

2006 AAPA Physician Assistant Census Report for New Jersey

Introduction

The American Academy of Physician Assistants (AAPA) was founded in 1968 and is the only national organization representing physician assistants (PAs) in all medical specialties. The Academy educates the general public about the PA profession, assures competency of PAs through active involvement in the accreditation of PA programs, provides continuing education, and conducts PA-related research. The Academy works to promote quality, cost-effective health care, and the professional and personal growth of PAs.

From 1990 to 1995, the AAPA conducted a census survey of its members. Beginning in 1996, the census survey was expanded to include those PAs who were not members of AAPA. While the survey instrument and the data collection process have undergone some revisions since the inception of the census, the general approach and data elements have remained much the same.

The data collection effort for the 2006 AAPA Physician Assistant Census was conducted between February 23 and September 15, 2006. The 2006 Census was available online as well as on paper; 2006 was the first year that this survey was available to be completed online.

The online version of the survey was posted to the AAPA web site and an email with a link to the survey was sent on February 23, 2006 to 41,053 PAs for whom a valid email address was available. Reminder emails were sent to AAPA members with valid email addresses via AAPA's monthly E-News on March 1, April 5, May 3, June 8, and September 6, 2006.

The paper version of the survey was mailed on March 15, 2006 to all individuals, both AAPA members and non-members, who were believed to be eligible to practice as PAs in the United States as of December 31, 2005 and for whom address information was available, but the paper version of the survey was not sent to individuals from whom an electronic response had been received prior to March 6, 2006, or to individuals who had indicated on a previous Census that they were retired or working as a physician. Paper surveys were mailed to 62,968 people.

In total, 65,681 PAs were invited to participate in the 2006 Census – accounting for 93.0 percent of the 70,612 individuals eligible to practice as PAs. Completed surveys were received from 23,436 people, representing 33.2 percent of all individuals eligible to practice as PAs and 35.7 percent of the PAs who were invited to participate. Of the 26,418 AAPA members invited to participate, 15,995 (60.5%) responded; of the 39,263 non-members who were invited to participate, 7,442 (19.0%) responded.

This document presents the responses received on the Census survey and also includes certain static information derived from the AAPA Masterfile, such as sex, race, and age. It should be noted that these data have not been weighted or adjusted to account for non-response, the number of usable responses for each item varies due to item non-response, and that the percentages displayed may not sum to 100 due to rounding.

To facilitate locating specific items of interest, an index of the subjects addressed by the tables is provided in addition to a list of tables.

Highlights of National Statistics

Section I. Characteristics of Respondents and Non-Respondents

Sex: Females accounted for 62 percent of the respondents to this year's census.

Ethnicity: White PAs comprise 88 percent of the respondents.

PA Education: Just under half (44%) of respondents hold a bachelor's level PA degree; 35 percent of respondents hold a master's level PA degree.

Age: The mean age of census respondents is 41 years (median = 40), the mean age at time of graduation from PA school was 31 years (median = 29), and the mean number of years since graduation from PA school for census respondents is 11 (median = 7).

Section II. Professional Status of Respondents

Practice Status: The vast majority of respondents (91%) are in clinical practice.

Current Profession: Four percent of respondents reported working as a PA educator. This was the most common professional activity other than providing clinical services as a PA.

Section III: Information about Respondents in Clinical Practice

Number of Clinical PA Jobs: Eighty-five percent of respondents reported working exactly one clinical PA job; 15 percent work more than one clinical PA job concurrently.

Employer Type: More than four in ten respondents (44%) are employed by a single or multi-specialty physician group practice while 22 percent are employed by hospitals and 13 percent are employed by solo physician offices.

Government Employment: About 9 percent of respondents work for some type of government agency. The Department of Veterans' Affairs is the single largest government employer of PAs accounting for about two percent of respondents; state governments collectively employ just under two percent of this year's respondents.

Primary Work Setting: The most prevalent "primary" work setting, reported by 36 percent of respondents, is a hospital; the hospital departments cited most frequently as primary settings are hospital inpatient units (10%), hospital emergency rooms (9%), hospital outpatient units (7%), and hospital operating rooms (7%). Physician group practices are the primary work setting for 31 percent of respondents; 22 percent report working in a single-specialty group practice and 9 percent report working in a multi-specialty group practice. Other settings reported as the primary work setting by large numbers of PAs include solo-practice physician offices (13%), and Federally Qualified Health Centers or community health facilities (8%).

Work Settings where Clinical Services are Provided over the Course of a Typical Month:

Respondents were asked to indicate all of the settings where they provide clinical services for their primary clinical employer over the course of a typical month. The specific work settings reported by at least 20 percent of respondents are hospital inpatient units (34%), hospital emergency rooms (30%), single-specialty physician group practices (29%), hospital operating rooms (22%), hospital outpatient units (21%), and hospital intensive care/critical care units (22%).

Primary Specialty of Practice: While PAs practice in over 60 different specialty fields, 38 percent of this year's respondents reported that their primary specialty was one of the primary care fields: family/general medicine (27%), general internal medicine (7%), general pediatrics (3%), and obstetrics/gynecology (2%). Other prevalent

specialties for PAs include general surgery/surgical subspecialties (25%), emergency medicine (10%), the subspecialties of internal medicine (11%) and dermatology (3%).

Years in Clinical Practice, Years in Position, and Years in Specialty: The mean number of years respondents have been in clinical practice is 9 (median = 6), the mean number of years respondents have worked in their current position is 5 (median = 3), and the mean number of years respondents have worked in their current specialty is 7 (median = 4).

