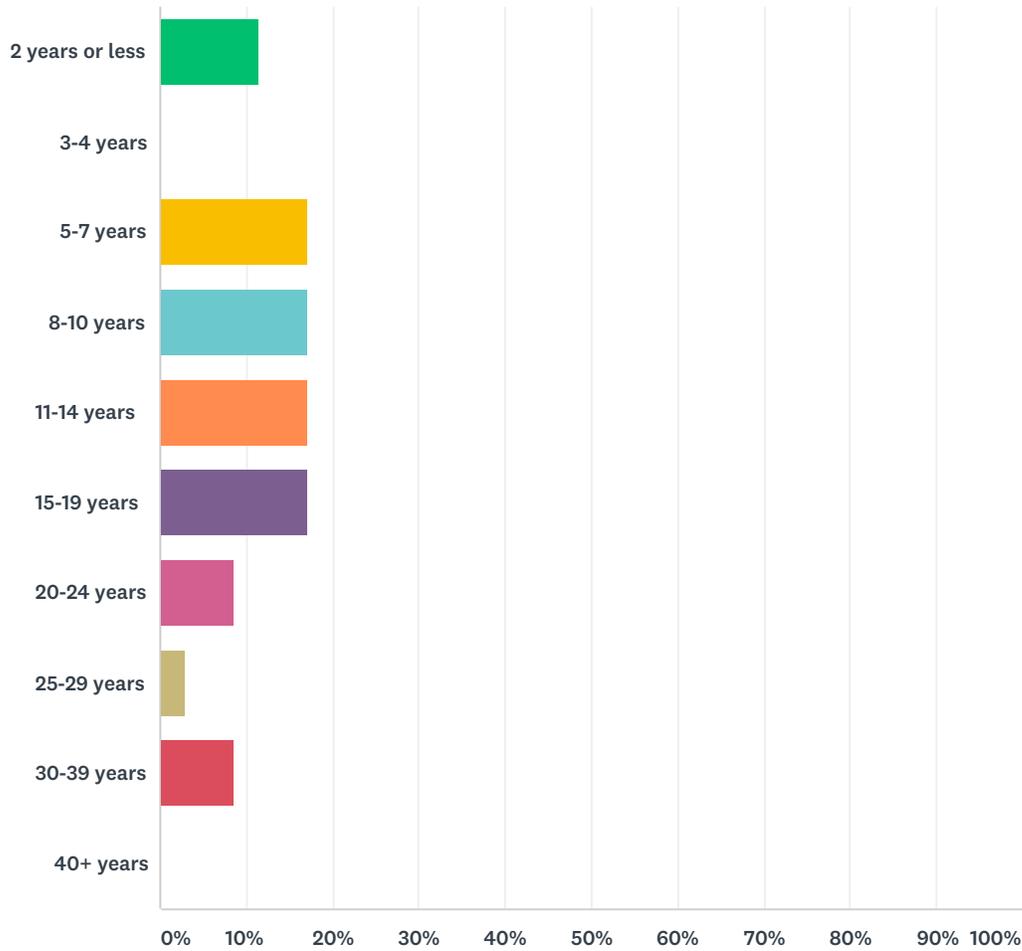


Q1 How long have you been an AAPA member?

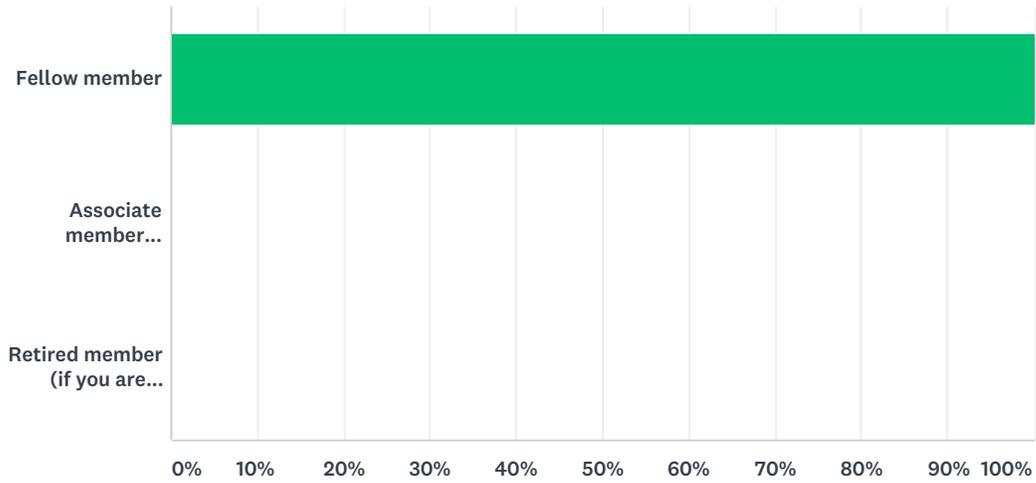
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES
2 years or less	11.43% 4
3-4 years	0.00% 0
5-7 years	17.14% 6
8-10 years	17.14% 6
11-14 years	17.14% 6
15-19 years	17.14% 6
20-24 years	8.57% 3
25-29 years	2.86% 1
30-39 years	8.57% 3
40+ years	0.00% 0
TOTAL	35

Q2 Please select your current AAPA membership type:

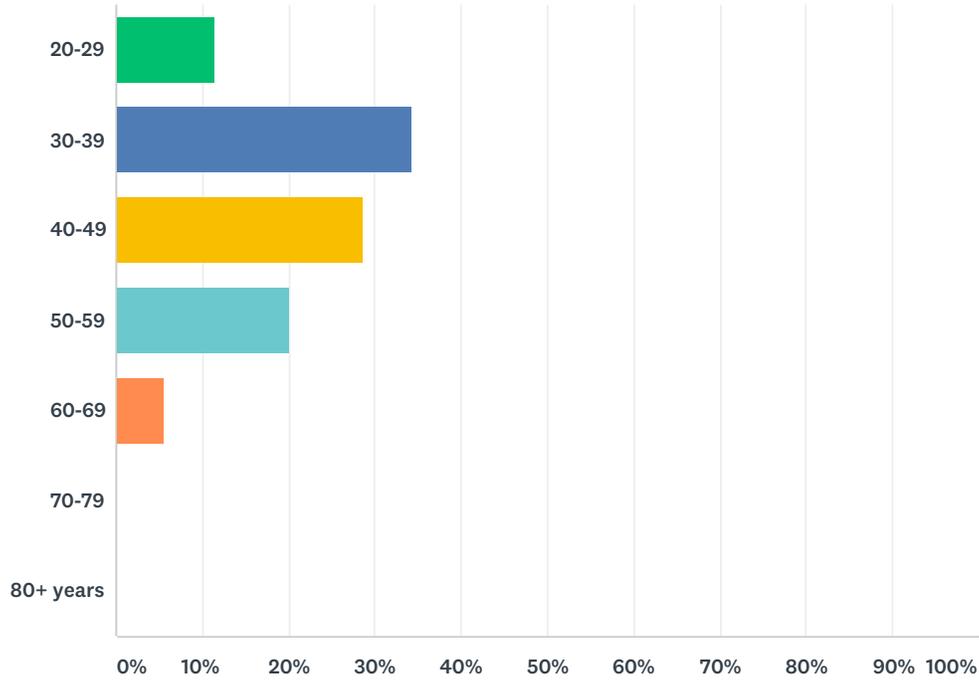
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES
Fellow member	100.00% 35
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	35

Q3 What is your age?

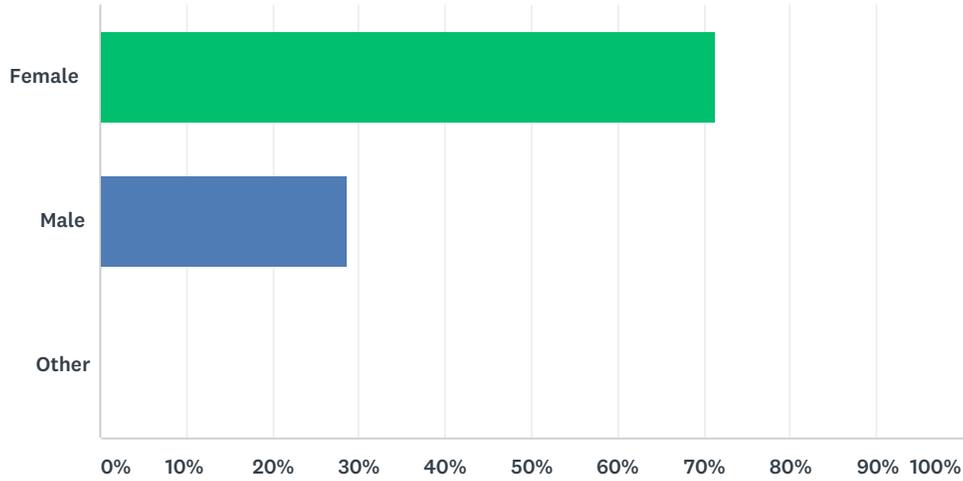
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
20-29	11.43%	4
30-39	34.29%	12
40-49	28.57%	10
50-59	20.00%	7
60-69	5.71%	2
70-79	0.00%	0
80+ years	0.00%	0
TOTAL		35

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

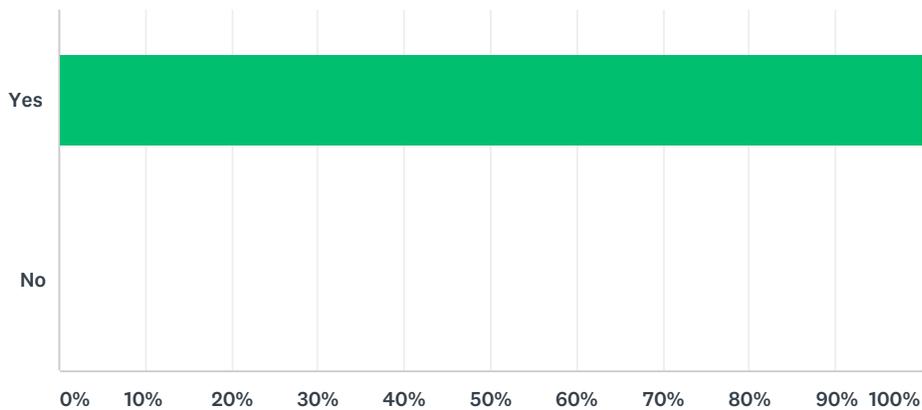
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	71.43%	25
Male	28.57%	10
Other	0.00%	0
TOTAL		35

Q5 Are you ASCP certified?

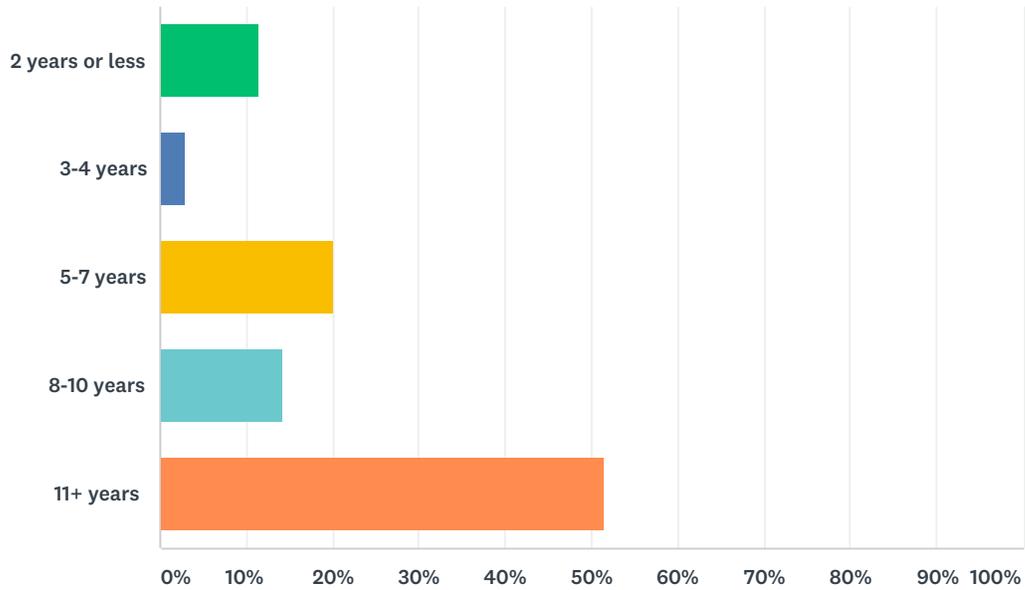
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	100.00%	35
No	0.00%	0
TOTAL		35

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

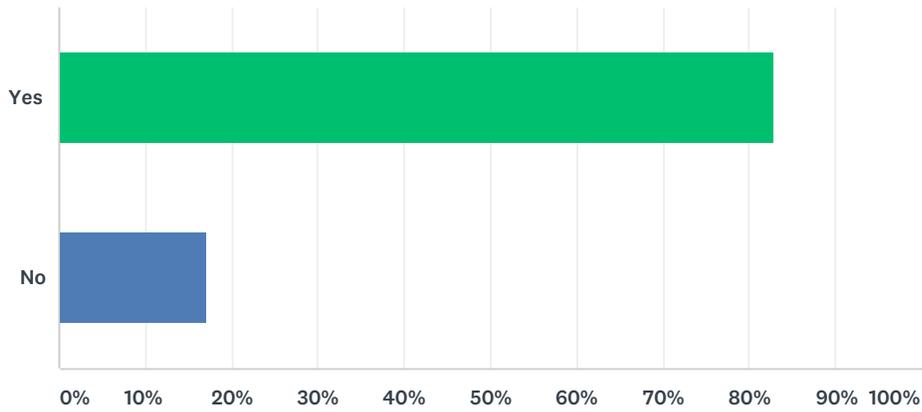
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
2 years or less	11.43%	4
3-4 years	2.86%	1
5-7 years	20.00%	7
8-10 years	14.29%	5
11+ years	51.43%	18
TOTAL		35

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

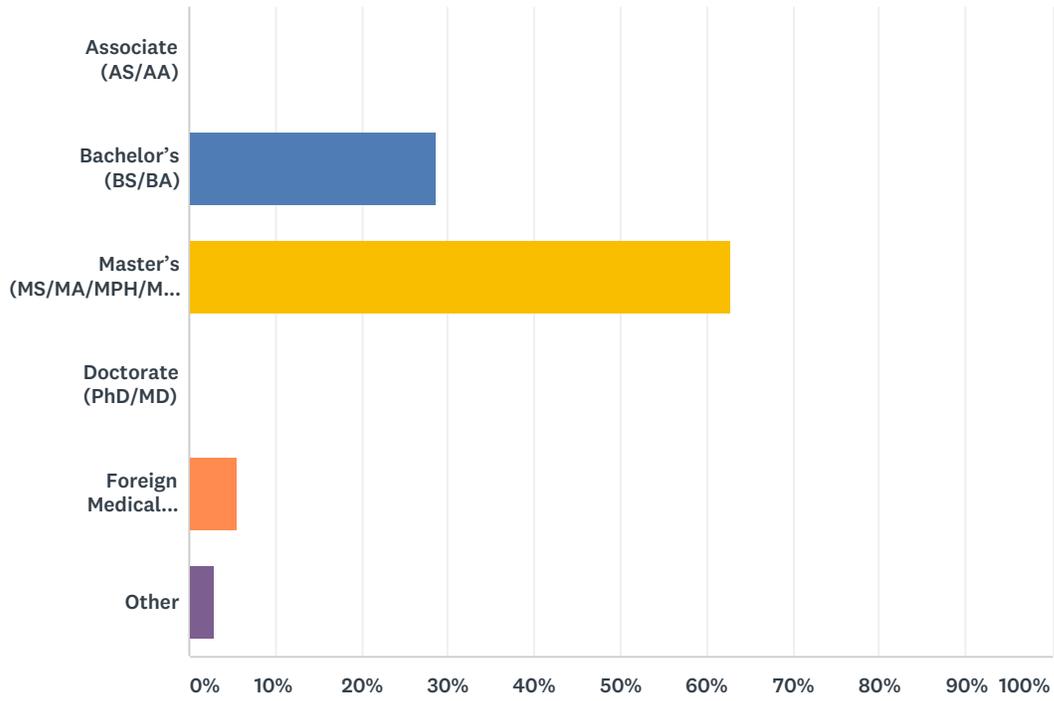
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	82.86%	29
No	17.14%	6
TOTAL		35

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

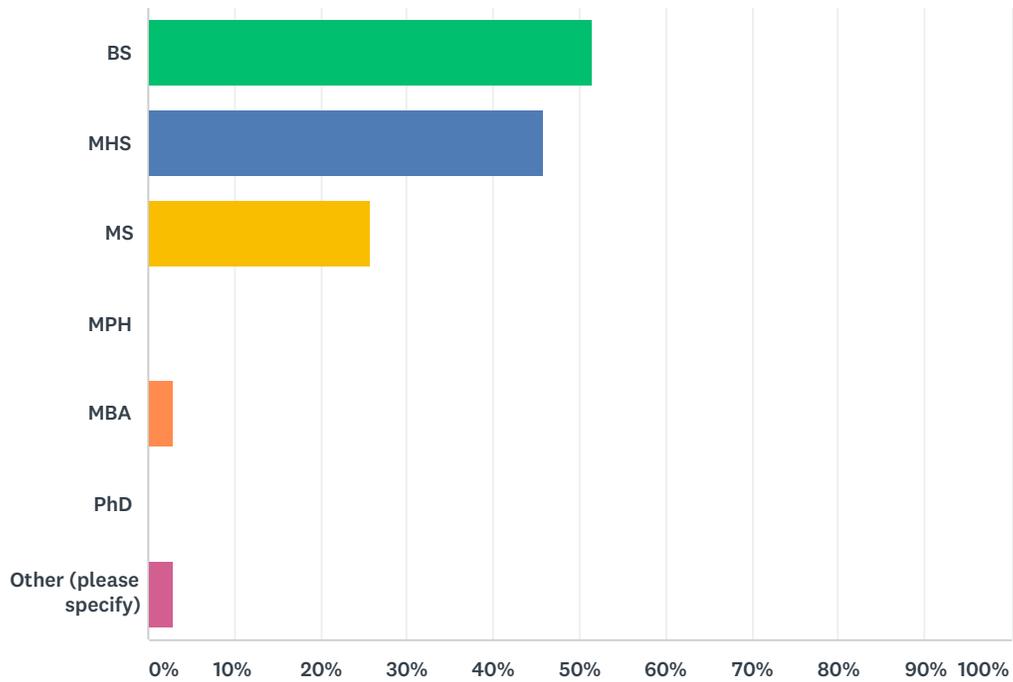
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
Associate (AS/AA)	0.00%	0
Bachelor's (BS/BA)	28.57%	10
Master's (MS/MA/MPH/MHS/MBA)	62.86%	22
Doctorate (PhD/MD)	0.00%	0
Foreign Medical Graduate	5.71%	2
Other	2.86%	1
TOTAL		35

