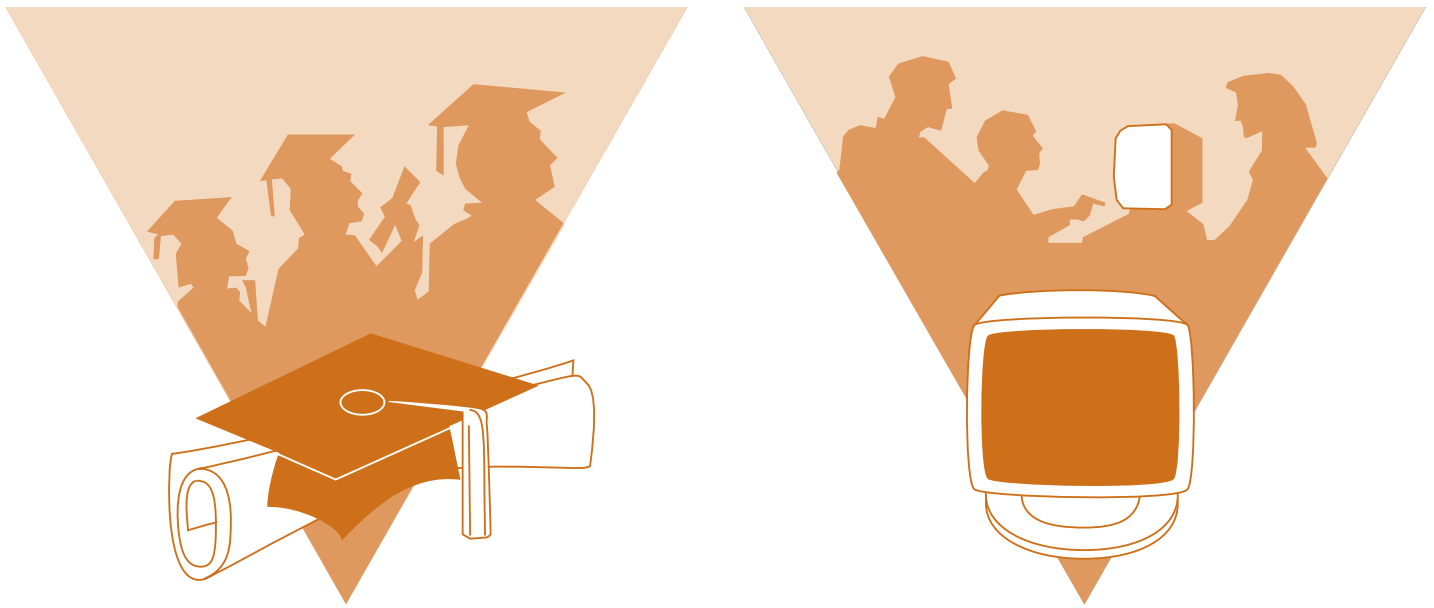


# The Supply Of Accounting Graduates And the Demand For Public Accounting Recruits—2003 For Academic Year 2001–2002



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**Academic & Career Development Team**

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The Supply  
Of Accounting Graduates  
And the Demand  
For Public Accounting Recruits–2003  
For Academic Year 2001–2002

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# Introduction and Highlights

This 2003 edition of *The Supply of Accounting Graduates and the Demand for Public Accounting Recruits* is prepared for anyone interested in the demographics of the accounting profession. This report will be useful for individuals involved in planning for university accounting programs, and human resources for accounting firms.

The data reported here are based on a survey conducted in 2003 of U.S. colleges and universities that offer accounting degrees at the Baccalaureate, Master's or Ph.D. level and survey of public accounting firms and sole practitioners affiliated with the American Institute of Certified Public Accountants (AICPA). The report is presented in two sections: "Accounting Graduates" presents detailed information regarding the number of accounting degrees awarded by universities during the 2001-02 academic year and "Hiring by CPA Firms" reports the hiring of recent college graduates by public accounting firms in 2002.

Both sections present data weighted to provide a normative profile of the recipients of accounting degrees and individuals newly hired by CPA firms. The Graduates Section reports by level of accreditation held by the college or university. The Hiring Section reports by size of firm. Both reports present detailed gender and ethnic data. A complete description of the methodology used for gathering and weighting data is presented in Appendix A.

## Supply Data from Colleges and Universities

- Thirty-five thousand students were awarded Bachelor's degrees in Accounting and close to 10,000 were awarded Master's degrees. Compared to 2000-01, the number of Bachelor's degree recipients decreased 8% and the number of Master's degrees awarded increased 11%.
- The decrease in Bachelor's degrees awarded was seen across the country, except in the Southern region where Bachelor's degree recipients increased by more than 8%. Schools in all regions awarded a greater number of Master's degrees than in recent years.
- In 2001-02, more females than males received Bachelor's degrees (57% to 43%) and Master's degrees (54% to 46%) while more males than females received Ph.D.s (64% to 36%).
- Minorities accounted for 23% of accounting bachelor's, 22% of master's graduates, and 35% of Ph.D.s.
- Approximately one-third of 2001-02 Bachelor's degree recipients took positions with public accounting firms and about one-fifth began their careers in business and industry. A majority of Master's degree recipients (56%) went into public accounting. These proportions are similar to the placement of 2000-01 degree recipients.
- Compared to 2000-01, accounting enrollments in Bachelor's programs decreased by 1%, Master's in Accounting programs increased by 21%, MBA in Accounting programs increased by 1.6%, Master's in Taxation programs increased by 21%, and Ph.D. programs increased by 11%.
- The number of candidates sitting for the CPA Exam increased almost 3%. Exam candidates for 2002 totaled 108,955.

## **Demand Data from Public Accounting Firms**

- In 2002, there was a decrease in the number of new accounting Bachelor's hired (-5%) and an increase in Master's hired (9%) compared to 2001.
- Over the years, the Institute has tracked the proportions of new hires working variously in accounting/auditing, management consulting and taxation. In 2002, almost three-quarters of the graduates (72%) accepted accounting/auditing positions, more than one-fifth took assignments in taxation and 2% began work in management consulting for public accounting firms.
- In 2002, the share of new hires accepting accounting/auditing positions continued to grow; the share of new management consultants continued to decrease. The percentage of graduates hired into Taxation decreased slightly.
- Continuing a trend starting in the early nineties, females comprise the majority (61%) of new graduates hired by public accounting firms.
- Seventeen percent of new graduate hires were minorities; consistent with the previous year.
- Across all firms surveyed, the annual turnover rate was 10%, down from 12% during 2001. Turnover rates and firm size are positively correlated.
- In 2002, the turnover rate was higher for females than males, especially at the medium-sized and smaller firms.
- The largest firms are the most ethnically and racially diverse.

## **Demand Projections by Public Accounting Firms**

- In addition to requesting their actual Year 2002 hiring facts and figures, we asked firms to predict future hiring trends vs. their actual hiring figures in 2002. We asked firms to estimate the percentage change from 2002 hiring out to three different years: (1) 2003, (2) 2005, and (3) 2007. Predictions for 2003 vs. 2002 hiring of accounting graduates range from a negative growth for the larger firms to an 8.4% increase for firms employing 10-49 members.
- Compared with predictions for accounting graduates, firms' estimates of growth in hiring of non-accounting graduates are more conservative.
- Predictions for long-term growth with respect to hiring of accounting graduates and non-accounting graduates are more optimistic.

# Accounting Graduates

The following tables present a variety of characteristics of colleges and universities which awarded accounting degrees during 2001–02 and the individuals who received those degrees. AACSB—International (AACSB) and the Association of Collegiate Business Schools and Programs (ACBSP) appear in several tables because both those organizations accredit business degree programs. Business accreditation focuses on degree programs offered within a business school which may include one or more degrees in accounting. The AACSB also offers specific accreditation of accounting programs which is the highest level of accreditation available for schools that offer accounting degrees. The majority of accounting degree programs are accredited by regional accrediting organizations that review the entire college or university without special emphasis on business or accounting.

## College and University Response Rates

Of the 849 colleges and universities asked to participate in the survey, 271 returned completed questionnaires for a response rate of 32%. Last year, the response rate was 31%.

**TABLE 1**  
Number of Schools Surveyed for 2003 Report

	<i>Number of Questionnaires Mailed</i>	<i>Number of Schools Responding</i>	<i>Response Rate %</i>
Accredited in Accounting			
By AACSB	156	75	48
Accredited in Business			
By AACSB	239	71	30
By ACBSP	99	25	25
Other Business	355	100	28
Administration Programs			
Total Schools Surveyed	<u>849</u>	<u>271</u>	<u>32</u>
Public Schools	444	148	33
Private Schools	405	123	30
Majority Schools	764	248	32
Minority Schools	85	23	27

Projecting from the sample to all colleges and universities awarding accounting degrees, almost 35,000 students were awarded Bachelor's degrees in Accounting and 9,700 were awarded Master's degrees.

**TABLE 2**  
Graduates by Level of Accreditation 2001–02

	<i>Number of Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
Accounting	156	16,895	7,125	24,020
Business				
AACSB	239	9,345	1,845	11,190
ACBSP	99	1,640	200	1,840
Other	355	7,115	530	7,645
Total	<u>849</u>	<u>34,995</u>	<u>9,700</u>	<u>44,695</u>

## Accounting Degrees Awarded

Compared to 2000–2001, the number of Bachelor’s degree recipients decreased 8% and the number of Master’s degrees awarded increased 11%.

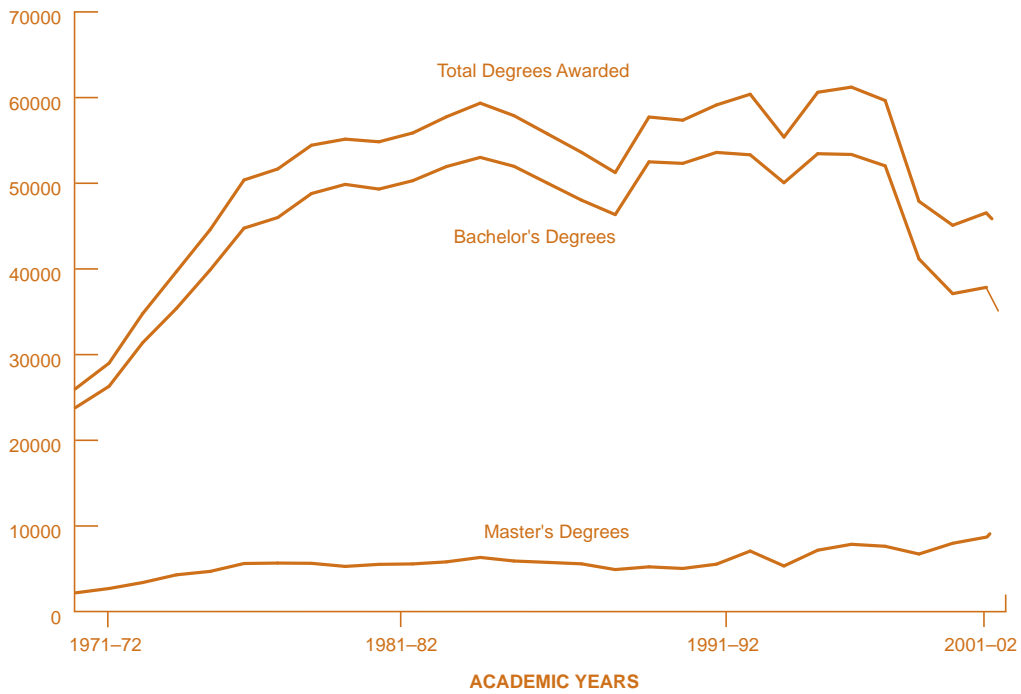
**TABLE 3A**

**Accounting Degrees Awarded by All Schools  
1971–72 Through 2001–02**

	<i>Bachelor's</i>		<i>Master's</i>		<i>Total</i>	
	<i>Number of Graduates</i>	<i>Rate of Growth</i>	<i>Number of Graduates</i>	<i>Rate of Growth</i>	<i>Number of Graduates</i>	<i>Rate of Growth</i>
1971–72	23,800	—	2,200	—	26,000	—
1972–73	26,300	+ 11%	2,700	+ 23%	29,000	+ 12%
1973–74	31,400	+ 19%	3,400	+ 26%	34,800	+ 20%
1974–75	35,400	+ 13%	4,300	+ 26%	39,700	+ 14%
1975–76	39,900	+ 13%	4,700	+ 9%	44,600	+ 12%
1976–77	44,760	+ 12%	5,620	+ 20%	50,380	+ 13%
1977–78	46,000	+ 3%	5,670	+ 1%	51,670	+ 3%
1978–79	48,800	+ 6%	5,640	– 1%	54,440	+ 5%
1979–80	49,870	+ 2%	5,280	– 6%	55,150	+ 1%
1980–81	49,320	– 1%	5,520	+ 5%	54,840	– 1%
1981–82	50,300	+ 2%	5,570	+ 1%	55,870	+ 2%
1982–83	51,950	+ 3%	5,810	+ 4%	57,760	+ 3%
1983–84	53,020	+ 2%	6,330	+ 9%	59,350	+ 3%
1984–85	51,980	– 2%	5,910	– 7%	57,890	– 2%
1985–86	50,000	– 4%	5,750	– 3%	55,750	– 4%
1986–87	48,030	– 4%	5,580	– 3%	53,610	– 4%
1987–88	46,340	– 4%	4,910	– 12%	51,250	– 4%
1988–89	52,500	+ 13%	5,230	+ 7%	57,730	+ 13%
1989–90	52,320	– 0–	5,040	– 4%	57,360	– 1%
1990–91	53,600	+ 1%	5,540	+ 10%	59,140	+ 3%
1991–92	53,320	– 0–	7,070	+ 28%	60,390	+ 2%
1992–93	50,060	– 6%	5,330	– 25%	55,390	– 8%
1993–94	53,450	+ 7%	7,170	+ 35%	60,620	+ 9%
1994–95	53,360	– 0–	7,860	+ 10%	61,220	+ 1%
1995–96	52,030	– 2%	7,630	– 3%	59,660	– 3%
1998–99	41,170	– 21%	6,725	– 12%	47,895	– 20%
1999–00	37,115	– 10%	7,980	+ 19%	45,095	– 6%
2000–01	37,855	+ 2%	8,700	+ 9%	46,555	+ 3%
2001–02	34,995	– 8%	9,700	+ 11%	44,695	– 4%

