



2022 Salary Survey
Data Documentation – Public Use

American Academy of PAs

The American Academy of PAs (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.

AAPA supports research on the PA profession by conducting original research, monitoring PA compensation and benefits, and writing about the profession, as well as providing support to PAs interested in research.

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Section 1 Overview

Section 1.1 Summary

Since 2015, the AAPA Salary Survey is an annual survey that collects data on PA education, salary, and benefits. These data are published in the annual AAPA Salary Report, which can be used by PAs during contract negotiation, and can serve as the framework for state and legislative action, continuing medical education (CME) development, and scholarly publications.

The 2022 Salary Survey and its Report recorded data on ways PAs expand access to healthcare, including but not limited to, working in metro and rural areas in all states, and continuing the telehealth usage trend spearheaded by the COVID-19 pandemic. The Report consisted of 17 figures, three charts, and 38 tables that featured detailed information on salary, bonuses, and hourly wages, broken out by state, experience, specialty, setting, and employer type.

Section 1.2 Sampling

The 2022 AAPA Salary Survey was open from January 27 to March 7 of 2022. PAs were sent a link to the survey if 1) they were not retired, 2) they were based in the U.S., 3) they had not opted out of communication from AAPA Research, and 4) AAPA had their information on file. Entry into a drawing for one of 20 \$50 Amazon gift cards was the incentive to completing the survey before February 28. Respondents were sent five reminder emails. Responses were to be self-reported.

Section 1.3 Respondents

Of the 106,849 individuals who received surveys, 10,514 PAs completed a majority of the survey. The respondents were mostly non-Hispanic White (85.5%) and female (71.5%). A quarter of the respondents (25.0%) were under 30 years old. The top three specialties of the respondents were family medicine (13.6%), orthopaedic surgery (9.8%), and emergency medicine (7.8%). A plurality of respondents had 2 to 4 years of clinical experience (26.0%).

Respondents included in the compensation section of the 2022 Salary Report must have worked at least 32 hours per week. Part-time respondents, however, are featured in Table 2 of the report.

Section 1.4 Data Updates

New variables in this data year were variables that recorded the number of jobs worked in the past year, and the impact of COVID-19 on employment status in the past year. Upon completion of the Salary Survey, respondents also had the option to, if qualified based on their responses to questions in the survey, elect to take one or more of up to five additional modules on 1) barriers to collaboration in the primary care setting, 2) clinical trials, 3) profession morale, 4) genomic medicine, and 5) additional demographics and experiences.

Section 2 Instrument

Welcome to the 2022 AAPA Salary Survey!

*Do you want to make compensation and benefits for the profession more transparent? **

By selecting "yes" you are consenting to participate in this research.

Yes

No

What is your email and AAPA ID (even nonmembers have one)? We don't use this to tie your identity to your salary, it is to prevent duplicate responses. You can find your AAPA ID in your profile at <https://connect.aapa.org/login> or call us at 703-836-2272 Option 1.

Everyone who completes the survey, including non-members of AAPA, will need to input this information to receive your FREE summary report of national-level PA compensation data this summer, and have an up-to-date email connected to your AAPA profile.

Email to be on file with AAPA: _____

AAPA ID: _____

*What is your primary occupation?**

If you are a PA who is out of work, you should still select "PA" unless you are retired. If you are a PA who is working in education, administration, or clinical trials/research or if you have a PA degree, you should still select PA. We will ask about your role in a moment.

PA (clinically practicing PAs, as well as PAs in education, administration, or research)

Student (enrolled in ARC-PA program)

Pre-PA (seeking to enter PA school)

Physician (MD/DO)

Nurse or NP

Other healthcare provider

Healthcare-related vendor

- Other
- I retired in the past year or earlier

*Please indicate your primary role as a PA in 2021. **

Your primary role is the role you spend the most time in as a PA. For example, if you are an educator and you spend one day a week in the clinic, you would select educator.

- Clinician
- Educator
- Administrator/manager
- Researcher
- Student
- Volunteer
- Not currently working
- Retired
- Other

Please indicate your primary role.

*In 2021, were you impacted by any of the following?**

- I was furloughed or laid off due to COVID-19
 - I was furloughed or laid off for another reason
 - I was out of work not due to furlough or layoff (please specify):
-

- I was not out of work in the last year

*How many weeks in 2021 were you not working?**

- 0, I was not out of work
- 1
- 2

- 3
- 4
- 5
- 6
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- 11
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- 50
- 51
- 52

*In the prior calendar year, were you clinically practicing, at least some of the time?**

- Yes
- No

How many PA jobs did you hold in 2021? This number should equate to the number of W2/1099 forms you were sent by employers.

- 0
- 1
- 2
- 3
- 4
- 5
- 6

- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20

Rest assured, we still want to learn more about you. Can you tell us more about why you were not working in 2021?

How many PA jobs did you simultaneously hold in 2021?

For example, if you held 3 jobs in 2021, but for half of the year you held 2 jobs simultaneously and the other half of the year you held one job that was different, enter 2.

- I did not hold more than one job at a time
- I held 2 jobs simultaneously
- I held 3 jobs simultaneously
- I held 4 or more jobs simultaneously

Higher-Level Practice Information

*Did any of the following change at your primary employer at some point in the past year as a result of the COVID-19 pandemic?**

We are interested in understanding the impact COVID-19 may have had on compensation and benefits for your primary position, specifically due to COVID-19 (i.e., do not select that your base pay changed because you got a planned annual pay adjustment that would have occurred regardless of COVID-19; do not select that your hours worked changed if you lost a secondary position—we will ask about this later).

	I experienced no changes in 2021 due specifically to COVID-19	This increased due to COVID-19	This decreased due to COVID-19
Base pay (base salary, hourly wage, or minimum guaranteed compensation)	()	()	()
Bonus	()	()	()
Annual merit/pay increase	()	()	()
Professional development funds (including CME budget)	()	()	()
Retirement benefits	()	()	()

Paid time off	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Did your hours change in 2021 due to COVID-19?

- My hours did not change due to COVID-19
- My hours increased
- My hours decreased
- My hours increased for part of the year and decreased for part of the year

*Please indicate your primary specialty as a PA in the past year.**

Your primary specialty is the specialty you practice most as a PA. For example, if you worked three days a week in an emergency department and worked twice a month at an urgent care center, emergency medicine would be your primary specialty. Please look through all options before indicating "other".

If you were a full-time educator or in a position in which you did not practice clinically practice in any capacity, you may select "no medical specialty."

- No medical specialty
- Family medicine
- Internal medicine (general)
- Pediatrics (general)
- Cardiology
- Emergency medicine
- Pediatric subspecialties (other)
- Cardiovascular/cardiothoracic surgery
- Addiction medicine
- Allergy & immunology
- Anesthesiology
- Bariatric surgery
- Colon & rectal surgery
- Critical care
- Dermatology
- Endocrinology

- Gastroenterology
- General surgery
- Genetics
- Geriatrics
- Hematology & oncology
- Hospice & palliative care
- Hospital medicine
- Infectious disease
- Nephrology
- Neurology
- Neurosurgery
- Nuclear medicine
- Obstetrics & gynecology
- Occupational medicine
- Oncology surgery
- Ophthalmology
- Orthopaedic surgery
- Otolaryngology
- Pain management
- Pathology
- Pediatric surgery
- Physical medicine & rehab
- Plastic surgery
- Preventive medicine
- Psychiatry
- Public health
- Pulmonology
- Radiation oncology
- Radiology
- Rheumatology
- Surgical subspecialties (other)
- Thoracic surgery

- Transplant surgery
- Trauma surgery
- Urgent care
- Urology
- Vascular surgery
- Other

Please indicate your primary specialty.

*Please indicate your primary employer type in the past year. **

For example: If you work for a hospital for 40 hours a week and for a consulting firm 8 hours a week, hospital is your primary employer.

- Self-employed or independent contractor
- Hospital (including academic medical center)
- Physician practice: Multispecialty group
- Physician practice: Single specialty group
- Physician practice: Solo practice
- Government
- Federally Qualified Health Center
- Certified Rural Health Clinic
- Community Health Clinic
- HMO
- College or university
- Hospice
- Medical staffing agency
- Pharmaceutical industry
- Consulting firm
- Research organization
- Medical device manufacturer
- Convenient care (including retail clinics)
- Other healthcare related corporation

- Non-healthcare related corporation
- Other

Please indicate your primary employer type.

*You indicated that your employer was a hospital. Please indicate the type of hospital you worked for in the past year?**

- Academic medical center
- Community hospital: Nongovernment nonprofit
- Community hospital: Investor-owned for-profit
- Community hospital: State or local government
- Federal hospital (VA)
- Federal hospital (non-VA)
- Psychiatric hospital
- Critical access hospital
- Rehabilitation hospital
- Other: _____

Were you working locum tenens in your position in the past year?

- Yes, as my primary job
- Yes, in addition to my primary job
- No

*Please indicate your primary setting in which you practiced as a PA for your employer in the past year. *
For example: If you work in a hospital for 32 hours a week and an urgent care center for 8 hours a week, hospital is your primary setting.*

- Outpatient clinic or physician office
- Hospital
- Urgent care center
- Ambulatory surgical center

- Convenient care clinic (retail)
- Correctional facility
- Extended care facility/nursing home
- Occupational medicine/work site
- Rehabilitation facility
- School/college/university health clinic
- School/college/university full-time educator
- Other

Please indicate your primary setting.

*Hospital Unit (Setting)**

Which unit of the hospital did you spend the most time working within in the past year?

- Emergency department
- Inpatient unit (not ICU/CCU)
- Intensive care/critical care unit
- Operating room
- Outpatient unit
- Critical access hospital
- Other unit not specified: _____

*When did you graduate from your PA program? **

- 2022
- 2021
- 2020
- 2019
- 2018
- 2017
- 2016
- 2015

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- 1968
- 1967
- 1966
- 1965

*Were you in a leadership role at your primary employer, either formally or informally, in the past year?**
This may include tasks such as supervising staff, educating/orientating/onboarding others in your practice (not precepting), leading quality and performance improvement activities, or managing a budget.

- Yes, in a formal leadership role
- Yes, in an informal leadership role
- Not in the past year, but I am interested in one in the future
- Not in the past year, but I have been in one in the past
- No, and I am not interested at this time

How would you define your informal leadership role?

Did you fully own or share ownership of a practice in 2021?

- Yes, I fully owned a practice in the past year
- Yes, I shared ownership in a practice in the past year (specify percent):

- No, but I am interested in this
- No, and I am not interested in this

Higher-Level Compensation Information

*Did you work 32 hours or more per week for your primary employer, on average, in the past year?**
Were you a full-time employee (32+ hours weekly) for your primary employer on average last year? Even if you didn't, we still need to hear from you! Your information is important to PAs and is included with the reporting following this survey.

- Yes
- No

*What was the primary type of base pay you received from your primary employer in 2021?**

- Salary
- Hourly wage
- Productivity pay (this can include situations that provide a minimum guaranteed salary if productivity metrics are not met)

What was your base salary at your primary employer in the past year? *

Do not include your bonus and/or incentive payments. Do not include the value of fringe benefits paid for by your employer. Respond as though your current employment situation were in effect for the entire year.

This box has entry constraints. If your compensation is so high that the form will not accept the number we can manually correct this! Enter that amount and then email us at research@aapa.org.

What was your base hourly wage at your primary employer in 2021? *

Do not include your bonus and/or incentive payments. Do not include the value of fringe benefits paid for by your employer. Respond as though your current employment situation were in effect for the entire year.

This box has entry constraints. If your compensation is so high that the form will not accept the number we can manually correct this! Enter that amount and then email us at research@aapa.org.

How much productivity pay did you receive based on the following at your primary employer in 2021?

Do not include your bonus and/or non-productivity incentive payments. Do not include the value of fringe benefits paid for by your employer. Respond as though your current employment situation were in effect for the entire year.

This box has entry constraints. If your compensation is so high that the form will not accept the number we can manually correct this! Enter that amount and then email us at research@aapa.org.

_____ **Minimum Guaranteed Compensation in 2021**
(some employers may call this "salary"):

_____ **Compensation based on productivity in 2021:**

*Did you receive a bonus or incentive pay from your primary employer in the past year?**

Yes

No

I do not know

What was the amount of your bonus at your primary employer
in the past year?*

Demographics

*What is your gender?**

Female

Male

I prefer to self-describe:: _____

I prefer not to answer

*Are you of Hispanic, Latinx, or Spanish origin?**

Yes

No

I prefer not to answer

*Which of the following races best describes you?**

American Indian or Alaskan Native

Asian

Black/African American

Native Hawaiian or Other Pacific Islander

White

Other

Two or more races

I prefer not to answer

What is the best way to describe your race?

As of today, how old are you?

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*Please select the state or territory where you spent the most time working for your primary employer last year.**

- Alabama
- Alaska
- American Samoa
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Federated States of Micronesia
- Florida
- Georgia
- Guam
- Hawaii
- Idaho

- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Marshall Islands
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Northern Mariana Islands
- Ohio
- Oklahoma
- Oregon
- Palau
- Pennsylvania
- Puerto Rico
- Rhode Island
- South Carolina

- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virgin Islands
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

Please select the county where you spent the most time working for your primary employer in ALABAMA last year.

- Autauga
- Baldwin
- Barbour
- Bibb
- Blount
- Bullock
- Butler
- Calhoun
- Chambers
- Cherokee
- Chilton
- Choctaw
- Clarke
- Clay
- Cleburne
- Coffee
- Colbert
- Conecuh

- Coosa
- Covington
- Crenshaw
- Cullman
- Dale
- Dallas
- DeKalb
- Elmore
- Escambia
- Etowah
- Fayette
- Franklin
- Geneva
- Greene
- Hale
- Henry
- Houston
- Jackson
- Jefferson
- Lamar
- Lauderdale
- Lawrence
- Lee
- Limestone
- Lowndes
- Macon
- Madison
- Marengo
- Marion
- Marshall
- Mobile
- Monroe

- Montgomery
- Morgan
- Perry
- Pickens
- Pike
- Randolph
- Russell
- St. Clair
- Shelby
- Sumter
- Talladega
- Tallapoosa
- Tuscaloosa
- Walker
- Washington
- Wilcox
- Winston
- I'm not sure

Please select the county where you spent the most time working for your primary employer in ALASKA last year.

