

1995

Supply of accounting graduates and the demand for public accounting recruits, 1995, for academic year 1993-94

Rick Elam

Leticia B. Romeo

Follow this and additional works at: https://egrove.olemiss.edu/aicpa_arprts

Part of the [Accounting Commons](#), and the [Taxation Commons](#)

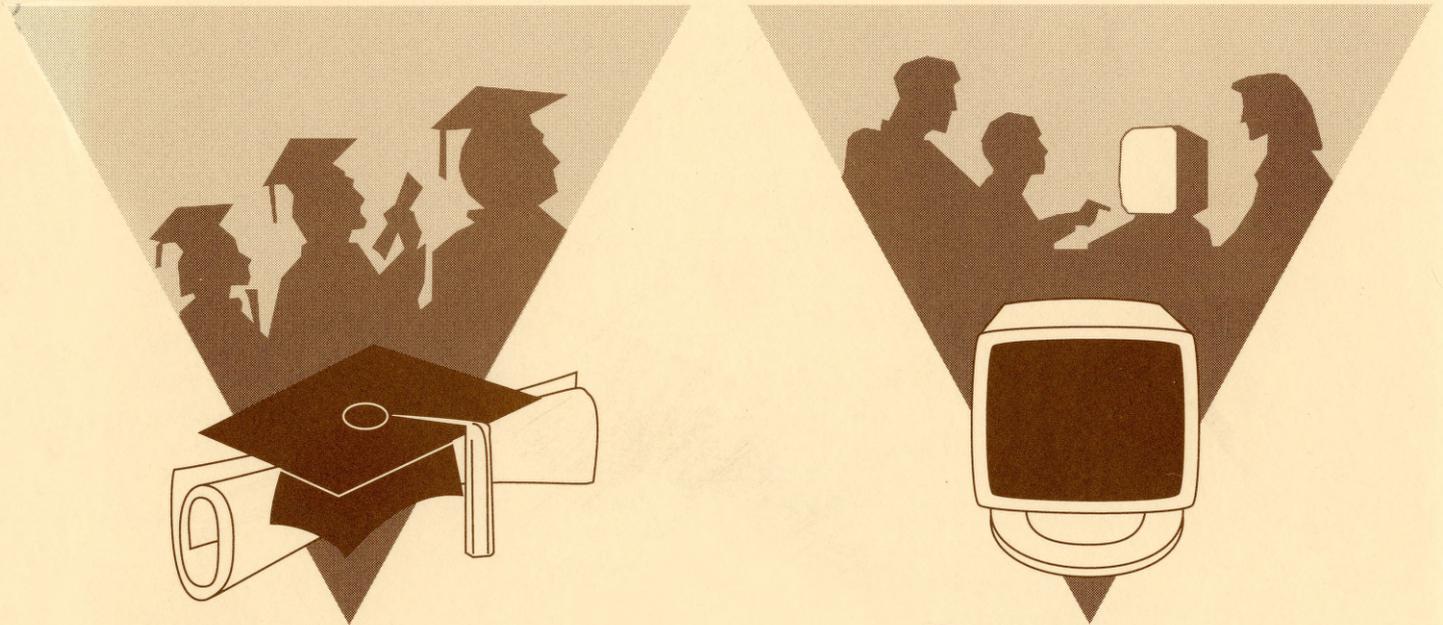
Recommended Citation

Elam, Rick and Romeo, Leticia B., "Supply of accounting graduates and the demand for public accounting recruits, 1995, for academic year 1993-94" (1995). *AICPA Annual Reports*. 83.
https://egrove.olemiss.edu/aicpa_arprts/83

This Article is brought to you for free and open access by the American Institute of Certified Public Accountants (AICPA) Historical Collection at eGrove. It has been accepted for inclusion in AICPA Annual Reports by an authorized administrator of eGrove. For more information, please contact egrove@olemiss.edu.

The Supply Of Accounting Graduates And the Demand For Public Accounting Recruits—1995

For Academic Year 1993–94



The Supply
of Accounting Graduates
and the Demand
for Public Accounting Recruits—1995
For Academic Year 1993–94

By
Rick Elam
Vice President—Education

Assisted by
Leticia B. Romeo
Coordinator

Copyright © 1995 by the
American Institute of Certified Public Accountants, Inc.
New York, N.Y. 10036-8775

All rights reserved. Requests for permission to make copies of any part of this work should be mailed to Permissions Department, AICPA, Harborside Financial Center, 201 Plaza Three, Jersey City, NJ 07311-3881.

1 2 3 4 5 6 7 8 9 0 ACD 9 9 8 7 6 5

Table of Contents

Introduction and Highlights	1
Accounting Graduates	2
College and University Response Rates	2
Accounting Degrees Awarded.	3
Gender Data for New Graduates	8
Ethnic/Racial Data for New Graduates	9
Placement of New Graduates	10
Accounting Enrollment	14
Accounting Enrollment Trends	16
Uniform CPA Examination	17
Hiring by CPA Firms	19
Public Accounting Firms Response Rates	19
New Accounting Graduates Hired by CPA Firms	21
Area of Assignment	26
Gender Data for New Graduates Hired	27
Ethnic/Racial Data for New Graduates Hired	28
Professional Staff Hired	29
Experienced Recruits Hired	34
Paraprofessional Staff Hired	35
APPENDIX A — Survey Methodology.....	37
APPENDIX B — Survey Questionnaires.....	38
APPENDIX C — Breakdown of Geographic Regions Referred to in Tables 9, 10, 17, 18, and 28.....	56

Introduction and Highlights

This 1995 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 is based on a survey conducted in late 1994 and early 1995 of U.S. colleges and universities that offer accounting degrees at the Baccalaureate, Master's or Ph.D. level and a 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 1993–94 academic year and *Hiring by Public Accounting Firms* section reports the hiring of recent college graduates by public accounting firms during the academic year.

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 the data is presented in *Appendix A*.

The most important finding of this year's study is that the number of accounting degrees awarded continues to be about the same as it has been for the past ten years. While there are variations from year to year, this year's total of 60,620 is close to the total reported since 1984 which was the end of the constant growth in accounting degrees that began just after World War II.

The number of accounting degree programs specifically accredited in accounting by the American Assembly of Collegiate Schools of Business has grown steadily since the first program was accredited in the early 1980s. For this report, 105 programs with accounting accreditation granted almost one-third of the degrees awarded by the total of 863 schools in the survey.

The number of individuals taking the Uniform CPA Examination during the two administrations of 1994 dropped 10,000 from the prior year and to the lowest level since 1981. The drop may be attributable to the implementation of a new format for the Examination which may have caused some candidates to put off sitting for the Examination until more information was available.

Accounting Graduates

The following tables present a variety of characteristics of colleges and universities which awarded accounting degrees during 1993–94 and the individuals who received those degrees. The American Assembly of Collegiate Schools of Business (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 all degrees offered within a business program which generally includes 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

TABLE 1
Number of Schools Surveyed for 1995 Report

	<i>Number of Questionnaires Mailed</i>	<i>Number of Schools Responding</i>	<i>Response Rate %</i>
Accredited in Accounting	105	77	73
Accredited in Business			
By AACSB	194	113	58
By ACBSP	50	27	54
Other Business Administration Programs	514	244	47
Total Schools Surveyed	<u>863</u>	<u>461</u>	<u>53</u>
Public Schools	419	234	56
Private Schools	444	227	51
Majority Schools	777	415	53
Minority Schools	86	46	53

TABLE 2
Graduates by Level of Accreditation 1993–94

	<i>Number of Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
Accounting	105	18,560	3,690	22,250
Business				
AACSB	194	17,100	2,190	19,290
ACBSP	50	1,940	140	2,080
Other	514	15,850	1,150	17,000
Total	<u>863</u>	<u>53,450</u>	<u>7,170</u>	<u>60,620</u>

