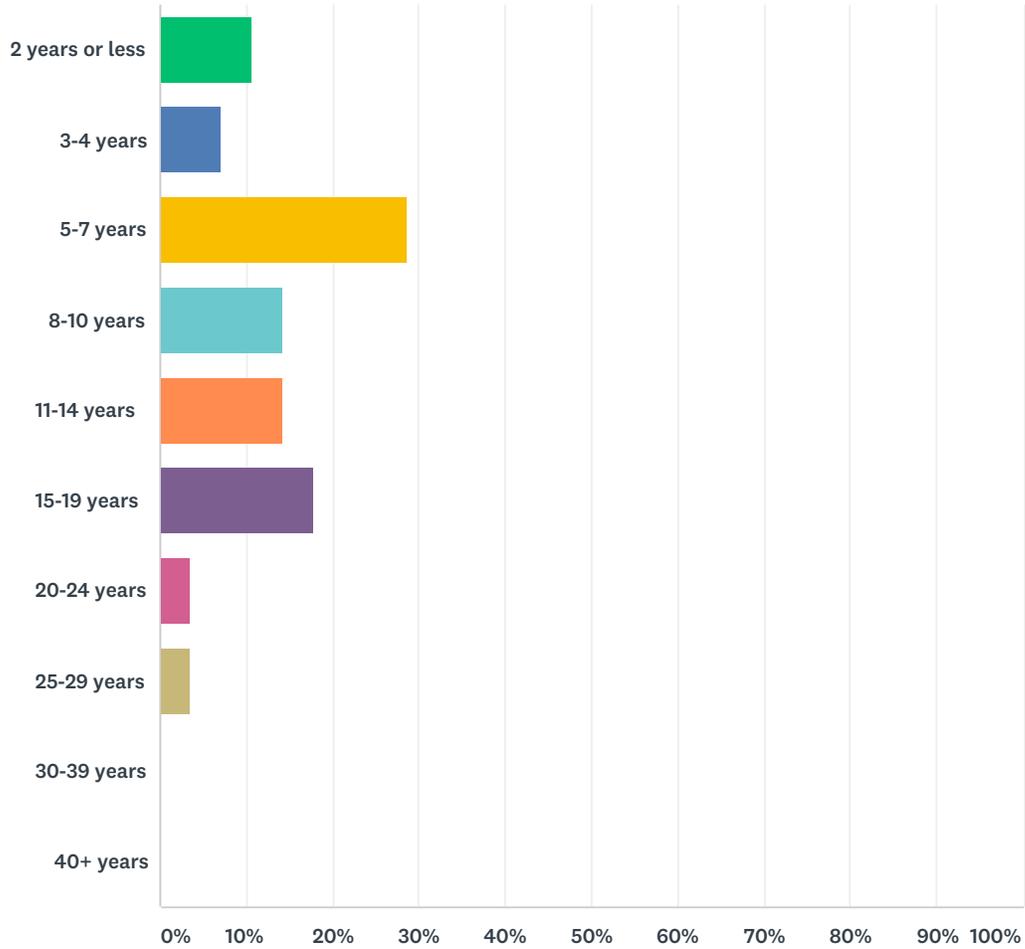


Q1 How long have you been an AAPA member?

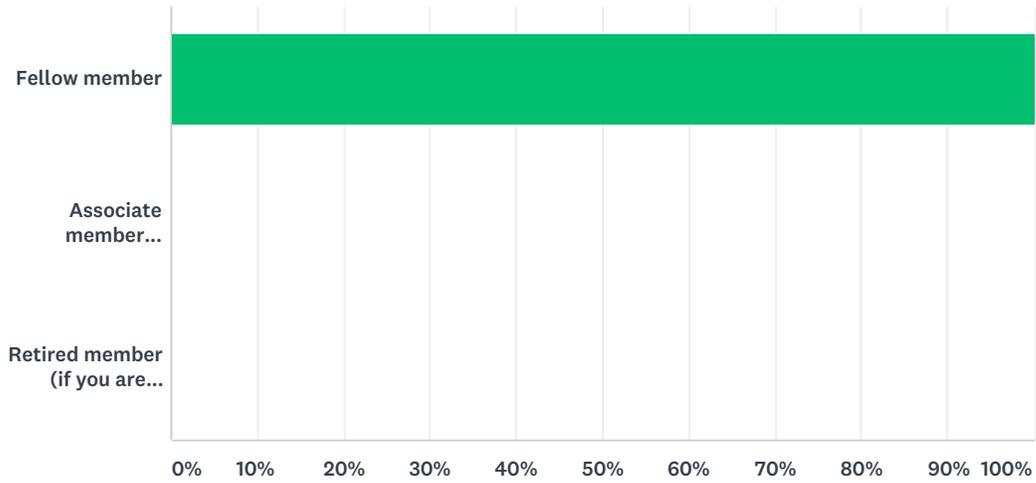
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
2 years or less	10.71%	3
3-4 years	7.14%	2
5-7 years	28.57%	8
8-10 years	14.29%	4
11-14 years	14.29%	4
15-19 years	17.86%	5
20-24 years	3.57%	1
25-29 years	3.57%	1
30-39 years	0.00%	0
40+ years	0.00%	0
TOTAL		28

Q2 Please select your current AAPA membership type:

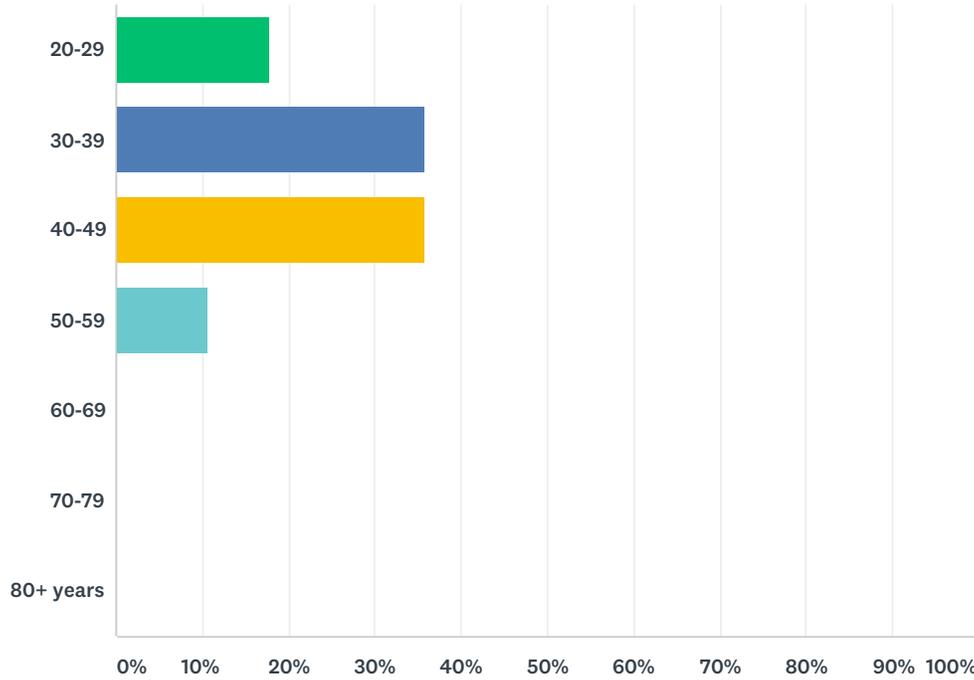
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES
Fellow member	100.00% 28
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	28

Q3 What is your age?

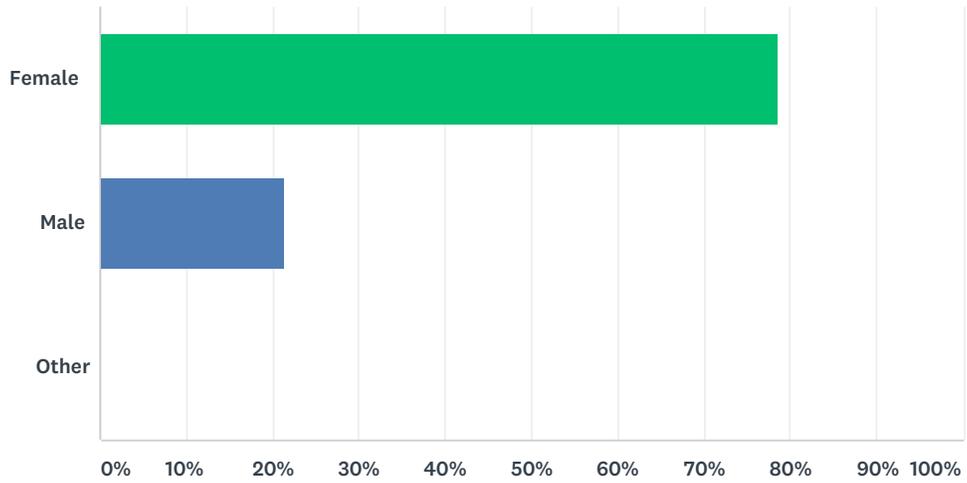
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
20-29	17.86%	5
30-39	35.71%	10
40-49	35.71%	10
50-59	10.71%	3
60-69	0.00%	0
70-79	0.00%	0
80+ years	0.00%	0
TOTAL		28

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

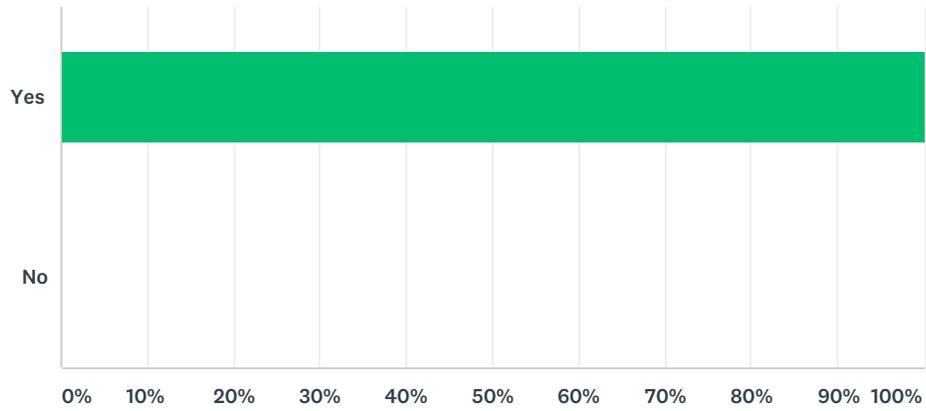
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	78.57%	22
Male	21.43%	6
Other	0.00%	0
TOTAL		28

Q5 Are you ASCP certified?

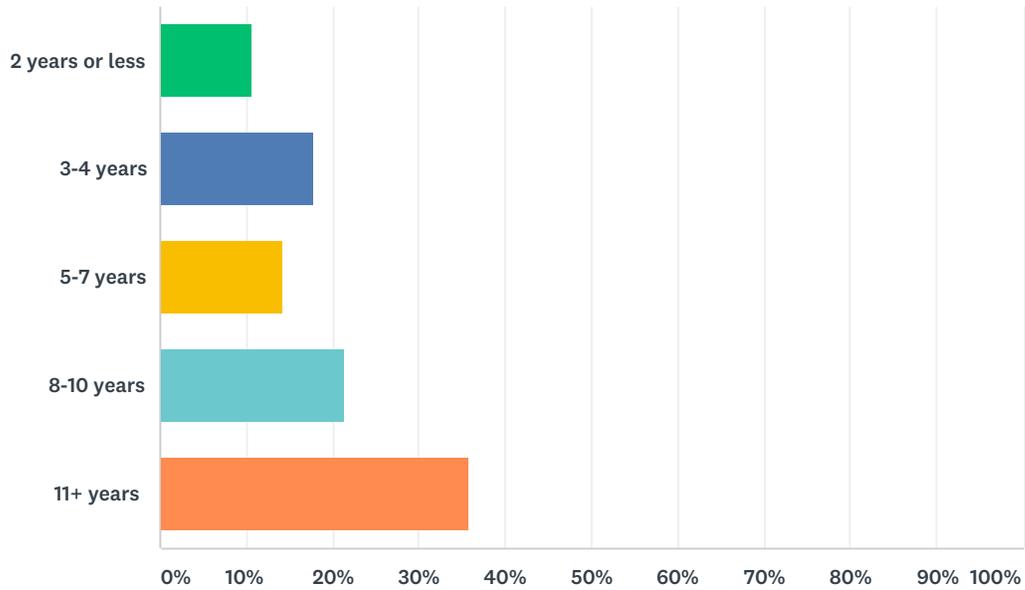
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	100.00%	28
No	0.00%	0
TOTAL		28

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

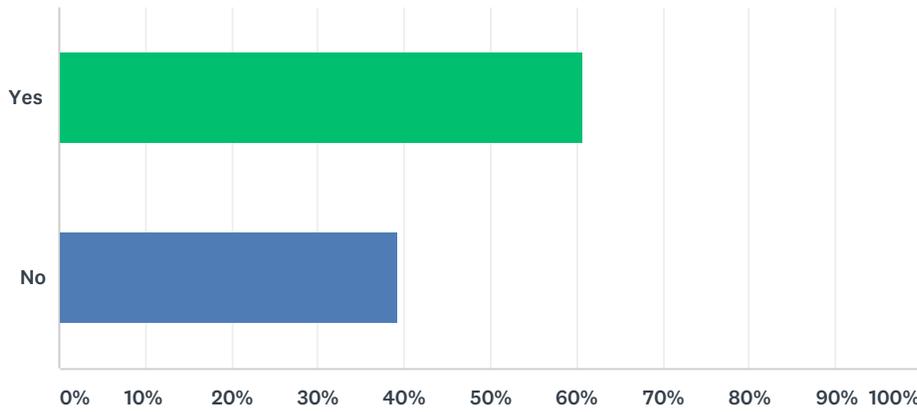
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
2 years or less	10.71%	3
3-4 years	17.86%	5
5-7 years	14.29%	4
8-10 years	21.43%	6
11+ years	35.71%	10
TOTAL		28

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

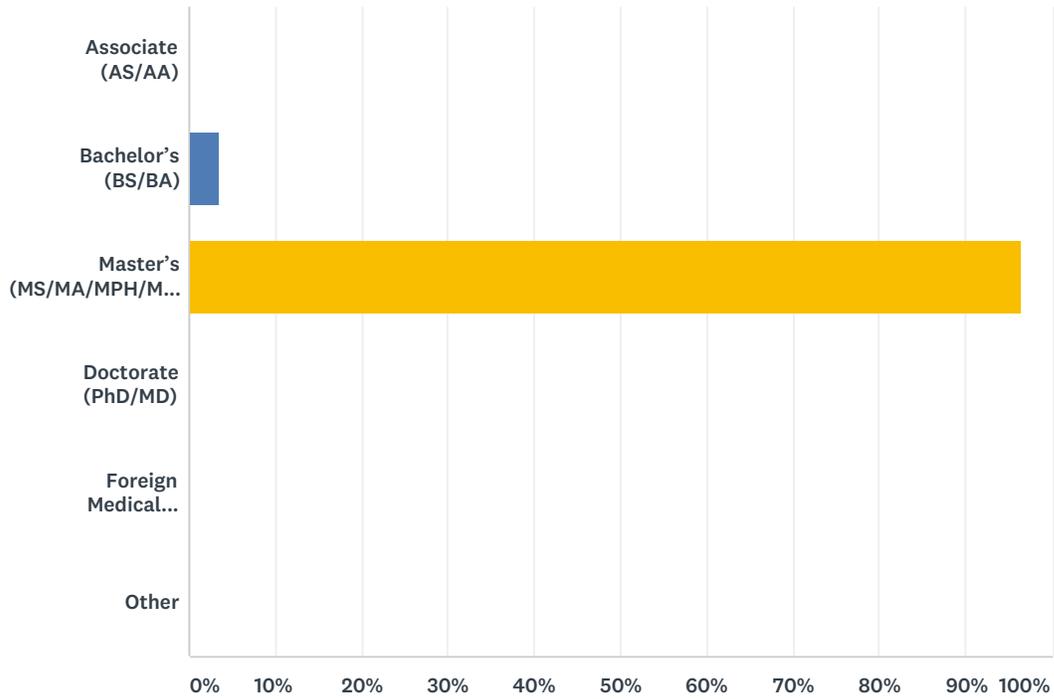
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	60.71%	17
No	39.29%	11
TOTAL		28

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

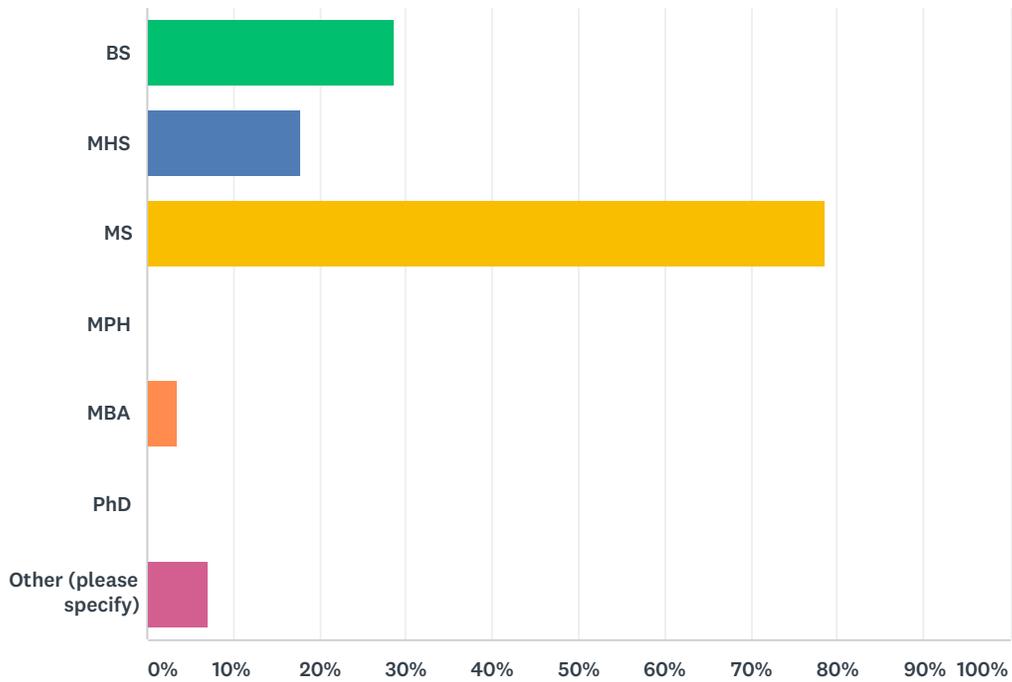
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
Associate (AS/AA)	0.00%	0
Bachelor's (BS/BA)	3.57%	1
Master's (MS/MA/MPH/MHS/MBA)	96.43%	27
Doctorate (PhD/MD)	0.00%	0
Foreign Medical Graduate	0.00%	0
Other	0.00%	0
TOTAL		28