- Aleutians East
- Aleutians West
- Anchorage
- Bethel
- Bristol Bay
- Denali
- Dillingham
- Fairbanks North Star
- Haines
- Hoonah-Angoon
- Juneau

- Kenai Peninsula
- Ketchikan Gateway
- Kodiak Island
- Lake and Peninsula
- Matanuska-Susitna
- Nome
- North Slope
- Northwest Arctic
- Petersburg
- Prince of Wales- Hyder
- Sitka
- Skagway
- Southeast Fairbanks
- Valdez-Cordova
- Wade Hampton
- Wrangell
- Yakutat
- Yukon-Koyukuk
- I'm not sure

Please select the county where you spent the most time working for your primary employer in ARIZONA last year.

- Apache
- Cochise
- Coconino
- Gila
- Graham
- Greenlee
- La Paz
- Maricopa
- Mohave
- Navajo

- Pima
- Pinal
- Santa Cruz
- Yavapai
- Yuma
- I'm not sure

Please select the county where you spent the most time working for your primary employer in ARKANSAS last year.

- Arkansas
- Ashley
- Baxter
- Benton
- Boone
- Bradley
- Calhoun
- Carroll
- Chicot
- Clark
- Clay
- Cleburne
- Cleveland
- Columbia
- Conway
- Craighead
- Crawford
- Crittenden
- Cross
- Dallas
- Desha
- Drew
- Faulkner

- Franklin
- Fulton
- Garland
- Grant
- Greene
- Hempstead
- Hot Spring
- Howard
- Independence
- Izard
- Jackson
- Jefferson
- Johnson
- Lafayette
- Lawrence
- Lee
- Lincoln
- Little River
- Logan
- Lonoke
- Madison
- Marion
- Miller
- Mississippi
- Monroe
- Montgomery
- Nevada
- Newton
- Ouachita
- Perry
- Phillips
- Pike

- Poinsett
- Polk
- Pope
- Prairie
- Pulaski
- Randolph
- St. Francis
- Saline
- Scott
- Searcy
- Sebastian
- Sevier
- Sharp
- Stone
- Union
- Van Buren
- Washington
- White
- Woodruff
- Yell
- I'm not sure

Please select the county where you spent the most time working for your primary employer in CALIFORNIA last year.

- Alameda
- Alpine
- Amador
- Butte
- Calaveras
- Colusa
- Contra Costa
- Del Norte

- El Dorado
- Fresno
- Glenn
- Humboldt
- Imperial
- Inyo
- Kern
- Kings
- Lake
- Lassen
- Los Angeles
- Madera
- Marin
- Mariposa
- Mendocino
- Merced
- Modoc
- Mono
- Monterey
- Napa
- Nevada
- Orange
- Placer
- Plumas
- Riverside
- Sacramento
- San Benito
- San Bernardino
- San Diego
- San Francisco
- San Joaquin
- San Luis Obispo

- San Mateo
- Santa Barbara
- Santa Clara
- Santa Cruz
- Shasta
- Sierra
- Siskiyou
- Solano
- Sonoma
- Stanislaus
- Sutter
- Tehama
- Trinity
- Tulare
- Tuolumne
- Ventura
- Yolo
- Yuba
- I'm not sure

Please select the county where you spent the most time working for your primary employer in COLORADO last year.

- Adams
- Alamosa
- Arapahoe
- Archuleta
- Baca
- Bent
- Boulder
- Broomfield
- Chaffee
- Cheyenne

- Clear Creek
- Conejos
- Costilla
- Crowley
- Custer
- Delta
- Denver
- Dolores
- Douglas
- Eagle
- Elbert
- El Paso
- Fremont
- Garfield
- Gilpin
- Grand
- Gunnison
- Hinsdale
- Huerfano
- Jackson
- Jefferson
- Kiowa
- Kit Carson
- Lake
- La Plata
- Larimer
- Las Animas
- Lincoln
- Logan
- Mesa
- Mineral
- Moffat

- Montezuma
- Montrose
- Morgan
- Otero
- Ouray
- Park
- Phillips
- Pitkin
- Prowers
- Pueblo
- Rio Blanco
- Rio Grande
- Routt
- Saguache
- San Juan
- San Miguel
- Sedgwick
- Summit
- Teller
- Washington
- Weld
- Yuma
- I'm not sure

Please select the county where you spent the most time working for your primary employer in CONNECTICUT last year.

- Fairfield
- Hartford
- Litchfield
- Middlesex
- New Haven
- New London

- Tolland
- Windham
- I'm not sure

Please select the county where you spent the most time working for your primary employer in DELAWARE last year.

- Kent
- New Castle
- Sussex
- I'm not sure

Please select the county where you spent the most time working for your primary employer in FLORIDA last year.

- Alachua
- Baker
- Bay
- Bradford
- Brevard
- Broward
- Calhoun
- Charlotte
- Citrus
- Clay
- Collier
- Columbia
- DeSoto
- Dixie
- Duval
- Escambia
- Flagler
- Franklin
- Gadsden

- Gilchrist
- Glades
- Gulf
- Hamilton
- Hardee
- Hendry
- Hernando
- Highlands
- Hillsborough
- Holmes
- Indian River
- Jackson
- Jefferson
- Lafayette
- Lake
- Lee
- Leon
- Levy
- Liberty
- Madison
- Manatee
- Marion
- Martin
- Miami-Dade
- Monroe
- Nassau
- Okaloosa
- Okeechobee
- Orange
- Osceola
- Palm Beach
- Pasco

- Pinellas
- Polk
- Putnam
- St. Johns
- St. Lucie
- Santa Rosa
- Sarasota
- Seminole
- Sumter
- Suwannee
- Taylor
- Union
- Volusia
- Wakulla
- Walton
- Washington
- I'm not sure

Please select the county where you spent the most time working for your primary employer in GEORGIA last year.

- Appling
- Atkinson
- Bacon
- Baker
- Baldwin
- Banks
- Barrow
- Bartow
- Ben Hill
- Berrien
- Bibb
- Bleckley

- Brantley
- Brooks
- Bryan
- Bulloch
- Burke
- Butts
- Calhoun
- Camden
- Candler
- Carroll
- Catoosa
- Charlton
- Chatham
- Chattahoochee
- Chattooga
- Cherokee
- Clarke
- Clay
- Clayton
- Clinch
- Cobb
- Coffee
- Colquitt
- Columbia
- Cook
- Coweta
- Crawford
- Crisp
- Dade
- Dawson
- Decatur
- DeKalb

- Dodge
- Dooly
- Dougherty
- Douglas
- Early
- Echols
- Effingham
- Elbert
- Emanuel
- Evans
- Fannin
- Fayette
- Floyd
- Forsyth
- Franklin
- Fulton
- Gilmer
- Glascock
- Glynn
- Gordon
- Grady
- Greene
- Gwinnett
- Habersham
- Hall
- Hancock
- Haralson
- Harris
- Hart
- Heard
- Henry
- Houston

- Irwin
- Jackson
- Jasper
- Jeff Davis
- Jefferson
- Jenkins
- Johnson
- Jones
- Lamar
- Lanier
- Laurens
- Lee
- Liberty
- Lincoln
- Long
- Lowndes
- Lumpkin
- McDuffie
- McIntosh
- Macon
- Madison
- Marion
- Meriwether
- Miller
- Mitchell
- Monroe
- Montgomery
- Morgan
- Murray
- Muscogee
- Newton
- Oconee

- Oglethorpe
- Paulding
- Peach
- Pickens
- Pierce
- Pike
- Polk
- Pulaski
- Putnam
- Quitman
- Rabun
- Randolph
- Richmond
- Rockdale
- Schley
- Screven
- Seminole
- Spalding
- Stephens
- Stewart
- Sumter
- Talbot
- Taliaferro
- Tattnall
- Taylor
- Telfair
- Terrell
- Thomas
- Tift
- Toombs
- Towns
- Treutlen

- Troup
- Turner
- Twiggs
- Union
- Upson
- Walker
- Walton
- Ware
- Warren
- Washington
- Wayne
- Webster
- Wheeler
- White
- Whitfield
- Wilcox
- Wilkes
- Wilkinson
- Worth
- I'm not sure

Please select the county where you spent the most time working for your primary employer in HAWAII last year.

- Hawaii
- Honolulu
- Kalawao
- Kauai
- Maui
- I'm not sure

Please select the county where you spent the most time working for your primary employer in IDAHO last year.

- Ada
- Adams
- Bannock
- Bear Lake
- Benewah
- Bingham
- Blaine
- Boise
- Bonner
- Bonneville
- Boundary
- Butte
- Camas
- Canyon
- Caribou
- Cassia
- Clark
- Clearwater
- Custer
- Elmore
- Franklin
- Fremont
- Gem
- Gooding
- Idaho
- Jefferson
- Jerome
- Kootenai
- Latah
- Lemhi
- Lewis

- Lincoln
- Madison
- Minidoka
- Nez Perce
- Oneida
- Owyhee
- Payette
- Power
- Shoshone
- Teton
- Twin Falls
- Valley
- Washington
- I'm not sure

Please select the county where you spent the most time working for your primary employer in ILLINOIS last year.

- Adams
- Alexander
- Bond
- Boone
- Brown
- Bureau
- Calhoun
- Carroll
- Cass
- Champaign
- Christian
- Clark
- Clay
- Clinton
- Coles

- Cook
- Crawford
- Cumberland
- DeKalb
- De Witt
- Douglas
- DuPage
- Edgar
- Edwards
- Effingham
- Fayette
- Ford
- Franklin
- Fulton
- Gallatin
- Greene
- Grundy
- Hamilton
- Hancock
- Hardin
- Henderson
- Henry
- Iroquois
- Jackson
- Jasper
- Jefferson
- Jersey
- Jo Daviess
- Johnson
- Kane
- Kankakee
- Kendall

- Knox
- Lake
- LaSalle
- Lawrence
- Lee
- Livingston
- Logan
- McDonough
- McHenry
- McLean
- Macon
- Macoupin
- Madison
- Marion
- Marshall
- Mason
- Massac
- Menard
- Mercer
- Monroe
- Montgomery
- Morgan
- Moultrie
- Ogle
- Peoria
- Perry
- Piatt
- Pike
- Pope
- Pulaski
- Putnam
- Randolph

- Richland
- Rock Island
- St. Clair
- Saline
- Sangamon
- Schuyler
- Scott
- Shelby
- Stark
- Stephenson
- Tazewell
- Union
- Vermilion
- Wabash
- Warren
- Washington
- Wayne
- White
- Whiteside
- Will
- Williamson
- Winnebago
- Woodford
- I'm not sure

Please select the county where you spent the most time working for your primary employer in INDIANA last year.

- Adams
- Allen
- Bartholomew
- Benton
- Blackford

- Boone
- Brown
- Carroll
- Cass
- Clark
- Clay
- Clinton
- Crawford
- Daviess
- Dearborn
- Decatur
- DeKalb
- Delaware
- Dubois
- Elkhart
- Fayette
- Floyd
- Fountain
- Franklin
- Fulton
- Gibson
- Grant
- Greene
- Hamilton
- Hancock
- Harrison
- Hendricks
- Henry
- Howard
- Huntington
- Jackson
- Jasper

- Jay
- Jefferson
- Jennings
- Johnson
- Knox
- Kosciusko
- LaGrange
- Lake
- LaPorte
- Lawrence
- Madison
- Marion
- Marshall
- Martin
- Miami
- Monroe
- Montgomery
- Morgan
- Newton
- Noble
- Ohio
- Orange
- Owen
- Parke
- Perry
- Pike
- Porter
- Posey
- Pulaski
- Putnam
- Randolph
- Ripley

- Rush
- St. Joseph
- Scott
- Shelby
- Spencer
- Starke
- Steuben
- Sullivan
- Switzerland
- Tippecanoe
- Tipton
- Union
- Vanderburgh
- Vermillion
- Vigo
- Wabash
- Warren
- Warrick
- Washington
- Wayne
- Wells
- White
- Whitley
- I'm not sure

Please select the county where you spent the most time working for your primary employer in IOWA last year.

- Adair
- Adams
- Allamakee
- Appanoose
- Audubon

- Benton
- Black Hawk
- Boone
- Bremer
- Buchanan
- Buena Vista
- Butler
- Calhoun
- Carroll
- Cass
- Cedar
- Cerro Gordo
- Cherokee
- Chicksaw
- Clarke
- Clay
- Clayton
- Clinton
- Crawford
- Dallas
- Davis
- Decatur
- Delaware
- Des Moines
- Dickinson
- Dubuque
- Emmet
- Fayette
- Floyd
- Franklin
- Fremont
- Greene

- Grundy
- Guthrie
- Hamilton
- Hancock
- Hardin
- Harrison
- Henry
- Howard
- Humboldt
- Ida
- Iowa
- Jackson
- Jasper
- Jefferson
- Johnson
- Jones
- Keokuk
- Kossuth
- Lee
- Linn
- Louisa
- Lucas
- Lyon
- Madison
- Mahaska
- Marion
- Marshall
- Mills
- Mitchell
- Monona
- Monroe
- Montgomery

- Muscatine
- O'Brien
- Osceola
- Page
- Palo Alto
- Plymouth
- Pocahontas
- Polk
- Pottawattamie
- Poweshiek
- Ringgold
- Sac
- Scott
- Shelby
- Sioux
- Story
- Tama
- Taylor
- Union
- Van Buren
- Wapello
- Warren
- Washington
- Wayne
- Webster
- Winnebago
- Winneshiek
- Woodbury
- Worth
- Wright
- I'm not sure

Please select the county where you spent the most time working for your primary employer in KANSAS last year.