Accounting Degrees Awarded

TABLE 3
Accounting Degrees Awarded by All Schools
1971–72 through 1993–94

	<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%

FIGURE 1

**Trend In Accounting Degrees Awarded
1971-72 through 1993-94**

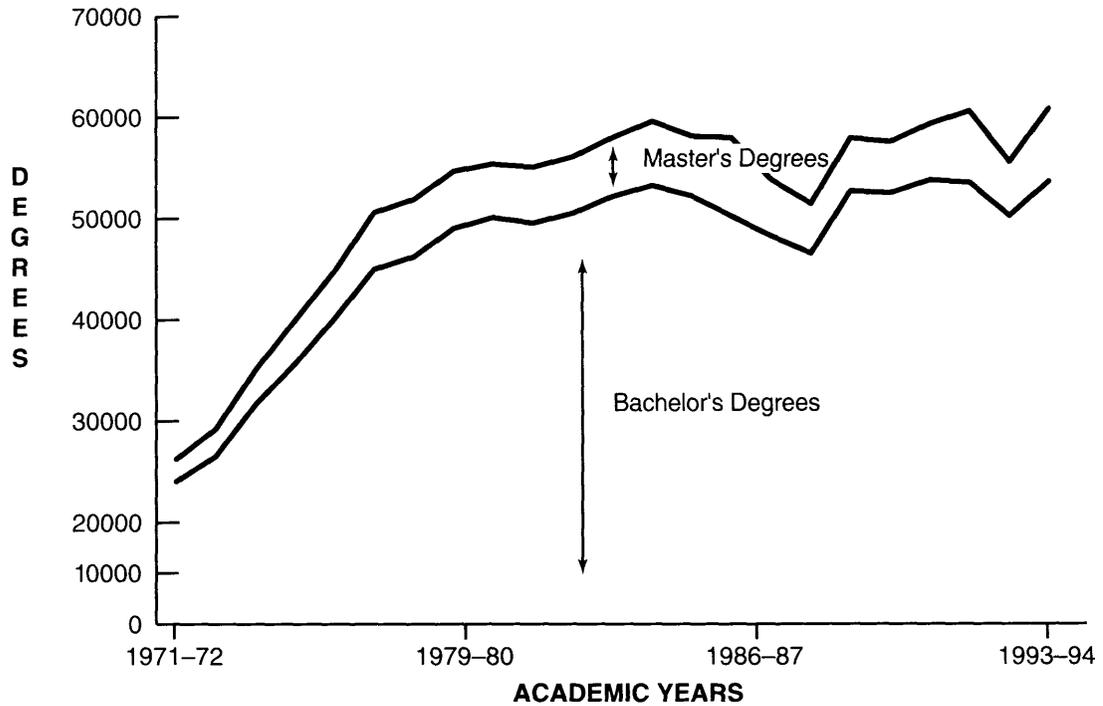


TABLE 4

Accounting Degrees Awarded by 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>
1990-91	91	13,970	370	1,370
1991-92	97	14,380	230	1,470
1992-93	96	16,650	160	850
1993-94	105	18,560	330	3,360

TABLE 5
**New Accounting Graduates from AACSB- and ACBSP-Accredited
Business Administration Programs**

	<i>Number of AACSB- and ACBSP-Accredited Business Administration Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
1990-91	276*	31,640	4,400	36,040
1991-92	281*	30,950	4,970	35,920
1992-93	310	29,580	4,280	33,860
1993-94	349	37,600	6,023	43,623

* Does not include ACBSP-accredited business administration programs.

TABLE 6
**New Accounting Graduates
from Business Administration Programs**

	<i>Number of Other Business Administration Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
1990-91	521	21,960	1,140	23,100
1991-92	496	22,370	2,100	24,470
1992-93	554	20,480	1,050	21,530
1993-94	514	15,850	1,150	17,000

TABLE 7
**New Accounting Graduates with Bachelor's Degrees
from Public and Private Schools**

	<i>Public</i>	<i>Private</i>
1990-91	37,000	16,600
1991-92	36,750	16,570
1992-93	34,270	15,790
1993-94	39,828	13,620

TABLE 8

New Accounting Graduates with Master's Degrees
from Public and Private Schools

	<i>Public</i>	<i>Private</i>
1990-91	3,680	1,860
1991-92	4,640	2,430
1992-93	3,650	1,680
1993-94	4,291	2,877

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>
1990-91	13,500	14,900	17,560	7,640
1991-92	13,290	14,610	17,760	7,400
1992-93	11,920	14,510	16,870	6,760
1993-94	11,095	17,135	17,203	8,015

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>
1990-91	1,460	1,400	1,910	770
1991-92	1,870	1,750	2,380	1,050
1992-93	1,400	1,280	1,870	780
1993-94	2,037	1,792	2,449	890

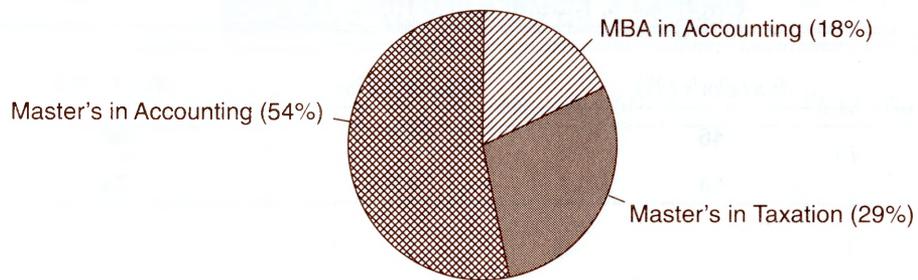
TABLE 11

**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>
1990-91	3,050	1,290	1,200
1991-92	3,670	1,700	1,700
1992-93	3,240	940	1,150
1993-94	3,836	1,282	2,050

FIGURE 2

**New Accounting Graduates with Master's Degrees
by Type 1993-94**



Gender Data For New Graduates

TABLE 12A

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

	Male (%)	Female (%)
1990-91	50	50
1991-92	48	52
1992-93	47	53
1993-94	47	53

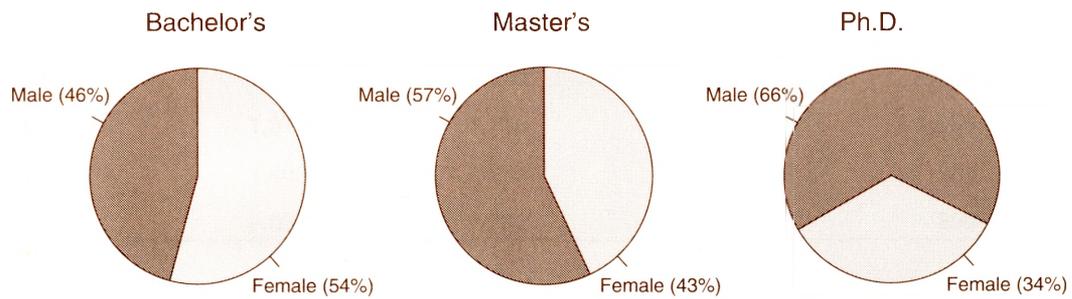
TABLE 12B

Percentage of New Accounting Graduates by Gender 1993-94
Bachelor's, Master's and Ph.D. Degrees

	Bachelor's (%)	Master's (%)	Ph.D. (%)
Male	46	57	66
Female	54	43	34

FIGURE 3

Percentage of New Accounting Graduates by Gender 1993-94
Bachelor's, Master's, and Ph.D. Degrees



Ethnic/Racial Data For New Graduates

TABLE 13A

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

	Asian (%)	Black (%)	Hispanic (%)	Native American (%)	Other Minorities (%)	Total Ethnic/Racial (%)	White (%)
1990–91	6	6	4	*	2	18	82
1991–92	7	6	4	*	2	19	81
1992–93	6	7	4	*	3	20	80
1993–94	8	7	5	*	3	23	77

* Less than 0.5%.

TABLE 13B

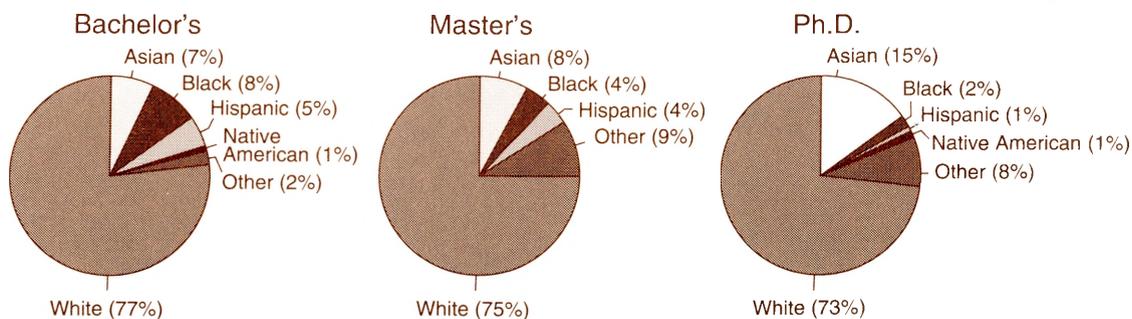
Percentage of New Accounting Graduates by Ethnic/Racial Background 1993–94
Bachelor's, Master's and Ph.D. Degrees

	Bachelor's (%)	Master's (%)	Ph.D. (%)
Asian	7	8	15
Black	8	4	2
Hispanic	5	4	1
Native American	1	*	1
Other Minorities	2	9	8
Total Ethnic/Racial	23	25	27
White	77	75	73

* Less than 0.5%.