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

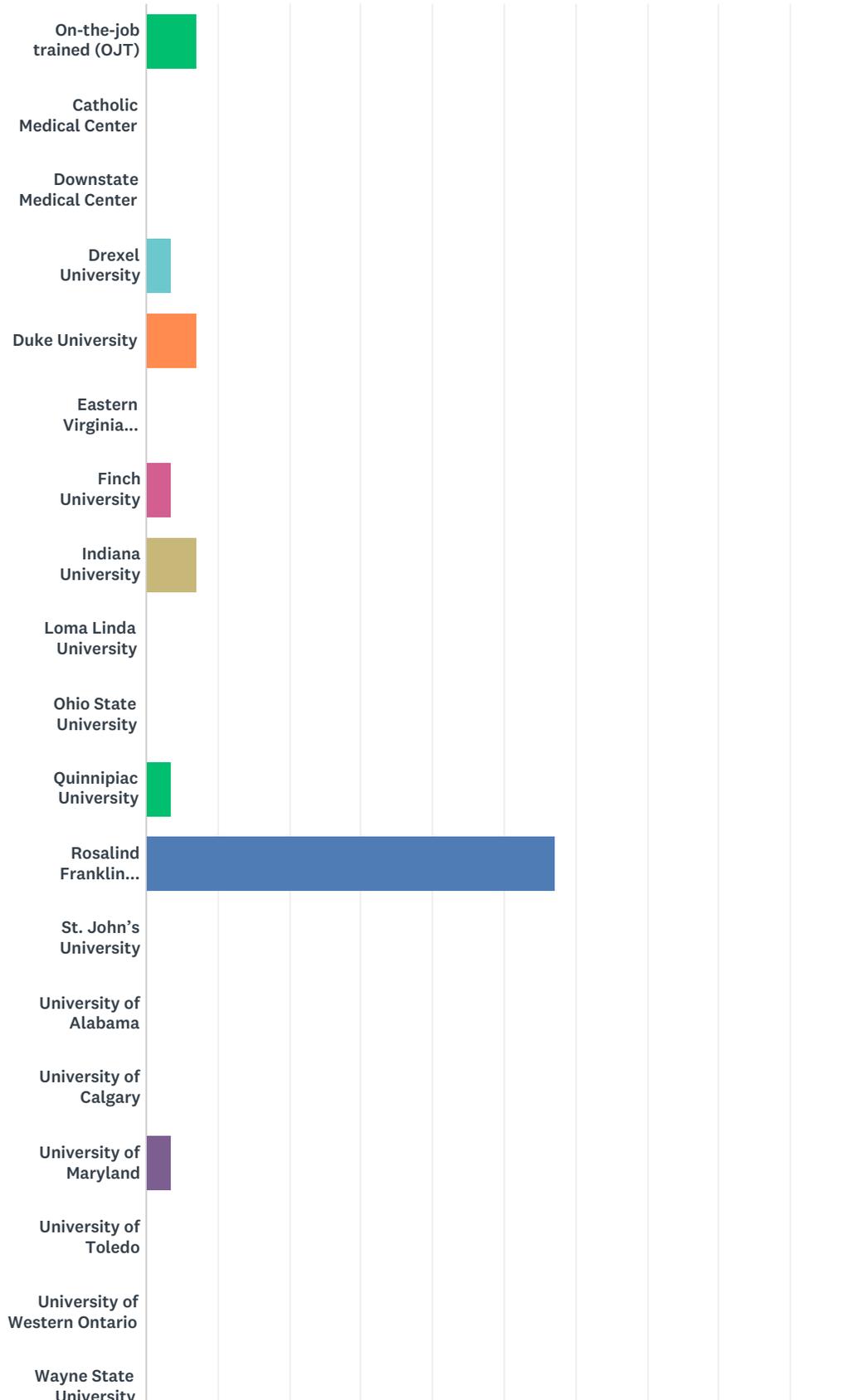
Answered: 28 Skipped: 0

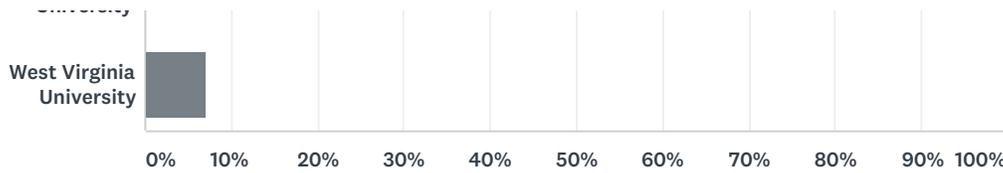


ANSWER CHOICES	RESPONSES	
BS	28.57%	8
MHS	17.86%	5
MS	78.57%	22
MPH	0.00%	0
MBA	3.57%	1
PhD	0.00%	0
Other (please specify)	7.14%	2
Total Respondents: 28		

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

Answered: 28 Skipped: 0

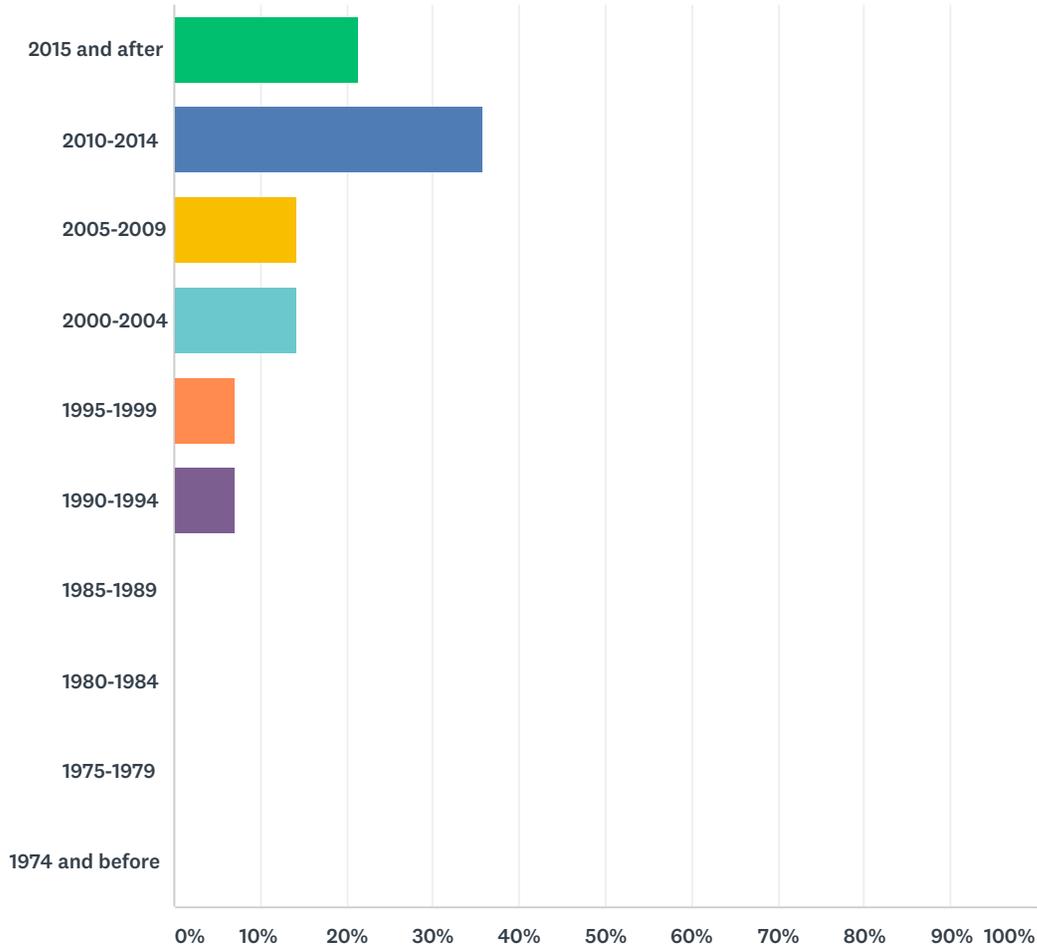




ANSWER CHOICES	RESPONSES	
On-the-job trained (OJT)	7.14%	2
Catholic Medical Center	0.00%	0
Downstate Medical Center	0.00%	0
Drexel University	3.57%	1
Duke University	7.14%	2
Eastern Virginia Medical School	0.00%	0
Finch University	3.57%	1
Indiana University	7.14%	2
Loma Linda University	0.00%	0
Ohio State University	0.00%	0
Quinnipiac University	3.57%	1
Rosalind Franklin University of Medicine and Science	57.14%	16
St. John's University	0.00%	0
University of Alabama	0.00%	0
University of Calgary	0.00%	0
University of Maryland	3.57%	1
University of Toledo	0.00%	0
University of Western Ontario	0.00%	0
Wayne State University	0.00%	0
West Virginia University	7.14%	2
TOTAL		28

Q11 When did you/will you graduate?

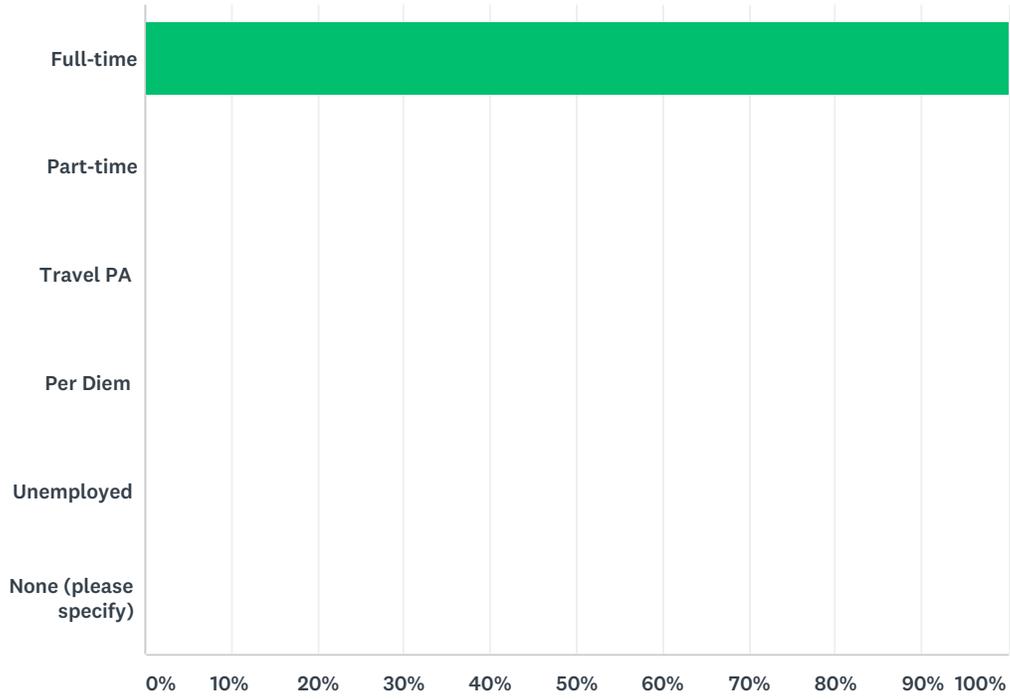
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
2015 and after	21.43%	6
2010-2014	35.71%	10
2005-2009	14.29%	4
2000-2004	14.29%	4
1995-1999	7.14%	2
1990-1994	7.14%	2
1985-1989	0.00%	0
1980-1984	0.00%	0
1975-1979	0.00%	0
1974 and before	0.00%	0
TOTAL		28

Q12 Please select your current employment status:

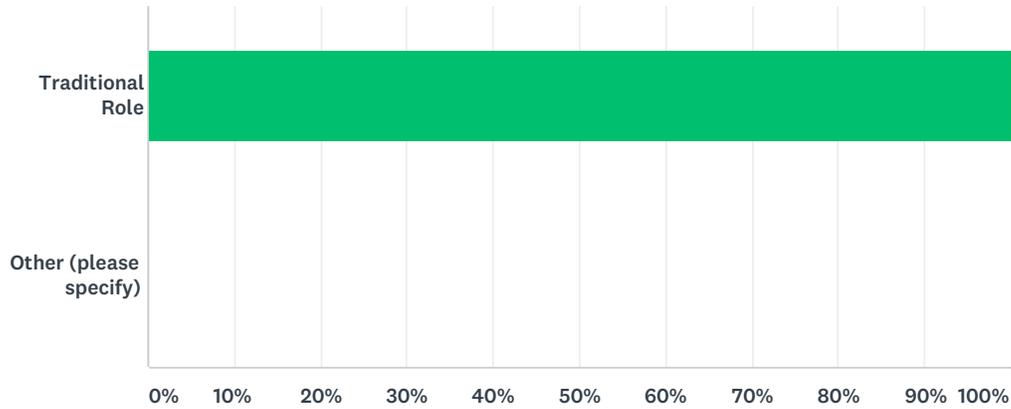
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time	100.00%	28
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		28

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

Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
Traditional Role	100.00%	28
Other (please specify)	0.00%	0
TOTAL		28

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

Answered: 0 Skipped: 28

 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: 28

 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: 28

 No matching responses.

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

Q17 Which best describes you:

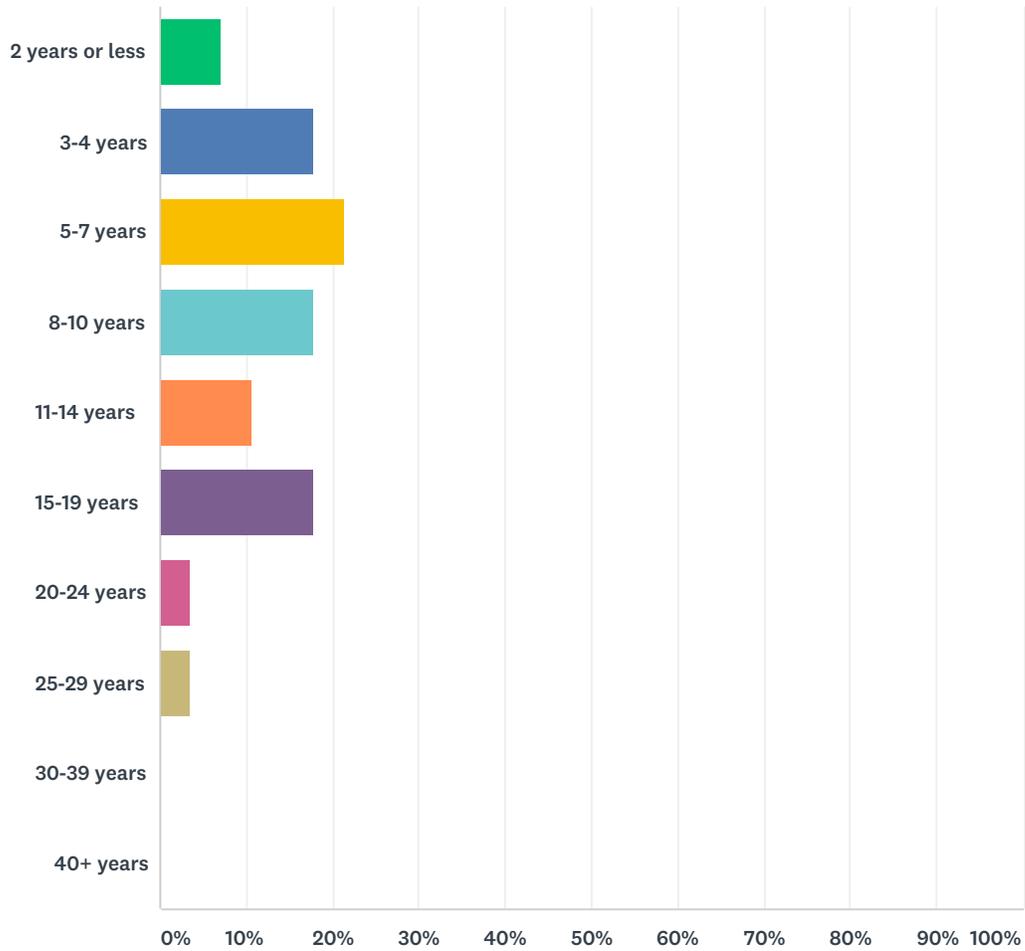
Answered: 0 Skipped: 28

 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?

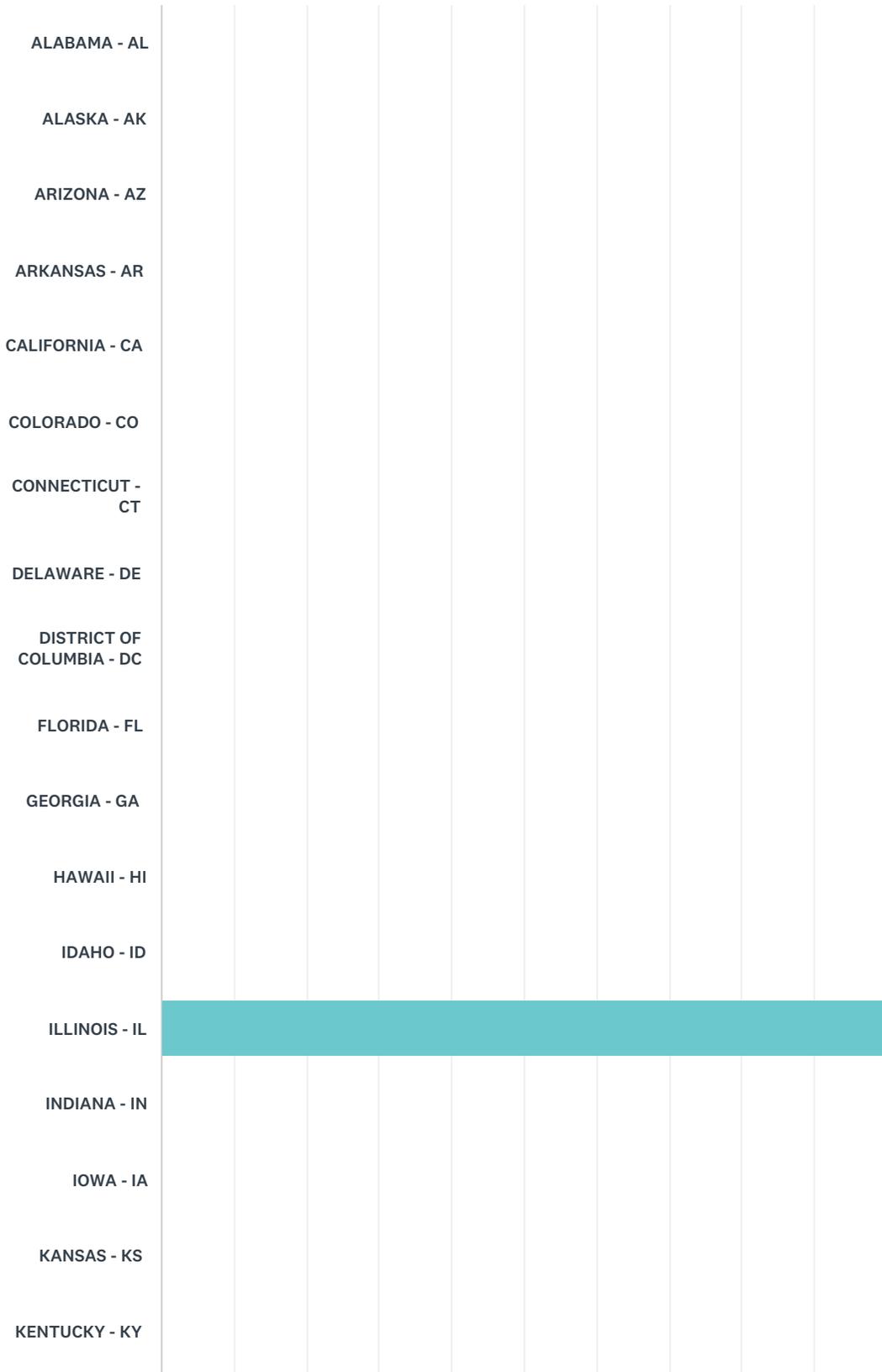
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
2 years or less	7.14%	2
3-4 years	17.86%	5
5-7 years	21.43%	6
8-10 years	17.86%	5
11-14 years	10.71%	3
15-19 years	17.86%	5
20-24 years	3.57%	1
25-29 years	3.57%	1
30-39 years	0.00%	0
40+ years	0.00%	0
TOTAL		28

