	8893	63.2%	9010	63.1%
	Employer pays 50-94%	5	2.6%	182	1.3%	187	1.3%
	Employer pays 1-49%	1	.5%	118	.8%	119	.8%
	PA pays 100%	67	35.3%	4887	34.7%	4954	34.7%
State PA chapter dues	Employer pays 95-100%	96	54.5%	7289	56.0%	7385	56.0%
	Employer pays 50-94%	4	2.3%	189	1.5%	193	1.5%
	Employer pays 1-49%	1	.6%	113	.9%	114	.9%
	PA pays 100%	75	42.6%	5424	41.7%	5499	41.7%
AAPA annual conference registration fees	Employer pays 95-100%	100	57.1%	7375	57.6%	7475	57.6%
	Employer pays 50-94%	11	6.3%	969	7.6%	980	7.6%
	Employer pays 1-49%	9	5.1%	556	4.3%	565	4.4%
	PA pays 100%	55	31.4%	3903	30.5%	3958	30.5%
Credentialing fees	Employer pays 95-100%	141	73.8%	9987	73.2%	10128	73.2%
	Employer pays 50-94%	5	2.6%	314	2.3%	319	2.3%
	Employer pays 1-49%	2	1.0%	163	1.2%	165	1.2%
	PA pays 100%	43	22.5%	3186	23.3%	3229	23.3%

*Excludes self-employed PAs.