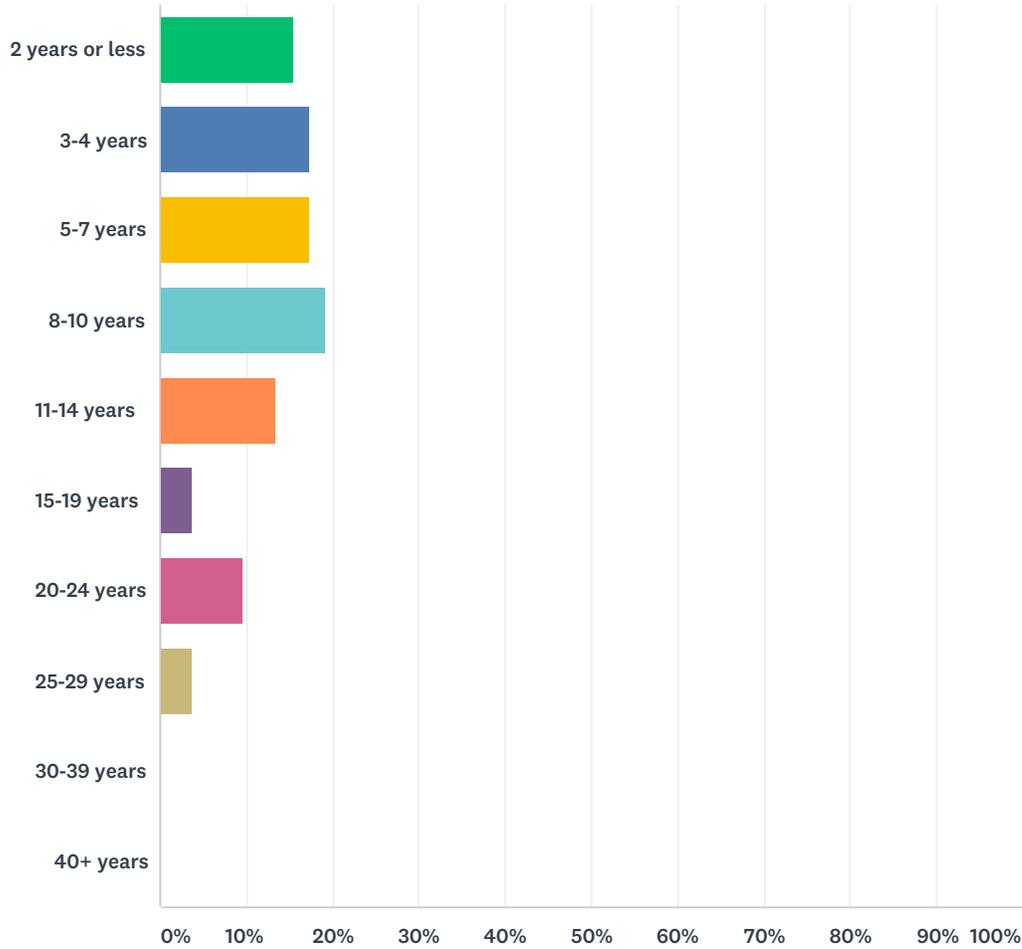


Q1 How long have you been an AAPA member?

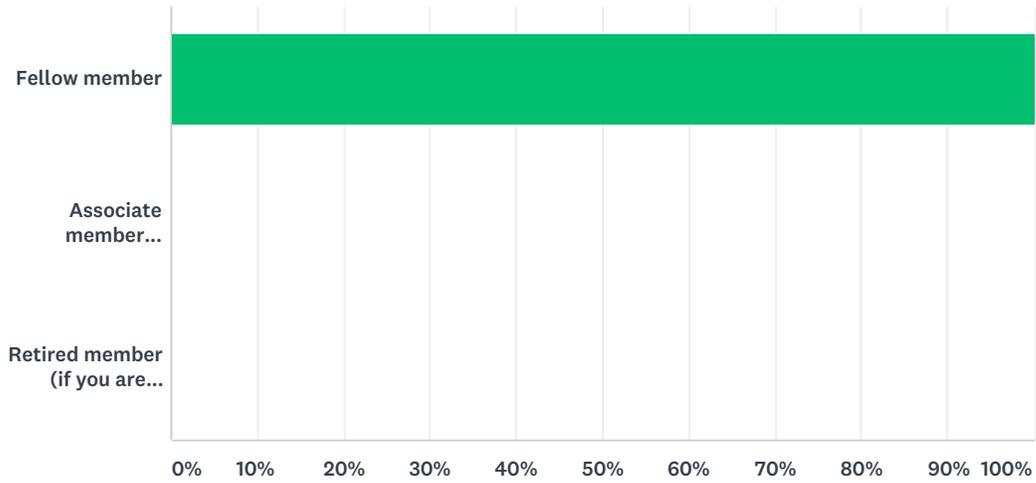
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
2 years or less	15.38%	8
3-4 years	17.31%	9
5-7 years	17.31%	9
8-10 years	19.23%	10
11-14 years	13.46%	7
15-19 years	3.85%	2
20-24 years	9.62%	5
25-29 years	3.85%	2
30-39 years	0.00%	0
40+ years	0.00%	0
TOTAL		52

Q2 Please select your current AAPA membership type:

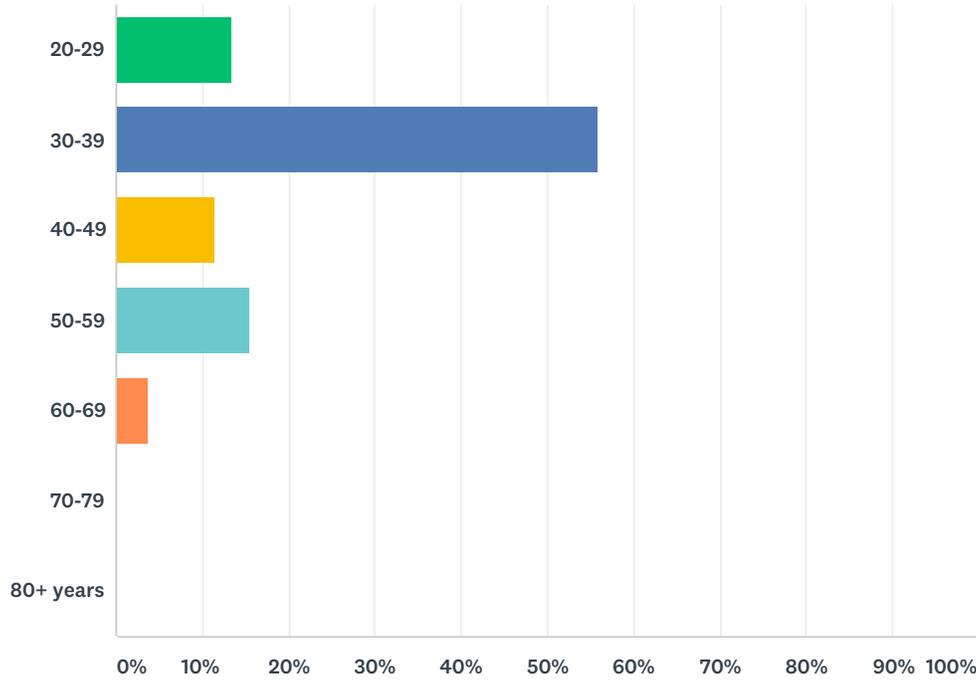
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES
Fellow member	100.00% 52
Associate member (graduated in 2018 or before and have not yet passed the ASCP exam)	0.00% 0
Retired member (if you are retired, no longer working, and have not applied to move to the retired category, please email info@pathassist.org for further instruction)	0.00% 0
TOTAL	52

Q3 What is your age?

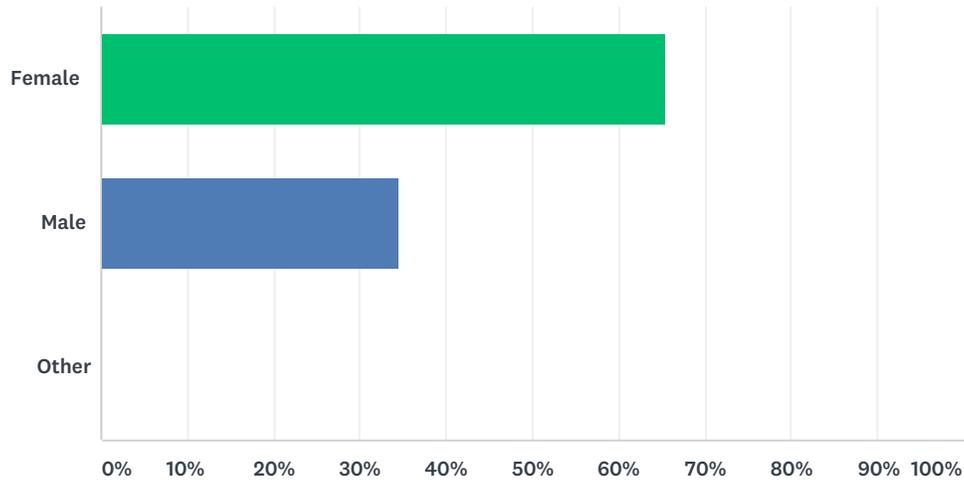
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
20-29	13.46%	7
30-39	55.77%	29
40-49	11.54%	6
50-59	15.38%	8
60-69	3.85%	2
70-79	0.00%	0
80+ years	0.00%	0
TOTAL		52

Q4 What is your gender, in relation to gauging salary disparities?

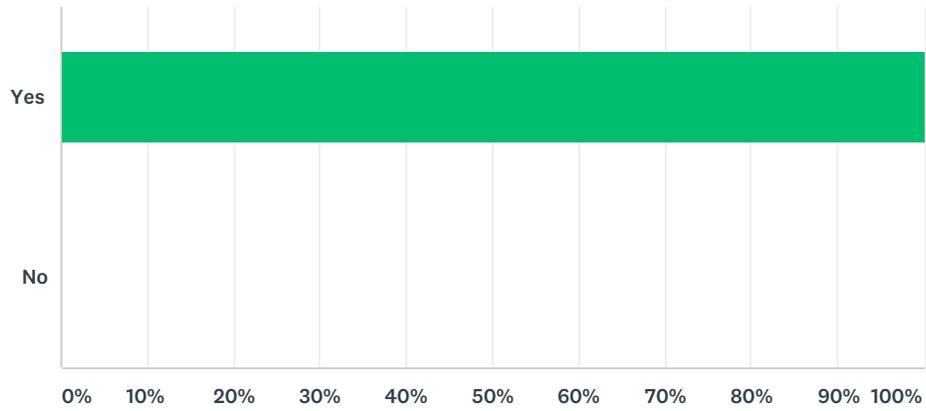
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	65.38%	34
Male	34.62%	18
Other	0.00%	0
TOTAL		52

Q5 Are you ASCP certified?

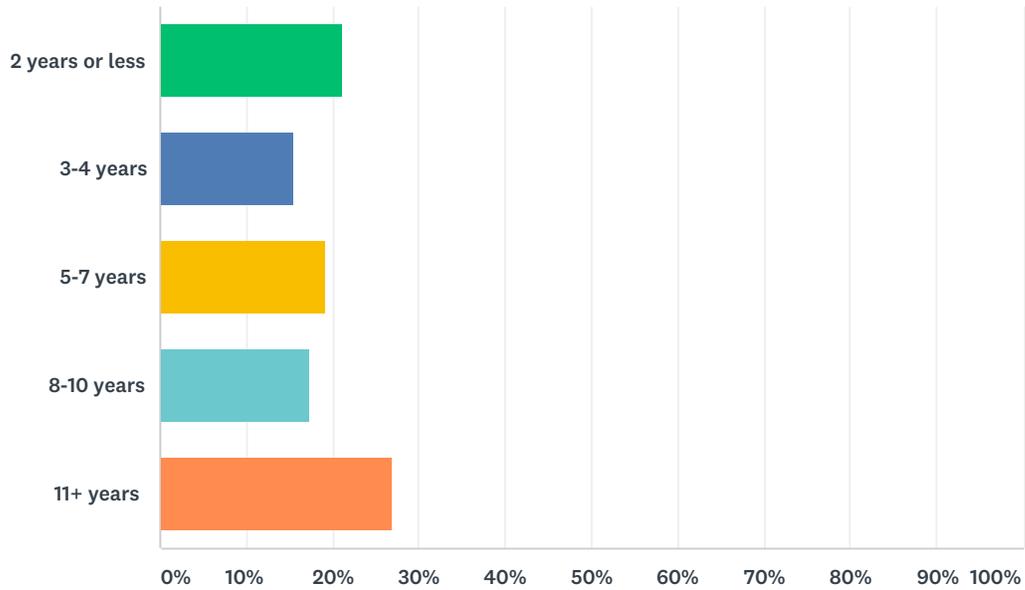
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	100.00%	52
No	0.00%	0
TOTAL		52

Q6 If you are ASCP certified, how many years have you been certified?

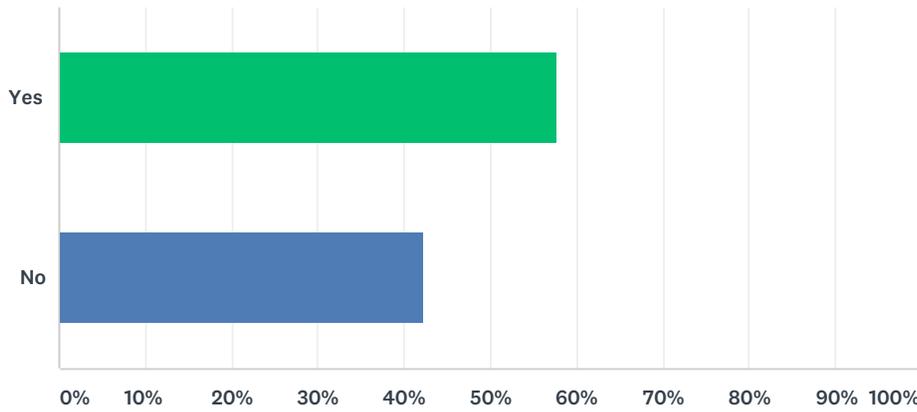
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
2 years or less	21.15%	11
3-4 years	15.38%	8
5-7 years	19.23%	10
8-10 years	17.31%	9
11+ years	26.92%	14
TOTAL		52

Q7 Are you a current ASCP member?Note: ASCP membership is voluntary and separate from certification offered through the ASCP Board of Certification.

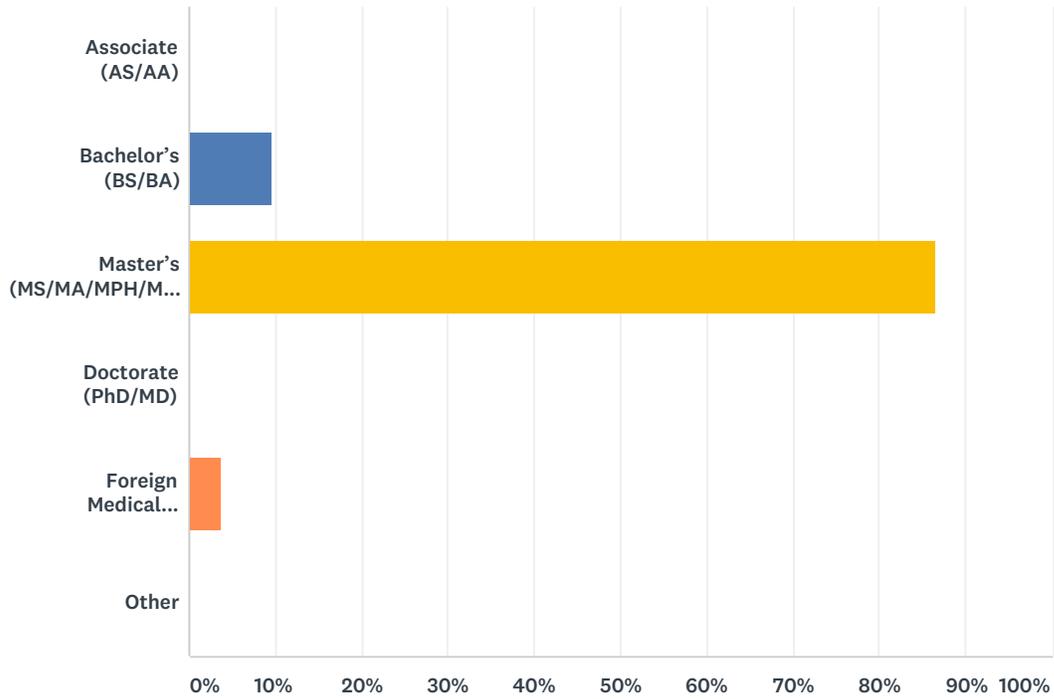
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	57.69%	30
No	42.31%	22
TOTAL		52

Q8 What is the highest level of education you have achieved?

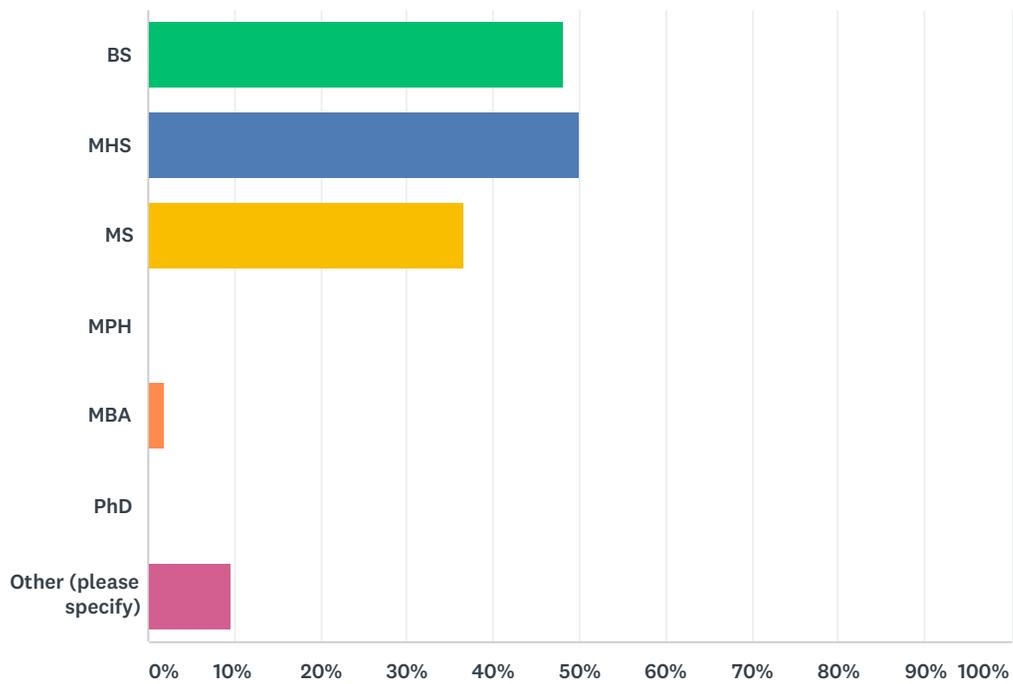
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Associate (AS/AA)	0.00%	0
Bachelor's (BS/BA)	9.62%	5
Master's (MS/MA/MPH/MHS/MBA)	86.54%	45
Doctorate (PhD/MD)	0.00%	0
Foreign Medical Graduate	3.85%	2
Other	0.00%	0
TOTAL		52

Q9 What specific postgraduate degree(s) do you have? (check all that apply)

