

1987

# Supply of accounting graduates and the demand for public accounting recruits, 1987

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## Recommended Citation

McInnes, Mary and Sanders, Beatrice, "Supply of accounting graduates and the demand for public accounting recruits, 1987" (1987).  
*AICPA Annual Reports*. 76.  
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# The Supply Of Accounting Graduates

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# The Demand for Public Accounting Recruits

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Prepared by Mary McInnes  
and Beatrice Sanders



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## Introduction

In response to the need for better information on the supply of accounting graduates and the demand for public accounting recruits, the American Institute of CPAs conducts an annual survey on this topic. This is the seventeenth of these annual surveys.

For the 1987 report, the survey was substantially revised in an effort to present additional information useful in determining trends in the supply of and demand for accounting graduates and the public accounting demand for recruits. The annual survey reports had been limited to the public accounting demand for new graduates with accounting degrees. To identify the demand for accounting graduates in business and industry, government, and other areas of employment, the 1987 survey asked the schools for information on the placement of their graduates. The schools were also asked to provide information on trends in accounting program enrollments. In addition to the demand for new graduates with accounting degrees, the public accounting firms in the 1987 survey were asked for information on the demand for new graduates with non-accounting degrees, the demand for experienced staff with accounting and with non-accounting degrees, and the demand for paraprofessionals. The practice areas to which these recruits are assigned, as well as data on staff turnover and campus recruiting, were also requested.

To obtain this information, in the fall of 1986 the Institute surveyed 305 public accounting firms as to their professional employment needs for academic years 1985-86 and 1986-87. A survey was also conducted of 740 colleges and universities to determine the expected number of accounting graduates in the same years, the placement of their 1985-86 graduates, and enrollment trends.

To accommodate the additional data from the schools, it was necessary to change the program which resulted in the elimination of the data file of previous surveys. That is, the supply data included in the annual reports had been based on four years of survey data—the numbers reported by schools responding to the current year's survey, and for those not responding to the current survey, the latest figures reported by these schools in any of the preceding three years' surveys, with estimates calculated for any missing years. Consequently, approximately 600 schools were represented in the reports. The 1987 report is based on only the 443 schools that reported this year, and does not, therefore, reflect the total supply. Accordingly, comparisons to earlier survey reports, historical trends, and the relationship between the public accounting demand and the supply are not included in this year's report.

## Summary of the Findings

The 443 schools reporting in the 1987 survey predict that the number of accounting graduates will increase from 37,000 in 1985-86 to 38,100 in 1986-87. Bachelor's degrees will increase slightly, from 33,600 to 34,300. Master's degrees are expected to increase at a considerably higher rate of growth, from 3,400 in 1985-86 to 3,800 in 1986-87 (Table 2).

Increases are expected in the number of graduates with master's in accounting, master's in accounting with a concentration in taxation, MBAs in accounting, and master's in taxation degrees, while those with MBAs with a concentration in taxation are expected to remain stable (Tables 10 and 11).

The schools report that 38% of their 1985-86 bachelor's degree graduates found employment in public accounting and 33% went into business and industry. The majority of the 1985-86 master's degree graduates, 57%, entered public accounting, while 29% were hired by business and industry (Table 14).

Enrollments in bachelor's degree programs in accounting and MBA programs with a concentration in accounting and with a concentration in taxation are expected to remain stable over the next few years, while enrollments in master's in accounting and master's in taxation programs are expected to increase (Table 19).

The public accounting demand for new accounting graduates is expected to rise from 18,800 in 1985-86 to 19,300 in 1986-87. The demand for accounting bachelor's degree recruits is expected to increase from 16,500 to 16,800, while the number of accounting master's degree hirees is expected to rise from 2,300 in 1985-86 to 2,400 in 1986-87 (Table 21). Of the total 1985-86 public accounting new graduate hirees, 12% had master's degrees and it is expected that about 13% of the 1986-87 new graduate hirees will have accounting master's degrees (Table 22).

Of the total professional staff recruited by public accounting firms in 1985-86, 66% of the recruits were new college graduates and 34% had some accounting experience. In 1986-87, 70% of the professional staff hirees are expected to be new college graduates and 30% to have had some experience (Table 26).

The majority of the new graduate recruits in 1985-86 were assigned to accounting and auditing (72%), 13% were assigned to management information systems (MIS) and computer, 2% were assigned to management services, and 13% to taxes (Table 29). Of the 1985-86 experienced recruits, 38% were assigned to accounting and auditing, 12% to MIS and computer, 27% to management services, and 23% to taxes (Table 30). In 1986-87, the proportion assigned to accounting and auditing is expected to decline to 70% of the new graduates and 31% of the experienced recruits.

Paraprofessional staff represent about 10% of the total public accounting hirees in both years (Table 31). Most of the paraprofessional recruits were assigned to accounting and auditing and to taxes (Table 33).

Women are expected to represent 50% of the total accounting graduates in 1986-87 (Table 12). Since the male/female data were first collected in the 1978 survey, the percentage of female graduates has increased dramatically from 28% in 1976-77 to 49% in 1985-86. The percentage of women recruited by the public accounting firms has also increased steadily from 24% in 1976-77 to 43% in 1985-86. The public accounting firms expect that 44% of their 1986-87 new graduate recruits will be women (Table 24).

Overall minority representation is 13.1% of the total number of accounting graduates reported in 1985-86 and expected in 1986-87 (Table 13). The percentage of the public accounting demand for new graduates represented by minority hirees is expected to increase from 5.7% in 1985-86 to 6.6% in 1986-87 (Table 25).



# The Supply of Accounting Graduates

## The Survey

In November 1986, questionnaires were sent to 598 domestic member schools of the American Assembly of Collegiate Schools of Business (AACSB), of which 234 schools were accredited for business administration programs and 364 were non-accredited member schools. Of the AACSB business accredited schools, 61 schools also had accredited accounting programs. Responses were received from 173 schools with AACSB accredited business administration programs, including 50 schools with accredited accounting programs, and from 190 AACSB non-accredited member schools. Questionnaires were also sent to 142 schools which were not AACSB members, and 80 responses were received (Table 1). The overall response rate of the schools in 1987 was 60%.