FIGURE 4

Percentage of New Accounting Graduates by Ethnic/Racial Background 1993–94
Bachelor's, Master's, and Ph.D. Degrees



Placement of New Graduates

TABLE 14
Placement of New Accounting Graduates 1993–94

	<i>Bachelor's (%)</i>	<i>Master's (%)</i>
Public accounting	26	43
Business/Industry	28	19
Government	4	3
Nonprofit	2	1
Other areas	2	5
Graduate school	7	2
Unknown	31	27

FIGURE 5
Placement of New Accounting Graduates 1993–94
Bachelor's and Master's Degrees

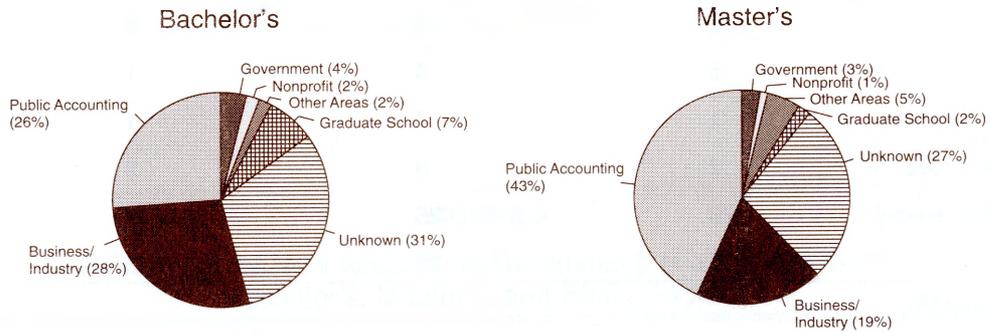


TABLE 15
Placement of Bachelor's Graduates
by Level of Accreditation 1993–94

	<i>Accounting</i>	<i>Business</i>		<i>Other</i>
		<i>AACSB</i>	<i>ACBSP</i>	
Public accounting	30%	28%	16%	22%
Business/Industry	23	28	39	32
Government	2	5	9	5
Nonprofit	1	2	3	2
Other areas	2	3	3	3
Graduate school	8	5	6	6
Unknown	34	29	24	30

TABLE 16
Placement of Master's Graduates
by Level of Accreditation 1993–94

	<i>Accounting</i>	<i>Business</i>		<i>Other</i>
		<i>AACSB</i>	<i>ACBSP</i>	
Public accounting	46%	33%	*	49%
Business/Industry	14	31	*	17
Government	3	3	*	5
Nonprofit	1	2	*	4
Other areas	7	2	*	1
Graduate school	2	1	*	1
Unknown	27	28	*	23

* Too few to report.

TABLE 17

**Placement of New Accounting Graduates
with Bachelor's Degrees by Region 1993-94**

	<i>Eastern (%)</i>	<i>North Central (%)</i>	<i>Southern (%)</i>	<i>Pacific (%)</i>
Public accounting	27	29	22	27
Business/Industry	22	31	30	24
Government	3	3	5	4
Nonprofit	1	2	2	3
Other areas	1	2	3	5
Graduate school	3	5	11	8
Unknown	43	28	27	29

TABLE 18

**Placement of New Accounting Graduates
with Master's Degrees by Region 1993-94**

	<i>Eastern (%)</i>	<i>North Central (%)</i>	<i>Southern (%)</i>	<i>Pacific (%)</i>
Public accounting	32	31	56	56
Business/Industry	26	16	17	20
Government	4	3	4	2
Nonprofit	2	1	1	1
Other areas	*	7	3	12
Graduate school	*	2	2	2
Unknown	36	40	17	7

* Less than 0.5%.

TABLE 19

**Placement of New Accounting Graduates
by Gender 1993-94**

	<i>Bachelor's</i>		<i>Master's</i>	
	<i>Male (%)</i>	<i>Female (%)</i>	<i>Male (%)</i>	<i>Female (%)</i>
Public accounting	28	25	44	44
Business/Industry	27	30	18	17
Government	3	4	3	3
Nonprofit	2	2	1	2
Other areas	2	2	6	5
Graduate school	8	7	2	1
Unknown	30	30	26	28

TABLE 20

**Placement of New Accounting Graduates with Bachelor's Degrees
by Ethnic/Racial Background 1993–94**

	<i>Asian</i> (%)	<i>Black</i> (%)	<i>Hispanic</i> (%)	<i>Native</i> <i>American</i> (%)	<i>Other</i> <i>Minorities</i> (%)	<i>Total Ethnic/ Racial</i> (%)	<i>White</i> (%)
Public accounting	20	12	15	14	15	14	27
Business/Industry	17	35	22	19	10	28	30
Government	2	10	10	5	1	8	3
Nonprofit	1	3	3	5	0	3	2
Other areas	5	5	1	0	1	4	2
Graduate school	11	6	16	5	20	9	7
Unknown	44	29	33	52	53	34	29

TABLE 21

**Placement of New Accounting Graduates with Master's Degrees
by Ethnic/Racial Background 1993–94†**

	<i>Asian</i> (%)	<i>Black</i> (%)	<i>Hispanic</i> (%)	<i>Native</i> <i>American</i> (%)	<i>Other</i> <i>Minorities</i> (%)	<i>Total Ethnic/ Racial</i> (%)	<i>White</i> (%)
Public accounting	17	15	56	50	16	21	45
Business/Industry	18	21	20	50	16	19	19
Government	1	15	6	0	2	5	3
Nonprofit	0	8	0	0	0	1	1
Other areas	10	2	3	0	4	6	4
Graduate school	4	2	0	0	3	3	2
Unknown	50	37	15	0	59	45	26

† The base for this table includes only 293 non-White graduates, of which 137 are Asian, 52 are Black, 34 are Hispanic, 2 are Native American, and 68 are other minorities.

Accounting Enrollment

TABLE 22

Accounting Enrollment in All Schools 1993–94

	<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>
1992–93	179,690	6,860	2,290	2,880	1,070	192,790
1993–94	189,863	10,114	3,398	5,942	1,002	210,319

TABLE 23

Percentage of Accounting Students Enrolled by Gender 1993–94

	<i>Bachelor's (%)</i>	<i>Master's (%)</i>	<i>Ph.D. (%)</i>
Male	45	54	61
Female	55	46	39

FIGURE 6

Percentage of Accounting Students Enrolled by Gender 1993–94
Bachelor's, Master's, and Ph.D. Degrees

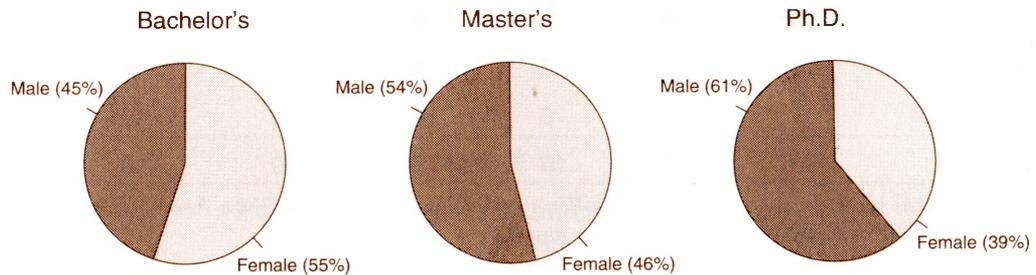


TABLE 24

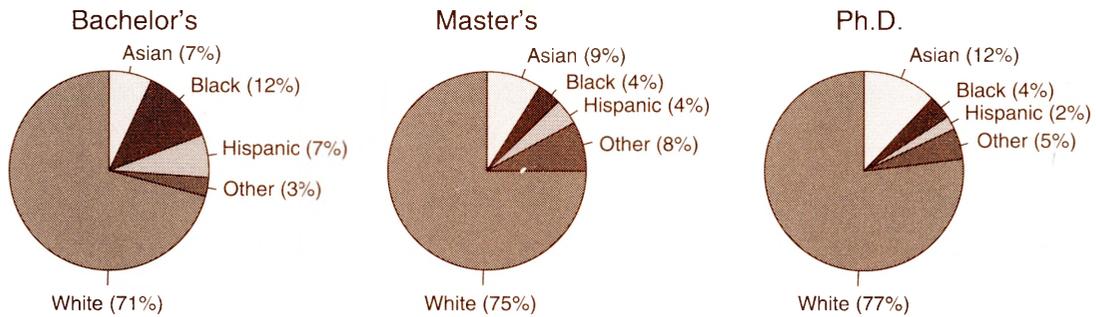
**Percentage of Accounting Students Enrolled
by Ethnic/Racial Background 1993–94**