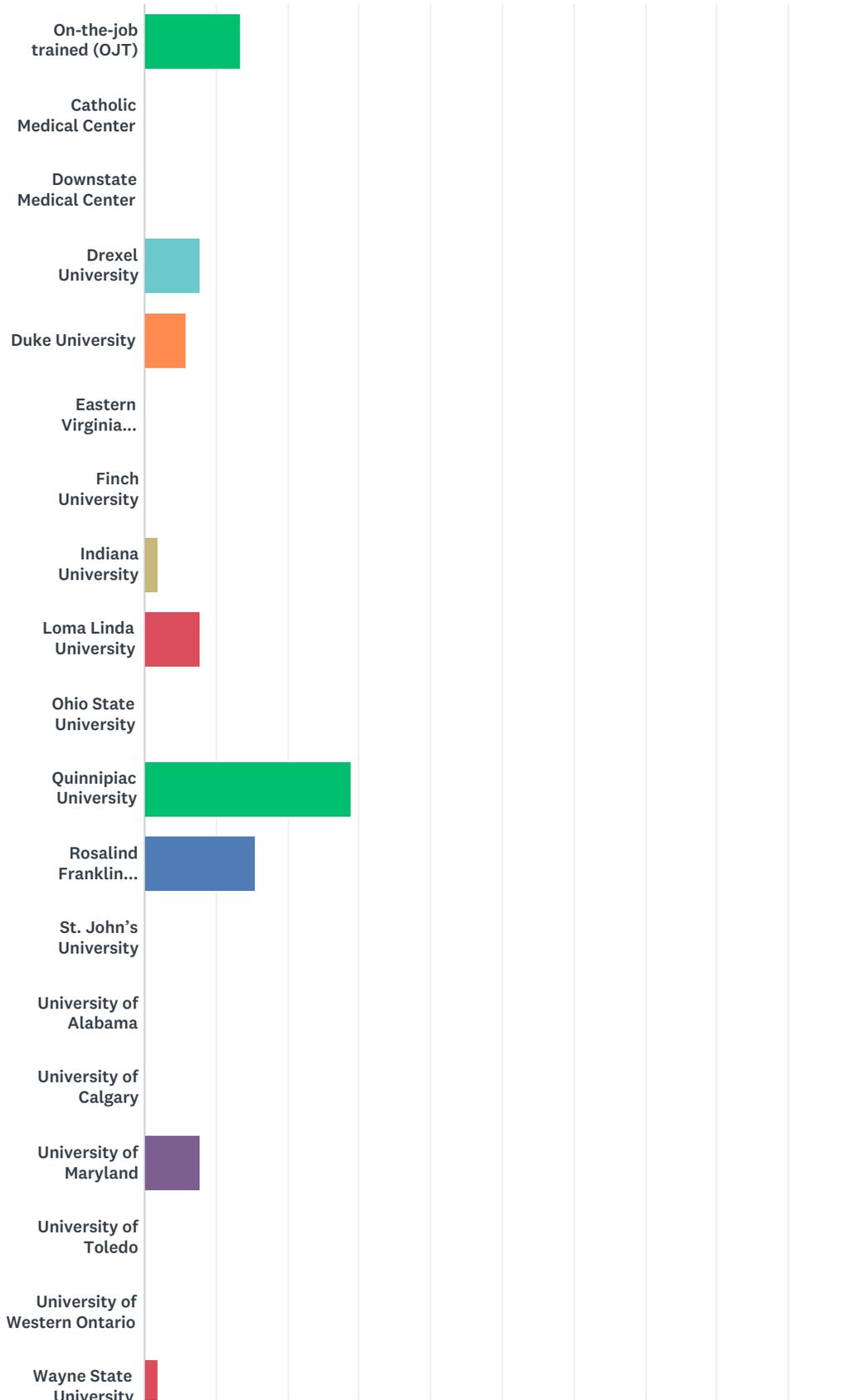
Answered: 52 Skipped: 0

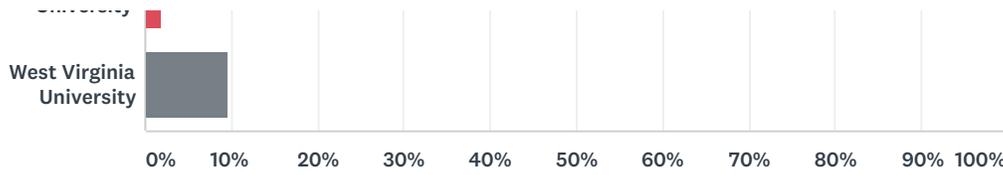


ANSWER CHOICES	RESPONSES	
BS	48.08%	25
MHS	50.00%	26
MS	36.54%	19
MPH	0.00%	0
MBA	1.92%	1
PhD	0.00%	0
Other (please specify)	9.62%	5
Total Respondents: 52		

Q10 Which pathologists' assistant training program did/do you attend?

Answered: 52 Skipped: 0

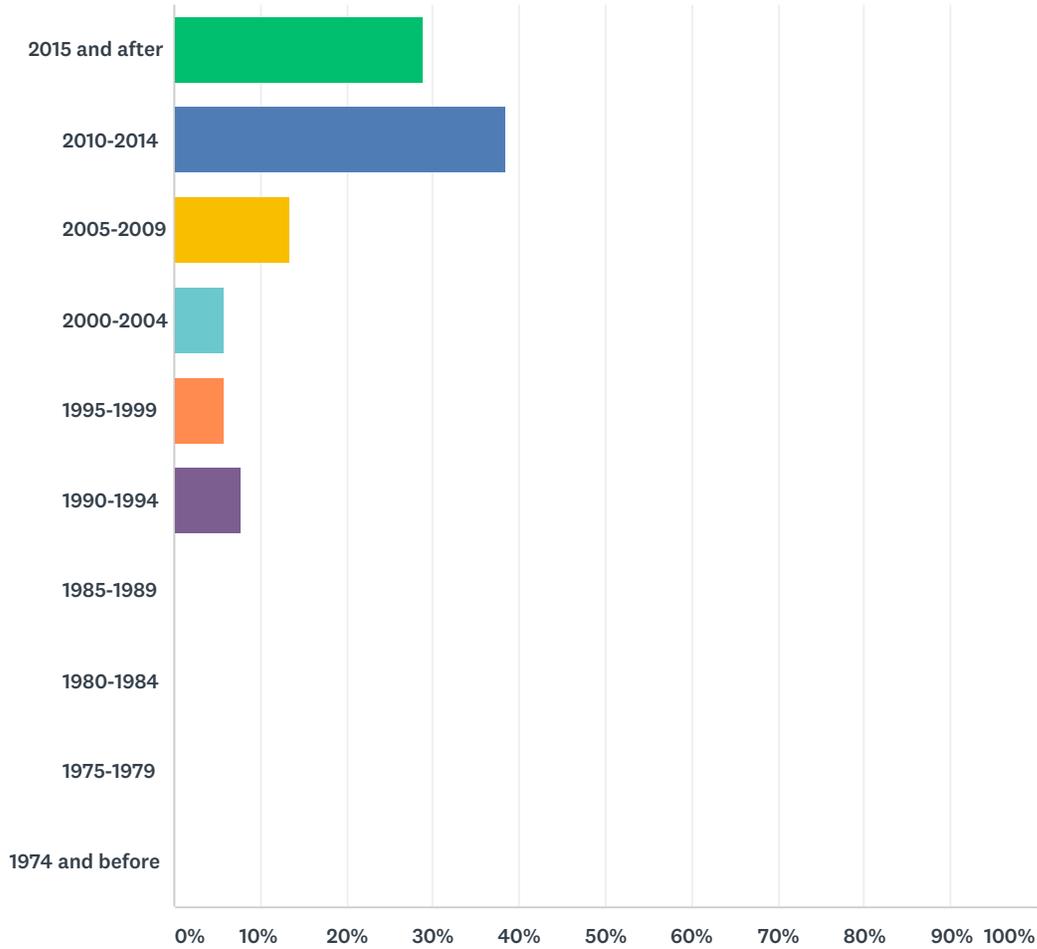




ANSWER CHOICES	RESPONSES	
On-the-job trained (OJT)	13.46%	7
Catholic Medical Center	0.00%	0
Downstate Medical Center	0.00%	0
Drexel University	7.69%	4
Duke University	5.77%	3
Eastern Virginia Medical School	0.00%	0
Finch University	0.00%	0
Indiana University	1.92%	1
Loma Linda University	7.69%	4
Ohio State University	0.00%	0
Quinnipiac University	28.85%	15
Rosalind Franklin University of Medicine and Science	15.38%	8
St. John's University	0.00%	0
University of Alabama	0.00%	0
University of Calgary	0.00%	0
University of Maryland	7.69%	4
University of Toledo	0.00%	0
University of Western Ontario	0.00%	0
Wayne State University	1.92%	1
West Virginia University	9.62%	5
TOTAL		52

Q11 When did you/will you graduate?

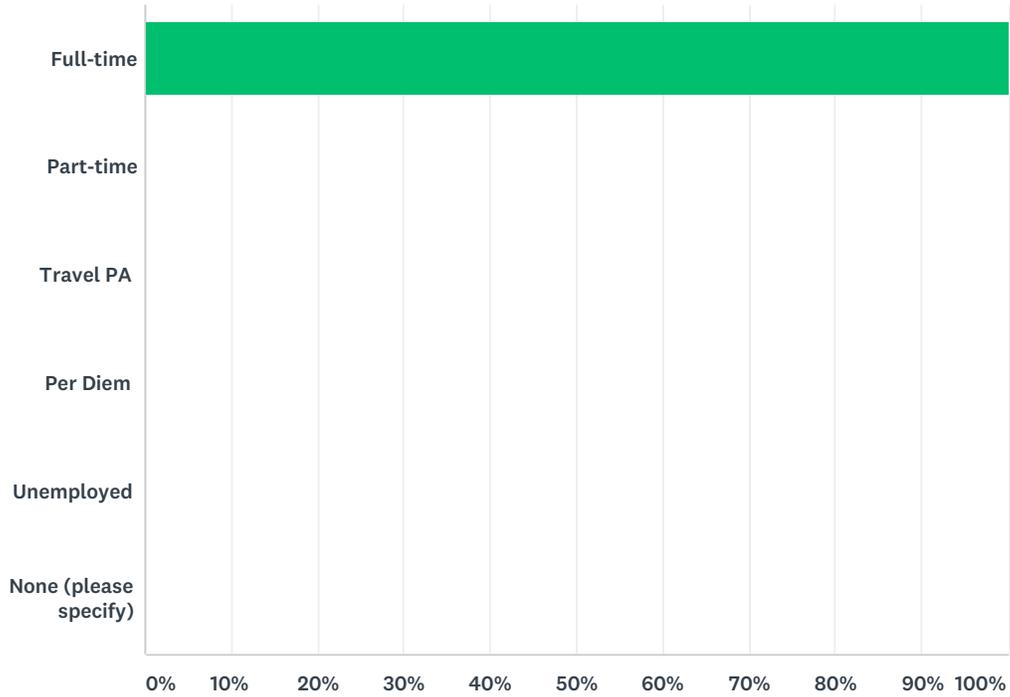
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
2015 and after	28.85%	15
2010-2014	38.46%	20
2005-2009	13.46%	7
2000-2004	5.77%	3
1995-1999	5.77%	3
1990-1994	7.69%	4
1985-1989	0.00%	0
1980-1984	0.00%	0
1975-1979	0.00%	0
1974 and before	0.00%	0
TOTAL		52

Q12 Please select your current employment status:

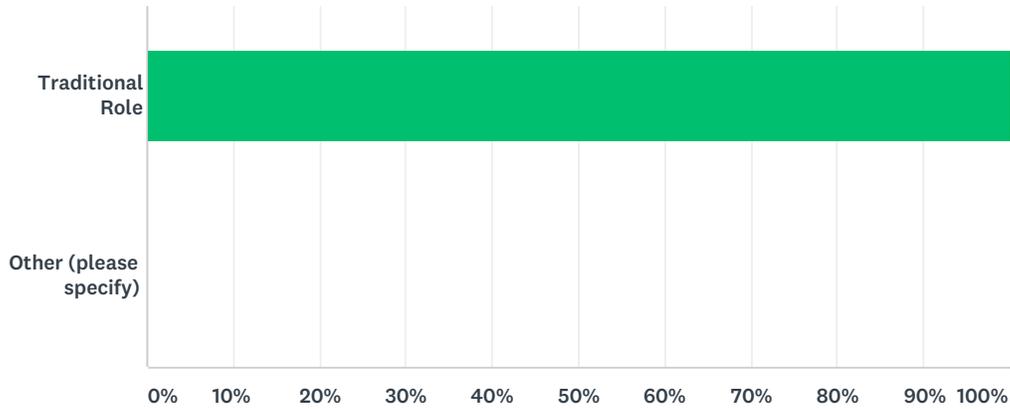
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time	100.00%	52
Part-time	0.00%	0
Travel PA	0.00%	0
Per Diem	0.00%	0
Unemployed	0.00%	0
None (please specify)	0.00%	0
TOTAL		52

Q13 Are you in a traditional full time PA role, i.e. 1.0 FTE exempt high-salaried employee?

Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Traditional Role	100.00%	52
Other (please specify)	0.00%	0
TOTAL		52

Q14 Are you in a traditional part-time PA role?

Answered: 0 Skipped: 52

 No matching responses.

ANSWER CHOICES	RESPONSES	
Traditional Role	0.00%	0
Travelling PA	0.00%	0
Other (please specify)	0.00%	0
TOTAL		0

Q15 How many weeks per year do you work as a travel PA?

Answered: 0 Skipped: 52

 No matching responses.

ANSWER CHOICES	RESPONSES	
1-5	0.00%	0
6-10	0.00%	0
11-15	0.00%	0
16-20	0.00%	0
21-25	0.00%	0
26-30	0.00%	0
31-35	0.00%	0
36-40	0.00%	0
41-45	0.00%	0
45+	0.00%	0
TOTAL		0

Q16 Are you in a traditional per diem PA role?

Answered: 0 Skipped: 52

 No matching responses.

ANSWER CHOICES	RESPONSES	
Traditional Role	0.00%	0
Other (please specify)	0.00%	0
TOTAL		0

Q17 Which best describes you:

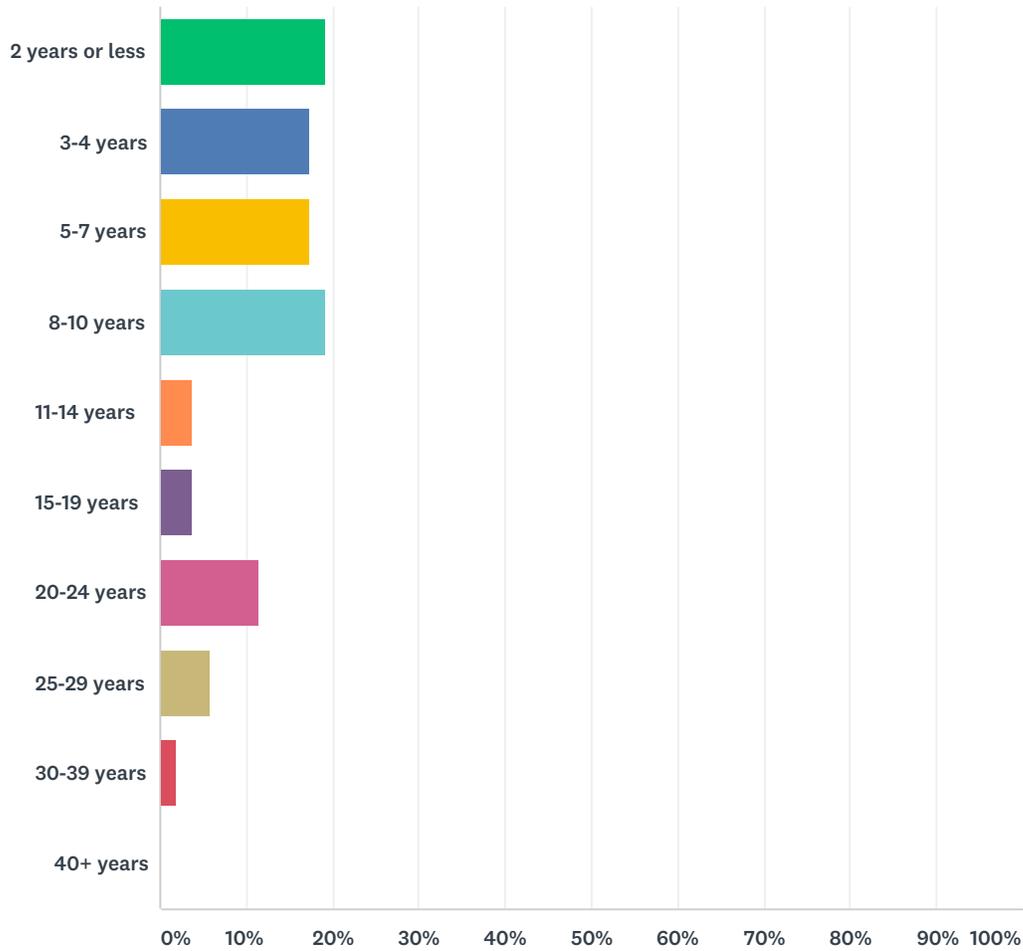
Answered: 0 Skipped: 52

 No matching responses.

ANSWER CHOICES	RESPONSES	
Can't find a job	0.00%	0
Between jobs	0.00%	0
Not seeking employment at this time	0.00%	0
Work outside the PA field	0.00%	0
TOTAL		0

Q18 How many years have you worked as a PA?

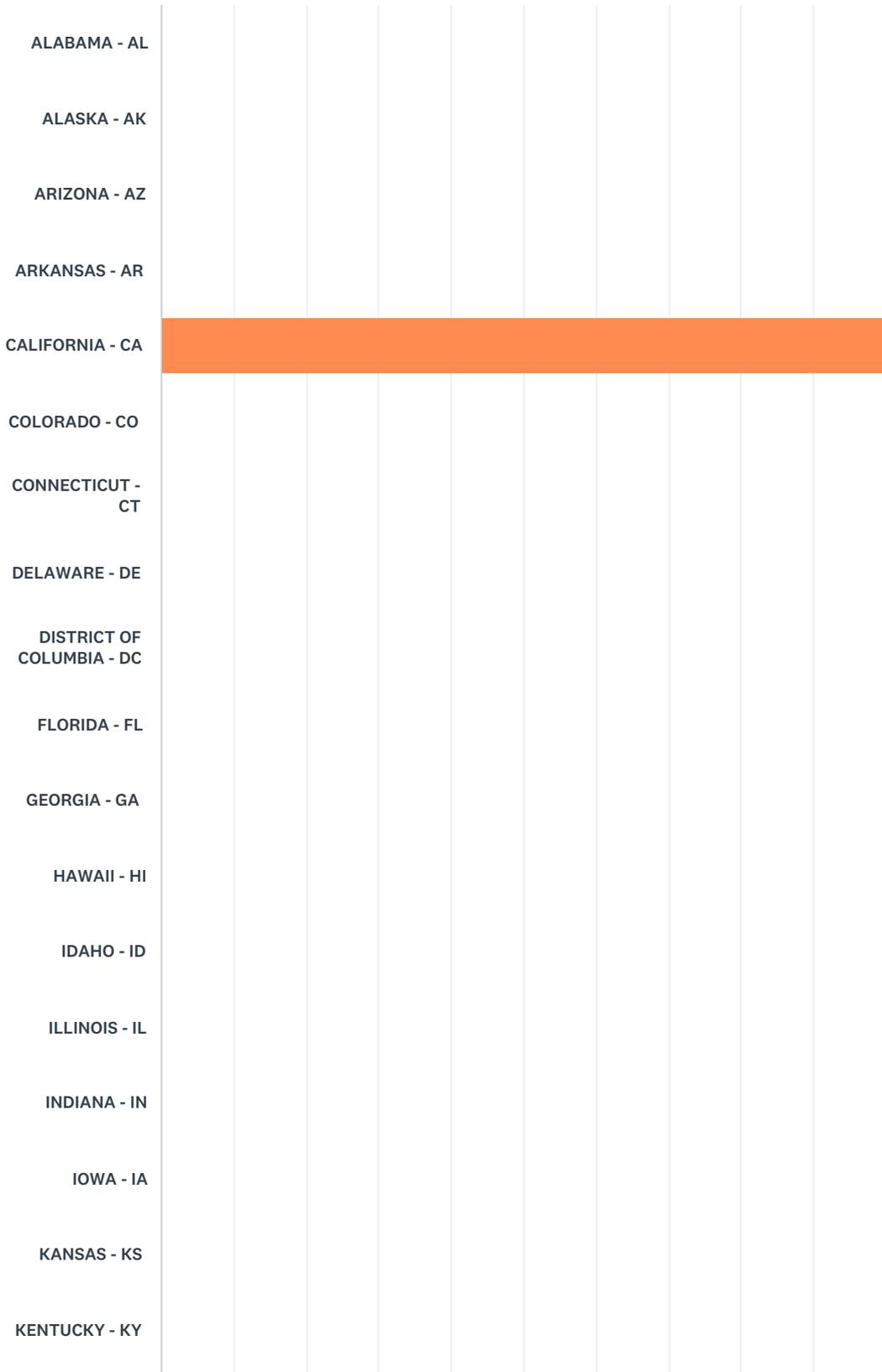
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
2 years or less	19.23%	10
3-4 years	17.31%	9
5-7 years	17.31%	9
8-10 years	19.23%	10
11-14 years	3.85%	2
15-19 years	3.85%	2
20-24 years	11.54%	6
25-29 years	5.77%	3
30-39 years	1.92%	1
40+ years	0.00%	0
TOTAL		52

Q19 In what state (or country outside the U.S.) are you currently primarily employed?