**FIGURE 1**

**Trend In Accounting Degrees Awarded  
1971-72 Through 2001-02**



110 Accounting Ph.D.s were awarded in 2001-2002, a slight increase over 2000-2001 estimates.

**TABLE 3B**

**Accounting Ph.D's Awarded  
1995-96 Through 2001-02**

	<i>Number of Graduates</i>	<i>Rate of Growth</i>
1995-96	190	- 7%
1998-99	185	- 3%
1999-00	195	+ 5%
2000-01	115	- 41%
2001-02	110	- 4%

The number of bachelor's degrees and MBAs in Accounting awarded at accounting accredited programs continued to increase in 2001–02, as did Master's in Accounting and MBAs in Accounting.

**TABLE 4**  
Accounting Degrees Awarded by AACSB – Accredited Accounting Programs

	<i>Number of AACSB-Accredited Accounting Programs</i>	<i>Bachelor's</i>	<i>MBA in Accounting</i>	<i>Master's in Accounting</i>
1995–96	120	19,340	430	3,610
1998–99	139	14,075	220	3,100
1999–00	140	15,750	355	4,585
2000–01	147	15,815	505	4,585
2001–02	156	16,895	650	6,475

When focusing on AACSB and ACBSP business-accredited programs, the number of bachelors degrees awarded decreased, while graduates with masters degrees significantly increased.

**TABLE 5**  
New Accounting Graduates From AACSB- and ACBSP-Accredited  
Business Administration Programs  
(including AACSB – Accredited Accounting Programs)

	<i>Number of AACSB- and ACBSP-Accredited Business Administration Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
1995–96	366	39,000	6,680	45,680
1998–99	458	29,780	6,345	36,125
1999–00	461	28,070	7,260	35,330
2000–01	479	28,175	7,235	35,410
2001–02	494	27,880	9,170	37,050

Other business administration programs saw significant decreases.

**TABLE 6**  
New Accounting Graduates  
From Other Business Administration Programs

	<i>Number of Other Business Administration Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
1995–96	497	13,030	950	13,980
1998–99	395	11,390	380	11,770
1999–00	395	9,045	720	9,765
2000–01	378	9,680	1,465	11,145
2001–02	355	7,115	530	7,645

In 2001–02, fewer public school students received Bachelor’s degrees in Accounting than in previous years. Private schools also saw a decrease in Bachelor’s graduates after an uptick in the previous year.

**TABLE 7**  
New Accounting Graduates With Bachelor’s Degrees  
From Public and Private Schools

	<i>Public</i>	<i>Private</i>
1995–96	36,080	15,950
1998–99	29,680	11,490
1999–00	26,455	10,660
2000–01	26,045	11,810
2001–02	25,195	9,800

More public school students received Master’s degrees in Accounting; the number of Master’s degrees awarded to private school students dropped slightly.

**TABLE 8**  
New Accounting Graduates With Master’s Degrees  
From Public and Private Schools

	<i>Public</i>	<i>Private</i>
1995–96	4,530	3,100
1998–99	4,365	2,360
1999–00	5,125	2,855
2000–01	5,480	3,220
2001–02	6,625	3,075

With respect to geographical trends, the only region to see an increase in Bachelor’s graduates was the Southern region.

**TABLE 9**  
New Accounting Graduates With Bachelor’s Degrees  
by Geographic Region

	<i>Eastern</i>	<i>North Central</i>	<i>Southern</i>	<i>Pacific</i>
1995–96	11,870	15,270	17,980	6,910
1998–99	10,215	12,070	13,185	5,700
1999–00	8,800	9,485	13,220	5,610
2000–01	9,865	10,505	11,135	6,350
2001–02	8,800	8,950	12,105	5,140

All regions saw an increase in Master's graduates than in the previous year.

**TABLE 10**  
New Accounting Graduates With Master's Degrees  
by Geographic Region

	<i>Eastern</i>	<i>North Central</i>	<i>Southern</i>	<i>Pacific</i>
1995–96	2,180	1,590	2,920	940
1998–99	1,810	1,710	2,590	615
1999–00	1,820	1,160	3,100	1,900
2000–01	1,870	2,180	3,455	1,195
2001–02	2,275	2,325	3,705	1,395

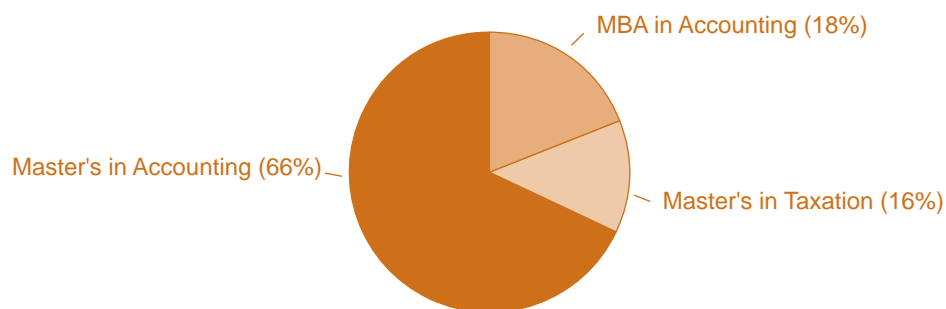
More Master's in Accounting and MBAs in Accounting were awarded in 2001–02 than in previous years. Master's in Taxation also increased.

**TABLE 11**  
New Accounting Graduates With Master's Degrees  
by Type

	<i>Master's in Accounting</i>	<i>MBA in Accounting</i>	<i>Master's in Taxation</i>
1995–96	4,300	1,530	1,800
1998–99	4,565	1,265	895
1999–00	5,390	1,115	1,475
2000–01	5,685	1,630	1,385
2001–02	6,395	1,725	1,580

Still, the large majority of all Master's degrees awarded were Master's in Accounting.

**FIGURE 2**  
New Accounting Graduates With Master's Degrees  
by Type 2001–02



**Gender Data For New Graduates**

57% of all Bachelor's and Master's degrees in accounting were awarded to females in 2001-02.

**TABLE 12A**

**Percentage of New Accounting Graduates by Gender  
Combined Bachelor's and Master's Degrees**

	Male (%)	Female (%)
1995-96	46	54
1998-99	44	56
1999-00	44	56
2000-01	45	55
2001-02	43	57

In 2001-02, considerably more females than males received accounting Bachelor's degrees. The percentage of females receiving accounting Master's degrees also continued to increase. Considerably more males than females received accounting Ph.D.s.

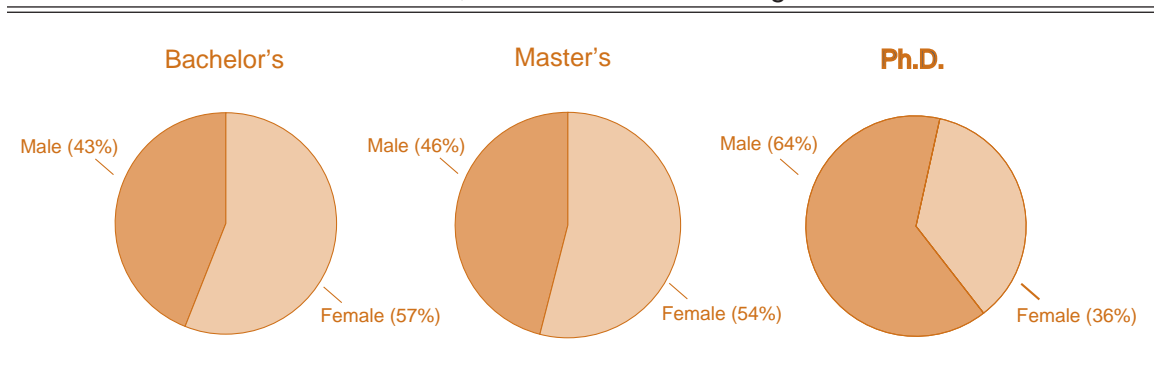
**TABLE 12B**

**Percentage of New Accounting Graduates by Gender 2001-02  
Bachelor's, Master's and Ph.D. Degrees**

	Bachelor's (%)	Master's (%)	Ph.D. (%)
Male	43	46	64
Female	57	54	36

**FIGURE 3**

**Percentage of New Accounting Graduates by Gender 2001-02  
Bachelor's, Master's and Ph.D. Degrees**



## Ethnic/Racial Data For New Graduates

The percentage of accounting degree recipients of ethnic/racial background has increased after several years of holding at the 20% level.

**TABLE 13A**

Percentage of New Accounting Graduates by Ethnic/Racial Background  
Total Bachelor's and Master's Degrees

	Asian/ Pacific Islander (%)	Black (%)	Hispanic (%)	Native American/ Alaskan Native (%)	Total Ethnic/ Racial (%)	White (%)	Other (%)
1995–96	8	8	7	*	23	74	3
1998–99	6	8	5	*	19	78	3
1999–00	6	9	5	*	20	77	3
2000–01	8	7	5	*	20	75	5
2001–02	8	8	7	*	23	72	5

\* Less than 0.5%.

**TABLE 13B**

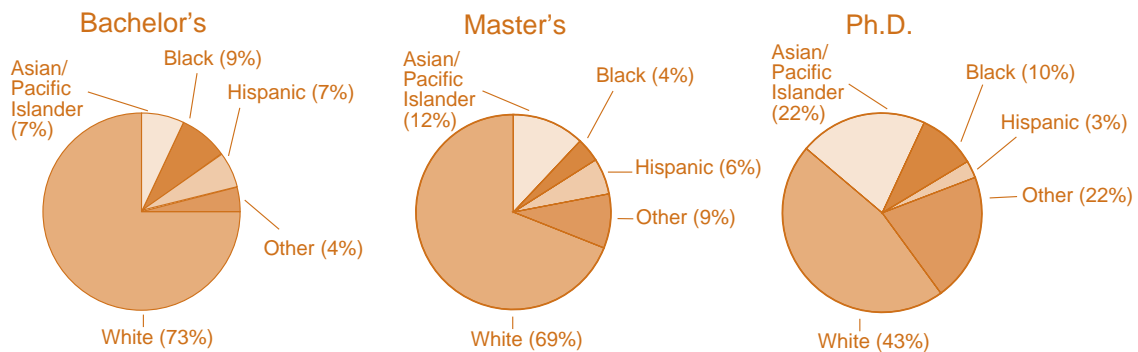
Percentage of New Accounting Graduates by Ethnic/Racial Background 2001–02  
Bachelor's, Master's and Ph.D. Degrees

	Bachelor's (%)	Master's (%)	Ph.D. (%)
Asian/Pacific Islander	7	12	22
Black	9	4	10
Hispanic	7	6	3
Native American/Alaskan Native	*	*	*
Total Ethnic/Racial	23	22	35
White	73	69	43
Other	4	9	22

\* Less than 0.5%.