	<i>Bachelor's (%)</i>	<i>Master's (%)</i>	<i>Ph.D. (%)</i>
Asian	7	9	12
Black	12	4	4
Hispanic	7	4	2
Native American	*	*	*
Other Minorities	3	8	5
Total Ethnic/Racial	29	25	23
White	71	75	77

* Less than 0.5%.

FIGURE 7

**Percentage of Accounting Students Enrolled by Ethnic/Racial Background 1993–94
Bachelor's, Master's, and Ph.D. Degrees**



Accounting Enrollment Trends

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	35	49	16
Master's in accounting	73	24	3
MBA in accounting	45	43	12
Master's in taxation	60	38	2
Ph.D. in accounting/taxation	15	70	15

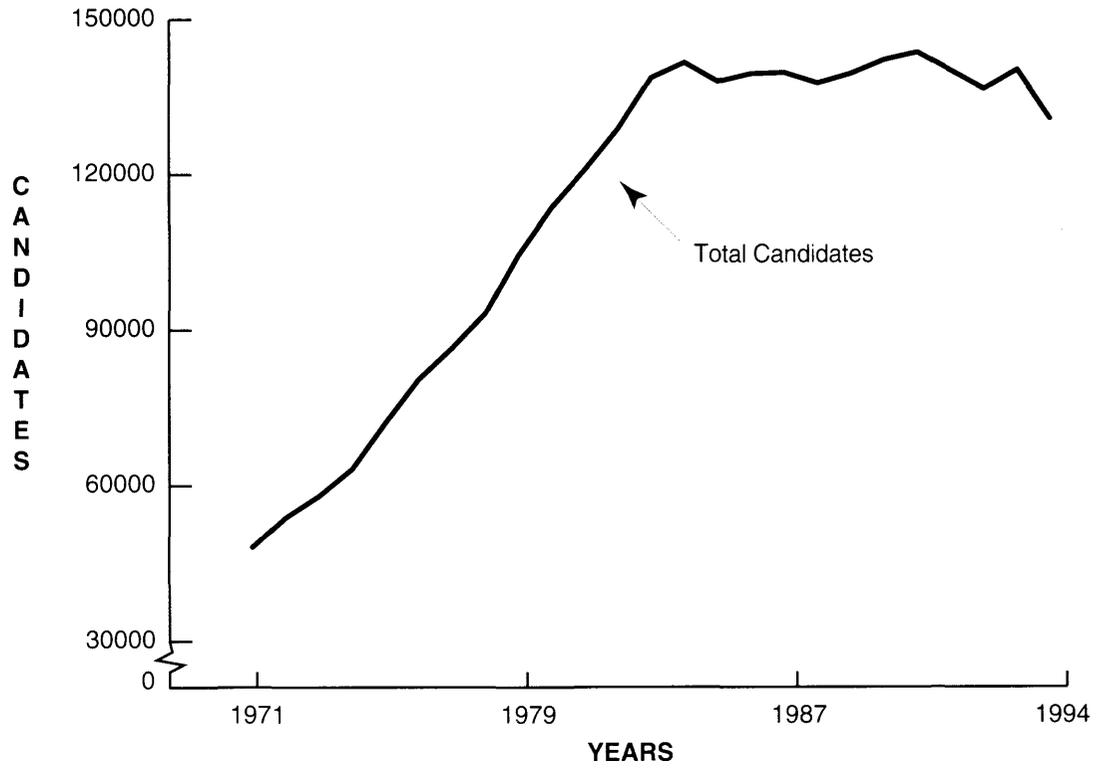
* Percentage distributions for each program exclude schools that do not offer that degree.

Uniform CPA Examination

TABLE 26
Uniform CPA Examination — 1971–94

<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

FIGURE 8
Uniform CPA Examination
1971 through 1994



Hiring by CPA Firms

In early 1995, 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 nonaccounting graduates employed in 1994.

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

TABLE 27
CPA Firms Surveyed for 1995 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	13	93
50–200 members	56	56	27	48
10–49 members	1,375	1,375	811	59
Less than 10 members	46,598*	4,621	2,149	47
All CPA firms	48,043	6,066	3,000	49

* Total includes 28,187 sole practitioners.

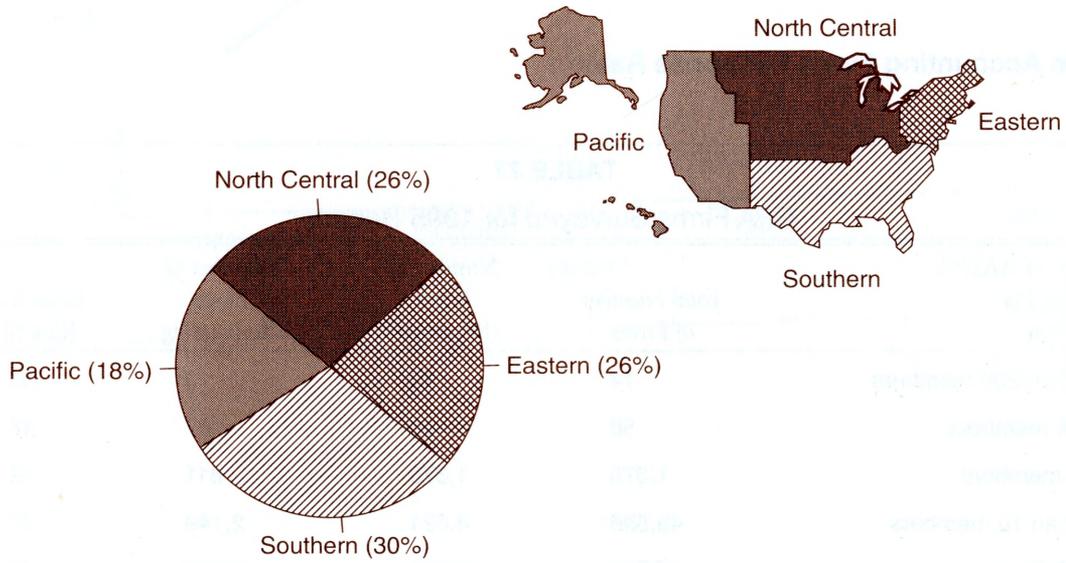
TABLE 28

Demographic Characteristics of Responding CPA Firms

<i>Geographic Location of Firm</i>	<i>(%)</i>	<i>Firm Type</i>	<i>(%)</i>	<i>Ownership of Firm</i>	<i>(%)</i>
Eastern	26	Local	91	Majority	97
North Central	26	Regional	8	Minority	3
Southern	30	National/ International	1		
Pacific	18				