Answered: 52 Skipped: 0



LOUISIANA - LA

MAINE - ME

MARYLAND - MD

MASSACHUSETTS
- MA

MICHIGAN - MI

MINNESOTA - MN

MISSISSIPPI -
MS

MISSOURI - MO

MONTANA - MT

NEBRASKA - NE

NEVADA - NV

NEW HAMPSHIRE
- NH

NEW JERSEY - NJ

NEW MEXICO -
NM

NEW YORK - NY

NORTH
CAROLINA
- NC

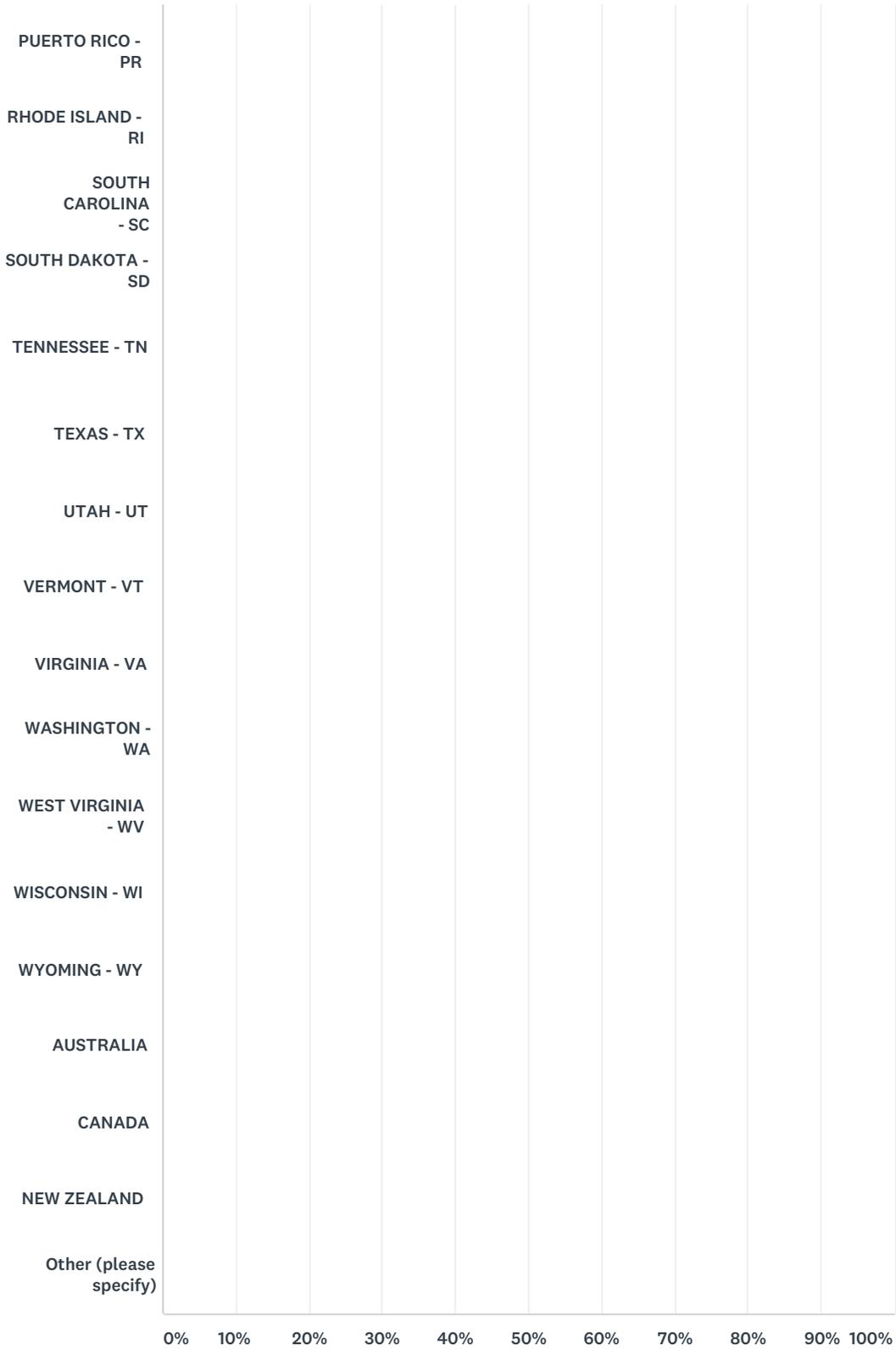
NORTH DAKOTA -
ND

OHIO - OH

OKLAHOMA - OK

OREGON - OR

PENNSYLVANIA -
PA



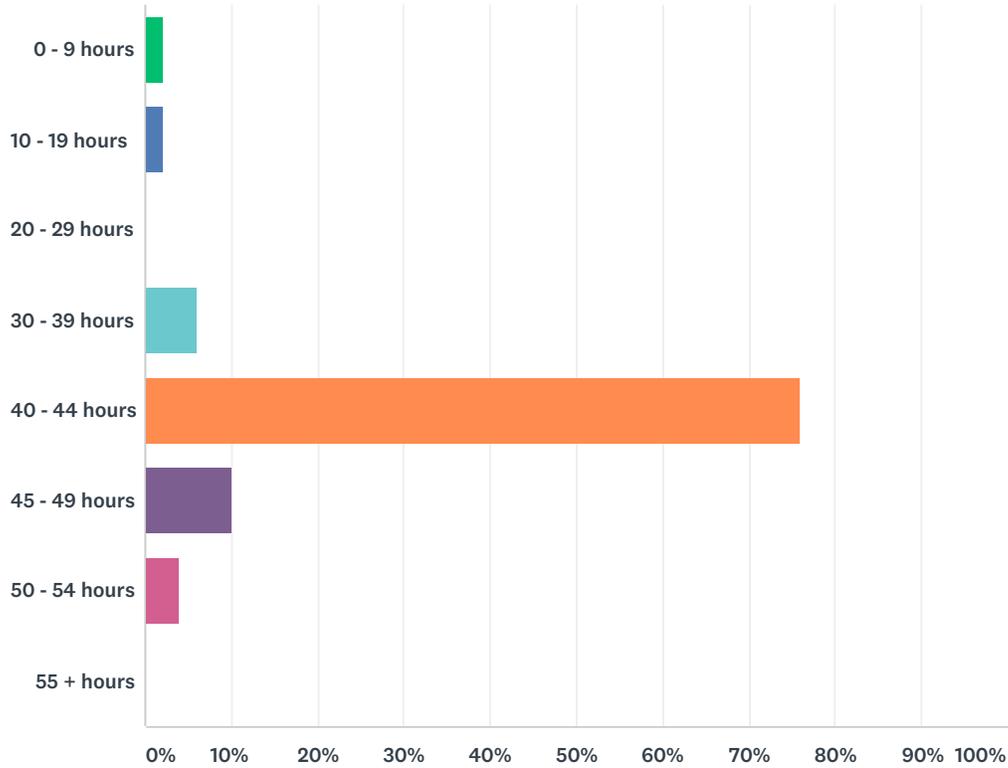
ANSWER CHOICES	RESPONSES	
ALABAMA - AL	0.00%	0
ALASKA - AK	0.00%	0
ARIZONA - AZ	0.00%	0

ARKANSAS - AR	0.00%	0
CALIFORNIA - CA	100.00%	52
COLORADO - CO	0.00%	0
CONNECTICUT - CT	0.00%	0
DELAWARE - DE	0.00%	0
DISTRICT OF COLUMBIA - DC	0.00%	0
FLORIDA - FL	0.00%	0
GEORGIA - GA	0.00%	0
HAWAII - HI	0.00%	0
IDAHO - ID	0.00%	0
ILLINOIS - IL	0.00%	0
INDIANA - IN	0.00%	0
IOWA - IA	0.00%	0
KANSAS - KS	0.00%	0
KENTUCKY - KY	0.00%	0
LOUISIANA - LA	0.00%	0
MAINE - ME	0.00%	0
MARYLAND - MD	0.00%	0
MASSACHUSETTS - MA	0.00%	0
MICHIGAN - MI	0.00%	0
MINNESOTA - MN	0.00%	0
MISSISSIPPI - MS	0.00%	0
MISSOURI - MO	0.00%	0
MONTANA - MT	0.00%	0
NEBRASKA - NE	0.00%	0
NEVADA - NV	0.00%	0
NEW HAMPSHIRE - NH	0.00%	0
NEW JERSEY - NJ	0.00%	0
NEW MEXICO - NM	0.00%	0
NEW YORK - NY	0.00%	0
NORTH CAROLINA - NC	0.00%	0
NORTH DAKOTA - ND	0.00%	0
OHIO - OH	0.00%	0
OKLAHOMA - OK	0.00%	0
OREGON - OR	0.00%	0

PENNSYLVANIA - PA	0.00%	0
PUERTO RICO - PR	0.00%	0
RHODE ISLAND - RI	0.00%	0
SOUTH CAROLINA - SC	0.00%	0
SOUTH DAKOTA - SD	0.00%	0
TENNESSEE - TN	0.00%	0
TEXAS - TX	0.00%	0
UTAH - UT	0.00%	0
VERMONT - VT	0.00%	0
VIRGINIA - VA	0.00%	0
WASHINGTON - WA	0.00%	0
WEST VIRGINIA - WV	0.00%	0
WISCONSIN - WI	0.00%	0
WYOMING - WY	0.00%	0
AUSTRALIA	0.00%	0
CANADA	0.00%	0
NEW ZEALAND	0.00%	0
Other (please specify)	0.00%	0
TOTAL		52

Q20 How many hours do you average each week?

Answered: 50 Skipped: 2



ANSWER CHOICES	RESPONSES
0 - 9 hours	2.00% 1
10 - 19 hours	2.00% 1
20 - 29 hours	0.00% 0
30 - 39 hours	6.00% 3
40 - 44 hours	76.00% 38
45 - 49 hours	10.00% 5
50 - 54 hours	4.00% 2
55 + hours	0.00% 0
TOTAL	50

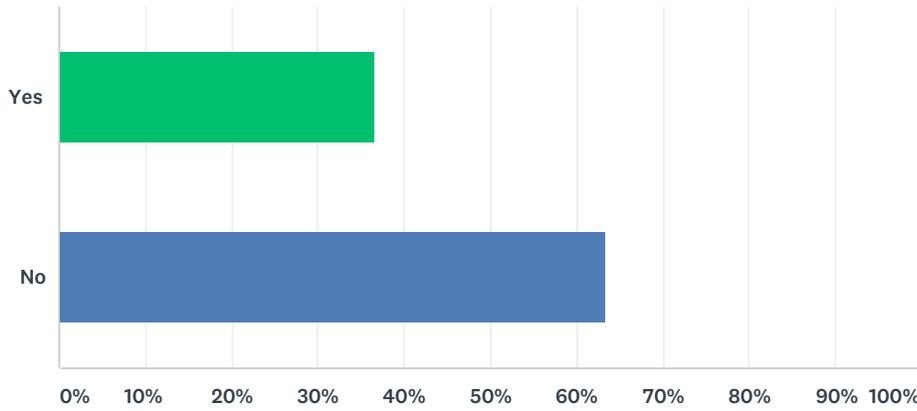
Q21 In what type of practice do you spend the majority of your time? List by percentage to total 100%. Note: insert percentages where applicable to add up to 100%, i.e. 75% community hospital, 25% private group.

Answered: 50 Skipped: 2

ANSWER CHOICES	RESPONSES	
Community Hospital	44.00%	22
Academic/University	38.00%	19
Private Group	20.00%	10
Laboratory	14.00%	7
Military Hospital	6.00%	3
Other	8.00%	4

Q22 Do you work at multiple sites?

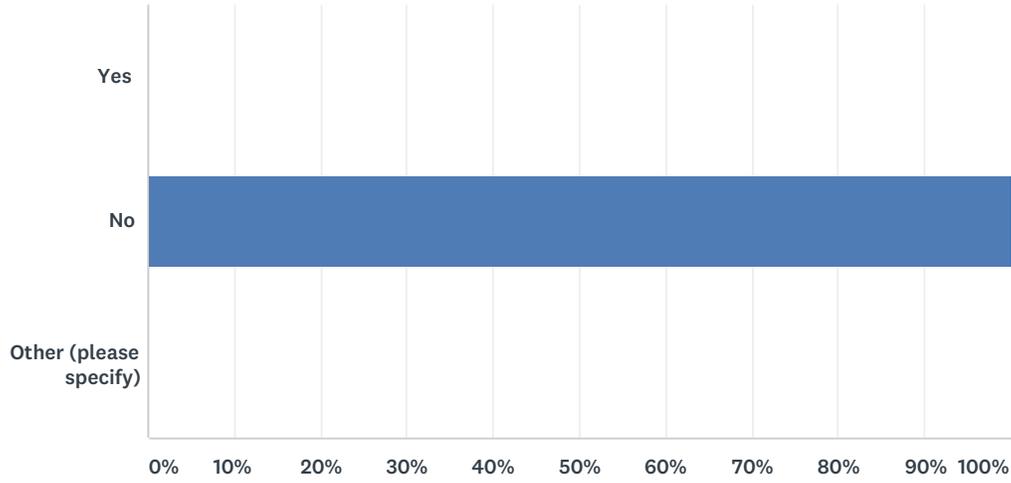
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	36.54%	19
No	63.46%	33
TOTAL		52

Q23 If yes, do you cross state lines?

Answered: 42 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	100.00%	42
Other (please specify)	0.00%	0
TOTAL		42

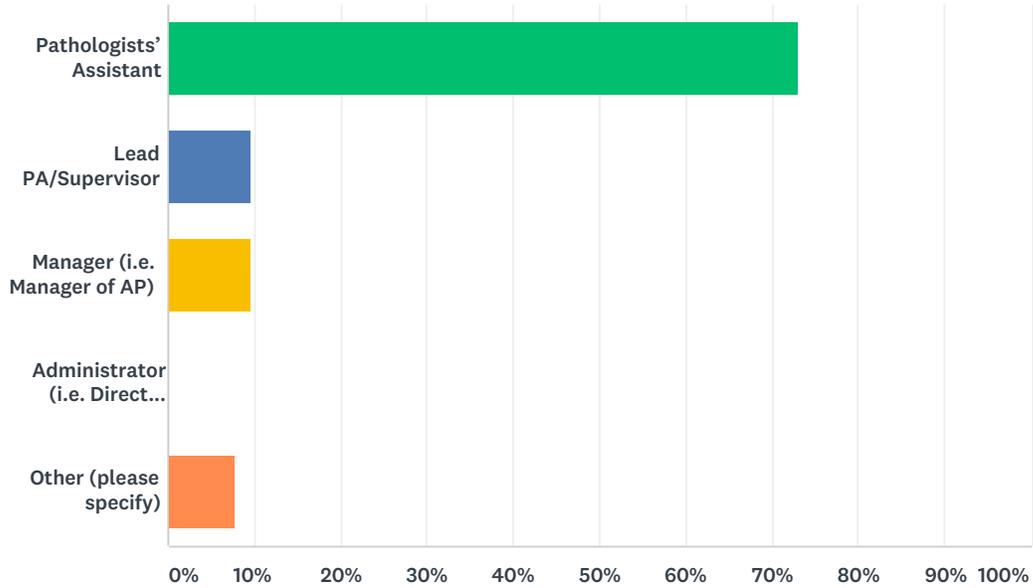
Q24 How are your days spent? Which of the following is included in your job responsibilities? List by percentage to total 100%. Note: insert percentages where applicable to add up to 100%, i.e. 75% grossing, 10% autopsy, 15% admin.

Answered: 52 Skipped: 0

ANSWER CHOICES	RESPONSES	
Administration / management / scheduling / supervisor role	55.77%	29
Management (Lab, LEAN, etc.)	28.85%	15
Autopsy clinical history, reports, microscopic signout	30.77%	16
Autopsy gross, diening	34.62%	18
CAP Inspection	34.62%	18
Grossing / Prosecting	94.23%	49
Gross photos / Photomicroscopy	51.92%	27
Frozen sections	69.23%	36
Research or Academic Preparations (Manual prep, Conference prep, etc)	23.08%	12
Supply maintenance, Instrument Maintenance, Safety	38.46%	20
Quality assurance / QA coding review	40.38%	21
Specimen accession / Transcription / CPT coding	40.38%	21
Teaching / Training / instruction – PAs, Residents, and other lab or clinical personnel	48.08%	25
Tissue bank	28.85%	15
Other	11.54%	6

Q25 What is your job title?

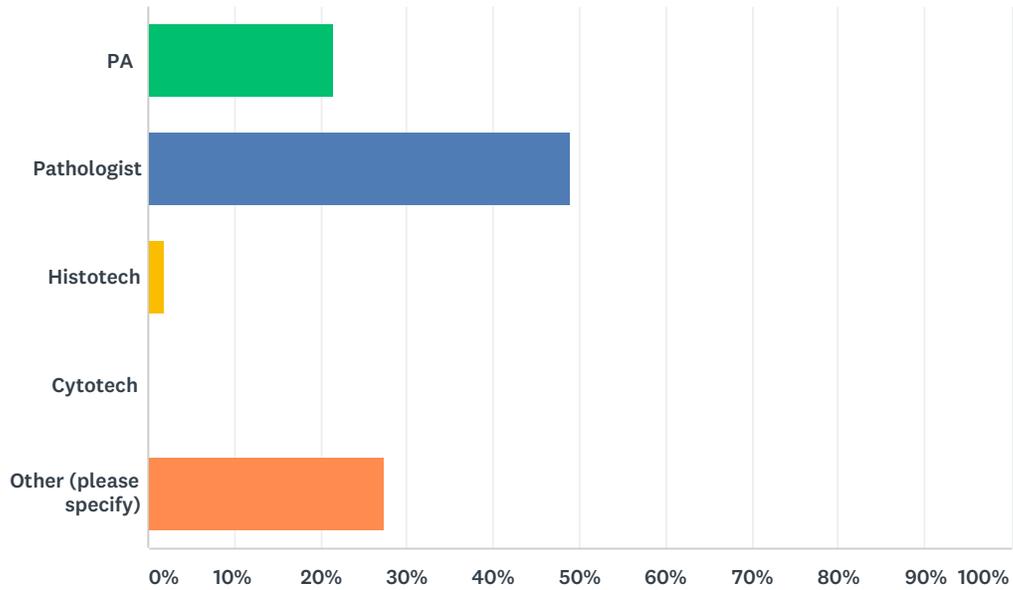
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Pathologists' Assistant	73.08%	38
Lead PA/Supervisor	9.62%	5
Manager (i.e. Manager of AP)	9.62%	5
Administrator (i.e. Director, Section Chief)	0.00%	0
Other (please specify)	7.69%	4
TOTAL		52

Q26 Who do you report to?

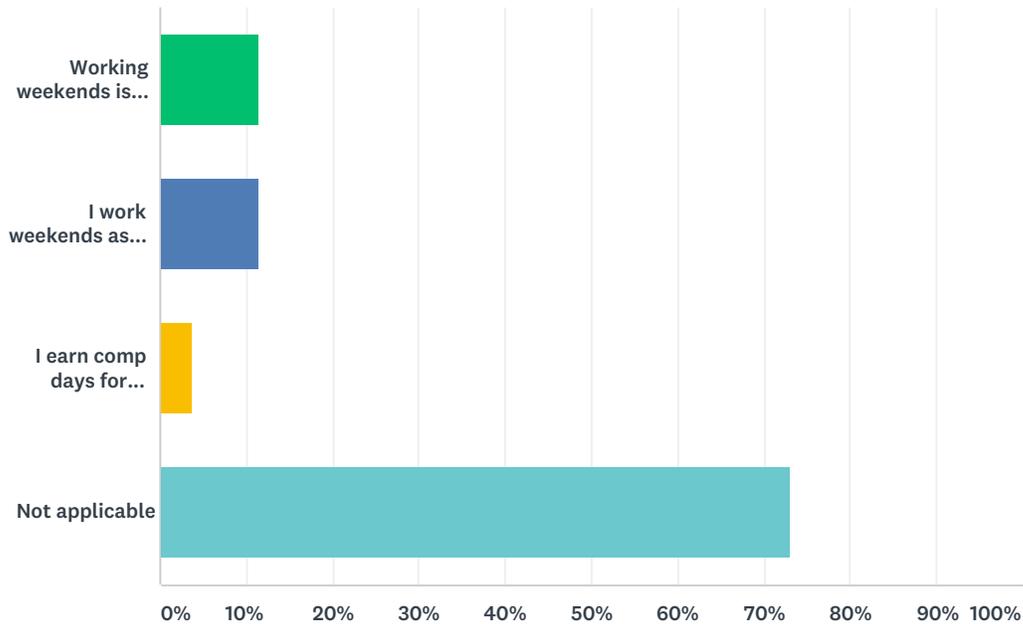
Answered: 51 Skipped: 1



ANSWER CHOICES	RESPONSES	
PA	21.57%	11
Pathologist	49.02%	25
Histotech	1.96%	1
Cytotech	0.00%	0
Other (please specify)	27.45%	14
TOTAL		51

Q27 Do you work weekends as part of your normal responsibilities/rotation/schedule? Do you have weekend/on-call responsibilities?