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

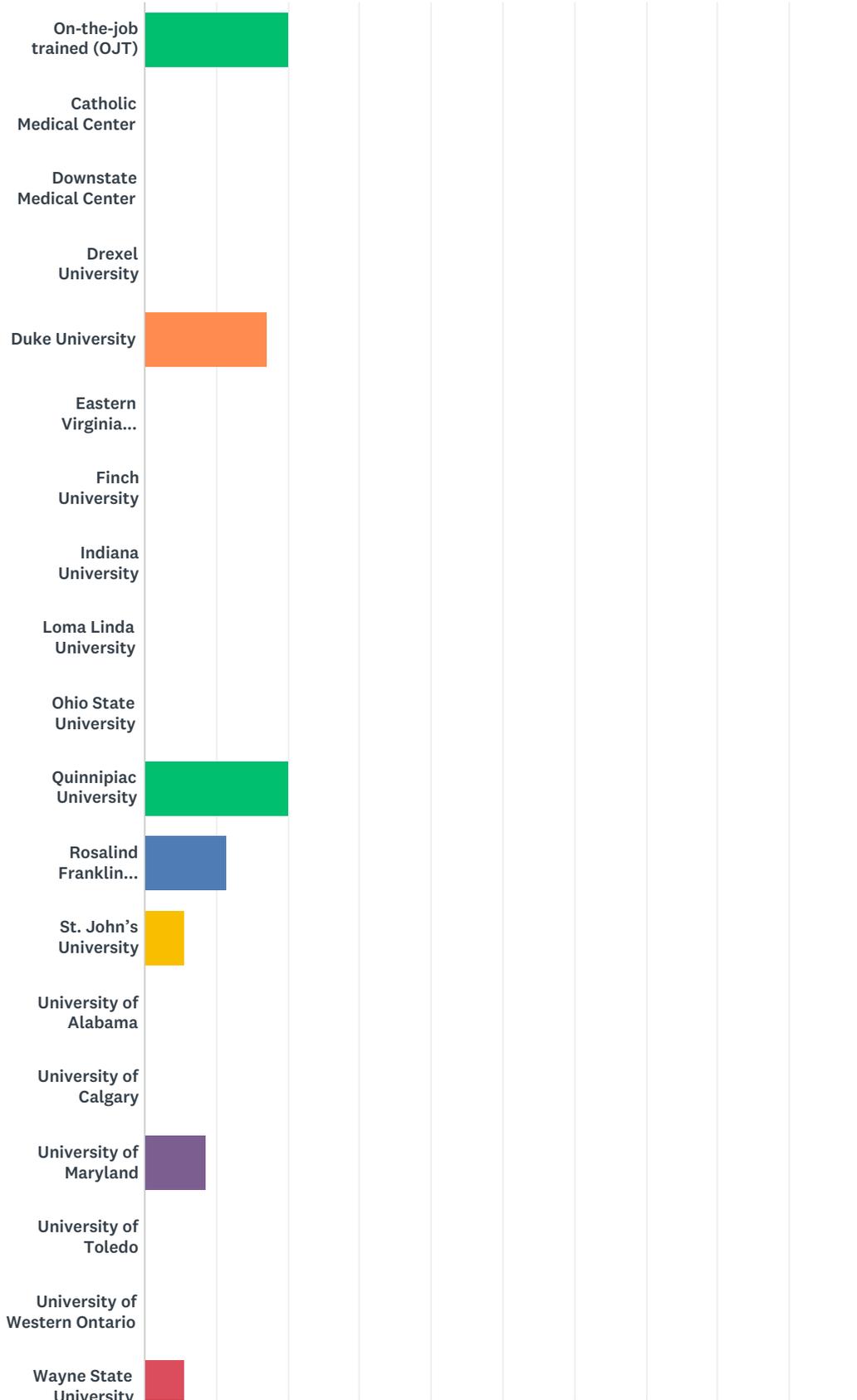
Answered: 35 Skipped: 0

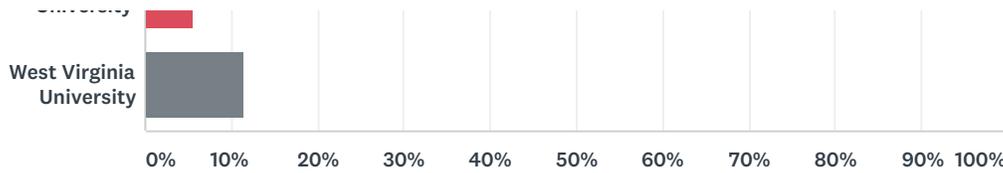


ANSWER CHOICES	RESPONSES	
BS	51.43%	18
MHS	45.71%	16
MS	25.71%	9
MPH	0.00%	0
MBA	2.86%	1
PhD	0.00%	0
Other (please specify)	2.86%	1
Total Respondents: 35		

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

Answered: 35 Skipped: 0

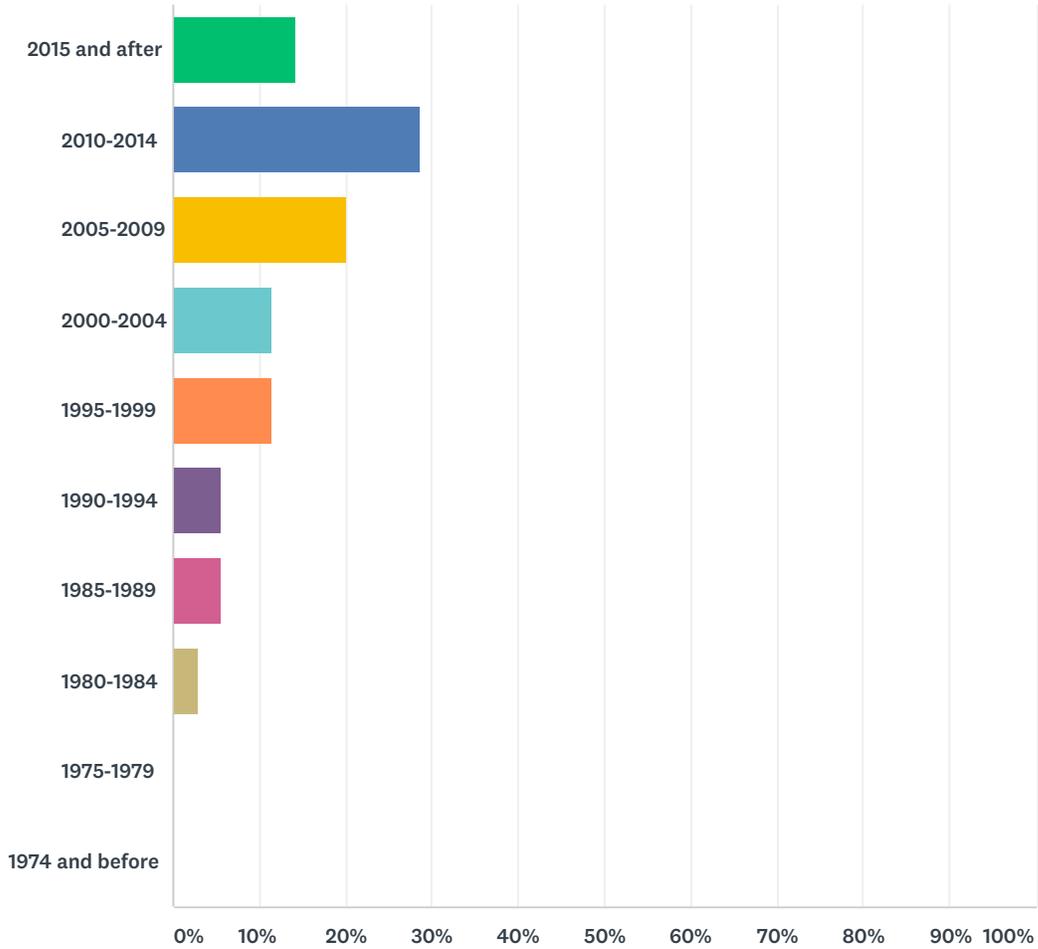




ANSWER CHOICES	RESPONSES	
On-the-job trained (OJT)	20.00%	7
Catholic Medical Center	0.00%	0
Downstate Medical Center	0.00%	0
Drexel University	0.00%	0
Duke University	17.14%	6
Eastern Virginia Medical School	0.00%	0
Finch University	0.00%	0
Indiana University	0.00%	0
Loma Linda University	0.00%	0
Ohio State University	0.00%	0
Quinnipiac University	20.00%	7
Rosalind Franklin University of Medicine and Science	11.43%	4
St. John's University	5.71%	2
University of Alabama	0.00%	0
University of Calgary	0.00%	0
University of Maryland	8.57%	3
University of Toledo	0.00%	0
University of Western Ontario	0.00%	0
Wayne State University	5.71%	2
West Virginia University	11.43%	4
TOTAL		35

Q11 When did you/will you graduate?

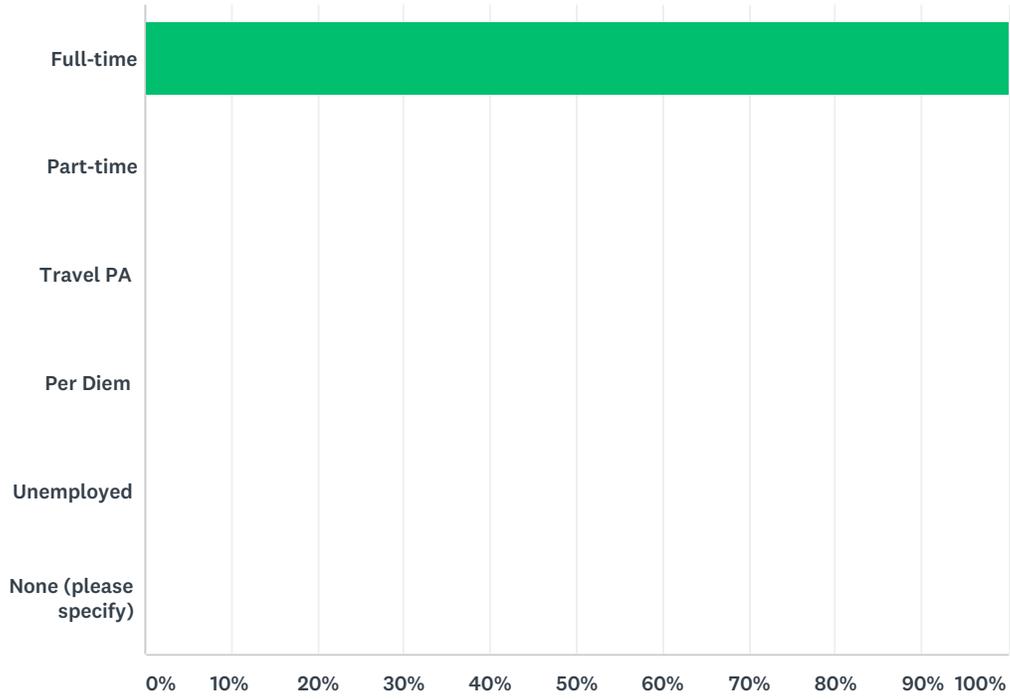
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
2015 and after	14.29%	5
2010-2014	28.57%	10
2005-2009	20.00%	7
2000-2004	11.43%	4
1995-1999	11.43%	4
1990-1994	5.71%	2
1985-1989	5.71%	2
1980-1984	2.86%	1
1975-1979	0.00%	0
1974 and before	0.00%	0
TOTAL		35

Q12 Please select your current employment status:

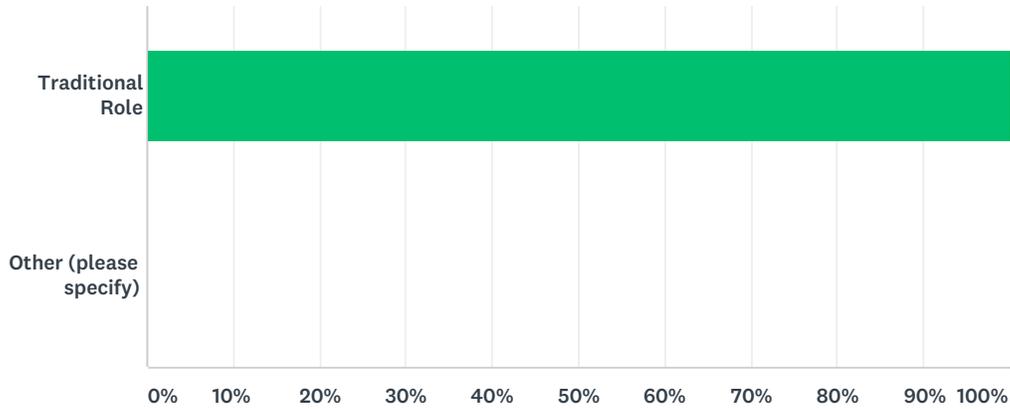
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time	100.00%	35
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		35

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

Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
Traditional Role	100.00%	35
Other (please specify)	0.00%	0
TOTAL		35

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

Answered: 0 Skipped: 35

 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: 35

 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: 35

 No matching responses.

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

Q17 Which best describes you:

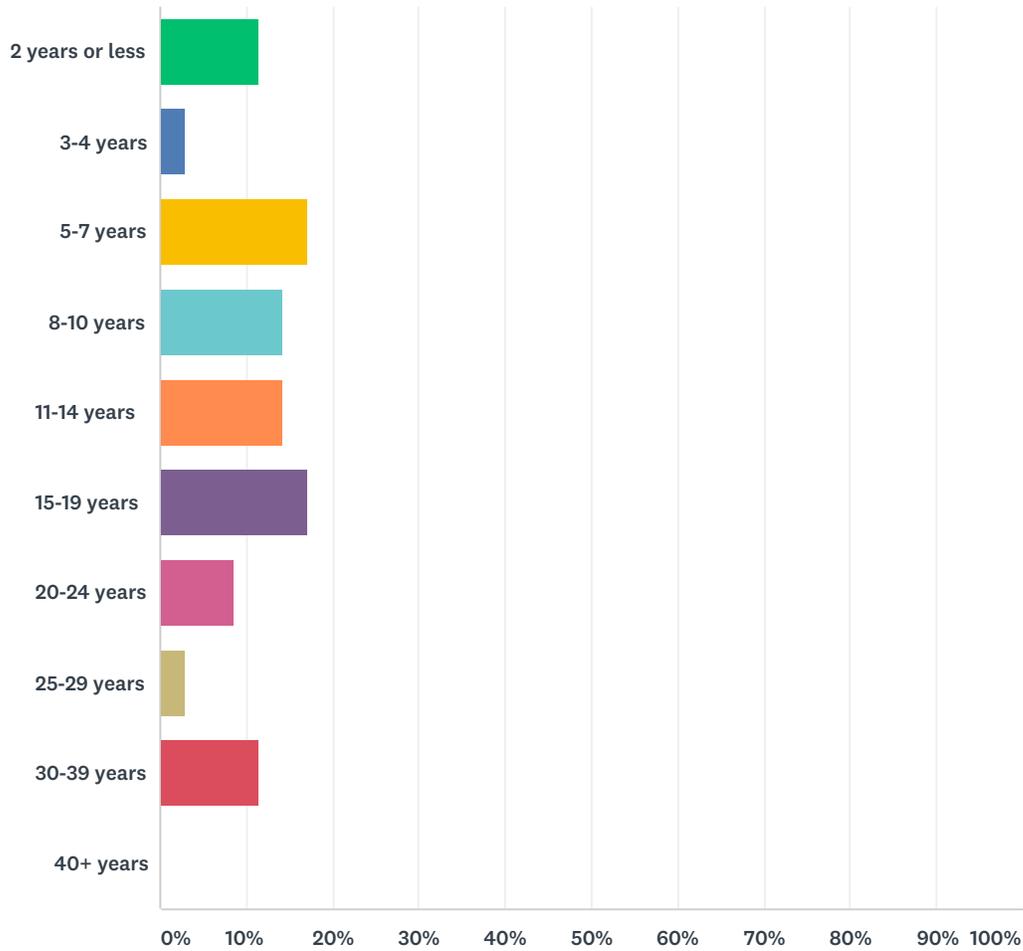
Answered: 0 Skipped: 35

 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?

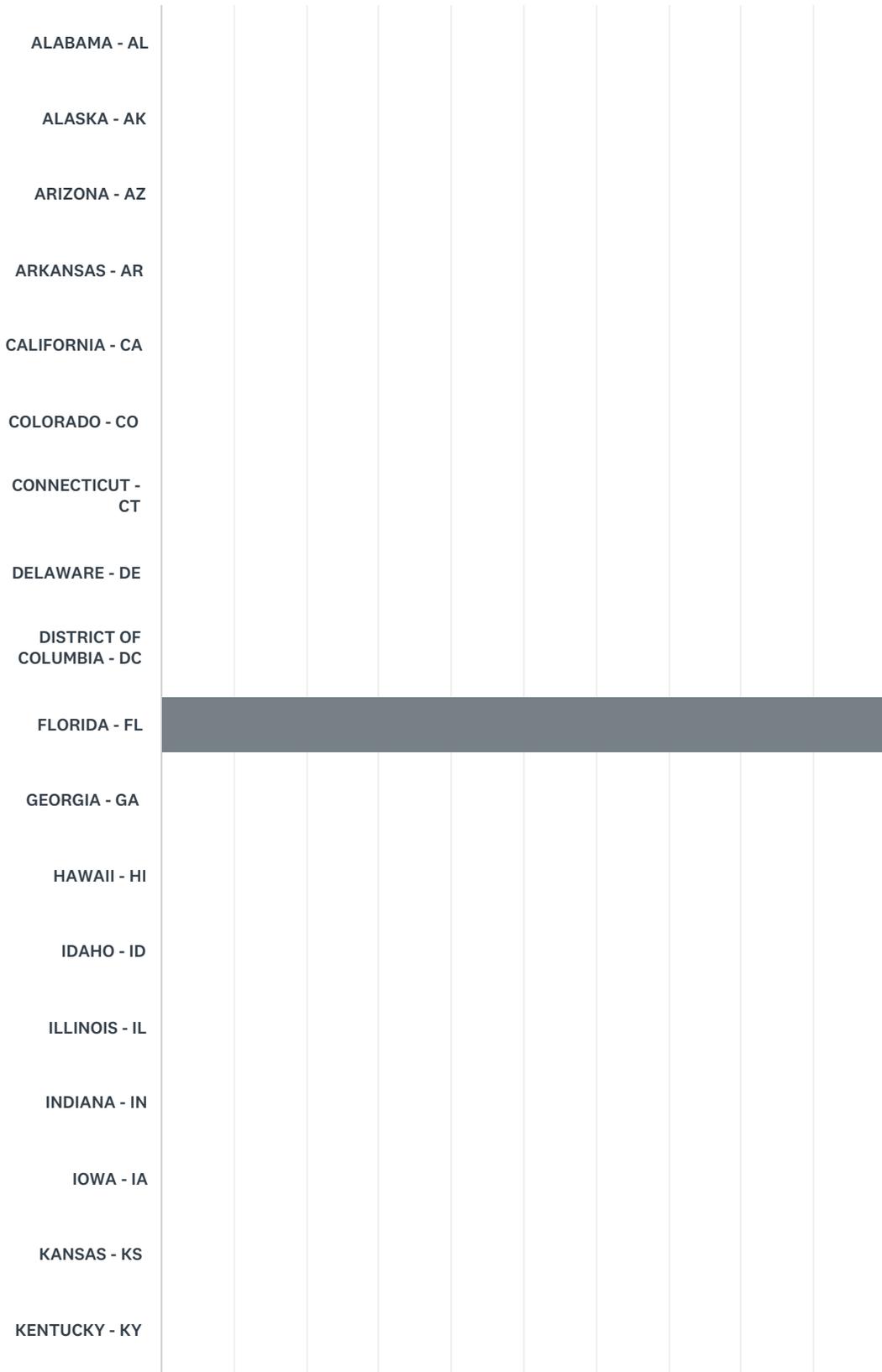
Answered: 35 Skipped: 0

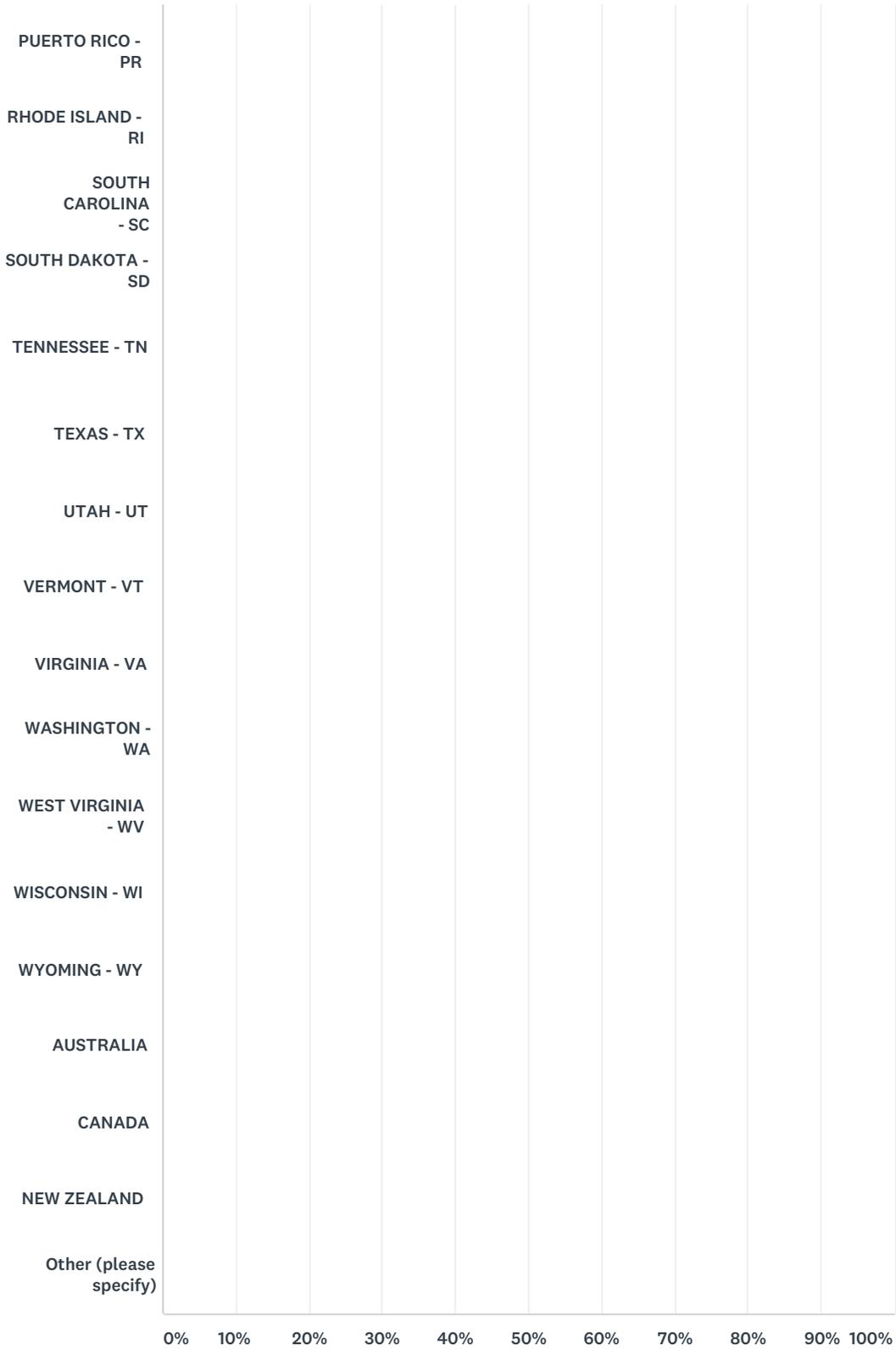


ANSWER CHOICES	RESPONSES	
2 years or less	11.43%	4
3-4 years	2.86%	1
5-7 years	17.14%	6
8-10 years	14.29%	5
11-14 years	14.29%	5
15-19 years	17.14%	6
20-24 years	8.57%	3
25-29 years	2.86%	1
30-39 years	11.43%	4
40+ years	0.00%	0
TOTAL		35

