

1996

# Supply of accounting graduates and the demand for public accounting recruits, 1996, for academic year 1994-95

Beatrice Sanders

Leticia B. Romeo

Follow this and additional works at: [https://egrove.olemiss.edu/aicpa\\_arprts](https://egrove.olemiss.edu/aicpa_arprts)

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

---

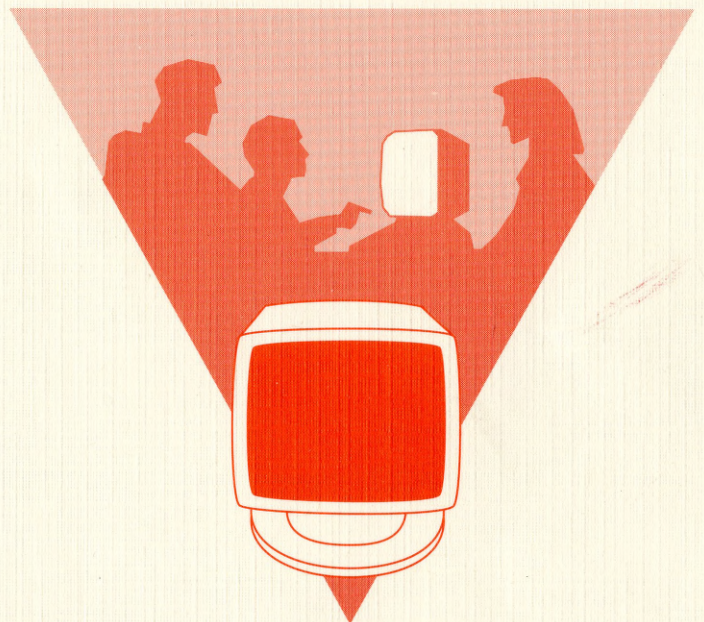
## Recommended Citation

Sanders, Beatrice and Romeo, Leticia B., "Supply of accounting graduates and the demand for public accounting recruits, 1996, for academic year 1994-95" (1996). *AICPA Annual Reports*. 84.  
[https://egrove.olemiss.edu/aicpa\\_arprts/84](https://egrove.olemiss.edu/aicpa_arprts/84)

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](mailto:egrove@olemiss.edu).



# The Supply Of Accounting Graduates And the Demand For Public Accounting Recruits—1996 For Academic Year 1994–95



The CPA. Never Underestimate The Value.™

**Academic & Career Development Team**



**The Supply  
of Accounting Graduates  
and the Demand  
for Public Accounting Recruits–1996  
For Academic Year 1994–95**

**By  
Beatrice Sanders  
Director**

**Assisted by  
Leticia B. Romeo  
Coordinator**

Copyright © 1996 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 99876

# Table of Contents

<b>Introduction and Highlights.....</b>	<b>1</b>
<b>Accounting Graduates .....</b>	<b>2</b>
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
<b>Hiring by CPA Firms .....</b>	<b>19</b>
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 Employed .....	29
Experienced Recruits Hired .....	35
Paraprofessional Staff Hired .....	35
<b>APPENDIX A — Survey Methodology.....</b>	<b>37</b>
<b>APPENDIX B — Survey Questionnaires.....</b>	<b>39</b>
<b>APPENDIX C — Breakdown of Geographic Regions Referred to in Tables 9, 10, 17, 18, and 28.....</b>	<b>57</b>

# Introduction and Highlights

This 1996 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 1995 and early 1996 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 1994–95 academic year and "Hiring by CPA Firms" 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 data is presented in Appendix A.