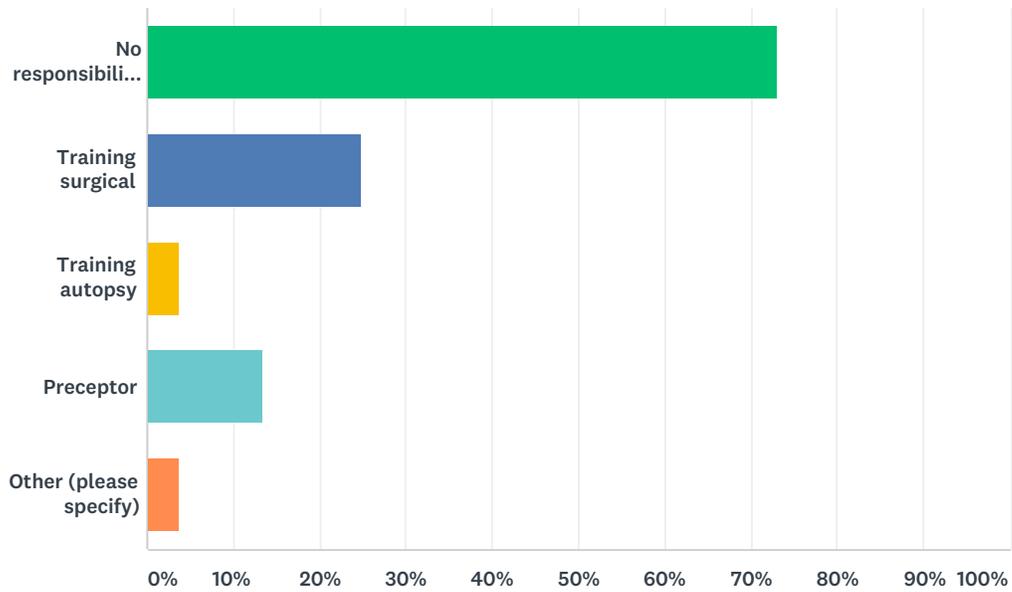
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Working weekends is part of my routine/rotation	11.54%	6
I work weekends as necessary	11.54%	6
I earn comp days for working weekends	3.85%	2
Not applicable	73.08%	38
TOTAL		52

Q28 Are you involved with a Pathologists' Assistant program (as an Academic institution or rotation site)? (check all that apply)

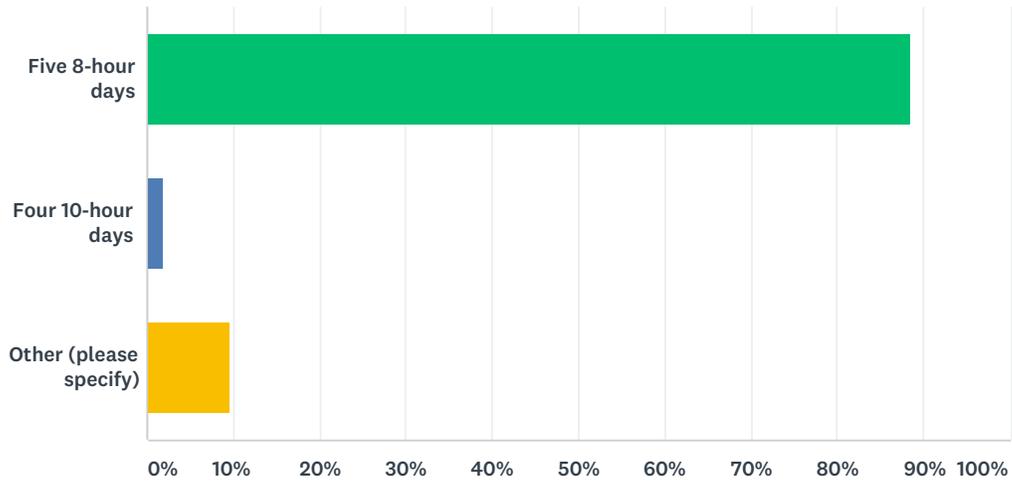
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
No responsibilities	73.08%	38
Training surgical	25.00%	13
Training autopsy	3.85%	2
Preceptor	13.46%	7
Other (please specify)	3.85%	2
Total Respondents: 52		

Q29 What is your standard work schedule?

Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Five 8-hour days	88.46%	46
Four 10-hour days	1.92%	1
Other (please specify)	9.62%	5
TOTAL		52

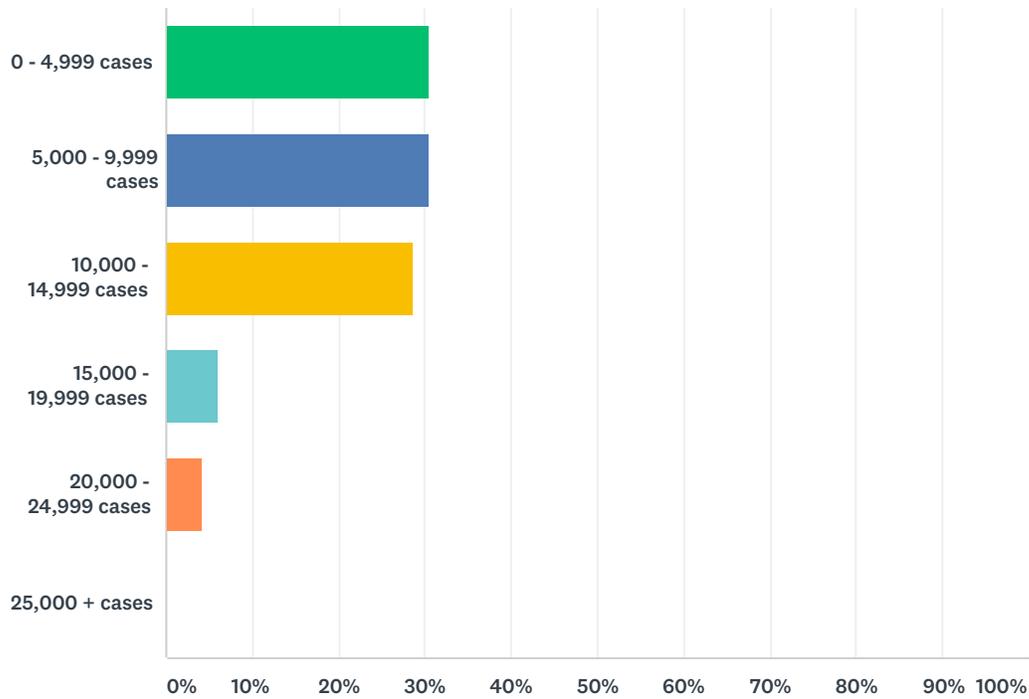
**Q30 How many total surgical cases annually at your practice setting?
List by percentage to total 100%. Note: insert percentages where applicable to add up to 100%, i.e. 50% biopsies, 50% simple.**

Answered: 47 Skipped: 5

ANSWER CHOICES	RESPONSES	
Biopsies	93.62%	44
Simple	93.62%	44
Complex	95.74%	45
Other	4.26%	2

Q31 How many total cases do you individually/personally gross each year?

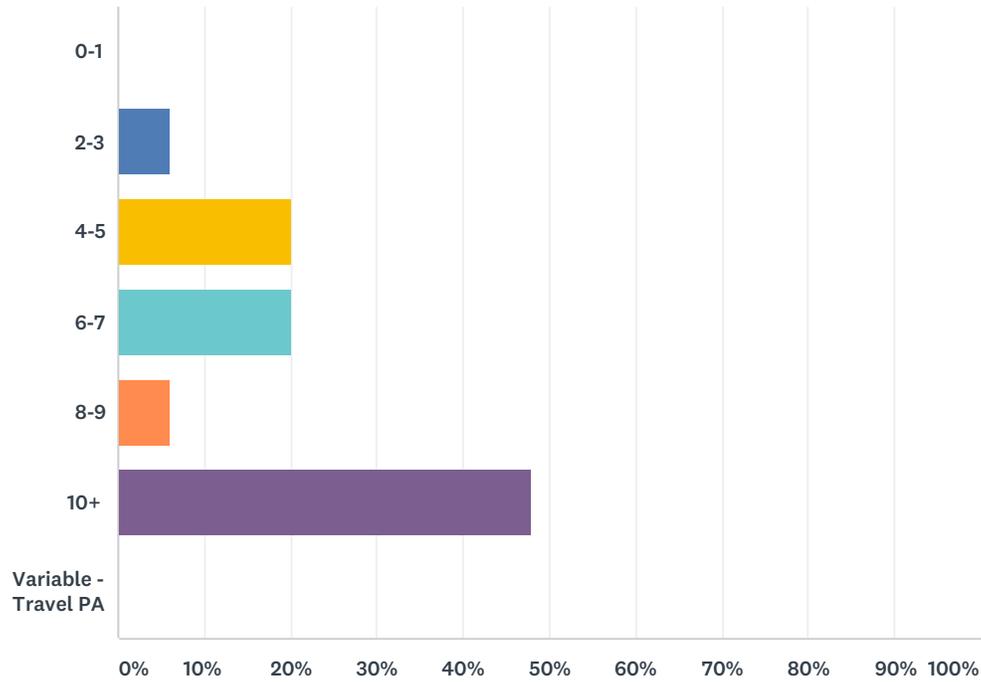
Answered: 49 Skipped: 3



ANSWER CHOICES	RESPONSES	
0 - 4,999 cases	30.61%	15
5,000 - 9,999 cases	30.61%	15
10,000 - 14,999 cases	28.57%	14
15,000 - 19,999 cases	6.12%	3
20,000 - 24,999 cases	4.08%	2
25,000 + cases	0.00%	0
TOTAL		49

Q32 How many pathologists in total at your workplace?

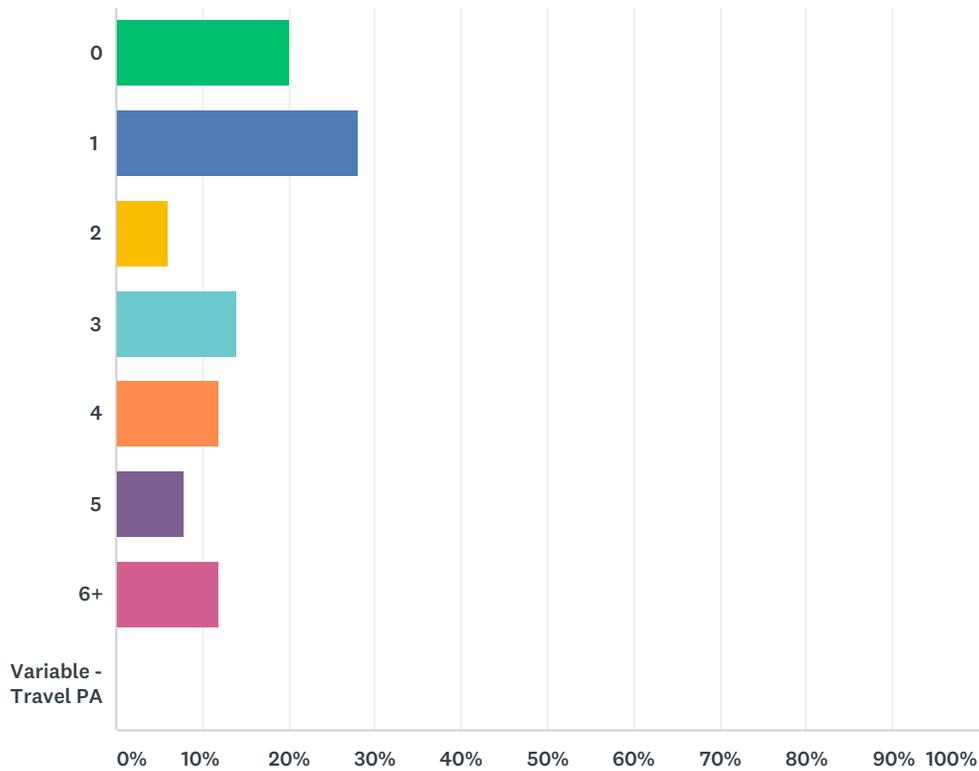
Answered: 50 Skipped: 2



ANSWER CHOICES	RESPONSES	
0-1	0.00%	0
2-3	6.00%	3
4-5	20.00%	10
6-7	20.00%	10
8-9	6.00%	3
10+	48.00%	24
Variable - Travel PA	0.00%	0
TOTAL		50

Q33 How many additional Pathologists' Assistants are at your workplace (not including yourself)?

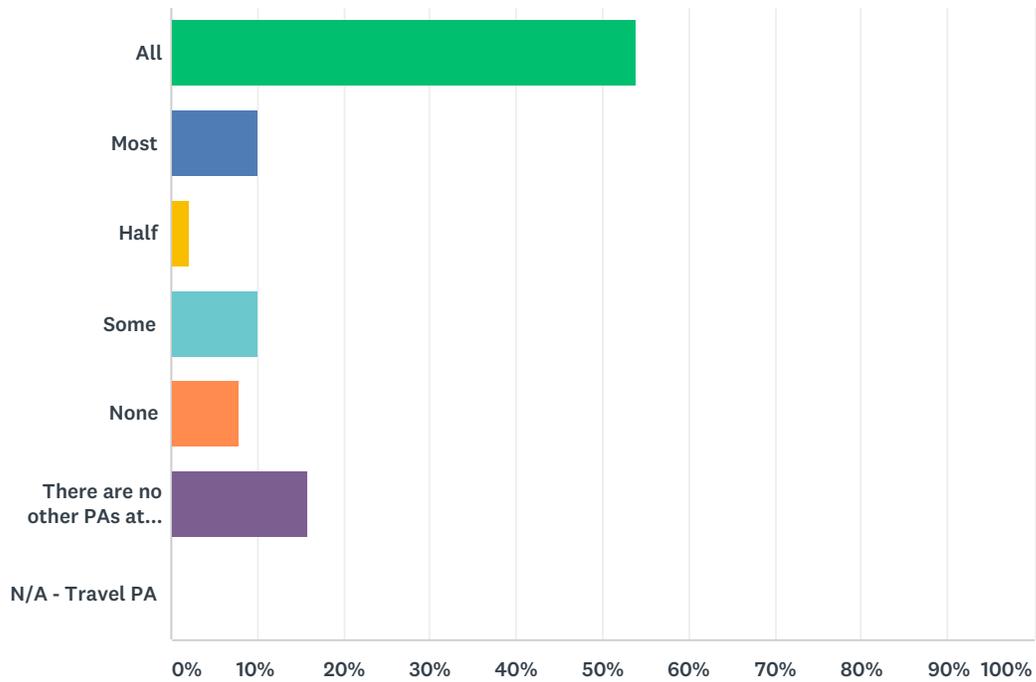
Answered: 50 Skipped: 2



ANSWER CHOICES	RESPONSES	
0	20.00%	10
1	28.00%	14
2	6.00%	3
3	14.00%	7
4	12.00%	6
5	8.00%	4
6+	12.00%	6
Variable - Travel PA	0.00%	0
TOTAL		50

Q34 How many PAs at your work place are AAPA members (not including yourself)?

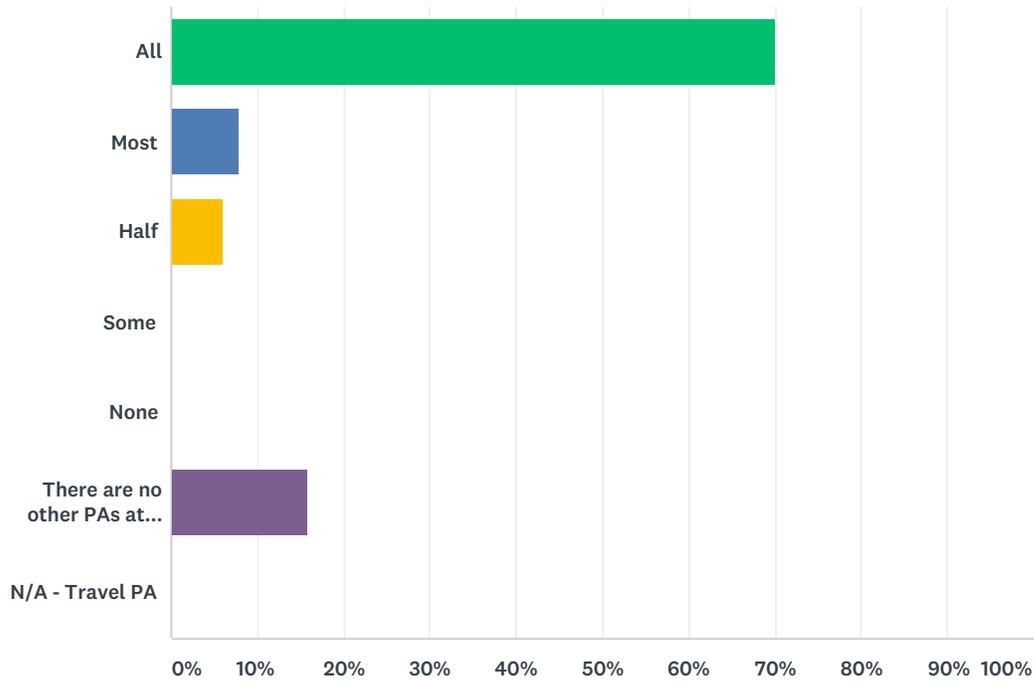
Answered: 50 Skipped: 2



ANSWER CHOICES	RESPONSES	
All	54.00%	27
Most	10.00%	5
Half	2.00%	1
Some	10.00%	5
None	8.00%	4
There are no other PAs at my workplace	16.00%	8
N/A - Travel PA	0.00%	0
TOTAL		50

Q35 How many PAs at your work place are ASCP certified?

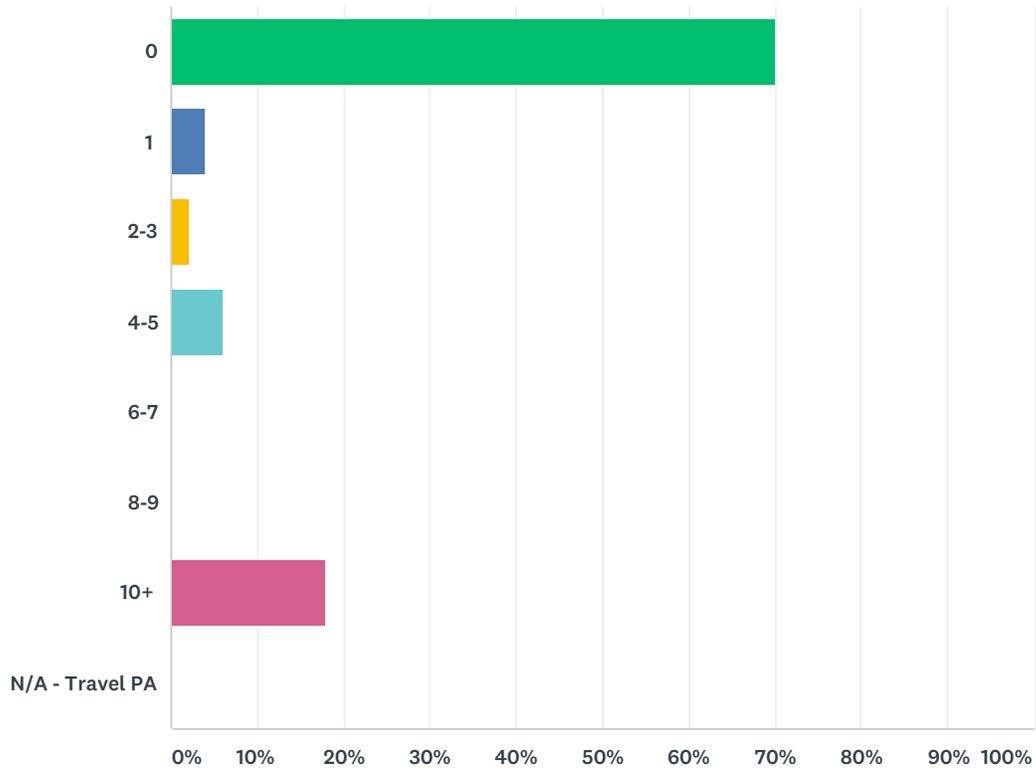
Answered: 50 Skipped: 2



ANSWER CHOICES	RESPONSES	
All	70.00%	35
Most	8.00%	4
Half	6.00%	3
Some	0.00%	0
None	0.00%	0
There are no other PAs at my workplace	16.00%	8
N/A - Travel PA	0.00%	0
TOTAL		50

Q36 How many residents are there at your workplace?