- Allen
- Anderson
- Atchison
- Barber
- Barton
- Bourbon
- Brown
- Butler
- Chase
- Chautauqua
- Cherokee
- Cheyenne
- Clark
- Clay
- Cloud
- Coffey
- Comanche
- Cowley
- Crawford
- Decatur
- Dickinson
- Doniphan
- Douglas
- Edwards
- Elk
- Ellis
- Ellsworth
- Finney
- Ford
- Franklin
- Geary

- Gove
- Graham
- Grant
- Gray
- Greeley
- Greenwood
- Hamilton
- Harper
- Harvey
- Haskell
- Hodgeman
- Jackson
- Jefferson
- Jewell
- Johnson
- Kearny
- Kingman
- Kiowa
- Labette
- Lane
- Leavenworth
- Lincoln
- Linn
- Logan
- Lyon
- McPherson
- Marion
- Marshall
- Meade
- Miami
- Mitchell
- Montgomery

- Morris
- Morton
- Nemaha
- Neosho
- Ness
- Norton
- Osage
- Osborne
- Ottawa
- Pawnee
- Phillips
- Pottawatomie
- Pratt
- Rawlins
- Reno
- Republic
- Rice
- Riley
- Rooks
- Rush
- Russell
- Saline
- Scott
- Sedgwick
- Seward
- Shawnee
- Sheridan
- Sherman
- Smith
- Stafford
- Stanton
- Stevens

- Sumner
- Thomas
- Trego
- Wabaunsee
- Wallace
- Washington
- Wichita
- Wilson
- Woodson
- Wyandotte
- I'm not sure

Please select the county where you spent the most time working for your primary employer in KENTUCKY last year.

- Adair
- Allen
- Anderson
- Ballard
- Barren
- Bath
- Bell
- Boone
- Bourbon
- Boyd
- Boyle
- Bracken
- Breathitt
- Breckinridge
- Bullitt
- Butler
- Caldwell
- Calloway

- Campbell
- Carlisle
- Carroll
- Carter
- Casey
- Christian
- Clark
- Clay
- Clinton
- Crittenden
- Cumberland
- Daviess
- Edmonson
- Elliott
- Estill
- Fayette
- Fleming
- Floyd
- Franklin
- Fulton
- Gallatin
- Garrard
- Grant
- Graves
- Grayson
- Green
- Greenup
- Hancock
- Hardin
- Harlan
- Harrison
- Hart

- Henderson
- Henry
- Hickman
- Hopkins
- Jackson
- Jefferson
- Jessamine
- Johnson
- Kenton
- Knott
- Knox
- Larue
- Laurel
- Lawrence
- Lee
- Leslie
- Letcher
- Lewis
- Lincoln
- Livingston
- Logan
- Lyon
- McCracken
- McCreary
- McLean
- Madison
- Magoffin
- Marion
- Marshall
- Martin
- Mason
- Meade

- Meniffee
- Mercer
- Metcalfe
- Monroe
- Montgomery
- Morgan
- Muhlenberg
- Nelson
- Nicholas
- Ohio
- Oldham
- Owen
- Owsley
- Pendleton
- Perry
- Pike
- Powell
- Pulaski
- Robertson
- Rockcastle
- Rowan
- Russell
- Scott
- Shelby
- Simpson
- Spencer
- Taylor
- Todd
- Trigg
- Trimble
- Union
- Warren

- Washington
- Wayne
- Webster
- Whitley
- Wolfe
- Woodford
- I'm not sure

Please select the county where you spent the most time working for your primary employer in LOUISIANA last year.

- Acadia
- Allen
- Ascension
- Assumption
- Avoyelles
- Beauregard
- Bienville
- Bossier
- Caddo
- Calcasieu
- Caldwell
- Cameron
- Catahoula
- Claiborne
- Concordia
- De Soto
- East Baton Rouge
- East Carroll
- East Feliciana
- Evangeline
- Franklin
- Grant

- Iberia
- Iberville
- Jackson
- Jefferson
- Jefferson Davis
- Lafayette
- Lafourche
- La Salle
- Lincoln
- Livingston
- Madison
- Morehouse
- Natchitoches
- Orleans
- Ouachita
- Plaquemines
- Pointe Coupee
- Rapides
- Red River
- Richland
- Sabine
- St. Bernard
- St. Charles
- St. Helena
- St. James
- St. John the Baptist
- St. Landry
- St. Martin
- St. Mary
- St. Tammany
- Tangipahoa
- Tensas

- Terrebonne
- Union
- Vermilion
- Vernon
- Washington
- Webster
- West Baton Rouge
- West Carroll
- West Feliciana
- Winn
- I'm not sure

Please select the county where you spent the most time working for your primary employer in MAINE last year.

- Androscoggin
- Aroostook
- Cumberland
- Franklin
- Hancock
- Kennebec
- Knox
- Lincoln
- Oxford
- Penobscot
- Piscataquis
- Sagadahoc
- Somerset
- Waldo
- Washington
- York
- I'm not sure

Please select the county where you spent the most time working for your primary employer in MARYLAND last year.

- Allegany
- Anne Arundel
- Baltimore
- Baltimore City
- Calvert
- Caroline
- Carroll
- Cecil
- Charles
- Dorchester
- Fredrick
- Garrett
- Harford
- Howard
- Kent
- Montgomery
- Prince George's
- Queen Anne's
- Somerset
- St. Mary's
- Talbot
- Washington
- Wicomico
- Worcester
- I'm not sure

Please select the county where you spent the most time working for your primary employer in MASSACHUSETTS last year.

- Barnstable
- Berkshire
- Bristol

- Dukes
- Essex
- Franklin
- Hampden
- Hampshire
- Middlesex
- Nantucket
- Norfolk
- Plymouth
- Suffolk
- Worcester
- I'm not sure

Please select the county where you spent the most time working for your primary employer in MICHIGAN last year.

- Alcona
- Alger
- Allegan
- Alpena
- Antrim
- Arenac
- Baraga
- Barry
- Bay
- Benzie
- Berrien
- Branch
- Calhoun
- Cass
- Charlevoix
- Cheboygan
- Chippewa

- Clare
- Clinton
- Crawford
- Delta
- Dickinson
- Eaton
- Emmet
- Genesee
- Gladwin
- Gogebic
- Grand Traverse
- Gratiot
- Hillsdale
- Houghton
- Huron
- Ingham
- Ionia
- Iosco
- Iron
- Isabella
- Jackson
- Kalamazoo
- Kalkaska
- Kent
- Keweenaw
- Lake
- Lapeer
- Leelanau
- Lenawee
- Livingston
- Luce
- Mackinac

- Macomb
- Manistee
- Marquette
- Mason
- Mecosta
- Menominee
- Midland
- Missaukee
- Monroe
- Montcalm
- Montmorency
- Muskegon
- Newaygo
- Oakland
- Oceana
- Ogemaw
- Ontonagon
- Osceola
- Oscoda
- Otsego
- Ottawa
- Presque Isle
- Roscommon
- Saginaw
- St. Clair
- St. Joseph
- Sanilac
- Schoolcraft
- Shiawassee
- Tuscola
- Van Buren
- Washtenaw

- Wayne
- Wexford
- I'm not sure

Please select the county where you spent the most time working for your primary employer in MINNESOTA last year.

- Aitkin
- Anoka
- Becker
- Beltrami
- Benton
- Big Stone
- Blue Earth
- Brown
- Carlton
- Carver
- Cass
- Chippewa
- Chisago
- Clay
- Clearwater
- Cook
- Cottonwood
- Crow Wing
- Dakota
- Dodge
- Douglas
- Faribault
- Fillmore
- Freeborn
- Goodhue
- Grant

- Hennepin
- Houston
- Hubbard
- Isanti
- Itasca
- Jackson
- Kanabec
- Kandiyohi
- Kittson
- Koochiching
- Lac qui Parle
- Lake
- Lake of the Woods
- Le Sueur
- Lincoln
- Lyon
- McLeod
- Mahnommen
- Marshall
- Martin
- Meeker
- Mille Lacs
- Morrison
- Mower
- Murray
- Nicollet
- Nobles
- Norman
- Olmsted
- Otter Tail
- Pennington
- Pine

- Pipestone
- Polk
- Pope
- Ramsey
- Red Lake
- Redwood
- Renville
- Rice
- Rock
- Roseau
- St. Louis
- Scott
- Sherburne
- Sibley
- Stearns
- Steele
- Stevens
- Swift
- Todd
- Traverse
- Wabasha
- Wadena
- Waseca
- Washington
- Watonwan
- Wilkin
- Winona
- Wright
- Yellow Medicine
- I'm not sure

Please select the county where you spent the most time working for your primary employer in MISSISSIPPI last year.

- Adams
- Alcorn
- Amite
- Attala
- Benton
- Bolivar
- Calhoun
- Carroll
- Chickasaw
- Choctaw
- Claiborne
- Clarke
- Clay
- Coahoma
- Copiah
- Covington
- DeSoto
- Forrest
- Franklin
- George
- Greene
- Grenada
- Hancock
- Harrison
- Hinds
- Holmes
- Humphreys
- Issaquena
- Itawamba
- Jackson
- Jasper

- Jefferson
- Jefferson Davis
- Jones
- Kemper
- Lafayette
- Lamar
- Lauderdale
- Lawrence
- Leake
- Lee
- Leflore
- Lincoln
- Lowndes
- Madison
- Marion
- Marshall
- Monroe
- Montgomery
- Neshoba
- Newton
- Noxubee
- Oktibbeha
- Panola
- Pearl River
- Perry
- Pike
- Pontotoc
- Prentiss
- Quitman
- Rankin
- Scott
- Sharkey

- Simpson
- Smith
- Stone
- Sunflower
- Tallahatchie
- Tate
- Tippah
- Tishomingo
- Tunica
- Union
- Walthall
- Warren
- Washington
- Wayne
- Webster
- Wilkinson
- Winston
- Yalobusha
- Yazoo
- I'm not sure

Please select the county where you spent the most time working for your primary employer in MISSOURI last year.

- Adair County
- Andrew County
- Atchison County
- Audrain County
- Barry County
- Barton County
- Bates County
- Benton County
- Bollinger County

- Boone County
- Buchanan County
- Butler County
- Caldwell County
- Callaway County
- Camden County
- Cape Girardeau County
- Carroll County
- Carter County
- Cass County
- Cedar County
- Chariton County
- Christian County
- Clark County
- Clay County
- Clinton County
- Cole County
- Cooper County
- Crawford County
- Dade County
- Dallas County
- Daviess County
- DeKalb County
- Dent County
- Douglas County
- Dunklin County
- Franklin County
- Gasconade County
- Gentry Country
- Greene County
- Grundy County
- Harrison County

- Henry County
- Hickory County
- Holt County
- Howard County
- Howell County
- Iron County
- Jackson County
- Jasper County
- Jefferson County
- Johnson County
- Knox County
- Laclede County
- Lafayette County
- Lawrence County
- Lewis County
- Lincoln County
- Linn County
- Livingston County
- Macon County
- Madison County
- Maries County
- Marion County
- McDonald County
- Mercer County
- Miller County
- Mississippi County
- Moniteau County
- Monroe County
- Montgomery County
- Morgan County
- New Madrid County
- Newton County

- Nodaway County
- Oregon County
- Osage County
- Ozark County
- Pemiscot County
- Perry County
- Pettis County
- Phelps County
- Pike County
- Platte County
- Polk County
- Pulaski County
- Putnam County
- Ralls County
- Randolph County
- Ray County
- Reynolds County
- Ripley County
- Saline County
- Schuyler County
- Scotland County
- Scott County
- Shannon County
- Shelby County
- St. Charles County
- St. Clair County
- St. Francois
- St. Louis County
- St. Louis City
- Ste. Genevieve County
- Stoddard County
- Stone County

- Sullivan County
- Taney County
- Texas County
- Vernon County
- Warren County
- Washington County
- Wayne County
- Webster County
- Worth County
- Wright County
- I'm not sure

Please select the county where you spent the most time working for your primary employer in MONTANA last year.

- Beaverhead
- Big Horn
- Blaine
- Broadwater
- Carbon
- Carter
- Cascade
- Chouteau
- Custer
- Daniels
- Dawson
- Deer Lodge
- Fallon
- Fergus
- Flathead
- Gallatin
- Garfield
- Glacier

- Golden Valley
- Granite
- Hill
- Jefferson
- Judith Basin
- Lake
- Lewis and Clark
- Liberty
- Lincoln
- McCone
- Madison
- Meagher
- Mineral
- Missoula
- Musselshell
- Park
- Petroleum
- Phillips
- Pondera
- Powder River
- Powell
- Prairie
- Ravalli
- Richland
- Roosevelt
- Rosebud
- Sanders
- Sheridan
- Silver Bow
- Stillwater
- Sweet Grass
- Teton

- Toole
- Treasure
- Valley
- Wheatland
- Wibaux
- Yellowstone
- I'm not sure

Please select the county where you spent the most time working for your primary employer in NEBRASKA last year.