**FIGURE 4**

Percentage of New Accounting Graduates by Ethnic/Racial Background 2001–02  
Bachelor's, Master's and Ph.D. Degrees



## Placement of New Graduates

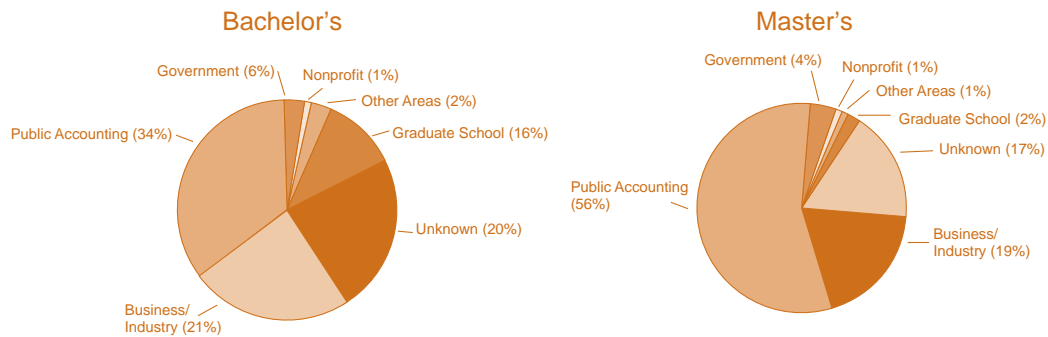
Approximately one-third of 2001–02 accounting Bachelor’s degree recipients took positions in public accounting firms and about one-fifth began their careers in business and industry. A large majority of Master’s degree recipients (56%) went into public accounting.

**TABLE 14**  
Placement of New Accounting Graduates 2001–02

	<i>Bachelor's (%)</i>	<i>Master's (%)</i>
Public accounting	34	56
Business/Industry	21	19
Government	6	4
Nonprofit	1	1
Other areas	2	1
Graduate school	16	2
Unknown	20	17

**FIGURE 5**

Placement of New Accounting Graduates 2001–02  
Bachelor’s and Master’s Degrees



Regardless of accreditation level, Master's degree recipients were more likely to go into public accounting than were Bachelor's degree recipients.

**TABLE 15**  
Placement of Bachelor's Graduates  
by Level of Accreditation 2001–02

	<i>Accounting</i>	<i>Business</i>		<i>Other</i>
		AACSB	ACBSP	
Public accounting	34%	39%	26%	26%
Business/Industry	14	26	25	32
Government	3	6	18	8
Nonprofit	1	2	5	2
Other areas	2	2	3	3
Graduate school	22	9	11	9
Unknown	24	16	12	20

**TABLE 16**  
Placement of Master's Graduates  
by Level of Accreditation 2001–02

	<i>Accounting</i>	<i>Business</i>		<i>Other</i>
		AACSB	ACBSP	
Public accounting	57%	54%	39%	56%
Business/Industry	18	25	30	36
Government	2	10	19	1
Nonprofit	*	3	8	2
Other areas	1	2	*	3
Graduate school	2	2	*	*
Unknown	20	4	4	2

\* Less than 0.5%.

Bachelor's degree recipients from Eastern schools were more likely to begin their careers with public accounting firms than graduates from schools in other regions of the country.

**TABLE 17**  
**Placement of New Accounting Graduates**  
**With Bachelor's Degrees by Region 2001–02**

	<i>Eastern (%)</i>	<i>North Central (%)</i>	<i>Southern (%)</i>	<i>Pacific (%)</i>
Public accounting	48	33	26	29
Business/Industry	18	26	21	18
Government	3	4	7	9
Nonprofit	1	1	1	2
Other areas	1	2	3	4
Graduate school	7	16	22	13
Unknown	22	18	20	25

Regardless of where their school is located, accounting Master's degree recipients were most likely to begin their careers in public accounting.

**TABLE 18**  
**Placement of New Accounting Graduates**  
**With Master's Degrees by Region 2001–02**

	<i>Eastern (%)</i>	<i>North Central (%)</i>	<i>Southern (%)</i>	<i>Pacific (%)</i>
Public accounting	49	53	69	44
Business/Industry	25	16	21	17
Government	4	3	3	6
Nonprofit	1	*	1	1
Other areas	1	1	1	2
Graduate school	1	2	1	3
Unknown	19	25	4	27

\* Less than 0.5%.

Type of degree obtained had more influence on placement than gender did.

**TABLE 19**  
**Placement of New Accounting Graduates by Gender 2001–02**

	<i>Bachelor's</i>		<i>Master's</i>	
	<i>Male (%)</i>	<i>Female (%)</i>	<i>Male (%)</i>	<i>Female (%)</i>
Public accounting	36	32	55	59
Business/Industry	21	22	18	16
Government	4	8	4	4
Nonprofit	1	2	*	2
Other areas	3	2	1	1
Graduate school	15	13	2	2
Unknown	20	21	20	16

The degree obtained had more influence on placement than ethnic/racial background.

**TABLE 20**  
Placement of New Accounting Graduates With Bachelor's Degrees  
by Ethnic/Racial Background 2001–02

	<i>Asian/ Pacific Islander (%)</i>	<i>Black (%)</i>	<i>Hispanic (%)</i>	<i>Native American/ Alaskan Native (%)</i>	<i>White (%)</i>	<i>Other (%)</i>
Public accounting	28	14	25	20	34	27
Business/Industry	16	31	21	10	20	18
Government	7	13	10	10	5	2
Nonprofit	2	2	3	20	1	*
Other areas	5	4	1	*	3	2
Graduate school	16	7	21	15	16	6
Unknown	26	29	19	25	21	45

\* Less than 0.5%.

**TABLE 21**  
Placement of New Accounting Graduates With Master's Degrees  
by Ethnic/Racial Background 2001–02<sup>†</sup>

	<i>Asian/ Pacific Islander (%)</i>	<i>Black (%)</i>	<i>Hispanic (%)</i>	<i>Native American/ Alaskan Native (%)</i>	<i>White (%)</i>	<i>Other (%)</i>
Public accounting	33	40	72	24	62	35
Business/Industry	20	24	7	57	13	17
Government	4	23	4	*	3	6
Nonprofit	1	4	3	*	1	*
Other areas	2	*	*	*	1	*
Graduate school	3	*	*	*	2	*
Unknown	37	9	14	19	18	42

<sup>†</sup> The base for this table includes only 288 non-White graduates, of which 185 are Asian/Pacific Islander, 52 are Black, 48 are Hispanic, and 3 are Native American/Alaskan Native.

\* Less than 0.5%.

## Accounting Enrollment

Enrollment has increased for all graduate degrees. Bachelor's enrollments dropped by 1%. Nevertheless, total accounting enrollments are up another 1% over last year's 6% increase.

**TABLE 22**

Accounting Enrollment in All Schools 2001–02

	<i>Bachelor's</i>	<i>Master's in Accounting</i>	<i>MBA in Accounting</i>	<i>Master's in Taxation</i>	<i>Ph.D.</i>	<i>Total</i>
1995–96	174,010	9,430	3,360	4,760	770	192,330
1998–99	134,050	8,620	3,770	2,600	770	149,810
1999–00	127,960	9,455	2,445	3,130	680	143,670
2000–01	134,775	10,375	4,000	2,935	800	152,885
2001–02	133,435	12,565	4,065	3,555	890	154,510

**TABLE 23**

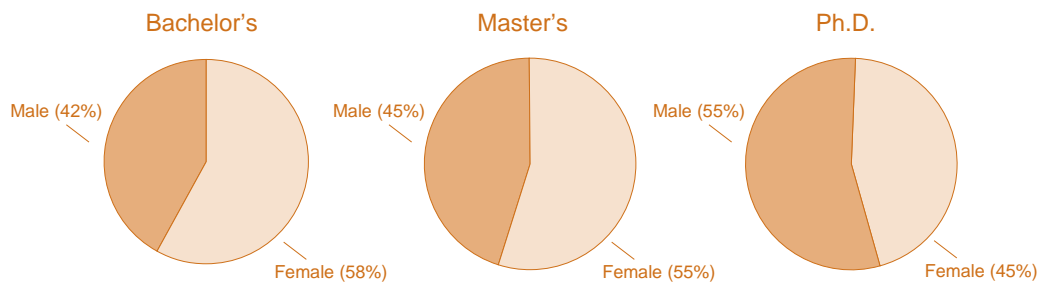
Percentage of Accounting Students Enrolled by Gender 2001–02

	<i>Bachelor's (%)</i>	<i>Master's (%)</i>	<i>Ph.D. (%)</i>
Male	42	45	55
Female	58	55	45

In 2001–02, males comprised 42% of all those enrolled in Bachelor's degree programs, 45% of those enrolled in Master's degree programs and 55% of those enrolled in Ph.D. programs.

**FIGURE 6**

Percentage of Accounting Students Enrolled by Gender 2001–02  
Bachelor's, Master's and Ph.D. Degrees



**TABLE 24**

**Percentage of Accounting Students Enrolled  
by Ethnic/Racial Background 2001–02**

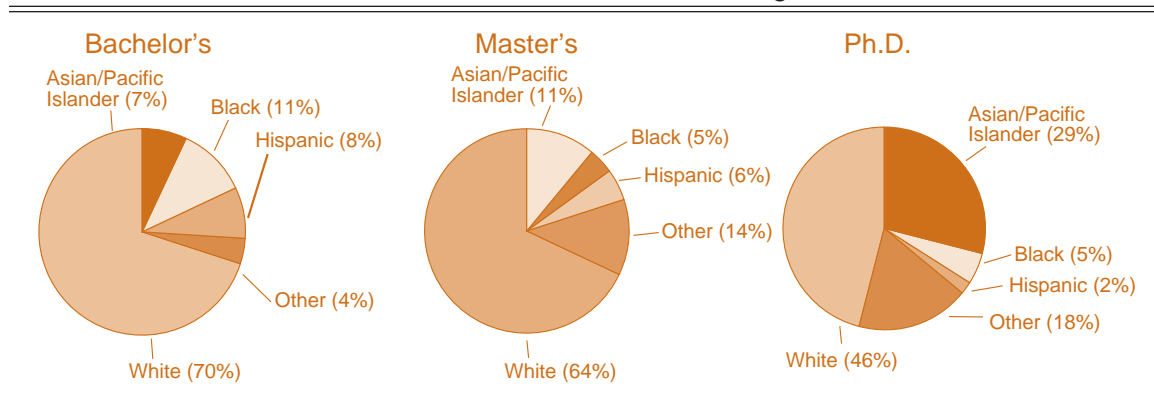
	<i>Bachelor's (%)</i>	<i>Master's (%)</i>	<i>Ph.D. (%)</i>
Asian/Pacific Islander	7	11	29
Black	11	5	5
Hispanic	8	6	2
Native American/Alaskan Native	*	*	*
Total Ethnic/Racial	26	22	36
White	70	64	46
Other	4	14	18

\* Less than 0.5%.

More than 50% of all accounting Ph.D. candidates in 2001–02 were non-whites.

**FIGURE 7**

**Percentage of Accounting Students Enrolled by Ethnic/Racial Background 2001–02  
Bachelor's, Master's and Ph.D. Degrees**



## Accounting Enrollment Trends

Many survey respondents believe that Master's in Accounting will attract greater interest in the future.

**TABLE 25**  
Trends in Enrollment in Accounting Programs\*

	<i>Percent of Schools Indicating That Enrollment Two Years From Now Will Be:</i>		
	<i>Higher Than Current Enrollment (%)</i>	<i>The Same as Current Enrollment (%)</i>	<i>Lower Than Current Enrollment (%)</i>
Bachelor's in accounting	58	35	7
Master's in accounting	69	31	•
MBA in accounting	52	43	5
Master's in taxation	49	47	4
Ph.D. in accounting/taxation	32	56	12

\* Percentage distributions for each program exclude schools that do not offer that degree.