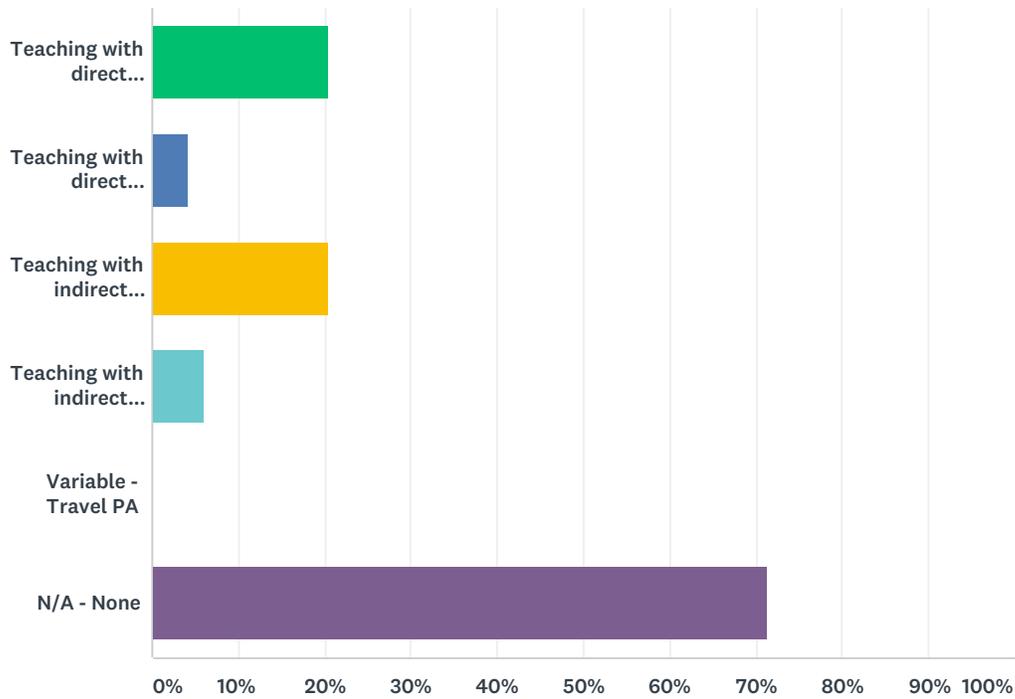
Answered: 50 Skipped: 2



ANSWER CHOICES	RESPONSES	
0	70.00%	35
1	4.00%	2
2-3	2.00%	1
4-5	6.00%	3
6-7	0.00%	0
8-9	0.00%	0
10+	18.00%	9
N/A - Travel PA	0.00%	0
TOTAL		50

Q37 What responsibilities do you have in relation to residents? (Check all that apply)

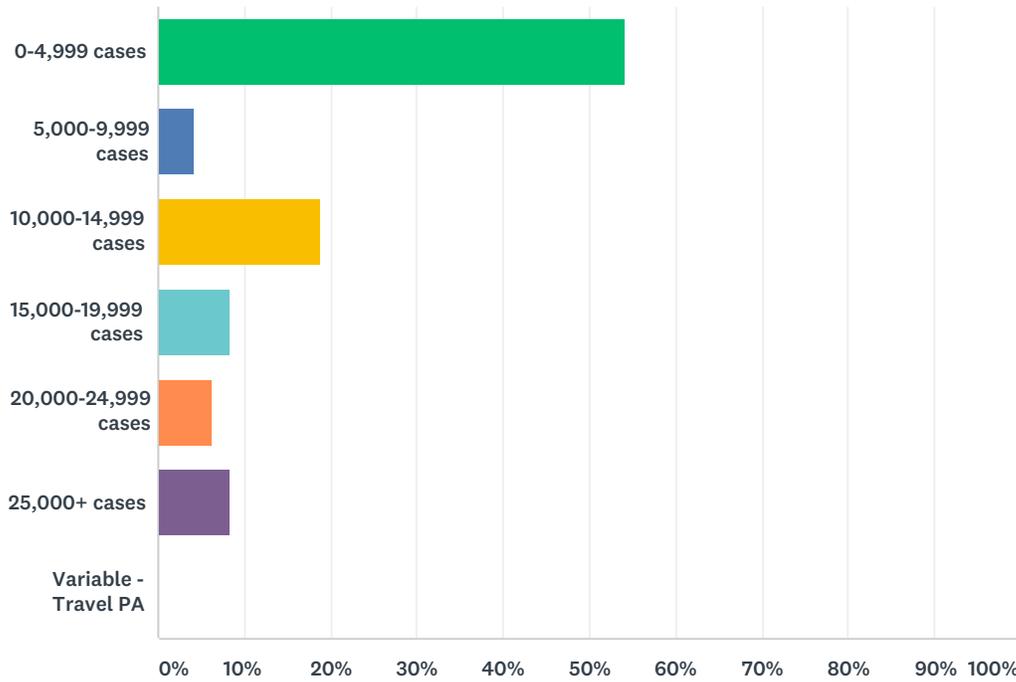
Answered: 49 Skipped: 3



ANSWER CHOICES	RESPONSES	
Teaching with direct oversight in surgical pathology	20.41%	10
Teaching with direct oversight in autopsy	4.08%	2
Teaching with indirect oversight in surgical pathology	20.41%	10
Teaching with indirect oversight in autopsy	6.12%	3
Variable - Travel PA	0.00%	0
N/A - None	71.43%	35
Total Respondents: 49		

Q38 What is the case volume biopsy techs gross?

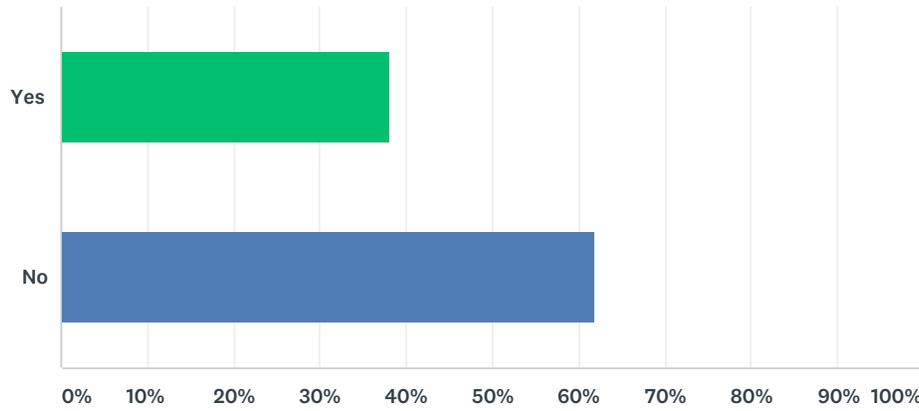
Answered: 48 Skipped: 4



ANSWER CHOICES	RESPONSES	
0-4,999 cases	54.17%	26
5,000-9,999 cases	4.17%	2
10,000-14,999 cases	18.75%	9
15,000-19,999 cases	8.33%	4
20,000-24,999 cases	6.25%	3
25,000+ cases	8.33%	4
Variable - Travel PA	0.00%	0
TOTAL		48

Q39 Are you involved in autopsies?

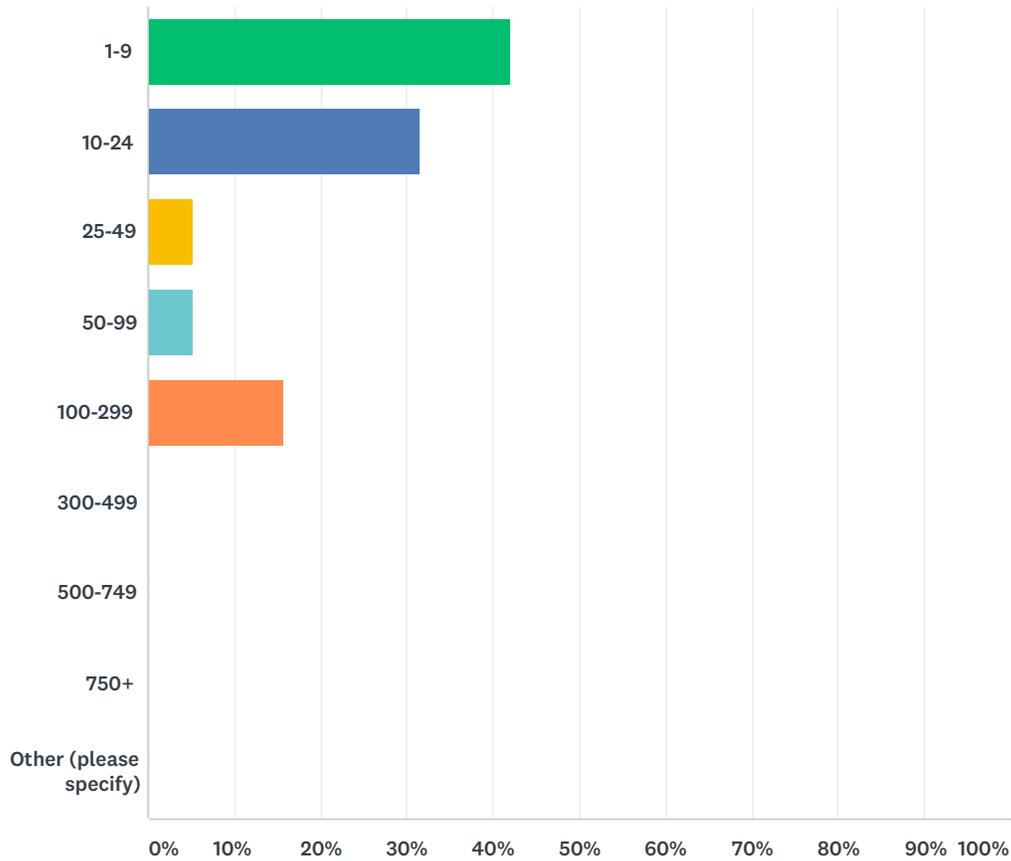
Answered: 50 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	38.00%	19
No	62.00%	31
TOTAL		50

Q40 Total annual volume of autopsies at your practice setting?

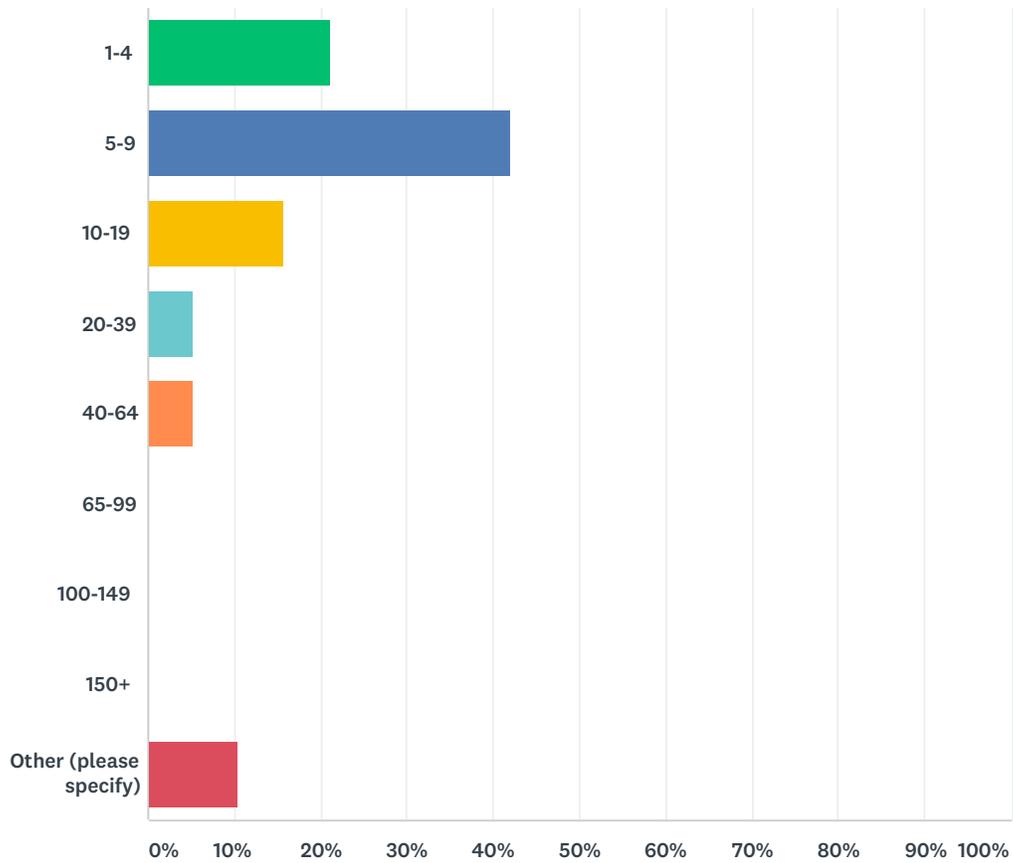
Answered: 19 Skipped: 33



ANSWER CHOICES	RESPONSES	
1-9	42.11%	8
10-24	31.58%	6
25-49	5.26%	1
50-99	5.26%	1
100-299	15.79%	3
300-499	0.00%	0
500-749	0.00%	0
750+	0.00%	0
Other (please specify)	0.00%	0
TOTAL		19

Q41 How many autopsies do you perform individually/personally each year?

Answered: 19 Skipped: 33



ANSWER CHOICES	RESPONSES	
1-4	21.05%	4
5-9	42.11%	8
10-19	15.79%	3
20-39	5.26%	1
40-64	5.26%	1
65-99	0.00%	0
100-149	0.00%	0
150+	0.00%	0
Other (please specify)	10.53%	2
TOTAL		19

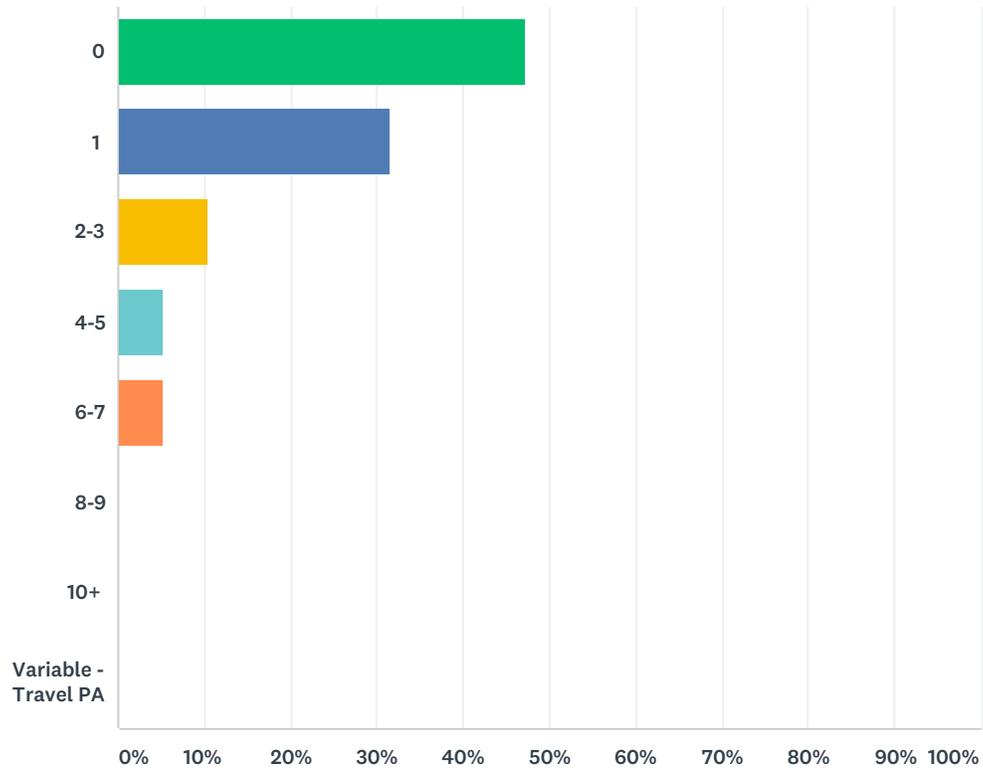
Q42 What are your autopsy responsibilities? List by percentage to total 100%. Note: insert percentages where applicable to add up to 100%, i.e. 50% autopsy clinical history, 50% diening.

Answered: 17 Skipped: 35

ANSWER CHOICES	RESPONSES	
Autopsy clinical history	58.82%	10
Autopsy microscopic signout	35.29%	6
Autopsy report prep (PAD, FAD, etc.)	70.59%	12
Diening	41.18%	7
Prosection/Evisceration	88.24%	15
Other	11.76%	2

Q43 How many autopsy techs are in your workplace?

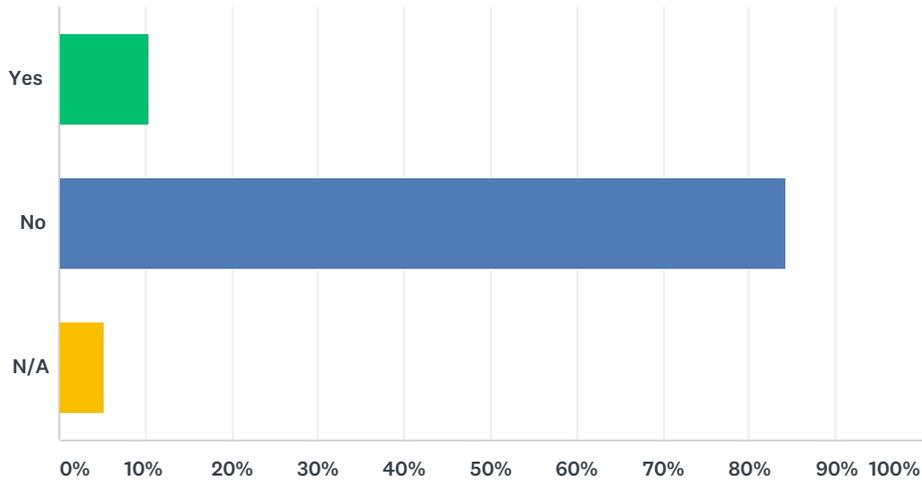
Answered: 19 Skipped: 33



ANSWER CHOICES	RESPONSES	
0	47.37%	9
1	31.58%	6
2-3	10.53%	2
4-5	5.26%	1
6-7	5.26%	1
8-9	0.00%	0
10+	0.00%	0
Variable - Travel PA	0.00%	0
TOTAL		19

Q44 Is there additional compensation for autopsies (not call time)?

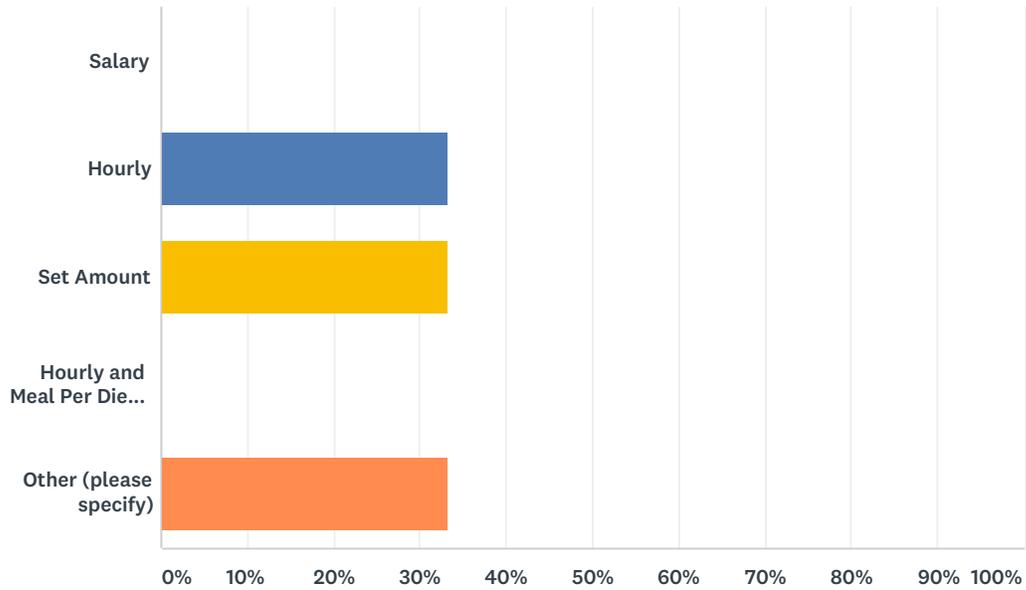
Answered: 19 Skipped: 33



ANSWER CHOICES	RESPONSES	
Yes	10.53%	2
No	84.21%	16
N/A	5.26%	1
TOTAL		19

Q45 If yes, how is the compensation paid?