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

Metropolitan Status of Work Site: Sixteen percent of respondents work in counties that are non-metropolitan.

Functions and Responsibilities: PAs can perform a variety of functions for their primary employers. More than half (60%) reported performing minor surgical procedures, thirty-eight percent of respondents reported that they manage the care of patients in an inpatient setting and about one-quarter (24%) reported first-assisting at surgery. Nine percent of respondents reported supervising other PAs, and one in five (19%) reported supervising other clinical staff. More than one-third of respondents (36%) indicated that they precept PA students; one-fourth (24%) reported precepting students of other health professions.

Work Status: The majority of clinically practicing respondents (85%) work full-time, defined as more than 32 hours per week, for their primary clinical employer.

Section IV. Information about Respondents in Clinical Practice Who Work at Least 32 Hours per Week at Their Primary Clinical Job

Hours Worked: The mean number of hours worked by the respondents who work more than 32 hours in a typical week is 44 the median is 41 hours.

Patient Visits/Encounters: Due to the variety of work settings and specialty fields in which PAs practice, the types of patients PAs treat are quite varied. The vast majority (85%) of census respondents who work full-time see some outpatients in their primary job; the mean number of patient visits provided per week by PAs who see outpatients exclusively is 95. Over one-third of respondents who work full-time (44%) see some inpatients in their primary job; the mean number of patient encounters provided per week by respondents who see inpatients exclusively is 64. Eleven percent of respondents report seeing patients who can not be classified as inpatients, outpatients, or nursing home patients, and six percent of full-time PAs reported seeing some nursing home patients in their primary job.

Taking Call: Four in ten respondents (40%) reported taking call for their primary employer. The mean number of hours on call per month for those PAs who reported taking some call but who were not always on call is 94.

Base Pay: The majority of respondents (80%) reported receiving their base pay in the form of a salary; 18 percent indicated that they receive an hourly wage.

Compensation: Respondents reported receiving several additional forms of compensation from their primary employer. The most common form of additional compensation was a bonus or incentive pay based on the PA's productivity or performance, reported by 24 percent of respondents. Nineteen percent of respondents reported receiving a bonus based on something other than productivity or performance while 18 percent reported receiving

overtime pay. Almost half of those who reported receiving an incentive based on productivity or performance (44%) indicated that the incentive was based on revenue.

Annual Income: The median total annual income from primary employer for respondents who work at least 32 hours per week for their primary employer and who are not self-employed is \$80,356; the mean is \$84,396. The comparable figures for respondents who graduated in 2005 are \$69,517 and \$71,004, respectively.

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Section I: Characteristics of 2006 AAPA Census Respondents

Table 1.1: Number and Percent Distribution of Census Respondents by Whether Work State or State of Preferred Mailing Address was New Jersey

	Count	Percent
Total	23436	100.0%
New Jersey	363	1.5%
All Others	23073	98.5%

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	358	100.0%	22860	100.0%	23218	100.0%
Male	104	29.1%	8640	37.8%	8744	37.7%
Female	254	70.9%	14220	62.2%	14474	62.3%

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	304	100.0%	20909	100.0%	21213	100.0%
Asian/Pacific Islander	29	9.5%	719	3.4%	748	3.5%
Black (Not Hispanic)	10	3.3%	747	3.6%	757	3.6%
Hispanic/Latino Origin	7	2.3%	804	3.8%	811	3.8%
Amer Indian/Alaskan	2	.7%	166	.8%	168	.8%
White (Not Hispanic)	256	84.2%	18473	88.3%	18729	88.3%

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	319	100.0%	21359	100.0%	21678	100.0%
Certificate from PA school	81	25.4%	6488	30.4%	6569	30.3%
Associate's degree from PA school	5	1.6%	1432	6.7%	1437	6.6%
Bachelor's degree from PA school	126	39.5%	9411	44.1%	9537	44.0%
Master's degree from PA school	173	54.2%	7327	34.3%	7500	34.6%

*Percentages sum to more than 100 because some PAs received multiple degree types.

Table 1.5: Summary Measures of Age for Census Respondents

	New Jersey	All Others	Total
Count	362	23028	23390
Mean	37.3	41.4	41.3
Standard deviation	9.5	10.9	10.9
10th p-tile	27.0	28.0	28.0
25th p-tile	30.0	32.0	32.0
Median	34.0	40.0	40.0
75th p-tile	44.0	50.0	50.0
90th p-tile	51.0	57.0	57.0

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

	New Jersey	All Others	Total
Count	362	23028	23390
Mean	29.4	30.6	30.6
Standard deviation	7.0	6.8	6.8
10th p-tile	23.0	24.0	24.0
25th p-tile	25.0	26.0	26.0
Median	27.0	29.0	29.0
75th p-tile	31.3	34.0	34.0
90th p-tile	40.0	41.0	41.0

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

	New Jersey	All Others	Total
Count	363	23073	23436
Mean	8.0	10.8	10.7
Standard deviation	7.4	9.2	9.2
10th p-tile	1.4	2.0	2.0
25th p-tile	3.0	3.0	3.0
Median	5.0	7.0	7.0
75th p-tile	10.0	17.0	17.0
90th p-tile	21.0	26.0	26.0

Section II: Professional Status of Respondents

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Total	363	100.0%	23073	100.0%	23436	100.0%
In clinical practice	316	87.1%	20955	90.8%	21271	90.8%
Not in clinical practice	47	12.9%	2118	9.2%	2165	9.2%