- Adams
- Antelope
- Arthur
- Banner
- Blaine
- Boone
- Box Butte
- Boyd
- Brown
- Buffalo
- Burt
- Butler
- Cass
- Cedar
- Chase
- Cherry
- Cheyenne
- Clay
- Colfax
- Cuming
- Custer
- Dakota

- Dawes
- Dawson
- Deuel
- Dixon
- Dodge
- Douglas
- Dundy
- Fillmore
- Franklin
- Frontier
- Furnas
- Gage
- Garden
- Garfield
- Gosper
- Grant
- Greeley
- Hall
- Hamilton
- Harlan
- Hayes
- Hitchcock
- Holt
- Hooker
- Howard
- Jefferson
- Johnson
- Kearney
- Keith
- Keya Paha
- Kimball
- Knox

- Lancaster
- Lincoln
- Logan
- Loup
- McPherson
- Madison
- Merrick
- Morrill
- Nance
- Nemaha
- Nuckolls
- Otoe
- Pawnee
- Perkins
- Phelps
- Pierce
- Platte
- Polk
- Red Willow
- Richardson
- Rock
- Saline
- Sarpy
- Saunders
- Scotts Bluff
- Seward
- Sheridan
- Sherman
- Sioux
- Stanton
- Thayer
- Thomas

- Thurston
- Valley
- Washington
- Wayne
- Webster
- Wheeler
- York
- I'm not sure

Please select the county where you spent the most time working for your primary employer in NEVADA last year.

- Carson City
- Churchill
- Clark
- Douglas
- Elko
- Esmeralda
- Eureka
- Humboldt
- Lander
- Lincoln
- Lyon
- Mineral
- Nye
- Pershing
- Storey
- Washoe
- White Pine
- I'm not sure

Please select the county where you spent the most time working for your primary employer in NEW HAMPSHIRE last year.

- Belknap
- Carroll
- Cheshire
- Coos
- Grafton
- Hillsborough
- Merrimack
- Rockingham
- Strafford
- Sullivan
- I'm not sure

Please select the county where you spent the most time working for your primary employer in NEW JERSEY last year.

- Atlantic
- Bergen
- Burlington
- Camden
- Cape May
- Cumberland
- Essex
- Gloucester
- Hudson
- Hunterdon
- Mercer
- Middlesex
- Monmouth
- Morris
- Ocean
- Passaic
- Salem

- Somerset
- Sussex
- Union
- Warren
- I'm not sure

Please select the county where you spent the most time working for your primary employer in NEW MEXICO last year.

- Bernalillo
- Catron
- Chaves
- Cibola
- Colfax
- Curry
- De Baca
- Dona Ana
- Eddy
- Grant
- Guadalupe
- Harding
- Hidalgo
- Lea
- Lincoln
- Los Alamos
- Luna
- McKinley
- Mora
- Otero
- Quay
- Rio Arriba
- Roosevelt
- Sandoval

- San Juan
- San Miguel
- Santa Fe
- Sierra
- Socorro
- Taos
- Tarrant
- Union
- Valencia
- I'm not sure

Please select the county where you spent the most time working for your primary employer in NEW YORK last year.

- Albany
- Allegany
- Bronx
- Broome
- Cattaraugus
- Cayuga
- Chautauqua
- Chemung
- Chenango
- Clinton
- Columbia
- Cortland
- Delaware
- Dutchess
- Erie
- Essex
- Franklin
- Fulton
- Genesee

- Greene
- Hamilton
- Herkimer
- Jefferson
- Kings
- Lewis
- Livingston
- Madison
- Monroe
- Montgomery
- Nassau
- New York
- Niagara
- Oneida
- Onondaga
- Ontario
- Orange
- Orleans
- Oswego
- Otsego
- Putnam
- Queens
- Rensselaer
- Richmond
- Rockland
- St. Lawrence
- Saratoga
- Schenectady
- Schoharie
- Schuyler
- Seneca
- Steuben

- Suffolk
- Sullivan
- Tioga
- Tompkins
- Ulster
- Warren
- Washington
- Wayne
- Westchester
- Wyoming
- Yates
- I'm not sure

Please select the county where you spent the most time working for your primary employer in NORTH CAROLINA last year.

- Alamance
- Alexander
- Alleghany
- Anson
- Ashe
- Avery
- Beaufort
- Bertie
- Bladen
- Brunswick
- Buncombe
- Burke
- Cabarrus
- Caldwell
- Camden
- Carteret
- Caswell

- Catawba
- Chatham
- Cherokee
- Chowan
- Clay
- Cleveland
- Columbus
- Craven
- Cumberland
- Currituck
- Dare
- Davidson
- Davie
- Duplin
- Durham
- Edgecombe
- Forsyth
- Franklin
- Gaston
- Gates
- Graham
- Granville
- Greene
- Guilford
- Halifax
- Harnett
- Haywood
- Henderson
- Hertford
- Hoke
- Hyde
- Iredell

- Jackson
- Johnston
- Jones
- Lee
- Lenoir
- Lincoln
- McDowell
- Macon
- Madison
- Martin
- Mecklenburg
- Mitchell
- Montgomery
- Moore
- Nash
- New Hanover
- Northampton
- Onslow
- Orange
- Pamlico
- Pasquotank
- Pender
- Perquimans
- Person
- Pitt
- Polk
- Randolph
- Richmond
- Robeson
- Rockingham
- Rowan
- Rutherford

- Sampson
- Scotland
- Stanly
- Stokes
- Surry
- Swain
- Transylvania
- Tyrell
- Union
- Vance
- Wake
- Warren
- Washington
- Watauga
- Wayne
- Wilkes
- Wilson
- Yadkin
- Yancey
- I'm not sure

Please select the county where you spent the most time working for your primary employer in NORTH DAKOTA last year.

- Adams
- Barnes
- Benson
- Billings
- Bottineau
- Bowman
- Burke
- Burleigh
- Cass

- Cavalier
- Dickey
- Divide
- Dunn
- Eddy
- Emmons
- Foster
- Golden Valley
- Grand Forks
- Grant
- Griggs
- Hettinger
- Kidder
- LaMoure
- Logan
- McHenry
- McIntosh
- McKenzie
- McLean
- Mercer
- Morton
- Mountrail
- Nelson
- Oliver
- Pembina
- Pierce
- Ramsey
- Ransom
- Renville
- Richland
- Rolette
- Sargent

- Sheridan
- Sioux
- Slope
- Stark
- Steele
- Stutsman
- Towner
- Traill
- Walsh
- Ward
- Wells
- Williams
- I'm not sure

Please select the county where you spent the most time working for your primary employer in OHIO last year.

- Adams
- Allen
- Ashland
- Ashtabula
- Athens
- Auglaize
- Belmont
- Brown
- Butler
- Carroll
- Champaign
- Clark
- Clermont
- Clinton
- Columbiana
- Coshocton

- Crawford
- Cuyahoga
- Darke
- Defiance
- Delaware
- Erie
- Fairfield
- Fayette
- Franklin
- Fulton
- Gallia
- Geauga
- Greene
- Guernsey
- Hamilton
- Hancock
- Hardin
- Harrison
- Henry
- Highland
- Hocking
- Holmes
- Huron
- Jackson
- Jefferson
- Knox
- Lake
- Lawrence
- Licking
- Logan
- Lorain
- Lucas

- Madison
- Mahoning
- Marion
- Medina
- Meigs
- Mercer
- Miami
- Monroe
- Montgomery
- Morgan
- Morrow
- Muskingum
- Noble
- Ottawa
- Paulding
- Perry
- Pickaway
- Pike
- Portage
- Preble
- Putnam
- Richland
- Ross
- Sandusky
- Scioto
- Seneca
- Shelby
- Stark
- Summit
- Trumbull
- Tuscarawas
- Union

- Van Wert
- Vinton
- Warren
- Washington
- Wayne
- Williams
- Wood
- Wyandot
- I'm not sure

Please select the county where you spent the most time working for your primary employer in OKLAHOMA last year.

- Adair
- Alfalfa
- Atoka
- Beaver
- Beckham
- Blaine
- Bryan
- Caddo
- Canadian
- Carter
- Cherokee
- Choctaw
- Cimarron
- Cleveland
- Coal
- Comanche
- Cotton
- Craig
- Creek
- Custer

- Delaware
- Dewey
- Ellis
- Garfield
- Garvin
- Grady
- Grant
- Greer
- Harmon
- Harper
- Haskell
- Hughes
- Jackson
- Jefferson
- Johnston
- Kay
- Kingfisher
- Kiowa
- Latimer
- Le Flore
- Lincoln
- Logan
- Love
- McClain
- McCurtain
- McIntosh
- Major
- Marshall
- Mayes
- Murray
- Muskogee
- Noble

- Nowata
- Okfuskee
- Oklahoma
- Okmulgee
- Osage
- Ottawa
- Pawnee
- Payne
- Pittsburg
- Pontotoc
- Pottawatomie
- Pushmataha
- Roger Mills
- Rogers
- Seminole
- Sequoyah
- Stephens
- Texas
- Tillman
- Tulsa
- Wagoner
- Washington
- Washita
- Woods
- Woodward
- I'm not sure

Please select the county where you spent the most time working for your primary employer in OREGON last year.

- Baker
- Benton
- Clackamas

- Clatsop
- Columbia
- Coos
- Crook
- Curry
- Deschutes
- Douglas
- Gilliam
- Grant
- Harney
- Hood River
- Jackson
- Jefferson
- Josephine
- Klamath
- Lake
- Lane
- Lincoln
- Linn
- Malheur
- Marion
- Morrow
- Multnomah
- Polk
- Sherman
- Tillamook
- Umatilla
- Union
- Wallowa
- Wasco
- Washington
- Wheeler

- Yamhill
- I'm not sure

Please select the county where you spent the most time working for your primary employer in PENNSYLVANIA last year.

- Adams
- Allegheny
- Armstrong
- Beaver
- Bedford
- Berks
- Blair
- Bradford
- Bucks
- Butler
- Cambria
- Cameron
- Carbon
- Centre
- Chester
- Clarion
- Clearfield
- Clinton
- Columbia
- Crawford
- Cumberland
- Dauphin
- Delaware
- Elk
- Erie
- Fayette
- Forest

- Franklin
- Fulton
- Greene
- Huntingdon
- Indiana
- Jefferson
- Juniata
- Lackawanna
- Lancaster
- Lawrence
- Lebanon
- Lehigh
- Luzerne
- Lycoming
- McKean
- Mercer
- Mifflin
- Monroe
- Montgomery
- Montour
- Northampton
- Northumberland
- Perry
- Philadelphia
- Pike
- Potter
- Schuylkill
- Snyder
- Somerset
- Sullivan
- Susquehanna
- Tioga

- Union
- Venango
- Warren
- Washington
- Wayne
- Westmoreland
- Wyoming
- York
- I'm not sure

Please select the county where you spent the most time working for your primary employer in RHODE ISLAND last year.

- Bristol
- Kent
- Newport
- Providence
- Washington
- I'm not sure

Please select the county where you spent the most time working for your primary employer in SOUTH CAROLINA last year.

- Abbeville
- Aiken
- Allendale
- Anderson
- Bamberg
- Barnwell
- Beaufort
- Berkeley
- Calhoun
- Charleston
- Cherokee

- Chester
- Chesterfield
- Clarendon
- Colleton
- Darlington
- Dillon
- Dorchester
- Edgefield
- Fairfield
- Florence
- Georgetown
- Greenville
- Greenwood
- Hampton
- Horry
- Jasper
- Kershaw
- Lancaster
- Laurens
- Lee
- Lexington
- McCormick
- Marion
- Marlboro
- Newberry
- Oconee
- Orangeburg
- Pickens
- Richland
- Saluda
- Spartanburg
- Sumter

- Union
- Williamsburg
- York
- I'm not sure

Please select the county where you spent the most time working for your primary employer in SOUTH DAKOTA last year.

- Aurora
- Beadle
- Bennett
- Bon Homme
- Brookings
- Brown
- Brule
- Buffalo
- Butte
- Campbell
- Charles Mix
- Clark
- Clay
- Codington
- Corson
- Custer
- Davison
- Day
- Deuel
- Dewey
- Douglas
- Edmunds
- Fall River
- Faulk
- Grant

- Gregory
- Haakon
- Hamlin
- Hand
- Hanson
- Harding
- Hughes
- Hutchinson
- Hyde
- Jackson
- Jerauld
- Jones
- Kingsbury
- Lake
- Lawrence
- Lincoln
- Lyman
- McCook
- McPherson
- Marshall
- Meade
- Mellette
- Miner
- Minnehaha
- Moody
- Pennington
- Perkins
- Potter
- Roberts
- Sanborn
- Shannon
- Spink

- Stanley
- Sully
- Todd
- Tripp
- Turner
- Union
- Walworth
- Yankton
- Ziebach
- I'm not sure

Please select the county where you spent the most time working for your primary employer in TENNESSEE last year.

- Anderson
- Bedford
- Benton
- Bledsoe
- Blount
- Bradley
- Campbell
- Cannon
- Carroll
- Carter
- Cheatham
- Chester
- Claiborne
- Clay
- Cocke
- Coffee
- Crockett
- Cumberland
- Davidson

- Decatur
- DeKalb
- Dickson
- Dyer
- Fayette
- Fentress
- Franklin
- Gibson
- Giles
- Grainger
- Greene
- Grundy
- Hamblen
- Hamilton
- Hancock
- Hardeman
- Hardin
- Hawkins
- Haywood
- Henderson
- Henry
- Hickman
- Houston
- Humphreys
- Jackson
- Jefferson
- Johnson
- Knox
- Lake
- Lauderdale
- Lawrence
- Lewis

- Lincoln
- Loudon
- McMinn
- McNairy
- Macon
- Madison
- Marion
- Marshall
- Maury
- Meigs
- Monroe
- Montgomery
- Moore
- Morgan
- Obion
- Overton
- Perry
- Pickett
- Polk
- Putnam
- Rhea
- Roane
- Robertson
- Rutherford
- Scott
- Sequatchie
- Seiver
- Shelby
- Smith
- Stewart
- Sullivan
- Sumner

- Tipton
- Trousdale
- Unicoi
- Union
- Van Buren
- Warren
- Washington
- Wayne
- Weakley
- White
- Williamson
- Wilson
- I'm not sure

Please select the county where you spent the most time working for your primary employer in TEXAS last year.