Following are some of the more significant findings from the report:

- A total of 61,220 accounting bachelor's and master's degrees were awarded in 1994–95. Although the total number has been about the same for the past ten years, the number of master's graduates has been increasing in recent years.
- Females continue to outnumber males at the bachelor's level by 54% to 46%; males continue to outnumber females at the master's level by 53% to 47%.
- Minorities accounted for 22% of the total number of accounting bachelor's and master's graduates, up from 17% in 1991–92.
- The percentage of bachelor's graduates finding jobs in business/industry is slightly larger than those entering public accounting (29% and 26%, respectively). The percentage of master's graduates entering public accounting (51%) is double the percentage going into industry.
- Accounting enrollments in bachelor's and master's programs have increased slightly over the past three years. A majority of responding schools expect enrollments in accounting bachelor's programs two years from now to be the same, whereas enrollments in accounting master's programs are expected to continue to increase.
- The number of candidates sitting for the CPA exam in 1995 dropped for the second consecutive year. Candidates for the May and November exams totaled 126,434.
- The total number of accounting graduates with bachelor's degrees hired by CPA firms held steady at 18,500; the hiring of master's graduates (3,375) continues to increase.
- Fifty-three percent of the new graduate hires were female; forty-seven percent were male.
- Fifteen percent of the new graduate hires were minorities, up from 12 percent in 1992.
- The percentage of female CPAs employed by CPA firms is 31%; minorities accounted for 5% of CPAs employed by the firms.
- Ninety percent of the largest firms reported hiring more experienced recruits in 1995 than in 1994; fifty percent of the next largest firm-size group said they hired more experienced recruits than in 1994.

# Accounting Graduates

The following tables present a variety of characteristics of colleges and universities which awarded accounting degrees during 1994–95 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 1996 Report			
	<i>Number of Questionnaires Mailed</i>	<i>Number of Schools Responding</i>	<i>Response Rate %</i>
Accredited in Accounting	111	83	75
Accredited in Business			
By AACSB	190	101	53
By ACBSP	50	37	74
Other Business	512	205	40
Administration Programs			
Total Schools Surveyed	<u>863</u>	<u>426</u>	<u>49</u>
Public Schools	424	231	54
Private Schools	439	195	44
Majority Schools	777	380	49
Minority Schools	86	46	53

TABLE 2				
Graduates by Level of Accreditation 1994–95				
	<i>Number of Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
Accounting	111	17,770	4,070	21,840
Business				
AACSB	190	16,380	1,920	18,300
ACBSP	50	3,190	140	3,330
Other	512	16,020	1,730	17,750
Total	<u>863</u>	<u>53,360</u>	<u>7,860</u>	<u>61,220</u>