## Uniform CPA Examination

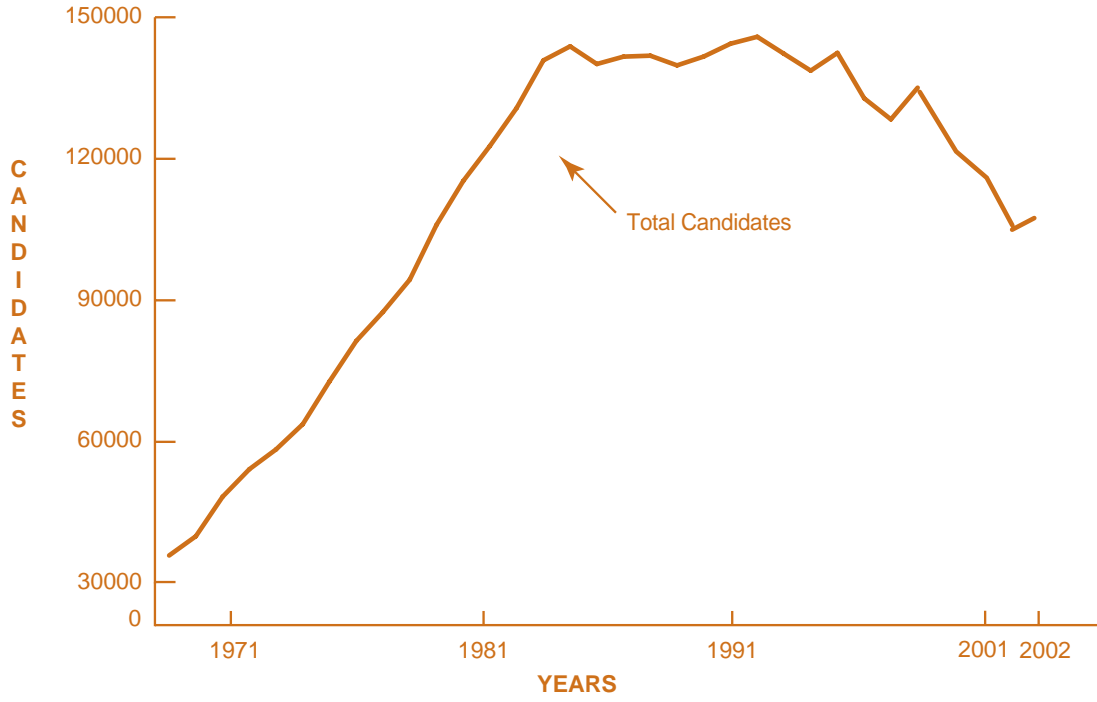
Since the peak years of the early nineties, the number of candidates sitting for the CPA Exam has been in decline. However, in 2002, the number of candidates increased over the previous year.

**TABLE 26**  
Uniform CPA Examination — 1971–2002

<i>Year</i>	<i>Total Number of Candidates</i>
1971	53,811
1972	57,928
1973	63,165
1974	72,052
1975	80,433
1976	86,464
1977	93,148
1978	104,511
1979	113,629
1980	120,925
1981	128,793
1982	138,677
1983	141,583
1984	137,918
1985	139,454
1986	139,647
1987	137,637
1988	139,474
1989	142,135
1990	143,572
1991	140,042
1992	136,536
1993	140,228
1994	130,803
1995	126,434
1996	133,000
1997	121,443
1998	116,906
1999	126,769
2000	115,493
2001	106,072
2002	108,955

**FIGURE 8**

Uniform CPA Examination  
1971 through 2002



# Hiring by CPA Firms

In early 2003, the AICPA conducted a survey of all the public accounting firms affiliated with the Institute. Survey questionnaires were sent to those individuals responsible for human resources and asked a variety of questions about newly employed graduates and professional staff. The core question in the survey asked firms to provide a breakdown of both accounting and non-accounting graduates employed in 2001.

Firms were asked to provide a breakdown of newly employed graduates by gender, ethnic/racial background, and area of assignment (i.e., accounting/auditing, taxation, management consulting services, and other specialty areas). In addition, firms were asked to give information on recruiting activities, professional and paraprofessional staff, and experienced recruits, as well as some general background information.

Because the 14 largest firms account for such a large proportion of newly employed graduates, a greater effort was made to obtain their responses. The firms' responses were tracked, and a series of follow-up phone calls was undertaken in an effort to maximize the collective response rate. A more complete description of the survey is presented in Appendix B.

## Public Accounting Firms Response Rates

In total, 5,518 public accounting firms were surveyed and 1,591 responded for a 29% response rate.

**TABLE 27**  
CPA Firms Surveyed for 2003 Report

<i>Number of AICPA Members Per CPA Firm</i>	<i>Total Number of Firms</i>	<i>Number of Firms Surveyed</i>	<i>Number of Firms Responding</i>	<i>Response Rate %</i>
More than 200 members	14	14	11	79
50–200 members	80	80	34	43
10–49 members	1,417	1,417	484	34
Fewer than 10 members	40,763*	4,005	1,062	27
All CPA firms	42,274	5,518	1,591	29

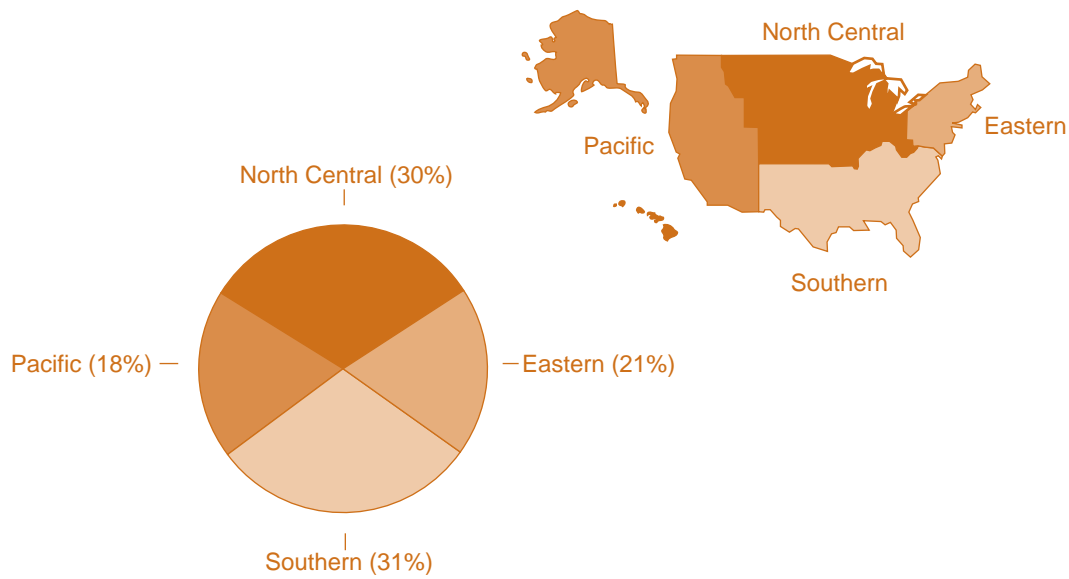
\* Total includes 21,793 sole practitioners.

Firms that responded represent all regions of the country. Nine in ten were “local” firms, and 4% were minority-owned.

**TABLE 28**  
Demographic Characteristics of Responding CPA Firms

<i>Geographic Location of Firm</i>	(%)	<i>Firm Type</i>	(%)	<i>Ownership of Firm</i>	(%)
Eastern	21	Local	90	Majority	96
North Central	30	Regional	9	Minority	4
Southern	31	National/ International	1		
Pacific	18				

**FIGURE 9**  
Geographic Location of Responding CPA Firms



## New Accounting Graduates Hired by CPA Firms

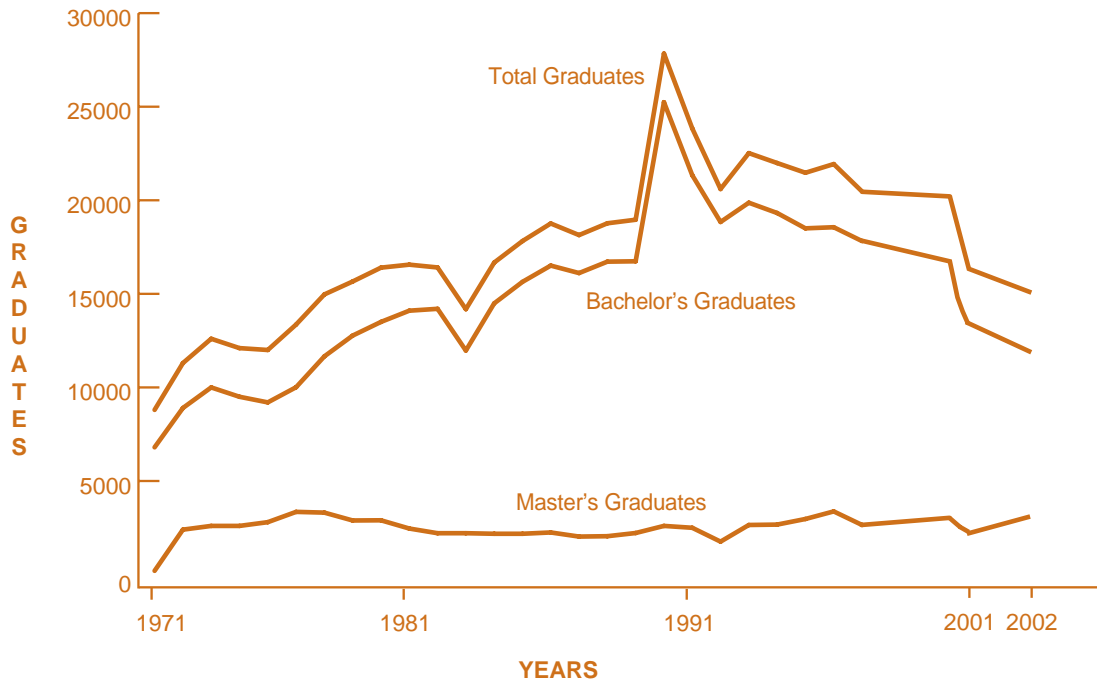
In 2002, the number of Bachelor's hires decreased by 5% and Master's hires increased by 9%.

**TABLE 29**  
New Accounting Graduates Hired by CPA Firms

	<i>Bachelor's</i>	<i>Master's</i>	<i>Total Demand</i>
1971	6,800	2,000	8,800
1972	8,900	2,400	11,300
1973	10,000	2,600	12,600
1974	9,500	2,600	12,100
1975	9,200	2,800	12,000
1976	10,010	3,350	13,360
1977	11,660	3,310	14,970
1978	12,770	2,890	15,660
1979	13,500	2,900	16,400
1980	14,100	2,460	16,560
1981	14,200	2,210	16,410
1982	11,970	2,210	14,180
1983	14,490	2,180	16,670
1984	15,640	2,180	17,820
1985	16,510	2,250	18,760
1986	16,110	2,030	18,140
1987	16,720	2,050	18,770
1988	16,740	2,220	18,960
1989	25,240	2,600	27,840
1990	21,340	2,500	23,840
1991	18,840	1,760	20,600
1992	19,870	2,650	22,520
1993	19,320	2,670	21,990
1994	18,500	2,970	21,470
1995	18,560	3,375	21,935
1996	17,820	2,650	20,470
1999	16,960	3,250	20,210
2000	17,265	3,686	20,951
2001	13,335	3,035	16,370
2002	12,630	3,295	15,295

**FIGURE 10**

**New Accounting Graduates Hired by CPA Firms**



Firms represented in all groups, except those employing 10 to 49 members, increased their hiring of Master's degree graduates. Most firms hired relatively fewer Bachelor's graduates.

**TABLE 30**  
**New Accounting Graduates Hired by CPA Firms**  
**by Firm Size**

<i>Number of AICPA Members Per CPA Firm</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
<b>More than 200 members</b>			
1996	6,600	1,570	8,170
1999	5,860	1,700	7,560
2000	5,839	2,018	7,857
2001	4,125	1,605	5,730
2002	4,180	1,655	5,835
<b>50–200 members</b>			
1996	980	110	1,090
1999	880	160	1,040
2000	565	128	693
2001	790	110	900
2002	580	140	720
<b>10–49 members</b>			
1996	3,000	380	3,380
1999	3,160	360	3,520
2000	3,983	666	4,649
2001	3,015	680	3,695
2002	2,510	630	3,140
<b>Fewer than 10 members</b>			
1996	7,240	590	7,830
1999	7,060	1,030	8,090
2000	6,878	874	7,752
2001	5,405	640	6,045
2002	5,360	870	6,230
<b>All CPA firms</b>			
1996	17,820	2,650	20,470
1999	16,960	3,250	20,210
2000	17,265	3,686	20,951
2001	13,335	3,035	16,370
2002	12,630	3,295	15,925

Twenty-one percent of graduates hired in 2002 earned their Master's degrees in Accounting. The percentage of graduates hired earning Master's degrees has risen steadily over the years.