**TABLE 1**  
**Number of Schools in the Survey**

	AACSB Schools		Non-AACSB Schools	Total Schools
	Accredited	Non-accredited		
Number of questionnaires mailed in 1987	234	364	142	740
Schools responding in 1987	173	190	80	443

In the 1987 survey, participants were asked to indicate the number of accounting graduates with bachelor's degrees in accounting, master's in accounting, including those with a concentration in tax, MBAs with a concentration in accounting, MBAs with a concentration in tax, and master's in taxation degrees for 1985-86 and to estimate the number of graduates for the current year, 1986-87. Participants were also asked to provide the number of their 1985-86 graduates who were hired by public accounting firms, by business and industry, by government, and by other organizations, and the number of those who continued on to graduate school. The total number of these graduates by sex and by ethnic background, and trends in enrollments were also requested. A copy of the supply questionnaire appears as Appendix A.

## Methodology

Some schools responding to the 1987 survey supplied data for the academic year 1985-86 only. In these cases the number of degrees for 1986-87 shown in Tables 2 through 11 was estimated.

Estimates were based on two calculations: (1) extrapolation of the 1985-86 reported data applying a zero growth rate, and (2) extrapolation by using a composite weighted growth rate based on an aggregation of the actual reported year-to-year data. The figures shown in the tables were derived from using the midpoints of these two calculations. Estimates of bachelor's and master's degrees were made separately for each of twenty-four separate categories according to three breakdowns: for each of four geographical regions, by public and private institutions, and by AACSB accredited and non-accredited member schools and non-AACSB schools.

## Bachelor's and Master's Degrees

A summary of the supply of accounting graduates, both bachelor's and master's, is shown in Table 2. Because many schools award both bachelor's and master's degrees in accounting, the sum of the number of schools shown in the bachelor's and master's columns is greater than the number of schools shown in the total column. As stated in the introduction, the number of graduates shown in Table 2 and following tables is based only on the 443 schools responding to the 1987 survey. Accordingly, the data presented in these tables cannot be compared to the data in corresponding tables from earlier survey reports, which were based on responses from a greater number of schools.

A slight increase is expected in 1986-87 in the total number of graduates and the number of those with bachelor's degrees. Master's degree graduates are expected to increase at a considerably higher rate.

**TABLE 2**  
**Supply of Accounting Graduates**  
**From All Schools**  
**1985-86 and 1986-87**

	<i>Bachelor's</i> (431 schools)	<i>Master's</i> (175 schools)	<i>Total</i> (443 schools)
1985-86	33,600	3,360	36,960
1986-87	34,320	3,750	38,070
Rate of Growth	+2%	+12%	+3%

Table 3 shows the supply of accounting graduates from AACSB schools with accredited business administration programs and Table 4, the supply from AACSB non-accredited and from non-AACSB schools.

The AACSB accredited schools expect to award a greater portion of the bachelor's degrees and more than twice the number of master's degrees than the AACSB non-accredited and non-AACSB schools combined.

TABLE 3

**Supply of Accounting Graduates  
From AACSB Schools With Accredited  
Business Administration Programs  
1985-86 and 1986-87**

	<i>Bachelor's</i> (164 schools)	<i>Master's</i> (117 schools)	<i>Total</i> (173 schools)
1985-86	19,920	2,520	22,440
1986-87	20,170	2,800	22,970
Rate of Growth	+1%	+11%	+2%

TABLE 4

**Supply of Accounting Graduates  
From AACSB Non-accredited Schools  
and Non-AACSB Schools  
1985-86 and 1986-87**

	<i>Bachelor's</i> (267 schools)	<i>Master's</i> (58 schools)	<i>Total</i> (270 schools)
1985-86	13,680	840	14,520
1986-87	14,150	950	15,100
Rate of Growth	+3%	+13%	+4%

In 1982, a separate procedure for the accreditation of accounting programs was established within the structure of the AACSB. The American Institute of CPAs, the American Accounting Association, the Financial Executives Institute, and the National Association of Accountants are participating in the process. As of April 1986, 106 programs at 61 schools had received initial accreditation. Three types of accounting programs are accredited by the AACSB: bachelor's in accounting (60 schools), MBAs with a concentration in accounting (14 schools), and master's in accounting (32 schools), which include five-year (150 semester hour) integrated programs.

Of the 61 accredited schools, 50 responded to the 1987 survey. The number of graduates by type of accredited program is shown in Table 5. The number of 1986-87 graduates from accredited master's in accounting programs is expected to increase considerably while those from accredited MBA programs in accounting and those from accredited bachelor's in accounting programs are expected to remain level.

**TABLE 5**  
**Supply of Accounting Graduates**  
**From AACSB-accredited Accounting Programs**  
**1985-86 and 1986-87**

	<i>Bachelor's</i> (50 schools)	<i>MBA's in Accounting</i> (9 schools)	<i>Master's in Accounting</i> (25 schools)
1985-86	7,660	150	490
1986-87	7,740	150	560
Rate of Growth	+1%	-0-	+14%

The comparison of the survey's results with respect to public vs. private institutions reveals no significant differences between these schools in the expected trends of bachelor's degrees (Table 6) or of master's degrees (Table 7).

**TABLE 6**  
**Supply of Accounting Graduates**  
**With Bachelor's Degrees**  
**From Public and Private Schools**  
**1985-86 and 1986-87**

	<i>Public</i> (251 schools)	<i>Private</i> (180 schools)
1985-86	24,890	8,710
1986-87	25,370	8,950
Rate of Growth	+2%	+3%

**TABLE 7**  
**Supply of Accounting Graduates**  
**With Master's Degrees**  
**From Public and Private Schools**  
**1985-86 and 1986-87**

	<i>Public</i> (122 schools)	<i>Private</i> (53 schools)
1985-86	1,830	1,530
1986-87	2,050	1,700
Rate of Growth	+12%	+11%

The analysis of bachelor's degrees by geographical regions (Table 8) indicates a slightly higher rate of growth in the Southern region than in the Eastern, North Central, and Pacific regions. Master's degrees are expected to grow at a higher rate in the Southern and Eastern regions than in the other two regions (Table 9). A list of the states that make up each region is shown in Appendix B.