## Accounting Degrees Awarded

**TABLE 3A**

Accounting Degrees Awarded by All Schools  
1971–72 through 1994–95

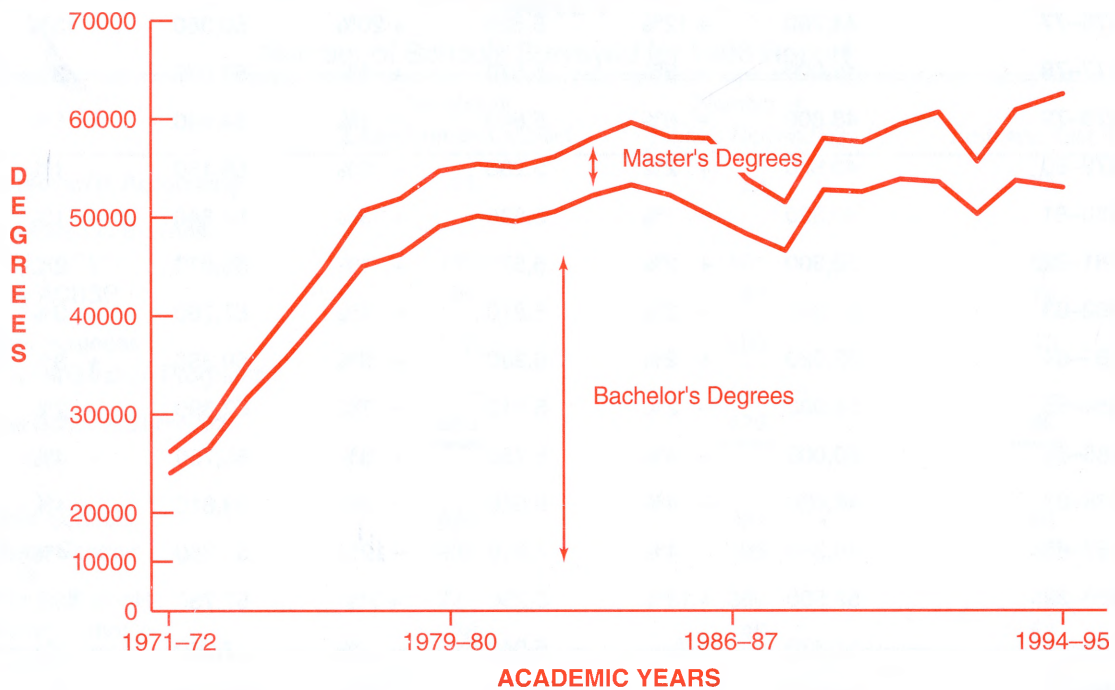
	<i>Bachelor's</i>		<i>Master's</i>		<i>Total</i>	
	<i>Number of Graduates</i>	<i>Rate of Growth</i>	<i>Number of Graduates</i>	<i>Rate of Growth</i>	<i>Number of Graduates</i>	<i>Rate of Growth</i>
1971–72	23,800	—	2,200	—	26,000	—
1972–73	26,300	+ 11%	2,700	+ 23%	29,000	+ 12%
1973–74	31,400	+ 19%	3,400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



**TABLE 3B****Accounting Ph.D's Awarded  
1992-93 through 1994-95**

	<i>Number of Graduates</i>	<i>Rate of Growth</i>
1992-93	200	—
1993-94	242	+ 21%
1994-95	205	- 15%

\* 1992-93 was the first year that the number of Ph.D. graduates was included in the survey.

**FIGURE 1****Trend In Accounting Degrees Awarded  
1971-72 through 1994-95**

<b>TABLE 4</b> <b>Accounting Degrees Awarded by Accredited Accounting Programs</b>				
	<i>Number of AACSB-Accredited Accounting Programs</i>	<i>Bachelor's</i>	<i>MBA in Accounting</i>	<i>Master's in Accounting</i>
1991-92	97	14,380	230	1,470
1992-93	96	16,650	160	850
1993-94	105	18,560	330	3,360
1994-95	111	17,770	460	3,610

<b>TABLE 5</b> <b>New Accounting Graduates from AACSB- and ACBSP-Accredited Business Administration Programs</b>				
	<i>Number of AACSB- and ACBSP-Accredited Business Administration Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
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
1994-95	351	37,340	6,130	43,470

\* Does not include ACBSP-accredited business administration programs.

<b>TABLE 6</b> <b>New Accounting Graduates from Other Business Administration Programs</b>				
	<i>Number of Other Business Administration Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
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
1994-95	512	16,020	1,730	17,750

<b>TABLE 7</b> <b>New Accounting Graduates with Bachelor's Degrees</b> <b>from Public and Private Schools</b>		
	<i>Public</i>	<i>Private</i>
1991-92	36,750	16,570
1992-93	34,270	15,790
1993-94	39,828	13,620
1994-95	38,760	14,600

<b>TABLE 8</b> <b>New Accounting Graduates with Master's Degrees</b> <b>from Public and Private Schools</b>		
	<i>Public</i>	<i>Private</i>
1991-92	4,640	2,430
1992-93	3,650	1,680
1993-94	4,291	2,877
1994-95	4,430	3,430

<b>TABLE 9</b> <b>New Accounting Graduates with Bachelor's Degrees</b> <b>by Geographic Region</b>				
	<i>Eastern</i>	<i>North Central</i>	<i>Southern</i>	<i>Pacific</i>
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
1994-95	14,630	15,860	16,930	5,940