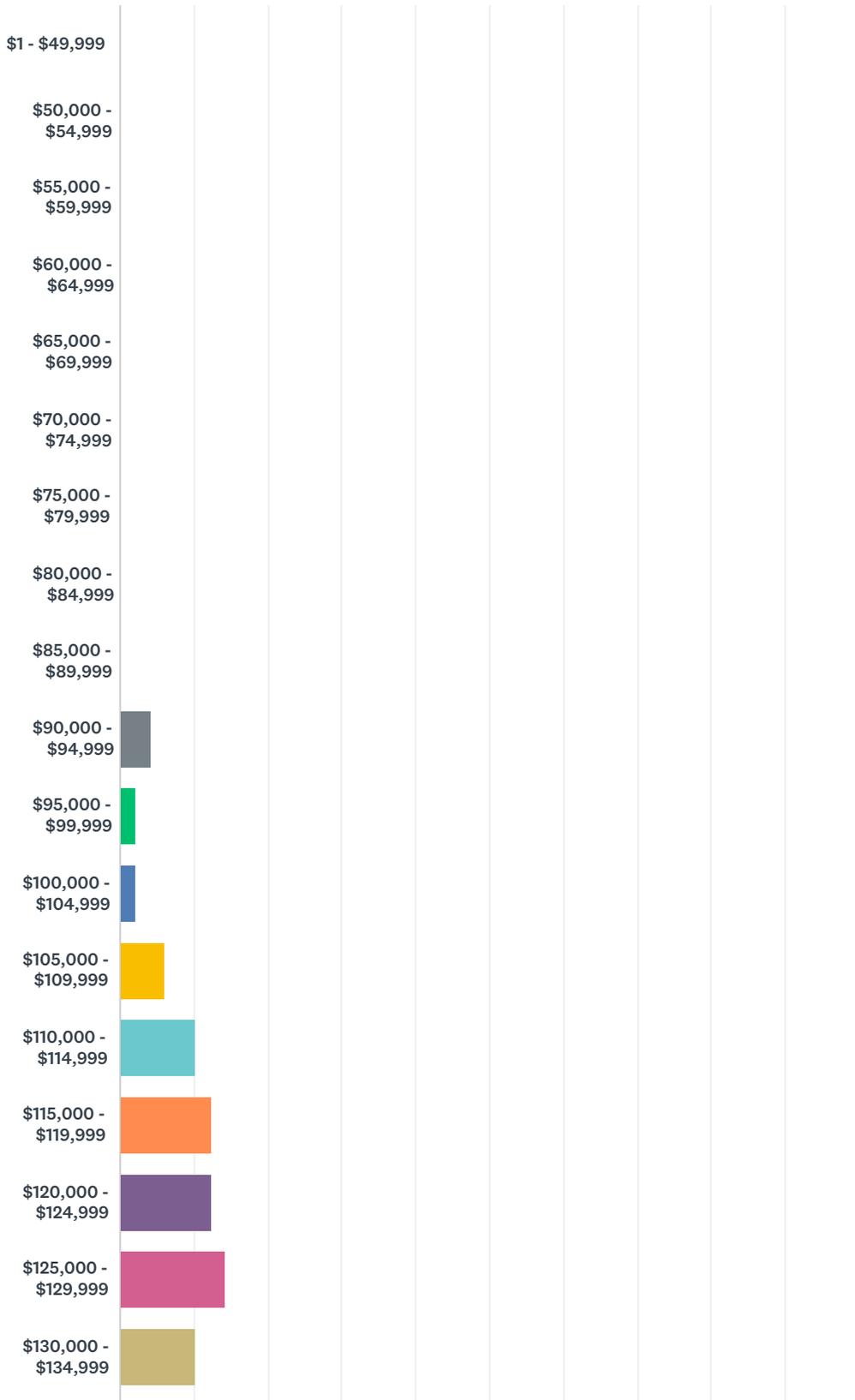
Answered: 3 Skipped: 49

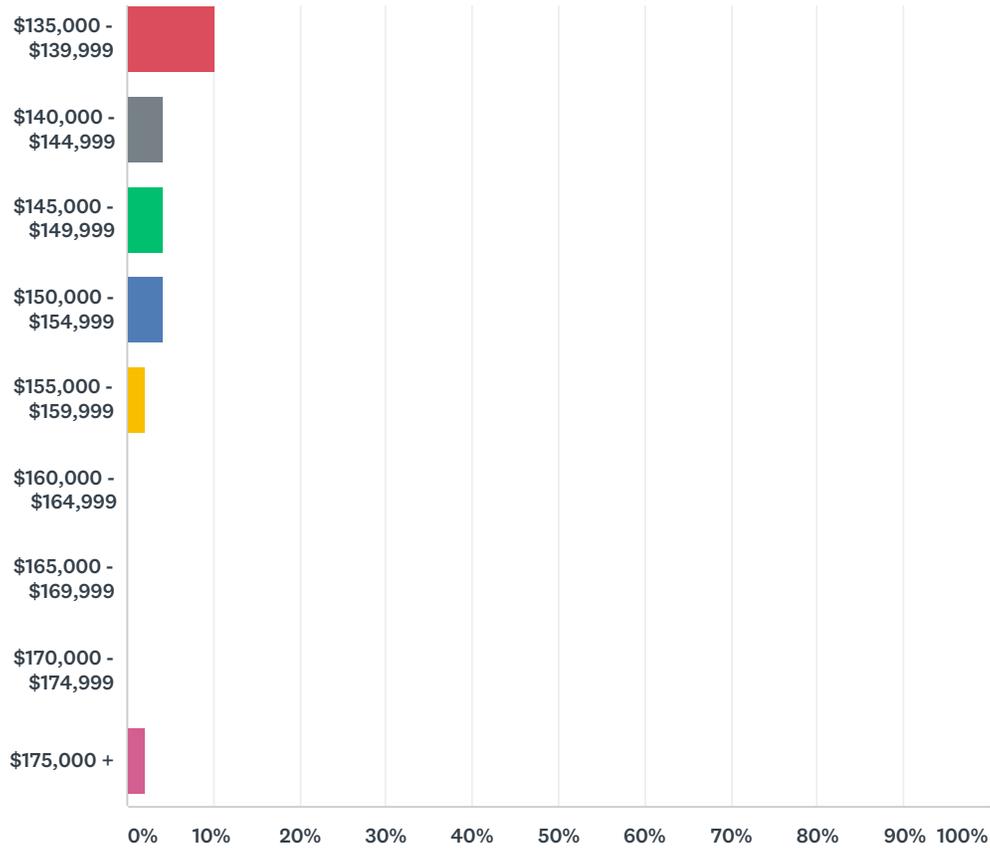


ANSWER CHOICES	RESPONSES	
Salary	0.00%	0
Hourly	33.33%	1
Set Amount	33.33%	1
Hourly and Meal Per Diem- Travel PA	0.00%	0
Other (please specify)	33.33%	1
TOTAL		3

Q46 What is your base annual salary (excluding benefits, bonus, retirement)?

Answered: 49 Skipped: 3



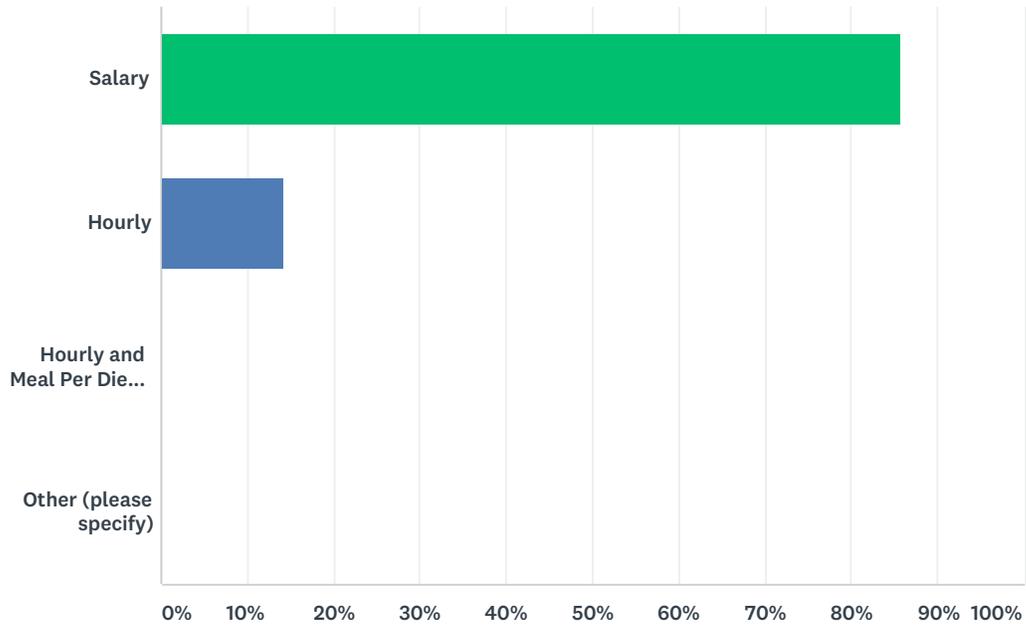


ANSWER CHOICES	RESPONSES	
\$1 - \$49,999	0.00%	0
\$50,000 - \$54,999	0.00%	0
\$55,000 - \$59,999	0.00%	0
\$60,000 - \$64,999	0.00%	0
\$65,000 - \$69,999	0.00%	0
\$70,000 - \$74,999	0.00%	0
\$75,000 - \$79,999	0.00%	0
\$80,000 - \$84,999	0.00%	0
\$85,000 - \$89,999	0.00%	0
\$90,000 - \$94,999	4.08%	2
\$95,000 - \$99,999	2.04%	1
\$100,000 - \$104,999	2.04%	1
\$105,000 - \$109,999	6.12%	3
\$110,000 - \$114,999	10.20%	5
\$115,000 - \$119,999	12.24%	6
\$120,000 - \$124,999	12.24%	6
\$125,000 - \$129,999	14.29%	7

\$130,000 - \$134,999	10.20%	5
\$135,000 - \$139,999	10.20%	5
\$140,000 - \$144,999	4.08%	2
\$145,000 - \$149,999	4.08%	2
\$150,000 - \$154,999	4.08%	2
\$155,000 - \$159,999	2.04%	1
\$160,000 - \$164,999	0.00%	0
\$165,000 - \$169,999	0.00%	0
\$170,000 - \$174,999	0.00%	0
\$175,000 +	2.04%	1
TOTAL		49

Q47 How is your annual salary paid?

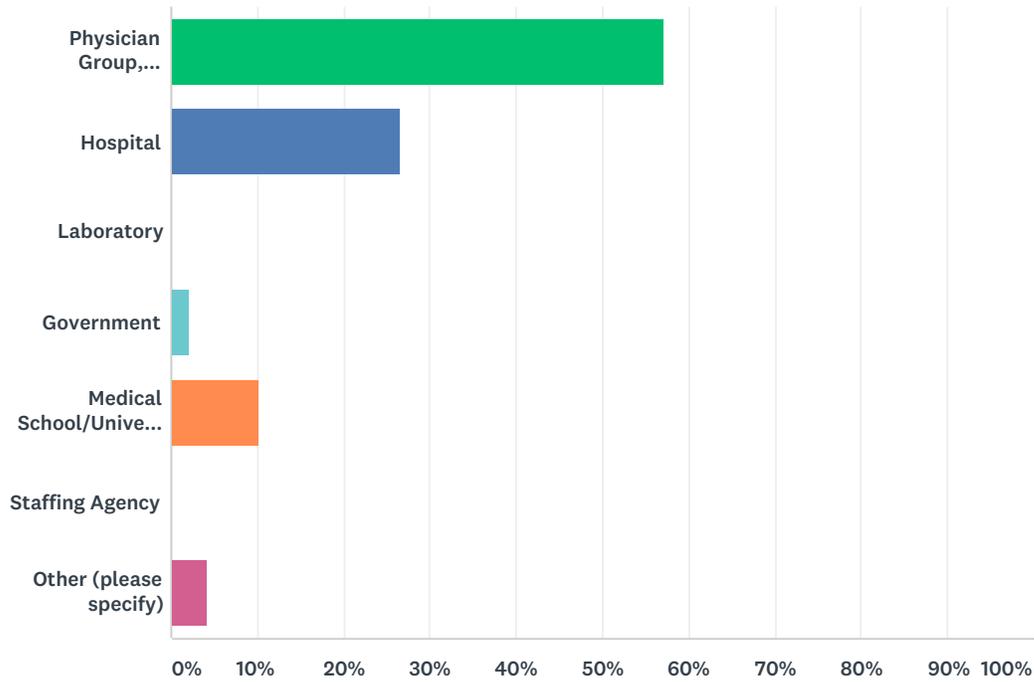
Answered: 49 Skipped: 3



ANSWER CHOICES	RESPONSES	
Salary	85.71%	42
Hourly	14.29%	7
Hourly and Meal Per Diem- Travel PA	0.00%	0
Other (please specify)	0.00%	0
TOTAL		49

Q48 Who pays the majority of your salary (not to include per diem)?

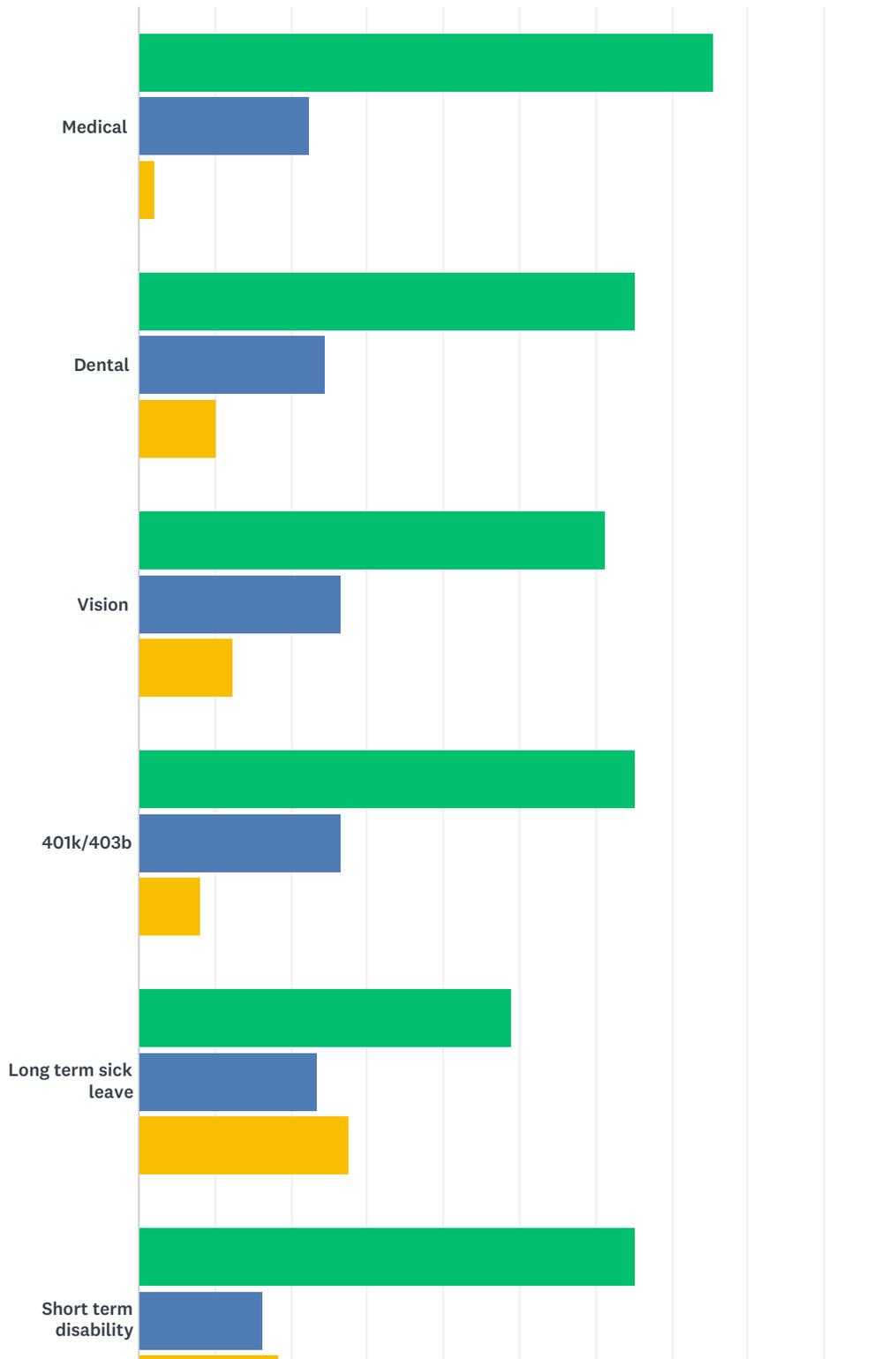
Answered: 49 Skipped: 3

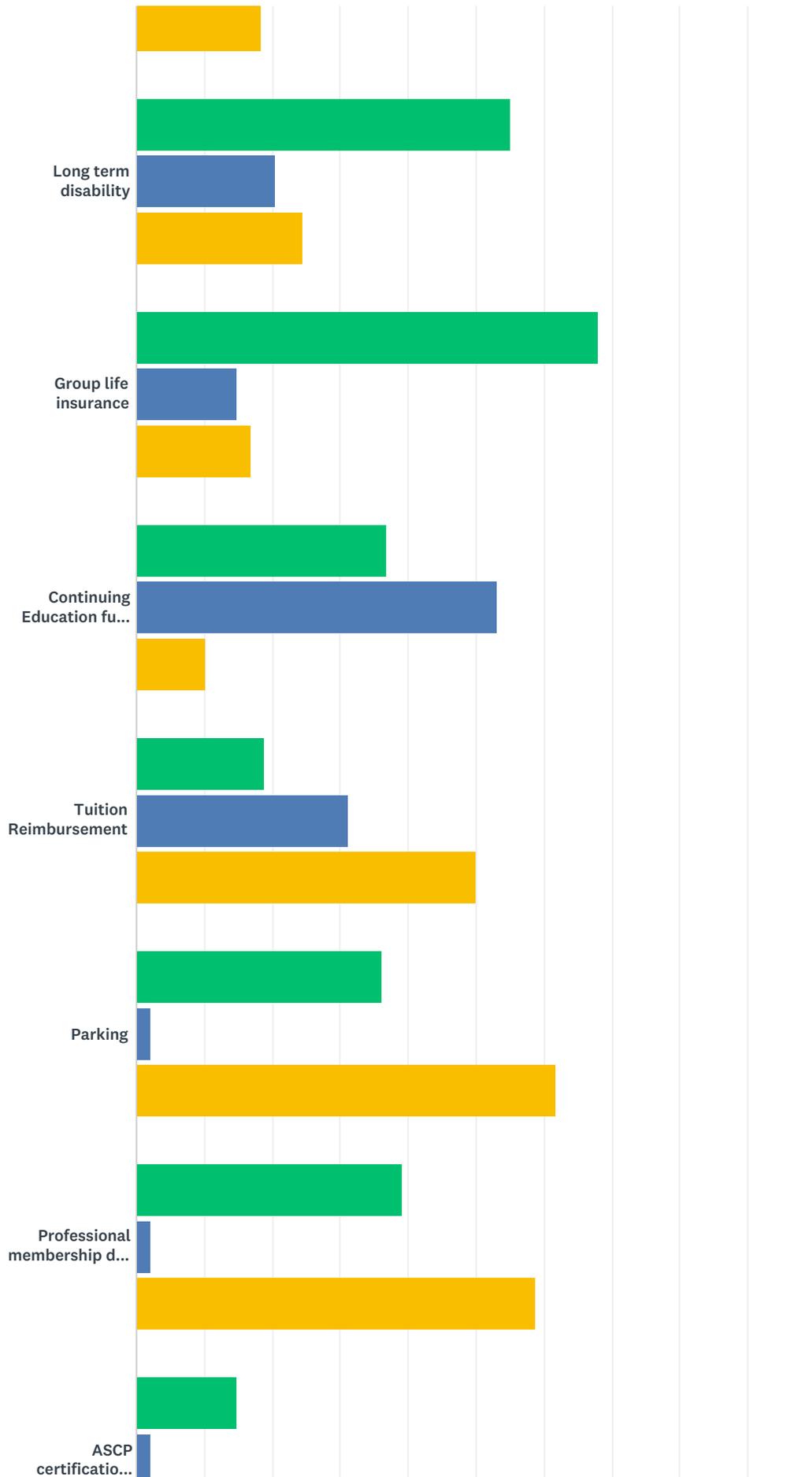


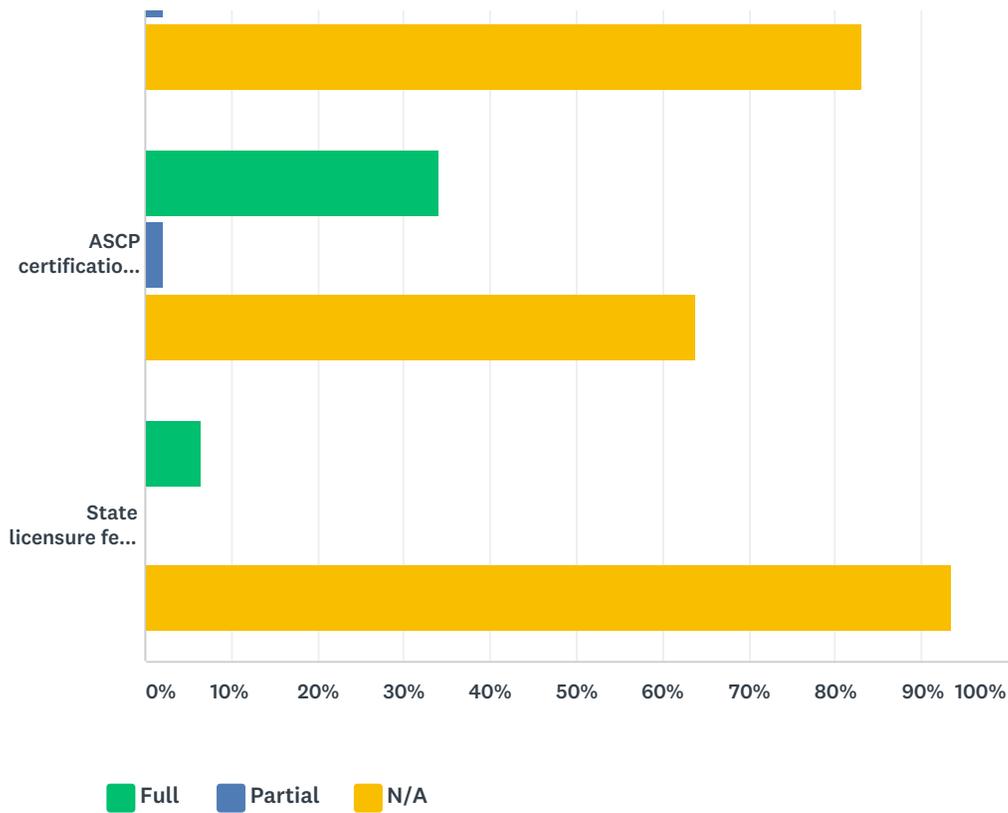
ANSWER CHOICES	RESPONSES	
Physician Group, Pathology Group, Medical Group	57.14%	28
Hospital	26.53%	13
Laboratory	0.00%	0
Government	2.04%	1
Medical School/University	10.20%	5
Staffing Agency	0.00%	0
Other (please specify)	4.08%	2
TOTAL		49