**TABLE 8**  
**Supply of Accounting Graduates**  
**With Bachelor's Degrees**  
**by Region**  
**1985-86 and 1986-87**

	<i>Eastern</i> (93 schools)	<i>North Central</i> (123 schools)	<i>Southern</i> (171 schools)	<i>Pacific</i> (44 schools)
1985-86	8,280	9,740	11,120	4,460
1986-87	8,290	9,960	11,540	4,530
Rate of Growth	-0-	+2%	+4%	+2%

**TABLE 9**  
**Supply of Accounting Graduates**  
**With Master's Degrees**  
**by Region**  
**1985-86 and 1986-87**

	<i>Eastern</i> (41 schools)	<i>North Central</i> (51 schools)	<i>Southern</i> (65 schools)	<i>Pacific</i> (18 schools)
1985-86	1,070	860	1,050	380
1986-87	1,220	940	1,190	400
Rate of Growth	+14%	+9%	+13%	+5%

### Master's Degree Programs

Of the 175 schools reporting master's degrees in the 1987 survey, all indicated the number of master's degrees by type of degree, i.e., master's in accounting, including those with a concentration in tax; MBAs with a concentration in accounting; MBAs with a concentration in tax; and master's in taxation. The number of graduates with master's in accounting degrees, including those with tax concentrations, and the number of graduates with MBAs in accounting are shown in Table 10. The number of master's in accounting with a tax concentration are also shown separately with the other tax degrees in Table 11. Master's in accounting degrees are expected to increase in 1986-87 at a substantially higher rate than



the number of MBAs with an accounting concentration. With the exception of MBAs with a tax concentration, tax degrees are expected to grow at a considerably higher rate than accounting degrees.

Of the total master's degrees reported in 1985-86, master's in accounting degrees represent 41% of the total; MBAs with a concentration in accounting, 34%; master's in taxation degrees, 17%; master's in accounting with a concentration in taxation, 7%; and MBAs with a concentration in taxation, 2%. These percentages remain stable in 1986-87, with the exception of MBAs in accounting, which decline to 32% of the total, and master's in taxation degrees, which increase to 19% of the total.

**TABLE 10**  
**Supply of Accounting Graduates**  
**With Master's in Accounting and MBAs in Accounting Degrees**  
**1985-86 and 1986-87**

	<i>Master's in Accounting (116 schools)</i>	<i>MBAs in Accounting (82 schools)</i>
1985-86	1,600	1,130
1986-87	1,810	1,190
Rate of Growth	+13%	+5%

**TABLE 11**  
**Supply of Accounting Graduates**  
**With Taxation Degrees**  
**1985-86 and 1986-87**

	<i>Master's in Accounting, Tax Concentrations (21 schools)</i>	<i>MBAs, Tax Concentrations (11 schools)</i>	<i>Master's in Taxation (32 schools)</i>
1985-86	220	60	570
1986-87	270	60	710
Rate of Growth	+23%	-0-	+25%

### Male/Female Data

Of the 443 schools that responded to the 1987 survey, 414 reported the number of male and female graduates in 1985-86 and 392 schools estimated for 1986-87. No attempt was made to extrapolate for those schools that did not supply this information or for those that supplied partial information. Because each year's total represents a different number of schools, the number of male and female graduates reported for each year are not comparative and are, therefore, not reported here. Instead, only the male/female percentage distributions for each year are shown in Table 12.

**TABLE 12**  
**Relationship Between the Supply of Male and Female Graduates**  
**1985-86 and 1986-87**

	<i>Male</i>	<i>Female</i>
1985-86 (414 schools)	51%	49%
1986-87 (392 schools)	50%	50%

### **Ethnic Data**

A total of 341 schools, including 39 of the 66 traditionally black and minority schools surveyed, reported a breakdown by ethnic backgrounds in 1985-86. No attempt was made to estimate these figures for schools not reporting them or for those that reported for 1985-86 but not 1986-87.

Table 13 summarizes the data separately for the traditionally black and minority schools, traditionally majority schools, and combined for all schools. The percentages shown were calculated by comparing the number of ethnic graduates to the total supply reported by those schools reporting ethnic data in the 1987 survey. Overall minority representation is 13% of the total accounting graduates reported.

**TABLE 13**  
**Percentage of the Supply of Accounting Graduates by Ethnic Backgrounds**  
**1985-86 and 1986-87**

		<i>American Indians</i>	<i>Asians</i>	<i>Blacks</i>	<i>Hispanics</i>	<i>Total</i>
Traditionally Black and Minority Schools	1985-86 (39 schools)	.2%	1.4%	83.9%	3.8%	89.3%
	1986-87 (36 schools)	.3%	2.1%	78.9%	4.5%	85.8%
Traditionally Majority Schools	1985-86 (302 schools)	.4%	3.9%	3.0%	2.8%	10.1%
	1986-87 (276 schools)	.4%	3.6%	3.4%	2.7%	10.1%
All Schools Combined	1985-86 (341 schools)	.4%	3.8%	6.1%	2.8%	13.1%
	1986-87 (312 schools)	.4%	3.6%	6.4%	2.7%	13.1%

## Placement of Accounting Graduates

Of the 443 schools responding to the 1987 survey, 345 reported the number of their 1985-86 graduates who were hired by public accounting firms, by business and industry, by government, by other organizations, and those who continued on to graduate school. No attempt was made to extrapolate for schools that did not provide this information. The schools were asked to indicate whether their responses were based on estimates only or on placement or other records. Of the 321 schools reporting the placement of bachelor's degree graduates, 235 derived their responses from estimates and 86 from records. Of the 124 schools reporting for master's degree graduates, 97 reported from estimates and 27 from records. The number of graduates by area of employment shown in Tables 14 through 18 combines these data.

Most of the bachelor's degree graduates found employment in public accounting (38%) or in business and industry (33%) in 1985-86. The majority of master's degree graduates, 57%, entered public accounting firms in 1985-86, while 29% were employed in business and industry. Only 16% of the bachelor's degree graduates and 8% of the master's degree graduates were hired by government or other types of organizations or entered graduate school. The future plans of 14% of the bachelor's graduates and 6% of the master's graduates were unknown (Table 14).

**TABLE 14**  
**Placement of 1985-86 Accounting Graduates**  
**From All Schools**

	<i>Bachelor's Degrees</i> (321 schools)		<i>Master's Degrees</i> (124 schools)	
	<i>Total Graduates</i>	<i>%</i>	<i>Total Graduates</i>	<i>%</i>
Public Accounting	9,150	38%	1,220	57%
Business/Industry	7,790	33%	630	29%
Government	1,560	7%	70	3%
Other Employment	650	3%	70	3%
Graduate School	1,490	6%	40	2%
Unknown	3,230	14%	120	6%
<b>TOTAL</b>	<b>23,870</b>		<b>2,150</b>	

The placement of graduates from AACSB schools with accredited business administration programs is shown in Table 15 and those from AACSB non-accredited and from non-AACSB schools in Table 16. A higher percentage of the AACSB schools' bachelor's degree graduates were recruited by public accounting firms (43%) than by business and industry (30%). Conversely, a higher percentage of bachelor's graduates from non-AACSB accredited schools were employed in business and industry (37%) than in public accounting (32%). Public accounting firms hired the highest percentage of master's graduates in both AACSB accredited and non-AACSB accredited schools.