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

Answered: 35 Skipped: 0





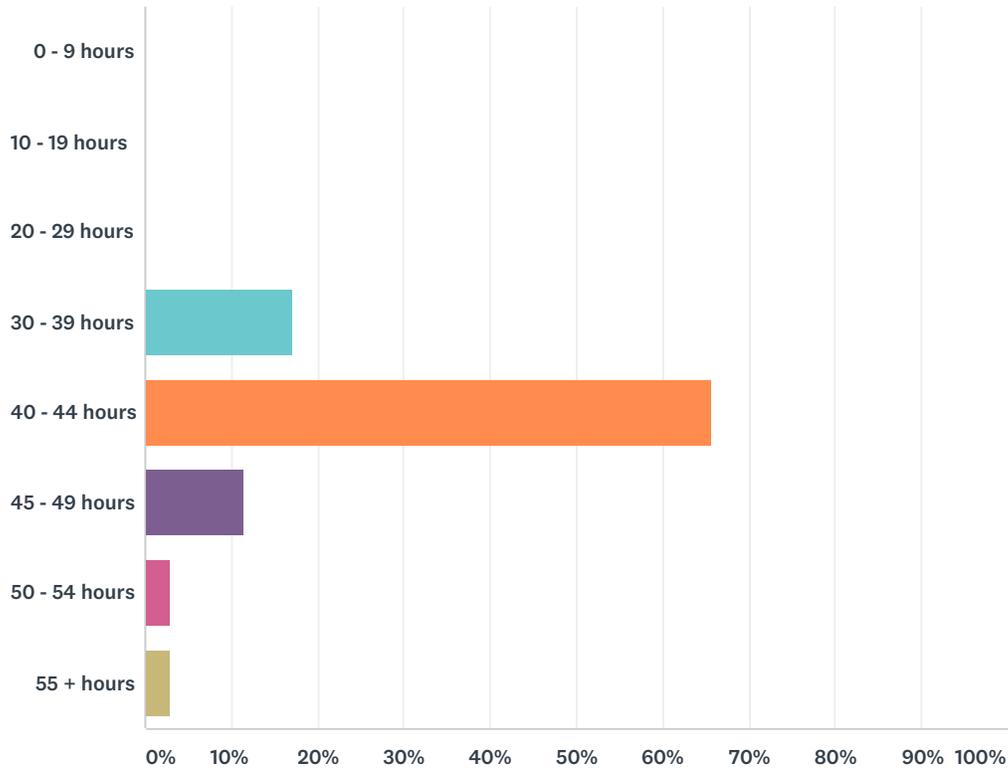
ANSWER CHOICES	RESPONSES
ALABAMA - AL	0.00% 0
ALASKA - AK	0.00% 0
ARIZONA - AZ	0.00% 0

ARKANSAS - AR	0.00%	0
CALIFORNIA - CA	0.00%	0
COLORADO - CO	0.00%	0
CONNECTICUT - CT	0.00%	0
DELAWARE - DE	0.00%	0
DISTRICT OF COLUMBIA - DC	0.00%	0
FLORIDA - FL	100.00%	35
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		35

Q20 How many hours do you average each week?

Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES
0 - 9 hours	0.00% 0
10 - 19 hours	0.00% 0
20 - 29 hours	0.00% 0
30 - 39 hours	17.14% 6
40 - 44 hours	65.71% 23
45 - 49 hours	11.43% 4
50 - 54 hours	2.86% 1
55 + hours	2.86% 1
TOTAL	35

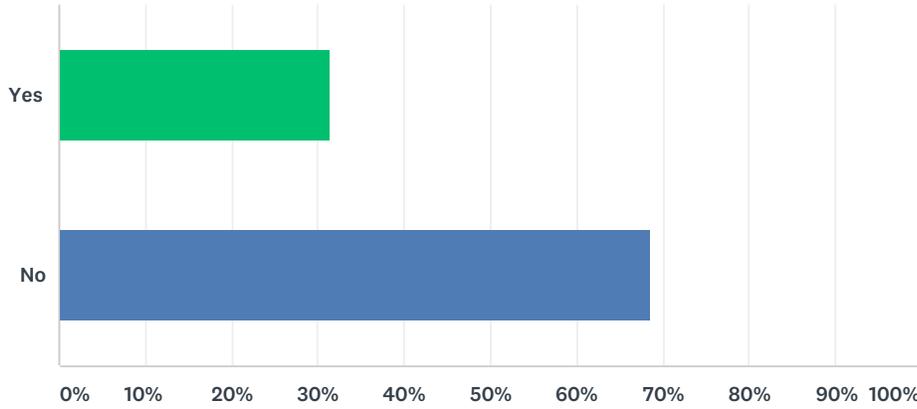
Q21 In what type of practice do you spend the majority of your time? List by percentage to total 100%. Note: insert percentages where applicable to add up to 100%, i.e. 75% community hospital, 25% private group.

Answered: 35 Skipped: 0

ANSWER CHOICES	RESPONSES	
Community Hospital	42.86%	15
Academic/University	14.29%	5
Private Group	42.86%	15
Laboratory	5.71%	2
Military Hospital	2.86%	1
Other	5.71%	2

Q22 Do you work at multiple sites?

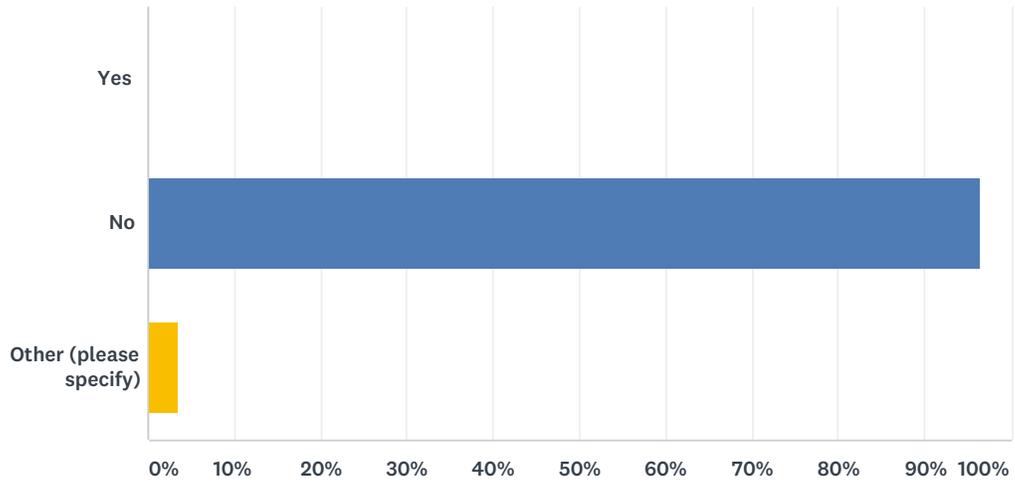
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	31.43%	11
No	68.57%	24
TOTAL		35

Q23 If yes, do you cross state lines?

Answered: 28 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	96.43%	27
Other (please specify)	3.57%	1
TOTAL		28

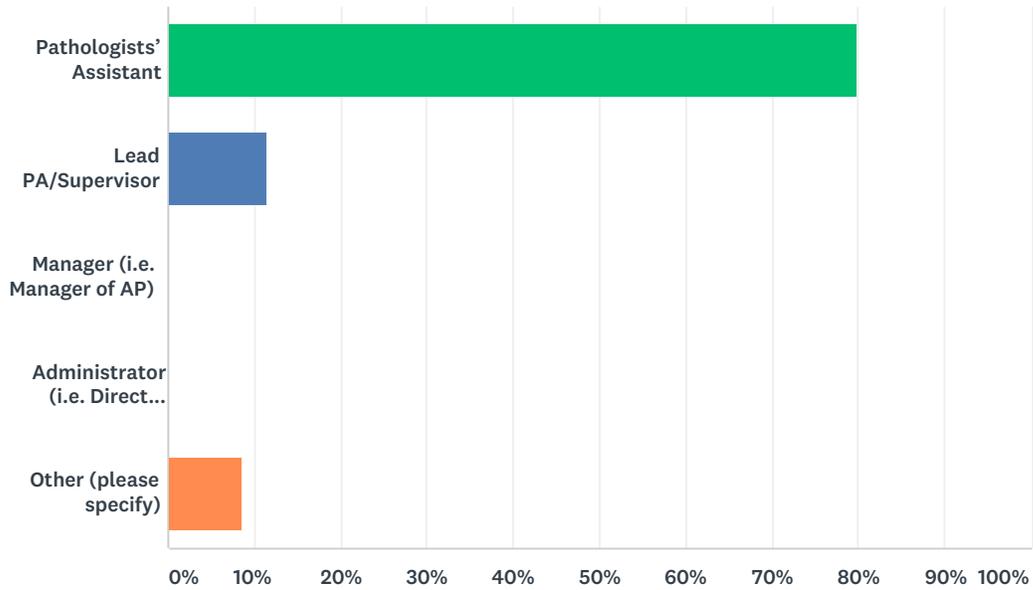
Q24 How are your days spent? Which of the following is included in your job responsibilities? List by percentage to total 100%. Note: insert percentages where applicable to add up to 100%, i.e. 75% grossing, 10% autopsy, 15% admin.

Answered: 35 Skipped: 0

ANSWER CHOICES	RESPONSES	
Administration / management / scheduling / supervisor role	31.43%	11
Management (Lab, LEAN, etc.)	14.29%	5
Autopsy clinical history, reports, microscopic signout	20.00%	7
Autopsy gross, diening	40.00%	14
CAP Inspection	22.86%	8
Grossing / Prosecting	100.00%	35
Gross photos / Photomicroscopy	48.57%	17
Frozen sections	77.14%	27
Research or Academic Preparations (Manual prep, Conference prep, etc)	20.00%	7
Supply maintenance, Instrument Maintenance, Safety	31.43%	11
Quality assurance / QA coding review	28.57%	10
Specimen accession / Transcription / CPT coding	37.14%	13
Teaching / Training / instruction – PAs, Residents, and other lab or clinical personnel	40.00%	14
Tissue bank	17.14%	6
Other	17.14%	6

Q25 What is your job title?

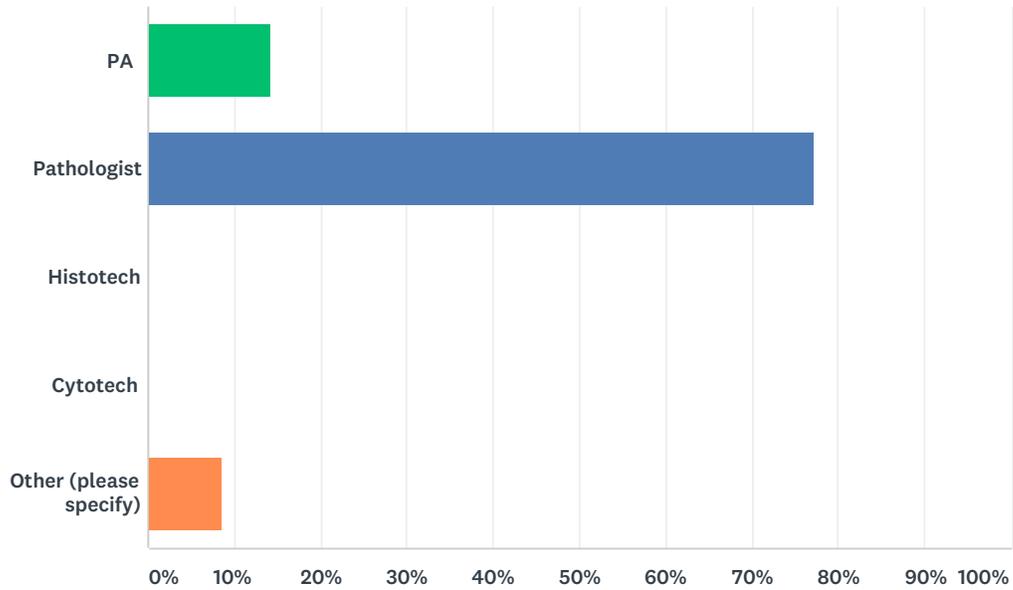
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
Pathologists' Assistant	80.00%	28
Lead PA/Supervisor	11.43%	4
Manager (i.e. Manager of AP)	0.00%	0
Administrator (i.e. Director, Section Chief)	0.00%	0
Other (please specify)	8.57%	3
TOTAL		35

Q26 Who do you report to?

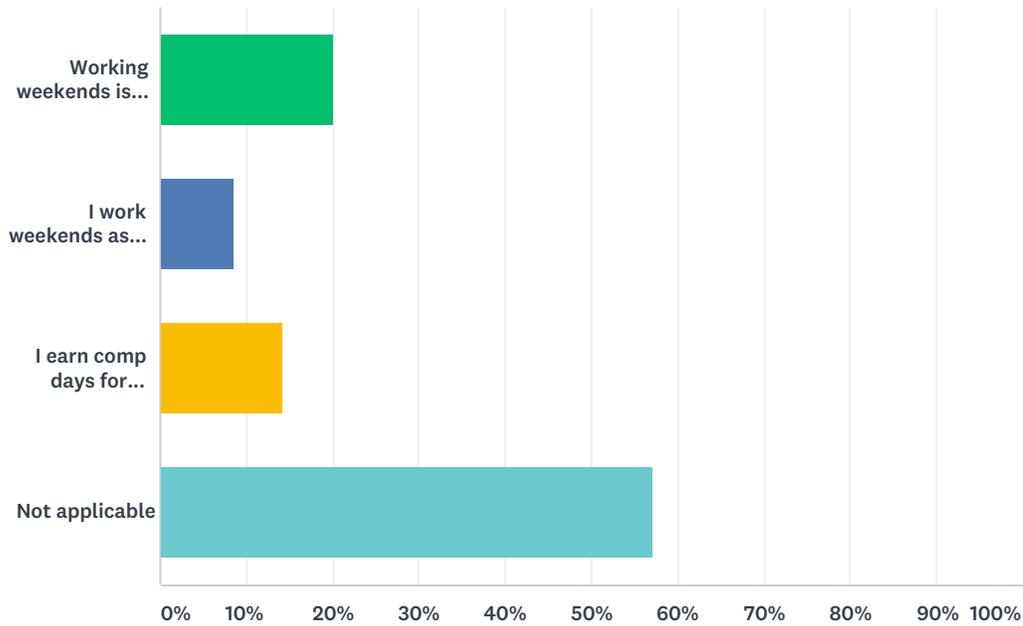
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
PA	14.29%	5
Pathologist	77.14%	27
Histotech	0.00%	0
Cytotech	0.00%	0
Other (please specify)	8.57%	3
TOTAL		35

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

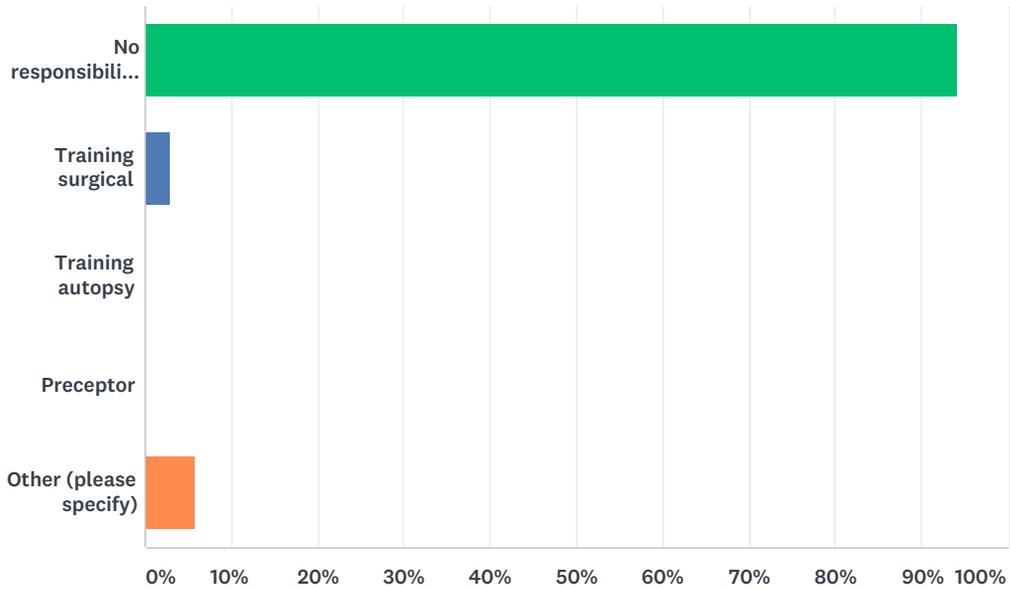
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
Working weekends is part of my routine/rotation	20.00%	7
I work weekends as necessary	8.57%	3
I earn comp days for working weekends	14.29%	5
Not applicable	57.14%	20
TOTAL		35

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

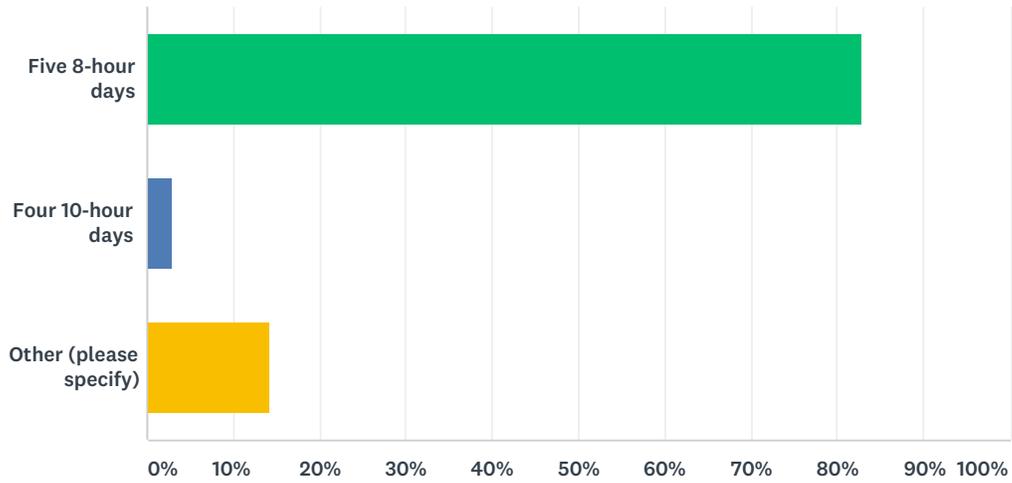
Answered: 34 Skipped: 1



ANSWER CHOICES	RESPONSES	
No responsibilities	94.12%	32
Training surgical	2.94%	1
Training autopsy	0.00%	0
Preceptor	0.00%	0
Other (please specify)	5.88%	2
Total Respondents: 34		

Q29 What is your standard work schedule?

Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
Five 8-hour days	82.86%	29
Four 10-hour days	2.86%	1
Other (please specify)	14.29%	5
TOTAL		35

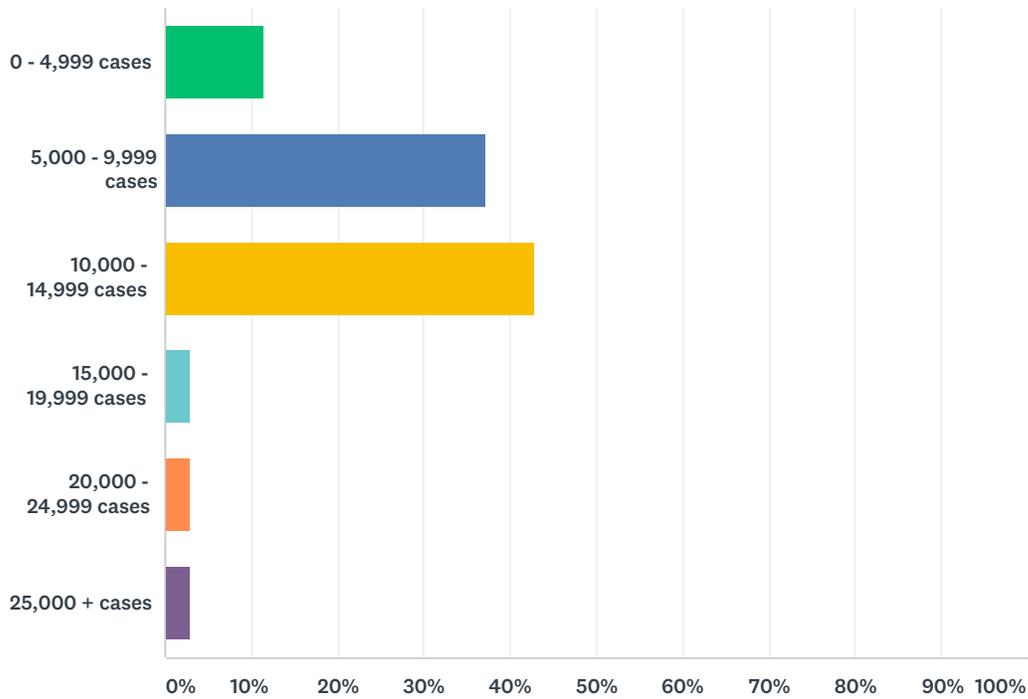
**Q30 How many total surgical cases annually at your practice setting?
List by percentage to total 100%. Note: insert percentages where applicable to add up to 100%, i.e. 50% biopsies, 50% simple.**

Answered: 33 Skipped: 2

ANSWER CHOICES	RESPONSES	
Biopsies	100.00%	33
Simple	93.94%	31
Complex	100.00%	33
Other	3.03%	1

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

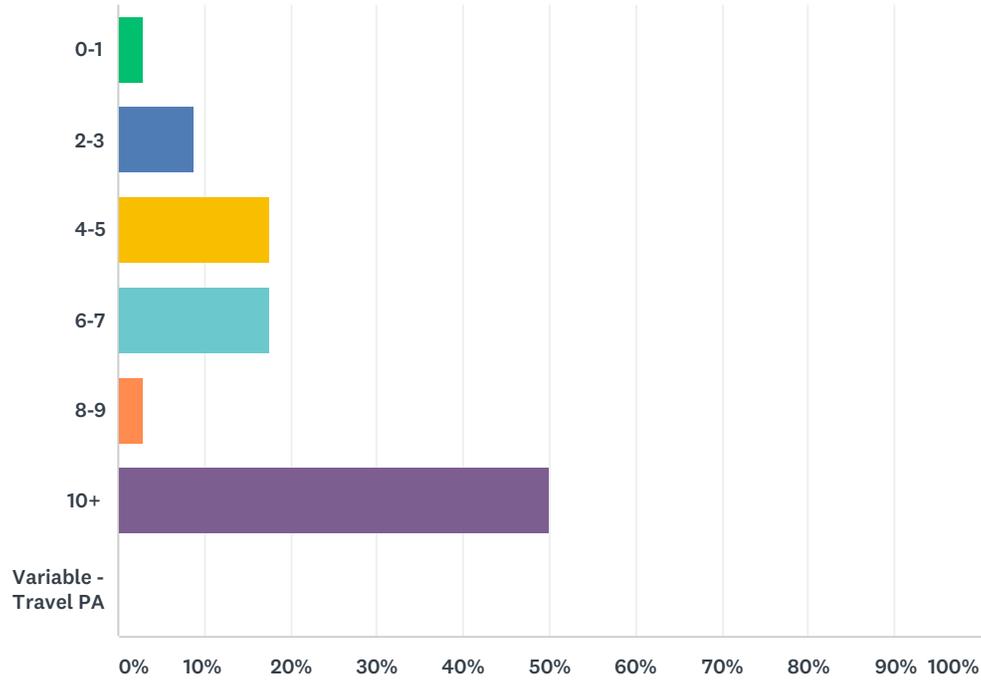
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
0 - 4,999 cases	11.43%	4
5,000 - 9,999 cases	37.14%	13
10,000 - 14,999 cases	42.86%	15
15,000 - 19,999 cases	2.86%	1
20,000 - 24,999 cases	2.86%	1
25,000 + cases	2.86%	1
TOTAL		35

Q32 How many pathologists in total at your workplace?

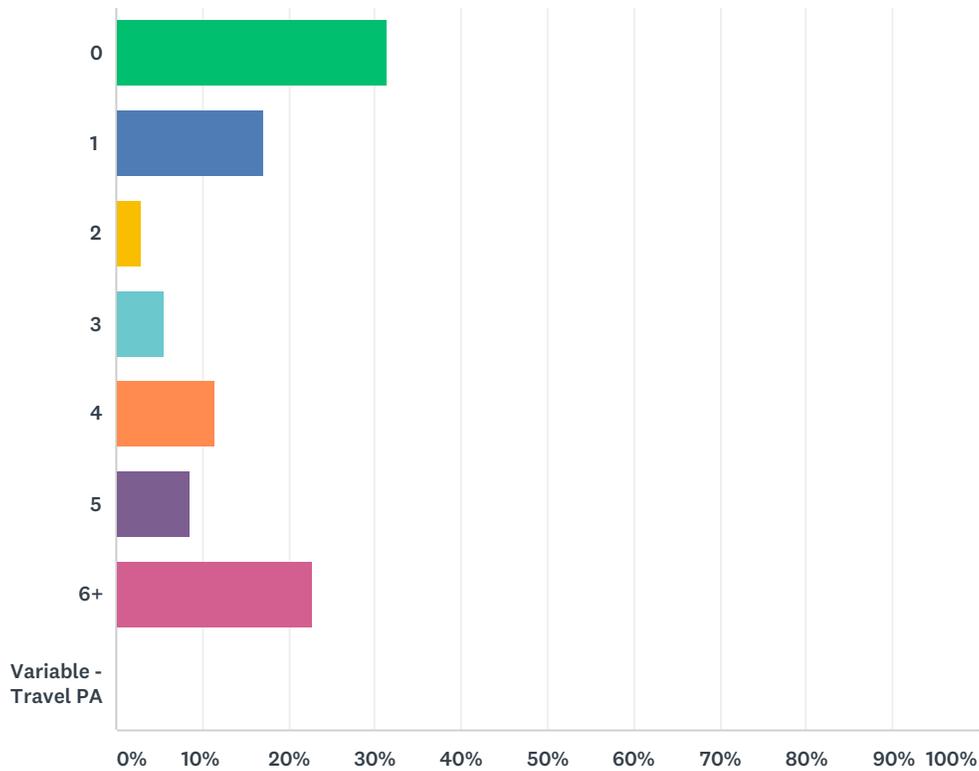
Answered: 34 Skipped: 1



ANSWER CHOICES	RESPONSES	
0-1	2.94%	1
2-3	8.82%	3
4-5	17.65%	6
6-7	17.65%	6
8-9	2.94%	1
10+	50.00%	17
Variable - Travel PA	0.00%	0
TOTAL		34

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

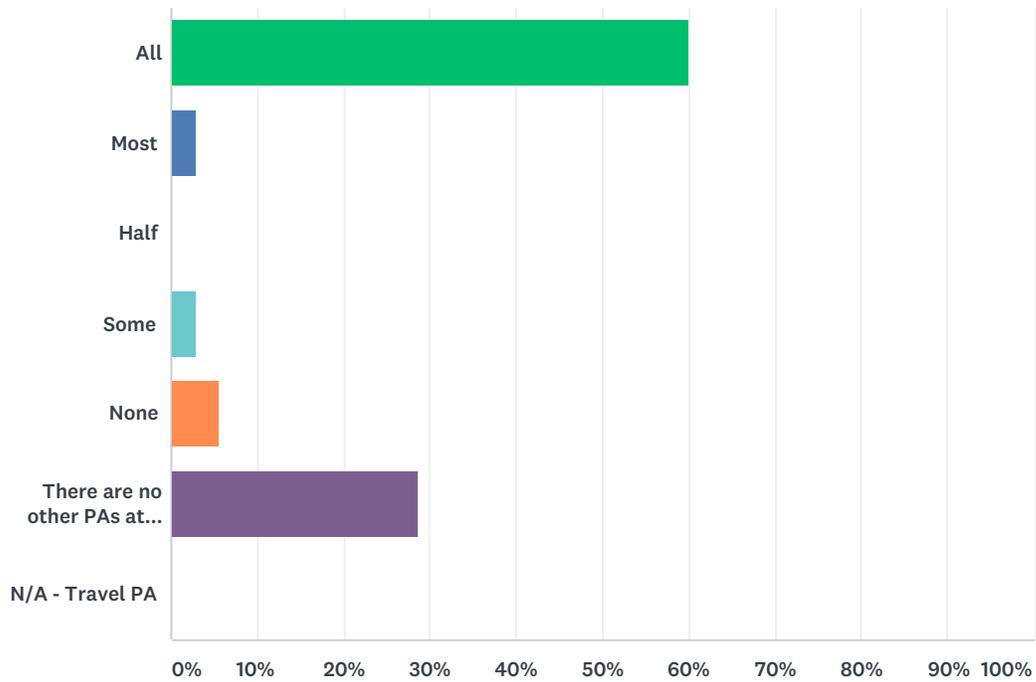
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
0	31.43%	11
1	17.14%	6
2	2.86%	1
3	5.71%	2
4	11.43%	4
5	8.57%	3
6+	22.86%	8
Variable - Travel PA	0.00%	0
TOTAL		35

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

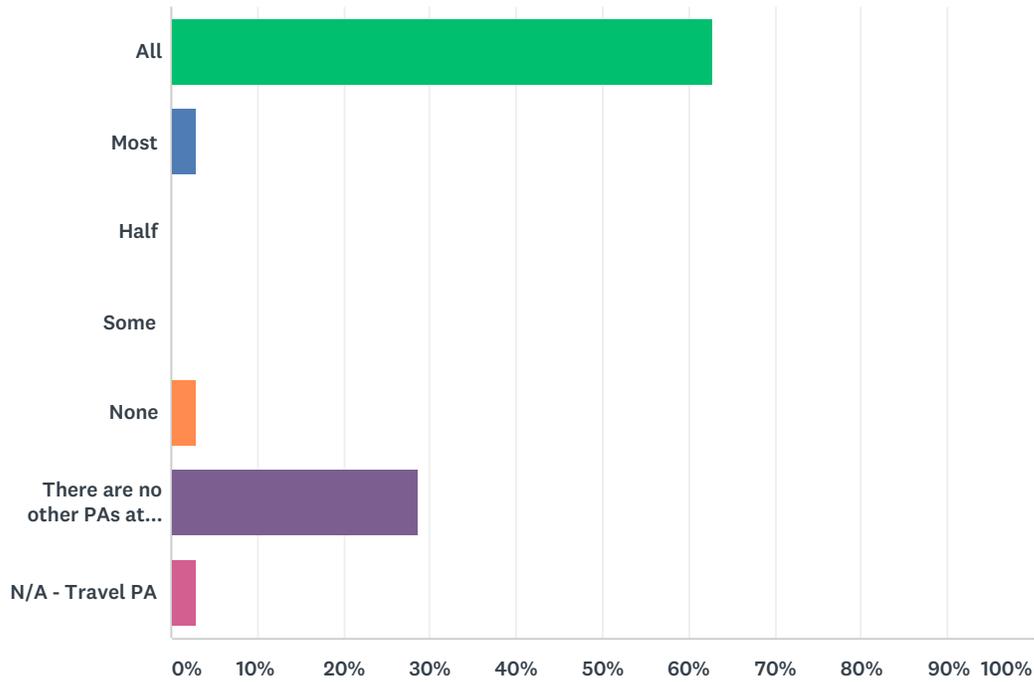
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
All	60.00%	21
Most	2.86%	1
Half	0.00%	0
Some	2.86%	1
None	5.71%	2
There are no other PAs at my workplace	28.57%	10
N/A - Travel PA	0.00%	0
TOTAL		35

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

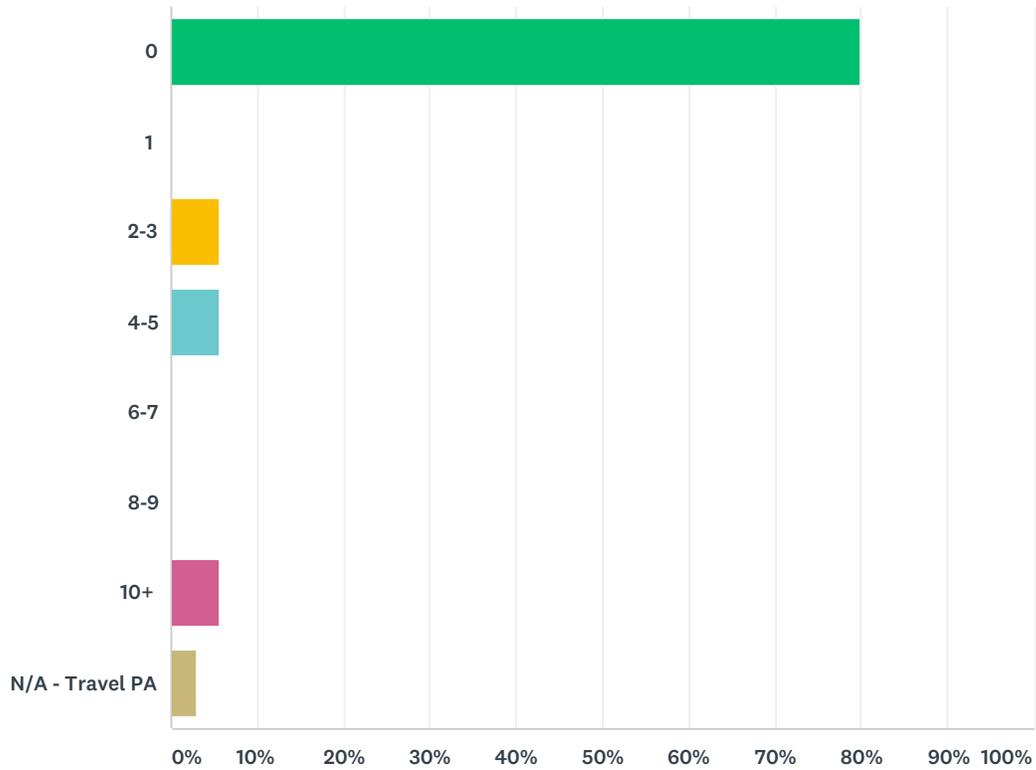
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
All	62.86%	22
Most	2.86%	1
Half	0.00%	0
Some	0.00%	0
None	2.86%	1
There are no other PAs at my workplace	28.57%	10
N/A - Travel PA	2.86%	1
TOTAL		35

Q36 How many residents are there at your workplace?

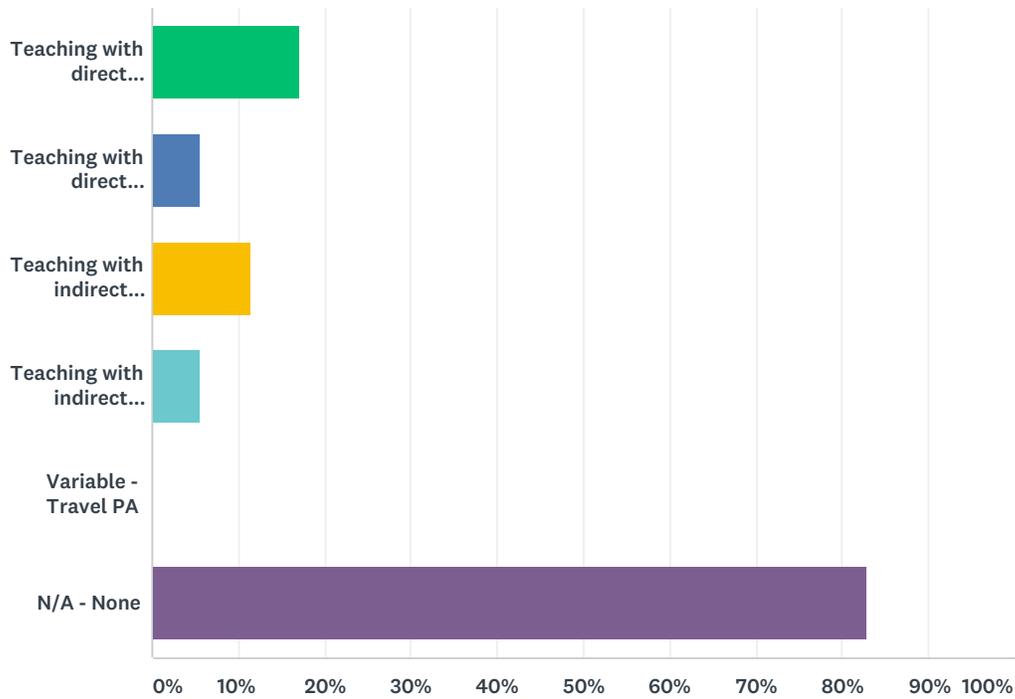
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
0	80.00%	28
1	0.00%	0
2-3	5.71%	2
4-5	5.71%	2
6-7	0.00%	0
8-9	0.00%	0
10+	5.71%	2
N/A - Travel PA	2.86%	1
TOTAL		35

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

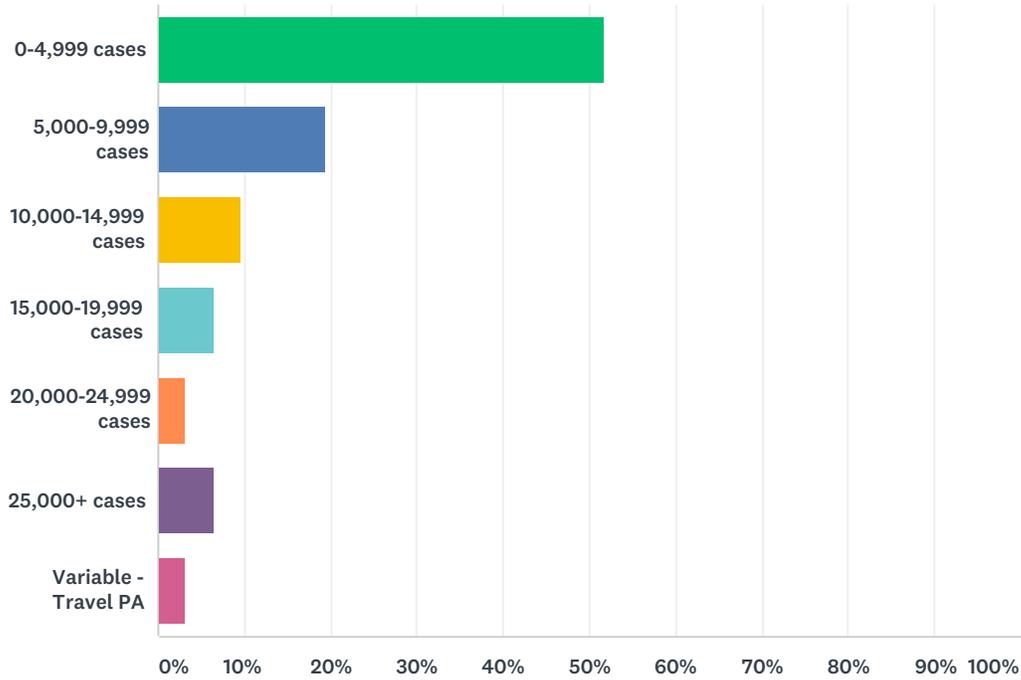
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
Teaching with direct oversight in surgical pathology	17.14%	6
Teaching with direct oversight in autopsy	5.71%	2
Teaching with indirect oversight in surgical pathology	11.43%	4
Teaching with indirect oversight in autopsy	5.71%	2
Variable - Travel PA	0.00%	0
N/A - None	82.86%	29
Total Respondents: 35		

Q38 What is the case volume biopsy techs gross?