**TABLE 31**  
**New Accounting Graduates With Master's Degrees**  
**Hired by CPA Firms as a Percentage of**  
**All New Accounting Graduates Hired**  
**by Firm Size**

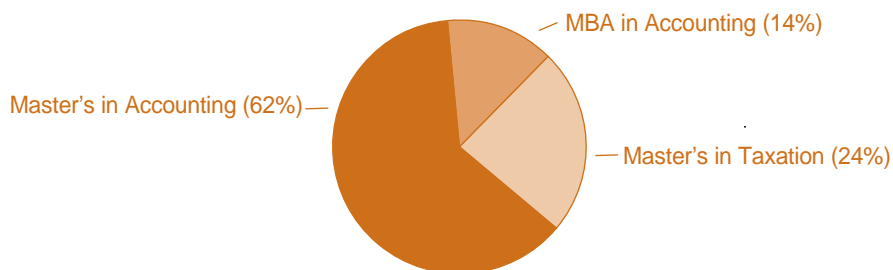
	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
1996	19	10	11	8	13
1999	22	15	10	13	16
2000	26	18	14	11	18
2001	28	12	18	11	19
2002	28	19	20	14	21

In 2002, public accounting firms hired significantly more graduates with Master's in Taxation degrees than in recent years. This ratio was higher than in any recent year.

**TABLE 32**  
**Percentage of New Accounting Graduates**  
**With Master's Degrees Hired by CPA Firms**  
**by Type of Program**

	<i>Master's in Accounting (%)</i>	<i>MBA in Accounting (%)</i>	<i>Master's in Taxation (%)</i>
1996	61	14	25
1999	63	21	16
2000	69	20	11
2001	72	18	10
2002	62	14	24

**FIGURE 11**  
**Percentage of New Accounting Graduates**  
**With Master's Degrees Hired by CPA Firms**  
**by Type of Program — 2002**

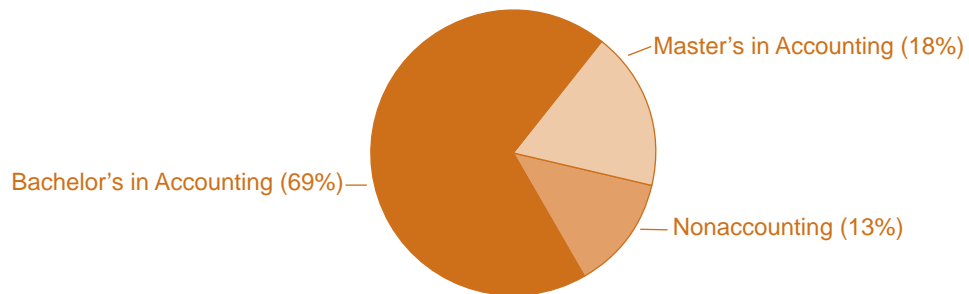


Two-thirds of all new graduates hired in 2002 held Bachelor's degrees in Accounting while less than two in ten held non-accounting degrees. Another 18% earned Master's degrees in Accounting.

**TABLE 33**  
**Percentage of Total New Graduates  
 Hired by CPA Firms  
 by Type of Degree**

	<i>Total Accounting</i>		<i>Total Non-accounting (%)</i>
	<i>Bachelor's (%)</i>	<i>Master's (%)</i>	
1996	72	11	17
1999	57	11	32
2000	66	14	20
2001	69	16	15
2002	69	18	13

**FIGURE 12**  
**Percentage of Total New Graduates  
 Hired by CPA Firms  
 by Type of Degree — 2002**



## Area of Assignment

In 2002, almost three quarters of the graduates (72%) accepted accounting/auditing positions and more than one-fifth took assignments in taxation.

Over the years the Institute has tracked the proportion of new hires working variously in accounting/auditing, management consulting and taxation. In 2002, the share of new hires accepting accounting/auditing positions continued to increase; the share of new management consultants, continued to decrease. The percentage of graduates hired into taxation jobs has held fairly steady.

**TABLE 34**  
Percentage of New Graduates Hired by CPA Firms  
by Area of Assignment

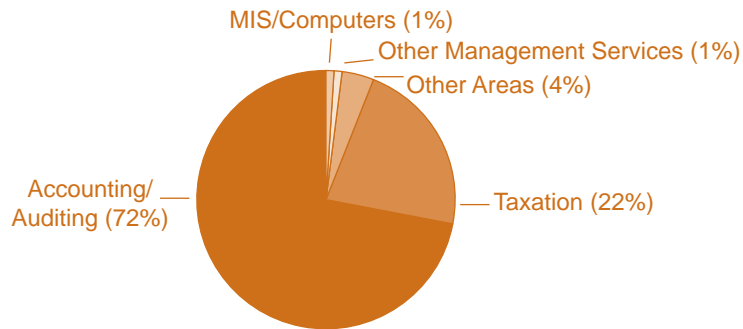
Number of AICPA Members Per CPA Firm	Accounting/ Auditing (%)	Management Consulting Services			Taxation (%)	Other (%)
		MIS/ Computers (%)	Other Management Services (%)	Total MCS (%)		
<b>More than 200 members</b>						
1996	59	4	17	21	19	1
1999	49	18	5	23	19	8
2000	64	3	6	9	23	4
2001	70	3	*	3	21	6
2002	75	3	*	3	18	4
<b>50–200 members</b>						
1996	78	1	1	2	17	3
1999	62	4	2	6	21	10
2000	75	2	2	4	19	2
2001	71	2	2	4	22	3
2002	73	2	1	3	21	3
<b>10–49 members</b>						
1996	77	2	1	3	17	3
1999	71	3	1	4	21	4
2000	66	2	3	5	22	7
2001	69	1	3	4	25	2
2002	69	1	1	2	25	4
<b>Fewer than 10 members</b>						
1996	70	2	*	2	22	6
1999	60	1	3	4	31	5
2000	64	1	1	2	31	3
2001	67	1	3	4	26	3
2002	71	1	1	1	23	5
<b>All CPA firms</b>						
1996	66	3	8	11	20	3
1999	56	11	4	15	23	7
2000	65	2	3	5	25	5
2001	69	2	1	3	24	4
2002	72	1	1	2	22	4

\* Less than 0.5%.

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**FIGURE 13****Percentage of New Graduates Hired by CPA Firms  
by Area of Assignment — 2002**

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**Gender Data for New Graduates Hired**

Continuing the upward trend from 1999, females comprised the majority (61%) of new graduates hired by public accounting firms in 2002.

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**TABLE 35****Percentage of New Graduates Hired by CPA Firms  
by Gender**

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	<i>Male (%)</i>	<i>Female (%)</i>
1996	49	51
1999	46	54
2000	44	56
2001	44	56
2002	39	61

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## Ethnic/Racial Data for New Graduates Hired

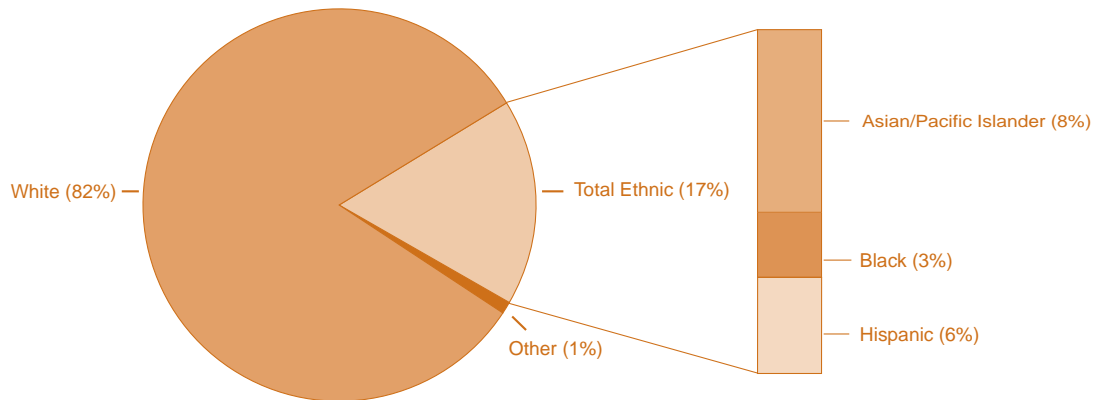
Approximately eight in ten new graduates hired by CPA firms in 2002 were Whites. The percentage of Asian/Pacific Islanders (8%), Hispanic (6%) and Blacks (3%) held steady.

**TABLE 36**  
Percentage of New Graduates Hired by CPA Firms  
by Ethnic/Racial Background

	<i>Asian/ Pacific Islander (%)</i>	<i>Black (%)</i>	<i>Hispanic (%)</i>	<i>Native American/ Alaskan Native (%)</i>	<i>Total Ethnic/ Racial (%)</i>	<i>White (%)</i>	<i>Other (%)</i>
1996	9	3	4	*	16	84	*
1999	12	4	4	*	20	79	1
2000	10	3	7	*	20	79	1
2001	8	3	6	*	17	82	1
2002	8	3	6	*	17	82	1

\* Less than 0.5%.

**FIGURE 14**  
Percentage of New Graduates Hired by CPA Firms  
by Ethnic/Racial Background — 2002



## Hiring Demand Forecast

Firms were asked to predict future hiring trends vs. their actual hiring figures in 2002. We asked firms to estimate the percentage change from 2002 hiring out to three different years: (1) 2003, (2) 2005, (3) 2007.

The table below shows estimated percentage changes in future hiring of new accounting graduates, new non-accounting graduates and total number of CPAs employed. Results are segregated by firm size.

<b>TABLE 36A</b>								
<b>Average Percentage Change in Hiring vs. YR2002 Hiring</b>								
	<i>Fewer than 10 AICPA members</i>	<i>Number of firms responding</i>	<i>10 – 49 AICPA members</i>	<i>Number of firms responding</i>	<i>50 – 200 AICPA members</i>	<i>Number of firms responding</i>	<i>Over 200 AICPA members</i>	<i>Number of firms responding</i>
<b>New Accounting Graduates</b>								
<b>2003 vs. 2002</b>	+3.0	1,030	+8.4	468	+1.3	34	-2.0	10
<b>2005 vs. 2002</b>	+13.5	994	+15.4	440	+12.9	31	+7.7	9
<b>2007 vs. 2002</b>	+12.3	971	+18.0	434	+6.9	31	+10.6	9
<b>New Non-Accounting Graduates</b>								
<b>2003 vs. 2002</b>	+3.0	1,034	-1.1	469	+1.9	33	+0.8	10
<b>2005 vs. 2002</b>	+8.0	1,008	+2.0	453	+5.5	31	+2.6	8
<b>2007 vs. 2002</b>	+8.9	993	+4.1	440	+4.5	30	+4.8	8
<b>Total CPAs</b>								
<b>2003 vs. 2002</b>	+5.1	1,026	+5.0	458	+3.4	34	+3.5	8
<b>2005 vs. 2002</b>	+12.1	991	+10.9	436	+9.9	33	+8.3	8
<b>2007 vs. 2002</b>	+12.7	976	+12.6	329	+10.8	30	+11.0	9

## Professional Staff Employed

Professional staff are defined as CPAs, prospective CPAs, and others with a similar amount of academic training in a field that is part of the practice of public accounting.

Looking at the 2002 gender breakdown among all professional staff members (both CPAs and prospective CPAs), 56% were males and 44% were females. There is no clear trend relating firm size to gender ratio.

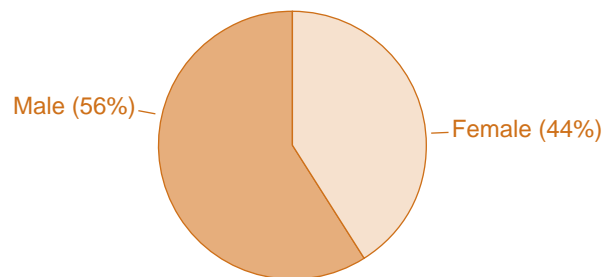
**TABLE 37**

**Percentage of Professional Staff Employed by CPA Firms  
by Gender — 2002**

	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Male	57	54	55	56	56
Female	43	46	45	44	44

**FIGURE 15**

**Percentage of Professional Staff Employed by CPA Firms  
by Gender — 2002**



Again looking at total professional staff, but this time focusing on the ethnic/racial distribution, 89% of all staff members were White, 6% were Asian/Pacific Islander, 3% were Hispanic and 2% were Black. Firms employing 200 or more members exhibited the most racial/ethnic diversity.

**TABLE 38**  
**Percentage of Professional Staff Employed by CPA Firms**  
**by Ethnic/Racial Background — 2002**

	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Asian/Pacific Islander	10	2	3	5	6
Black	3	2	2	2	2
Hispanic	3	2	2	3	3
Native American/ Alaskan Native	*	*	*	*	*
Total Ethnic/ Racial	16	6	7	10	11
White	84	93	92	90	89
Other	*	1	1	*	*

\* Less than 0.5%.