**TABLE 15**  
**Placement of 1985-86 Accounting Graduates**  
**From AACSB-accredited Business Administration Programs**

	<i>Bachelor's Degrees</i> (123 schools)		<i>Master's Degrees</i> (90 schools)	
	<i>Total Graduates</i>	<i>%</i>	<i>Total Graduates</i>	<i>%</i>
Public Accounting	6,110	43%	1,000	60%
Business/Industry	4,270	30%	460	28%
Government	820	6%	40	2%
Other Employment	270	2%	40	2%
Graduate School	1,010	7%	30	2%
Unknown	<u>1,860</u>	13%	<u>90</u>	5%
TOTAL	14,340		1,660	

**TABLE 16**  
**Placement of 1985-86 Accounting Graduates**  
**From AACSB Non-accredited and Non-AACSB Schools**

	<i>Bachelor's Degrees</i> (198 schools)		<i>Master's Degrees</i> (34 schools)	
	<i>Total Graduates</i>	<i>%</i>	<i>Total Graduates</i>	<i>%</i>
Public Accounting	3,040	32%	220	45%
Business/Industry	3,520	37%	170	35%
Government	740	8%	30	6%
Other Employment	380	4%	30	6%
Graduate School	480	5%	10	2%
Unknown	<u>1,370</u>	14%	<u>30</u>	6%
TOTAL	9,530		490	

On a regional basis, the largest percentage of the bachelor's graduates recruited into public accounting were from schools in the Pacific region, and the smallest percentage from schools in the Southern region, where most graduates were recruited equally into public accounting and into business and industry (Table 17). The majority of master's graduates in the Eastern, North Central, Pacific and Southern regions were recruited by public accounting firms (Table 18). A list of the states that make up each region is shown in Appendix B.

TABLE 17								
Placement of 1985-86 Bachelor's Degree Graduates by Region								
	Eastern (64 schools)		North Central (93 schools)		Southern (135 schools)		Pacific (29 schools)	
	Total	%	Total	%	Total	%	Total	%
Public Accounting	2,080	40%	2,760	40%	2,950	34%	1,360	45%
Business/Industry	1,700	33%	2,330	34%	2,960	34%	800	27%
Government	290	6%	430	6%	600	7%	240	8%
Other Employment	130	3%	160	2%	300	3%	60	2%
Graduate School	310	6%	340	5%	660	8%	180	6%
Unknown	690	13%	870	13%	1,320	15%	350	12%
TOTAL	5,200		6,890		8,790		2,990	

TABLE 18								
Placement of 1985-86 Master's Degree Graduates by Region								
	Eastern (25 schools)		North Central (37 schools)		Southern (51 schools)		Pacific (11 schools)	
	Total	%	Total	%	Total	%	Total	%
Public Accounting	330	52%	250	57%	500	59%	140	64%
Business/Industry	240	38%	130	30%	220	26%	40	18%
Government	30	5%	10	2%	20	2%	10	5%
Other Employment	10	2%	10	2%	50	6%	-0-	-
Graduate School	10	2%	10	2%	20	2%	-0-	-
Unknown	20	3%	30	7%	40	5%	30	14%
TOTAL	640		440		850		220	

## Enrollment Trends

For the 1987 survey, the schools were asked to indicate trends, in recent years and expected in the next few years, in enrollments in the following programs: bachelor's in accounting, master's in accounting, MBAs in accounting, master's in taxation, and MBAs in taxation. Of the 443 schools responding in 1987, 417 provided this information and the results are shown in Table 19. The schools predict that enrollments in programs leading to bachelor's degrees in accounting, MBA degrees with concentrations in accounting and with concentrations in taxation will remain stable over the next few years. Increases in enrollments are expected in both master's in accounting and master's in taxation programs.



TABLE 19

## Trends in Enrollments of Accounting Majors

In Recent Years	Expected Next Few Years	Accounting			Taxation	
		Bachelor's (405)	Master's (108)	MBAs (81)	Master's (26)	MBAs (11)
Increasing	Increasing	14%	36%	20%	38%	9%
Increasing	Stable	10%	11%	5%	4%	9%
Increasing	Decreasing	1%	-0-	-0-	-0-	-0-
Stable	Increasing	10%	18%	10%	19%	18%
Stable	Stable	40%	20%	33%	23%	27%
Stable	Decreasing	6%	1%	5%	-0-	-0-
Decreasing	Increasing	3%	5%	5%	-0-	-0-
Decreasing	Stable	12%	3%	11%	4%	18%
Decreasing	Decreasing	4%	7%	11%	12%	18%
Total Expected in Next Few Years to:						
Increase		27%	58%	35%	58%	27%
Remain stable		62%	34%	49%	31%	55%
Decrease		11%	7%	16%	12%	18%

# The Demand for Public Accounting Recruits

## The Survey

To obtain data on the demand for public accounting recruits, 305 accounting firms of various sizes were surveyed in November 1986; 166 (54%) responded. All firms with 30 or more individual AICPA members were surveyed. Firms with 10 to twenty-nine individual AICPA members were surveyed on a sample basis. A summary of the number of firms represented in the survey is presented in Table 20.

TABLE 20			
Public Accounting Firms Participating in the 1987 Demand Survey			
<i>Number of Individual AICPA Members</i>	<i>Total Number of Firms</i>	<i>Number of Firms Surveyed</i>	<i>Number of Firms Responding</i>
More than 200	16	16	14
50-200	27	27	12
30-49	77	77	39
10-29	<u>923</u>	<u>185</u>	<u>101</u>
TOTAL	1,043	305	166

The earlier demand surveys had been limited to the public accounting demand for new graduates with accounting degrees. However, the 1987 survey was greatly expanded to include additional information on the number and type of staff recruited by the firms. For 1987, the public accounting firms were asked to provide the number of professional staff, both new graduates and those with experience, hired in 1985-86, and to indicate how many had bachelor's in accounting, master's in accounting, MBAs in accounting, master's in taxation, and other taxation degrees, and how many had non-accounting degrees, i.e., law, finance, management information systems (MIS) and computer, other business, and non-business degrees. They were also asked to estimate the demand for 1986-87. In addition, the firms were asked to provide information on paraprofessional hirees, and to indicate the areas of practice to which these new recruits, both professional and paraprofessional, were assigned. Information on turnover and campus recruiting was also requested. A copy of the public accounting demand questionnaire appears as Appendix C.