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	363	100.0%	23073	100.0%	23436	100.0%
Clinically practicing PA	316	87.1%	20955	90.8%	21271	90.8%
Clinically practicing physician or resident	1	.3%	25	.1%	26	.1%
Clinically practicing NP	1	.3%	184	.8%	185	.8%
Other clinically practicing provider			181	.8%	181	.8%
PA educator	14	3.9%	973	4.2%	987	4.2%
Other health professions educator	2	.6%	296	1.3%	298	1.3%
Health care professional-administrator	5	1.4%	402	1.7%	407	1.7%
Health care professional-researcher	3	.8%	163	.7%	166	.7%
Health care professional-lawyer			11	.0%	11	.0%
Health care professional-public health	1	.3%	59	.3%	60	.3%
Health care professional-other	7	1.9%	418	1.8%	425	1.8%
Other non-health professional	9	2.5%	236	1.0%	245	1.0%
Student in post-graduate PA program	2	.6%	121	.5%	123	.5%
Medical student			51	.2%	51	.2%
Other student	1	.3%	89	.4%	90	.4%
Not employed by choice	11	3.0%	569	2.5%	580	2.5%
Employed, seeking PA job	1	.3%	80	.3%	81	.3%
Unemployed, seeking PA job	4	1.1%	179	.8%	183	.8%
Unemployed, seeking non-PA job	2	.6%	33	.1%	35	.1%
Retired	1	.3%	186	.8%	187	.8%
Other	10	2.8%	240	1.0%	250	1.1%

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

Section III: Information about Respondents in Clinical Practice

Table 3.1: Number and Percent Distribution of Clinically Practicing Respondents by Number of Concurrent PA Jobs

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	316	100.0%	20955	100.0%	21271	100.0%
One	262	82.9%	17866	85.3%	18128	85.2%
Two	41	13.0%	2531	12.1%	2572	12.1%
Three	9	2.8%	366	1.7%	375	1.8%
More than three	2	.6%	78	.4%	80	.4%
Self-employed w/mult contracts	2	.6%	114	.5%	116	.5%

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	314	100.0%	20611	100.0%	20925	100.0%
Self-employed	2	.6%	543	2.6%	545	2.6%
Solo physician practice	54	17.2%	2643	12.8%	2697	12.9%
Single-specialty physician group	110	35.0%	6481	31.4%	6591	31.5%
Multi-specialty physician group	33	10.5%	2611	12.7%	2644	12.6%
University hospital	37	11.8%	1615	7.8%	1652	7.9%
Other hospital	49	15.6%	2981	14.5%	3030	14.5%
Freestanding urgent care center	8	2.5%	439	2.1%	447	2.1%
Freestanding surgical center			27	.1%	27	.1%
Nursing home or LTC facility			55	.3%	55	.3%
Home health agency			4	.0%	4	.0%
Hospice			2	.0%	2	.0%
HMO	1	.3%	436	2.1%	437	2.1%
Community health center	2	.6%	1236	6.0%	1238	5.9%
Medical staffing agency	1	.3%	57	.3%	58	.3%
Physician practice mngmt org	7	2.2%	277	1.3%	284	1.4%
Integrated health system	1	.3%	245	1.2%	246	1.2%
Corrections system	2	.6%	215	1.0%	217	1.0%
Other	7	2.2%	744	3.6%	751	3.6%

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	311	100.0%	20389	100.0%	20700	100.0%
Not government employed	296	95.2%	18555	91.0%	18851	91.1%
Air Force	3	1.0%	96	.5%	99	.5%
Army			276	1.4%	276	1.3%
Navy	2	.6%	97	.5%	99	.5%
Coast Guard	1	.3%	11	.1%	12	.1%
Dept. of Veterans Affairs	1	.3%	479	2.3%	480	2.3%
Federal Bureau of Prisons/DOJ			36	.2%	36	.2%
Indian Health Service			74	.4%	74	.4%
Federal Public Health Service	2	.6%	77	.4%	79	.4%
Other Federal Government	1	.3%	95	.5%	96	.5%
State Government	5	1.6%	326	1.6%	331	1.6%
Local Government			267	1.3%	267	1.3%

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	313	100.0%	20710	100.0%	21023	100.0%
Intensive/critical care unit of hospital	10	3.2%	436	2.1%	446	2.1%
Inpatient unit of hospital (not ICU/CCU)	44	14.1%	2015	9.7%	2059	9.8%
Outpatient unit of hospital	13	4.2%	1438	6.9%	1451	6.9%
Hospital emergency room	49	15.7%	1933	9.3%	1982	9.4%
Hospital operating room	23	7.3%	1385	6.7%	1408	6.7%
Other unit of hospital	4	1.3%	287	1.4%	291	1.4%
Federally Qualified Rural Health Center			774	3.7%	774	3.7%
Other FQHC	2	.6%	407	2.0%	409	1.9%
Other community health center/facility	2	.6%	510	2.5%	512	2.4%
Freestanding urgent care facility	7	2.2%	606	2.9%	613	2.9%
Freestanding surgical facility	5	1.6%	78	.4%	83	.4%
Solo practice physician office	43	13.7%	2603	12.6%	2646	12.6%
Single-specialty physician group practice	67	21.4%	4550	22.0%	4617	22.0%
Multi-specialty physician group practice	24	7.7%	1898	9.2%	1922	9.1%
HMO facility	1	.3%	338	1.6%	339	1.6%
Nursing home or LTC facility	4	1.3%	159	.8%	163	.8%
University/college student health facility			123	.6%	123	.6%
School-based health facility			77	.4%	77	.4%
Other freestanding outpatient facility	5	1.6%	383	1.8%	388	1.8%
Correctional facility	2	.6%	229	1.1%	231	1.1%
Industrial facility/work site	2	.6%	98	.5%	100	.5%
Mobile health unit			23	.1%	23	.1%
Patients' homes	2	.6%	25	.1%	27	.1%
Other	4	1.3%	335	1.6%	339	1.6%