FIGURE 9

Geographic Location of Responding CPA Firms



New Accounting Graduates Hired by CPA Firms

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

FIGURE 10

New Accounting Graduates Hired by CPA Firms

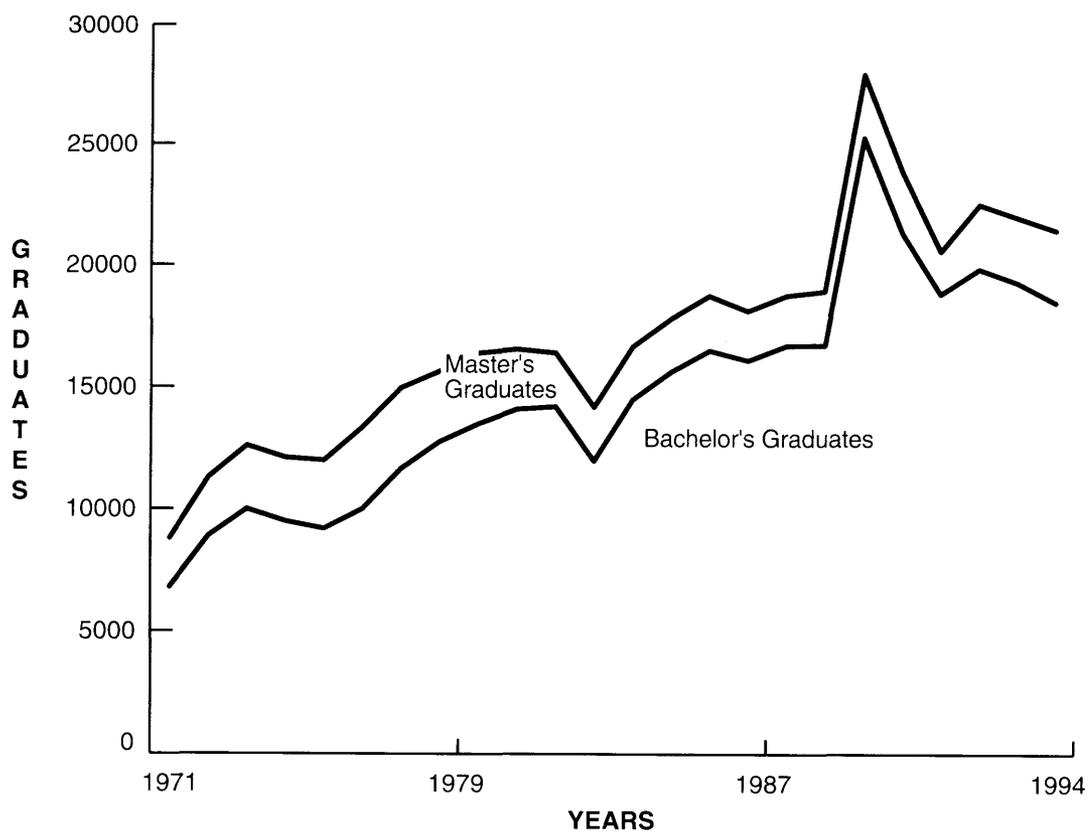


TABLE 30
New Accounting Graduates Hired by CPA Firms
by Firm Size

<i>Number of AICPA Members Per CPA Firm</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
More than 200 members			
1991	7,960	1,030	8,990
1992	7,270	1,520	8,790
1993	7,540	1,660	9,200
1994	7,430	1,190	9,340
50–200 members			
1991	300	20	320
1992	810	50	860
1993	620	50	670
1994	520	45	565
10–49 members			
1991	2,130	140	2,270
1992	2,180	250	2,430
1993	2,430	220	2,650
1994	3,040	330	3,370
Less than 10 members			
1991	8,450	570	9,020
1992	9,610	830	10,440
1993	8,730	740	9,470
1994	7,510	680	8,190
All CPA firms			
1991	18,840	1,760	20,600
1992	19,870	2,650	22,520
1993	19,320	2,670	21,990
1994	18,500	2,965	21,465

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>More than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Less than 10 Members (%)</i>	<i>All CPA Firms (%)</i>
1991	11	6	6	6	9
1992	17	6	10	8	12
1993	18	7	6	10	13
1994	20	8	10	8	14

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>
1991	59	19	22
1992	42	20	38
1993	55	24	21
1994	50	26	24

FIGURE 11

Percentage of New Accounting Graduates
with Master's Degrees Hired by CPA Firms
by Type of Program — 1994

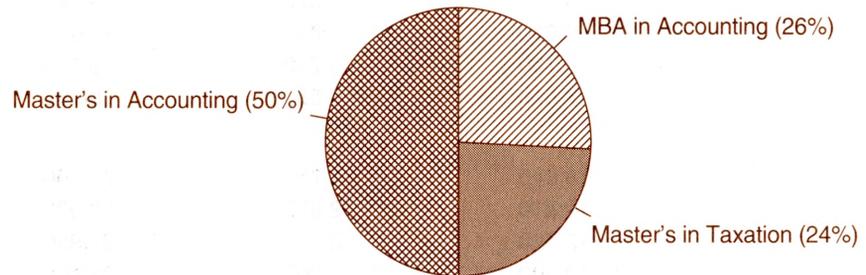


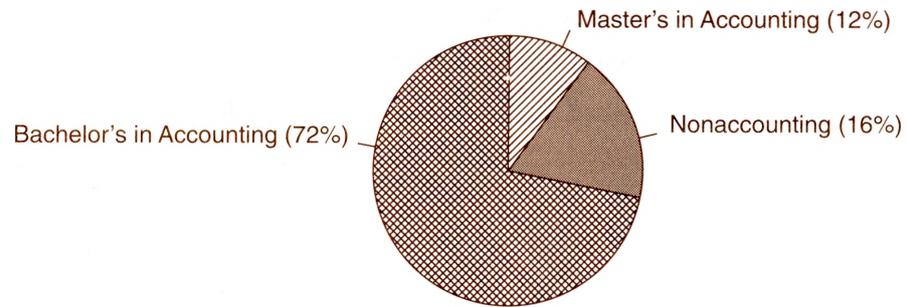
TABLE 33

Percentage of Total New Graduates
Hired by CPA Firms
by Type of Degree

	<i>Total Accounting</i>		<i>Total Nonaccounting (%)</i>
	<i>Bachelor's (%)</i>	<i>Master's (%)</i>	
1991	78	7	15
1992	74	10	16
1993	72	10	18
1994	72	12	16

FIGURE 12

Percentage of Total New Graduates
Hired by CPA Firms
by Type of Degree — 1994



Area of Assignment

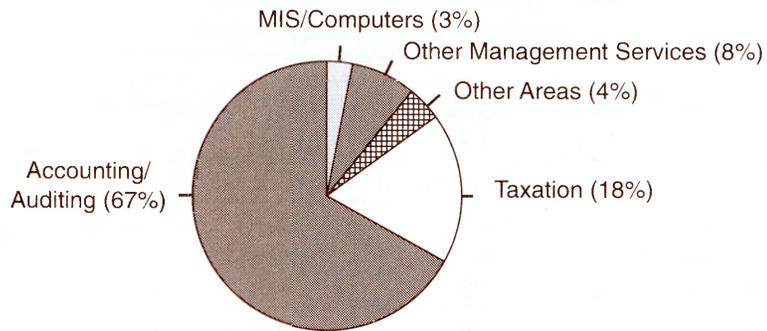
TABLE 34
Percentage of New Graduates Hired by CPA Firms
by Area of Assignment

Number of AICPA Members Per CPA Firm	Accounting/ Auditing (%)	Management Consulting Services			Taxation (%)	Other (%)
		MIS/ Computers (%)	Other Management Services (%)	Total MCS (%)		
More than 200 members						
1991	69	15	2	17	14	*
1992	70	15	2	17	13	*
1993	64	16	6	22	13	1
1994	67	4	13	17	15	1
50-200 members						
1991	84	1	*	1	12	3
1992	85	3	3	6	9	*
1993	69	1	2	3	26	2
1994	78	2	2	4	16	2
10-49 members						
1991	79	1	2	3	15	3
1992	77	2	2	4	16	3
1993	81	2	1	3	13	3
1994	73	3	4	6	17	4
Less than 10 members						
1991	79	2	*	2	15	4
1992	66	4	*	4	24	6
1993	66	3	2	5	20	9
1994	66	3	2	5	21	8
All CPA firms						
1991	75	7	2	9	14	2
1992	71	13	2	15	14	*
1993	67	9	4	13	16	4
1994	67	3	8	11	18	4

* Less than 0.5%.