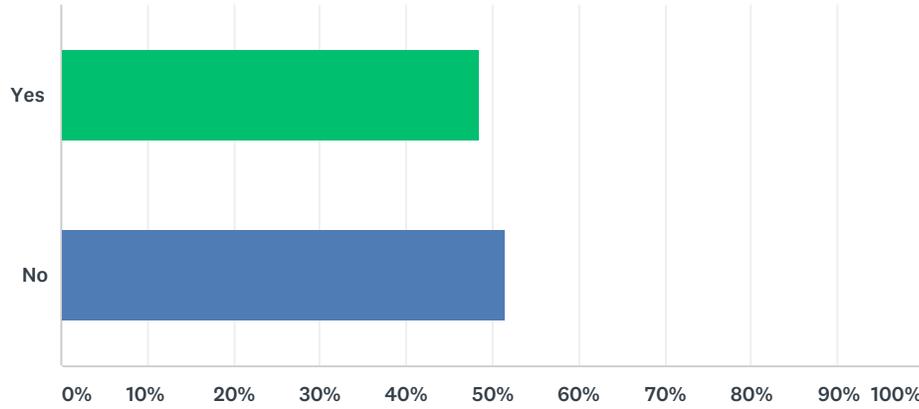
Answered: 31 Skipped: 4



ANSWER CHOICES	RESPONSES	
0-4,999 cases	51.61%	16
5,000-9,999 cases	19.35%	6
10,000-14,999 cases	9.68%	3
15,000-19,999 cases	6.45%	2
20,000-24,999 cases	3.23%	1
25,000+ cases	6.45%	2
Variable - Travel PA	3.23%	1
TOTAL		31

Q39 Are you involved in autopsies?

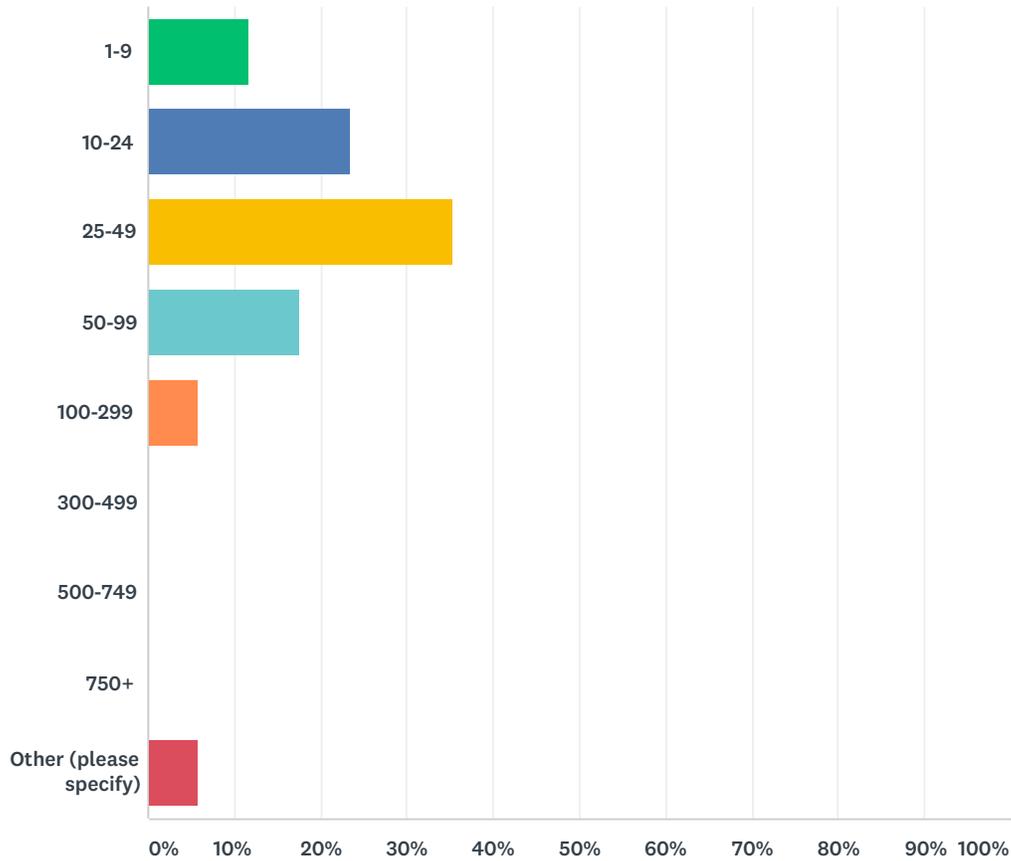
Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	48.57%	17
No	51.43%	18
TOTAL		35

Q40 Total annual volume of autopsies at your practice setting?

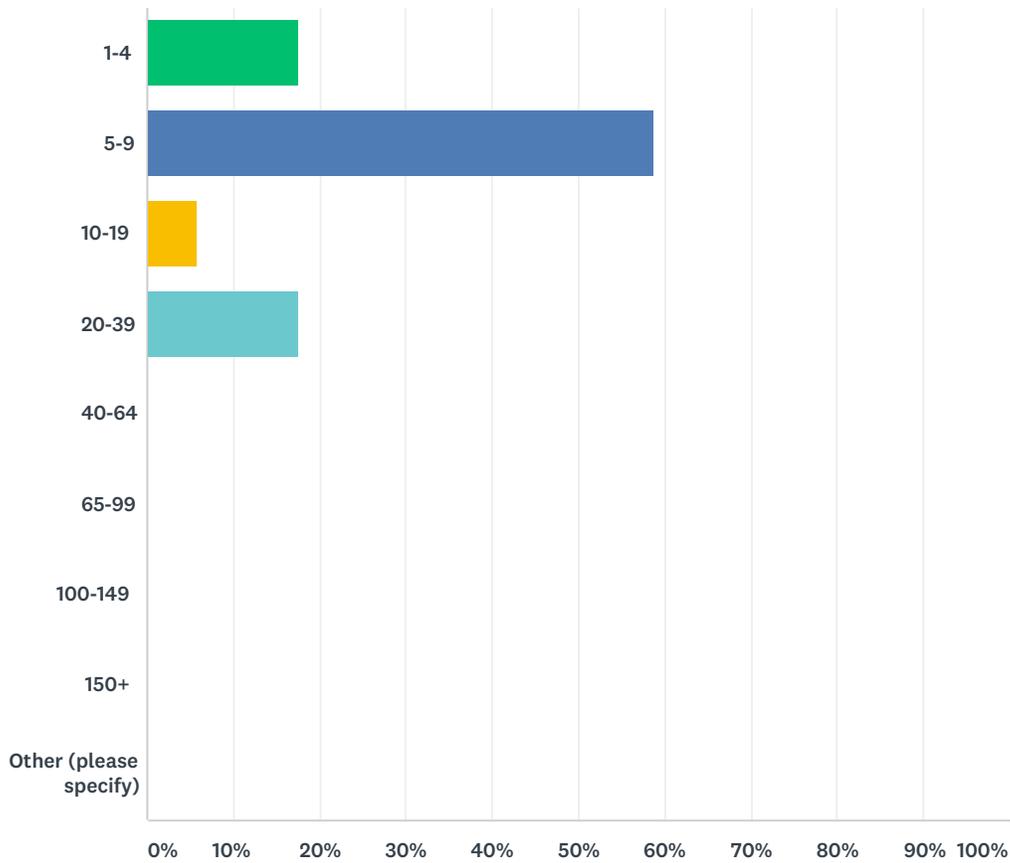
Answered: 17 Skipped: 18



ANSWER CHOICES	RESPONSES	
1-9	11.76%	2
10-24	23.53%	4
25-49	35.29%	6
50-99	17.65%	3
100-299	5.88%	1
300-499	0.00%	0
500-749	0.00%	0
750+	0.00%	0
Other (please specify)	5.88%	1
TOTAL		17

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

Answered: 17 Skipped: 18



ANSWER CHOICES	RESPONSES	
1-4	17.65%	3
5-9	58.82%	10
10-19	5.88%	1
20-39	17.65%	3
40-64	0.00%	0
65-99	0.00%	0
100-149	0.00%	0
150+	0.00%	0
Other (please specify)	0.00%	0
TOTAL		17

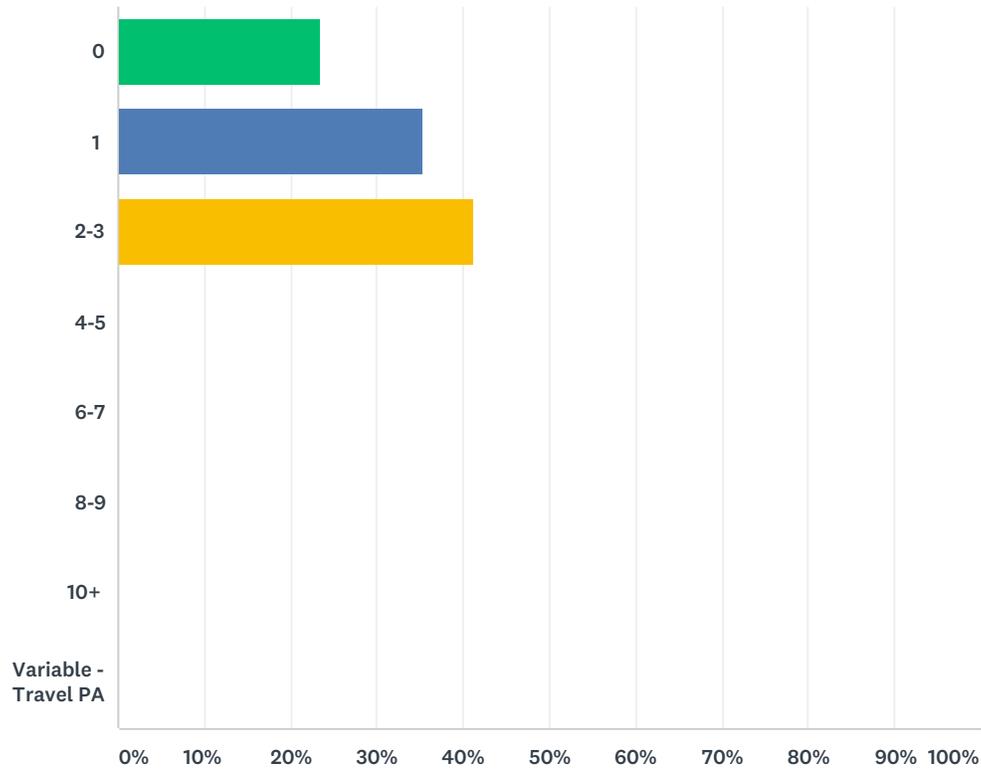
Q42 What are your autopsy responsibilities? List by percentage to total 100%. Note: insert percentages where applicable to add up to 100%, i.e. 50% autopsy clinical history, 50% diening.

Answered: 17 Skipped: 18

ANSWER CHOICES	RESPONSES	
Autopsy clinical history	64.71%	11
Autopsy microscopic signout	23.53%	4
Autopsy report prep (PAD, FAD, etc.)	76.47%	13
Diening	47.06%	8
Prosection/Evisceration	94.12%	16
Other	11.76%	2

Q43 How many autopsy techs are in your workplace?

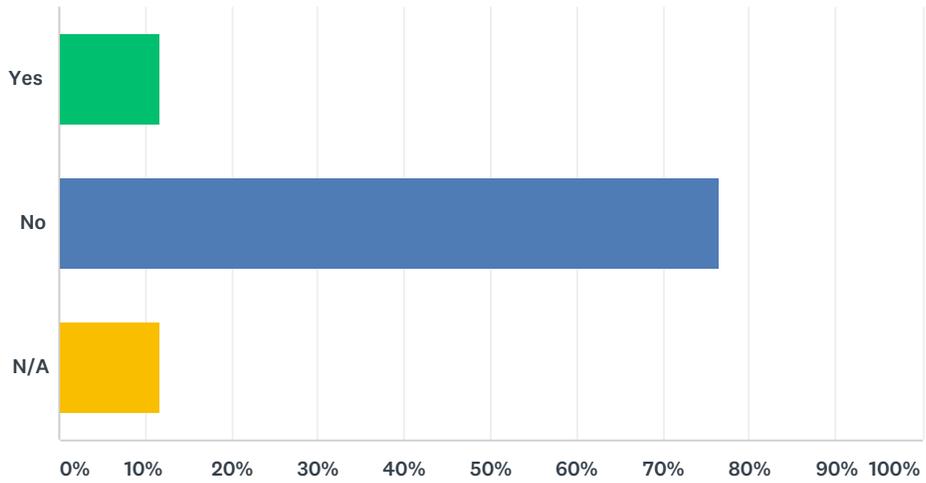
Answered: 17 Skipped: 18



ANSWER CHOICES	RESPONSES	
0	23.53%	4
1	35.29%	6
2-3	41.18%	7
4-5	0.00%	0
6-7	0.00%	0
8-9	0.00%	0
10+	0.00%	0
Variable - Travel PA	0.00%	0
TOTAL		17

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

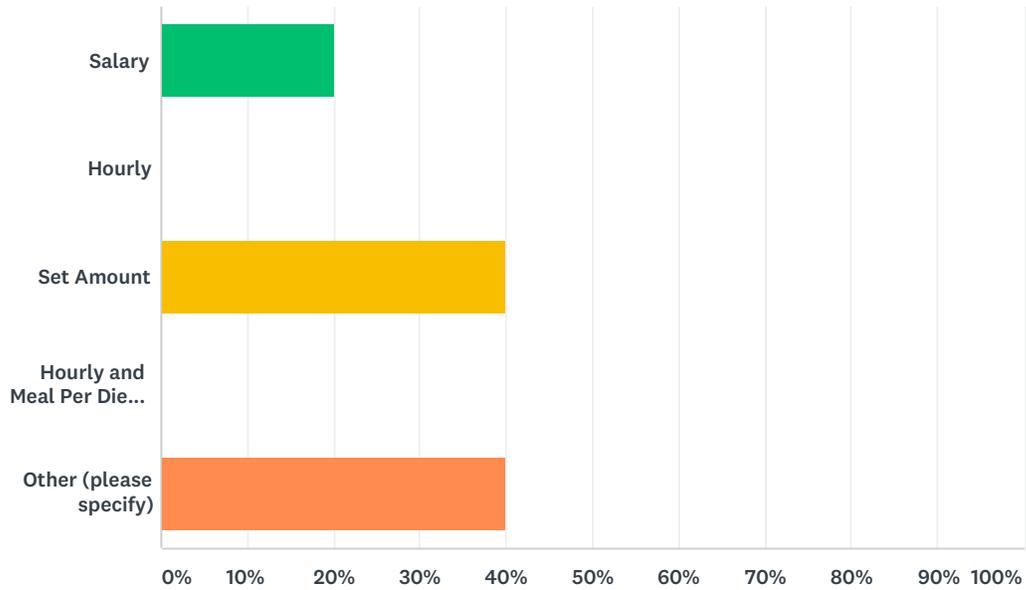
Answered: 17 Skipped: 18



ANSWER CHOICES	RESPONSES	
Yes	11.76%	2
No	76.47%	13
N/A	11.76%	2
TOTAL		17

Q45 If yes, how is the compensation paid?