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	314	100.0%	20729	100.0%	21043	100.0%
Intensive/critical care unit of hospital	78	24.8%	4643	22.4%	4721	22.4%
Inpatient unit of hospital (not ICU/CCU)	117	37.3%	6948	33.5%	7065	33.6%
Outpatient unit of hospital	63	20.1%	4286	20.7%	4349	20.7%
Hospital emergency room	126	40.1%	6169	29.8%	6295	29.9%
Hospital operating room	84	26.8%	4544	21.9%	4628	22.0%
Other unit of hospital	36	11.5%	1870	9.0%	1906	9.1%
Federally Qualified Rural Health Center	2	.6%	1034	5.0%	1036	4.9%
Other FQHC	2	.6%	589	2.8%	591	2.8%
Other community health center/facility	4	1.3%	792	3.8%	796	3.8%
Freestanding urgent care facility	10	3.2%	1001	4.8%	1011	4.8%
Freestanding surgical facility	31	9.9%	1037	5.0%	1068	5.1%
Solo practice physician office	50	15.9%	2997	14.5%	3047	14.5%
Single-specialty physician group practice	92	29.3%	5978	28.8%	6070	28.8%
Multi-specialty physician group practice	36	11.5%	2589	12.5%	2625	12.5%
HMO facility	1	.3%	498	2.4%	499	2.4%
Nursing home or LTC facility	12	3.8%	1169	5.6%	1181	5.6%
University/college student health facility	4	1.3%	265	1.3%	269	1.3%
School-based health facility			169	.8%	169	.8%
Other freestanding outpatient facility	9	2.9%	649	3.1%	658	3.1%
Correctional facility	4	1.3%	352	1.7%	356	1.7%
Industrial facility/work site	2	.6%	181	.9%	183	.9%
Mobile health unit	1	.3%	86	.4%	87	.4%
Patients' homes	4	1.3%	350	1.7%	354	1.7%
Other	6	1.9%	556	2.7%	562	2.7%

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

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	312	100.0%	20686	100.0%	20998	100.0%
Family/general medicine	55	17.6%	5517	26.7%	5572	26.5%
General internal medicine	10	3.2%	1487	7.2%	1497	7.1%
Emergency medicine	51	16.3%	1994	9.6%	2045	9.7%
General pediatrics	2	.6%	514	2.5%	516	2.5%
General surgery	3	1.0%	572	2.8%	575	2.7%
Internal medicine subspecialties	39	12.5%	2297	11.1%	2336	11.1%
Pediatric subspecialties	6	1.9%	318	1.5%	324	1.5%
Surgical subspecialties	89	28.5%	4579	22.1%	4668	22.2%
Obstetrics and gynecology	8	2.6%	477	2.3%	485	2.3%
Industrial/occupational medicine	6	1.9%	489	2.4%	495	2.4%
Other	43	13.8%	2442	11.8%	2485	11.8%

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	312	100.0%	20686	100.0%	20998	100.0%
Addiction medicine	1	.3%	76	.4%	77	.4%
Allergy	2	.6%	119	.6%	121	.6%
Anesthesiology	2	.6%	54	.3%	56	.3%
Dermatology	19	6.1%	674	3.3%	693	3.3%
Emergency medicine	51	16.3%	1994	9.6%	2045	9.7%
Family practice w/o urgent care	31	9.9%	3230	15.6%	3261	15.5%
Family practice wt urgent care	24	7.7%	2287	11.1%	2311	11.0%
Genetics			4	.0%	4	.0%
Geriatrics	2	.6%	126	.6%	128	.6%
Obstetrics/gynecology	8	2.6%	477	2.3%	485	2.3%
Occupational medicine	6	1.9%	489	2.4%	495	2.4%
Ophthalmology			24	.1%	24	.1%
Pain management	3	1.0%	220	1.1%	223	1.1%
Pathology			4	.0%	4	.0%
Physical med rehab	5	1.6%	160	.8%	165	.8%
Psychiatry			201	1.0%	201	1.0%
Public health	1	.3%	37	.2%	38	.2%
Radiation oncology	1	.3%	56	.3%	57	.3%
Radiology			71	.3%	71	.3%
Interventional radiology	2	.6%	110	.5%	112	.5%
Hospital medicine	3	1.0%	236	1.1%	239	1.1%
General surgery	3	1.0%	572	2.8%	575	2.7%
Surg: cardiovascular/cardiothoracic	11	3.5%	670	3.2%	681	3.2%
Surg: colon & rectal			25	.1%	25	.1%
Surg: hand	2	.6%	49	.2%	51	.2%
Surg: neurology	5	1.6%	513	2.5%	518	2.5%
Surg: oncology	2	.6%	59	.3%	61	.3%
Surg: orthopedics	48	15.4%	2176	10.5%	2224	10.6%
Surg: otorhinolaryngology			190	.9%	190	.9%
Surg: pediatric	1	.3%	22	.1%	23	.1%
Surg: plastic	5	1.6%	150	.7%	155	.7%
Surg: thoracic			35	.2%	35	.2%
Surg: transplant	1	.3%	42	.2%	43	.2%
Surg: trauma	6	1.9%	96	.5%	102	.5%
Surg: urology	3	1.0%	253	1.2%	256	1.2%
Surg: vascular	2	.6%	138	.7%	140	.7%
Surg: bariatric	1	.3%	51	.2%	52	.2%
Surg: other	2	.6%	110	.5%	112	.5%
General pediatrics	2	.6%	514	2.5%	516	2.5%
Ped: adolescent medicine			48	.2%	48	.2%
Ped: allergy			5	.0%	5	.0%
Ped: cardiology			18	.1%	18	.1%
Ped: critical care			21	.1%	21	.1%
Ped: endocrinology			11	.1%	11	.1%
Ped: gastroenterology			17	.1%	17	.1%
Ped: hematology/oncology			8	.0%	8	.0%
Ped: infectious disease			2	.0%	2	.0%
Ped: neonatal-perinatal	4	1.3%	65	.3%	69	.3%
Ped: nephrology			2	.0%	2	.0%
Ped: neurology			18	.1%	18	.1%
Ped: pulmonology			8	.0%	8	.0%
Ped: rheumatology			4	.0%	4	.0%
Ped: oncology			18	.1%	18	.1%
Ped: other	2	.6%	73	.4%	75	.4%
General internal medicine	10	3.2%	1487	7.2%	1497	7.1%
IM: cardiology	22	7.1%	776	3.8%	798	3.8%
IM: critical care	1	.3%	81	.4%	82	.4%
IM: endocrinology	3	1.0%	104	.5%	107	.5%
IM: gastroenterology	5	1.6%	380	1.8%	385	1.8%
IM: hematology/oncology			43	.2%	43	.2%
IM: immunology			2	.0%	2	.0%
IM: infectious disease	1	.3%	109	.5%	110	.5%
IM: nephrology	1	.3%	126	.6%	127	.6%
IM: neurology	1	.3%	130	.6%	131	.6%
IM: pulmonology			87	.4%	87	.4%
IM: rheumatology			74	.4%	74	.4%
IM: oncology	3	1.0%	291	1.4%	294	1.4%
IM: other	2	.6%	94	.5%	96	.5%
Other	2	.6%	270	1.3%	272	1.3%