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

Answered: 28 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

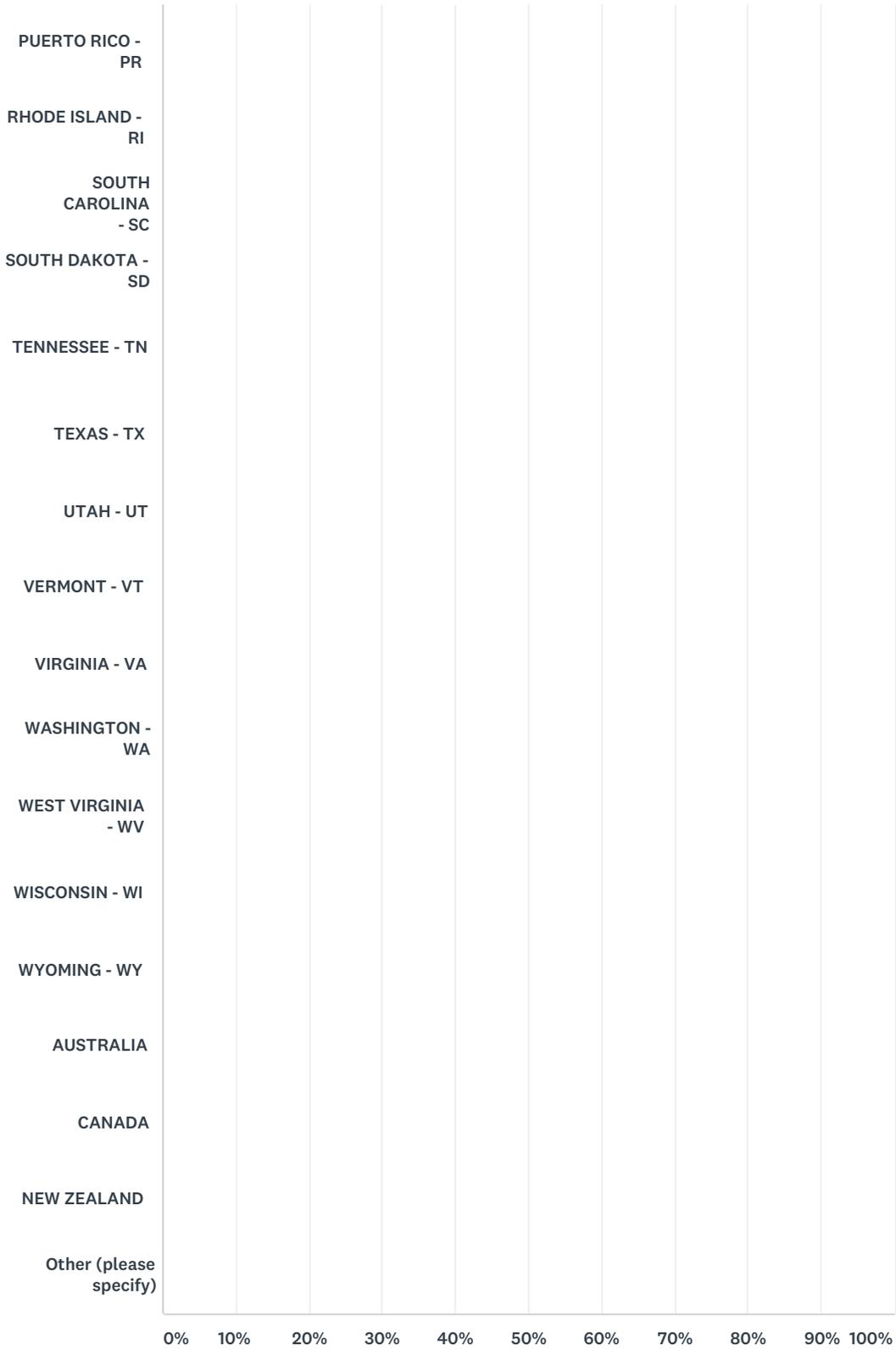
NORTH DAKOTA -
ND

OHIO - OH

OKLAHOMA - OK

OREGON - OR

PENNSYLVANIA -
PA



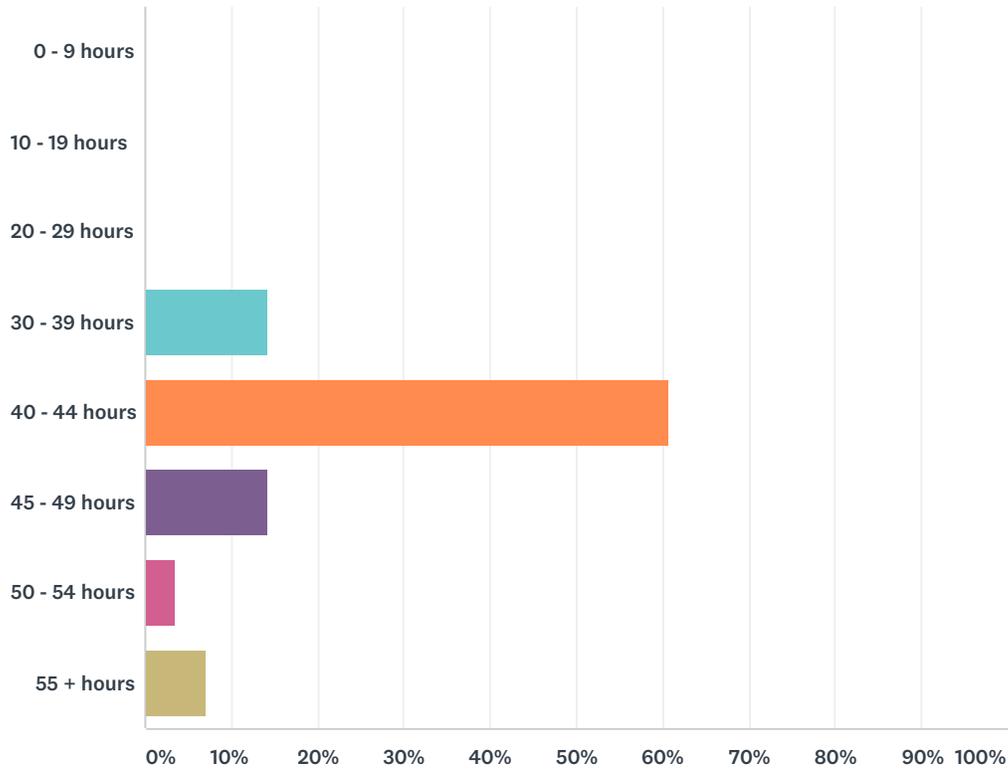
ANSWER CHOICES	RESPONSES	
ALABAMA - AL	0.00%	0
ALASKA - AK	0.00%	0
ARIZONA - AZ	0.00%	0

ARKANSAS - AR	0.00%	0
CALIFORNIA - CA	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	0.00%	0
GEORGIA - GA	0.00%	0
HAWAII - HI	0.00%	0
IDAHO - ID	0.00%	0
ILLINOIS - IL	100.00%	28
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		28

Q20 How many hours do you average each week?

Answered: 28 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	14.29%	4
40 - 44 hours	60.71%	17
45 - 49 hours	14.29%	4
50 - 54 hours	3.57%	1
55 + hours	7.14%	2
TOTAL		28

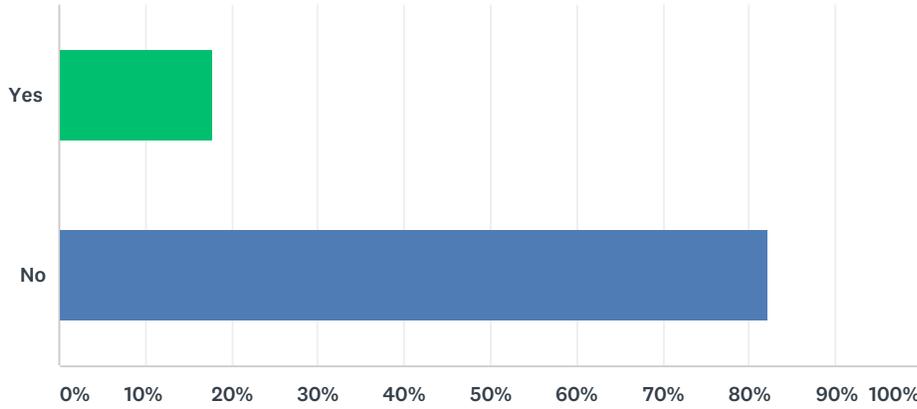
Q21 In what type of practice do you spend the majority of your time? List by percentage to total 100%. Note: insert percentages where applicable to add up to 100%, i.e. 75% community hospital, 25% private group.

Answered: 27 Skipped: 1

ANSWER CHOICES	RESPONSES	
Community Hospital	48.15%	13
Academic/University	48.15%	13
Private Group	11.11%	3
Laboratory	3.70%	1
Military Hospital	0.00%	0
Other	0.00%	0

Q22 Do you work at multiple sites?

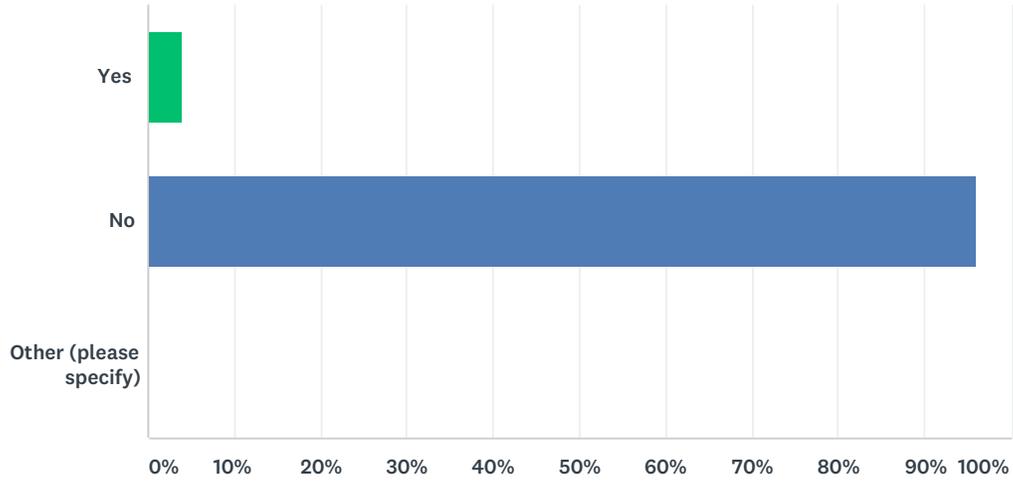
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	17.86%	5
No	82.14%	23
TOTAL		28

Q23 If yes, do you cross state lines?

Answered: 25 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	4.00%	1
No	96.00%	24
Other (please specify)	0.00%	0
TOTAL		25

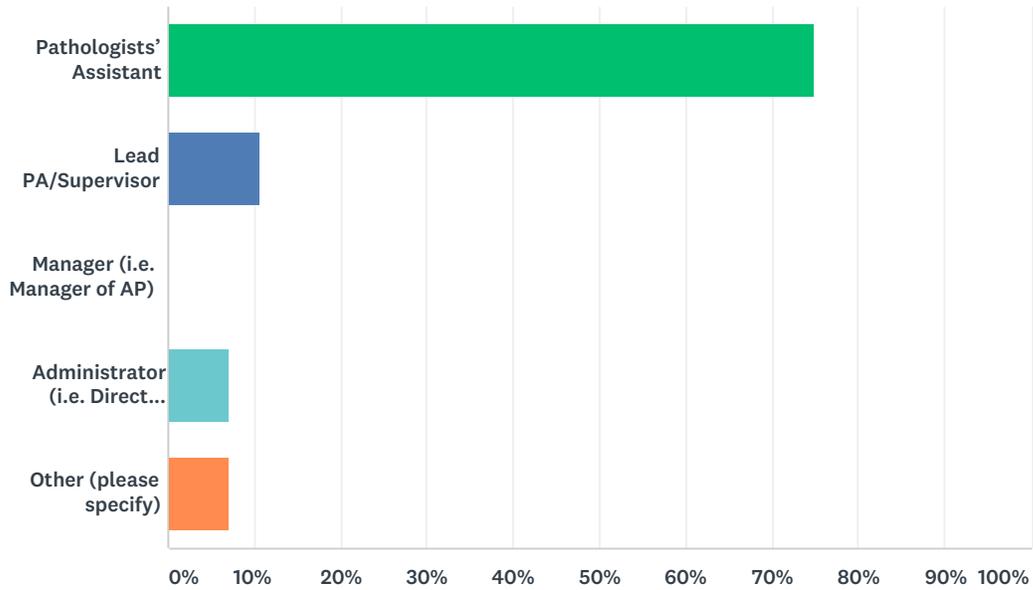
Q24 How are your days spent? Which of the following is included in your job responsibilities? List by percentage to total 100%. Note: insert percentages where applicable to add up to 100%, i.e. 75% grossing, 10% autopsy, 15% admin.

Answered: 27 Skipped: 1

ANSWER CHOICES	RESPONSES	
Administration / management / scheduling / supervisor role	37.04%	10
Management (Lab, LEAN, etc.)	7.41%	2
Autopsy clinical history, reports, microscopic signout	14.81%	4
Autopsy gross, diening	25.93%	7
CAP Inspection	7.41%	2
Grossing / Prosecting	85.19%	23
Gross photos / Photomicroscopy	33.33%	9
Frozen sections	51.85%	14
Research or Academic Preparations (Manual prep, Conference prep, etc)	18.52%	5
Supply maintenance, Instrument Maintenance, Safety	14.81%	4
Quality assurance / QA coding review	14.81%	4
Specimen accession / Transcription / CPT coding	22.22%	6
Teaching / Training / instruction – PAs, Residents, and other lab or clinical personnel	51.85%	14
Tissue bank	29.63%	8
Other	7.41%	2

Q25 What is your job title?

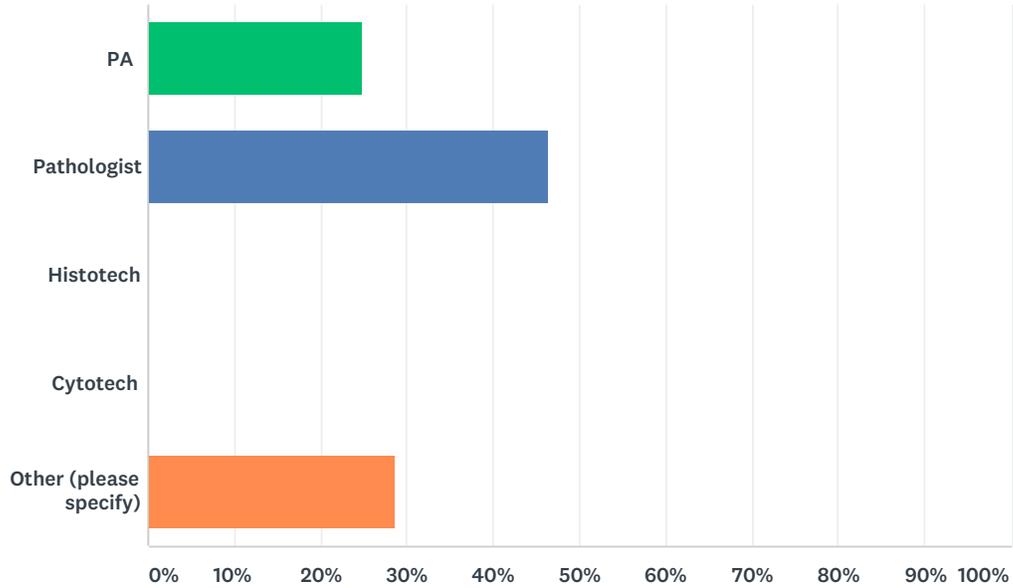
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
Pathologists' Assistant	75.00%	21
Lead PA/Supervisor	10.71%	3
Manager (i.e. Manager of AP)	0.00%	0
Administrator (i.e. Director, Section Chief)	7.14%	2
Other (please specify)	7.14%	2
TOTAL		28

Q26 Who do you report to?

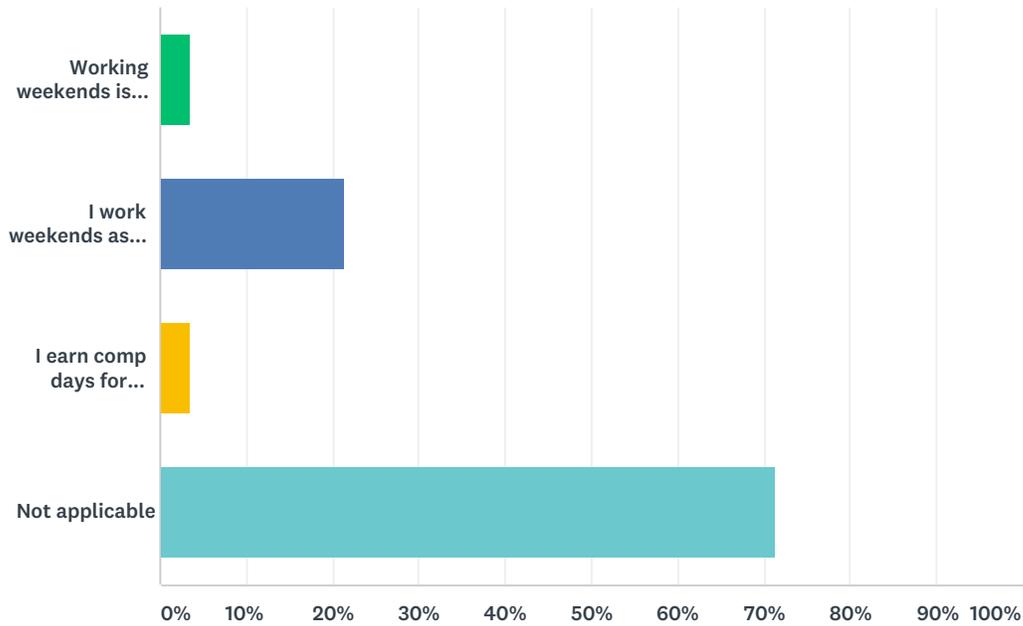
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
PA	25.00%	7
Pathologist	46.43%	13
Histotech	0.00%	0
Cytotech	0.00%	0
Other (please specify)	28.57%	8
TOTAL		28

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

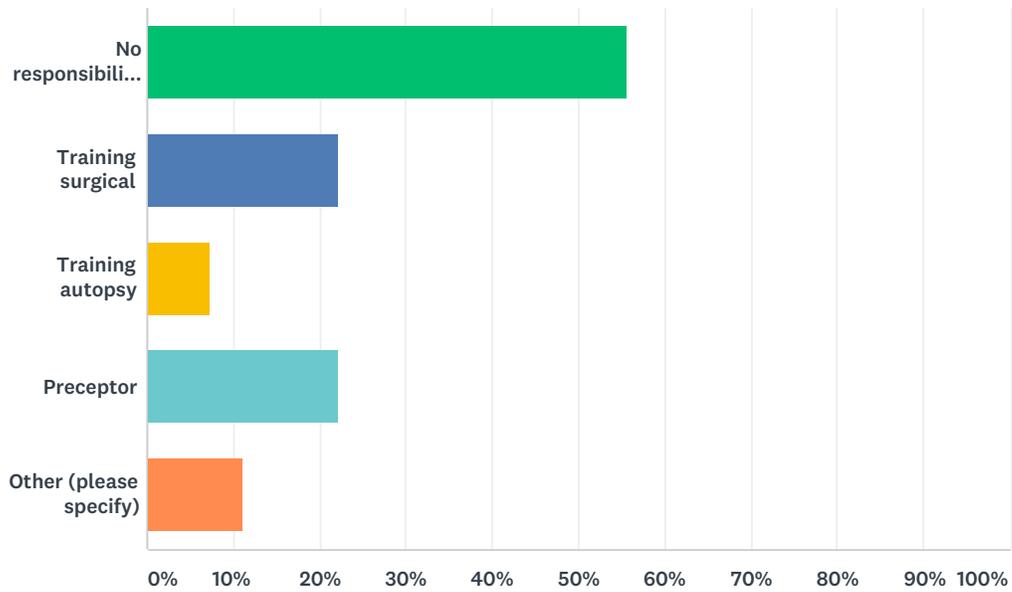
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
Working weekends is part of my routine/rotation	3.57%	1
I work weekends as necessary	21.43%	6
I earn comp days for working weekends	3.57%	1
Not applicable	71.43%	20
TOTAL		28

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

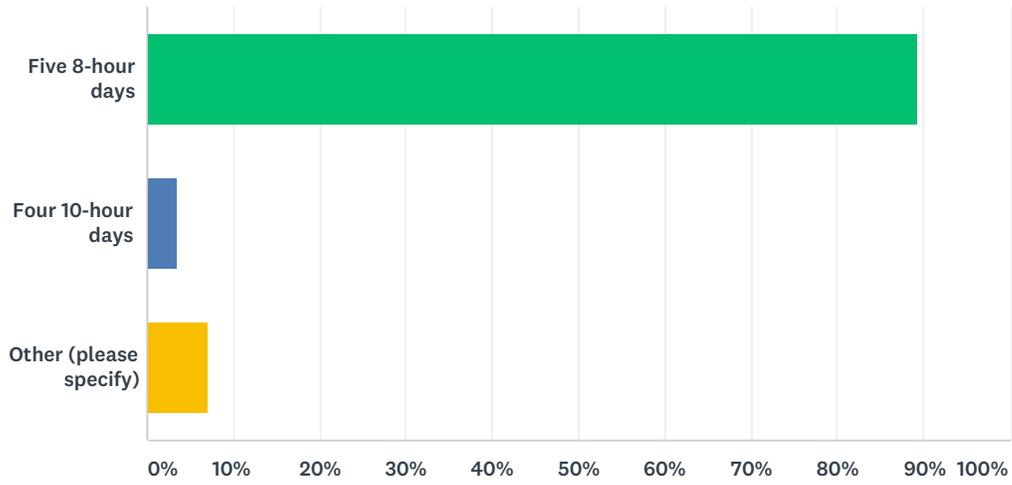
Answered: 27 Skipped: 1



ANSWER CHOICES	RESPONSES	
No responsibilities	55.56%	15
Training surgical	22.22%	6
Training autopsy	7.41%	2
Preceptor	22.22%	6
Other (please specify)	11.11%	3
Total Respondents: 27		

Q29 What is your standard work schedule?

Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
Five 8-hour days	89.29%	25
Four 10-hour days	3.57%	1
Other (please specify)	7.14%	2
TOTAL		28

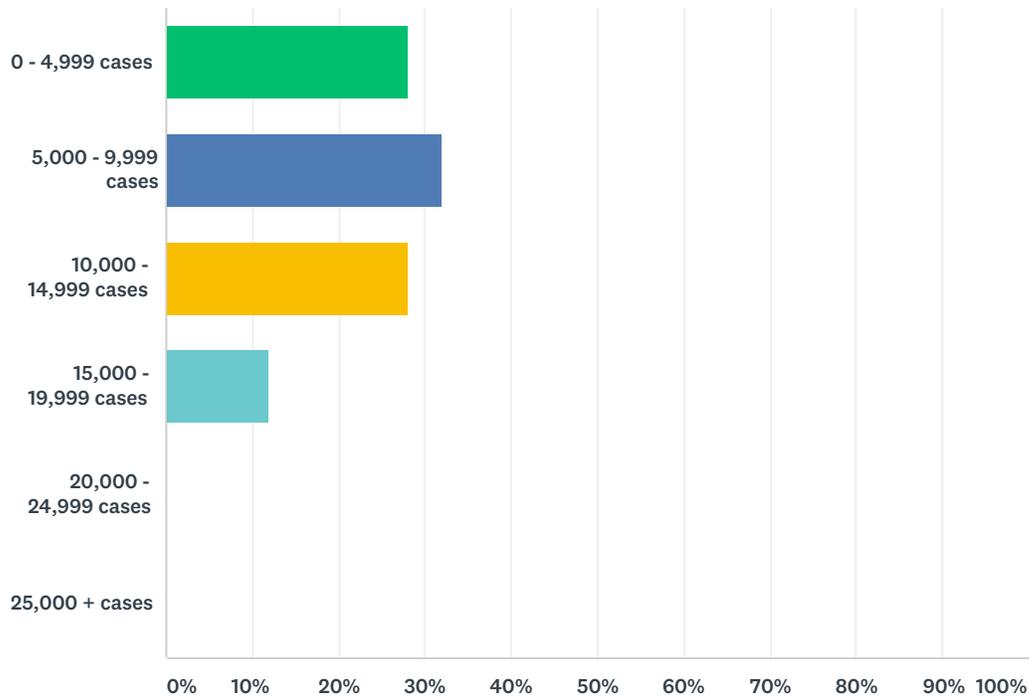
**Q30 How many total surgical cases annually at your practice setting?
List by percentage to total 100%. Note: insert percentages where applicable to add up to 100%, i.e. 50% biopsies, 50% simple.**

Answered: 26 Skipped: 2

ANSWER CHOICES	RESPONSES	
Biopsies	96.15%	25
Simple	100.00%	26
Complex	100.00%	26
Other	7.69%	2

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

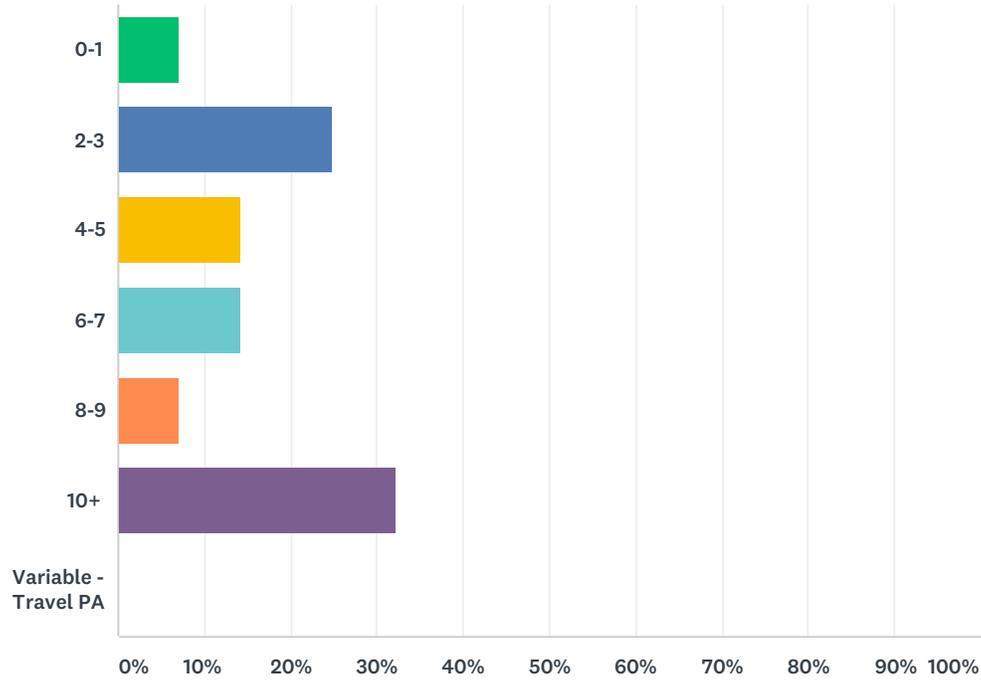
Answered: 25 Skipped: 3



ANSWER CHOICES	RESPONSES	
0 - 4,999 cases	28.00%	7
5,000 - 9,999 cases	32.00%	8
10,000 - 14,999 cases	28.00%	7
15,000 - 19,999 cases	12.00%	3
20,000 - 24,999 cases	0.00%	0
25,000 + cases	0.00%	0
TOTAL		25

Q32 How many pathologists in total at your workplace?

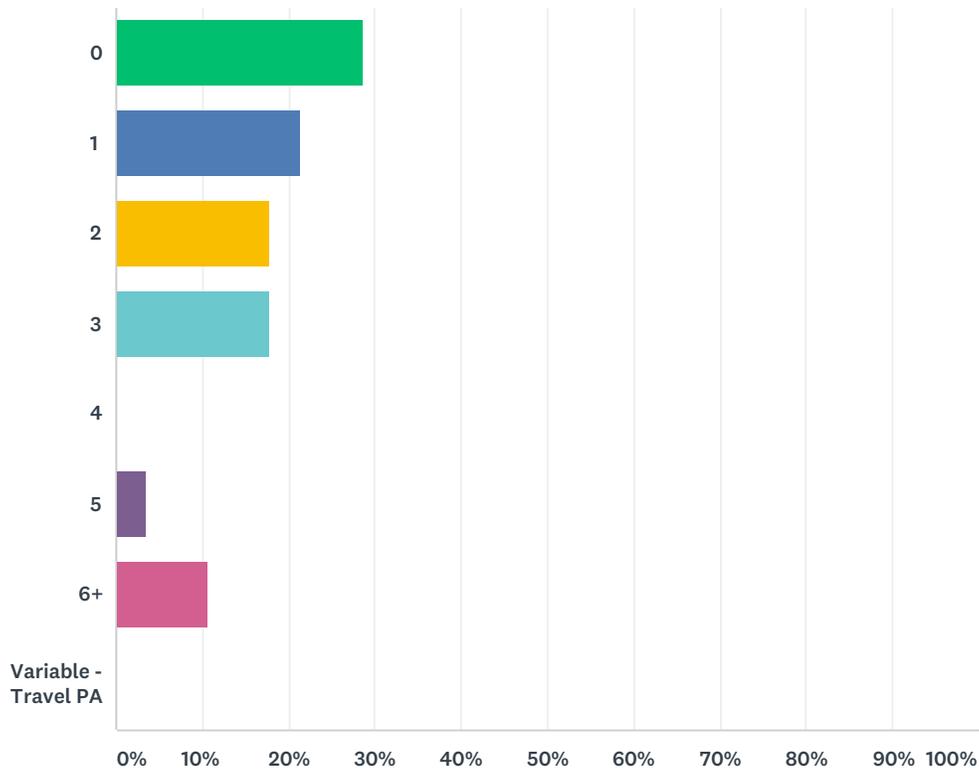
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
0-1	7.14%	2
2-3	25.00%	7
4-5	14.29%	4
6-7	14.29%	4
8-9	7.14%	2
10+	32.14%	9
Variable - Travel PA	0.00%	0
TOTAL		28

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

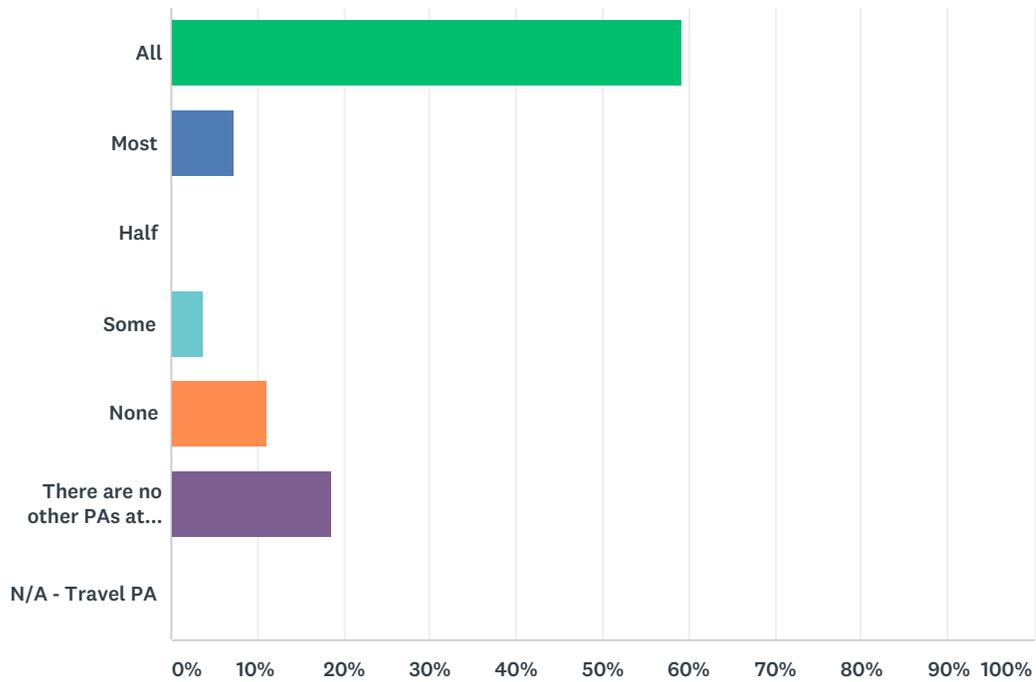
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
0	28.57%	8
1	21.43%	6
2	17.86%	5
3	17.86%	5
4	0.00%	0
5	3.57%	1
6+	10.71%	3
Variable - Travel PA	0.00%	0
TOTAL		28

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

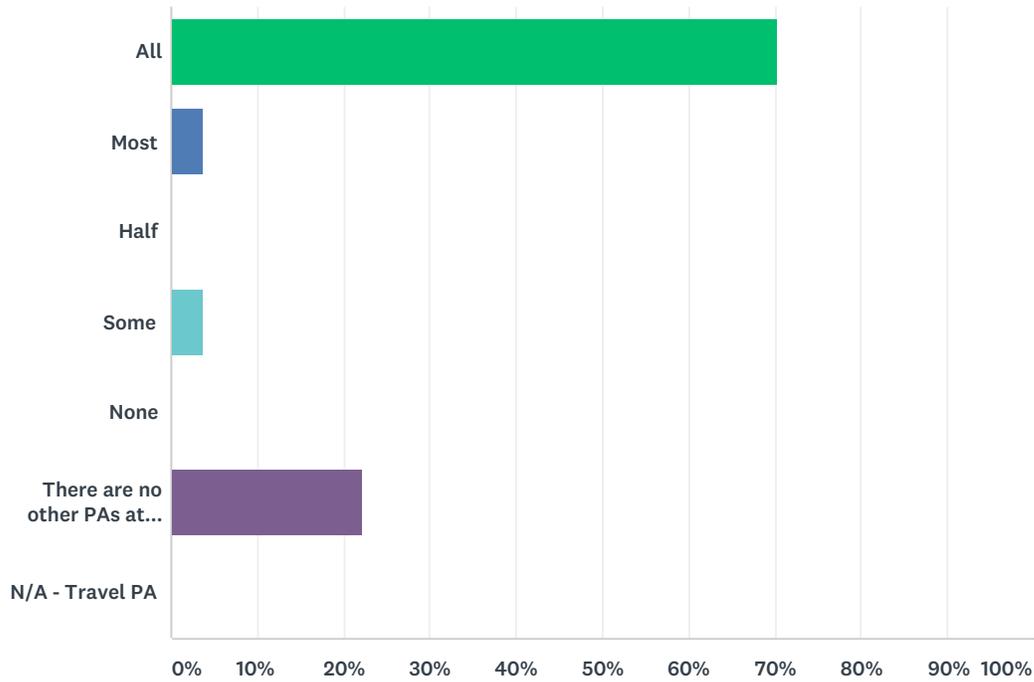
Answered: 27 Skipped: 1



ANSWER CHOICES	RESPONSES	
All	59.26%	16
Most	7.41%	2
Half	0.00%	0
Some	3.70%	1
None	11.11%	3
There are no other PAs at my workplace	18.52%	5
N/A - Travel PA	0.00%	0
TOTAL		27

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

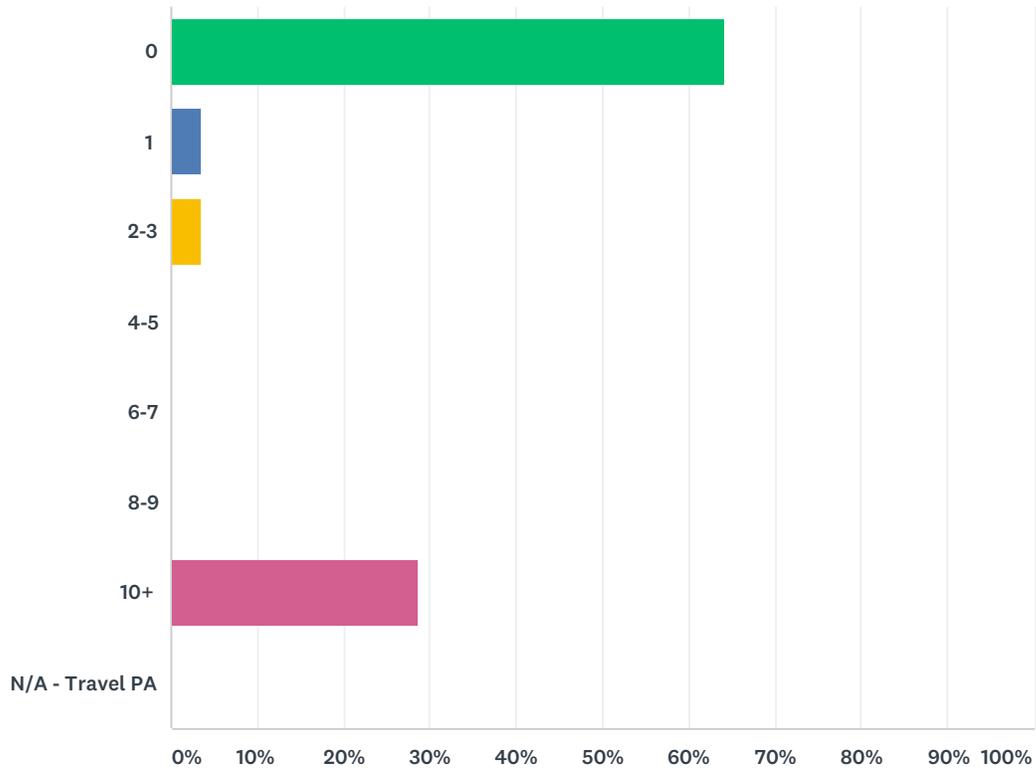
Answered: 27 Skipped: 1



ANSWER CHOICES	RESPONSES	
All	70.37%	19
Most	3.70%	1
Half	0.00%	0
Some	3.70%	1
None	0.00%	0
There are no other PAs at my workplace	22.22%	6
N/A - Travel PA	0.00%	0
TOTAL		27

Q36 How many residents are there at your workplace?