- Anderson
- Andrews
- Angelina
- Aransas
- Archer
- Armstrong
- Atascosa
- Austin
- Bailey
- Bandera
- Bastrop
- Baylor
- Bee
- Bell
- Bexar
- Blanco

- Borden
- Bosque
- Bowie
- Brazoria
- Brazos
- Brewster
- Briscoe
- Brooks
- Brown
- Burleson
- Burnet
- Caldwell
- Calhoun
- Callahan
- Cameron
- Camp
- Carson
- Cass
- Castro
- Chambers
- Cherokee
- Childress
- Clay
- Cochran
- Coke
- Coleman
- Collin
- Collingsworth
- Colorado
- Comal
- Comanche
- Concho

- Cooke
- Coryell
- Cottle
- Crane
- Crockett
- Crosby
- Culberson
- Dallam
- Dallas
- Dawson
- Deaf Smith
- Delta
- Denton
- DeWitt
- Dickens
- Dimmit
- Donley
- Duval
- Eastland
- Ector
- Edwards
- Ellis
- El Paso
- Erath
- Falls
- Fannin
- Fayette
- Fisher
- Floyd
- Foard
- Fort Bend
- Franklin

- Freestone
- Frio
- Gaines
- Galveston
- Garza
- Gillespie
- Glasscock
- Goliad
- Gonzales
- Gray
- Grayson
- Gregg
- Grimes
- Guadalupe
- Hale
- Hall
- Hamilton
- Hansford
- Hardeman
- Hardin
- Harris
- Harrison
- Hartley
- Haskell
- Hays
- Hemphill
- Henderson
- Hidalgo
- Hill
- Hockley
- Hood
- Hopkins

- Houston
- Howard
- Hudspeth
- Hunt
- Hutchinson
- Irion
- Jack
- Jackson
- Jasper
- Jeff Davis
- Jefferson
- Jim Hogg
- Jim Wells
- Johnson
- Jones
- Karnes
- Kaufman
- Kendall
- Kenedy
- Kent
- Kerr
- Kimble
- King
- Kinney
- Kleberg
- Knox
- Lamar
- Lamb
- Lampasas
- La Salle
- Lavaca
- Lee

- Leon
- Liberty
- Limestone
- Lipscomb
- Live Oak
- Llano
- Loving
- Lubbock
- Lynn
- McCulloch
- McLennan
- McMullen
- Madison
- Marion
- Martin
- Mason
- Matagorda
- Maverick
- Medina
- Menard
- Midland
- Miliam
- Mills
- Mitchell
- Montague
- Montgomery
- Moore
- Morris
- Motley
- Nacogdoches
- Navarro
- Newton

- Nolan
- Nueces
- Ochiltree
- Oldham
- Orange
- Palo Pinto
- Panola
- Parker
- Parmer
- Pecos
- Polk
- Potter
- Presidio
- Rains
- Randall
- Reagan
- Real
- Red River
- Reeves
- Refugio
- Roberts
- Robertson
- Rockwall
- Runnels
- Rusk
- Sabine
- San Augustine
- San Jacinto
- San Patricio
- San Saba
- Schleicher
- Scurry

- Shackelford
- Shelby
- Sherman
- Smith
- Somervell
- Starr
- Stephens
- Sterling
- Stonewall
- Sutton
- Swisher
- Tarrant
- Taylor
- Terrell
- Terry
- Throckmorton
- Titus
- Tom Green
- Travis
- Trinity
- Tyler
- Upshur
- Upton
- Uvalde
- Val Verde
- Van Zandt
- Victoria
- Walker
- Waller
- Ward
- Washington
- Webb

- Wharton
- Wheeler
- Wichita
- Wilbarger
- Willacy
- Williamson
- Wilson
- Winkler
- Wise
- Wood
- Yoakum
- Young
- Zapata
- Zavala
- I'm not sure

Please select the county where you spent the most time working for your primary employer in UTAH last year.

- Beaver
- Box Elder
- Cache
- Carbon
- Daggett
- Davis
- Duchesne
- Emery
- Garfield
- Grand
- Iron
- Juab
- Kane
- Millard

- Morgan
- Piute
- Rich
- Salt Lake
- San Juan
- Sanpete
- Sevier
- Summit
- Tooele
- Uintah
- Utah
- Wasatch
- Washington
- Wayne
- Weber
- I'm not sure

Please select the county where you spent the most time working for your primary employer in VERMONT last year.

- Addison
- Bennington
- Caledonia
- Chittenden
- Essex
- Franklin
- Grand Isle
- Lamoille
- Orange
- Orleans
- Rutland
- Washington
- Windham

- Windsor
- I'm not sure

Please select the county where you spent the most time working for your primary employer in VIRGINIA last year.

- Accomack
- Albemarle
- Alexandria City
- Alleghany
- Amelia
- Amherst
- Appomattox
- Arlington
- Augusta
- Bath
- Bedford
- Bedford City
- Bland
- Botetourt
- Bristol City
- Brunswick
- Buchanan
- Buckingham
- Buena Vista City
- Campbell
- Caroline
- Carroll
- Charles City
- Charlotte
- Charlottesville City
- Chesapeake City
- Chesterfield

- Clarke
- Colonial Heights City
- Covington City
- Craig
- Culpeper
- Cumberland
- Danville City
- Dickenson
- Dinwiddie
- Emporia City
- Essex
- Fairfax
- Fairfax City
- Falls Church City
- Fauquier
- Floyd
- Fluvanna
- Franklin
- Franklin City
- Frederick
- Fredricksburg City
- Galax City
- Giles
- Gloucester
- Goochland
- Grayson
- Greene
- Greenville
- Halifax
- Hampton City
- Hanover
- Harrisonburg City

- Henrico
- Henry
- Highland
- Hopewell City
- Isle of Wight
- James City
- King and Queen
- King George
- King William
- Lancaster
- Lee
- Lexington City
- Loudoun
- Louisa
- Lunenburg
- Lynchburg City
- Madison
- Manassas City
- Manassas Park City
- Martinsville City
- Mathews
- Mecklenburg
- Middlesex
- Montgomery
- Nelson
- New Kent
- Newport News City
- Norfolk City
- Northampton
- Northumberland
- Norton City
- Nottoway

- Orange
- Page
- Patrick
- Petersburg City
- Pittsylvania
- Poquoson City
- Portsmouth City
- Powhatan
- Prince Edward
- Prince George
- Prince William
- Pulaski
- Radford City
- Rappahannock
- Richmond
- Richmond City
- Roanoke
- Roanoke City
- Rockbridge
- Rockingham
- Russell
- Salem City
- Scott
- Shenandoah
- Smyth
- Southampton
- Spotsylvania
- Stafford
- Staunton City
- Suffolk City
- Surry
- Sussex

- Tazewell
- Virginia Beach City
- Warren
- Washington
- Waynesboro City
- Westmoreland
- Williamsburg City
- Winchester City
- Wise
- Wythe
- York
- I'm not sure

Please select the county where you spent the most time working for your primary employer in WASHINGTON last year.

- Adams
- Asotin
- Benton
- Chelan
- Clallam
- Clark
- Columbia
- Cowlitz
- Douglas
- Ferry
- Franklin
- Garfield
- Grant
- Grays Harbor
- Island
- Jefferson
- King

- Kitsap
- Kittitas
- Klickitat
- Lewis
- Lincoln
- Mason
- Okanogan
- Pacific
- Pend Oreille
- Pierce
- San Juan
- Skagit
- Skamania
- Snohomish
- Spokane
- Stevens
- Thurston
- Wahkiakum
- Walla Walla
- Whatcom
- Whitman
- Yakima
- I'm not sure

Please select the county where you spent the most time working for your primary employer in WEST VIRGINIA last year.

- Barbour
- Berkeley
- Boone
- Brooke
- Braxton
- Cabell

- Calhoun
- Clay
- Doddridge
- Fayette
- Gilmer
- Grant
- Greenbrier
- Hampshire
- Hancock
- Hardy
- Harrison
- Jackson
- Jefferson
- Kanawha
- Lewis
- Lincoln
- Logan
- McDowell
- Marion
- Marshall
- Mason
- Mercer
- Mineral
- Mingo
- Monongalia
- Monroe
- Morgan
- Nicholas
- Ohio
- Pendleton
- Pleasants
- Pocahontas

- Preston
- Putnam
- Raleigh
- Randolph
- Ritchie
- Roane
- Summers
- Taylor
- Tucker
- Tyler
- Upshur
- Wayne
- Webster
- Wetzel
- Wirt
- Wood
- Wyoming
- I'm not sure

Please select the county where you spent the most time working for your primary employer in WISCONSIN last year.

- Adams
- Ashland
- Barron
- Bayfield
- Brown
- Buffalo
- Burnett
- Calumet
- Chippewa
- Clark
- Columbia

- Crawford
- Dane
- Dodge
- Door
- Douglas
- Dunn
- Eau Claire
- Florence
- Fond du Lac
- Forest
- Grant
- Green
- Green Lake
- Iowa
- Iron
- Jackson
- Jefferson
- Juneau
- Kenosha
- Kewaunee
- La Crosse
- Lafayette
- Langlade
- Lincoln
- Maitowoc
- Marathon
- Marinette
- Marquette
- Menominee
- Milwaukee
- Monroe
- Oconto

- Oneida
- Outagamie
- Ozaukee
- Pepin
- Pierce
- Polk
- Portage
- Price
- Racine
- Richland
- Rock
- Rusk
- St. Croix
- Sauk
- Sawyer
- Shawano
- Sheboygan
- Taylor
- Trempealeau
- Vernon
- Vilas
- Walworth
- Washburn
- Washington
- Waukesha
- Waupaca
- Waushara
- Winnebago
- Wood
- I'm not sure

Please select the county where you spent the most time working for your primary employer in WYOMING last year.

- Albany
- Big Horn
- Campbell
- Carbon
- Converse
- Crook
- Fremont
- Goshen
- Hot Springs
- Johnson
- Laramie
- Lincoln
- Natrona
- Niobrara
- Park
- Platte
- Sheridan
- Sublette
- Sweetwater
- Teton
- Uinta
- Washakie
- Weston
- I'm not sure

Please enter the five digit zip code where you spent the majority of your time working for your primary employer last year.

What is the type of geographic area where you spent the majority of your time working for your primary employer last year?

- Urban (population 1,000,000+)
- Large city (population 100,000 to 1,000,000)
- Mid-size city (population 50,000 to 99,999)
- Large town (population 10,000 to 49,999)
- Small town (population 2,500 to 9,999)
- Isolated rural (population <2,500)
- Military or government installation
- I prefer not to answer

Your Education, Training, and Leadership Activity

What is your highest level of degree completed?

- Associate's
- Bachelor's
- Master's
- Doctorate or professional (PhD, JD, MD, etc.)

How difficult was it for you to find a position with your desired location, specialty, and compensation?

	Extremely easy	Easy	Difficult	Extremely difficult	I was not able to secure this
Location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Specialty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Compensation	()	()	()	()	()
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Which of the following job titles best fits your primary role at your primary employer?

- Physician assistant (PA)
- Physician associate (PA)
- Advanced practice provider (APP)
- Lead PA/APP
- Chief PA/APP
- Department chair (academic)
- Department chair (clinician)
- Adjunct professor (assistant/associate/full)
- Assistant professor
- Associate professor
- Professor (full)
- Director
- Manager/Supervisor
- Vice President or Senior Vice President
- Executive level/C-suite (CEO, CFO, CMO, CIO, CNO, etc.)
- Other (please specify): _____*

How many years have you...?

Been employed by your current employer?:

Practiced in your current specialty?:

*How many years have you worked in each of the following roles as a PA?**

Please round each response to the nearest year.

Do not include time practicing before completing your PA program (i.e., rotations).

Please include your time spent as a PA educator or PA administrator, even if you are not currently working in those roles. We would like to ensure that we are accurately reflecting the

experiences of all PAs when sharing this information in aggregated format in communications materials.

Years worked clinically as a PA: _____

Years worked as a PA educator: _____

Years worked as a PA administrator:

In the past year, how many patients did you typically see...

	Daily	Weekly
Primary Employer	_____ _____	_____ _____
All Employers	_____ _____	_____ _____

*How many weeks of work were you compensated for last year at your primary employer?**

For example, if you worked 48 weeks, took 2 weeks of paid leave, and your company paid you for 10 federal holidays, you were compensated for 52 weeks.

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11

- 12
- 13
- 14
- 15
- 16
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- 33
- 34
- 35
- 36
- 37
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- 39
- 40
- 41
- 42
- 43

- 44
- 45
- 46
- 47
- 48
- 49
- 50
- 51
- 52

In the past year, in a typical week, how many hours did you work?

There are 168 hours in a week and this will not allow you to enter numbers greater than 112, which is 16 hours a day, 7 days a week

- _____ Hours at your **primary** employer
- _____ Hours at **all** employers
- _____ Hours **volunteering** in a medical capacity

In the past year has your primary employer experienced staffing shortages?

- Yes, and it is still happening
- Yes, but it is no longer happening
- No

Which of the following types of employees were short staffed at some point in the past year?

- PAs
- NPs
- Other Nurses
- Physicians
- Other clinical staff
- Nonclinical staff

Can you tell us more about how the staffing shortages have impacted your primary employer?

Did the staffing shortages impact you personally?

- Yes
- No

Can you tell us more about how the staffing shortages have impacted you?

May we follow-up with you about the staffing shortages if we have questions?

- Yes, the best email for me is:: _____*
- No

*In the past year did you use telemedicine/telehealth in your clinical work?**

- Yes
- No

Over the past year, approximately, what percent of your patient visits are virtual?

While this may have changed throughout the year, think about the average across all months.

- 0%
- 1 to 25%
- 26 to 50%

- () 51 to 75%
- () 76 to 100%

Did you use telehealth or telemedicine in your practice prior to COVID-19 becoming prevalent in the US in March 2020?