Not all firms were able to provide the additional information requested, and no attempt was made to extrapolate for those firms that did not supply this new information. Only the data obtained for new graduates with accounting degrees were used to extrapolate the demand for all public accounting firms with ten or more AICPA members (Tables 21 and 22).

## New Graduate Recruits

### Accounting Degrees

The public accounting demand for new graduates with bachelor's and master's degrees in accounting is shown in Table 21. Both the number of recruits with bachelor's degrees and the number with master's degrees are expected to increase over the next year, with the rate of growth higher for those with master's degrees.

**TABLE 21**  
**Public Accounting Demand for**  
**New Graduate Recruits With Accounting Degrees**  
**1985-86 and 1986-87**

	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
1985-86	16,510	2,250	18,760
1986-87	16,840	2,420	19,260
Rate of Growth	+2%	+8%	+3%

Table 22 shows the percentages of new graduate recruits with master's in accounting degrees. The percentages are higher for firms with over 200 Institute members than for the smaller firms. An increase in the proportion of recruits with master's degrees in accounting is expected in all categories of firms except for those with 10 to 49 AICPA members.

**TABLE 22**  
**Percentage of New Graduate Recruits**  
**With Master's Degrees in Accounting**

	<i>Over 200 Institute Members</i>	<i>50-200 Institute Members</i>	<i>10-49 Institute Members</i>	<i>All Firms</i>
1985-86	13.9%	3.4%	5.3%	12.0%
1986-87	14.7%	4.8%	4.1%	12.6%

### Master's Degree Programs

Of the 166 firms responding to the 1987 survey, 160 reported the number of master's degree recruits by type of program: master's in accounting, MBAs with a concentration in accounting, master's in taxation and other master's degrees with a tax concentration. Because some firms did not provide a breakdown by type of program or the breakdown for both years surveyed, the actual numbers reported are not shown. Instead the percentage distributions of each type of degree based on the actual numbers supplied by only those firms that reported are shown in Table 23. A significantly higher proportion of master's graduate recruits have master's in accounting degrees than MBAs in accounting or taxation degrees.

**TABLE 23**  
**Percentage of New Graduate Recruits**  
**With Master's Degrees**  
**by Type of Program**

	<i>Master's in Accounting</i>	<i>MBAs in Accounting</i>	<i>Master's in Taxation</i>	<i>Other Tax Degrees</i>
1985-86	45%	26%	19%	10%
1986-87	43%	25%	22%	10%

### Male/Female Data

Of the 166 responding public accounting firms, 155 reported the number of male and female new graduate recruits for 1985-86 and 120 for 1986-87. No attempt was made to extrapolate for those firms that did not supply this information or for those that supplied partial information. As the numbers of male and female recruits reported for each year in the survey are not comparable because each year's total represents a different number of firms, only the male/female percentage distributions for both years are shown in Table 24.

**TABLE 24**  
**Relationship Between the Public Accounting Demand**  
**for Male and Female New Graduate Recruits**  
**1985-86 and 1986-87**

	<i>Male</i>	<i>Female</i>
1985-86	57%	43%
1986-87	56%	44%

### Ethnic Data

In the 1987 survey, 140 of the firms reported new graduate hirees by ethnic backgrounds in 1985-86 and 113 in 1986-87 (Table 25). No attempt was made to extrapolate for all firms. The percentages shown were calculated by comparing the number of ethnic hirees to the total number of hirees reported by those firms supplying ethnic data. The forecasts for 1986-87 indicate an increase in all ethnic hirees.

**TABLE 25**  
**Percentage of Public Accounting Demand**  
**for New Graduate Recruits by Ethnic Backgrounds**  
**1985-86 and 1986-87**

	<i>American Indians</i>	<i>Asians</i>	<i>Blacks</i>	<i>Hispanics</i>	<i>Total</i>
1985-86	*	2.4%	1.7%	1.6%	5.7%
1986-87	.1%	2.6%	1.9%	2.0%	6.6%

\*Less than 0.1%.

## Professional Staff Recruits

### Accounting and Non-Accounting Degrees

Of the 166 firms responding to the 1987 survey, 141, including only 6 of the firms with 200 or more AICPA members, provided the number of new graduate, experienced, and paraprofessional recruits with accounting and non-accounting degrees. Because the data are incomplete, actual numbers are not reported. Instead, only the percentage distributions of recruits based on the actual numbers supplied by those firms that reported this information are shown in the following tables. The data presented are tentative and could be considered an indication of trends in public accounting hiring practices.

Of the total public accounting demand for professional staff hirees reported in 1985-86, 66% were new college graduates and 34% had some previous professional experience. In 1986-87, 70% are expected to be new college graduates and 30% to have had experience. The percentage distributions of professional staff with bachelor's and master's degrees in accounting and with non-accounting degrees hired in 1985-86 and estimated for 1986-87 are shown in Table 26. The breakdown by type of degree for new graduates (Table 27) indicates that the firms expect the percentage of accounting bachelor's hirees to decrease and accounting master's hirees to increase, while the percentage of non-accounting hirees is expected to remain stable. For experienced recruits (Table 28), the proportions of those with accounting master's degrees and those with non-accounting degrees are expected to rise in 1986-87. Compared to new graduate recruits, a slightly higher percentage of experienced recruits have accounting master's degrees and a considerably higher percentage have non-accounting degrees.

**TABLE 26**  
**Percentage of Public Accounting Professional Staff Recruits**  
**by Type of Degree**  
**1985-86 and 1986-87**

	<i>New Graduate Hirees</i>			<i>Experienced Hirees</i>		
	<i>Accounting Degrees Bachelor's</i>	<i>Master's</i>	<i>Non-Accounting Degrees</i>	<i>Accounting Degrees Bachelor's</i>	<i>Master's</i>	<i>Non-Accounting Degrees</i>
1985-86	54%	7%	5%	19%	5%	10%
1986-87	56%	9%	5%	13%	6%	11%

**TABLE 27**  
**Percentage of Public Accounting New Graduate Recruits**  
**by Type of Degree**  
**1985-86 and 1986-87**

	<i>Accounting Degrees</i>		<i>Non-Accounting Degrees</i>
	<i>Bachelor's</i>	<i>Master's</i>	
1985-86	83%	10%	7%
1986-87	80%	13%	7%



**TABLE 28**  
**Percentage of Public Accounting Experienced Recruits**  
**by Type of Degree**  
**1985-86 and 1986-87**

	<i>Accounting Degrees</i>		<i>Non-Accounting Degrees</i>
	<i>Bachelor's</i>	<i>Master's</i>	
1985-86	56%	15%	29%
1986-87	43%	19%	38%

### Area of Assignment

The firms were asked to indicate the area of practice to which their new graduate hires and experienced hires are assigned. Table 29 shows the percentage of new graduate recruits and Table 30 the percentage of experienced recruits assigned by practice area: accounting and auditing, management information systems (MIS) and computer, management services, taxation and other areas. The major portion of new graduate recruits were assigned to accounting and auditing (Table 29). The distribution is about the same in both years, with a slight decrease expected in the percentage assigned to accounting and auditing in 1986-87. Although the greatest number of experienced recruits were also assigned to accounting and auditing (Table 30), compared to new graduate hires, a much larger number of experienced staff were assigned to management services and taxation.