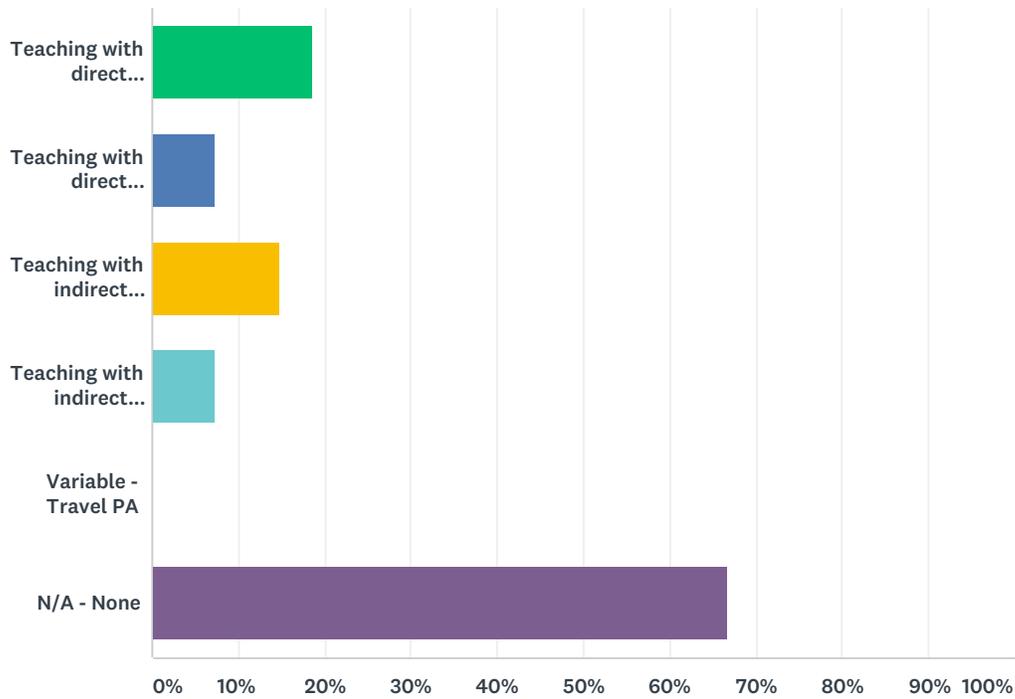
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
0	64.29%	18
1	3.57%	1
2-3	3.57%	1
4-5	0.00%	0
6-7	0.00%	0
8-9	0.00%	0
10+	28.57%	8
N/A - Travel PA	0.00%	0
TOTAL		28

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

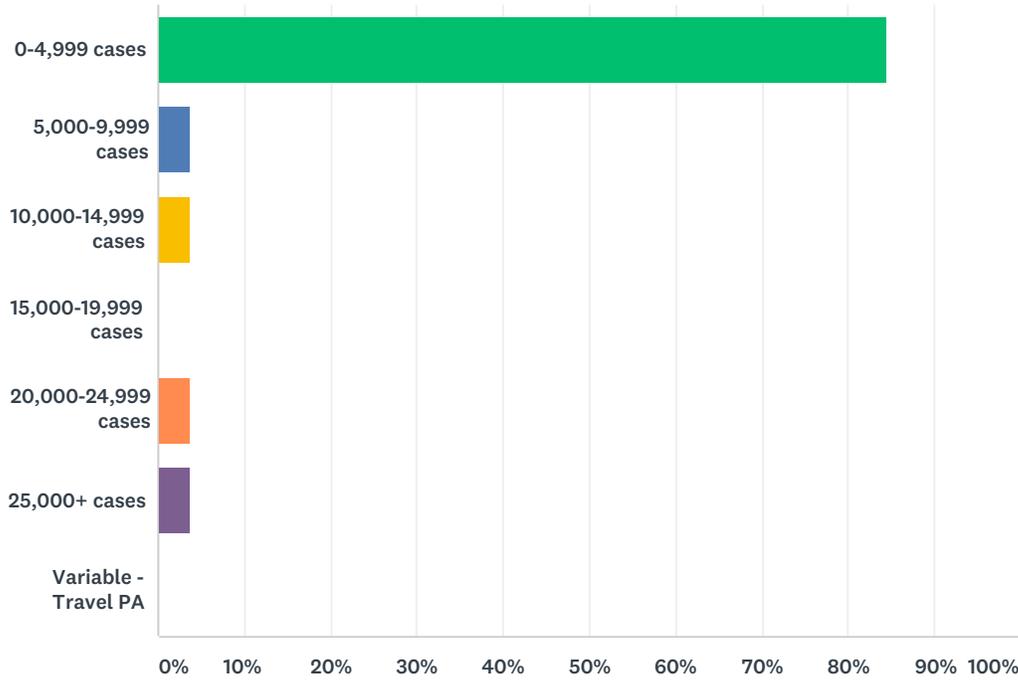
Answered: 27 Skipped: 1



ANSWER CHOICES	RESPONSES	
Teaching with direct oversight in surgical pathology	18.52%	5
Teaching with direct oversight in autopsy	7.41%	2
Teaching with indirect oversight in surgical pathology	14.81%	4
Teaching with indirect oversight in autopsy	7.41%	2
Variable - Travel PA	0.00%	0
N/A - None	66.67%	18
Total Respondents: 27		

Q38 What is the case volume biopsy techs gross?

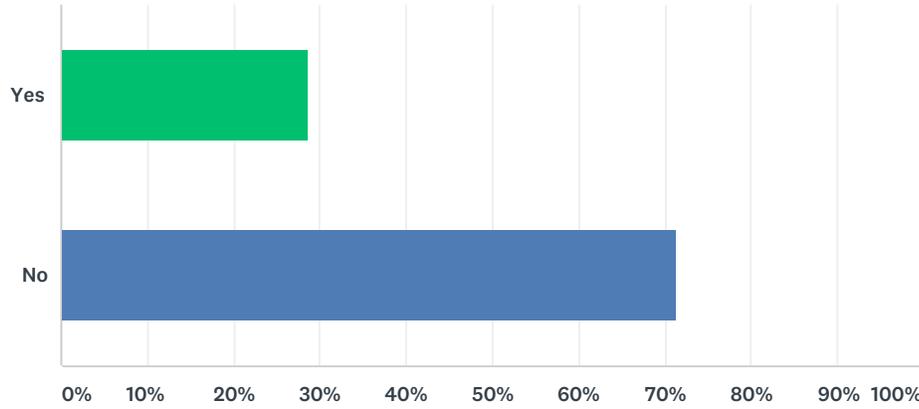
Answered: 26 Skipped: 2



ANSWER CHOICES	RESPONSES	
0-4,999 cases	84.62%	22
5,000-9,999 cases	3.85%	1
10,000-14,999 cases	3.85%	1
15,000-19,999 cases	0.00%	0
20,000-24,999 cases	3.85%	1
25,000+ cases	3.85%	1
Variable - Travel PA	0.00%	0
TOTAL		26

Q39 Are you involved in autopsies?

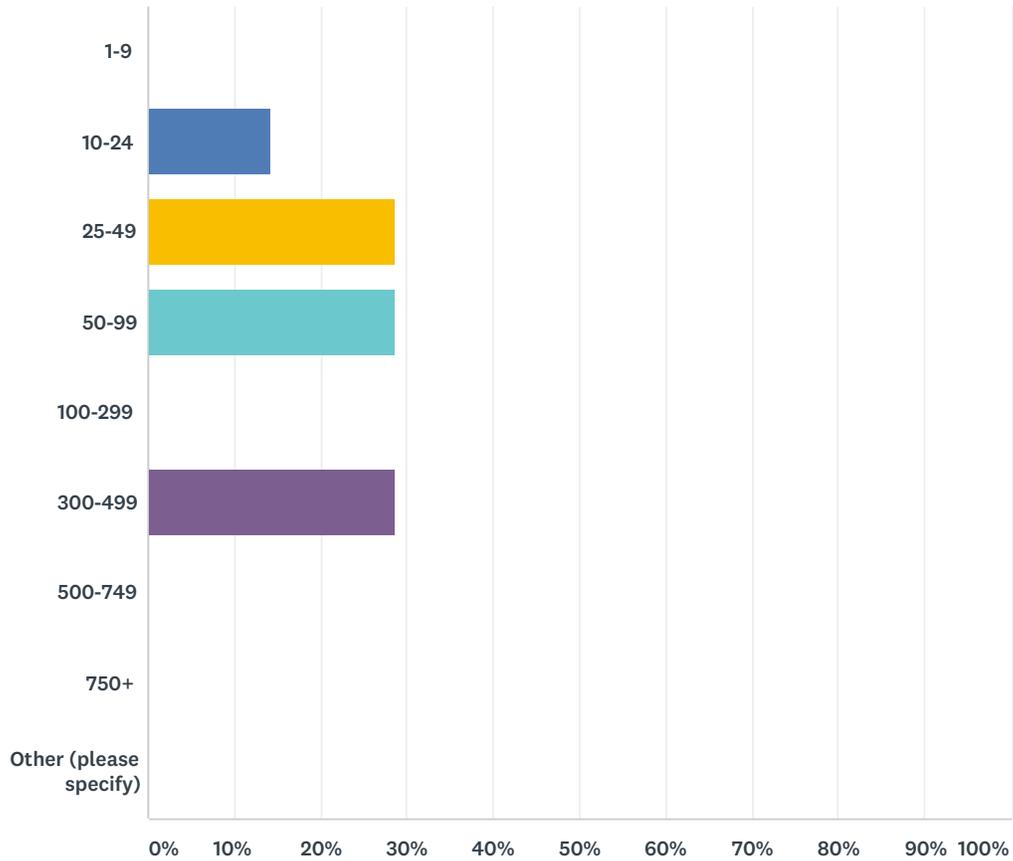
Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	28.57%	8
No	71.43%	20
TOTAL		28

Q40 Total annual volume of autopsies at your practice setting?

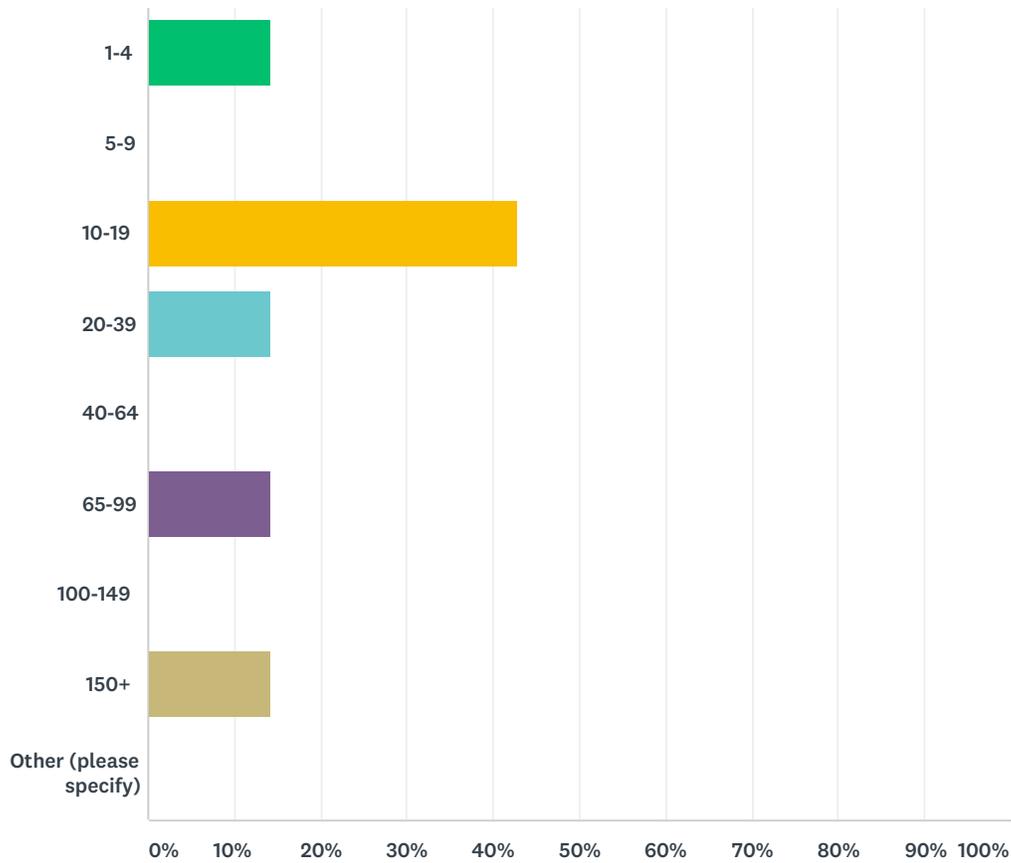
Answered: 7 Skipped: 21



ANSWER CHOICES	RESPONSES	
1-9	0.00%	0
10-24	14.29%	1
25-49	28.57%	2
50-99	28.57%	2
100-299	0.00%	0
300-499	28.57%	2
500-749	0.00%	0
750+	0.00%	0
Other (please specify)	0.00%	0
TOTAL		7

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

Answered: 7 Skipped: 21



ANSWER CHOICES	RESPONSES	
1-4	14.29%	1
5-9	0.00%	0
10-19	42.86%	3
20-39	14.29%	1
40-64	0.00%	0
65-99	14.29%	1
100-149	0.00%	0
150+	14.29%	1
Other (please specify)	0.00%	0
TOTAL		7

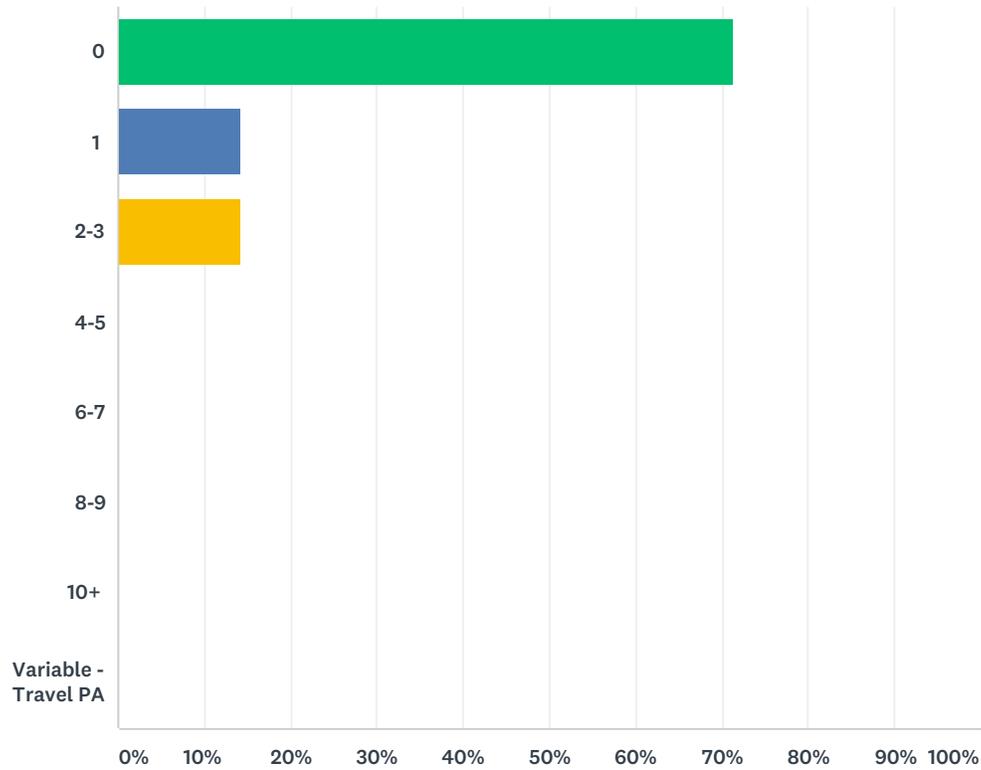
Q42 What are your autopsy responsibilities? List by percentage to total 100%. Note: insert percentages where applicable to add up to 100%, i.e. 50% autopsy clinical history, 50% diening.

Answered: 7 Skipped: 21

ANSWER CHOICES	RESPONSES	
Autopsy clinical history	71.43%	5
Autopsy microscopic signout	28.57%	2
Autopsy report prep (PAD, FAD, etc.)	71.43%	5
Diening	85.71%	6
Prosection/Evisceration	85.71%	6
Other	14.29%	1

Q43 How many autopsy techs are in your workplace?

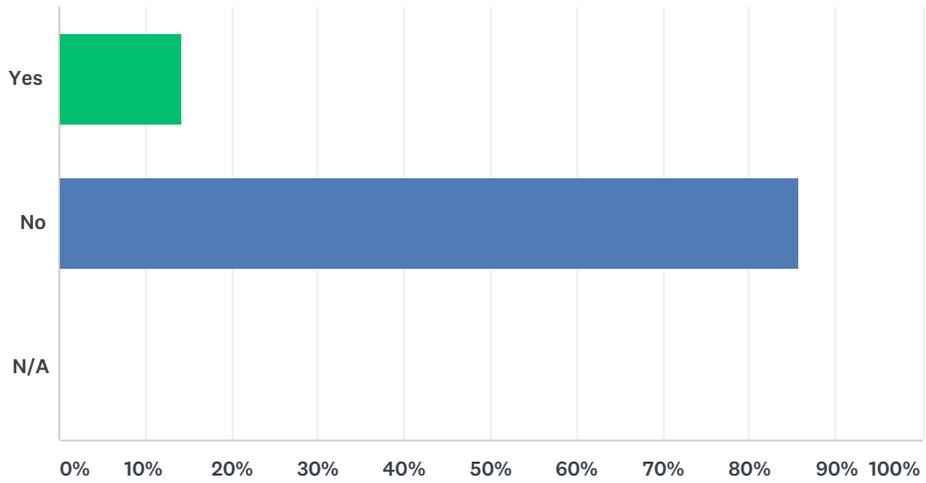
Answered: 7 Skipped: 21



ANSWER CHOICES	RESPONSES	
0	71.43%	5
1	14.29%	1
2-3	14.29%	1
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		7

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

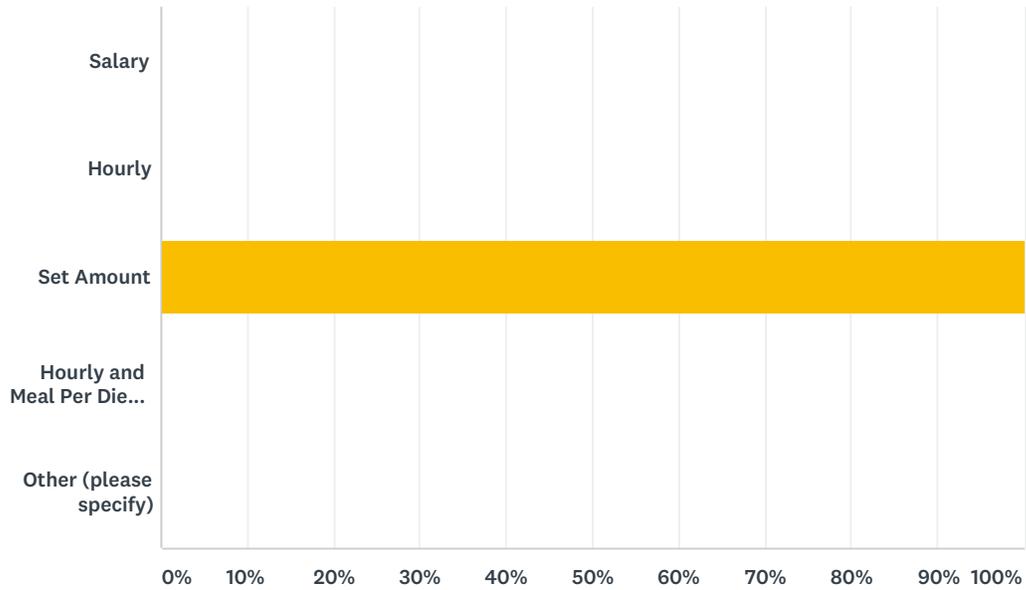
Answered: 7 Skipped: 21



ANSWER CHOICES	RESPONSES	
Yes	14.29%	1
No	85.71%	6
N/A	0.00%	0
TOTAL		7

Q45 If yes, how is the compensation paid?