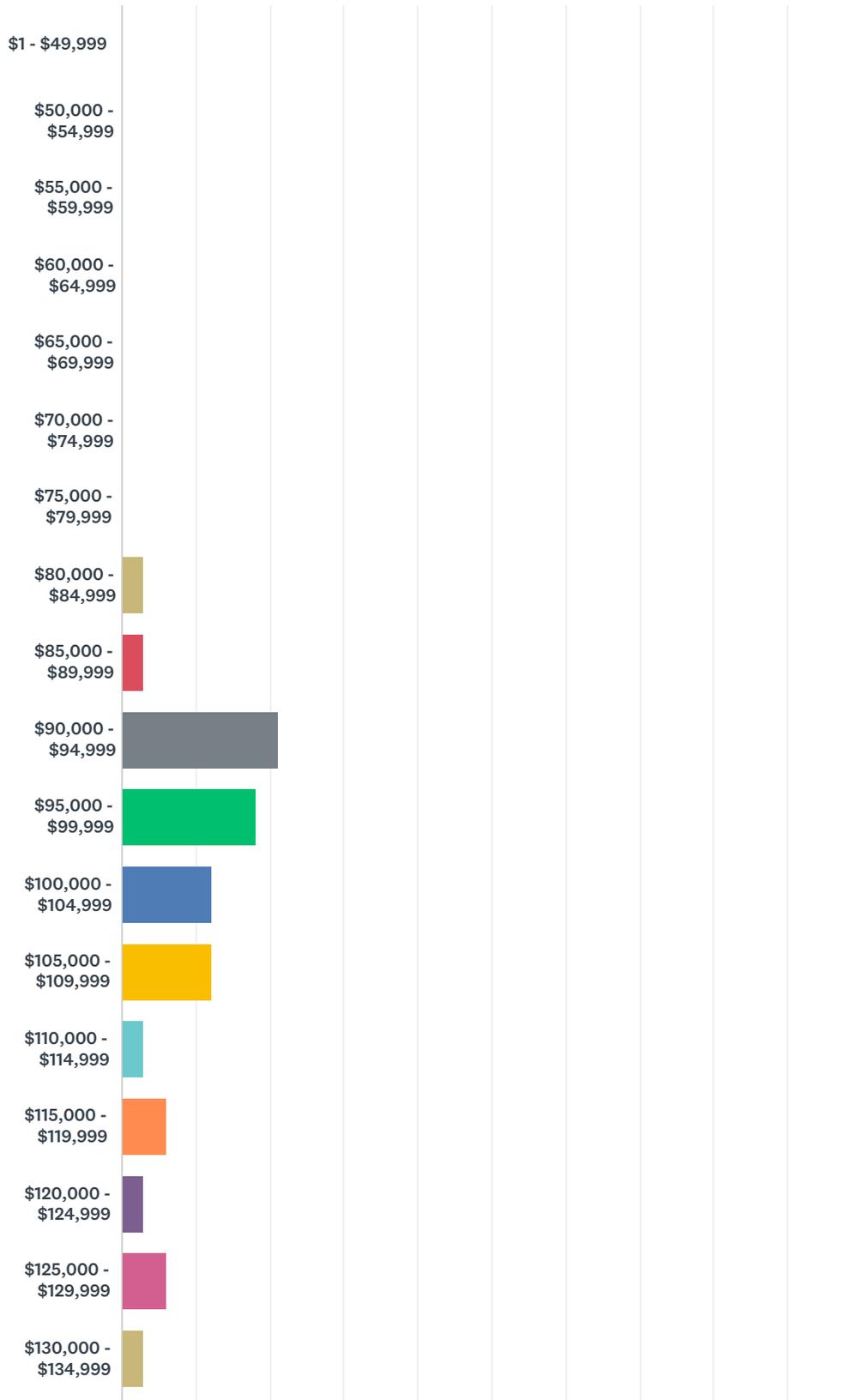
Answered: 5 Skipped: 30

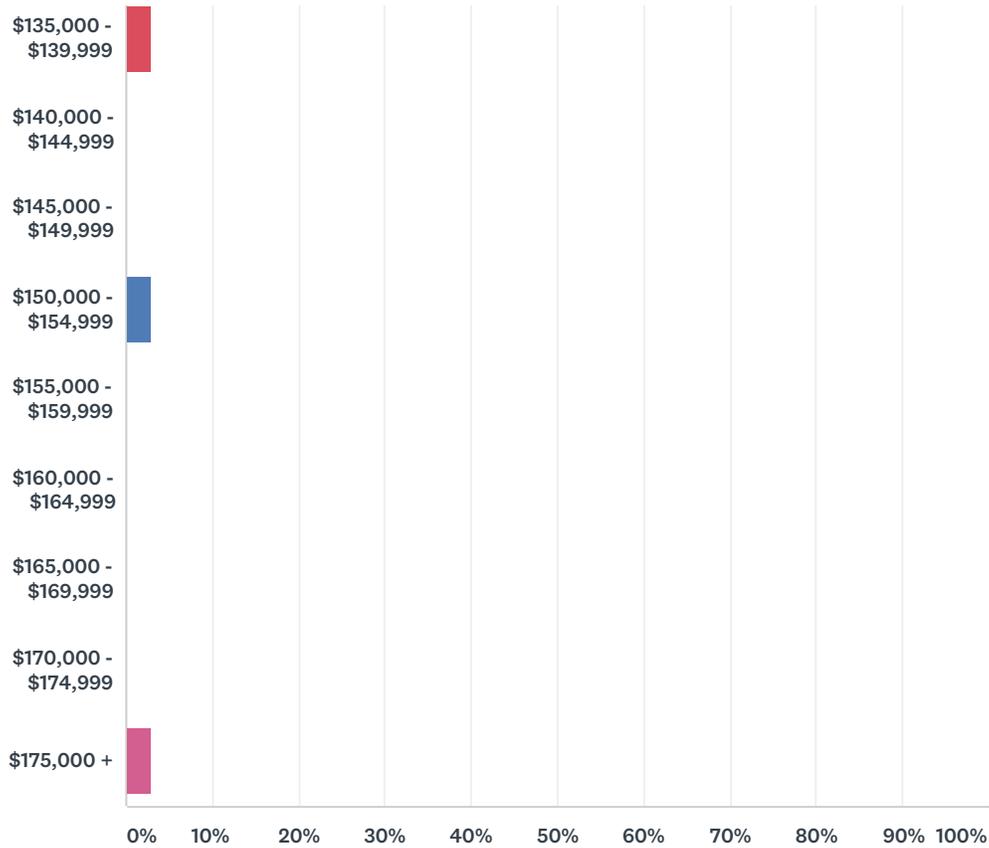


ANSWER CHOICES	RESPONSES	
Salary	20.00%	1
Hourly	0.00%	0
Set Amount	40.00%	2
Hourly and Meal Per Diem- Travel PA	0.00%	0
Other (please specify)	40.00%	2
TOTAL		5

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

Answered: 33 Skipped: 2



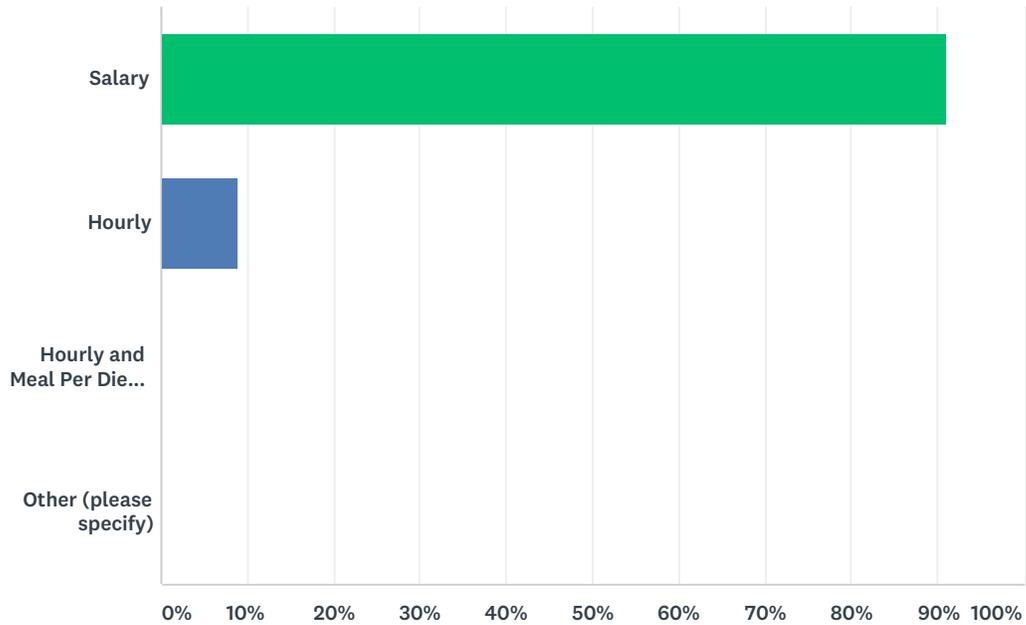


ANSWER CHOICES	RESPONSES
\$1 - \$49,999	0.00% 0
\$50,000 - \$54,999	0.00% 0
\$55,000 - \$59,999	0.00% 0
\$60,000 - \$64,999	0.00% 0
\$65,000 - \$69,999	0.00% 0
\$70,000 - \$74,999	0.00% 0
\$75,000 - \$79,999	0.00% 0
\$80,000 - \$84,999	3.03% 1
\$85,000 - \$89,999	3.03% 1
\$90,000 - \$94,999	21.21% 7
\$95,000 - \$99,999	18.18% 6
\$100,000 - \$104,999	12.12% 4
\$105,000 - \$109,999	12.12% 4
\$110,000 - \$114,999	3.03% 1
\$115,000 - \$119,999	6.06% 2
\$120,000 - \$124,999	3.03% 1
\$125,000 - \$129,999	6.06% 2

\$130,000 - \$134,999	3.03%	1
\$135,000 - \$139,999	3.03%	1
\$140,000 - \$144,999	0.00%	0
\$145,000 - \$149,999	0.00%	0
\$150,000 - \$154,999	3.03%	1
\$155,000 - \$159,999	0.00%	0
\$160,000 - \$164,999	0.00%	0
\$165,000 - \$169,999	0.00%	0
\$170,000 - \$174,999	0.00%	0
\$175,000 +	3.03%	1
TOTAL		33

Q47 How is your annual salary paid?

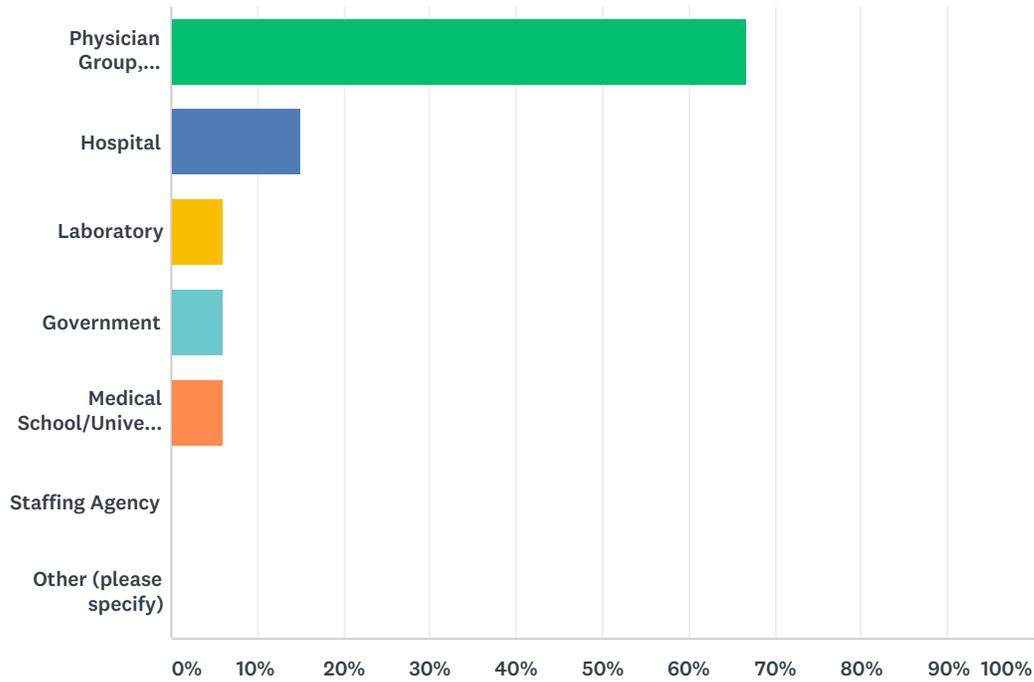
Answered: 33 Skipped: 2



ANSWER CHOICES	RESPONSES	
Salary	90.91%	30
Hourly	9.09%	3
Hourly and Meal Per Diem- Travel PA	0.00%	0
Other (please specify)	0.00%	0
TOTAL		33

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

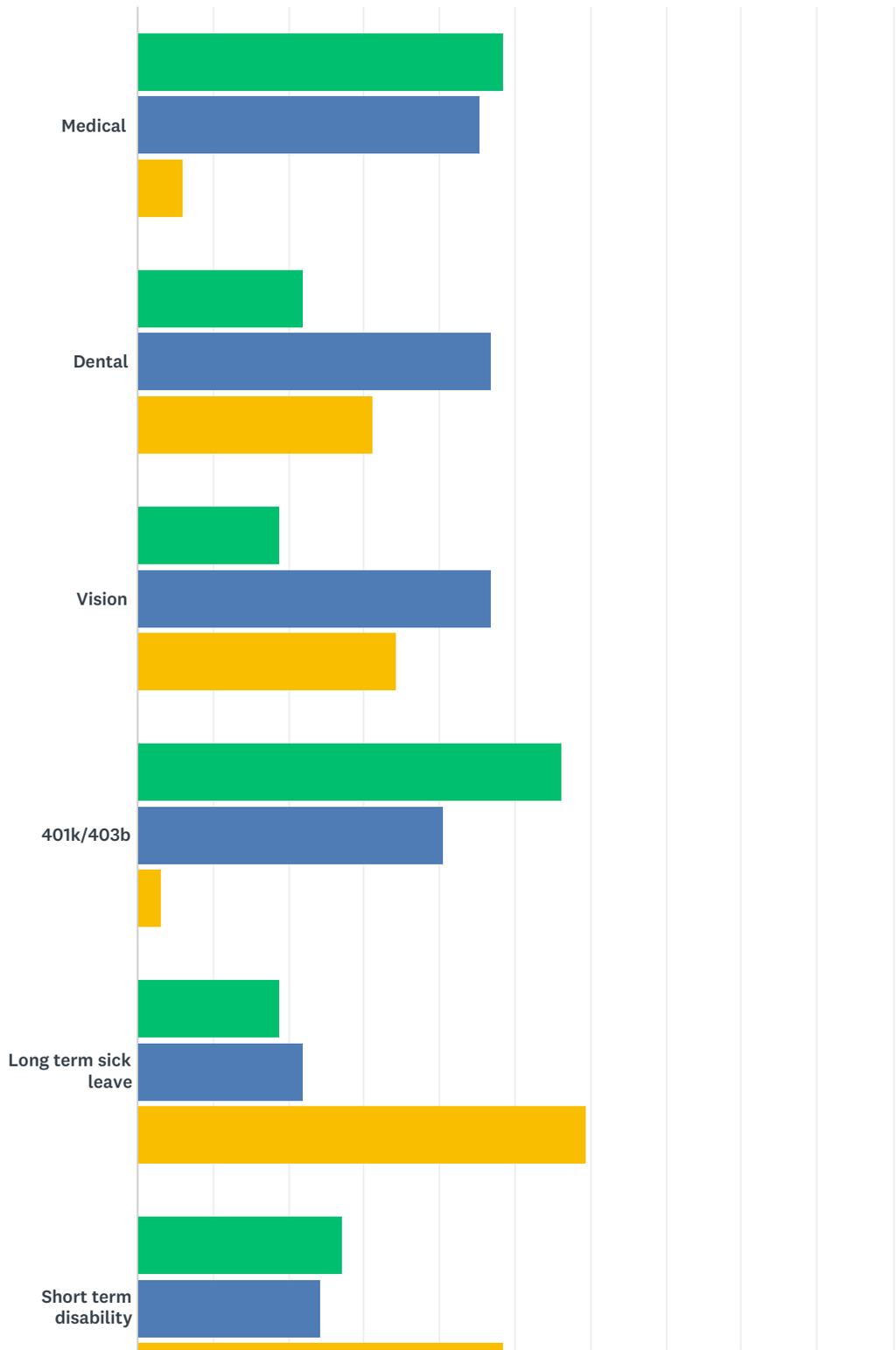
Answered: 33 Skipped: 2

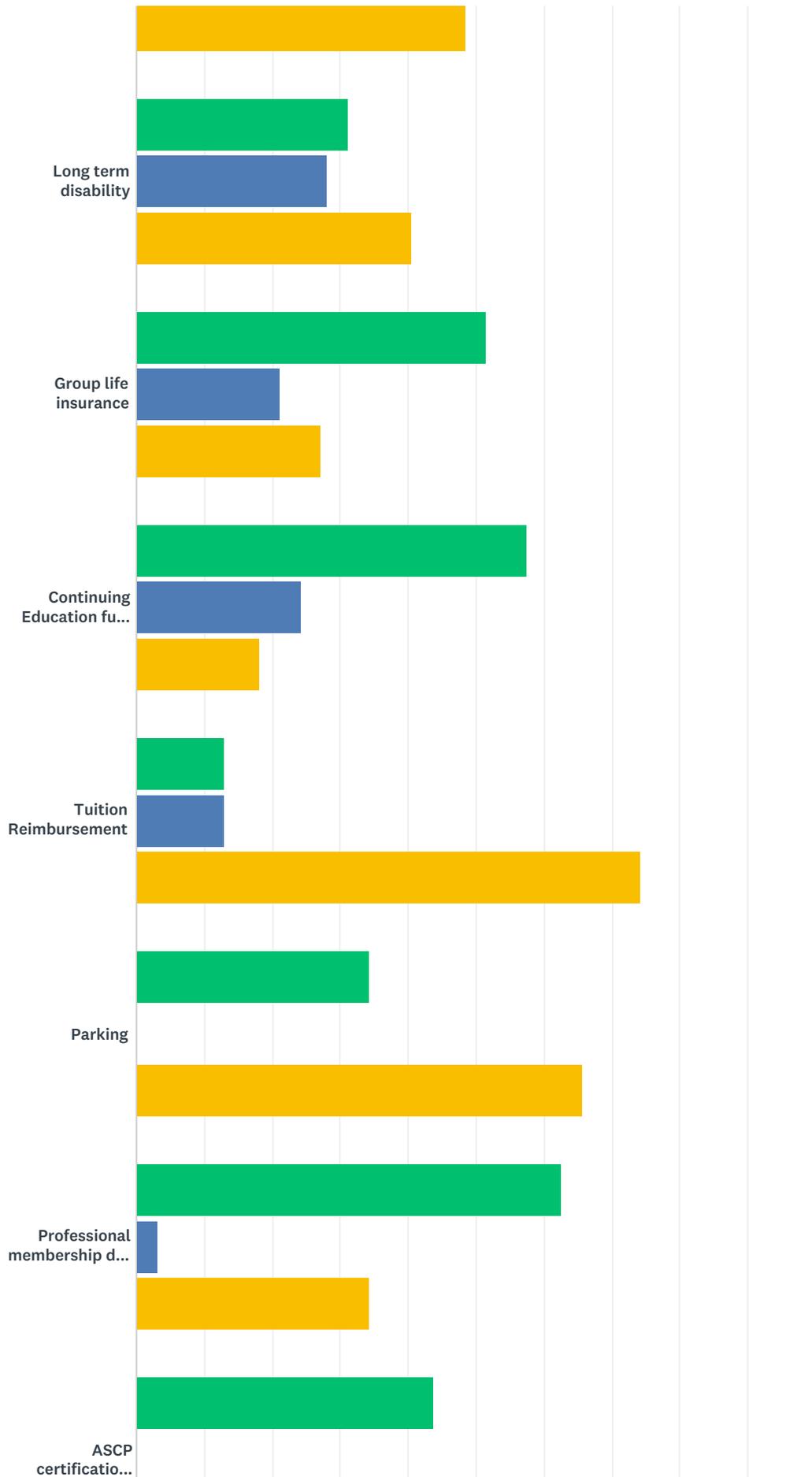


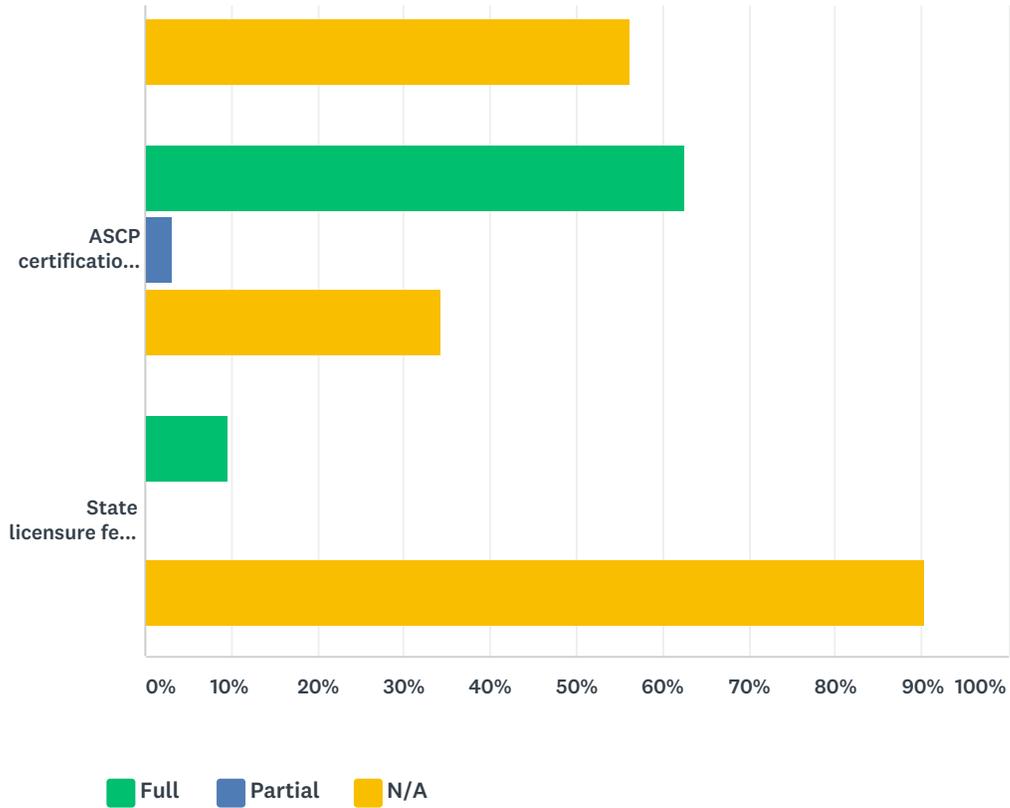
ANSWER CHOICES	RESPONSES	
Physician Group, Pathology Group, Medical Group	66.67%	22
Hospital	15.15%	5
Laboratory	6.06%	2
Government	6.06%	2
Medical School/University	6.06%	2
Staffing Agency	0.00%	0
Other (please specify)	0.00%	0
TOTAL		33