**TABLE 29**  
**Percentage of Public Accounting New Graduate Recruits**  
**by Area of Assignment**  
**1985-86 and 1986-87**

	<i>Accounting/ Auditing</i>	<i>MIS/ Computer</i>	<i>Management Services</i>	<i>Taxation</i>	<i>Other</i>
1985-86	71.8%	13.0%	1.7%	13.2%	.4%
1986-87	69.6%	13.5%	1.9%	14.7%	.3%

**TABLE 30**  
**Percentage of Public Accounting Experienced Recruits**  
**by Area of Assignment**  
**1985-86 and 1986-87**

	<i>Accounting/ Auditing</i>	<i>MIS/ Computer</i>	<i>Management Services</i>	<i>Taxation</i>	<i>Other</i>
1985-86	37.9%	11.5%	27.3%	22.8%	.6%
1986-87	31.1%	12.3%	29.2%	26.6%	.8%

## Paraprofessional Staff Recruits

The percentage distributions of professional and paraprofessional staff recruited by public accounting firms in 1985-86 and estimated for 1986-87 are shown in Table 31. Paraprofessional staff represent about 10% of total staff hirees for both years surveyed.

**TABLE 31**  
**Percentage of Public Accounting Professional and Paraprofessional**  
**Staff Recruits**  
**1985-86 and 1986-87**

	<i>New Graduate Recruits</i>	<i>Experienced Recruits</i>	<i>Paraprofessional Recruits</i>
1985-86	55%	35%	10%
1986-87	60%	30%	10%

The distribution of paraprofessional recruits with master's, bachelor's, and associate's degrees, those who were high school graduates, and those with other educational backgrounds is shown in Table 32. The greatest portion of paraprofessional recruits had bachelor's degrees. However, the percentage of recruits with associate's degrees is expected to increase considerably in 1986-87, while the percentages of bachelor's and high school recruits are expected to decline.

**TABLE 32**  
**Percentage of Public Accounting Paraprofessional Recruits**  
**by Type of Degree**  
**1985-86 and 1986-87**

	<i>Master's</i>	<i>Bachelor's</i>	<i>Associate's</i>	<i>High School</i>	<i>Other</i>
1985-86	.5%	49.5%	17.5%	28.2%	4.3%
1986-87	1.3%	44.1%	31.0%	20.1%	3.5%

The highest percentage of the paraprofessionals hired by the firms were assigned to accounting and auditing; few were assigned to MIS and computer or to management services (Table 33).

**TABLE 33**  
**Percentage of Public Accounting Paraprofessional Recruits**  
**by Area of Assignment**  
**1985-86 and 1986-87**

	<i>Accounting/ Auditing</i>	<i>MIS/ Computer</i>	<i>Management Services</i>	<i>Taxation</i>	<i>Other</i>
1985-86	50.4%	2.3%	3.9%	28.1%	15.3%
1986-87	54.4%	1.6%	4.1%	25.0%	14.9%

## **Staff Turnover**

Information on professional staff turnover was also requested for the first time in the 1987 survey; 135 firms reported. The average staff turnover rate for all firms reporting was 22% in 1985-86 and 21% expected in 1986-87. The turnover rates were higher for the larger firms—23% for firms with over 200 members, and 20% for firms with 50 to 200 members—than for firms with 10 to 49 members, where the average turnover rate was 14%. In 1986-87 the staff turnover rate for firms with over 200 members is expected to be 22%, for firms with 50-200 members, 18%, while those with 10 to 49 members expect a decline to 10%.

## **Campus Recruiting**

In 1987, the firms were asked to provide the number of prospective recruits that were interviewed on campus, the number of those invited for office visits, the number of job offers made, and the number of those subsequently hired. A total of 122 firms reported this information. Of the total graduates interviewed on campus, 36% were invited for an office visit; of those, 62% were offered positions with the firms and 43% were hired.

# APPENDIX A

## AICPA 1987 Supply of Accounting Graduates Questionnaire

In sections I through III below, please indicate the actual numbers of accounting graduates for 1985-86 and also the estimated numbers for 1986-87. The grand totals in each of the three sections should be the same. If for any of the categories you have no graduates, please enter zero (0). If you simply lack information about any of the categories, please enter NA (not available). This distinction is important to our interpretation and tabulation of the data.

	ACCOUNTING GRADUATES	
	<u>1985-86 Actual</u>	<u>1986-87 Estimated</u>
I. <u>ACCOUNTING DEGREES:</u>		
— Bachelor's, majors in Accounting	_____	_____
— Master's in Accounting	_____	_____
— MBAs in Accounting	_____	_____
<u>TAXATION DEGREES:</u>		
— Master's in Taxation	_____	_____
— MBAs in Taxation	_____	_____
— Master's in Accounting, Tax concentration	_____	_____
— Total Master's in Accounting and Tax	_____	_____
GRAND TOTAL	=====	=====
II. <u>MALE/FEMALE:</u>		
— Males	_____	_____
— Females	_____	_____
GRAND TOTAL	=====	=====
III. <u>MINORITIES:</u>		
— American Indians	_____	_____
— Asians	_____	_____
— Blacks	_____	_____
— Hispanics	_____	_____
— Total Minorities	_____	_____
— Total Majorities	_____	_____
GRAND TOTAL	=====	=====

## PLACEMENT OF ACCOUNTING GRADUATES

Please report acceptances only—not offers. The grand total should agree with the grand total of accounting graduates above.