Q49 Please select which benefits you receive by selecting the amount of coverage for each or N/A, as applicable. Note: select full if fully paid by your employer, partial if only part is paid by your employer, or N/A if not offered

Answered: 49 Skipped: 3





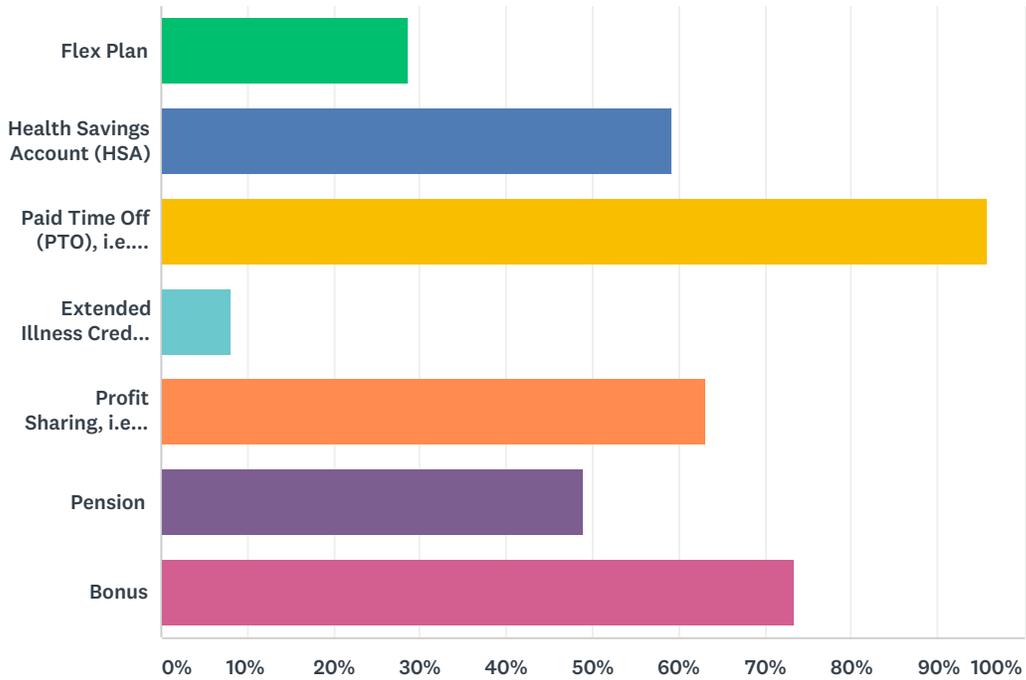


	FULL	PARTIAL	N/A	TOTAL
Medical	75.51% 37	22.45% 11	2.04% 1	49
Dental	65.31% 32	24.49% 12	10.20% 5	49
Vision	61.22% 30	26.53% 13	12.24% 6	49
401k/403b	65.31% 32	26.53% 13	8.16% 4	49
Long term sick leave	48.94% 23	23.40% 11	27.66% 13	47
Short term disability	65.31% 32	16.33% 8	18.37% 9	49
Long term disability	55.10% 27	20.41% 10	24.49% 12	49
Group life insurance	68.09% 32	14.89% 7	17.02% 8	47
Continuing Education fund, i.e. certification related expenses such as conferences/meetings and associated travel	36.73% 18	53.06% 26	10.20% 5	49
Tuition Reimbursement	18.75% 9	31.25% 15	50.00% 24	48
Parking	36.17% 17	2.13% 1	61.70% 29	47
Professional membership dues such as AAPA	39.13% 18	2.17% 1	58.70% 27	46
ASCP certification exam fee	14.89% 7	2.13% 1	82.98% 39	47

ASCP certification renewal fee	34.04%	2.13%	63.83%	
	16	1	30	47
State licensure fees (if applicable)	6.38%	0.00%	93.62%	
	3	0	44	47

Q50 Which of these additional benefits are offered at your practice? (Check all that apply)

Answered: 49 Skipped: 3



ANSWER CHOICES	RESPONSES	
Flex Plan	28.57%	14
Health Savings Account (HSA)	59.18%	29
Paid Time Off (PTO), i.e. holiday, vacation, sick	95.92%	47
Extended Illness Credit (EICR)	8.16%	4
Profit Sharing, i.e. 401(k), 403(b)	63.27%	31
Pension	48.98%	24
Bonus	73.47%	36
Total Respondents: 49		

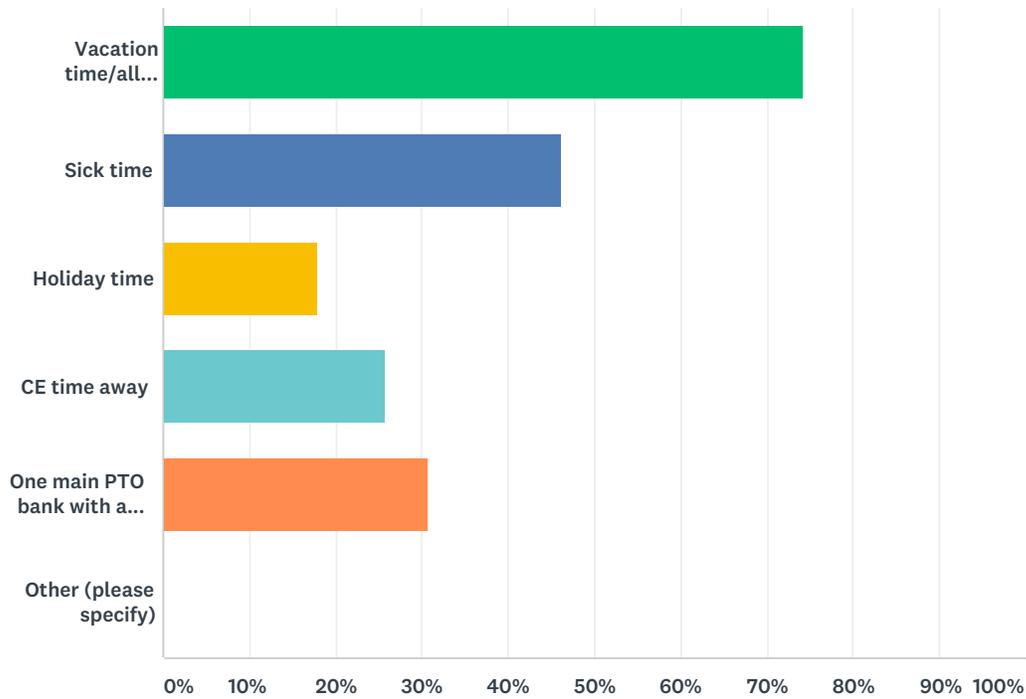
**Q51 How many total hours of Paid Time Off (PTO) do you get each year (inclusive of holiday, vacation, sick, and any other paid time away)?
Please enter in HOURS (not days) for each category.**

Answered: 46 Skipped: 6

ANSWER CHOICES	RESPONSES	
Holiday	78.26%	36
Vacation/all purpose	97.83%	45
Sick	67.39%	31
CE	54.35%	25
Other	13.04%	6
My Personal Total	73.91%	34

Q52 If your employer offers a PTO bank, what is its composition (check all that apply)?

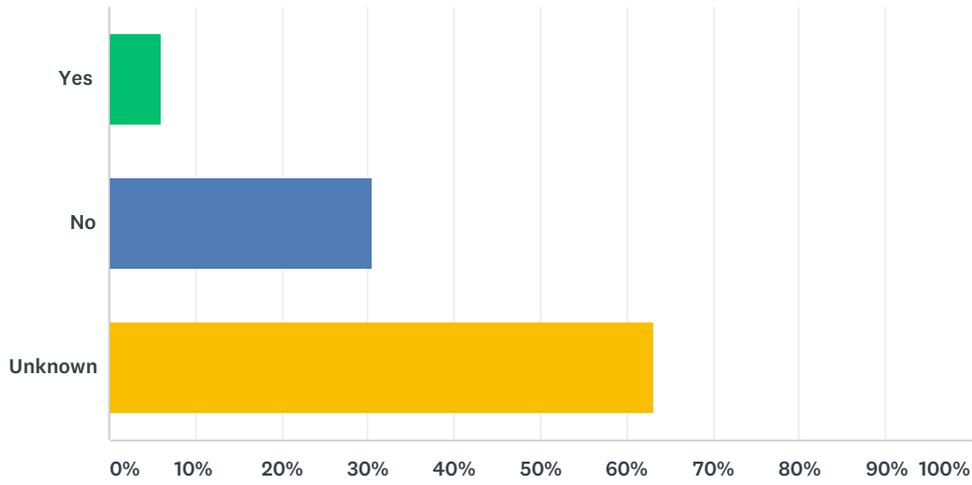
Answered: 39 Skipped: 13



ANSWER CHOICES	RESPONSES	
Vacation time/all purpose	74.36%	29
Sick time	46.15%	18
Holiday time	17.95%	7
CE time away	25.64%	10
One main PTO bank with a separate sick bank	30.77%	12
Other (please specify)	0.00%	0
Total Respondents: 39		

Q53 Do you have a severance package in the event of termination?

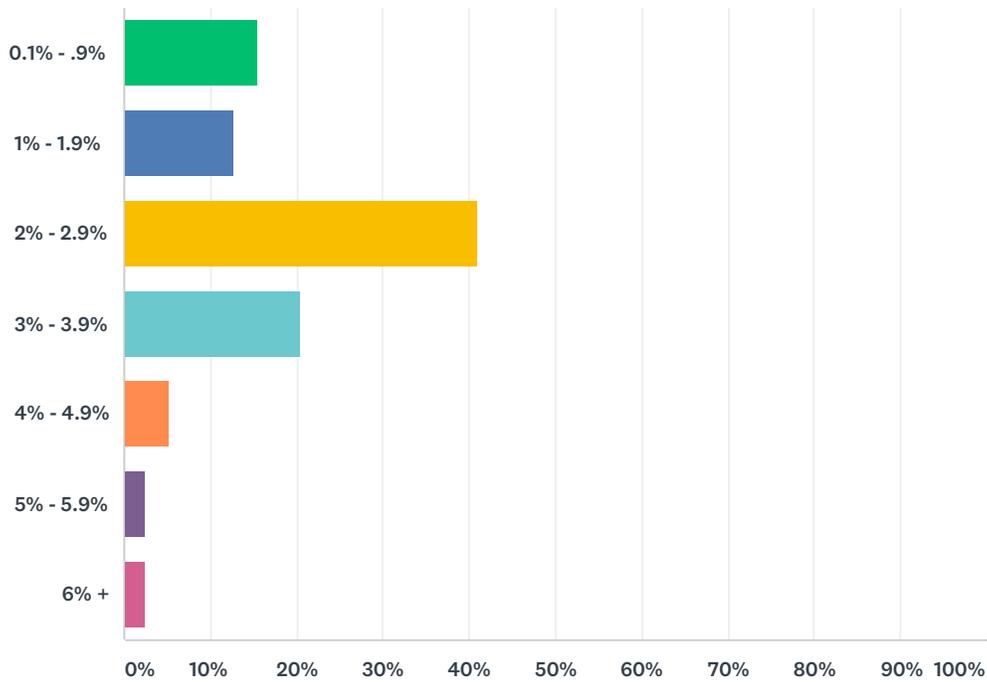
Answered: 49 Skipped: 3



ANSWER CHOICES	RESPONSES
Yes	6.12% 3
No	30.61% 15
Unknown	63.27% 31
TOTAL	49

Q54 If you received a salary increase in the last fiscal year, how much was your base salary increased?

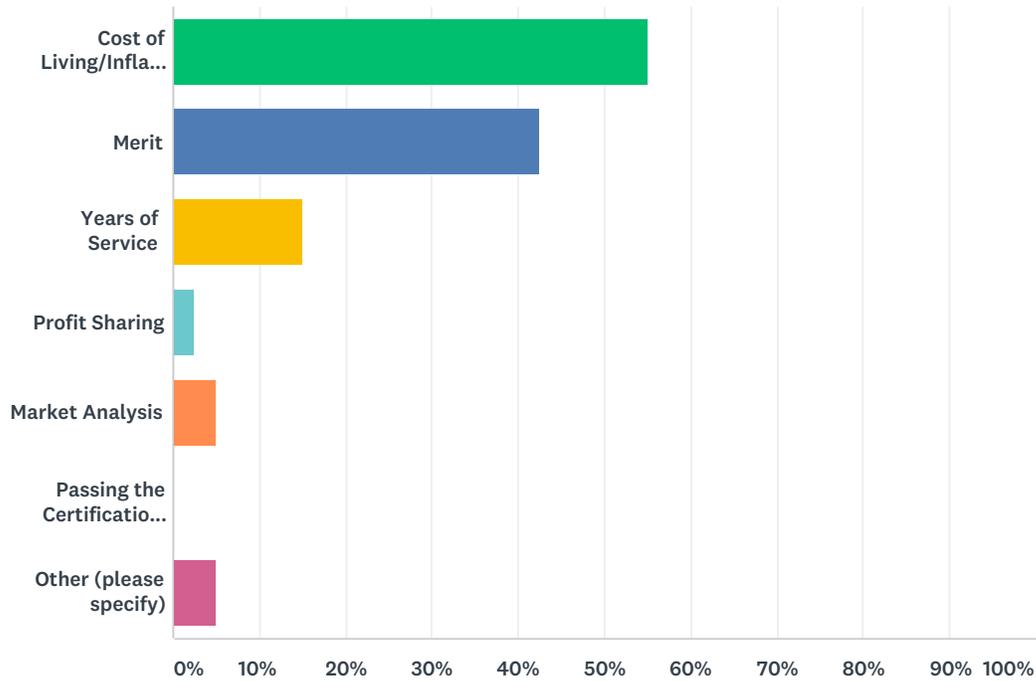
Answered: 39 Skipped: 13



ANSWER CHOICES	RESPONSES	
0.1% - .9%	15.38%	6
1% - 1.9%	12.82%	5
2% - 2.9%	41.03%	16
3% - 3.9%	20.51%	8
4% - 4.9%	5.13%	2
5% - 5.9%	2.56%	1
6% +	2.56%	1
TOTAL		39

Q55 If you received a salary increase, what was it based on?

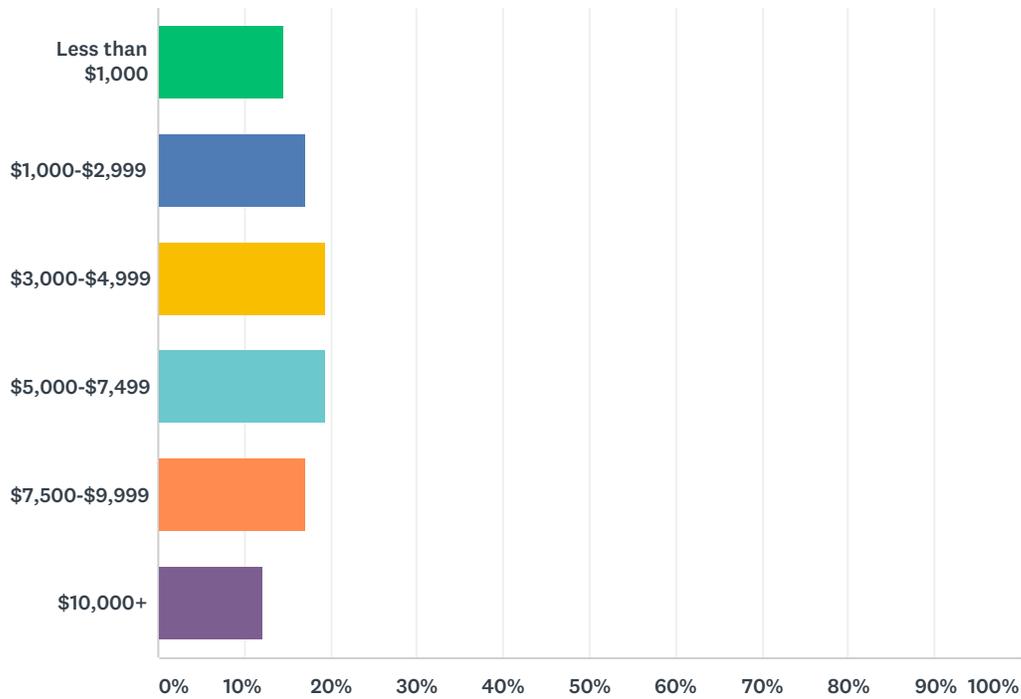
Answered: 40 Skipped: 12



ANSWER CHOICES	RESPONSES	
Cost of Living/Inflation	55.00%	22
Merit	42.50%	17
Years of Service	15.00%	6
Profit Sharing	2.50%	1
Market Analysis	5.00%	2
Passing the Certification Exam	0.00%	0
Other (please specify)	5.00%	2
Total Respondents: 40		

Q56 If you received a bonus surplus in the last fiscal year, how much did you receive?

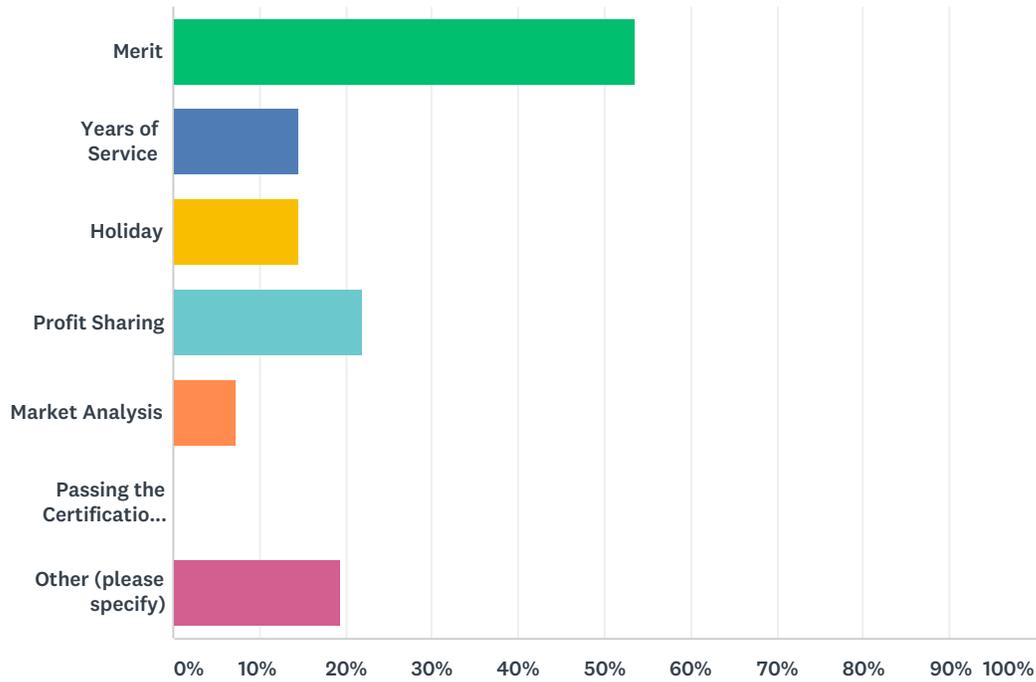
Answered: 41 Skipped: 11



ANSWER CHOICES	RESPONSES	
Less than \$1,000	14.63%	6
\$1,000-\$2,999	17.07%	7
\$3,000-\$4,999	19.51%	8
\$5,000-\$7,499	19.51%	8
\$7,500-\$9,999	17.07%	7
\$10,000+	12.20%	5
TOTAL		41

Q57 If you received a bonus, what was it based on?