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: 33 Skipped: 2





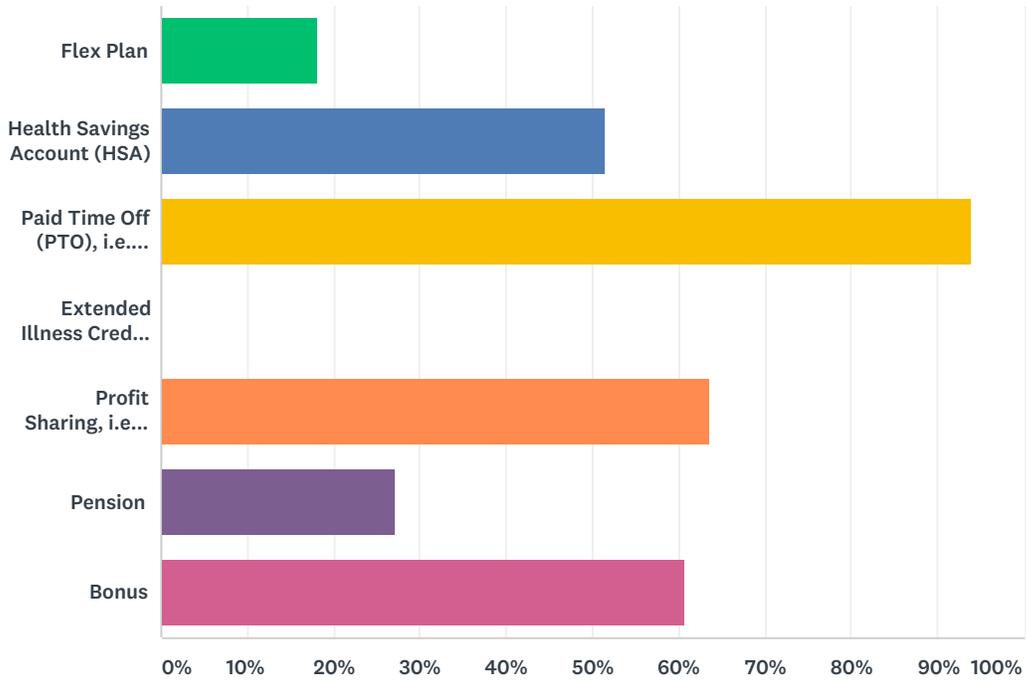


	FULL	PARTIAL	N/A	TOTAL
Medical	48.48% 16	45.45% 15	6.06% 2	33
Dental	21.88% 7	46.88% 15	31.25% 10	32
Vision	18.75% 6	46.88% 15	34.38% 11	32
401k/403b	56.25% 18	40.63% 13	3.13% 1	32
Long term sick leave	18.75% 6	21.88% 7	59.38% 19	32
Short term disability	27.27% 9	24.24% 8	48.48% 16	33
Long term disability	31.25% 10	28.13% 9	40.63% 13	32
Group life insurance	51.52% 17	21.21% 7	27.27% 9	33
Continuing Education fund, i.e. certification related expenses such as conferences/meetings and associated travel	57.58% 19	24.24% 8	18.18% 6	33
Tuition Reimbursement	12.90% 4	12.90% 4	74.19% 23	31
Parking	34.38% 11	0.00% 0	65.63% 21	32
Professional membership dues such as AAPA	62.50% 20	3.13% 1	34.38% 11	32
ASCP certification exam fee	43.75% 14	0.00% 0	56.25% 18	32

ASCP certification renewal fee	62.50%	3.13%	34.38%	
	20	1	11	32
State licensure fees (if applicable)	9.68%	0.00%	90.32%	
	3	0	28	31

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

Answered: 33 Skipped: 2



ANSWER CHOICES	RESPONSES	
Flex Plan	18.18%	6
Health Savings Account (HSA)	51.52%	17
Paid Time Off (PTO), i.e. holiday, vacation, sick	93.94%	31
Extended Illness Credit (EICR)	0.00%	0
Profit Sharing, i.e. 401(k), 403(b)	63.64%	21
Pension	27.27%	9
Bonus	60.61%	20
Total Respondents: 33		

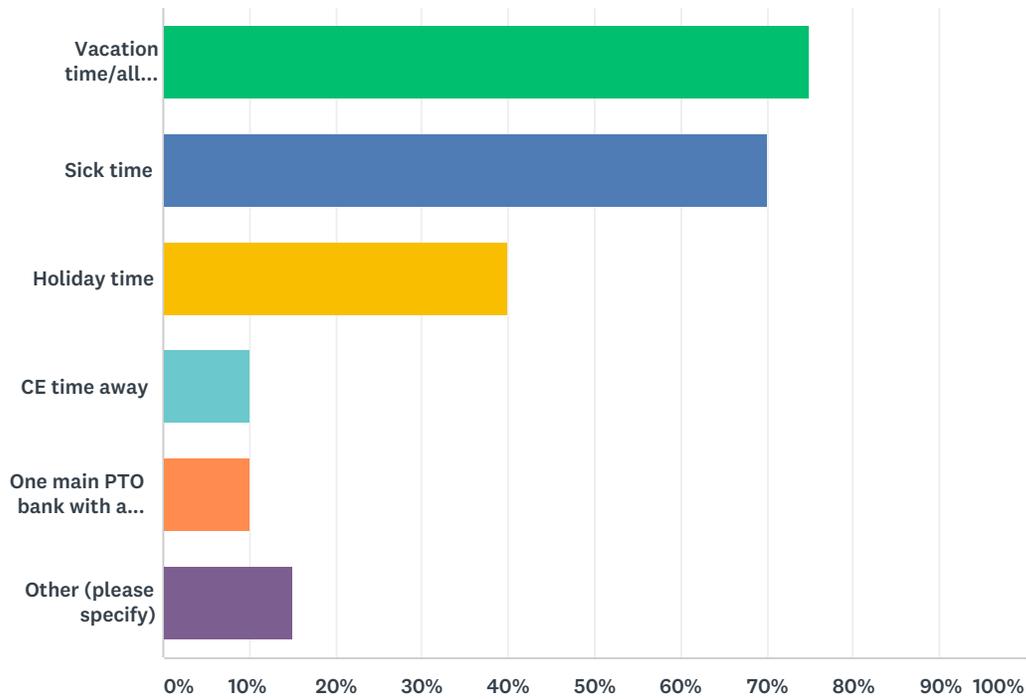
Q51 How many total hours of Paid Time Off (PTO) do you get each year (inclusive of holiday, vacation, sick, and any other paid time away)?
Please enter in HOURS (not days) for each category.

Answered: 33 Skipped: 2

ANSWER CHOICES	RESPONSES	
Holiday	72.73%	24
Vacation/all purpose	84.85%	28
Sick	57.58%	19
CE	54.55%	18
Other	15.15%	5
My Personal Total	84.85%	28

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

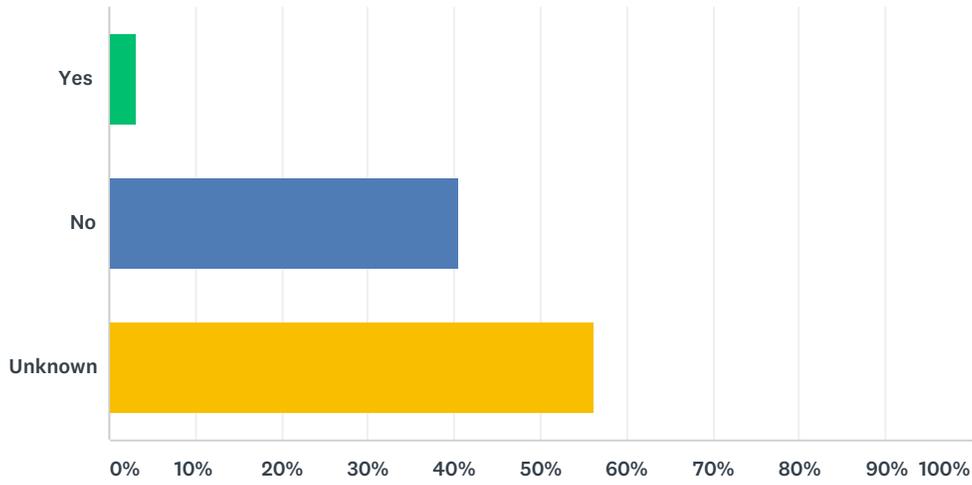
Answered: 20 Skipped: 15



ANSWER CHOICES	RESPONSES	
Vacation time/all purpose	75.00%	15
Sick time	70.00%	14
Holiday time	40.00%	8
CE time away	10.00%	2
One main PTO bank with a separate sick bank	10.00%	2
Other (please specify)	15.00%	3
Total Respondents: 20		

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

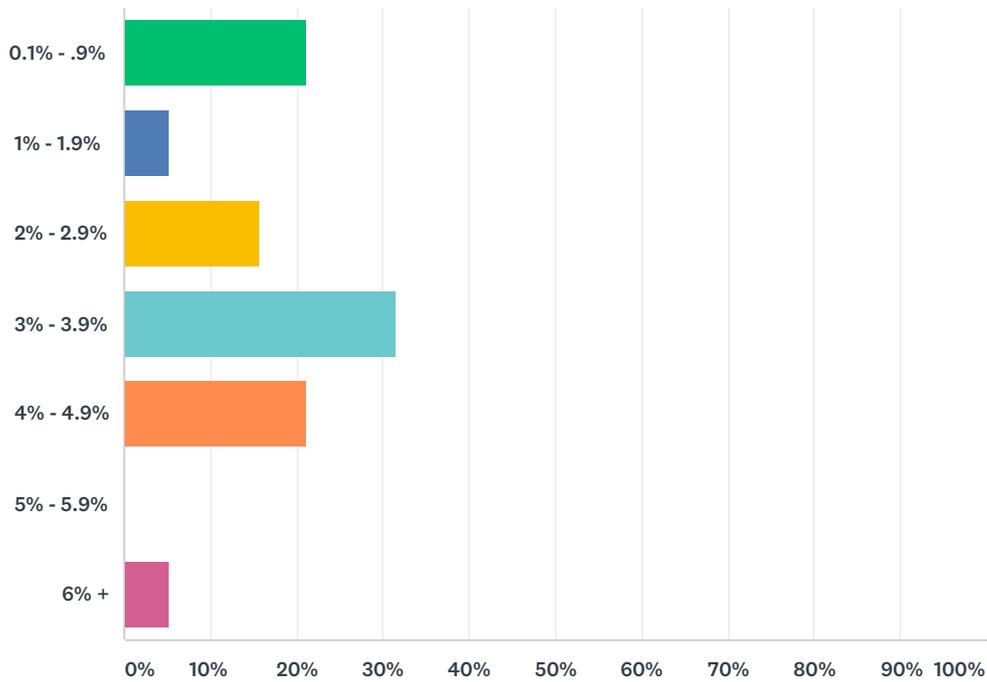
Answered: 32 Skipped: 3



ANSWER CHOICES	RESPONSES
Yes	3.13% 1
No	40.63% 13
Unknown	56.25% 18
TOTAL	32

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

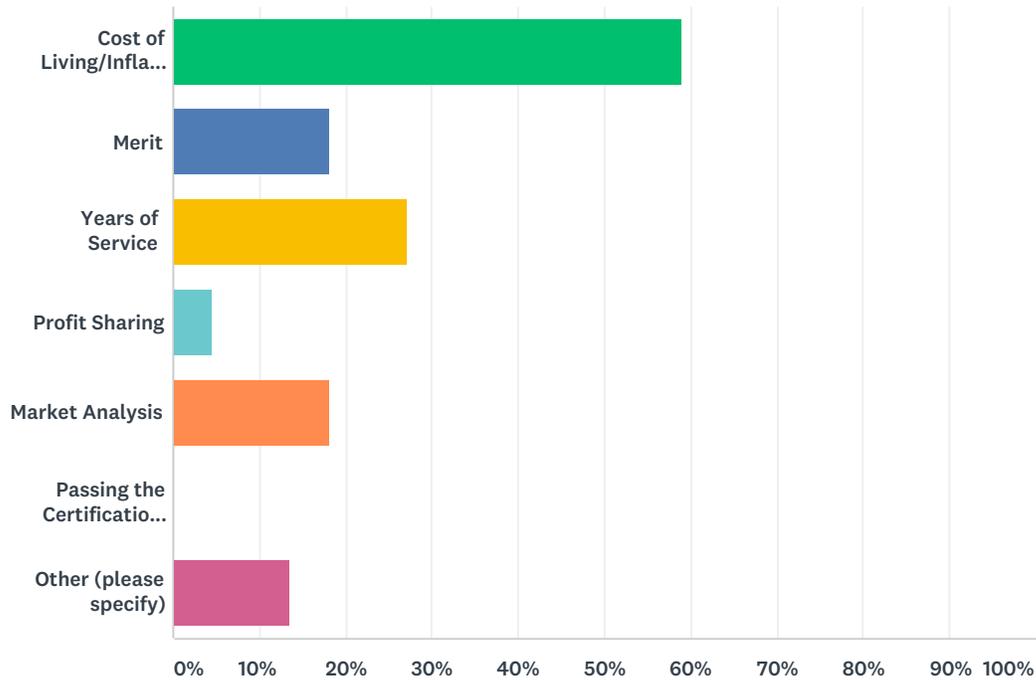
Answered: 19 Skipped: 16



ANSWER CHOICES	RESPONSES	
0.1% - .9%	21.05%	4
1% - 1.9%	5.26%	1
2% - 2.9%	15.79%	3
3% - 3.9%	31.58%	6
4% - 4.9%	21.05%	4
5% - 5.9%	0.00%	0
6% +	5.26%	1
TOTAL		19

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

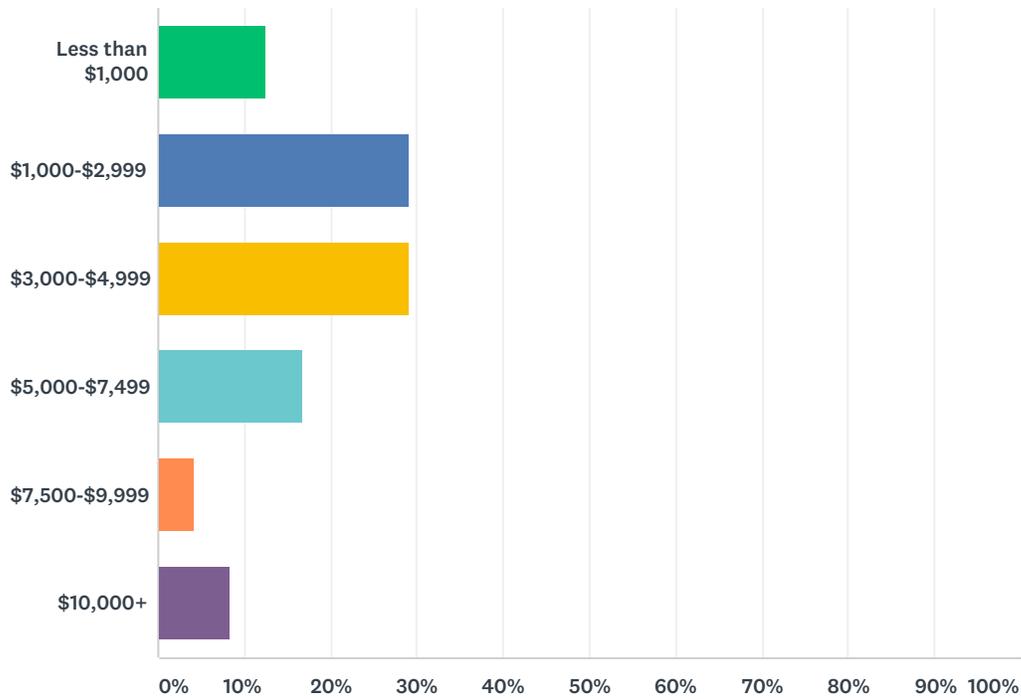
Answered: 22 Skipped: 13



ANSWER CHOICES	RESPONSES	
Cost of Living/Inflation	59.09%	13
Merit	18.18%	4
Years of Service	27.27%	6
Profit Sharing	4.55%	1
Market Analysis	18.18%	4
Passing the Certification Exam	0.00%	0
Other (please specify)	13.64%	3
Total Respondents: 22		

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

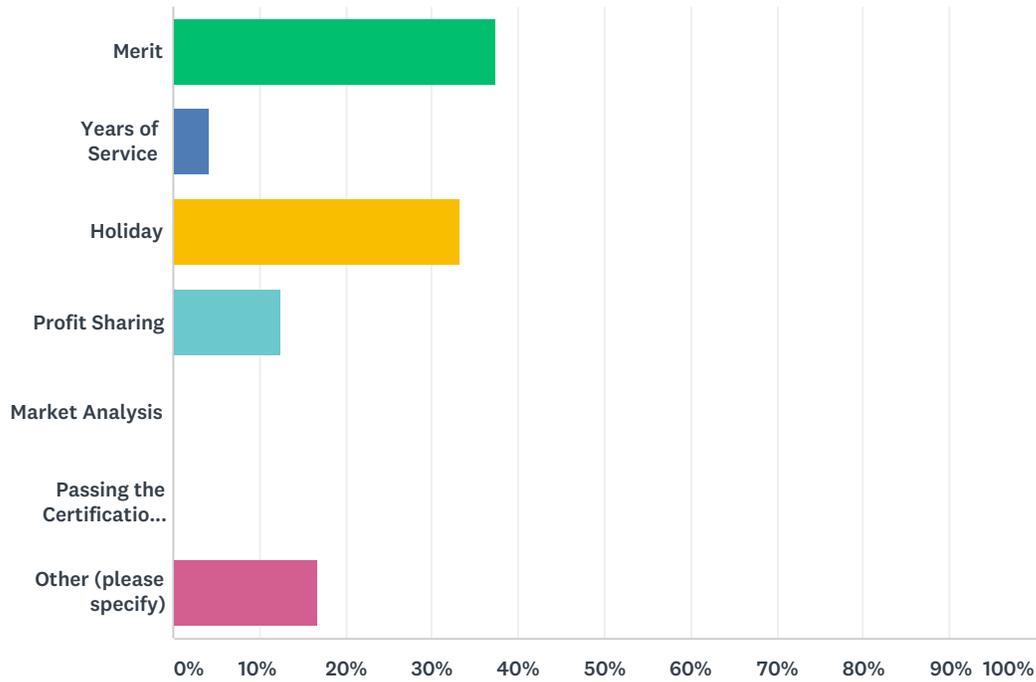
Answered: 24 Skipped: 11



ANSWER CHOICES	RESPONSES	
Less than \$1,000	12.50%	3
\$1,000-\$2,999	29.17%	7
\$3,000-\$4,999	29.17%	7
\$5,000-\$7,499	16.67%	4
\$7,500-\$9,999	4.17%	1
\$10,000+	8.33%	2
TOTAL		24