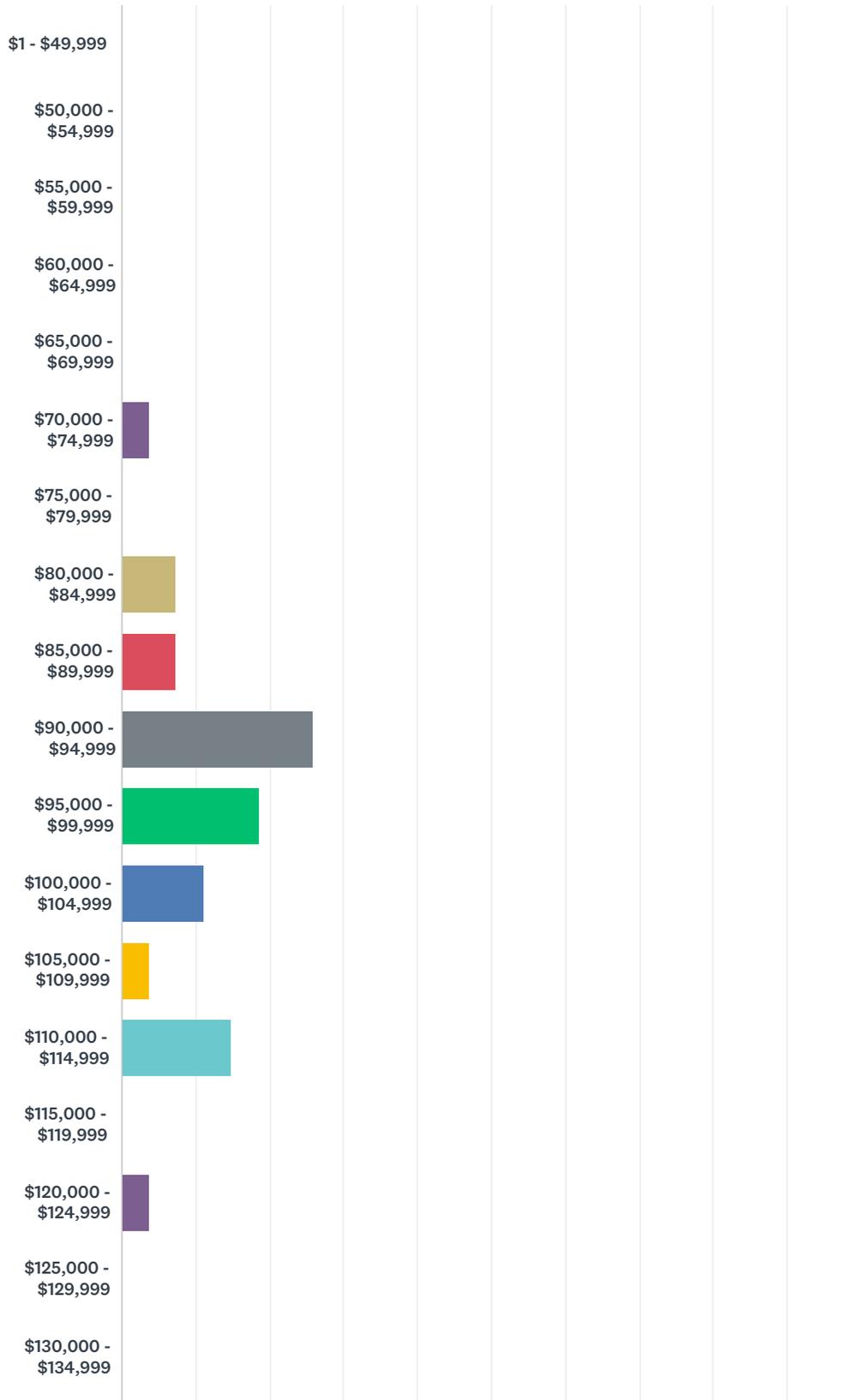
Answered: 1 Skipped: 27

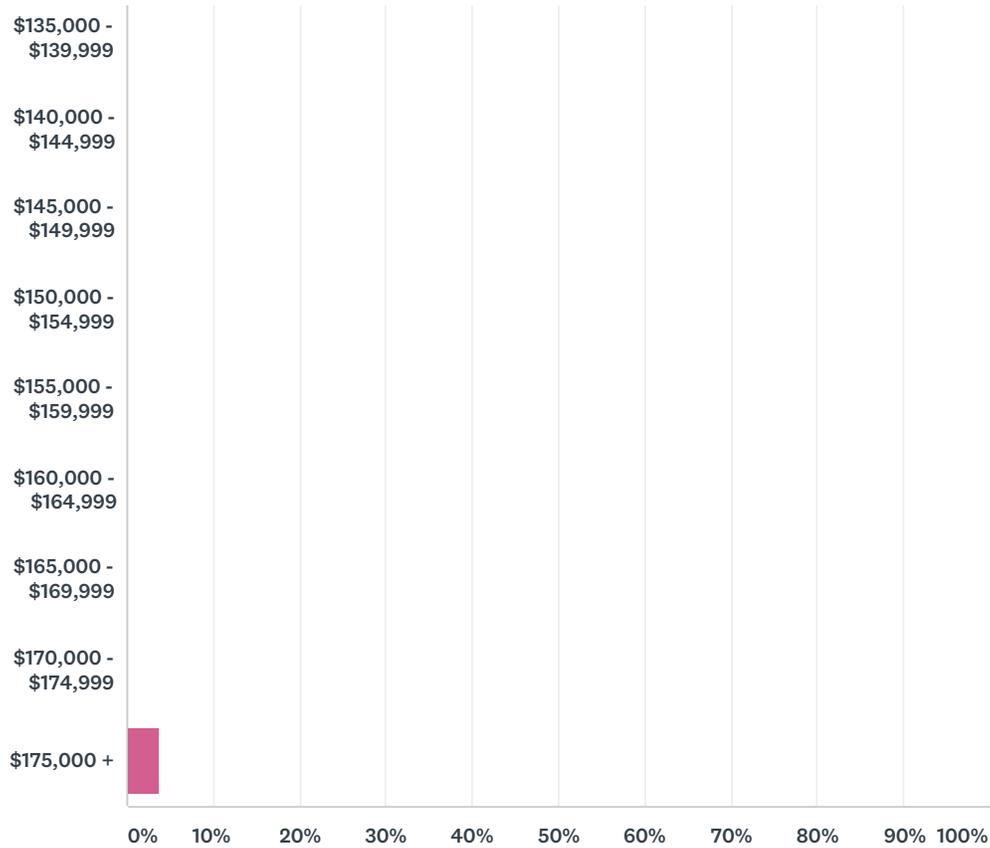


ANSWER CHOICES	RESPONSES	
Salary	0.00%	0
Hourly	0.00%	0
Set Amount	100.00%	1
Hourly and Meal Per Diem- Travel PA	0.00%	0
Other (please specify)	0.00%	0
TOTAL		1

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

Answered: 27 Skipped: 1



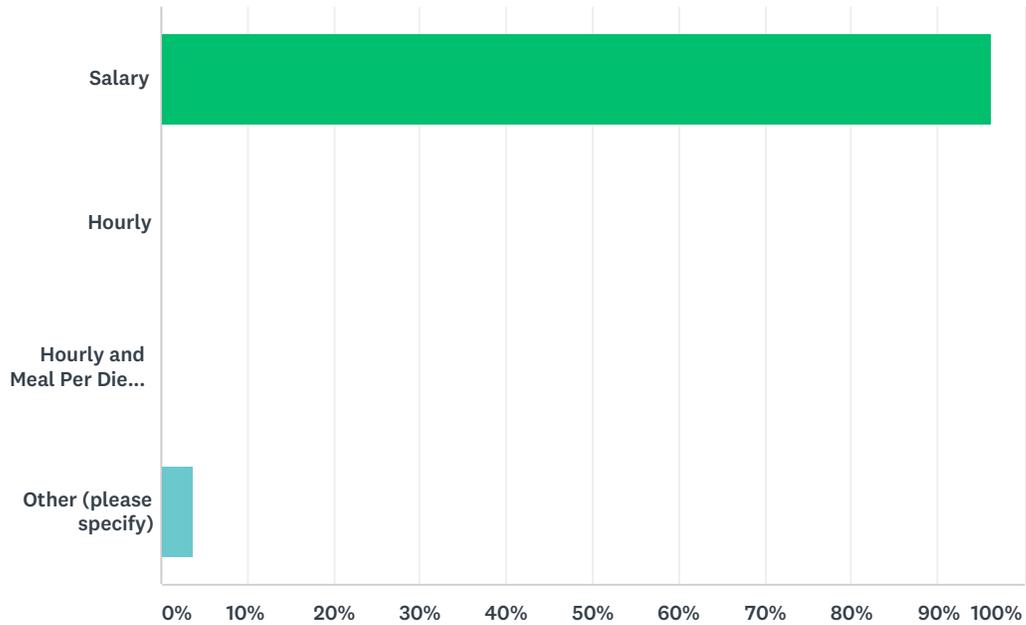


ANSWER CHOICES	RESPONSES
\$1 - \$49,999	0.00% 0
\$50,000 - \$54,999	0.00% 0
\$55,000 - \$59,999	0.00% 0
\$60,000 - \$64,999	0.00% 0
\$65,000 - \$69,999	0.00% 0
\$70,000 - \$74,999	3.70% 1
\$75,000 - \$79,999	0.00% 0
\$80,000 - \$84,999	7.41% 2
\$85,000 - \$89,999	7.41% 2
\$90,000 - \$94,999	25.93% 7
\$95,000 - \$99,999	18.52% 5
\$100,000 - \$104,999	11.11% 3
\$105,000 - \$109,999	3.70% 1
\$110,000 - \$114,999	14.81% 4
\$115,000 - \$119,999	0.00% 0
\$120,000 - \$124,999	3.70% 1
\$125,000 - \$129,999	0.00% 0

\$130,000 - \$134,999	0.00%	0
\$135,000 - \$139,999	0.00%	0
\$140,000 - \$144,999	0.00%	0
\$145,000 - \$149,999	0.00%	0
\$150,000 - \$154,999	0.00%	0
\$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 +	3.70%	1
TOTAL		27

Q47 How is your annual salary paid?

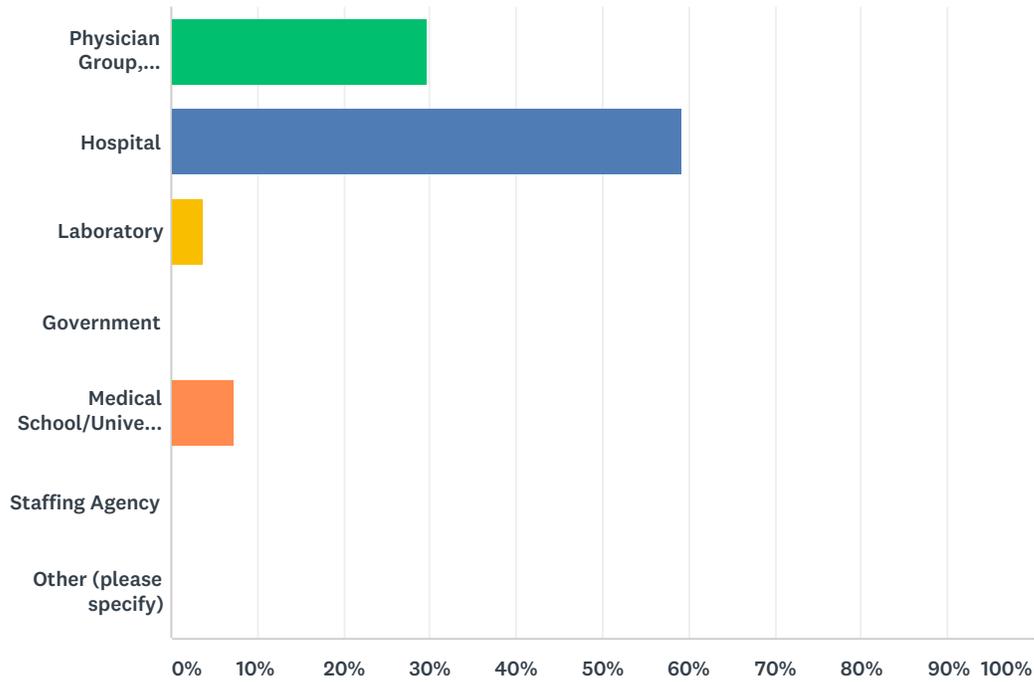
Answered: 27 Skipped: 1



ANSWER CHOICES	RESPONSES	
Salary	96.30%	26
Hourly	0.00%	0
Hourly and Meal Per Diem- Travel PA	0.00%	0
Other (please specify)	3.70%	1
TOTAL		27

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

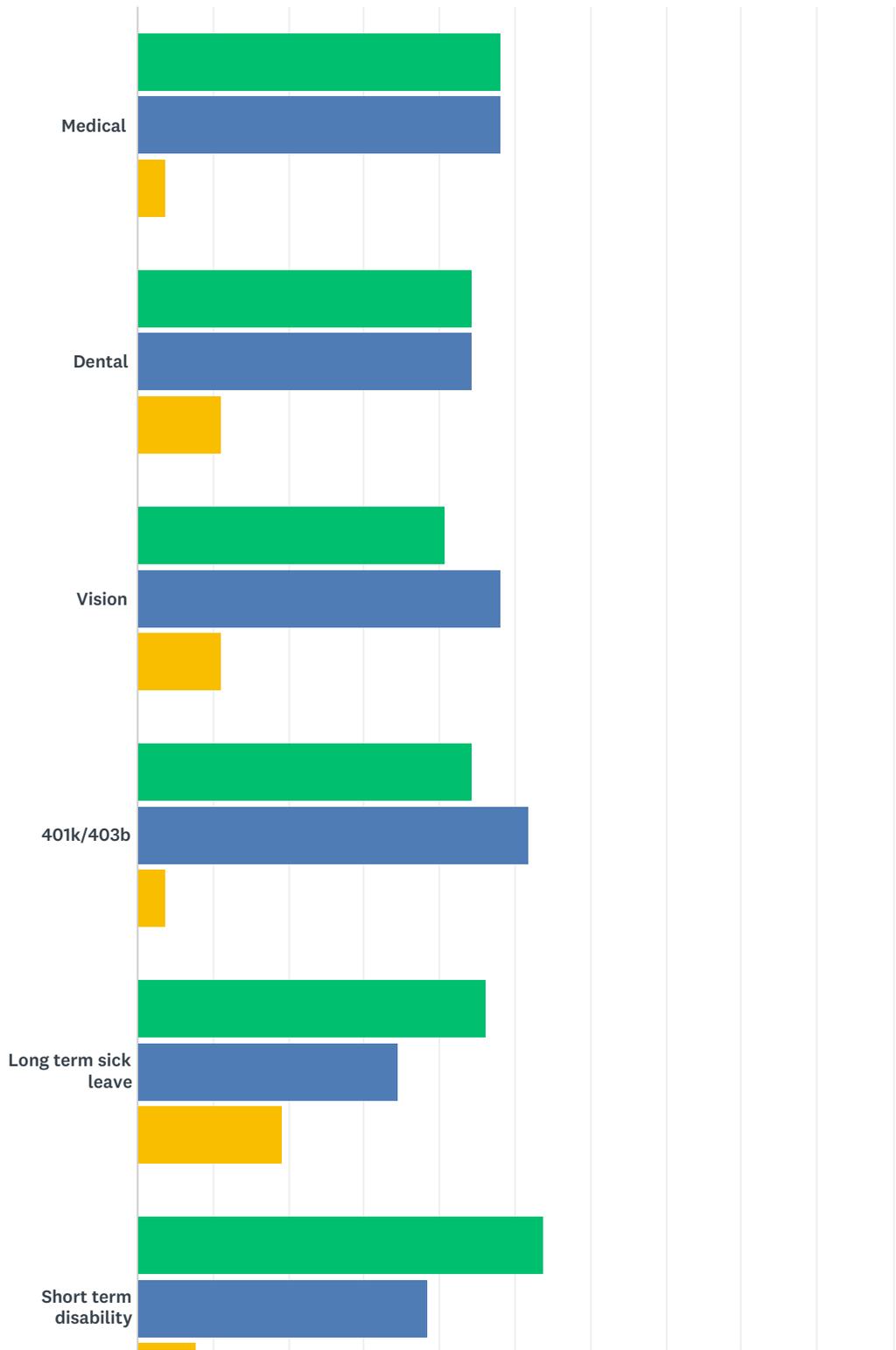
Answered: 27 Skipped: 1

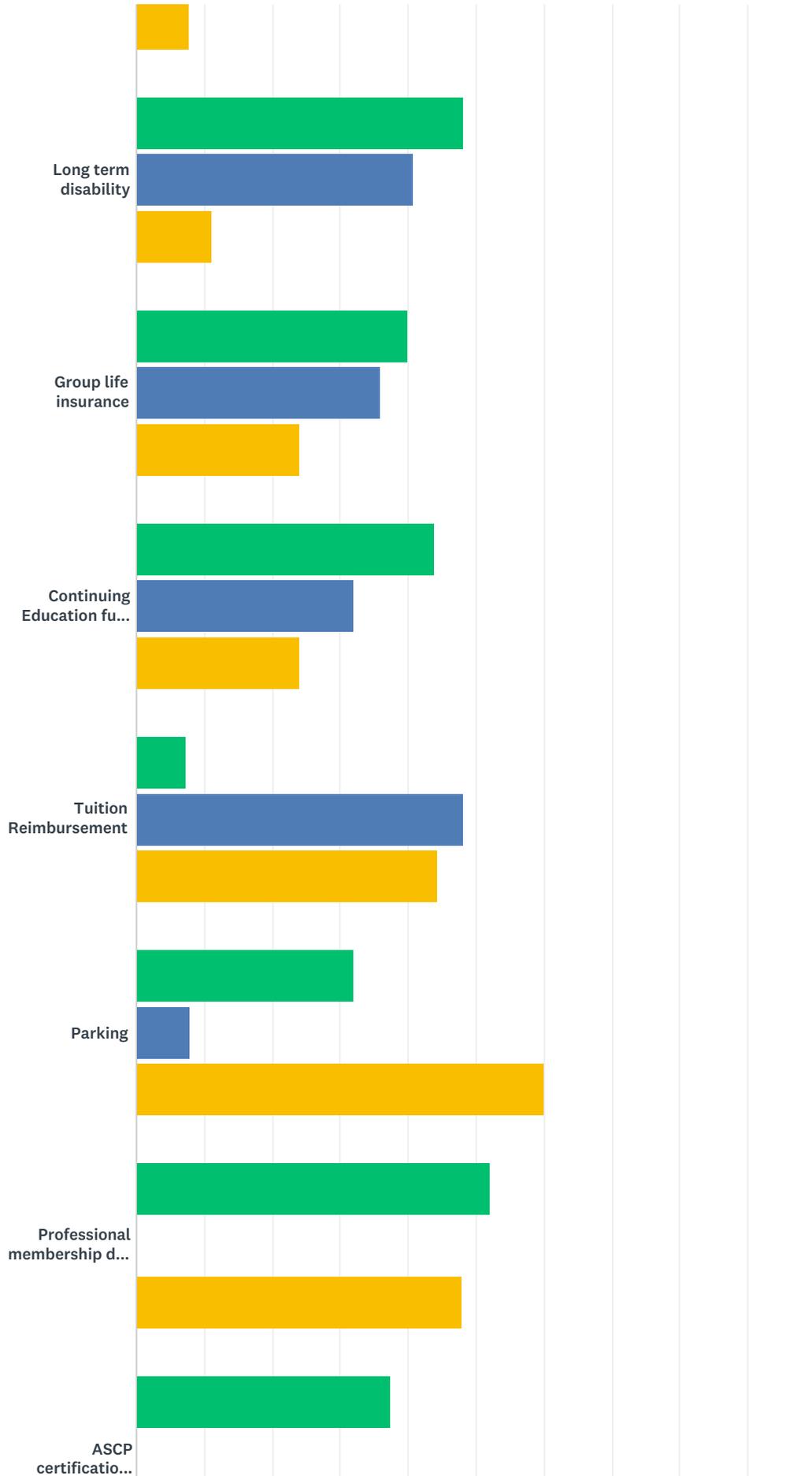


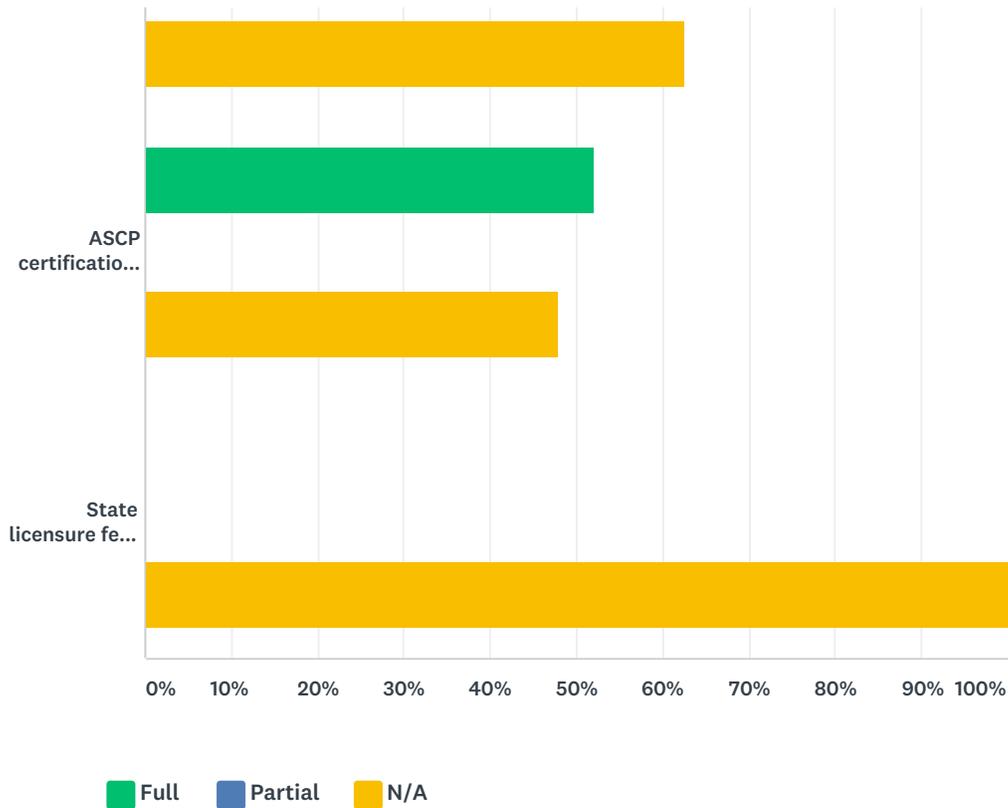
ANSWER CHOICES	RESPONSES	
Physician Group, Pathology Group, Medical Group	29.63%	8
Hospital	59.26%	16
Laboratory	3.70%	1
Government	0.00%	0
Medical School/University	7.41%	2
Staffing Agency	0.00%	0
Other (please specify)	0.00%	0
TOTAL		27