**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>
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
1994-95	2,260	1,430	2,660	1,510

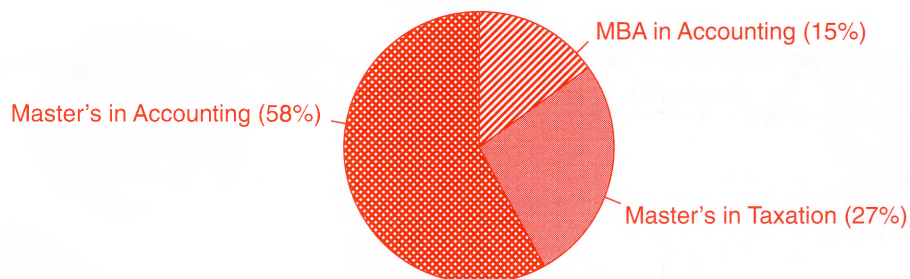
**TABLE 11**

**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>
1991-92	3,670	1,700	1,700
1992-93	3,240	940	1,150
1993-94	3,836	1,282	2,050
1994-95	4,530	1,190	2,140

**FIGURE 2**

**New Accounting Graduates with Master's Degrees  
by Type 1994-95**



## Gender Data For New Graduates

**TABLE 12A**

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

	Male (%)	Female (%)
1991-92	48	52
1992-93	47	53
1993-94	47	53
1994-95	47	53

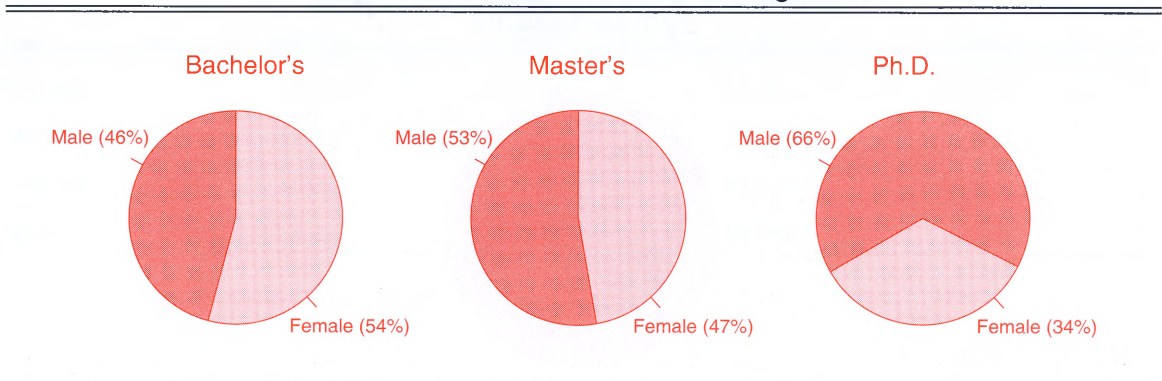
**TABLE 12B**

Percentage of New Accounting Graduates by Gender 1994-95  
Bachelor's, Master's and Ph.D. Degrees

	Bachelor's (%)	Master's (%)	Ph.D. (%)
Male	46	53	66
Female	54	47	34

**FIGURE 3**

Percentage of New Accounting Graduates by Gender 1994-95  
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 (%)	Total Ethnic/ Racial (%)	White (%)	Other (%)
1991-92	7	6	4	*	17	81	2
1992-93	6	7	4	*	17	80	3
1993-94	8	7	5	*	20	77	3
1994-95	9	8	5	*	22	75	3

\* Less than 0.5%.