- () Yes
- () No

Please indicate your agreement with the following statements:

	Yes, in the next year	Yes, in 1 to 3 years	No, not for at least 3 more years	I have not decided yet
I am planning on retiring	_____ _____ _____ _____	_____ _____ _____ _____	_____ _____ _____ _____	_____ _____ _____ _____
I am planning to leave the PA workforce	_____ _____ _____ _____	_____ _____ _____ _____	_____ _____ _____ _____	_____ _____ _____ _____

(but not retiring)				
I am planning to reduce my hours	_____	_____	_____	_____

Overall, based on your definition of burnout, how would you rate your level of burnout?

- I enjoy my work. I have no symptoms of burnout
- Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out
- I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion
- The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot
- I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help

Primary Job Bonus Compensation

What was your bonus or incentive pay at your primary employer based on? Select all that apply and please enter the amount of your bonus was based on that selection. If you prefer not to answer, do not enter a number.

As a reminder, you indicated that your bonus amount at your primary employer was: [question('value'), id='490'] in 2021.

The numbers you enter below should total to the amount you reported that you received for your total bonus in the previous question.

I do not know the breakdown (enter total amount of your bonus: **[question('value'), id='490']**)

Holiday

Incentives

Milestone achievements

Participating on a committee

Performance of PA

Performance of practice

Performing extra duties (administrative, supervisory, etc.)

Productivity: charges

Productivity: collections

Productivity: RVUs (Relative Value Units)

Productivity: Other

Quality improvement metrics

Other

Additional Compensation from Primary Employer

Last year, did you receive the following from your primary employer?

Select all that apply and please enter the amount of your bonus that was based on that selection. If you prefer not to answer, do not enter a number.

Honoraria:: _____

Research stipend:: _____

Student loan repayment:: _____

Sign-on bonus (at the time you started your current position)::

Relocation expenses (at the time you started your current position)::

Tuition reimbursement for matriculating courses at an accredited institution (i.e., non-CME coursework leading to a degree):: _____

Other:: _____

I received none of these

Did you participate in a profit-sharing plan last year?

Yes

No

*Which of the following did you receive as part of the profit-sharing plan last year?
Select all that apply.*

Stock options

Equity

Bonus

Other:: _____

Last year, did you receive additional compensation due to a shift differential?

Yes

No

I do not know

Last year, were you eligible to receive overtime pay?

Yes

No

I do not know

Call for Primary Employer

Last year, did you take call for your primary employer during the calendar year?

Do NOT include hours taking call during your regular working hours.

- No, I did not take call
- Yes, I took some call
- Yes, I took call, but I do not know how many hours
- Yes, I was always on call

In a typical month, how many hours did you take call?

Last year, how were you compensated for taking call from your primary employer?

- I was not given additional pay for taking call; it is part of my annual compensation package
- I was paid hourly
- I was paid daily
- I was compensated through benefits or time off

Last year, what was your hourly rate of pay for:

For example: 10.00 for call availability and 50.00 for call services or events.

Call availability:: _____

Call services or events:: _____

Last year, what was your daily rate of pay for?

For example: 150 for call availability and 500 for call services.

Call availability:: _____

Call services or events:: _____

Additional Benefits

Please indicate the proportion your primary employer paid for each of the following expenses in *the past year*.

Select one per row.

	0% None	1%- 49% Less than half	50%- 99% Half or more	100% All	I do not know	NA/I did not need this
Professional liability insurance	()	()	()	()	()	()
Tail insurance for previous position	()	()	()	()	()	()
Individual health insurance	()	()	()	()	()	()
Family health insurance	()	()	()	()	()	()
Dental insurance	()	()	()	()	()	()
Disability insurance	()	()	()	()	()	()
Term life insurance	()	()	()	()	()	()

*In the past year, did your primary employer contribute to your retirement plan?
Select all that apply.*

- No, my employer did not contribute to my retirement
- No, my employer provided a 401k/403b option but did not contribute
- Yes, my employer contributed a set amount to my 401k/403b
- Yes, my employer matched 3% or less of my 401k/403b contribution
- Yes, my employer matched between 3% and 7% of my 401k/403b contribution
- Yes, my employer matched more than 7% of my 401k/403b contribution
- Yes, my employer provided a pension
- I am unsure what my employer contributed

*In the past year, did your primary employer provide an allowance for professional development?
Professional development includes things like CME, leadership development, etc.*

- Yes
- No

Please enter the amount (\$) of professional development you received in the past year.

If you prefer not to answer or do not know, do not enter a number.

Please indicate the proportion your primary employer paid for each of the following expenses in the past year.

Select one per row. If it is included as an option in a lump sum discretionary budget, indicate this by choosing "Covered by a lump sum professional expenses allowance" even if you chose not to pay for this with your lump-sum discretionary budget.

	0% None	1%- 49% Less than half	50%- 99% Half or more	100% All	Covered by a lump sum professional expenses allowance	I do not know	NA/ I did not
--	--------------------	---	--	---------------------	--	------------------------------	----------------------------------

							need this
State license fees	()	()	()	()	()	()	()
DEA registration fees	()	()	()	()	()	()	()
NCCPA fees	()	()	()	()	()	()	()
AAPA membership	()	()	()	()	()	()	()
AAPA Annual Conference	()	()	()	()	()	()	()
Other professional organization fees	()	()	()	()	()	()	()
CME expenses	()	()	()	()	()	()	()
Professional leadership development programs	()	()	()	()	()	()	()
Academic journal(s)	()	()	()	()	()	()	()
Travel reimbursement (including gas cards, public transportation)	()	()	()	()	()	()	()
Current technology	()	()	()	()	()	()	()

(including cell phones, laptops or tablets)							
---	--	--	--	--	--	--	--

Paid Leave

Last year, was your paid leave distinguished by type or were you given one lump sum of paid leave?

- Distinguished by type (e.g., sick days, vacation days)
- Lump sum of paid leave (e.g., general paid time off)
- I did not accrue any paid leave

Last year, was your paid leave awarded by days or hours?

For example, if your shifts are 12 hours for 3 days per week and you accrued two weeks of paid time off per year, you may have accrued 6 days, or you may have accrued 72 hours.

- Days
- Hours

Last year, how many hours did you work in a typical daily shift?

Last year, how many hours of paid leave were you eligible to accrue?

*We are interested in the time **accrued**, not necessarily taken. For example, you may have 24 hours available for bereavement however you may not have taken it. Similarly, you may have had 160 hours maternity/paternity leave available to you but you did not need to take it.*

- _____ General PTO (paid time off)
- _____ Maternity/paternity (amount available)

_____ Bereavement (amount available)

_____ CME

_____ Paid holidays

Last year, how many hours of paid leave were you eligible to accrue?

*We are interested in the time **accrued**, not necessarily taken. For example, you may have 24 hours available for bereavement however you may not have taken it. Similarly, you may have had 160 hours maternity/paternity leave available to you but you did not need to take it.*

_____ Vacation

_____ Sick

_____ Maternity/paternity (amount available)

_____ Bereavement (amount available)

_____ CME

_____ Paid holidays

Last year, how many days of paid leave were you eligible to accrue?

*We are interested in the time **accrued**, not necessarily taken. For example, you may have 3 days available for bereavement however you may not have taken it. Similarly, you may have had 20 days maternity/paternity leave available to you but you did not need to take it.*

_____ General PTO (paid time off)

_____ Maternity/paternity (amount available)

_____ Bereavement (amount available)

_____ CME

_____ Paid holidays

Last year, how many days of paid leave were you eligible to accrue?

*We are interested in the time **accrued**, not necessarily taken. For example, you may have 3 days available for bereavement however you may not have taken it. Similarly, you may have had 20 days maternity/paternity leave available to you but you did not need to take it.*

_____ Vacation

_____ Sick

_____ Maternity/paternity (amount available)

_____ Bereavement (amount available)

_____ CME

_____ Paid holidays

Your Experience as a PA

*Have you ever worked in clinical trial research?**

- Yes, in traditional clinical trial research
- Yes, in decentralized clinical trial research
- Yes, in both traditional and decentralized clinical trial research
- No

When did you work in clinical trial research?

- I am currently working in clinical trial research
- I was involved in the past and I am interested working in it again in the future
- I was involved in the past and do not wish to work in it in the future

Do you talk with your patients, or a subset of patients, about clinical trials they may be eligible for?

- Yes, only about traditional clinical trials
- Yes, only about decentralized clinical trials
- Yes, about both traditional and decentralized clinical trials
- No

*In the past year, did you change your PA role or your primary employer, setting, or specialty?**

Select all that apply.

- I did not have any changes in my role, my employer, my setting, or my specialty

- Changed my role
- Changed my employer
- Changed my setting
- Changed my specialty

Have you changed, or plan to change, your specialty at any time?

- Yes, but it was 2016 or earlier
- Yes, from 2017 to present
- No, but I am hoping to before the end of 2023
- No

What specialty are you hoping to move to?

- No medical specialty
- Family medicine
- Internal medicine (general)
- Pediatrics (general)
- Cardiology
- Emergency medicine
- Pediatric subspecialties (other)
- Cardiovascular/ cardiothoracic surgery
- Addiction medicine
- Allergy & immunology
- Anesthesiology
- Bariatric surgery
- Colon & rectal surgery
- Critical care
- Dermatology
- Endocrinology
- Gastroenterology
- General surgery
- Genetics

- Geriatrics
- Hematology & oncology
- Hospice & palliative care
- Hospital medicine
- Infectious disease
- Nephrology
- Neurology
- Neurosurgery
- Nuclear medicine
- Obstetrics & gynecology
- Occupational medicine
- Oncology surgery
- Ophthalmology
- Orthopaedic surgery
- Otolaryngology
- Pain management
- Pathology
- Pediatric surgery
- Physical medicine & rehab
- Plastic surgery
- Preventive medicine
- Psychiatry
- Public health
- Pulmonology
- Radiation oncology
- Radiology
- Rheumatology
- Surgical subspecialties (other)
- Thoracic surgery
- Transplant surgery
- Trauma surgery
- Urgent care

- Urology
- Vascular surgery
- Other

How many times have you changed your specialty?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- More than 10

What was your most recent specialty prior to your current one?

As a reminder, you said that your primary specialty currently is [question('option title'), id='819']?

- No medical specialty
- Family medicine
- Internal medicine (general)
- Pediatrics (general)
- Cardiology
- Emergency medicine
- Pediatric subspecialties (other)
- Cardiovascular/ cardiothoracic surgery
- Addiction medicine
- Allergy & immunology

- Anesthesiology
- Bariatric surgery
- Colon & rectal surgery
- Critical care
- Dermatology
- Endocrinology
- Gastroenterology
- General surgery
- Genetics
- Geriatrics
- Hematology & oncology
- Hospice & palliative care
- Hospital medicine
- Infectious disease
- Nephrology
- Neurology
- Neurosurgery
- Nuclear medicine
- Obstetrics & gynecology
- Occupational medicine
- Oncology surgery
- Ophthalmology
- Orthopaedic surgery
- Otolaryngology
- Pain management
- Pathology
- Pediatric surgery
- Physical medicine & rehab
- Plastic surgery
- Preventive medicine
- Psychiatry
- Public health

- Pulmonology
- Radiation oncology
- Radiology
- Rheumatology
- Surgical subspecialties (other)
- Thoracic surgery
- Transplant surgery
- Trauma surgery
- Urgent care
- Urology
- Vascular surgery
- Other

Thinking back to the most recent time you changed your specialty, what did you do to prepare yourself to change specialties?

Select all that apply.

- CME:** Took CME related to the new specialty (but not conference or extended trainings)
- Training:** Attended conference or extended training related to the new specialty
- Self-Study:** Read and/or engaged in self-study (not CME) such as reading textbooks, journals or using UpToDate
- Mentorship:** Talked to people in the specialty and/or had a mentor
- On-the-Job:** Received on-the-job training
- Prior Experience:** Had prior experience in the specialty
- Nothing:** I did not pursue any additional education or training prior to changing specialties
- Other:** _____
- Other:** _____
- Other:** _____

How many months did it take you to become comfortable with autonomously making decisions about managing and treating patients in your new specialty?

- 0 months
- 1

- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- More than 24 months

How many months did it take you to become comfortable with autonomously making decisions about managing and treating patients as a new PA?

- 0 months
- 1
- 2
- 3
- 4

- 5
- 6
- 7
- 8
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- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- More than 24 months

Did you receive additional support or clinical onboarding specific to the skills needed for new specialty when you changed specialties?

- Yes, additional clinical onboarding specific to the skills needed for new specialty
- Yes, additional support from other providers
- Yes, both additional support and clinical onboarding specific to the skills needed for new specialty
- No

Approximately how long did the additional support and/or clinical onboarding last when starting your new specialty?

0 months

1

2

3

4

5

6

7

8

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10

11

12

13

14

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19

20

21

22

23

24

More than 24 months

Did you receive additional support or clinical onboarding specific to the skills needed for a new PA?

Yes, additional clinical onboarding specific to the skills needed for new specialty

Yes, additional support from other providers

Yes, both additional support and clinical onboarding specific to the skills needed for new specialty

No

Approximately how long did the additional support and/or clinical onboarding last when you were a new PA?

0 months

1

2

3

4

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23

24

More than 24 months

Reasons for Changes Last Year

Which best represents the top three reasons you made a job change last year?

				B e t t e r p r o f e s s i o n a l / c l i n i c a l o p p o r t u n	O p p o r t u n i t y t o s w i t c h t o a n e w c l i n i c a l f o	B e t t e r m a n a g e m e n t / l e a d e r s h i p / e n v i r o n	B e t t e r m a n a g e m e n t / l e a d e r s h i p / e n v i r o n	C o r p o r a t e o r e x t e r n a l f a c t o r s f o r c e d j o b				P e r s o n a l r e a s o n s / l i f e c h a n g e	C o m p l e t e d e d u c a t i o n o r p o s t g r a d u a t e p r o	R e - e n t e r e d w o r k f o r c e f o l l o w i n g e x t e n d e	L e f t w o r k f o r c e t o r e t i r e o r t a k e x t e n d e d	L e f t o r j o i n e d m i l i t a r y	O t h e r (p l e a s e s p e c i f y)
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Please tell us about the other reasons you changed your job last year.