**FIGURE 16**  
**Percentage of Professional Staff Employed by CPA Firms**  
**by Ethnic/Racial Background — 2002**

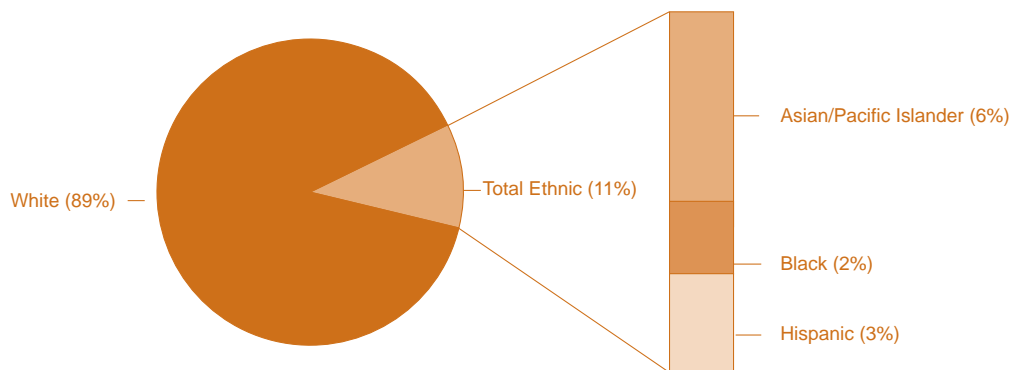


Table 39 illustrates 2002 staff turnover statistics for different size firms. Across all firms surveyed, the annual turnover rate was 10%, down from 12% during 2001. Turnover rates and firm size are positively correlated. Firms with more than 200 members saw a significant reduction in turnover compared to previous years.

**TABLE 39**  
**Professional Staff Turnover**  
**by CPA Firm Size**

<i>Number of AICPA Members Per CPA Firm</i>	<i>Annual Professional Staff Turnover (Resignation or Termination) as a Percentage of Total Professional Staff (%)</i>
<b>More than 200 members</b>	
1996	24
1999	22
2000	28
2001	25
2002	17
<b>50–200 members</b>	
1996	17
1999	14
2000	19
2001	12
2002	15
<b>10–49 members</b>	
1996	13
1999	13
2000	13
2001	11
2002	11
<b>Fewer than 10 members</b>	
1996	7
1999	9
2000	7
2001	7
2002	7
<b>All CPA firms</b>	
1996	15
1999	14
2000	16
2001	12
2002	10

While the ratio of male to female professional staff in 2002 was 56:44, the ratio of males to females who were terminated or resigned was 46:54, reflecting a higher turnover rate for females. Turnover of females occurred more so in the smaller firms.

**TABLE 40**  
Percentage of Professional Staff Terminated by or Resigned  
From CPA Firms by Gender — 2002

	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Male	53	52	47	40	46
Female	47	48	53	60	54

85% of professional staff members who were terminated or resigned in 2002 were White. Since the percentage of Whites on staff in 2002 was 89%, a disproportionately higher rate of turnover occurred among non-Whites.

**TABLE 41**  
Percentage of Professional Staff Terminated by or Resigned From CPA Firms  
by Ethnic/Racial Background — 2002

	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Asian/Pacific Islander	9	3	5	10	8
Black	4	1	3	3	3
Hispanic	3	2	4	3	3
Native American/ Alaskan Native	1	1	*	*	•
Total Ethnic/ Racial	17	7	12	16	14
White	83	92	87	84	85
Other	*	1	1	*	1

\* Less than 0.5%.

Turning to CPAs only (as opposed to both CPAs and non-CPAs), almost two-thirds of all CPAs employed by public accounting firms in 2002 were males (64%). Although not shown, this is a slightly lower percentage than occurred for the 2001 survey.

**TABLE 42**  
Percentage of CPAs Employed by CPA Firms by Gender — 2002

	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Male	64	61	61	65	64
Female	36	39	39	35	36

**TABLE 43A**  
**Percentage of CPAs Employed by CPA Firms**  
**by Ethnic/Racial Background and Firm Size — 2002**

	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Asian/Pacific Islander	7	2	2	4	4
Black	1	1	1	1	1
Hispanic	3	1	2	2	2
Native American/ Alaskan Native	*	*	*	*	*
Total Ethnic/ Racial	11	4	5	7	7
White	89	96	95	93	93
Other	*	*	*	*	*

\* Less than 0.5%.

**TABLE 43B**  
**Percentage of CPAs Employed by CPA Firms**  
**by Ethnic/Racial Background and Firm Type — 2002**

	<i>Minority CPA Firms (%)</i>	<i>Majority CPA Firms (%)</i>	<i>All CPA Firms (%)</i>
Asian/Pacific Islander	41	3	4
Black	13	1	1
Hispanic	25	1	2
Native American/ Alaskan Native	*	*	*
White	21	95	93
Other	*	*	*

\* Less than 0.5%.

Table 44 shows the gender distribution among partners/owners in various size firms. Across all firms, 81% of partners/owners in 2002 were males, 19% were females. Firms employing fewer than ten members had the highest percentage of female partner/owners: 21%.

**TABLE 44**  
**Percentage of Partners/Owners in CPA Firms by Gender — 2002**

	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Male	88	89	87	79	81
Female	12	11	13	21	19

Table 45A shows the ethnic/racial background of partners/owners in various size firms. Across all size firms, Whites comprised at least 93% of the partners/owners in 2002.

**TABLE 45A**  
**Percentage of Partners/Owners in CPA Firms**  
**by Ethnic/Racial Background and Firm Size — 2002**

	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Asian/Pacific Islander	2	1	1	4	3
Black	1	*	1	1	1
Hispanic	1	*	1	2	2
Native American/ Alaskan Native	*	*	*	*	*
Total Ethnic/ Racial	4	1	3	7	6
White	96	99	97	93	94
Other	*	*	*	*	*

\* Less than 0.5%.

In 45% of minority-owned firms, Asian/Pacific Islanders held partner/owner positions. In one-fourth, Hispanics held partner/owner positions, and in 15% of minority-owned firms, Blacks held partner/owner positions.

**TABLE 45B**  
**Percentage of Partners/Owners in CPA Firms**  
**by Ethnic/Racial Background and Firm Type — 2002**

	<i>Minority CPA Firms (%)</i>	<i>Majority CPA Firms (%)</i>	<i>All CPA Firms (%)</i>
Asian/Pacific Islander	45	1	3
Black	15	*	1
Hispanic	28	*	2
Native American/Alaskan Native	*	*	*
White	12	99	94
Other	*	*	*

\* Less than 0.5%.

### Experienced Recruits Hired\*

The survey also asked firms if in 2002 they hired more or fewer experienced recruits (as opposed to new graduates) than they did in 2001. Table 46 shows results for different size firms. 84% of the firms surveyed said they hired about the same number of experienced recruits in 2002 as in 2001. Firms with more than 200 AICPA members reported a higher percentage of experienced recruits.

\*Experienced recruits are defined as professional staff hired at above entry-level.

**TABLE 46**  
Experienced Recruits Hired in 2002  
Relative to 2001  
by CPA Firm Size

Number of AICPA Members Per CPA Firm	Percent of CPA Firms Indicating That the Number of Experienced Recruits Hired in 2002 Relative to 2001 Was:		
	Higher (%)	Same (%)	Lower (%)
More than 200 members	47	19	34
50–200 members	34	54	12
10–49 members	29	54	17
Fewer than 10 members	10	86	4
All CPA firms	11	84	5

### Paraprofessional Staff Hired\*

Turning to whether firms hired more or fewer paraprofessional staff in 2002 vs. 2001, the results approximate the findings for experienced professionals (shown above): 84% of firms hired about the same number in 2002 as in 2001.

\*Paraprofessional staff are defined as nonprofessional staff employed to assist professional staff with clerical and other duties that would not be defined as traditional office duties.

**TABLE 47**  
Paraprofessional Staff Hired in 2002  
Relative to 2001  
by CPA Firm Size

Number of AICPA Members Per CPA Firm	Percent Indicating They Hire Paraprofessional Staff (%)	Percent of Firms Indicating That the Number of Paraprofessional Staff Hired in 2002 Relative to 2001 Was:		
		Higher (%)	Same (%)	Lower (%)
More than 200 members	90	0	82	18
50–200 members	94	23	68	9
10–49 members	83	21	74	5
Fewer than 10 members	54	12	85	3
All CPA firms	56	13	84	3

### **Colleges and University Accounting Programs**

For this survey the population of colleges and universities granting accounting degrees was defined as all schools with accreditation in accounting plus all schools accredited in business by the AACSB — International, or by the Association of Collegiate Business Schools and Programs, plus other accounting degree granting programs that appear in *Accounting Faculty Directory—2003* (Hasselback, Prentice Hall).

In early 2003, 849 schools offering bachelor's, master's, and/or Ph.D. degrees in accounting were asked for data about the school, its graduates, and faculty. Information was gathered regarding the number of each type of degree awarded, and the gender, racial/ethnic, and employment placement of individuals receiving those degrees. A copy of the questionnaire can be seen in Appendix D.

To estimate the accounting graduates from nonresponding schools, regression equations were developed that related the number of graduates with bachelor's, master's, and/or Ph.D. degrees to the number of accounting faculty for the schools that responded to the survey. The number of accounting faculty in the schools surveyed was obtained from the *Accounting Faculty Directory—2003*.

### **CPA Firms**

In early 2003, the AICPA conducted a survey of about 5,518 CPA firms and sole practitioners affiliated with the Institute. Questionnaires were sent to all CPA firms affiliated with the AICPA that had more than 10 AICPA members and about 10% of the 42,274 CPA firms that have fewer than 10 AICPA members. Questionnaires asked firms to categorize newly hired recent college graduates by gender, ethnic/racial background, and area of assignment (i.e., accounting/auditing, taxation, management consulting services, and other specialty areas). The firms also were asked to identify themselves as majority-owned or minority-owned, and to give information on their recruiting efforts, professional and paraprofessional staff, and new hires that had experience. A total of 1,591 CPA firms responded for an overall response rate of 29%.

A weighted methodology was used to generate estimates for the firms that did not respond to the questionnaire. Regression analysis was used to estimate the demand by nonresponding firms for accounting graduates. For each of four firm-size categories (more than 200 AICPA members, 50–200 members, 10–49 members, and fewer than 10 members) regression equations were estimated that relate the number of new accounting bachelor's and master's graduates hired to the number of AICPA members for firms that responded to the survey.

### **Limitations of the Survey Results**

A confidence interval or statement of accuracy of the results in the form of “plus or minus x percentage points” is not possible to compute. The methodology used for both surveys is not true statistical sampling because the populations surveyed are university accounting programs and CPA firms, not the individuals receiving the degrees or getting the new jobs and being characterized in the tables.

## Survey Questionnaires



## Academic and Career Development

April 2003

## TO ADMINISTRATORS OF ACCOUNTING PROGRAMS:

The AICPA needs your assistance as we gather data for a survey of accounting programs. The information you supply will be used for the publication, *The Supply of Accounting Graduates and the Demand for Public Accounting Recruits*. Your prompt response is essential for us to continue to provide current and relevant information about accounting education.

The questionnaire consists of two brief sections:

- **School data** — information about your program is preprinted and simply needs to be updated.
- **Student data** — number of accounting majors and degrees awarded during the 2001-2002 academic year with ethnic and gender breakdown. Please include graduate data where it is requested.

Please return the questionnaire in the enclosed envelope at your earliest convenience. If it is necessary to distribute sections to staff members, please make sure that all of the sections are returned to the AICPA in an expeditious manner. If you have any questions, please contact **Leticia Romeo at (212) 596-6221**.

Thank you for your assistance with the survey.

Sincerely,

Bea Sanders  
 Director  
 Academic and Career Development Team

Enclosures

American Institute of Certified Public Accountants  
 1211 Avenue of the Americas, New York, NY 10036-8775 • (212) 596-6200 • fax (212) 596-6213 • www.aicpa.org  
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**SECTION I: SCHOOL DATA**

Please review the following information about your school and accounting program(s).  
Make any corrections or additions directly on this sheet.

**College/University Name**

**1009**

Address:

Internet Address:

Main Telephone

Type:

Control:

Total Enrollment:

Regional Accreditation:

Business Accreditation:

Level of Accreditation:

Accounting Accreditation:

Level of Accreditation:

**UNDERGRADUATE DIVISION NAME:**

Dean:

Accounting Program Head:

Telephone:

Fax Number:

E-mail:

**GRADUATE DIVISION NAME:**

Dean:

Accounting Program Head:

Telephone:

Fax Number:

E-mail:

Undergraduate Accounting Degrees Offered

Graduate Accounting Degrees Offered:

Doctoral Accounting Degrees Offered:

(Note: Please return all sections in the enclosed envelope. If the envelope is misplaced, return the completed questionnaire to AICPA, Academic & Career Development, Curriculum Data Base Project, 1211 Avenue of the Americas, New York, NY 10036-8775.)