FIGURE 13

**Percentage of New Graduates Hired by CPA Firms
by Area of Assignment — 1994**



Gender Data for New Graduates Hired

TABLE 35

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

	<i>Male (%)</i>	<i>Female (%)</i>
1991	49	51
1992	54	46
1993	51	49
1994	50	50

Ethnic/Racial Data for New Graduates Hired

TABLE 36

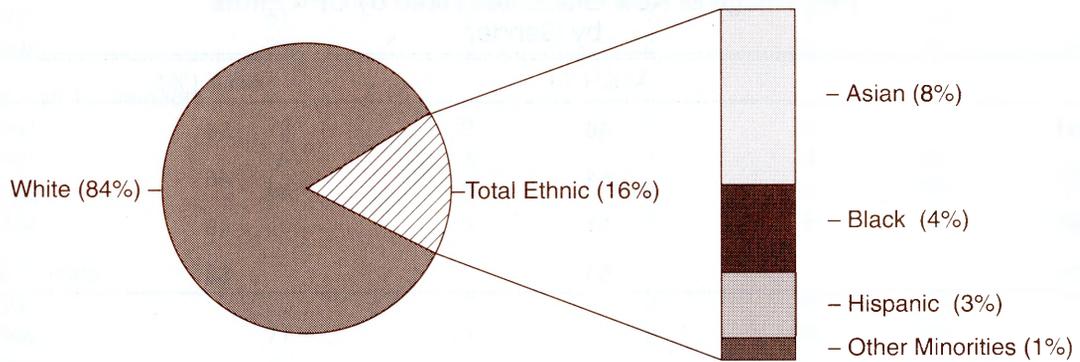
**Percentage of New Graduates Hired by CPA Firms
by Ethnic/Racial Background**

	<i>Asian</i> (%)	<i>Black</i> (%)	<i>Hispanic</i> (%)	<i>Native American</i> (%)	<i>Other Minorities</i> (%)	<i>Total Ethnic/Racial</i> (%)	<i>White</i> (%)
1991	3	3	2	*	*	8	92
1992	6	3	3	*	*	12	88
1993	8	2	3	*	1	14	86
1994	8	4	3	*	1	16	84

* Less than 0.5%.

FIGURE 14

**Percentage of New Graduates Hired by CPA Firms
by Ethnic/Racial Background — 1994**



Professional Staff Hired

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.

TABLE 37
Percentage of Professional Staff Hired by CPA Firms
by Gender — 1994

	<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>Less Than 10 Members (%)</i>	
Male	62	64	62	65	64
Female	38	36	38	35	36

FIGURE 15
Percentage of Professional Staff Hired by CPA Firms
by Gender — 1994

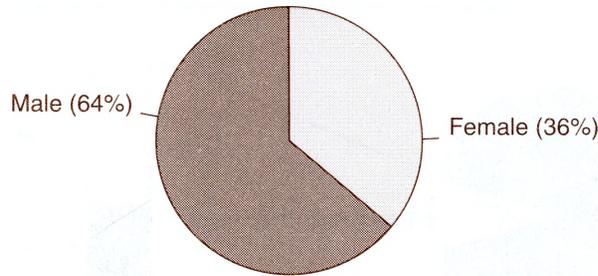


TABLE 38

**Percentage of Professional Staff Hired by CPA Firms
by Ethnic/Racial Background — 1994**

	<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>Less Than 10 Members (%)</i>	
Asian	6	1	2	4	4
Black	3	1	2	1	2
Hispanic	3	1	1	2	2
Native American	*	*	*	*	*
Other Minorities	*	*	*	*	*
Total Ethnic/ Racial	12	3	6	8	9
White	88	97	94	92	91

* Less than 0.5%.

FIGURE 16

**Percentage of Professional Staff Hired by CPA Firms
by Ethnic/Racial Background — 1994**

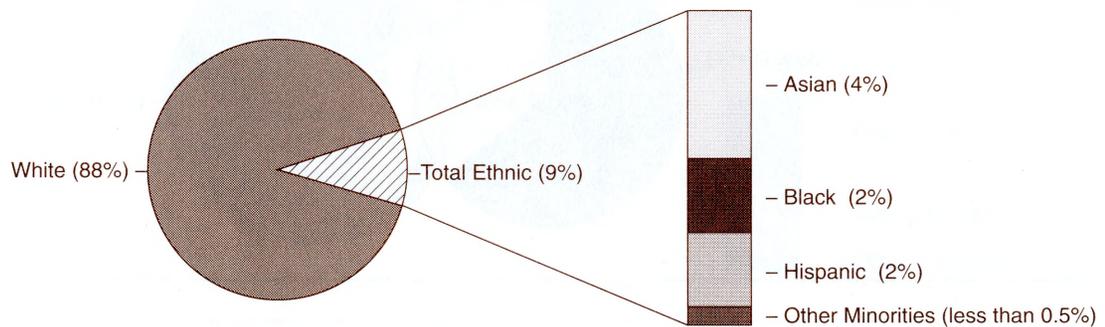


TABLE 39
Professional Staff Turnover
by CPA Firm Size

<i>Number of AICPA Members Per CPA Firm</i>	<i>Professional Staff Turnover (Resignation or Termination) as a Percentage of Total Professional Staff (%)</i>
More than 200 members	
1991	21
1992	21
1993	20
1994	26
50–200 members	
1991	11
1992	13
1993	13
1994	17
10–49 members	
1991	9
1992	10
1993	13
1994	13
Less than 10 members	
1991	7
1992	8
1993	11
1994	9
All CPA firms	
1991	18
1992	20
1993	14
1994	15

TABLE 40
Percentage of Professional Staff Terminated by
or Resigned from CPA Firms
by Gender — 1994

	<i>Number of AICPA Members Per CPA Firm</i>				
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Less Than 10 Members (%)</i>	<i>All CPA Firms (%)</i>
Male	58	61	52	46	53
Female	42	39	48	54	47

TABLE 41

**Percentage of Professional Staff Terminated by
or Resigned from CPA Firms
by Ethnic/Racial Background — 1994**

	<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>Less Than 10 Members (%)</i>	
Asian	7	2	3	7	6
Black	3	*	2	3	3
Hispanic	3	1	1	3	3
Native American	*	*	*	*	*
Other Minorities	*	1	1	*	*
Total Ethnic/ Racial	13	4	7	13	12
White	87	96	93	87	88

* Less than 0.5%.

TABLE 42

**Percentage of CPAs Hired by CPA Firms
by Gender — 1994**

	<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>Less Than 10 Members (%)</i>	
Male	69	71	69	73	72
Female	31	29	31	27	28

TABLE 43**Percentage of CPAs Hired by CPA Firms
by Ethnic/Racial Background — 1994**

	<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>Less Than 10 Members (%)</i>	
Asian	4	1	2	3	3
Black	1	1	*	1	1
Hispanic	2	*	1	2	1
Native American	*	*	*	*	*
Other Minorities	*	*	*	*	*
Total Ethnic/ Racial	7	2	3	6	5
White	93	98	97	94	95

* Less than 0.5%.

TABLE 44**Percentage of Partners/Owners Hired by CPA Firms
by Gender — 1994**

	<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>Less Than 10 Members (%)</i>	
Male	94	95	92	85	87
Female	6	5	8	15	13

TABLE 45

**Percentage of Partners/Owners Hired by CPA Firms
by Ethnic/Racial Background — 1994**

	<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>Less Than 10 Members (%)</i>	
Asian	2	1	1	3	2
Black	1	*	1	1	1
Hispanic	1	*	*	1	1
Native American	*	*	*	*	*
Other Minorities	1	*	*	*	*
Total Ethnic/ Racial	5	1	2	5	4
White	95	99	98	95	96

* Less than 0.5%.

Experienced Recruits Hired

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

TABLE 46

**Experienced Recruits Hired in 1994
Relative to 1993
by CPA Firm Size**

<i>Number of AICPA Members Per CPA Firm</i>	<i>Percent of CPA Firms Indicating That the Number of Experienced Recruits Hired in 1994 Relative to 1993 Was:</i>		
	<i>Higher (%)</i>	<i>Same (%)</i>	<i>Lower (%)</i>
More than 200 members	19	71	10
50–200 members	36	49	15
10–49 members	48	41	11
Less than 10 members	69	23	8
All CPA firms	25	64	11

Paraprofessional Staff Hired

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 1994
Relative to 1993
by CPA Firm Size

<i>Number of AICPA Members Per CPA Firm</i>	<i>Percent Indicating They Hire Paraprofessional Staff (%)</i>	<i>Percent of Firms Indicating That the Number of Paraprofessional Staff Hired in 1994 Relative to 1993 Was:</i>		
		<i>Higher (%)</i>	<i>Same (%)</i>	<i>Lower (%)</i>
More than 200 members	62	17	78	5
50–200 members	81	27	66	7
10–49 members	89	42	54	4
Less than 10 members	85	55	36	9
All CPA firms	68	20	74	6

Survey Methodology

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 American Assembly of Collegiate Schools of Business, or by the Association of Collegiate Business Schools and Programs plus other accounting degree granting programs that appear in *Accounting Faculty Directory—1994* (Hasselback, Prentice Hall).