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: 27 Skipped: 1





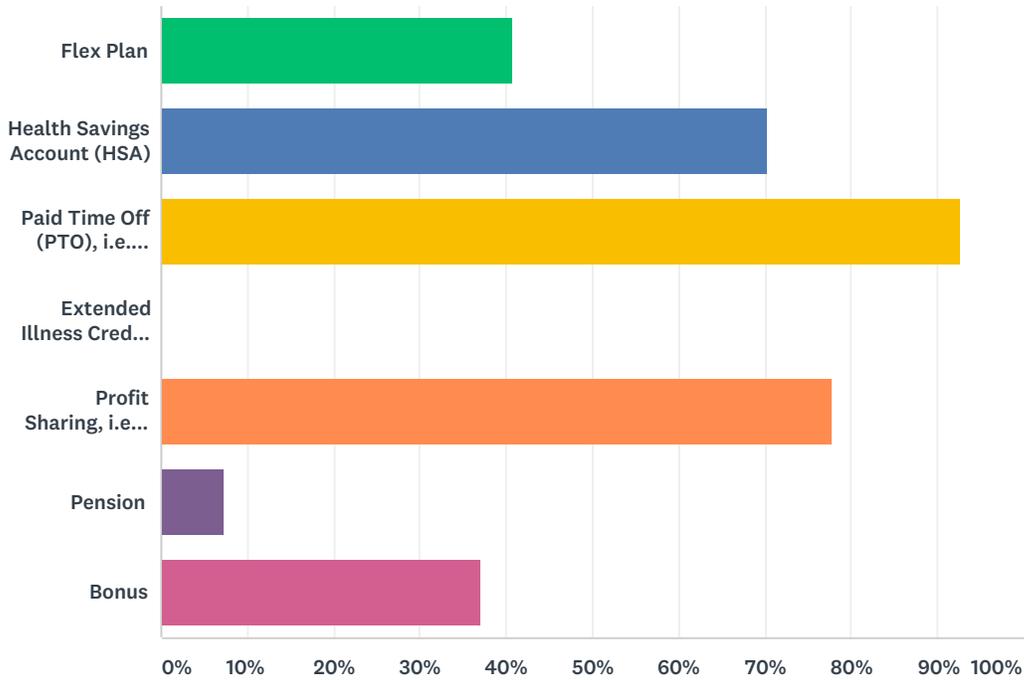


	FULL	PARTIAL	N/A	TOTAL
Medical	48.15% 13	48.15% 13	3.70% 1	27
Dental	44.44% 12	44.44% 12	11.11% 3	27
Vision	40.74% 11	48.15% 13	11.11% 3	27
401k/403b	44.44% 12	51.85% 14	3.70% 1	27
Long term sick leave	46.15% 12	34.62% 9	19.23% 5	26
Short term disability	53.85% 14	38.46% 10	7.69% 2	26
Long term disability	48.15% 13	40.74% 11	11.11% 3	27
Group life insurance	40.00% 10	36.00% 9	24.00% 6	25
Continuing Education fund, i.e. certification related expenses such as conferences/meetings and associated travel	44.00% 11	32.00% 8	24.00% 6	25
Tuition Reimbursement	7.41% 2	48.15% 13	44.44% 12	27
Parking	32.00% 8	8.00% 2	60.00% 15	25
Professional membership dues such as AAPA	52.00% 13	0.00% 0	48.00% 12	25
ASCP certification exam fee	37.50% 9	0.00% 0	62.50% 15	24

ASCP certification renewal fee	52.00%	0.00%	48.00%	
	13	0	12	25
State licensure fees (if applicable)	0.00%	0.00%	100.00%	
	0	0	25	25

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

Answered: 27 Skipped: 1



ANSWER CHOICES	RESPONSES	
Flex Plan	40.74%	11
Health Savings Account (HSA)	70.37%	19
Paid Time Off (PTO), i.e. holiday, vacation, sick	92.59%	25
Extended Illness Credit (EICR)	0.00%	0
Profit Sharing, i.e. 401(k), 403(b)	77.78%	21
Pension	7.41%	2
Bonus	37.04%	10
Total Respondents: 27		

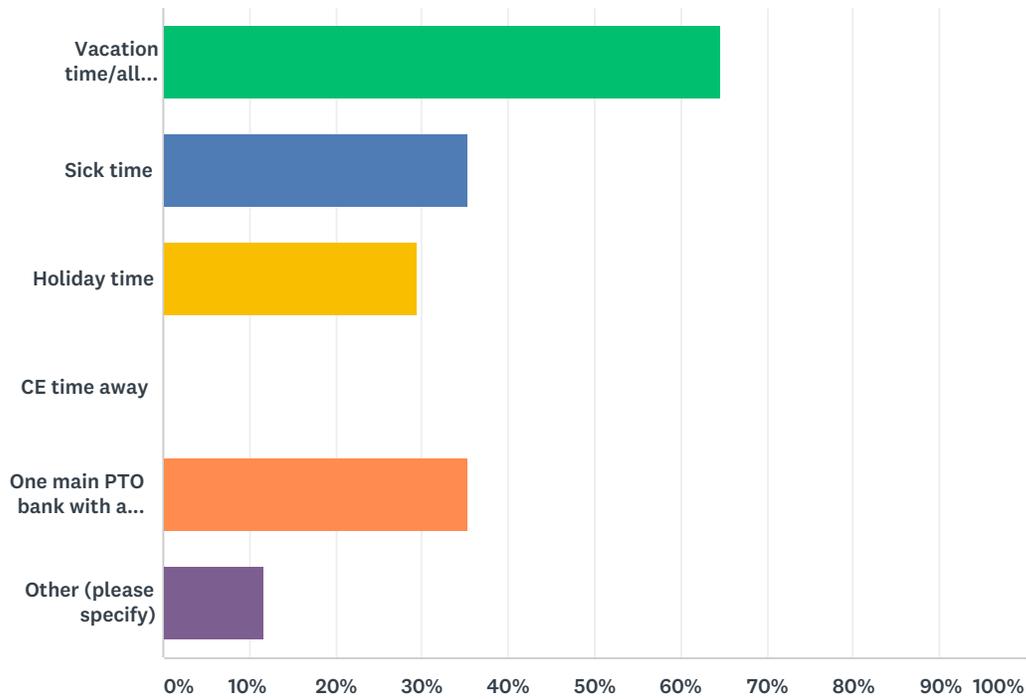
Q51 How many total hours of Paid Time Off (PTO) do you get each year (inclusive of holiday, vacation, sick, and any other paid time away)?
Please enter in HOURS (not days) for each category.

Answered: 25 Skipped: 3

ANSWER CHOICES	RESPONSES	
Holiday	80.00%	20
Vacation/all purpose	96.00%	24
Sick	52.00%	13
CE	24.00%	6
Other	20.00%	5
My Personal Total	68.00%	17

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

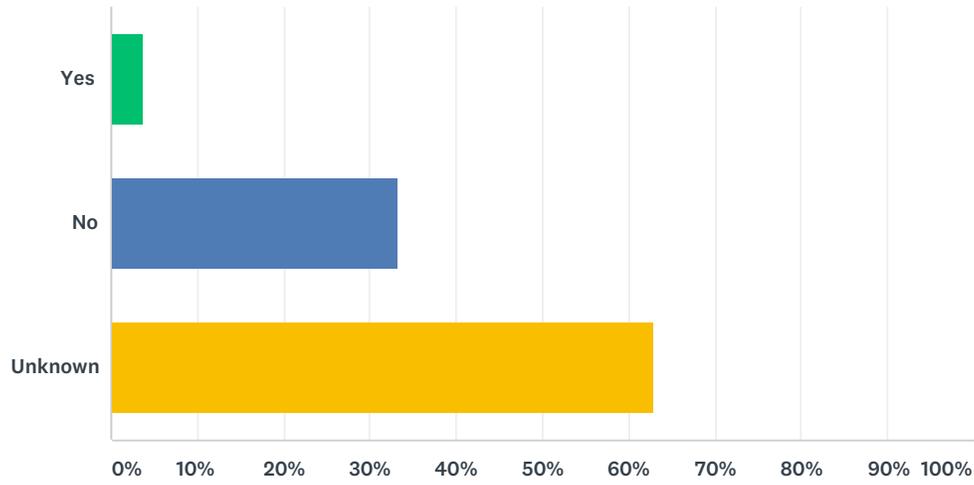
Answered: 17 Skipped: 11



ANSWER CHOICES	RESPONSES	
Vacation time/all purpose	64.71%	11
Sick time	35.29%	6
Holiday time	29.41%	5
CE time away	0.00%	0
One main PTO bank with a separate sick bank	35.29%	6
Other (please specify)	11.76%	2
Total Respondents: 17		

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

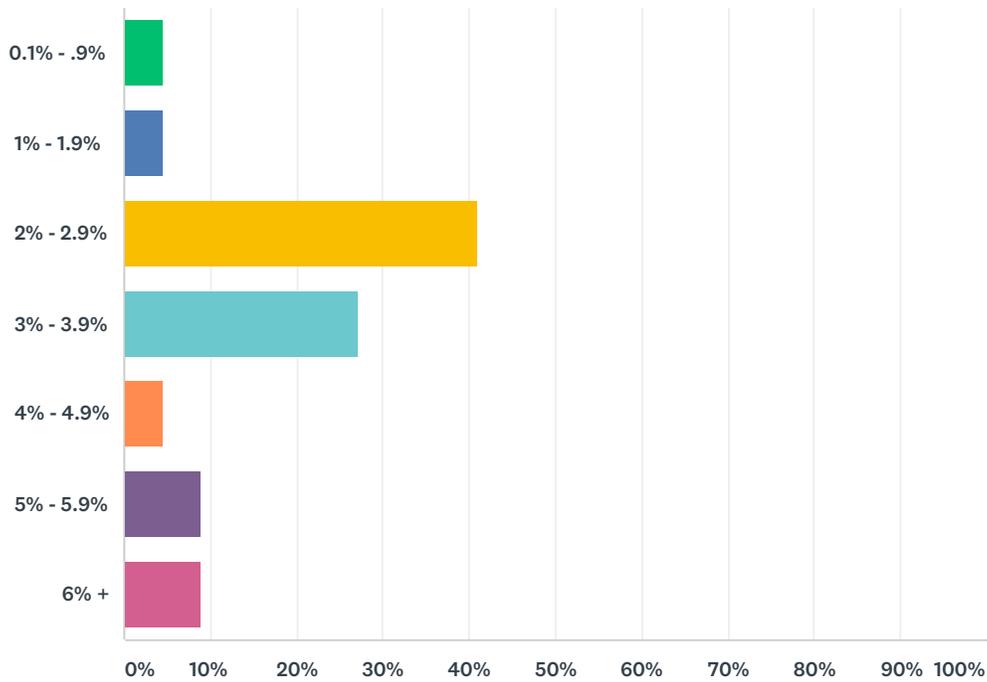
Answered: 27 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	3.70% 1
No	33.33% 9
Unknown	62.96% 17
TOTAL	27

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

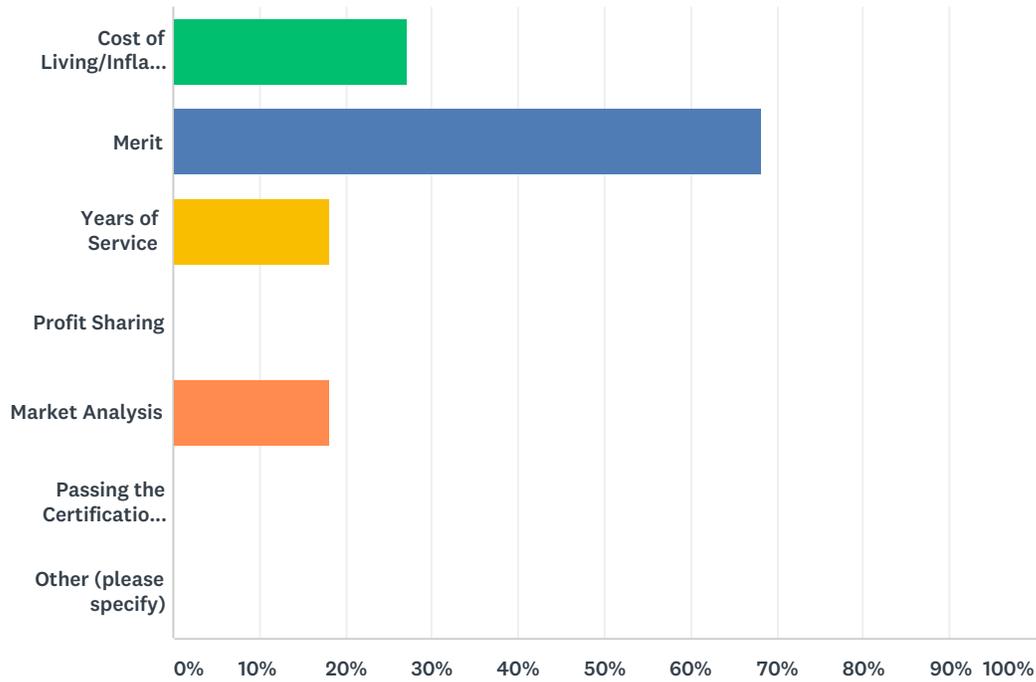
Answered: 22 Skipped: 6



ANSWER CHOICES	RESPONSES	
0.1% - .9%	4.55%	1
1% - 1.9%	4.55%	1
2% - 2.9%	40.91%	9
3% - 3.9%	27.27%	6
4% - 4.9%	4.55%	1
5% - 5.9%	9.09%	2
6% +	9.09%	2
TOTAL		22

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

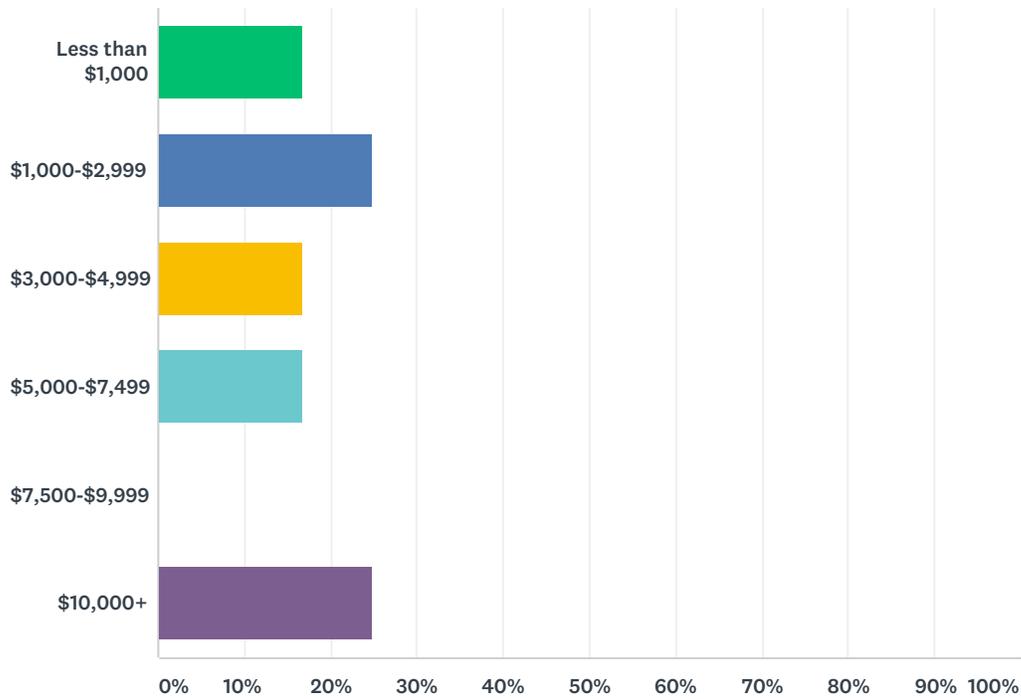
Answered: 22 Skipped: 6



ANSWER CHOICES	RESPONSES
Cost of Living/Inflation	27.27% 6
Merit	68.18% 15
Years of Service	18.18% 4
Profit Sharing	0.00% 0
Market Analysis	18.18% 4
Passing the Certification Exam	0.00% 0
Other (please specify)	0.00% 0
Total Respondents: 22	

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

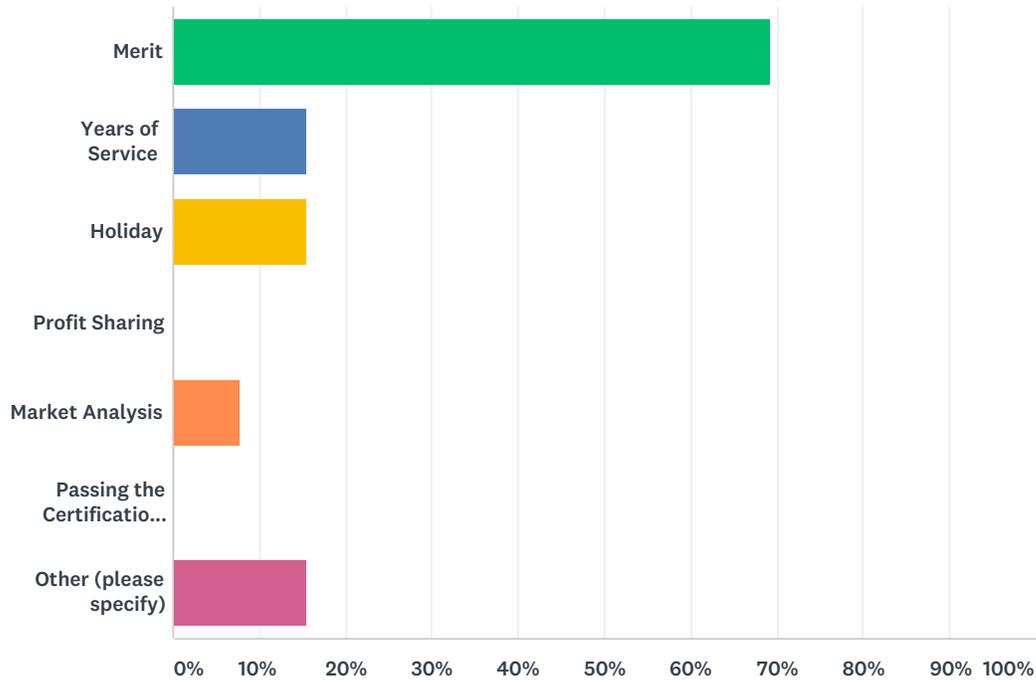
Answered: 12 Skipped: 16



ANSWER CHOICES	RESPONSES	
Less than \$1,000	16.67%	2
\$1,000-\$2,999	25.00%	3
\$3,000-\$4,999	16.67%	2
\$5,000-\$7,499	16.67%	2
\$7,500-\$9,999	0.00%	0
\$10,000+	25.00%	3
TOTAL		12