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**GENERAL QUESTIONS**

1. (a) Does your school's existing accounting curriculum allow your graduates to sit for the CPA Exam in states requiring the 150 hours of education?

- Yes     No (Please skip to Section II, page 3)

(b) Please identify the educational path(s) that qualify students for the 150-hour requirement. Check as many as apply:

- A bachelor's degree in accounting with an MBA degree
- A bachelor's degree in accounting with another business master's degree (e.g., finance, information systems, etc.)
- A bachelor's degree in business and a master's degree in accounting
- An integrated (150 hours) master's degree in accounting
- A five-year bachelor's degree
- Other (please specify) \_\_\_\_\_

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**OPTIONAL:** If you are willing to share with us descriptive material about the programs that are available, please attach a copy to the questionnaire.

**SECTION II: STUDENT DATA**

Please review the following questions as completely and accurately as possible. If your school does not have a bachelor's in accounting program, please skip to Part II. Master's Programs.

**I. BACHELOR'S PROGRAMS**

1. ACCOUNTING MAJORS ENROLLED IN BACHELOR'S PROGRAM FOR THE 2002 FALL TERM:

- A. Please indicate the total number of undergraduates enrolled as accounting majors during the 2002 fall term.
- B. Please give the breakdown by male and female students (in the boxes in the left column) and by ethnic/racial groups (in the boxes along the bottom row). The box in the lower-left corner should match the total provided in Q.1A. Provide as much detail as possible by specifying the number of male and female undergraduates within each ethnic/racial group.

	White	Black	Hispanic	Asian/ Pacific Islander	Native American/ Alaskan Native	Other
Male	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Female	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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2. ACCOUNTING GRADUATES WITH BACHELOR'S DEGREES AWARDED BETWEEN 9/01 and 8/02:

- A. Please indicate the total number of students who graduated with accounting-related bachelor's degrees between 9/01 and 8/02.
- B. Please give the breakdown by male and female graduates (in the boxes in the left column) and by ethnic/racial groups (in the boxes along the bottom row). The box in the lower-left corner should match the total provided in Q.2A. Provide as much detail as possible by specifying the number of male and female graduates within each ethnic/racial group (in the blank lines provided below).

	White	Black	Hispanic	Asian/ Pacific Islander	Native American/ Alaskan Native	Other
Male	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Female	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

3. **PLACEMENT OF GRADUATES WITH BACHELOR'S DEGREES AWARDED BETWEEN 9/01 AND 8/02:**

- A. Please indicate in COLUMN A the placement of graduates who earned bachelor's degrees in accounting between 9/01 and 8/02.
- B. Please indicate in COLUMN B the breakdown by male and female graduates for each placement area. Indicate in COLUMN C the breakdown by ethnic/racial groups for each placement area.

Placement Areas	COLUMN A	COLUMN B		COLUMN C						
	Total Placement	Placement by Gender		Placement by Ethnic/Racial Groups						
	Total # of graduates who went into each placement area	# of graduates who went into each placement area	Male	Female	White	Black	Hispanic	Asian/ Pacific Islander	Native American/ Alaskan Native	Other
a. Public Accounting	=	=								
b. Business/Industry	=	=								
c. Government	=	=								
d. Nonprofit Organization	=	=								
e. Graduate School	=	=								
f. Other Areas	=	=								
g. Unknown	=	=								

C. For the past academic year, are you aware of any gender-related or ethnic/race-related trends in the placement of graduates with bachelor's degrees in accounting? Please be as specific as possible in your comments.

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Please answer the following questions as completely and accurately as possible. If your school does not have a master's in accounting or taxation program, or an MBA in accounting program, please skip to Part III. Ph.D. Programs.

**II. MASTER'S PROGRAMS**

1. MASTER'S-LEVEL ACCOUNTING/TAXATION STUDENTS **ENROLLED** FOR THE 2002 FALL TERM:

Please indicate the number of accounting and taxation students enrolled in each Master's program during the 2002 fall term.

<u>Master's Programs</u>	<u>Number of Students Enrolled During the 2002 Fall Term</u>
A. Master's in accounting — including MA, MS, MAcc, MPA and MAS programs	_____
B. Master's in taxation — including MBAs with a concentration in tax	_____
C. MBAs with a concentration in accounting	_____
D. Total number (A + B + C)	_____

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2. GENDER AND ETHNIC/RACE BREAKDOWN FOR ACCOUNTING/TAXATION STUDENTS IN ALL MASTER'S PROGRAMS FOR THE 2002 FALL TERM:

Of the total number of master's-level accounting/taxation students entered in Q.1D above, please give the breakdown by male and female students (in the boxes in the left column) and by ethnic/racial groups (in the boxes along the bottom row). The box in the lower-left corner should match the total provided in Q.1D. Next, please provide as much detail as possible by specifying the number of male and female students within each ethnic/racial group (in the blank lines provided below).

	White	Black	Hispanic	Asian/ Pacific Islander	Native American/ Alaskan Native	Other
<b>Male</b>	_____	_____	_____	_____	_____	_____
<b>Female</b>	_____	_____	_____	_____	_____	_____
<b>Total</b>	_____	_____	_____	_____	_____	_____

3. ACCOUNTING/TAXATION **GRADUATES** WITH MASTER'S DEGREES AWARDED BETWEEN 9/01 AND 8/02:

Please indicate the number of graduates with master's degrees for each of the accounting/taxation programs awarded between 9/01 and 8/02:

**Master's Programs**  
Number of Master's Degrees  
 Awarded Between 9/01 and 8/02

- A. Master's in accounting — including MA, MS, MAcc, MPA and MAS programs \_\_\_\_\_
- B. Master's in taxation — including MBAs with a concentration in tax \_\_\_\_\_
- C. MBAs with a concentration in accounting \_\_\_\_\_
- D. Total number (A + B + C)

4. GENDER AND ETHNIC/RACE BREAKDOWN FOR ACCOUNTING/TAXATION GRADUATES WITH MASTER'S DEGREES AWARDED BETWEEN 9/01 AND 8/02:

Of the total number of graduates with master's degrees entered in Q.3D above, please give the breakdown by male and female graduates (in the boxes in the left column) and by ethnic/racial groups (in the boxes along the bottom row). The box in the lower-left corner should match the total provided in Q.3D. Next, please provide as much detail as possible by specifying the number of male and female graduates within each ethnic/racial group (in the blank lines provided below).

	=	=	=	=	=	=
<b>Male</b>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>
<b>Female</b>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>
<b>Total</b>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>	<input style="width: 100px; height: 20px;" type="text"/>

5. **PLACEMENT OF GRADUATES WITH MASTER'S DEGREES AWARDED BETWEEN 9/01 AND 8/02:**

- A. Please indicate in COLUMN A the placement of graduates who earned master's degrees (in accounting, taxation, or MBAs with a concentration in accounting) between 9/01 and 8/02.  
 B. Please indicate in COLUMN B the breakdown by male and female graduates for each placement area. Indicate in COLUMN C the breakdown by ethnic/racial groups for each placement area.

Placement Areas	COLUMN A		COLUMN B		COLUMN C							
	Total Placement	Total # of graduates who went into each placement area	Placement by Gender		Placement by Ethnic/Racial Groups							
			Male	Female	White	Black	Hispanic	Asian/ Pacific Islander	Native American/ Alaskan Native	Other		
a. Public Accounting	=											
b. Business/Industry	=											
c. Government	=											
d. Nonprofit Organization	=											
e. Graduate School	=											
f. Other Areas	=											
g. Unknown	=											

Please answer the following questions as completely and accurately as possible. If your school does not have a Ph. D. in accounting or taxation program, please skip to Part IV. Enrollment Projections.

### III. Ph.D. PROGRAMS

1. DOCTORAL-LEVEL ACCOUNTING/TAXATION STUDENTS **ENROLLED FOR THE 2002 FALL TERM:**

A. Please indicate the total number of doctoral-level students enrolled in accounting/taxation programs during the 2002 fall term.

B. Please give the breakdown by male and female doctoral students (in the boxes in the left column) and by ethnic/racial groups (in the boxes along the bottom row). The box in the lower-left corner should match the total provided in Q.1A. Provide as much detail as possible by specifying the number of male and female doctoral students within each ethnic/racial group (in the blank lines provided below).

	White	Black	Hispanic	Asian/ Pacific Islander	Native American/ Alaskan Native	Other
<b>Male</b>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Female</b>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total</b>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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2. ACCOUNTING/TAXATION **GRADUATES WITH DOCTORAL DEGREES AWARDED BETWEEN 9/01 and 8/02:**

A. Please indicate the total number of graduates who received accounting/taxation-related doctoral degrees between 9/01 and 8/02.

B. Please give the breakdown by male and female graduates (in the boxes in the left column) and by ethnic/racial groups (in the boxes along the bottom row). The box in the lower-left corner should match the total provided in Q.2A. Provide as much detail as possible by specifying the number of male and female graduates within each ethnic/racial group (in the blank lines provided below).

	White	Black	Hispanic	Asian/ Pacific Islander	Native American/ Alaskan Native	Other
<b>Male</b>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Female</b>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total</b>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Please answer the following questions as completely and accurately as possible.

**IV. ENROLLMENT PROJECTIONS**

1. For each of the accounting programs listed below, please indicate whether you expect enrollment at your institution two years from now to be higher, lower, or the same as current enrollment. (Please circle one number for each program. If your institution does not currently offer that program, circle "4".)

Accounting Programs	Enrollment 2 years from now will be:				Do not know/ No opinion
	Higher than current enrollment	The same as current enrollment	Lower than current enrollment		
A. Bachelor's — majors in accounting	1	2	3	4	
B. Master's in accounting — including students in MA, MS, MAcc, MPA and MAS programs	1	2	3	4	
C. Master's in taxation — including MBA students with a concentration in tax	1	2	3	4	
D. MBA students with a concentration in accounting	1	2	3	4	
E. Ph.D. students in accounting/taxation	1	2	3	4	

Thank you very much for completing this survey. We would like your comments about the survey and/or trends in accounting education. The information you provide is an important resource in planning for the accounting profession.

Comments on this survey:

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**(Note:** Please return completed survey in the enclosed envelope. If the envelope is misplaced, return completed survey to AICPA, Academic & Career Development Team, Curriculum Data Base Project, 1211 Avenue of the Americas, New York, NY 10036-8775.)

May 2003

**Dear CPA Firm Representative:**

The AICPA is conducting its study of accounting program administrators and CPA firms to gauge the supply of accounting graduates and the demand for public accounting recruits. The information gathered with these surveys is very useful to the AICPA in planning for the future needs of the profession. The survey results are also useful to the practicing profession as a source of information for human resources planning and employment trends. The data gathered will be reported in the publication *The Supply of Accounting Graduates and the Demand for Public Accounting Recruits*, which will be available later this year.

We will greatly appreciate your participation in the study by answering the questionnaire as accurately and completely as possible. The reliability and usefulness of the results depend heavily upon broad-based participation. If it is necessary to forward this questionnaire to the appropriate party or office, please do so. As in the past, the data gathered are entirely confidential and will be used only in summary form. To ensure anonymity, we are not asking you to sign your name or your firm's name.

Please return your completed questionnaire in the enclosed postage-paid envelope at your earliest convenience. Your timely response is critical to the success of this important effort. If you have any questions, please contact Leticia Romeo at (212) 596-6221.

Thank you for your cooperation.

Sincerely,



Beatrice Sanders  
Director

Enclosures

# AICPA SURVEY ON THE EMPLOYMENT OF NEW GRADUATES AND OTHER PERSONNEL WITHIN PUBLIC ACCOUNTING

## IMPORTANT

Please answer the following questions by circling the numbers corresponding to your responses or by writing in your responses. Your responses should cover your entire firm — all offices or locations.

### I. Employment of New Graduates

1. We would like to determine the number of new accounting and nonaccounting graduates who began employment at your firm during **2002**. **New graduates** are defined as those who began employment at **entry-level positions** with no or only nominal previous experience with a CPA firm.

If your firm did not hire new graduates who began employment at entry-level positions in 2002, please skip to Section II (Other Personnel Information) on page 4.

Please indicate below the number of **new graduates** with the following degrees who began employment at your firm on a full-time basis during **2002**. (**Note:** If, for a particular degree, there were **no** graduates who began employment, enter **0**; if the information is **not available**, enter **NA**.) **Do not include** those graduates who were recruited in 2002 to begin employment in 2003.

**Note:** If a newly employed graduate has more than one degree, the individual should be counted only once and placed according to the highest degree.