Do your answers derive from:

\_\_\_\_\_ Placement or other records (or) \_\_\_\_\_ Estimates only

Numbers of 1985-86 accounting graduates going into:	<u>Bachelor's</u>	<u>Master's</u>
— Public Accounting	_____	_____
— Business/Industry	_____	_____
— Government	_____	_____
— Graduate School	_____	_____
— Other	_____	_____
— Unknown	_____	_____
GRAND TOTAL	=====	=====

## ACCOUNTING ENROLLMENTS

Please indicate the trends in the number of majors in:

	<u>RECENT YEARS</u>			<u>EXPECTED IN THE NEXT FEW YEARS</u>		
	<u>Increasing</u>	<u>Stable</u>	<u>Decreasing</u>	<u>Increasing</u>	<u>Stable</u>	<u>Decreasing</u>
Bachelor's, majors in Accounting	_____	_____	_____	_____	_____	_____
Master's in Accounting	_____	_____	_____	_____	_____	_____
MBAs in Accounting	_____	_____	_____	_____	_____	_____
Master's in Taxation	_____	_____	_____	_____	_____	_____
MBAs in Taxation	_____	_____	_____	_____	_____	_____
Master's in Accounting, Tax concentration	_____	_____	_____	_____	_____	_____



Please provide the following information about your school:

☐ Public ☐ Private

☐ Not a Member of the AACSB

Member of the AACSB:

☐ Not accredited

☐ Accredited business (bachelor's and/or master's) program(s)

☐ Accredited accounting (Types A, B, and/or C) program(s)

Name of Institution \_\_\_\_\_

City and State \_\_\_\_\_

Submitted by \_\_\_\_\_ Tel. # \_\_\_\_\_

Please return to:

Relations With Educators Division  
American Institute of CPAs  
1211 Avenue of the Americas  
New York, NY 10036-8775

May your school be identified with the number of reported graduates in state reports?

☐ Yes ☐ No

## APPENDIX B

### Breakdown of Regions by Which the Supply Is Analyzed in Tables 8, 9, 17, and 18

Eastern	North Central	Southern	Pacific
Connecticut	Colorado	Alabama	Alaska
Delaware	Illinois	Arkansas	Arizona
District of Columbia	Indiana	Florida	California
Maine	Iowa	Georgia	Hawaii
Maryland	Kansas	Kentucky	Idaho
Massachusetts	Michigan	Louisiana	Nevada
New Hampshire	Minnesota	Mississippi	Oregon
New Jersey	Missouri	New Mexico	Utah
New York	Montana	North Carolina	Washington
Pennsylvania	Nebraska	Oklahoma	
Rhode Island	North Dakota	Puerto Rico	
Vermont	Ohio	South Carolina	
	South Dakota	Tennessee	
	West Virginia	Texas	
	Wisconsin	Virginia	
	Wyoming		

# APPENDIX C

## AICPA 1987 Demand for Public Accounting Recruits Questionnaire

In sections I through IV below, please indicate the actual numbers of professional staff hires for 1985-86 and also the estimated hires for 1986-87. Please fill in the information both for those hires recently graduated and for those with experience. New grads are entry-level professional staff who have had only nominal experience, such as internships or part-time work, or non-public accounting experience; experienced professional staff are those hired at above entry level. The grand totals in sections I through IV should be the same. If for any of the categories you have no hires, please enter zero (0). If you simply lack information about any of the categories, please enter NA (not available). This distinction is important to our interpretation and tabulation of the data.

### PROFESSIONAL STAFF

	<u>1985-86 Actual</u>		<u>1986-87 Estimated</u>	
	<u>New Grads</u>	<u>Experienced</u>	<u>New Grads</u>	<u>Experienced</u>
I. <u>EDUCATION</u>				
ACCOUNTING DEGREES:				
— Bachelor's, majors in Accounting	_____	_____	_____	_____
— Master's in Accounting	_____	_____	_____	_____
— MBAs in Accounting	_____	_____	_____	_____
TAXATION DEGREES:				
— Master's in Taxation	_____	_____	_____	_____
— Other Tax (MBAs, etc.)	_____	_____	_____	_____
— Total Master's in Accounting and Tax	_____	_____	_____	_____
Total Accounting and Tax	_____	_____	_____	_____
NON-ACCOUNTING DEGREES:				
— Law	_____	_____	_____	_____
— Finance	_____	_____	_____	_____
— MIS/Computer	_____	_____	_____	_____
— Other Business	_____	_____	_____	_____
— Non-business	_____	_____	_____	_____
Total Non-accounting	_____	_____	_____	_____
GRAND TOTAL	=====	=====	=====	=====
II. <u>AREA OF ASSIGNMENT</u>				
— Accounting/Auditing	_____	_____	_____	_____
— MIS/Computer	_____	_____	_____	_____
— Management Services (other than MIS)	_____	_____	_____	_____
— Taxation	_____	_____	_____	_____
— Other	_____	_____	_____	_____
GRAND TOTAL	=====	=====	=====	=====

		<u>1985-86 Actual</u>		<u>1986-87 Estimated</u>	
		<u>New Grads</u>	<u>Experienced</u>	<u>New Grads</u>	<u>Experienced</u>
III.	<u>MALE/FEMALE</u>				
	— Males	_____	_____	_____	_____
	— Females	_____	_____	_____	_____
	GRAND TOTAL	=====	=====	=====	=====
IV.	<u>MINORITIES</u>				
	— American Indians	_____	_____	_____	_____
	— Asians	_____	_____	_____	_____
	— Blacks	_____	_____	_____	_____
	— Hispanics	_____	_____	_____	_____
	— Total Minorities	_____	_____	_____	_____
	— Total Majorities	_____	_____	_____	_____
	GRAND TOTAL	=====	=====	=====	=====

		<u>1985-86 Actual</u>	<u>1986-87 Estimated</u>
<u>TURNOVER</u>			
Average Number of Staff During the Year		_____	_____
Terminations		_____	_____
Turnover Ratio		_____	_____
<u>CAMPUS RECRUITING</u>			
Numbers of:			
Campus Interviews		_____	_____
Office Visits		_____	_____
Offers		_____	_____
Hires (same as Grand Total of New Grads)		_____	_____

In sections I through IV on the following page, please indicate the actual number of paraprofessional staff hires for 1985-86 and also the estimated hires for 1986-87. The grand totals in each of the four sections should be the same. If for any of the categories you have no hires, please enter zero (0). If you simply lack information about any of the categories, please enter NA (not available). This distinction is important to our interpretation and tabulation of the data.