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

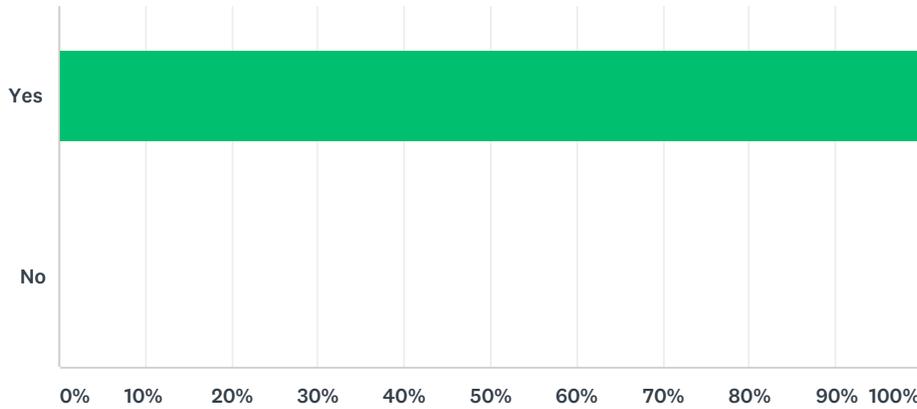
Answered: 24 Skipped: 11



ANSWER CHOICES	RESPONSES	
Merit	37.50%	9
Years of Service	4.17%	1
Holiday	33.33%	8
Profit Sharing	12.50%	3
Market Analysis	0.00%	0
Passing the Certification Exam	0.00%	0
Other (please specify)	16.67%	4
Total Respondents: 24		

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

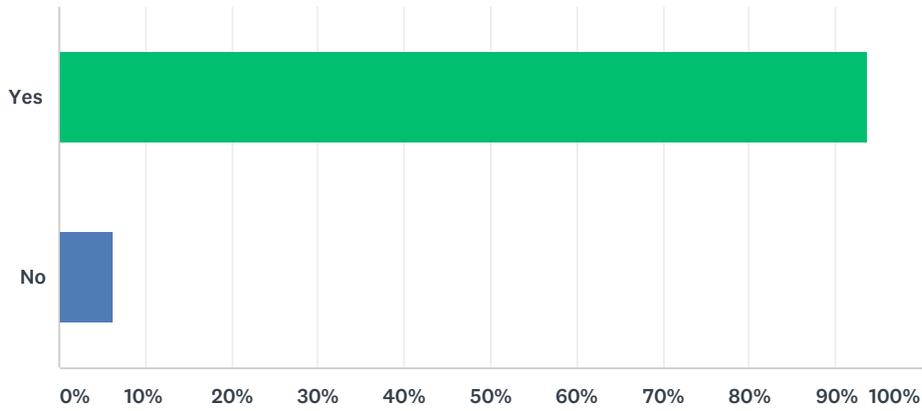
Answered: 33 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	100.00%	33
No	0.00%	0
TOTAL		33

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

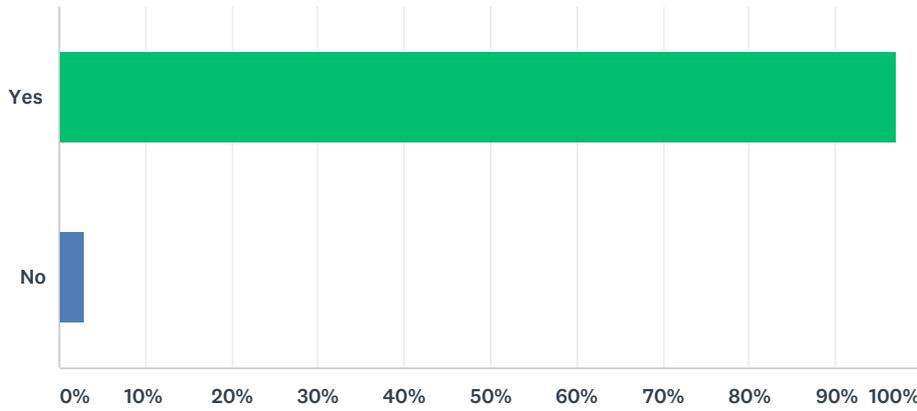
Answered: 32 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	93.75%	30
No	6.25%	2
TOTAL		32

Q60 Would you recommend this career to others?

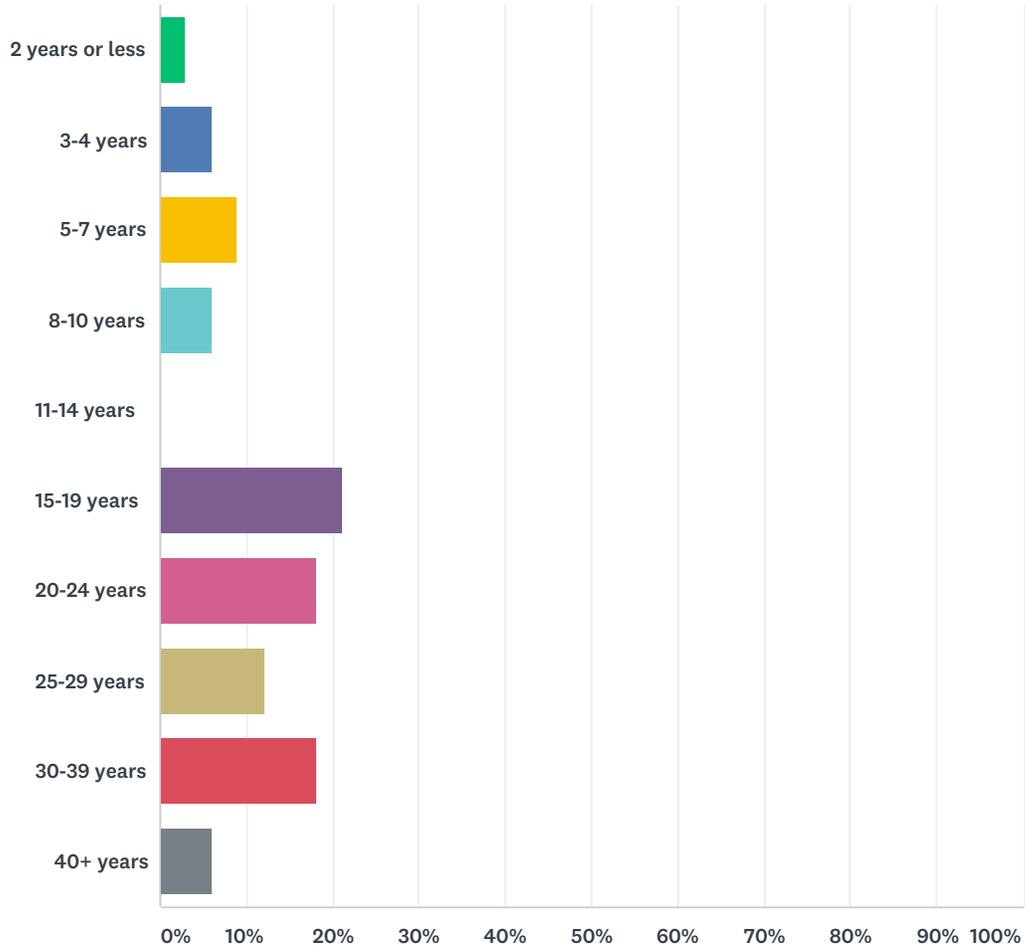
Answered: 33 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	96.97%	32
No	3.03%	1
TOTAL		33

Q61 How many years until you plan to retire?

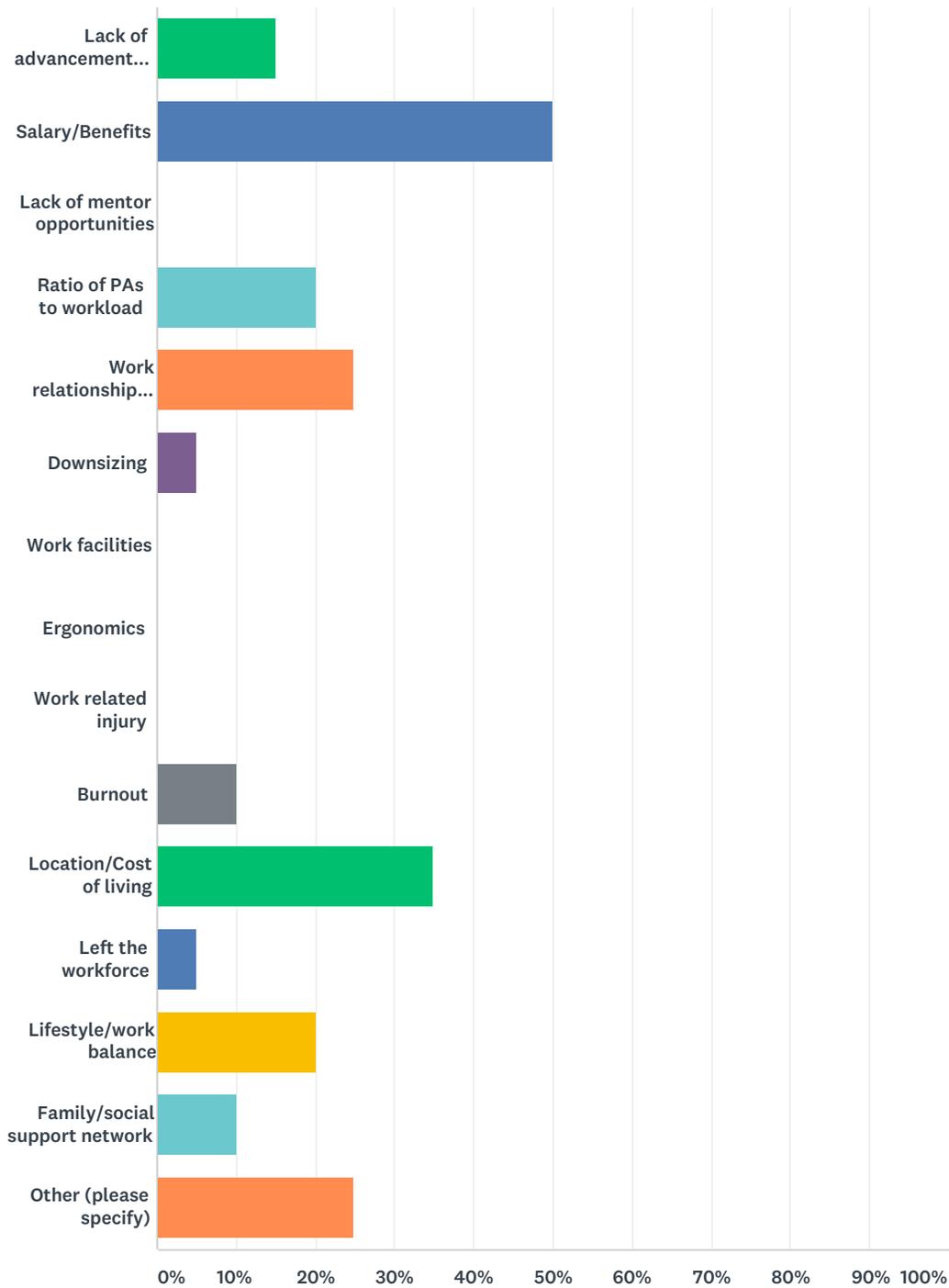
Answered: 33 Skipped: 2



ANSWER CHOICES	RESPONSES	
2 years or less	3.03%	1
3-4 years	6.06%	2
5-7 years	9.09%	3
8-10 years	6.06%	2
11-14 years	0.00%	0
15-19 years	21.21%	7
20-24 years	18.18%	6
25-29 years	12.12%	4
30-39 years	18.18%	6
40+ years	6.06%	2
TOTAL		33

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

Answered: 20 Skipped: 15

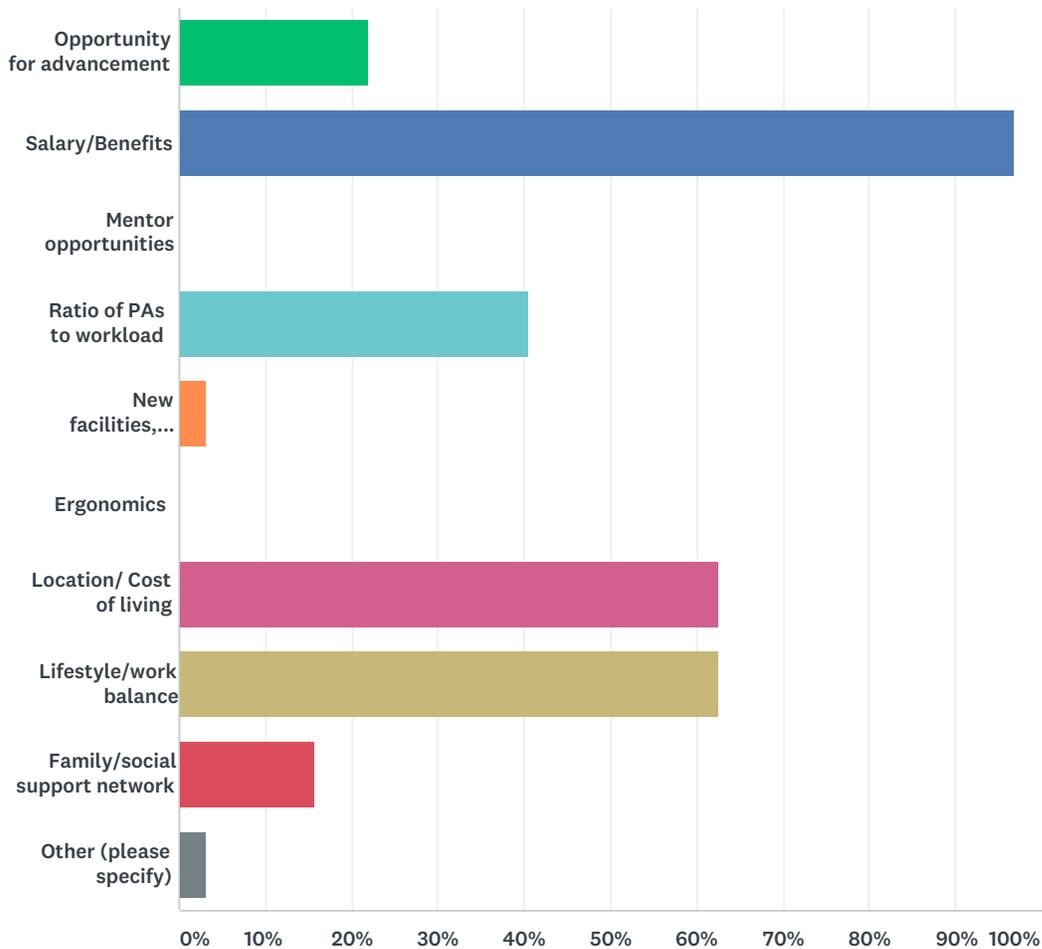


ANSWER CHOICES	RESPONSES	
Lack of advancement opportunities	15.00%	3
Salary/Benefits	50.00%	10

Lack of mentor opportunities	0.00%	0
Ratio of PAs to workload	20.00%	4
Work relationship, i.e. change in management	25.00%	5
Downsizing	5.00%	1
Work facilities	0.00%	0
Ergonomics	0.00%	0
Work related injury	0.00%	0
Burnout	10.00%	2
Location/Cost of living	35.00%	7
Left the workforce	5.00%	1
Lifestyle/work balance	20.00%	4
Family/social support network	10.00%	2
Other (please specify)	25.00%	5
Total Respondents: 20		

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

Answered: 32 Skipped: 3

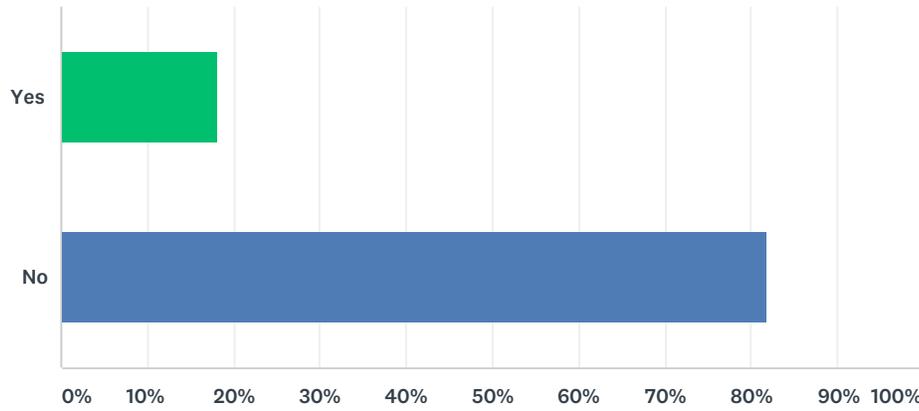


ANSWER CHOICES	RESPONSES
Opportunity for advancement	21.88% 7
Salary/Benefits	96.88% 31
Mentor opportunities	0.00% 0
Ratio of PAs to workload	40.63% 13
New facilities, management	3.13% 1
Ergonomics	0.00% 0
Location/ Cost of living	62.50% 20
Lifestyle/work balance	62.50% 20
Family/social support network	15.63% 5
Other (please specify)	3.13% 1

Total Respondents: 32

Q64 Have you suffered any work-related disabilities?

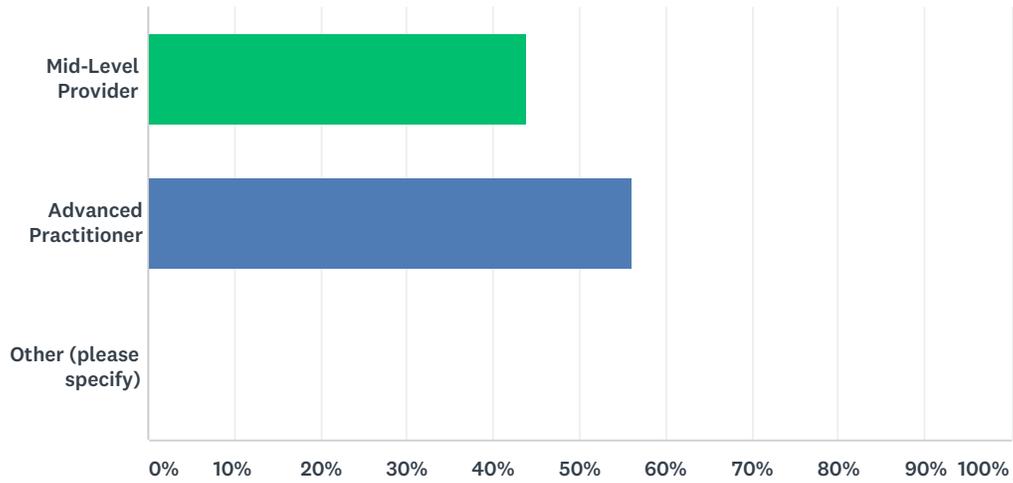
Answered: 33 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	18.18%	6
No	81.82%	27
TOTAL		33

Q65 Does your employer consider you a(n):

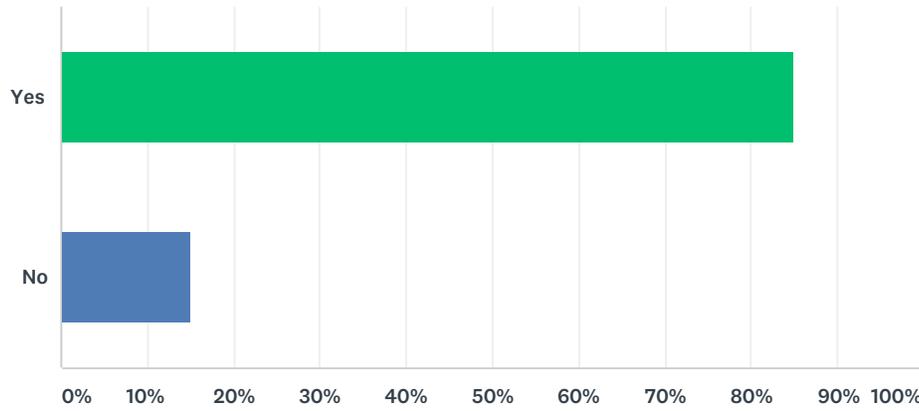
Answered: 25 Skipped: 10



ANSWER CHOICES	RESPONSES	
Mid-Level Provider	44.00%	11
Advanced Practitioner	56.00%	14
Other (please specify)	0.00%	0
TOTAL		25

Q66 Is credentialing required at your place of employment?

Answered: 33 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	84.85%	28
No	15.15%	5
TOTAL		33

Q67 Please share any additional questions for future surveys

Answered: 4 Skipped: 31

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

Answered: 8 Skipped: 27