In late 1994, 863 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, the gender, racial/ethnic, and employment placement of individuals receiving those degrees. A copy of the questionnaire can be seen in Appendix B.

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 members of schools in the survey was obtained from the *Accounting Faculty Directory — 1994*.

CPA Firms

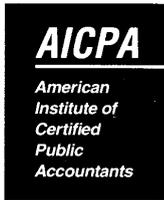
In early 1995, the AICPA conducted a survey of CPA firms affiliated with the Institute. Questionnaires were sent to all CPA firms affiliated with the AICPA that had more than 200 AICPA members and 10 percent of the 46,598 CPA firms that have less than ten AICPA members. Questionnaires asked firms to 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 give information on their recruiting efforts, professional and paraprofessional staff, and new hires that had experience. A total of 3,000 CPA firms responded for an overall response rate of 49 percent.

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 less than 10 members) regression equations were estimated that relate the number of new accounting bachelor's, master's graduates hired to the number of AICPA members for firms that respond 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 because the methodology used for both surveys is not true statistical sampling for two reasons. The whole population was surveyed so there is no sampling. Secondly, the population surveyed is university accounting programs or CPA firms, not the individuals receiving the degrees or getting the new job and being characterized in the tables.

The demand side of the report intentionally ignores all the new accounting graduates who accept positions in industry, government, education or choose to continue their studies for another degree. The entire emphasis is on hiring by CPA firms.



1211 Avenue of the Americas
New York, NY 10036-8775

(212) 596-6006
Fax (212) 596-6213

Rick Elam
Vice President-Education
Academic & Career Development

October 17, 1994

TO ADMINISTRATORS OF ACCOUNTING PROGRAMS:

The AICPA needs your assistance again this year as we gather data for our annual survey of accounting programs. The information you supply will be used for the following publications: *The Supply of Accounting Graduates and the Demand for Public Accounting Recruits*, and *The AICPA Report on Minority Accounting Majors, Graduates, and Public Accounting Professionals*. It will also be used to update information in our database of schools that offer accounting programs.

The questionnaire consists of three 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 1993-94 academic year with ethnic and gender breakdown.
- **Faculty data** - number of accounting faculty, ethnic and gender breakdown.

Please return all three sections in the enclosed envelope by November 14, 1994. If it is necessary to distribute sections to staff members, **please make sure that all of the sections are returned to you prior to the deadline.**

Your prompt response is essential for us to continue to provide current and relevant information about accounting education in the United States. If you have any questions, please contact Leticia Romeo at (212) 596-6221.

Thank you very much for your assistance.

Sincerely,

A handwritten signature in black ink, appearing to read "Rick Elam", is written over a horizontal line.

Rick Elam, Ph.D., CPA

Enclosures

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

3537

Address:

Main Telephone:

Type:

Total Enrollment:

Regional Accreditation:

Business Accreditation:

Level of Accreditation:

Accounting Accreditation:

Level of Accreditation:

UNDERGRAD DIVISION NAME:

Dean:

Accounting Program Head:

Telephone:

FAX Number:

GRADUATE DIVISION NAME:

Dean:

Accounting Program Head:

Telephone:

FAX Number:

Undergraduate Accounting Degrees Offered:

Graduate Accounting Degrees Offered:

Doctoral Accounting Degrees Offered:

How can a student fulfill the 150-hour requirement in your program?

SECTION II: STUDENT DATA

Please answer 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 1994 FALL TERM:

A. Please indicate the total number of undergraduates enrolled as accounting majors during the 1994 fall term.

B. Of the total number of accounting majors entered in Q.1A, 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.

C. Next, please provide as much detail as possible by specifying the number of male and female undergraduates within each ethnic/racial group (in the blank lines provided below).

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

2. ACCOUNTING GRADUATES WITH BACHELOR'S DEGREES AWARDED BETWEEN 9/93 AND 8/94:

A. Please indicate the total number of students who graduated with accounting-related bachelor's degrees between 9/93 and 8/94.

B. Of the total number of graduates with bachelor's degrees entered in Q.2A, 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.

C. 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).

	White	Black	Hispanic	Asian	Native American	Other
Male	<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"/>
Total	<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 9/93 AND 8/94:

- A. Please indicate below under SECTION A, the placement of graduates who earned bachelor's degrees in accounting between 9/93 and 8/94.
- B. Of the total number of accounting graduates entered under SECTION A, please indicate under SECTION B the breakdown by male and female graduates for each placement area.
- C. Of the total number of accounting graduates entered under SECTION A, please indicate under SECTION C the breakdown by ethnic/racial groups for each placement area.

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

D. 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.

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 1994 FALL TERM:

Please indicate the number of accounting and taxation students enrolled in each Master's program during the 1994 fall term.

Master's Programs	Number of Students Enrolled During the 1994 Fall Term
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)	<input type="text"/>

2. GENDER AND ETHNIC/RACE BREAKDOWN FOR ACCOUNTING/TAXATION STUDENTS IN ALL MASTER'S PROGRAMS FOR THE 1994 FALL TERM:

A. 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.

B. 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).

Male	<input type="text"/>	=	_____	_____	_____	_____	_____	_____	_____
Female	<input type="text"/>	=	_____	_____	_____	_____	_____	_____	_____
Total	<input type="text"/>	=	<input type="text"/>						

White **Black** **Hispanic** **Asian** **Native American** **Other**

3. ACCOUNTING/TAXATION GRADUATES WITH MASTER'S DEGREES AWARDED BETWEEN 9/93 AND 8/94:

Please indicate the number of graduates with master's degrees for each of the accounting/taxation programs awarded between 9/93 and 8/94:

Master's Programs
**Number of Master's Degrees
 Awarded Between 9/93 and 8/94**

- 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 9/93 AND 8/94:

A. 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.

B. 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).

Male	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>
Female	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>
Total	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>	=	<input style="width: 80%; height: 20px;" type="text"/>

5. PLACEMENT OF GRADUATES WITH MASTER'S DEGREES AWARDED BETWEEN 9/93 AND 8/94:

- A. Please indicate below under SECTION A, the placement of graduates who earned master's degrees (in accounting, taxation, or MBAs with a concentration in accounting) between 9/93 and 8/94.
- B. Of the total number of graduates entered under SECTION A, please indicate under SECTION B the breakdown by male and female graduates for each placement area.
- C. Of the total number of graduates entered under SECTION A, please indicate under SECTION C the breakdown by ethnic/racial groups for each placement area.

Placement Areas	SECTION A		SECTION B		SECTION 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	# of graduates who went into each placement area					
					White	Black	Hispanic	Asian	Native American	Other
a. Public Accounting	=									
b. Business/Industry	=									
c. Government	=									
d. Nonprofit Organization	=									
e. Graduate School	=									
f. Other Areas	=									
g. Unknown	=									

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

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 1994 FALL TERM:

A. Please indicate the total number of doctoral-level students enrolled in accounting/taxation programs during the 1994 fall term.

B. Of the total number of doctoral students entered in Q.1A, 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.

C. Next, please 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	Native American	Other
Male						
Female						
Total						

2. ACCOUNTING/TAXATION GRADUATES WITH DOCTORAL DEGREES AWARDED BETWEEN 9/93 AND 8/94:

A. Please indicate the total number of graduates who received accounting/taxation-related doctoral degrees between 9/93 and 8/94.

B. Of the total number of graduates with doctoral degrees entered in Q.2A, 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.

C. 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).

	White	Black	Hispanic	Asian	Native American	Other
Male						
Female						
Total						

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".)

	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

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

SECTION III: FACULTY DATA Please answer the following questions on accounting faculty as completely and accurately as possible.

1. GENDER AND ETHNIC/RACIAL BREAKDOWN FOR THE ACCOUNTING DEPARTMENT HEAD(S) FOR THE 1994 FALL TERM:

A. Please indicate the gender of the accounting department head(s) for the 1994 fall term by checking the appropriate box(es).