Which best represents the reasons you made a specialty change last year?

Please rank your top 3 reasons for making a specialty change.

	C O V I D - 1 9	B e t t e r c o m p e n s a t i o n / b e	B e t t e r w o r k / l i f e b a l a n	B e t t e r p r o f e s s i o n a l / c l	O p p o r t u n i t y t o s w i t c h t o	I n t e r e s t / p a s s i o n f o r o t	A r e a / d e m a n d l i m i t a t i o n	B e t t e r m a n a g e m e n t / l e a d	B e t t e r m a n a g e m e n t / l e a d	C o r p o r a t e o r e x t e r n a l f a	M o v e d	B e t t e r c o m m u t e	C o m p l e t e d e d u c a t i o n o r p	R e - e n t e r e d w o r k f o r c e f f o	R e t u r n e d t o w o r k f o r c e f f o	L e f t w o r k f o r c e t o r e t i r e	L e f t o r j o i n e d t h e m i l i t a	O t h e r
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Please tell us about the other reasons you changed your specialty last year.

Optional Modules

While you are here, we have several short modules that are optional for you to complete.

Check all of the following that you are willing to volunteer your time to complete. Each of these projects is being led by a team of researchers looking to gain insights into the profession and advocate for greater opportunities for PAs. Each optional section is 5 minutes or so to complete. You can always save and return to the survey at any time.

	Yes, I am interested
Outlook on the PA Profession	<input type="checkbox"/>
Additional Demographics	<input type="checkbox"/>

and Experiences	
PA Experience in Clinical Trials	[]
Role of Genomic Medicine in a Clinical Setting	[]
Barriers to Collaboration in the Primary Care Setting	[]

Outlook on the PA Profession

As a healthcare worker, COVID-19 has negatively impacted my...

	Strongly agree	Agree	Neither disagree not agree	Disagree	Strongly disagree
Personal life	()	()	()	()	()
Professional life	()	()	()	()	()

Rate your relationship with your collaborating physician.

- () Extremely positive
- () Somewhat positive
- () Neither positive nor negative
- () Somewhat negative
- () Extremely negative

Indicate whether you agree with the following statements.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I feel fairly compensated.	()	()	()	()	()
If I had to choose over again, I would become a PA.	()	()	()	()	()
If I had to choose over again, I would pursue my current specialty as a PA.	()	()	()	()	()
I am currently practicing to the fullest extent of my training, education, and ability as a PA.	()	()	()	()	()

I feel valued by my collaborating physician.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My collaborating physician encourages me to achieve my professional goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My collaborating physician understands and acknowledges my contributions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How satisfied are you with your primary employer?

- Extremely satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Extremely dissatisfied

How likely are you to recommend your primary employer to another PA?

- Very likely
- Somewhat likely
- Neither likely nor unlikely
- Somewhat unlikely
- Very unlikely

Which best describes your overall morale and feelings about the PA profession?

	Very positive/ optimistic	Somewhat positive/ optimistic	Somewhat negative/ pessimistic	Very negative/ pessimistic
The current state of the PA profession	()	()	()	()
The future of the PA profession	()	()	()	()
The future of healthcare	()	()	()	()

How true do you feel the following statements are about you at work during the past two weeks?

	Not at all true	Somewhat true	Moderately true	Very true	Completely true
I feel happy at work	()	()	()	()	()
I feel worthwhile at work	()	()	()	()	()
My work is satisfying to me	()	()	()	()	()

I feel in control when dealing with difficult problems at work	()	()	()	()	()
My work is meaningful to me	()	()	()	()	()
I'm contributing professionally (e.g., patient care, teaching, research, and leadership) in the ways I value most	()	()	()	()	()

*To what degree have you experienced the following?
During the past two weeks I have felt...*

	Not at all	Very little	Moderately	A lot	Extremely
A sense of dread when I think about work I have to do	()	()	()	()	()
Physically exhausted at work	()	()	()	()	()

Lacking in enthusiasm at work	()	()	()	()	()
Emotionally exhausted at work	()	()	()	()	()

*To what degree have you experienced the following?
During the past two weeks my job has contributed to me feeling...*

	Not at all	Very little	Moderately	A lot	Extremely
Less empathetic with my patients	()	()	()	()	()
Less empathetic with my colleagues	()	()	()	()	()
Less sensitive to others' feelings/emotions	()	()	()	()	()
Less interested in talking with my patients	()	()	()	()	()
Less connected with my patients	()	()	()	()	()
Less connected with my colleagues	()	()	()	()	()

How satisfied are you with...?

	Very satisfied	Somewhat satisfied	Neither satisfied or dissatisfied	Somewhat dissatisfied	Very dissatisfied
Amount of time you spend interacting with each individual patient (i.e., typical time per patient visit)	()	()	()	()	()
Overall amount of time you spend interacting with patients (i.e., percentage of your typical work week that is spent directly interacting with patients)	()	()	()	()	()
Quality of time you spend with patients	()	()	()	()	()

Your ability to balance work and personal life	()	()	()	()	()
--	-----	-----	-----	-----	-----

Additional Demographics and Experiences

*Do any of the following apply to you?**

Select all that apply.

- I am from a family that receives/received public assistance (e.g., Aid to Families with Dependent Children, food stamps, Medicaid, public housing) or I receive public assistance.
- I am the first generation in my family to attend college (neither my mother nor my father attended college).
- I have a diagnosed physical condition that limits one or more major life activities.
- I have a diagnosed mental health condition that limits one or more major life activities.
- I am a sexual or gender minority (e.g., LGBTQ+).
- I am part of a religious minority.
- I am a first generation American (neither of my parents were born in the United States but I was born in the United States).
- I was part of a college/university underrepresented minority pipeline for health careers.
- I was born in a country other than the United States.
- None of the above
- I prefer not to answer.

How do you self-identify?

- Bisexual
- Gay or lesbian

- Straight or heterosexual
- I prefer to self-describe:: _____
- I prefer not to answer

What sex were you assigned at birth?

- Female
- Male
- I prefer not to answer

What is your marital status?

- Married
- In a relationship
- Single, never married
- Separated
- Divorced
- Widowed
- I prefer not to answer

How many dependents do you have (not including a spouse/partner)?

In the last year, how often did you directly experience patient behavior toward you characterized by:

	Never	Once or twice per year	A few times per year	About once per month	More than once per month	Once per week or more
Comments or compliments that belittle clinicians	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(e.g., calling women clinicians "honey" instead of "PA" or "doctor")						
Assertive inquiries into ethnic origins (e.g., "where are you really from?")	()	()	()	()	()	()
Generalizations about other people who share your ethnicity, gender, sexual orientation, or other social characteristics	()	()	()	()	()	()
Confusing you with others of the same ethnicity/race	()	()	()	()	()	()
Non-verbal disrespect (e.g., disrespectful gestures or a tattoo of a swastika)	()	()	()	()	()	()
Questioning credentials/ability because of social bias (e.g., "you don't look like a PA")	()	()	()	()	()	()
Overt verbal or non-verbal sexual	()	()	()	()	()	()

advances/sexual harassment						
Epithets/hate speech/slurs/name calling (e.g., racial slurs, gender slurs, etc)	()	()	()	()	()	()
Explicit refusal/rejection of care because of social bias	()	()	()	()	()	()
Explicit request to change to another clinician because of social bias	()	()	()	()	()	()

In the last year, how often did you directly experience the following?

	Never	Once or twice per year	A few times per year	About once per month	More than once per month	Once per week or more
Threatened with physical harm by patient	()	()	()	()	()	()
Been physically harmed by patient	()	()	()	()	()	()

In the last year, how often did you directly experience biased patient behavior based on the following characteristics (whether the patient presumed the characteristic correctly or not):

	Never	Once or twice per year	A few times per year	About once per month	More than once per month	Once per week or more
Ethnicity/race/national identity	()	()	()	()	()	()
Gender identity or expression	()	()	()	()	()	()
Religion	()	()	()	()	()	()
Sexual orientation	()	()	()	()	()	()
Disability status	()	()	()	()	()	()

In the last year, how often did you directly witness biased patient behavior based on the following characteristics (whether the patient presumed the characteristic correctly or not):

	Never	Once or twice per year	A few times per year	About once per month	More than once per month	Once per week or more
Ethnicity/race/national identity	()	()	()	()	()	()
Gender identity or expression	()	()	()	()	()	()
Religion	()	()	()	()	()	()
Sexual orientation	()	()	()	()	()	()
Disability status	()	()	()	()	()	()

If you were to directly experience or witness biased patient behavior, how comfortable would you be speaking to the following people about these experiences?

	Extremely comfortable	Very comfortable	Moderately comfortable	Slightly comfortable	Not at all comfortable
Colleague	()	()	()	()	()
Collaborating physician	()	()	()	()	()
Administrator or manager	()	()	()	()	()
Human resources	()	()	()	()	()

How prepared do you feel to care for the following patient groups?

	Extremely prepared	Very prepared	Moderately prepared	Slightly prepared	Not at all prepared
Sexual or gender minorities	()	()	()	()	()
Black, indigenous, and persons of color (BIPOC)	()	()	()	()	()
Indigent/unhoused populations	()	()	()	()	()

Non-English speakers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patients with severe mental illness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patients with cognitive impairments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Survivors of interpersonal violence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PA Experience in Clinical Trials

Did you work in clinical trial research prior to becoming a PA?

Yes

No

In which roles have you worked within clinical trial research?

Select all that apply.

Study coordinator

Sub-investigator

Research administration PI or Co-PI

Other (please specify): _____

What percentage of your time is currently spent on tasks related to the following?

_____ Clinical trials

_____ Medical practice

_____ Other

How did you become involved in clinical trial research?

Have you obtained any of the following?

	Yes, through my current employer	Yes, through a previous employer	Yes, on my own and not through an employer	No
Training on the ICH-GCP (International Conference on Harmonization-Good Clinical Practice) principles	()	()	()	()
Clinical research certification through research professional organizations such as ACRP (Association of Clinical Research Professionals)	()	()	()	()

or SOCRA (Society of Clinical Research Associates)				
--	--	--	--	--

*What are/were your roles and responsibilities in the course of your involvement in clinical trial research?
Select all that apply.*

- Writing and/or developing protocols
- Reviewing medical records
- Screening potential trial participants
- Recruiting and retaining trial participants
- Performing informed consent process
- Implementing trial protocols (managing participants and/or treating patients in the study)
- Grading study participants' adverse events
- Safety reporting including adverse events and serious adverse events
- Entering data
- Managing clinical data including compiling and reporting
- Presenting and/or publishing results
- Managing clinical research staff
- Other: _____ *
- Other: _____ *
- Other: _____ *

Please rate your current and desired skills and abilities for the following tasks and competencies.

Please note that if you provide your current skills, you are required to provide your desired skills.

Using the TAB key and the UP/DOWN ARROW keys will allow for much faster completion of all items than clicking every drop-down menu.

	Current Skills and Abilities	Desired Skills and Abilities
Screening potential trial participants	_____	_____
Recruiting and retaining trial participants	_____	_____
Implementing trial protocols (managing participants and/or treating patients in the study)	_____	_____
Safety reporting including adverse events and serious adverse events	_____	_____
Managing clinical	_____	_____

data including compiling and reporting		
Managing clinical research staff	_____	_____

What phases of clinical trial research do you have experience in?

Select all that apply.

- Pre-clinical
- Phase I
- Phase II
- Phase III
- Phase IV
- I do not recall

What clinical trial research funders do you have experience in?

Select all that apply.

- Federal government such as the National Institutes of Health
- Non-profit foundations
- Academic institutions
- Pharmaceutical industry
- Medical device industry
- Other (please specify): _____*

Which specialty does/did your clinical trial research align with?

- No medical specialty

- Family medicine
- Internal medicine (general)
- Pediatrics (general)
- Cardiology
- Emergency medicine
- Pediatric subspecialties (other)
- Cardiovascular/ cardiothoracic surgery
- Addiction medicine
- Allergy & immunology
- Anesthesiology
- Bariatric surgery
- Colon & rectal surgery
- Critical care
- Dermatology
- Endocrinology
- Gastroenterology
- General surgery
- Genetics
- Geriatrics
- Hematology & oncology
- Hospice & palliative care
- Hospital medicine
- Infectious disease
- Nephrology
- Neurology
- Neurosurgery
- Nuclear medicine
- Obstetrics & gynecology
- Occupational medicine
- Oncology surgery
- Ophthalmology
- Orthopaedic surgery

- Otolaryngology
- Pain management
- Pathology
- Pediatric surgery
- Physical medicine & rehab
- Plastic surgery
- Preventive medicine
- Psychiatry
- Public health
- Pulmonology
- Radiation oncology
- Radiology
- Rheumatology
- Surgical subspecialties (other)
- Thoracic surgery
- Transplant surgery
- Trauma surgery
- Urgent care
- Urology
- Vascular surgery
- Other

How many years in total have you been involved in clinical trial research?

If you worked in clinical trials, stopped working in clinical trials for a period of time, and restarted working in clinical trials, add up the total years.

- 0
- 1
- 2
- 3
- 4
- 5
- 6

- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
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- 45
- 46
- 47
- 48
- 49
- 50
- 51
- 52
- 53

How long after graduating PA school did you start working in clinical trial research as a PA?

- 0 years
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14

- 15
- 16
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- 38
- 39
- 40
- 41
- 42
- 43
- 44
- 45
- 46

- 47
- 48
- 49
- 50
- 51
- 52
- 53 years

Are you interested in participating in a follow-up interview so that we may learn more?

- Yes, my email is: _____
- No

Role of Genomic Medicine in a Clinical Setting

By clicking yes, you are agreeing to participate in this research.