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

	New Jersey	All Others	Total
Respondents	315	20920	21235
Mean	5.7	9.5	9.4
Standard deviation	5.4	8.9	8.9
10th percentile	.0	1.0	1.0
25th percentile	2.0	3.0	3.0
Median	4.0	6.0	6.0
75th percentile	7.0	14.0	14.0
90th percentile	14.0	25.0	25.0

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

	New Jersey	All Others	Total
Respondents	311	20393	20704
Mean	3.1	4.9	4.9
Standard deviation	3.2	5.9	5.8
10th percentile	.0	.0	.0
25th percentile	1.0	1.0	1.0
Median	2.0	3.0	3.0
75th percentile	4.0	6.0	6.0
90th percentile	8.0	13.0	13.0

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

	New Jersey	All Others	Total
Respondents	307	19900	20207
Mean	4.1	6.6	6.5
Standard deviation	4.3	7.2	7.2
10th percentile	.0	.0	.0
25th percentile	1.0	1.0	1.0
Median	3.0	4.0	4.0
75th percentile	6.0	9.0	9.0
90th percentile	10.0	18.0	18.0

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	307	100.0%	20332	100.0%	20639	100.0%
Northeast	307	100.0%	4385	21.6%	4692	22.7%
Southeast			4899	24.1%	4899	23.7%
North Central			4344	21.4%	4344	21.0%
South Central			2768	13.6%	2768	13.4%
West			3936	19.4%	3936	19.1%

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	307	100.0%	20332	100.0%	20639	100.0%
Alaska			123	.6%	123	.6%
Alabama			105	.5%	105	.5%
Arkansas			41	.2%	41	.2%
Arizona			505	2.5%	505	2.4%
California			1613	7.9%	1613	7.8%
Colorado			572	2.8%	572	2.8%
Connecticut			452	2.2%	452	2.2%
District Of Columbia			57	.3%	57	.3%
Delaware			61	.3%	61	.3%
Florida			1112	5.5%	1112	5.4%
Georgia			623	3.1%	623	3.0%
Guam			5	.0%	5	.0%
Hawaii			48	.2%	48	.2%
Iowa			309	1.5%	309	1.5%
Idaho			177	.9%	177	.9%
Illinois			594	2.9%	594	2.9%
Indiana			210	1.0%	210	1.0%
Kansas			282	1.4%	282	1.4%
Kentucky			258	1.3%	258	1.3%
Louisiana			140	.7%	140	.7%
Massachusetts			478	2.4%	478	2.3%
Maryland			480	2.4%	480	2.3%
Maine			188	.9%	188	.9%
Michigan			988	4.9%	988	4.8%
Minnesota			412	2.0%	412	2.0%
Missouri			208	1.0%	208	1.0%
Mississippi			29	.1%	29	.1%
Montana			129	.6%	129	.6%
North Carolina			1082	5.3%	1082	5.2%
North Dakota			84	.4%	84	.4%
Nebraska			283	1.4%	283	1.4%
New Hampshire			141	.7%	141	.7%
New Jersey	307	100.0%			307	1.5%
New Mexico			141	.7%	141	.7%
Nevada			140	.7%	140	.7%
New York			1710	8.4%	1710	8.3%
Ohio			515	2.5%	515	2.5%
Oklahoma			299	1.5%	299	1.4%
Oregon			288	1.4%	288	1.4%
Pennsylvania			1212	6.0%	1212	5.9%
Rhode Island			76	.4%	76	.4%
South Carolina			213	1.0%	213	1.0%
South Dakota			153	.8%	153	.7%
Tennessee			321	1.6%	321	1.6%
Texas			1264	6.2%	1264	6.1%
Utah			218	1.1%	218	1.1%
Virginia			467	2.3%	467	2.3%
Vermont			67	.3%	67	.3%
Washington			617	3.0%	617	3.0%
Wisconsin			588	2.9%	588	2.8%
West Virginia			181	.9%	181	.9%
Wyoming			73	.4%	73	.4%