<u>Accounting Degree</u>	Number of new graduates who began employment on a full-time basis during 2002:
A. Bachelor's in Accounting — including other bachelor's degrees with majors in accounting . .	<input style="width: 50px; height: 20px;" type="text"/>
B. Master's in Accounting — including MA, MS, MAcc, MPA and MAS degrees . . . . .	<input style="width: 50px; height: 20px;" type="text"/>
C. Master's in Taxation — including MBAs with a concentration in tax . . . . .	<input style="width: 50px; height: 20px;" type="text"/>
D. MBAs with a concentration in accounting . . . . .	<input style="width: 50px; height: 20px;" type="text"/>
E. TOTAL: <span style="float: right;">A+B+C+D=</span>	<input style="width: 100px; height: 20px;" type="text"/>
 <u>Nonaccounting Degree</u>	
F. Bachelor's degree in IS/Computer Science . . . . .	<input style="width: 50px; height: 20px;" type="text"/>
G. Bachelor's degree in Finance . . . . .	<input style="width: 50px; height: 20px;" type="text"/>
H. Bachelor's degree in other (nonaccounting) business majors . . . . .	<input style="width: 50px; height: 20px;" type="text"/>
I. Bachelor's degree in nonbusiness majors . . . . .	<input style="width: 50px; height: 20px;" type="text"/>
J. TOTAL Nonaccounting Degree (Bachelor's): <span style="float: right;">F+G+H+I=</span>	<input style="width: 100px; height: 20px;" type="text"/>
K. Master's or higher degrees in IS/Computer Science . . . . .	<input style="width: 50px; height: 20px;" type="text"/>
L. Master's or higher degrees in Finance . . . . .	<input style="width: 50px; height: 20px;" type="text"/>
M. Master's or higher degrees in other (nonaccounting) business majors . . . . .	<input style="width: 50px; height: 20px;" type="text"/>
N. Master's or higher degrees in nonbusiness majors . . . . .	<input style="width: 50px; height: 20px;" type="text"/>
O. J.D. in Law . . . . .	<input style="width: 50px; height: 20px;" type="text"/>
P. TOTAL Nonaccounting Degree (Master's or higher): <span style="float: right;">K+L+M+N+O=</span>	<input style="width: 100px; height: 20px;" type="text"/>
Q. GRAND TOTAL: <span style="float: right;">E+J+P=</span>	<input style="width: 100px; height: 20px;" type="text"/>

2. Please indicate below the **gender breakdown** of new graduates who began employment at your firm on a full-time basis during **2002**.

<u>Gender</u>	Number of new graduates employed on a full-time basis during 2002 who are:	
A. Male .....	[ ]	
B. Female .....	[ ]	
C. <b>TOTAL:</b>	<b>A+B =</b> [ ]	<b>= Line Q in Q.1</b>

3. Please indicate below the **ethnic/racial breakdown by gender** of new graduates who began employment at your firm on a full-time basis during **2002**. If the gender breakdown is not available, please provide the total numbers by ethnic/racial group.

<u>Ethnic/Racial Group</u>	Total number of new graduates employed on a full-time basis during 2002 who are:	Gender	
		Male	Female
A. White .....	[ ]	[ ]	[ ]
B. Black .....	[ ]	[ ]	[ ]
C. Hispanic .....	[ ]	[ ]	[ ]
D. Asian/Pacific Islander .....	[ ]	[ ]	[ ]
E. Native American/Alaskan Native .....	[ ]	[ ]	[ ]
F. Other* .....	[ ]	[ ]	[ ]
G. <b>TOTAL:</b>	<b>A+B+C+D+E+F =</b> [ ]	<b>= Line Q in Q.1</b>	

\*Please indicate generally what groups are included in "Other." \_\_\_\_\_

4. Please indicate below the number of new graduates who began employment at your firm on a full-time basis during **2002** who have been assigned primarily to the following **areas**.

<u>Area</u>	Number of new graduates employed on a full-time basis during 2002 who have been assigned primarily to:	
A. Accounting .....	[ ]	
B. Auditing .....	[ ]	
C. Assurance Services .....	[ ]	
D. Taxation .....	[ ]	
E. IS/Computer .....	[ ]	
F. Management Services (other than IS) .....	[ ]	
G. Other Areas .....	[ ]	
H. <b>TOTAL:</b>	<b>A+B+C+D+E+F+G =</b> [ ]	<b>= Line Q in Q.1</b>

5. Please provide the following recruiting information for those new graduates who began employment at your firm on a full-time basis during 2002.

**Recruiting Information**

Number of:

**A. On Campus Recruiting:**

- Candidates interviewed on campus .....
- Candidates interviewed on campus who visited your office .....
- Candidates interviewed on campus who were offered jobs .....
- Candidates interviewed on campus who were hired .....

**B. Off Campus Recruiting:**

- Other new graduates who were initially interviewed .....
- Other new graduates who were offered jobs .....
- Other new graduates who were hired .....

**Note:** The total number of new graduates hired in A and B should equal the number in line Q in Q.1.

**II. Other Personnel Information**

**Note:** The following section applies to all employees at your firm during 2002. If some of the information for the following questions is not available, enter N/A.

6. **Professional staff** are defined as CPAs, prospective CPAs, and others with a similar amount of academic training in a field that is part of the practice of public accounting.

- A. What is the **total number of professional staff employed** in your firm as of **December 31, 2002?** Include partners. ....
- B. What is the **total number of professional staff** in your firm who were **terminated or resigned** during 2002? Include partners. ....

7. Under **SECTION I** below, please indicate the **gender breakdown** of the **professional staff employed** in your firm as of **December 31, 2002**.

Under **SECTION II** below, please indicate the **gender breakdown** of the **professional staff** in your firm who were **terminated or resigned** during 2002.

<u>Gender</u>	<b>SECTION I</b> Number of professionals employed as of 12/31/02 who are:	<b>SECTION II</b> Number of professionals terminated/resigned during 2002 who are:
A. Male .....	<input type="text"/>	<input type="text"/>
B. Female .....	<input type="text"/>	<input type="text"/>
C. <b>TOTAL:</b>	<b>A+B=</b> <input type="text"/> <b>= Q.6A</b>	<b>A+B=</b> <input type="text"/> <b>= Q.6B</b>

8. Under **SECTION III** below, please indicate the **ethnic/racial breakdown** of the **professional staff employed** in your firm as of **December 31, 2002**.

Under **SECTION IV** below, please indicate the **ethnic/racial breakdown** of the **professional staff** in your firm who were **terminated or resigned** during **2002**.

<u>Ethnic/Racial Group</u>	<b>SECTION III</b>		<b>SECTION IV</b>	
	Number of professionals employed as of 12/31/02 who are:		Number of professionals terminated/resigned during 2002 who are:	
A. White .....	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
B. Black .....	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
C. Hispanic .....	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
D. Asian/Pacific Islander .....	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
E. Native American/Alaskan Native .....	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
F. Other .....	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>G. TOTAL:</b>	<b>A+B+C+D+E+F=</b>	<input type="text"/> = <b>Q.6A</b>	<b>A+B+C+D+E+F=</b>	<input type="text"/> = <b>Q.6B</b>

9. Please indicate the **number of CPAs** among the **professional staff employed** in your firm as of **December 31, 2002**. Include partners. ....

10. Of the total **number of CPAs** entered in **Q.9**, please indicate below the **gender breakdown**.

<u>Gender</u>	Number of CPAs who are:	
A. Male .....	<input type="text"/>	<input type="text"/>
B. Female .....	<input type="text"/>	<input type="text"/>
<b>C. TOTAL:</b>	<b>A+B =</b>	<input type="text"/> = <b>Q.9</b>

11. Of the total **number of CPAs** entered in **Q.9**, please indicate below the **ethnic/racial breakdown by gender**. If the gender breakdown is not available, please provide the total number of CPAs by ethnic/racial group.

<u>Ethnic/Racial Group</u>	Total number of CPAs who are:	Gender	
		Male	Female
A. White .....	<input type="text"/>	<input type="text"/>	<input type="text"/>
B. Black .....	<input type="text"/>	<input type="text"/>	<input type="text"/>
C. Hispanic .....	<input type="text"/>	<input type="text"/>	<input type="text"/>
D. Asian/Pacific Islander .....	<input type="text"/>	<input type="text"/>	<input type="text"/>
E. Native American/Alaskan Native .....	<input type="text"/>	<input type="text"/>	<input type="text"/>
F. Other .....	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>G. TOTAL:</b>	<b>A+B+C+D+E+F =</b>	<input type="text"/>	= <b>Q.9</b>

12. Please indicate the **number of partners** among the **professional staff employed** in your firm as of **December 31, 2002**. . . . .

13. Of the total **number of partners** entered in **Q.12**, please indicate below the **gender breakdown**.

<u>Gender</u>	<u>Number of partners who are:</u>
A. Male . . . . .	<input type="text"/>
B. Female . . . . .	<input type="text"/>
C. <b>TOTAL:</b>	<b>A+B=</b> <input type="text"/> <b>= Q.12</b>

14. Of the total **number of partners** entered in **Q.12**, please indicate below the **ethnic/racial breakdown**.

<u>Ethnic/Racial Group</u>	<u>Number of partners who are:</u>
A. White . . . . .	<input type="text"/>
B. Black . . . . .	<input type="text"/>
C. Hispanic . . . . .	<input type="text"/>
D. Asian/Pacific Islander . . . . .	<input type="text"/>
E. Native American/Alaskan Native . . . . .	<input type="text"/>
F. Other . . . . .	<input type="text"/>
G. <b>TOTAL:</b>	<b>A+B+C+D+E.+F=</b> <input type="text"/> <b>= Q.12</b>

15. **Experienced recruits** are defined as professional staff hired at above entry level. Was the total number of **experienced recruits** employed by your firm during **2002** higher, lower or the same as the number employed during **2001**? (circle one only)

- 1. Higher
- 2. The Same
- 3. Lower

16. Of the total hires — new graduate and experienced recruits — employed in 2002, what percentage represent experienced recruits?  %

17. **Paraprofessional staff** are defined as nonprofessional staff hired to assist professional staff with clerical and other duties which would not be defined as traditional office duties.

- A. Does your firm employ **paraprofessional staff**? (circle one only)
  - 1. Yes
  - 2. No
- B. If yes, was the total number of **paraprofessional staff** employed by your firm during **2002** higher, lower or the same as the number employed during **2001**? (circle one only)
  - 1. Higher
  - 2. The Same
  - 3. Lower

## IV. Background Information

21. In which **state** is your firm's headquarters located?

22. Which of the following most closely describes your firm? (circle one only)

1. Local firm
2. Regional firm
3. National/multinational firm

23. Is your firm/practice minority-owned? (Minority-owned is defined as majority ownership by those of Black, Native American/Alaskan Native, or Asian/Pacific Islander races or of Hispanic ethnic origin.) (circle one only)

1. Yes
2. No

24. Please indicate below the **number of AICPA members** in your **entire** firm. (If this number is not available, please provide your best estimate.) (circle one only)

- |                  |                        |
|------------------|------------------------|
| 1. 1–2 members   | 5. 25–49 members       |
| 2. 3–4 members   | 6. 50–99 members       |
| 3. 5–9 members   | 7. 100 or more members |
| 4. 10–24 members |                        |

Thank you very much for completing this survey. We would like your comments about the survey and/or trends in the accounting profession. The information you provide is an important resource in planning for the profession.

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Please return the questionnaire in the postage-paid envelope provided or send to:

AICPA Survey on the Employment of New Graduates  
and Other Personnel Within Public Accounting  
Academic & Career Development  
1211 Avenue of the Americas  
New York, NY 10036–8775

# Geographic Regions Referred to in Tables 9, 10, 17, 18, and 28

**Eastern**

Connecticut  
 Delaware  
 District of Columbia  
 Maine  
 Maryland  
 Massachusetts  
 New Hampshire  
 New Jersey  
 New York  
 Pennsylvania  
 Rhode Island  
 Vermont

**North Central**

Colorado  
 Illinois  
 Indiana  
 Iowa  
 Kansas  
 Michigan  
 Minnesota  
 Missouri  
 Montana  
 Nebraska  
 North Dakota  
 Ohio  
 South Dakota  
 West Virginia  
 Wisconsin  
 Wyoming

**Southern**

Alabama  
 Arkansas  
 Florida  
 Georgia  
 Kentucky  
 Louisiana  
 Mississippi  
 New Mexico  
 North Carolina  
 Oklahoma  
 Puerto Rico  
 South Carolina  
 Tennessee  
 Texas  
 Virginia

**Pacific**

Alaska  
 Arizona  
 California  
 Hawaii  
 Idaho  
 Nevada  
 Oregon  
 Utah  
 Washington