**TABLE 13B**

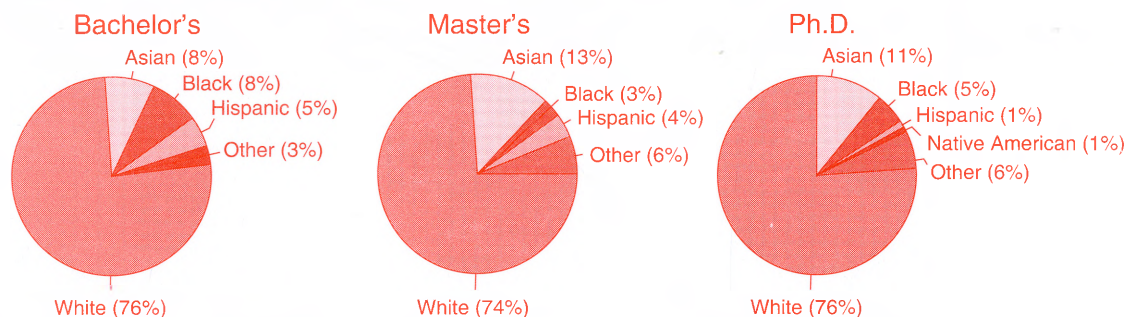
Percentage of New Accounting Graduates by Ethnic/Racial Background 1994-95  
Bachelor's, Master's and Ph.D. Degrees

	Bachelor's (%)	Master's (%)	Ph.D. (%)
Asian	8	13	11
Black	8	3	5
Hispanic	5	4	1
Native American	*	*	1
Total Ethnic/Racial	21	20	18
White	76	74	76
Other	3	6	6

\* Less than 0.5%.

**FIGURE 4**

Percentage of New Accounting Graduates by Ethnic/Racial Background 1994-95  
Bachelor's, Master's, and Ph.D. Degrees



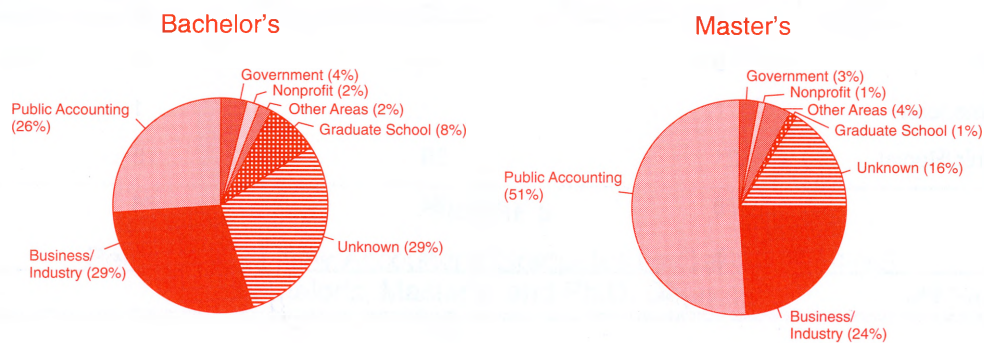


## Placement of New Graduates

**TABLE 14**  
Placement of New Accounting Graduates 1994–95

	<i>Bachelor's (%)</i>	<i>Master's (%)</i>
Public accounting	26	51
Business/Industry	29	24
Government	4	3
Nonprofit	2	1
Other areas	2	4
Graduate school	8	1
Unknown	29	16

**FIGURE 5**  
Placement of New Accounting Graduates 1994–95  
Bachelor's and Master's Degrees



**TABLE 15**  
Placement of Bachelor's Graduates  
by Level of Accreditation 1994–95

	<i>Accounting</i>	<i>Business</i>		<i>Other</i>
		<i>AACSB</i>	<i>ACBSP</i>	
Public accounting	29%	31%	16%	21%
Business/Industry	22	28	38	38
Government	3	5	6	4
Nonprofit	1	2	2	2
Other areas	1	2	1	2
Graduate school	10	7	7	8
Unknown	34	25	30	25

**TABLE 16**  
Placement of Master's Graduates  
by Level of Accreditation 1994–95

	<i>Accounting</i>	<i>Business</i>		<i>Other</i>
		<i>AACSB</i>	<i>ACBSP</i>	
Public accounting	54%	45%	36	57%
Business/Industry	17	35	29	31
Government	3	5	7	2
Nonprofit	*	1	7	1
Other areas	2	7	7	1
Graduate school	1	2	7	2
Unknown	23	5	7	6

\* Less than 0.5%.