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	287	100.0%	19241	100.0%	19528	100.0%
Not metro						
NonMetro, with urban pop >20K and adjacent to metro area			920	4.8%	920	4.7%
NonMetro, with urban pop >20K, not adjacent to metro area			497	2.6%	497	2.5%
NonMetro, with urban pop 2.5K-20K, adjacent to metro area			805	4.2%	805	4.1%
NonMetro, with urban pop 2.5K-20K, not adjacent to metro area			601	3.1%	601	3.1%
NonMetro, with urban pop < 2,500, adjacent to metro area			117	.6%	117	.6%
NonMetro, with urban pop <2,500, not adjacent to metro area			220	1.1%	220	1.1%
Metro						
Metro, >1M Population	247	86.1%	9077	47.2%	9324	47.7%
Metro, 250K-1M Population	32	11.1%	4677	24.3%	4709	24.1%
Metro, <250K Population	8	2.8%	2327	12.1%	2335	12.0%

Zip Code of primary work site was linked to County Rural-Urban Continuum Code from the Area Resource File obtained through the Bureau of Health Professions, US-DHHS.

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	311	100.0%	20459	100.0%	20770	100.0%
Minor surgical procedures	185	59.5%	12221	59.7%	12406	59.7%
First assisting at surgery	97	31.2%	4942	24.2%	5039	24.3%
Manage the care of patients in an inpatient setting	147	47.3%	7665	37.5%	7812	37.6%
Serve on the quality assurance committee	27	8.7%	1656	8.1%	1683	8.1%
Serve on the utilization review committee	12	3.9%	635	3.1%	647	3.1%
Participate in the conduct of clinical trials	33	10.6%	2380	11.6%	2413	11.6%
Serve on formulary/pharmaceutical selection committee	8	2.6%	557	2.7%	565	2.7%
Decision making about procurement of medical/surgical equipment/supplies	57	18.3%	4013	19.6%	4070	19.6%
Supervisory/managerial responsibilities for other PAs	37	11.9%	1907	9.3%	1944	9.4%
Supervisory/managerial responsibilities for clinical staff other than PAs	49	15.8%	3850	18.8%	3899	18.8%
Supervisory/managerial responsibilities for non-clinical staff	26	8.4%	1757	8.6%	1783	8.6%
Precept PA students	102	32.8%	7319	35.8%	7421	35.7%
Precept students of other health professions	79	25.4%	4966	24.3%	5045	24.3%

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

Table 3.15: Number and Percent Distribution of Clinically Practicing Respondents by Hours Worked per Week at Primary Clinical Job

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	316	100.0%	20955	100.0%	21271	100.0%
32 or more hours	263	83.2%	17887	85.4%	18150	85.3%
Less than 32 hours	49	15.5%	2666	12.7%	2715	12.8%
Hours not reported	4	1.3%	402	1.9%	406	1.9%

Section IV: Information about Respondents Who Work at Least 32 Hours per Week at Their Primary Clinical Job

Table 4.1: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Patients Treated*

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	175	100.0%	12291	100.0%	12466	100.0%
See some inpatients	91	52.0%	5443	44.3%	5534	44.4%
See some outpatients	137	78.3%	10430	84.9%	10567	84.8%
See some nursing home patients	12	6.9%	689	5.6%	701	5.6%
See some other patients**	23	13.1%	1341	10.9%	1364	10.9%

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

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

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

	New Jersey	All Others	Total
Respondents	263	17887	18150
Mean	43.7	44.3	44.3
Standard deviation	6.6	8.0	8.0
10th percentile	36.0	36.0	36.0
25th percentile	40.0	40.0	40.0
Median	40.0	41.0	41.0
75th percentile	50.0	50.0	50.0
90th percentile	50.0	55.0	55.0

Table 4.3: Summary Measures of Hours Providing Direct Inpatient Care per Week for Respondents Who See Inpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job*

	New Jersey	All Others	Total
Respondents	26	1128	1154
Mean	41.5	43.2	43.2
Standard deviation	6.2	7.4	7.3
10th percentile	35.0	36.0	35.0
25th percentile	36.0	40.0	40.0
Median	40.0	40.0	40.0
75th percentile	45.0	48.0	48.0
90th percentile	50.0	50.0	50.0

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

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

	New Jersey	All Others	Total
Respondents	22	1059	1081
Mean	63.7	63.7	63.7
Standard deviation	42.9	42.6	42.6
10th percentile	15.3	20.0	20.0
25th percentile	37.5	35.0	35.0
Median	55.0	50.0	50.0
75th percentile	85.0	90.0	90.0
90th percentile	117.5	110.0	110.0

Table 4.5: Summary Measures of Hours Providing Direct Outpatient Care per Week for Respondents Who See Outpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job*

	New Jersey	All Others	Total
Respondents	48	4733	4781
Mean	38.8	39.0	39.0
Standard deviation	4.5	5.4	5.4
10th percentile	33.0	33.0	33.0
25th percentile	35.0	35.0	35.0
Median	39.5	40.0	40.0
75th percentile	40.0	40.0	40.0
90th percentile	45.0	45.0	45.0

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

Table 4.6: Summary Measures of Outpatient Visits per Week for Respondents Who See Outpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job