Undergraduate:	Male	<input type="checkbox"/>	Female	<input type="checkbox"/>
Graduate:	Male	<input type="checkbox"/>	Female	<input type="checkbox"/>

B. Please indicate the ethnicity/race of the accounting department head(s) for the 1994 fall term by checking the appropriate box(es).

Undergraduate:	White	<input type="checkbox"/>	Black	<input type="checkbox"/>	Hispanic	<input type="checkbox"/>	Asian	<input type="checkbox"/>	Native American	<input type="checkbox"/>	Other	<input type="checkbox"/>
Graduate:	<input type="checkbox"/>											

2. ACCOUNTING FACULTY (UNDERGRADUATE AND GRADUATE) FOR THE 1994 FALL TERM:

Please indicate the total number of both full-time and part-time undergraduate and graduate accounting faculty at your school for the 1994 fall term. (Accounting Faculty is defined as accounting department head(s), professors, associate professors, assistant professors and instructors only).

A. Number of full-time accounting faculty	<input type="checkbox"/>
B. Number of part-time accounting faculty	<input type="checkbox"/>
C. Total number of full-time and part-time accounting faculty	<input type="checkbox"/>

3. GENDER AND ETHNIC/RACIAL BREAKDOWN FOR ACCOUNTING FACULTY (UNDERGRADUATE AND GRADUATE) FOR THE 1994 FALL TERM:

A. Of the total number of accounting faculty entered in Q.2C above, please give the breakdown by male and female faculty (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.2C.

B. Next, please provide as much detail as possible by specifying the number of male and female faculty within each ethnic/racial group (in the blank lines provided below).

Male	<input type="checkbox"/>	=	<input type="checkbox"/>									
Female	<input type="checkbox"/>	=	<input type="checkbox"/>									
Total	<input type="checkbox"/>	=	<input type="checkbox"/>									

AICPA

American
Institute of
Certified
Public
Accountants

1211 Avenue of the Americas
New York, NY 10036-8775

(212) 596-6006
Fax (212) 596-6213

Rick Elam
Vice President-Education
Academic & Career Development

December 1, 1994

Dear CPA Firm Representative:

The AICPA is conducting its annual 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 Institute in planning the future of the accounting 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 both *The Supply of Accounting Graduates and the Demand for Public Accounting Recruits* and *The AICPA Report on Minority Accounting Majors, Graduates, and Public Accounting Professionals*. Both reports will be published early in 1995.

I 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 is 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 by January 10, 1995. 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 very much for your cooperation.

Sincerely,



Rick Elam, Ph.D., CPA

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 **1994**. **New graduates** are defined as those who began employment at **entry-level positions** with no or only nominal previous experience with a CPA firm.

Please indicate below the number of **new graduates** with the following degrees who began employment at your firm on a full-time basis during **1994**. (**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 1994 to begin employment in 1995.

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.

	Number of new graduates who began employment on a full-time basis during 1994:
<u>Accounting Degree</u>	
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: A+B+C+D=	<input style="width: 100px; height: 20px;" type="text"/>
<u>Nonaccounting Degree</u>	
F. Bachelor's degree in nonaccounting major	<input style="width: 50px; height: 20px;" type="text"/>
G. Master's or higher degree in nonaccounting major	<input style="width: 50px; height: 20px;" type="text"/>
H. J.D. in Law	<input style="width: 50px; height: 20px;" type="text"/>
I. TOTAL: F+G+H=	<input style="width: 100px; height: 20px;" type="text"/>
J. GRAND TOTAL = E+I=	<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 **1994**.

Gender

Number of new graduates employed on a full-time basis during 1994 who are:

A. Male	<input type="text"/>	
B. Female	<input type="text"/>	
C. TOTAL:	A+B= <input type="text"/>	= Line J in Q.1

3. Please indicate below the **ethnic/racial breakdown** of new graduates who began employment at your firm on a full-time basis during **1994**.

Ethnic/Racial Group

Number of new graduates employed on a full-time basis during 1994 who are:

A. White	<input type="text"/>	
B. Black	<input type="text"/>	
C. Hispanic	<input type="text"/>	
D. Asian	<input type="text"/>	
E. Native American	<input type="text"/>	
F. Other	<input type="text"/>	
G. TOTAL:	A+B+C+D+E+F= <input type="text"/>	= Line J in Q.1

4. Please indicate below the number of new graduates who began employment at your firm on a full-time basis during **1994** who have been assigned primarily to the following **areas**.

Area

Number of new graduates employed on a full-time basis during 1994 who have been assigned primarily to:

A. Accounting/Auditing	<input type="text"/>	
B. Taxation	<input type="text"/>	
C. MIS/Computer	<input type="text"/>	
D. Management Services (other than MIS)	<input type="text"/>	
E. Other Areas	<input type="text"/>	
F. TOTAL:	A+B+C+D+E = <input type="text"/>	= Line J in Q.1

5. Please provide the following **recruiting information** for those new graduates who began employment at your firm on a full-time basis during **1994**.

Note: The total number of new graduates employed should equal the number in line J in Q.1.

Recruiting Information

Number of:

A. On Campus:

Campus interviews

Office visits

Offers

Hires

B. Off Campus:

Initial interviews

Offers

Hires

II. Other Personnel Information

Note: The following section applies to all employees at your firm during **1994**. 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. Partners should be included.

A. What is the **total** number of **professional staff employed** in your firm as of **December 31, 1994**?

B. What is the **total** number of **professional staff** in your firm who were **terminated or resigned** during **1994**?

7. Under **SECTION I** below, please indicate the **gender breakdown** of the **professional staff employed** in your firm as of **December 31, 1994**.

Under **SECTION II** below, please indicate the **gender breakdown** of the **professional staff** in your firm who were **terminated or resigned** during **1994**.

	SECTION I Number of professionals employed as of 12/31/94 who are:	SECTION II Number of professionals terminated/resigned during 1994 who are:
Gender		
A. Male	<input type="text"/>	<input type="text"/>
B. Female	<input type="text"/>	<input type="text"/>
C. TOTAL:	A+B= <input type="text"/> = Q.6A	A+B= <input type="text"/> = Q.6B

8. Under **SECTION III** below, please indicate the **ethnic/racial breakdown** of the **professional staff employed** in your firm as of **December 31, 1994**. Partners should be included.

Under **SECTION IV** below, please indicate the **ethnic/racial breakdown** of the **professional staff** in your firm who were **terminated or resigned** during **1994**.

<u>Ethnic/Racial Group</u>	SECTION III		SECTION IV	
	Number of professionals employed as of 12/31/94 who are:		Number of professionals terminated/resigned during 1994 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	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
E. Native American	<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"/>
G. TOTAL:	A+B+C+D+E+F = <input type="text"/> = Q.6A		A+B+C+D+E+F = <input type="text"/> = Q.6B	

9. Please indicate the **number of CPAs** among the **professional staff employed** in your firm as of **December 31, 1994**. Partners should be included.

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"/>
B. Female	<input type="text"/>
C. TOTAL:	A+B = <input type="text"/> = Q.9

11. Of the total **number of CPAs** entered in **Q.9**, please indicate below the **ethnic/racial breakdown**.

<u>Ethnic/Racial Group</u>	Number of CPAs who are:
A. White	<input type="text"/>
B. Black	<input type="text"/>
C. Hispanic	<input type="text"/>
D. Asian	<input type="text"/>
E. Native American	<input type="text"/>
F. Other	<input type="text"/>
G. TOTAL:	A+B+C+D+E+F = <input type="text"/> = Q.9

12. Please indicate the **number of partners** among the **professional staff employed** in your firm as of **December 31, 1994**.

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

Gender

Number of partners who are:

A. Male

B. Female

C. **TOTAL:**

A+B= **= Q.12**

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

Ethnic/Racial Group

Number of partners who are:

A. White

B. Black

C. Hispanic

D. Asian

E. Native American

F. Other

G. **TOTAL:**

A+B+C+D+E+F = **= Q.12**

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 **1994** higher, lower or the same as the number employed during **1993**? (circle one only)

1. Higher
2. The Same
3. Lower

16. **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 **1994** higher, lower or the same as the number employed during **1993**? (circle one only)

1. Higher
2. The Same
3. Lower

III. Background Information

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

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

1. Local Firm
2. Regional Firm
3. National/Multinational Firm

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

1. Yes
2. No

20. 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.

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	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		