# PARAPROFESSIONAL STAFF

I. <u>EDUCATION</u>	<u>1985-86 Actual</u>		<u>1986-87 Estimated</u>	
— Master's Degree				
— Bachelor's Degree				
— Associate Degree				
— High School Graduate				
— Other				
GRAND TOTAL				
II. <u>AREA OF ASSIGNMENT</u>	<u>1985-86 Actual</u>		<u>1986-87 Estimated</u>	
— Accounting/Auditing				
— MIS/Computer				
— Management Services (other than MIS)				
— Taxation				
— Other				
GRAND TOTAL				

	<u>1985-86 Actual</u>		<u>1986-87 Estimated</u>	
	<u>New Grads</u>	<u>Experienced</u>	<u>New Grads</u>	<u>Experienced</u>
III. <u>MALE/FEMALE</u>	<u>1985-86 Actual</u>		<u>1986-87 Estimated</u>	
— Males				
— Females				
GRAND TOTAL				
IV. <u>MINORITIES</u>	<u>1985-86 Actual</u>		<u>1986-87 Estimated</u>	
— American Indians				
— Asians				
— Blacks				
— Hispanics				
— Total Minorities				
— Total Majorities				
GRAND TOTAL				

Please return to:

Relations With Educators Division  
American Institute of CPAs  
1211 Avenue of the Americas  
New York, NY 10036-8775

## APPENDIX D

### Historical Trends

The historical trends in the supply of accounting graduates (Table A), demand for public accounting recruits (Table B), and relationship between the demand and supply (Table C) for 1971-72 to 1984-85 have been excerpted from last year's report and are presented here for information purposes. Because the changes in the 1987 survey resulted in fewer schools reporting the number of accounting graduates, the supply data are incomplete. Accordingly, for this transitional year the number of accounting graduates, public accounting recruits, and the supply-demand relationship for 1985-86 are not shown here.

**TABLE A**  
**Historical Trends in the Supply of**  
**Accounting Graduates Reported for**  
**1971-72 to 1984-85**

	<i>Bachelor's</i>		<i>Master's</i>		<i>Total Supply</i>		<i>Distribution of Graduates</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>	<i>Bachelor's</i>	<i>Master's</i>
1971-72	23,800	—	2,200	—	26,000	—	92%	8%
1972-73	26,300	+11%	2,700	+23%	29,000	+12%	91%	9%
1973-74	31,400	+19%	3,400	+26%	34,800	+20%	90%	10%
1974-75	35,400	+13%	4,300	+26%	39,700	+14%	89%	11%
1975-76	39,900	+13%	4,700	+9%	44,600	+12%	89%	11%
1976-77	44,760	+12%	5,620	+20%	50,380	+13%	89%	11%
1977-78	46,000	+3%	5,670	+1%	51,670	+3%	89%	11%
1978-79	48,800	+6%	5,640	−1%	54,440	+5%	90%	10%
1979-80	49,870	+2%	5,280	−6%	55,150	+1%	90%	10%
1980-81	49,320	−1%	5,520	+5%	54,840	−1%	90%	10%
1981-82	50,300	+2%	5,570	+1%	55,870	+2%	90%	10%
1982-83	51,950	+3%	5,810	+4%	57,760	+3%	90%	10%
1983-84	53,020	+2%	6,330	+9%	59,350	+3%	89%	11%
1984-85	51,980	−2%	5,910	−7%	57,890	−2%	90%	10%

**TABLE B**  
**Historical Trends in the Demand for**  
**Public Accounting Recruits Reported for**  
**1971-72 to 1984-85**

	<i>Bachelor's</i>		<i>Master's</i>		<i>Total Demand</i>		<i>Distribution of Recruits</i>	
	<i>Number of Recruits</i>	<i>Rate of Growth</i>	<i>Number of Recruits</i>	<i>Rate of Growth</i>	<i>Number of Recruits</i>	<i>Rate of Growth</i>	<i>Bachelor's</i>	<i>Master's</i>
1971-72	6,800	—	2,000	—	8,800	—	77%	23%
1972-73	8,900	+31%	2,400	+20%	11,300	+28%	79%	21%
1973-74	10,000	+12%	2,600	+8%	12,600	+12%	79%	21%
1974-75	9,500	—5%	2,600	-0-	12,100	—4%	79%	21%
1975-76	9,200	—3%	2,800	+8%	12,000	—1%	77%	23%
1976-77	10,010	+9%	3,350	+20%	13,360	+11%	75%	25%
1977-78	11,660	+16%	3,310	—1%	14,970	+12%	78%	22%
1978-79	12,770	+10%	2,890	—13%	15,660	+5%	82%	18%
1979-80	13,500	+6%	2,900	-0-	16,400	+5%	82%	18%
1980-81	14,100	+4%	2,460	—15%	16,560	+1%	85%	15%
1981-82	14,200	+1%	2,210	—10%	16,410	—1%	87%	13%
1982-83	11,970	—16%	2,210	-0-	14,180	—14%	84%	16%
1983-84	14,490	+21%	2,180	—1%	16,670	+18%	87%	13%
1984-85	15,640	+8%	2,180	-0-	17,820	+7%	88%	12%

**TABLE C**  
**Historical Trends in the Relationship Between the**  
**Public Accounting Demand for and the Supply of**  
**Holder's of Bachelor's and Master's Degrees**  
**Reported for 1971-72 to 1984-85**

	<i>Bachelor's</i>			<i>Master's</i>		
	<i>Supply of Graduates</i>	<i>Pub. Acctg. Demand</i>	<i>Employment Percentage</i>	<i>Supply of Graduates</i>	<i>Pub. Acctg. Demand</i>	<i>Employment Percentage</i>
1971-72	23,800	6,800	29%	2,200	2,000	91%
1972-73	26,300	8,900	34%	2,700	2,400	89%
1973-74	31,400	10,000	32%	3,400	2,600	76%
1974-75	35,400	9,500	27%	4,300	2,600	60%
1975-76	39,900	9,200	23%	4,700	2,800	60%
1976-77	44,760	10,010	22%	5,620	3,350	60%
1977-78	46,000	11,660	25%	5,670	3,310	58%
1978-79	48,800	12,770	26%	5,640	2,890	51%
1979-80	49,870	13,500	27%	5,280	2,900	55%
1980-81	49,320	14,100	29%	5,520	2,460	45%
1981-82	50,300	14,200	28%	5,570	2,210	40%
1982-83	51,950	11,970	23%	5,810	2,210	38%
1983-84	53,020	14,490	27%	6,330	2,180	34%
1984-85	51,980	15,640	30%	5,910	2,180	37%



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