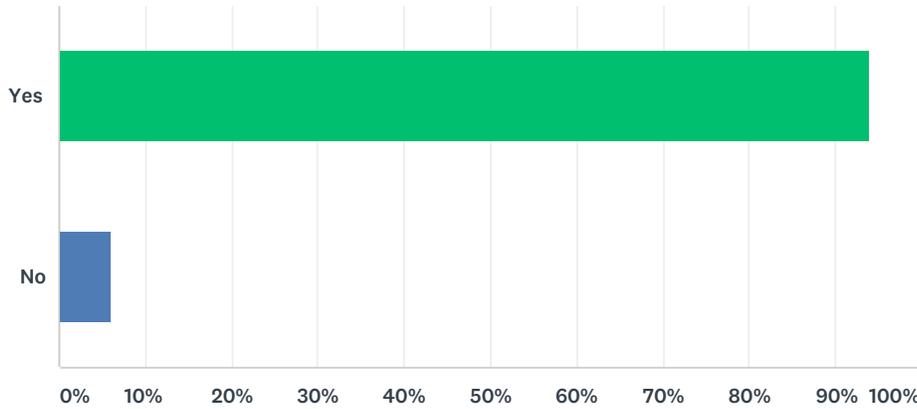
Answered: 41 Skipped: 11



ANSWER CHOICES	RESPONSES	
Merit	53.66%	22
Years of Service	14.63%	6
Holiday	14.63%	6
Profit Sharing	21.95%	9
Market Analysis	7.32%	3
Passing the Certification Exam	0.00%	0
Other (please specify)	19.51%	8
Total Respondents: 41		

Q58 Are you satisfied with your career choice as a Pathologists' Assistant?

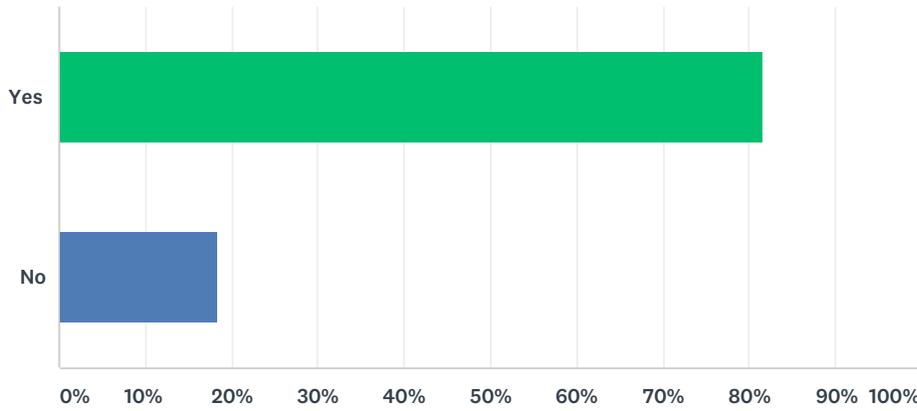
Answered: 49 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	93.88%	46
No	6.12%	3
TOTAL		49

Q59 If you had to do it over, would you choose to become a PA again?

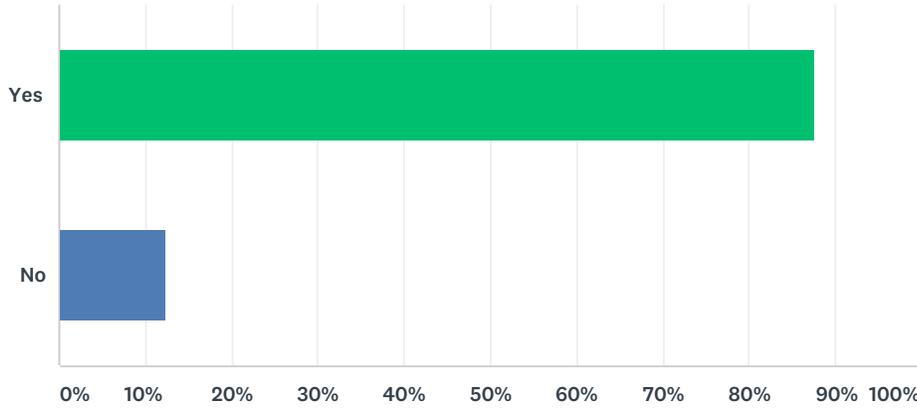
Answered: 49 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	81.63%	40
No	18.37%	9
TOTAL		49

Q60 Would you recommend this career to others?

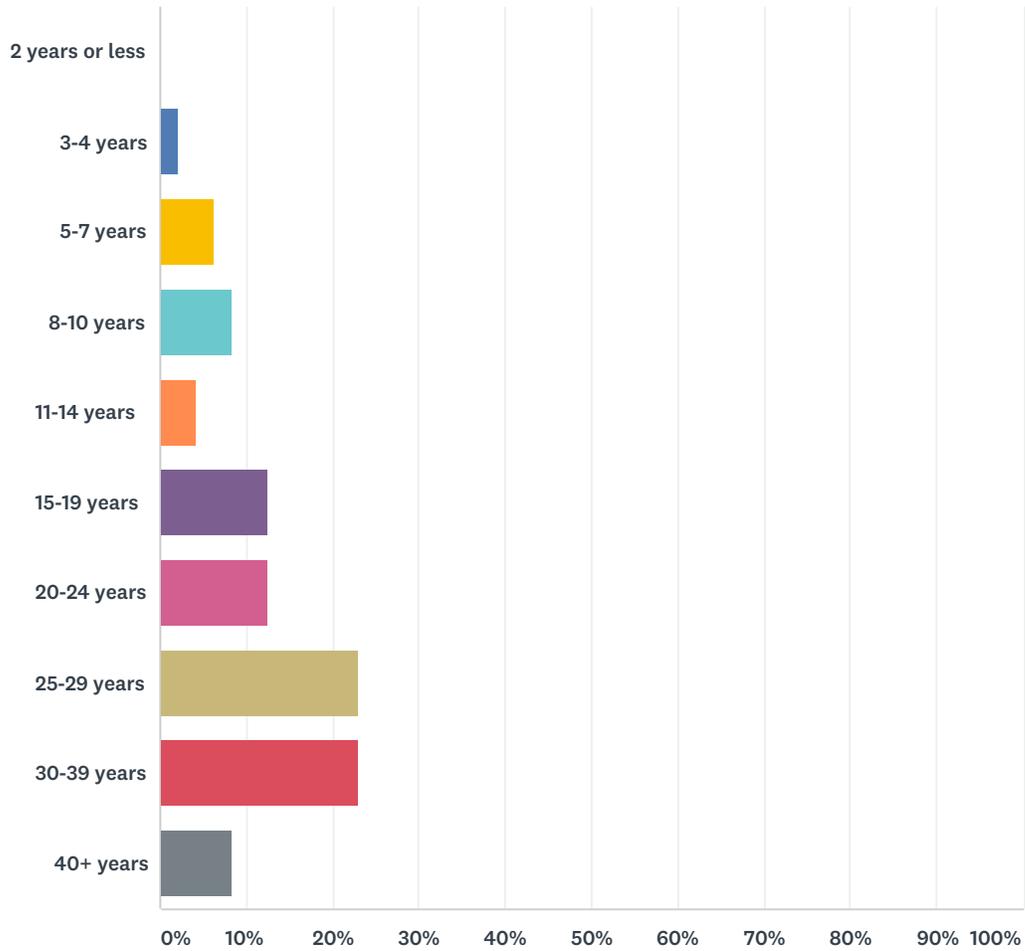
Answered: 49 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	87.76%	43
No	12.24%	6
TOTAL		49

Q61 How many years until you plan to retire?

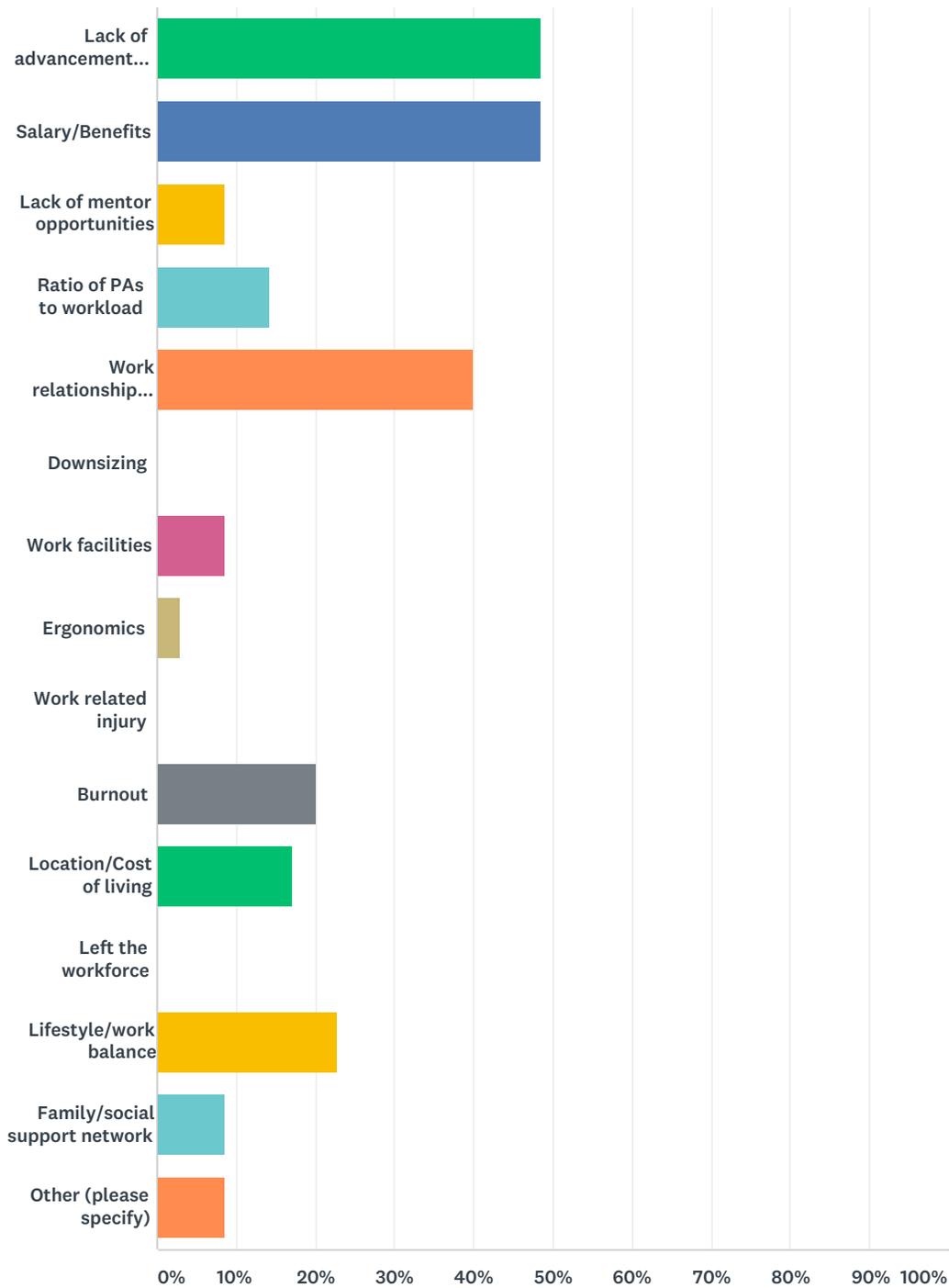
Answered: 48 Skipped: 4



ANSWER CHOICES	RESPONSES	
2 years or less	0.00%	0
3-4 years	2.08%	1
5-7 years	6.25%	3
8-10 years	8.33%	4
11-14 years	4.17%	2
15-19 years	12.50%	6
20-24 years	12.50%	6
25-29 years	22.92%	11
30-39 years	22.92%	11
40+ years	8.33%	4
TOTAL		48

Q62 If you have changed jobs in the past, what were your main reasons (select up to 3) for leaving the position?

Answered: 35 Skipped: 17

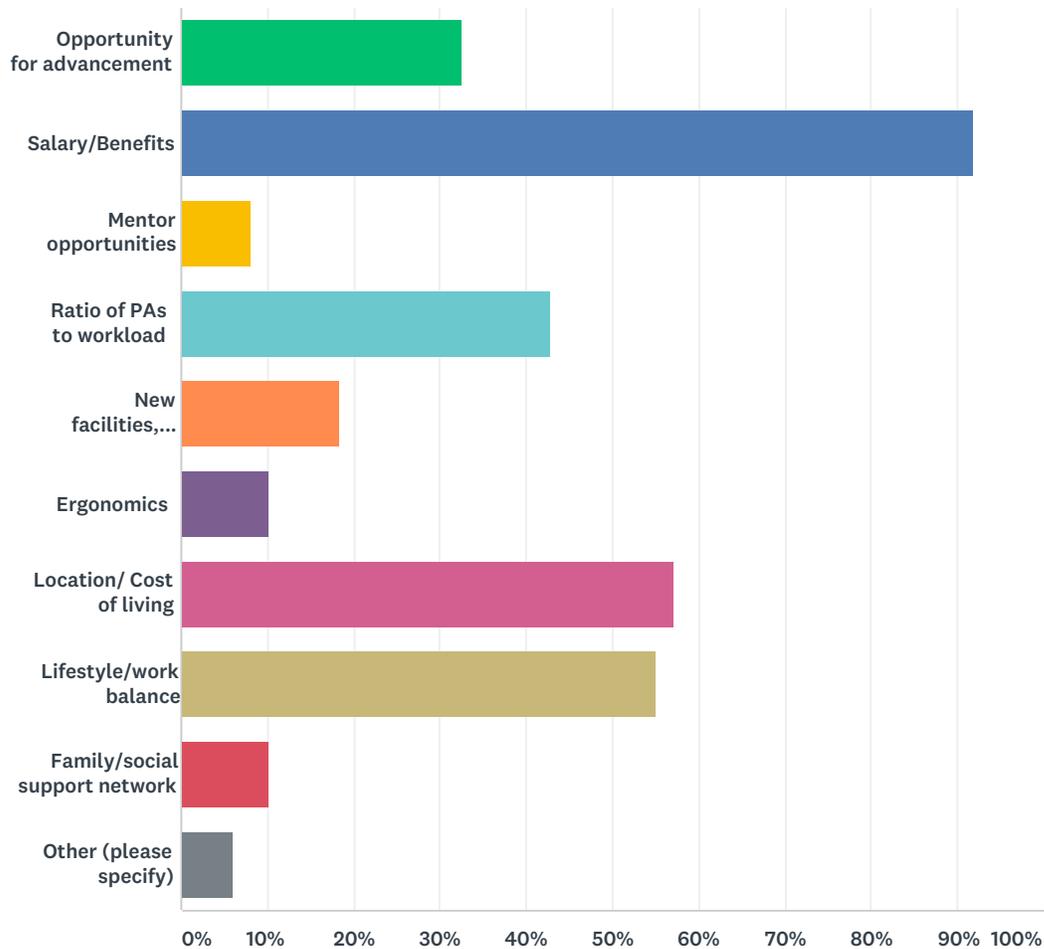


ANSWER CHOICES	RESPONSES
Lack of advancement opportunities	48.57% 17
Salary/Benefits	48.57% 17

Lack of mentor opportunities	8.57%	3
Ratio of PAs to workload	14.29%	5
Work relationship, i.e. change in management	40.00%	14
Downsizing	0.00%	0
Work facilities	8.57%	3
Ergonomics	2.86%	1
Work related injury	0.00%	0
Burnout	20.00%	7
Location/Cost of living	17.14%	6
Left the workforce	0.00%	0
Lifestyle/work balance	22.86%	8
Family/social support network	8.57%	3
Other (please specify)	8.57%	3
Total Respondents: 35		

Q63 Please select your top three considerations when choosing a position:

Answered: 49 Skipped: 3

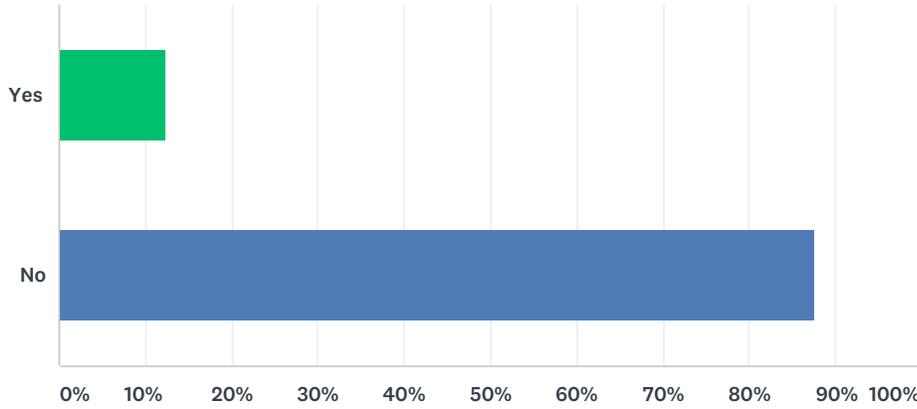


ANSWER CHOICES	RESPONSES	
Opportunity for advancement	32.65%	16
Salary/Benefits	91.84%	45
Mentor opportunities	8.16%	4
Ratio of PAs to workload	42.86%	21
New facilities, management	18.37%	9
Ergonomics	10.20%	5
Location/ Cost of living	57.14%	28
Lifestyle/work balance	55.10%	27
Family/social support network	10.20%	5
Other (please specify)	6.12%	3

Total Respondents: 49

Q64 Have you suffered any work-related disabilities?

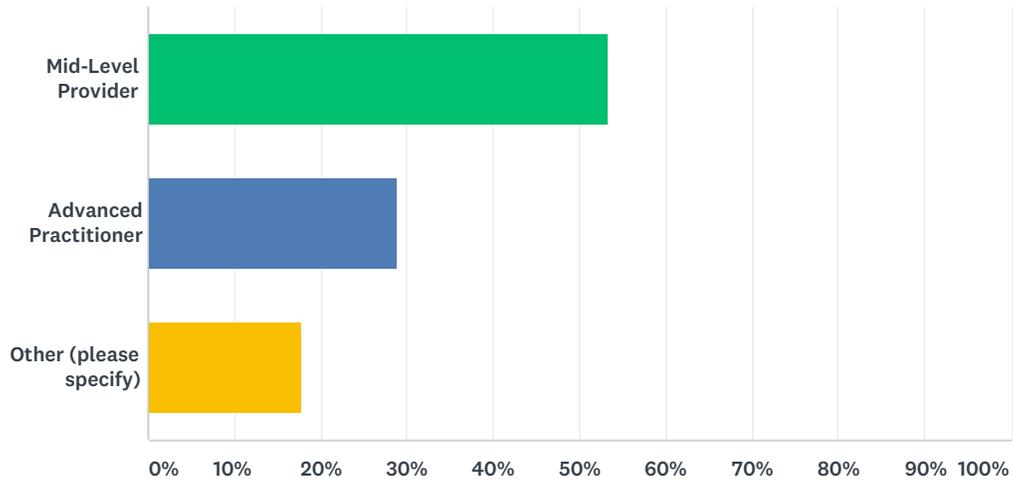
Answered: 49 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	12.24%	6
No	87.76%	43
TOTAL		49

Q65 Does your employer consider you a(n):

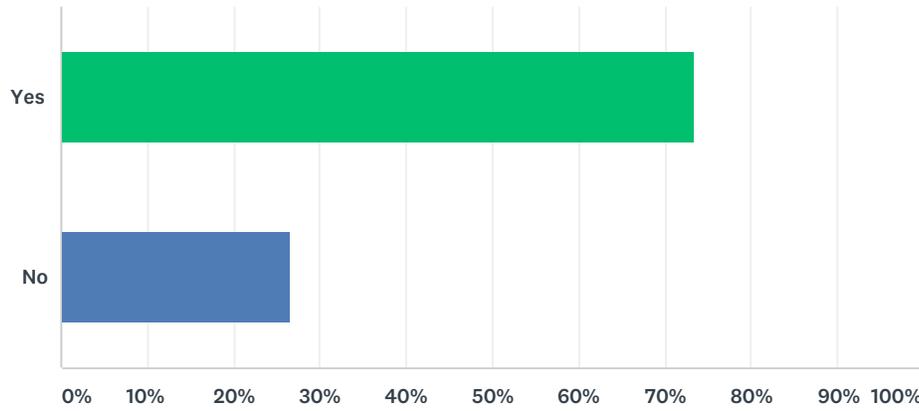
Answered: 45 Skipped: 7



ANSWER CHOICES	RESPONSES	
Mid-Level Provider	53.33%	24
Advanced Practitioner	28.89%	13
Other (please specify)	17.78%	8
TOTAL		45

Q66 Is credentialing required at your place of employment?

Answered: 49 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	73.47%	36
No	26.53%	13
TOTAL		49

Q67 Please share any additional questions for future surveys

Answered: 3 Skipped: 49

Q68 This survey is completely anonymous. If you authorize the Membership Committee to contact you with questions, please insert your contact information here:

Answered: 5 Skipped: 47