	New Jersey	All Others	Total
Respondents	48	4670	4718
Mean	102.1	94.5	94.6
Standard deviation	44.8	39.9	39.9
10th percentile	44.5	50.0	50.0
25th percentile	72.5	70.0	70.0
Median	100.0	90.0	90.0
75th percentile	125.0	115.0	115.0
90th percentile	166.0	140.0	140.0

Table 4.7 Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Whether Call is Taken

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	258	100.0%	17711	100.0%	17969	100.0%
Do not take call	181	70.2%	10588	59.8%	10769	59.9%
Take some call	69	26.7%	6095	34.4%	6164	34.3%
Take call, hours unknown	1	.4%	138	.8%	139	.8%
Always on call	7	2.7%	890	5.0%	897	5.0%

Table 4.8 Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Call Taken*

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	260	100.0%	17735	100.0%	17995	100.0%
Emergency department call	18	6.9%	1901	10.7%	1919	10.7%
Surgical assisting call	26	10.0%	2206	12.4%	2232	12.4%
In-house call	28	10.8%	2188	12.3%	2216	12.3%
Other call	44	16.9%	3746	21.1%	3790	21.1%
Do not take call	181	69.6%	10588	59.7%	10769	59.8%
Call taken, type not indicated	1	.4%	50	.3%	51	.3%

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

Table 4.9: Summary Measures of Call Hours per Month for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job*

	New Jersey	All Others	Total
Respondents	69	6093	6162
Mean	86.0	94.2	94.1
Standard deviation	68.4	87.2	87.1
10th percentile	12.0	12.0	12.0
25th percentile	29.0	30.0	30.0
Median	80.0	72.0	72.0
75th percentile	120.0	130.0	130.0
90th percentile	168.0	200.0	200.0

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

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

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	260	100.0%	17735	100.0%	17995	100.0%
Personal policy funded by employer	103	39.6%	5998	33.8%	6101	33.9%
Personal policy, self-funded	6	2.3%	513	2.9%	519	2.9%
Rider on employer's policy, funded by employer	114	43.8%	8751	49.3%	8865	49.3%
Rider on employer's policy, self-funded			176	1.0%	176	1.0%
Other type of liability insurance	6	2.3%	553	3.1%	559	3.1%
No professional liability insurance coverage	2	.8%	430	2.4%	432	2.4%
Don't know	33	12.7%	1975	11.1%	2008	11.2%

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

Table 4.11: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Type of Base Pay Received*

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	252	100.0%	16839	100.0%	17091	100.0%
No base pay	2	.8%	235	1.4%	237	1.4%
Salary	205	81.3%	13464	80.0%	13669	80.0%
Hourly wage	44	17.5%	3027	18.0%	3071	18.0%
Other base pay	1	.4%	113	.7%	114	.7%

*Excludes self-employed PAs.

Table 4.12: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Additional Compensation Received*

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	246	100.0%	16263	100.0%	16509	100.0%
No additional pay	77	31.3%	5227	32.1%	5304	32.1%
Surgical assisting fees	3	1.2%	329	2.0%	332	2.0%
Overtime pay	36	14.6%	2859	17.6%	2895	17.5%
Administrative pay	7	2.8%	426	2.6%	433	2.6%
Pay for on-call availability	9	3.7%	1439	8.8%	1448	8.8%
Pay for on-call services/events	10	4.1%	1453	8.9%	1463	8.9%
Bonus not based on performance	65	26.4%	3007	18.5%	3072	18.6%
Bonus based on performance of practice	33	13.4%	2173	13.4%	2206	13.4%
Bonus based on performance of PA	62	25.2%	3972	24.4%	4034	24.4%
Bonus based on something else	15	6.1%	863	5.3%	878	5.3%

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

Table 4.13: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job and Receive Incentive Pay Based on Productivity or Performance by Measures on Which Incentive is Based*

	New Jersey		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	78	100.0%	5131	100.0%	5209	100.0%
Bonus based on charges	16	20.5%	953	18.6%	969	18.6%
Bonus based on revenues	34	43.6%	2255	43.9%	2289	43.9%
Bonus based on relative value units	14	17.9%	745	14.5%	759	14.6%
Bonus based on profit	23	29.5%	1289	25.1%	1312	25.2%
Bonus based on number of visits or panel size	21	26.9%	961	18.7%	982	18.9%
Bonus based on quality of care	15	19.2%	777	15.1%	792	15.2%
Bonus based on patient satisfaction	17	21.8%	798	15.6%	815	15.6%
Bonus based on other factors	8	10.3%	453	8.8%	461	8.9%

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

Table 4.14: Summary Measures of Total Annual Income from Primary Employer for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job*

	New Jersey	All Others	Total
Respondents	258	17088	17346
Mean	\$88,792	\$84,329	\$84,396
Standard deviation	\$19,922	\$21,999	\$21,975
10th percentile	\$67,697	\$62,433	\$62,472
25th percentile	\$75,570	\$69,908	\$70,016
Median	\$85,583	\$80,244	\$80,356
75th percentile	\$97,594	\$94,164	\$94,260
90th percentile	\$112,019	\$110,712	\$110,721

*Excludes self-employed PAs.

Table 4.15: Summary Measures of Total Annual Income from Primary Employer for Respondents Who Graduated in 2005 and Work at Least 32 Hours per Week at Primary Clinical Job*

	New Jersey	All Others	Total
Respondents	32	1837	1869
Mean	\$78,059	\$70,881	\$71,004
Standard deviation	\$12,357	\$12,719	\$12,743
10th percentile	\$66,226	\$57,884	\$58,040
25th percentile	\$68,034	\$63,490	\$63,653
Median	\$76,129	\$69,418	\$69,517
75th percentile	\$82,673	\$76,215	\$76,416
90th percentile	\$91,245	\$85,360	\$85,375

*Excludes self-employed PAs.