Are you interested in participating in this survey?

- Yes
- No

How frequently do the following happen in your practice?

	Frequentl y (daily or several times/wee k)	Fairly frequentl y (weekly or every 2-3 weeks)	Sometimes (once/mont h or every 1-2 months)	Infrequentl y (every 3-5 months)	Rarel y (Ever y 6-12 month s or less)

Patients ask me questions regarding genetics/genomics, for example like questions regarding direct-to-consumer testing like 23 and me or Ancestry.com	()	()	()	()	()
I take a family history of a patient	()	()	()	()	()
I order genetic testing for patients	()	()	()	()	()
I interpret or discuss genetic test results with patients, including direct-to-consumer genetic tests like from 23 and Me or Ancestry.com	()	()	()	()	()
I refer patients to any genetic services	()	()	()	()	()

Do you feel prepared to...?

	Not at all prepared	Slightly prepared	Moderately prepared	Very prepared	Extremely prepared
--	----------------------------	--------------------------	----------------------------	----------------------	---------------------------

Diagnose patients with genetic disorders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Care for patients with genetic disorders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Answer patient questions regarding genetics/genomics , for example regarding direct-to-consumer testing like 23 and me or Ancestry.com	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What is your primary practice setting?

- Academic Medical Center
- Commercial Laboratory
- Community Hospital
- Private/Group Practice
- Other (please specify): _____ *

What is your current level of effort of a full-time equivalent (FTE) in medical genetics?

- N/A, I do not do work in medical genetics
- 0%, I work in medical genetics but am not putting in effort at this time
- 1-10%
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%

- 61-70%
- 71-80%
- 81-90%
- 91-100%

Can appointments for new patients for genetic services be scheduled with PAs in your office?

- Yes
- No

What is the typical waiting time for a NEW patient for non-emergency genetics appointments to see you?

- 1-2 Days
- 3-6 Days
- 1-3 Weeks
- 1-3 Months
- 4-6 Months
- 7-9 Months
- 10-12 Months
- >1 Year
- Not Applicable

*Of the patient populations you serve, please indicate any barriers to receiving genetic services.
Select all that apply.*

- Distance to care
- Low priority in relation to other needs
- Long wait time for genetics clinic visit
- Primary care provider does not recognize need for genetics referral
- Non-genetics providers providing genetic services
- No insurance/under-insured
- Other (please specify): _____*
- None

Are you interested in working/continuing to work in the medical genetics field at any time in the future?

- Yes
- No
- I am not sure at this time

Can you tell us why you may not be interested in working in medical genetics?

Do you feel you have had sufficient genetics education in either in PA school or following PA school to prepare you to work in medical genetics?

- Yes
- No

What do you think was missing in your genetics education?

What type of additional PA training have you received related to genetics and genomics?

Select all that apply.

- None
- Lectures at conferences
- On-line webinars
- Short course in genomics (please specify length of the course):

*

[] Fellowship (please specify length of the fellowship): _____*

[] Other (please specify): _____*

Thank You!

Email 1: 1/27/2022 and 2/2/2022

Subject: [CONTACT("FIRST NAME")], 15 minutes for more powerful PAs

2021 Nonresponders

[member nonresponder]

[contact("first name")], you can make PA compensation more competitive with one step: take the **2022 AAPA Salary Survey** before February 28! It takes less than 15 minutes. Plus, when you complete the Salary Survey you will be entered to win one of 20 \$50 gift cards.

TAKE THE SURVEY

Without your data, PAs like yourself will not have the information they need to negotiate the compensation and benefits they deserve! And remember, every AAPA member receives a free AAPA Salary Report – and the more survey responses we have, the better the data that we can provide to you.

AAPA Research

All US-based PAs who complete the survey by February 28, 2022 will be automatically entered in a drawing to win one of 20 \$50 e-gift cards. Odds of winning vary by number of respondents. No purchase necessary; void where prohibited. The drawing will take place no later than 30 days after the survey closes, and winners will be notified within two weeks of that date. For a list of winners, contact us by email.

[nonmember nonresponder]

[contact("first name")],

Want PA compensation to be more competitive? You can do your part by taking the **2022 AAPA Salary Survey** before February 28. It takes less than 15 minutes! Plus, when you complete the Salary Survey, we'll send you a FREE summary report of national-level PA compensation data and you'll be entered to win one of 20 \$50 gift cards.

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2021 Responders

[member responder]

[contact("first name")],

Many thanks you for participating in the AAPA Salary Survey last year. You helped ensure more than 35,000 PAs get a powerful tool to negotiate fair compensation. Let's do it again this year - and make PAs competitive in less than 15 minutes! Take the **2022 AAPA Salary Survey** before February 28.

TAKE THE SURVEY

Remember, every AAPA member receives a free AAPA Salary Report – and the more survey responses we have, the better the data that we can provide to you. Plus, when you complete the Salary Survey you will be entered to win one of 20 \$50 gift cards.

We look forward to hearing from you!

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[nonmember responder]

[contact("first name")],

Last year, you took the AAPA Salary Survey, helped your profession – and got a free summary salary report! Are you ready to do it all again? Just take the **2022 AAPA Salary Survey** before February 28. It takes less than 15 minutes!

TAKE THE SURVEY

Without your data, PAs will not have the information they need to negotiate the compensation and benefits they deserve! Plus, we'll send you an updated FREE summary report of national-level PA compensation data, and you'll be entered to win one of 20 \$50 gift cards.

AAPA Research

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Email 2: 2/7/2022

Subject: [contact("first name")], think PAs deserve a pay raise?

2021 nonresponders

[member nonresponder]

[contact("first name")], will you take 15 minutes to advance your profession? Complete the **2022 AAPA Salary Survey** and help us gather the most comprehensive PA salary and benefits data for the AAPA Salary Report, which PAs rely on to negotiate better salaries, bonuses, paid time off, and more.

Plus, when you complete the survey by February 28, you'll receive a FREE summary report of national-level PA compensation data, available in summer 2022. You could also win one of 20 \$50 gift cards!

TAKE THE SURVEY

This vital data informs and supports important PA-forward state and federal legislative actions. Your profession needs your participation. Thank you for taking part in AAPA's efforts to gather real, PA-driven salary information.

AAPA Research

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[nonmember nonresponder]

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2021 Responders

[member responder]

[contact("first name")],

Last year you took 15 minutes and made your profession stronger by completing the 2021 survey. We need your help again this year in gathering the most comprehensive PA salary and benefits data for the 2022 AAPA Salary Report. You and PAs like you rely on this data to negotiate salaries, bonuses, paid time off, and more. The survey closes February 28!

TAKE THE SURVEY

Because you're an AAPA member, you have access to the AAPA digital salary report in April 2022 to help you get the pay you deserve. The more responses we can collect in this survey, the better data we can provide you with each year – so help yourself by completing the survey! Plus, everyone who completes it will be entered to win one of 20 \$50 gift cards.

This vital data informs and supports important PA-forward state and federal legislative action. Your profession needs your participation. Thank you for taking part in AAPA's efforts to gather real, member-driven salary information.

AAPA Research

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[nonmember responder]

[contact("first name")], will you help advance your profession again this year like you did last year? Take just 15 minutes and complete the **2022 AAPA Salary Survey** by February 28! Your participation helps us gather the most comprehensive PA salary and benefits data for the AAPA Salary Report, a powerful PA tool.

Plus, you'll receive a FREE summary report of national-level PA compensation data, available summer 2022. You could also win one of 20 \$50 gift cards!

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Email 3: 2/12/2022

Subject: Help future [contact("primaryspecialty")] PAs get fair pay

2021 Nonresponders

[member nonresponder]

[contact("first name")],

Have you completed the **2022 AAPA Salary Survey** yet? In just 15 minutes, you can help us gather the most comprehensive PA salary and benefits data for the AAPA Salary Report, which helps PAs negotiate better pay. Plus, when you complete the survey by February 28, you'll receive a FREE summary report of national-level PA compensation data, available in summer 2022. You could also receive one of 20 \$50 gift cards!

TAKE THE SURVEY

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AAPA Research

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[nonmember nonresponder]

[contact("first name")],

Have you completed the **2022 AAPA Salary Survey** yet? In just 15 minutes, you can help us gather the most comprehensive PA salary and benefits data for the AAPA Salary report, which helps PAs negotiate better pay.

Plus, when you complete the survey by February 28, you'll receive a FREE summary of national-level PA compensation data, available in summer 2022. You could also win one of 20 \$50 gift cards!

TAKE THE SURVEY

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AAPA Research

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2021 Responders

[member responder]

[contact("first name")], we appreciate you moving the profession forward last year by completing the 2021 AAPA Salary Survey. Have you completed the **2022 AAPA Salary Survey** yet? In just 15 minutes, you can help us gather the most comprehensive PA salary and benefits data for the AAPA Salary Report, which you and other PAs rely on for negotiating power on salaries, bonuses, paid time off, and more.

TAKE THE SURVEY

Last year, more than 13,000 PAs took the survey, and 35,000 PAs accessed the salary data. We need to hear from more PAs in order to provide you with the most powerful data we can provide! Plus, when you complete the survey, you could also win one of 20 \$50 gift cards!

This vital data informs and supports important PA-forward state and federal legislative action. Your profession needs your participation. Thank you for taking part in AAPA's efforts to gather real, member-driven salary information.

AAPA Research

All US-based PAs who complete the survey by February 28, 2022 will be automatically entered in a drawing to win one of 20 \$50 e-gift cards. Odds of winning vary by number of respondents. No purchase necessary; void where prohibited. The drawing will take place no later than 30 days after the survey closes, and winners will be notified within two weeks of that date. For a list of winners, contact us by email.

[nonmember responder]

[contact("first name")], we appreciate you moving the profession forward last year by completing the 2021 AAPA Salary Survey. Have you completed the **2022 AAPA Salary Survey** yet? When you complete the survey by February 28, you'll receive a FREE summary of the national-level PA compensation data, available in summer 2022. You could also win one of 20 \$50 gift cards!

In just 15 minutes, you can help us gather the most comprehensive PA salary and benefits data for the AAPA Salary report, which helps PAs better negotiate better pay.

TAKE THE SURVEY

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AAPA Research

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Email 4: 2/18/2022

Subject: [contact("first name")], make a difference to the PA profession
2021 Nonresponders
[member nonresponder]

[contact("first name")],

You can make PA compensation more competitive. Take the **2022 AAPA Salary Survey** before February 28 - it takes less than 15 minutes! Without your data, PAs will not have the information they need to negotiate the compensation and benefits they deserve.

TAKE THE SURVEY

You and other AAPA members rely on your AAPA Salary Report every year for accurate and powerful data. The more responses we get, the more data we can provide you – so help yourself by taking the survey. Plus, you'll be entered to win one of twenty \$50 gift cards.

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[nonmember nonresponder]

[contact("first name")],

You can make PA compensation more competitive. Take the **2022 AAPA Salary Survey** before February 28. Without your data, PAs will not have the information they need to negotiate the compensation and benefits they deserve.

TAKE THE SURVEY

When you complete the Salary Survey, you'll receive a FREE summary report of national-level PA compensation data and be entered to win one of 20 \$50 gift cards.

AAPA Research

All US-based PAs who complete the survey by February 28, 2022 will be automatically entered in a drawing to win one of 20 \$50 e-gift cards. Odds of winning vary by number of respondents. No purchase necessary; void where prohibited. The drawing will take place no later than 30 days after the survey closes, and winners will be notified within two weeks of that date. For a list of winners, contact us by email.

2021 Responders

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You and other AAPA members rely on your AAPA Salary Report every year for accurate and powerful data. The more responses we get, the more data we can provide you – so help yourself by taking the survey. Plus, you'll be entered to win one of twenty \$50 gift cards.

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Email 5: 2/22/2022

Subject: What's it like to work for your employer?

2021 Nonresponders

[member nonresponder]

[contact("first name")], you only have a week left to complete the **2022 AAPA Salary Survey!** In just 15 minutes, you can help PAs across the country better advocate for themselves and for your profession. Everyone who completes the Salary Survey by February 28 will be entered to win one of 20 \$50 gift cards!

Your input strengthens the AAPA Salary Report, which arms you and other PAs with detailed compensation data that helps them demonstrate their real value.

TAKE THE SURVEY

By taking the survey, you'll help AAPA provide the PA profession – and employers – with accurate PA salary data by state, specialty, years of experience, and more. Thank you for taking part in AAPA's efforts to gather real, member-driven salary information.

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2021 Responders

[member responder]

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Just 15 minutes of your time helps PAs across the country better advocate for themselves and for your profession. Your input strengthens the AAPA Salary Report, which arms you and other PAs with detailed compensation data that helps you demonstrate your real value.

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Email 6: 2/26/2022

Subject: [contact("first name")], last chance to make the PA profession stronger.

2021 Nonresponders

[member nonresponder]

[contact("first name")], you have less than two days left to complete the **2022 AAPA Salary Survey!** It takes just 15 minutes, and your responses will help us provide PAs, employers, and healthcare administrators with the most comprehensive PA salary and benefits data. Don't miss your chance to contribute and push your profession forward.

TAKE THE SURVEY

If you complete the Salary Survey in the next two days, we'll send you a FREE summary report of national-level PA compensation data, available this summer. Plus, you'll be entered to win one of 20 \$50 gift cards! This is our final push — we need 1,000 more responses. Will you advocate for your profession?

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2021 Responders

[member responder]

[contact("first name")], this is our final call! Last year you helped move the profession forward by completing the AAPA Salary Survey. There are less than two days left to complete the **2022 AAPA Salary Survey** and help us again to provide PAs like you, your employers, and healthcare administrators with the most comprehensive PA salary benefits data.

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[nonmember responder]

[contact("first name")], last year, you took the AAPA Salary Survey, advancing your profession and earning yourself a free summary report. Are you ready to help us again?

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Please reach out to Research at research@aapa.org to learn more about data and documentation.