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

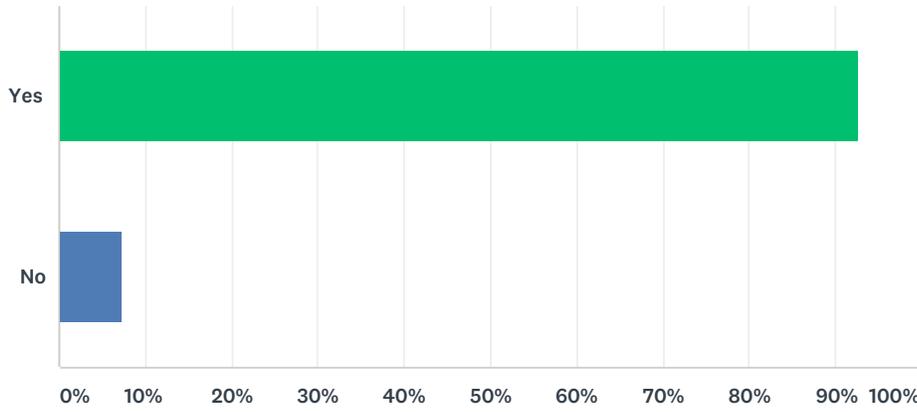
Answered: 13 Skipped: 15



ANSWER CHOICES	RESPONSES	
Merit	69.23%	9
Years of Service	15.38%	2
Holiday	15.38%	2
Profit Sharing	0.00%	0
Market Analysis	7.69%	1
Passing the Certification Exam	0.00%	0
Other (please specify)	15.38%	2
Total Respondents: 13		

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

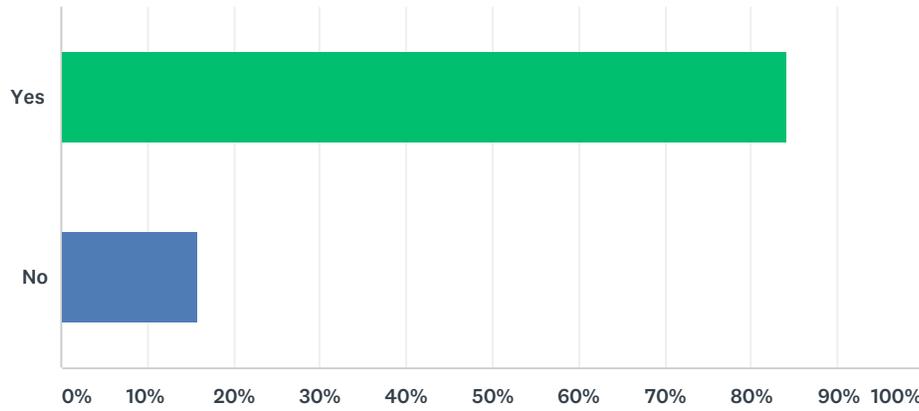
Answered: 27 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	92.59%	25
No	7.41%	2
TOTAL		27

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

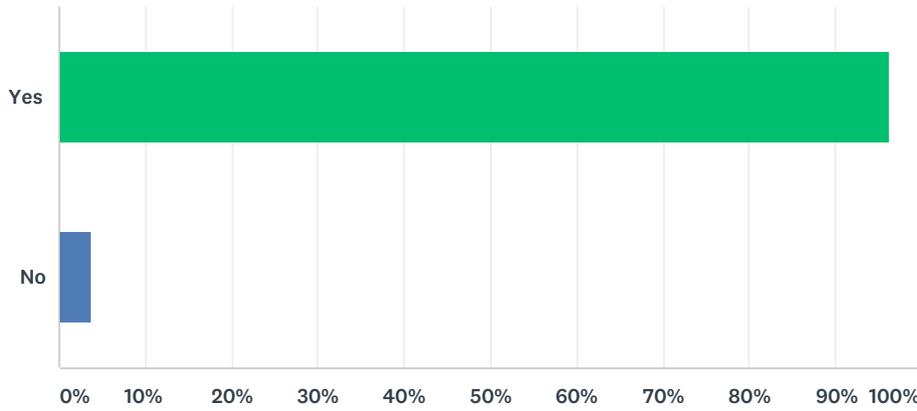
Answered: 25 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	84.00%	21
No	16.00%	4
TOTAL		25

Q60 Would you recommend this career to others?

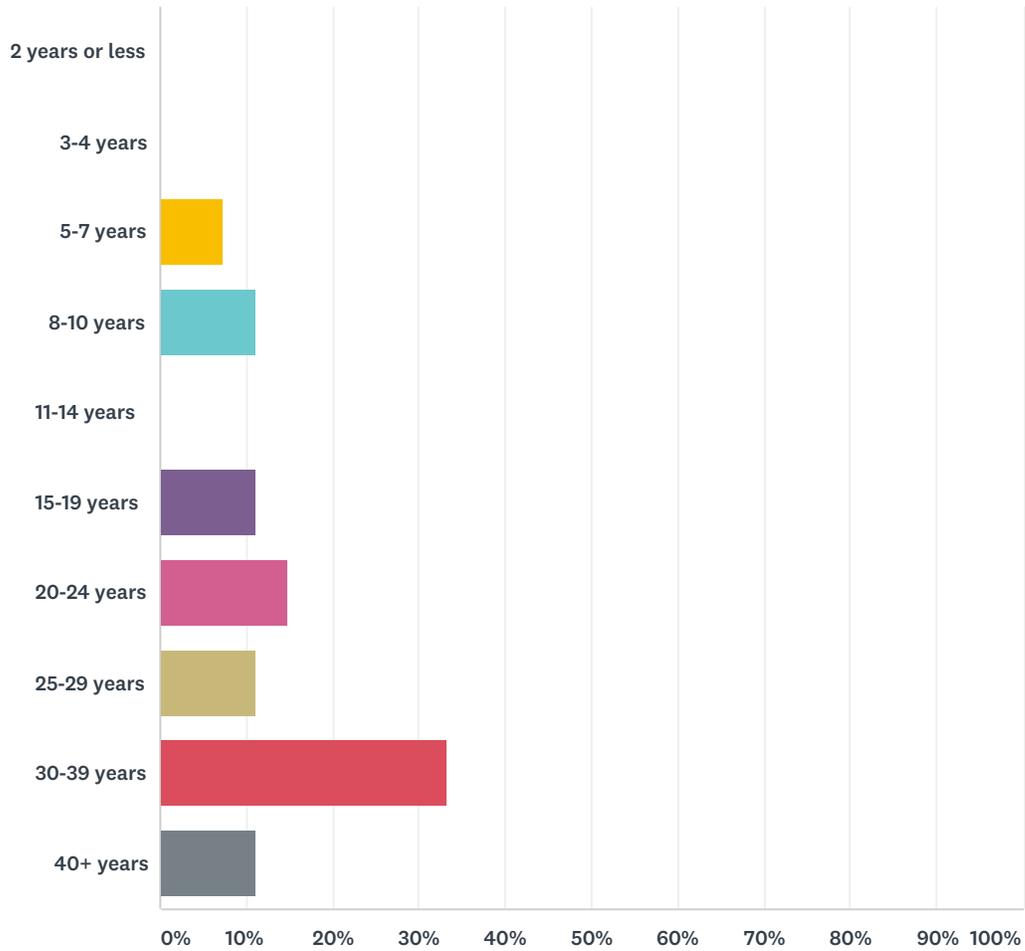
Answered: 26 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	96.15%	25
No	3.85%	1
TOTAL		26

Q61 How many years until you plan to retire?

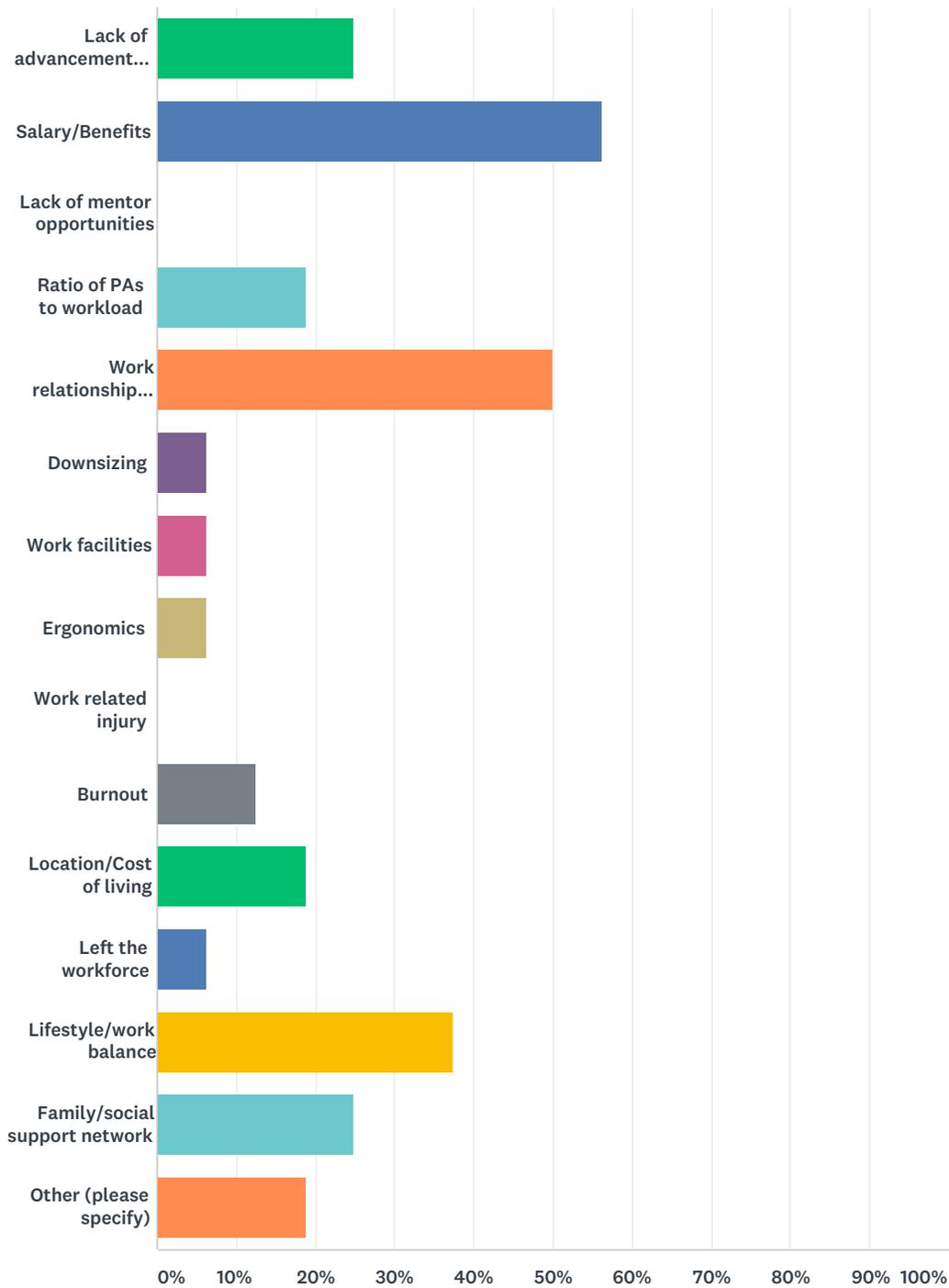
Answered: 27 Skipped: 1



ANSWER CHOICES	RESPONSES	
2 years or less	0.00%	0
3-4 years	0.00%	0
5-7 years	7.41%	2
8-10 years	11.11%	3
11-14 years	0.00%	0
15-19 years	11.11%	3
20-24 years	14.81%	4
25-29 years	11.11%	3
30-39 years	33.33%	9
40+ years	11.11%	3
TOTAL		27

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

Answered: 16 Skipped: 12

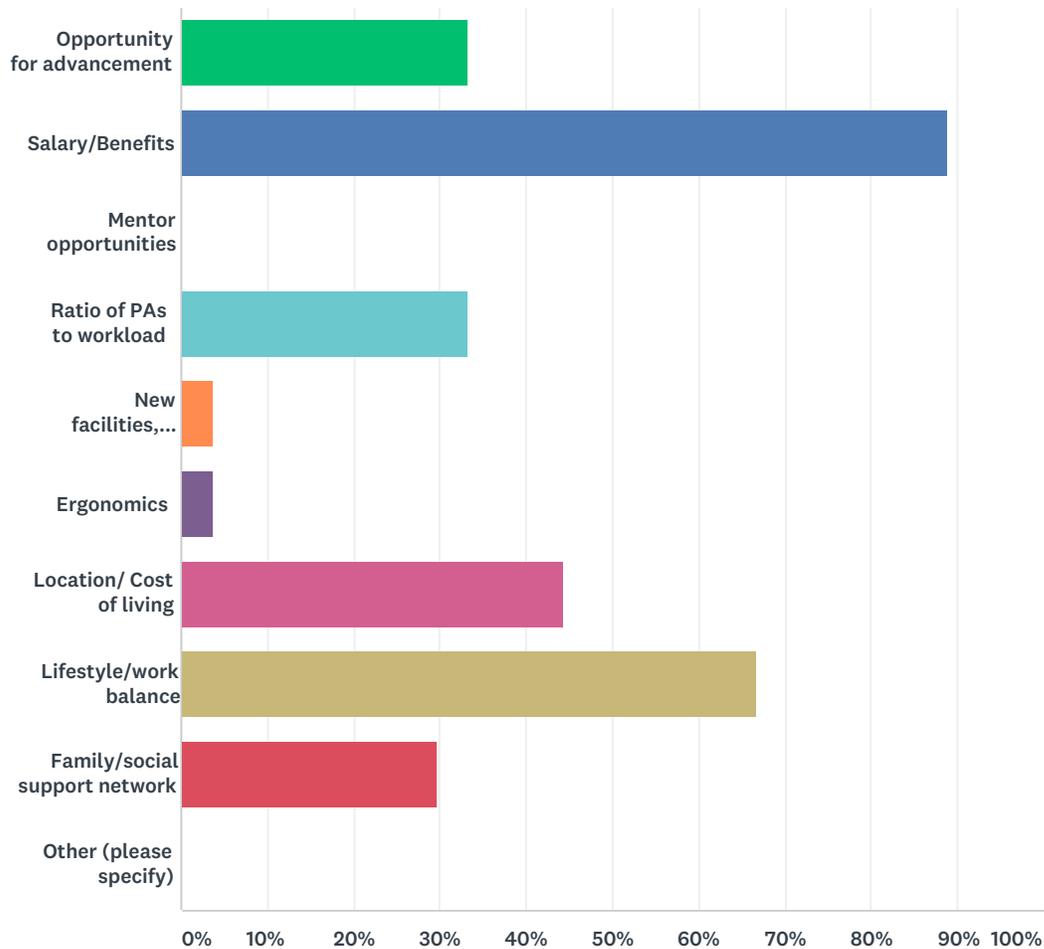


ANSWER CHOICES	RESPONSES
Lack of advancement opportunities	25.00% 4
Salary/Benefits	56.25% 9

Lack of mentor opportunities	0.00%	0
Ratio of PAs to workload	18.75%	3
Work relationship, i.e. change in management	50.00%	8
Downsizing	6.25%	1
Work facilities	6.25%	1
Ergonomics	6.25%	1
Work related injury	0.00%	0
Burnout	12.50%	2
Location/Cost of living	18.75%	3
Left the workforce	6.25%	1
Lifestyle/work balance	37.50%	6
Family/social support network	25.00%	4
Other (please specify)	18.75%	3
Total Respondents: 16		

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

Answered: 27 Skipped: 1

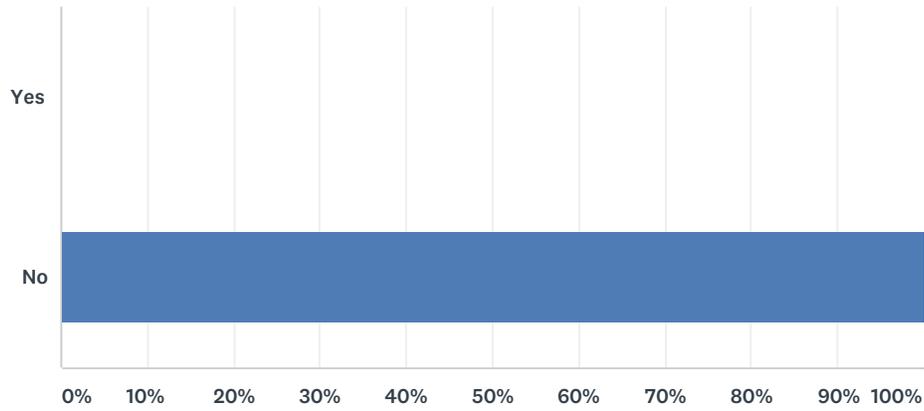


ANSWER CHOICES	RESPONSES	
Opportunity for advancement	33.33%	9
Salary/Benefits	88.89%	24
Mentor opportunities	0.00%	0
Ratio of PAs to workload	33.33%	9
New facilities, management	3.70%	1
Ergonomics	3.70%	1
Location/ Cost of living	44.44%	12
Lifestyle/work balance	66.67%	18
Family/social support network	29.63%	8
Other (please specify)	0.00%	0

Total Respondents: 27

Q64 Have you suffered any work-related disabilities?

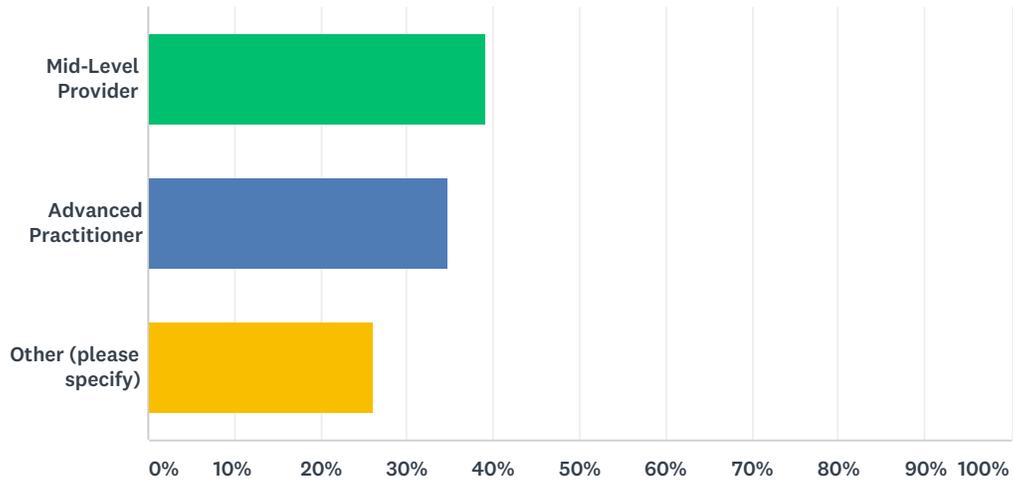
Answered: 27 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	100.00%	27
TOTAL		27

Q65 Does your employer consider you a(n):

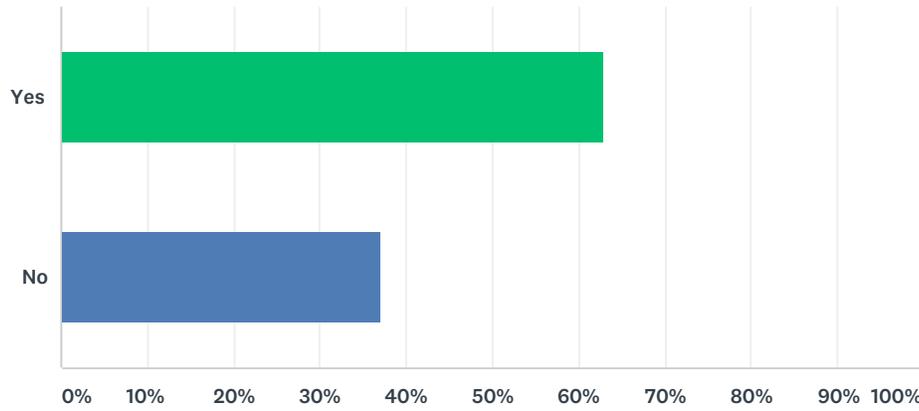
Answered: 23 Skipped: 5



ANSWER CHOICES	RESPONSES	
Mid-Level Provider	39.13%	9
Advanced Practitioner	34.78%	8
Other (please specify)	26.09%	6
TOTAL		23

Q66 Is credentialing required at your place of employment?

Answered: 27 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	62.96%	17
No	37.04%	10
TOTAL		27

Q67 Please share any additional questions for future surveys

Answered: 1 Skipped: 27

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

Answered: 3 Skipped: 25