Table 4.16: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Source of Funds for Types of Insurance*

	New Jersey		All Others		Total		
	Count	Percent	Count	Percent	Count	Percent	
Respondents	252	100.0%	16343	100.0%	16595	100.0%	
Professional Liability Insurance	Employer pays 95-100%	247	98.0%	15952	97.6%	16199	97.6%
	Employer pays 50-94%	2	.8%	97	.6%	99	.6%
	Employer pays 1-49%			33	.2%	33	.2%
	Employer pays 0%	3	1.2%	261	1.6%	264	1.6%
Individual Health Insurance	Employer pays 95-100%	113	50.0%	7252	48.0%	7365	48.1%
	Employer pays 50-94%	81	35.8%	5414	35.9%	5495	35.9%
	Employer pays 1-49%	12	5.3%	1065	7.1%	1077	7.0%
	Employer pays 0%	20	8.8%	1368	9.1%	1388	9.1%
Family Health Insurance	Employer pays 95-100%	58	39.5%	2801	24.4%	2859	24.6%
	Employer pays 50-94%	46	31.3%	4119	35.8%	4165	35.8%
	Employer pays 1-49%	11	7.5%	1227	10.7%	1238	10.6%
	Employer pays 0%	32	21.8%	3344	29.1%	3376	29.0%
Dental Insurance	Employer pays 95-100%	65	30.8%	4436	30.8%	4501	30.8%
	Employer pays 50-94%	58	27.5%	4527	31.4%	4585	31.4%
	Employer pays 1-49%	18	8.5%	1440	10.0%	1458	10.0%
	Employer pays 0%	70	33.2%	4011	27.8%	4081	27.9%
Disability Insurance	Employer pays 95-100%	88	41.9%	6184	43.8%	6272	43.8%
	Employer pays 50-94%	37	17.6%	2539	18.0%	2576	18.0%
	Employer pays 1-49%	16	7.6%	1059	7.5%	1075	7.5%
	Employer pays 0%	69	32.9%	4325	30.7%	4394	30.7%
Term Life Insurance	Employer pays 95-100%	55	28.9%	5482	40.9%	5537	40.7%
	Employer pays 50-94%	23	12.1%	1974	14.7%	1997	14.7%
	Employer pays 1-49%	18	9.5%	1307	9.7%	1325	9.7%
	Employer pays 0%	94	49.5%	4644	34.6%	4738	34.8%

*Excludes self-employed PAs.

Table 4.17: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Source of Funds for Select Expenses*

	New Jersey		All Others		Total		
	Count	Percent	Count	Percent	Count	Percent	
Respondents	215	100.0%	14864	100.0%	15079	100.0%	
Pension/Retirement Fund	Employer pays 95-100%	46	21.4%	3482	23.4%	3528	23.4%
	Employer pays 50-94%	30	14.0%	3070	20.7%	3100	20.6%
	Employer pays 1-49%	84	39.1%	5741	38.6%	5825	38.6%
	Employer pays 0%	55	25.6%	2571	17.3%	2626	17.4%
DEA Registration Fees	Employer pays 95-100%	119	62.0%	10494	77.9%	10613	77.7%
	Employer pays 50-94%	3	1.6%	186	1.4%	189	1.4%
	Employer pays 1-49%	2	1.0%	90	.7%	92	.7%
	Employer pays 0%	68	35.4%	2705	20.1%	2773	20.3%
NCCPA Fees	Employer pays 95-100%	132	55.5%	10262	64.9%	10394	64.8%
	Employer pays 50-94%	7	2.9%	280	1.8%	287	1.8%
	Employer pays 1-49%			140	.9%	140	.9%
	Employer pays 0%	99	41.6%	5123	32.4%	5222	32.6%
AAPA Dues	Employer pays 95-100%	132	55.0%	9981	64.2%	10113	64.0%
	Employer pays 50-94%	7	2.9%	268	1.7%	275	1.7%
	Employer pays 1-49%			137	.9%	137	.9%
	Employer pays 0%	101	42.1%	5167	33.2%	5268	33.4%
State PA Chapter Dues	Employer pays 95-100%	110	50.2%	8091	56.9%	8201	56.8%
	Employer pays 50-94%	4	1.8%	223	1.6%	227	1.6%
	Employer pays 1-49%			139	1.0%	139	1.0%
	Employer pays 0%	105	47.9%	5772	40.6%	5877	40.7%
Specialty Organization Dues	Employer pays 95-100%	80	43.5%	5293	46.5%	5373	46.4%
	Employer pays 50-94%	4	2.2%	225	2.0%	229	2.0%
	Employer pays 1-49%	3	1.6%	127	1.1%	130	1.1%
	Employer pays 0%	97	52.7%	5742	50.4%	5839	50.5%
AAPA Annual Conference Registration Fees	Employer pays 95-100%	127	56.7%	7868	57.2%	7995	57.2%
	Employer pays 50-94%	23	10.3%	1119	8.1%	1142	8.2%
	Employer pays 1-49%	8	3.6%	611	4.4%	619	4.4%
	Employer pays 0%	66	29.5%	4151	30.2%	4217	30.2%
Credentialing Fees	Employer pays 95-100%	162	69.8%	11389	75.5%	11551	75.4%
	Employer pays 50-94%	10	4.3%	342	2.3%	352	2.3%
	Employer pays 1-49%	1	.4%	206	1.4%	207	1.4%
	Employer pays 0%	59	25.4%	3143	20.8%	3202	20.9%

*Excludes self-employed PAs.