**TABLE 17**

**Placement of New Accounting Graduates  
with Bachelor's Degrees by Region 1994–95**

	<i>Eastern (%)</i>	<i>North Central (%)</i>	<i>Southern (%)</i>	<i>Pacific (%)</i>
Public accounting	33	29	21	23
Business/Industry	32	31	27	21
Government	3	3	5	5
Nonprofit	2	2	2	2
Other areas	2	1	2	2
Graduate school	5	4	12	21
Unknown	23	30	31	26

**TABLE 18**

**Placement of New Accounting Graduates  
with Master's Degrees by Region 1994–95**

	<i>Eastern (%)</i>	<i>North Central (%)</i>	<i>Southern (%)</i>	<i>Pacific (%)</i>
Public accounting	40	28	60	69
Business/Industry	42	28	18	19
Government	2	5	3	3
Nonprofit	1	2	*	*
Other areas	1	10	2	1
Graduate school	1	3	1	2
Unknown	13	24	16	6

\* Less than 0.5%.

**TABLE 19**

**Placement of New Accounting Graduates  
by Gender 1994–95**

	<i>Bachelor's</i>		<i>Master's</i>	
	<i>Male (%)</i>	<i>Female (%)</i>	<i>Male (%)</i>	<i>Female (%)</i>
Public accounting	27	26	53	49
Business/Industry	29	31	23	24
Government	4	5	2	4
Nonprofit	1	2	1	1
Other areas	2	2	3	5
Graduate school	10	7	2	1
Unknown	27	27	16	16

**TABLE 20**

**Placement of New Accounting Graduates with Bachelor's Degrees  
by Ethnic/Racial Background 1994–95**

	<i>Asian/ Pacific Islander (%)</i>	<i>Black (%)</i>	<i>Hispanic (%)</i>	<i>Native American/ Alaskan Native (%)</i>	<i>White (%)</i>	<i>Other (%)</i>
Public accounting	22	14	25	11	28	23
Business/Industry	23	31	31	31	30	11
Government	2	9	9	11	4	1
Nonprofit	1	3	2	4	2	*
Other areas	6	2	1	8	1	1
Graduate school	9	7	5	8	10	5
Unknown	37	34	27	27	25	59

\* Less than 0.5%.

**TABLE 21**

**Placement of New Accounting Graduates with Master's Degrees  
by Ethnic/Racial Background 1994–95<sup>†</sup>**

	<i>Asian/ Pacific Islander (%)</i>	<i>Black (%)</i>	<i>Hispanic (%)</i>	<i>Native American/ Alaskan Native (%)</i>	<i>White (%)</i>	<i>Other (%)</i>
Public accounting	32	43	69	*	55	10
Business/Industry	31	23	18	*	23	10
Government	2	6	3	*	3	*
Nonprofit	1	2	*	*	1	*
Other areas	13	6	*	*	2	5
Graduate school	1	*	2	*	2	5
Unknown	20	20	8	*	14	70

<sup>†</sup> The base for this table includes only 292 non-White graduates, of which 204 are Asian/Pacific Islander, 49 are Black, 39 are Hispanic.

\* Less than 0.5%.

## Accounting Enrollment

**TABLE 22**

**Accounting Enrollment in All Schools 1994–95**

	<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
1994–95	192,870	10,010	3,510	6,510	870	213,770

**TABLE 23**

**Percentage of Accounting Students Enrolled by Gender 1994–95**

	<i>Bachelor's (%)</i>	<i>Master's (%)</i>	<i>Ph.D. (%)</i>
Male	44	52	59
Female	56	48	41

**FIGURE 6**

**Percentage of Accounting Students Enrolled by Gender 1994–95  
Bachelor's, Master's, and Ph.D. Degrees**

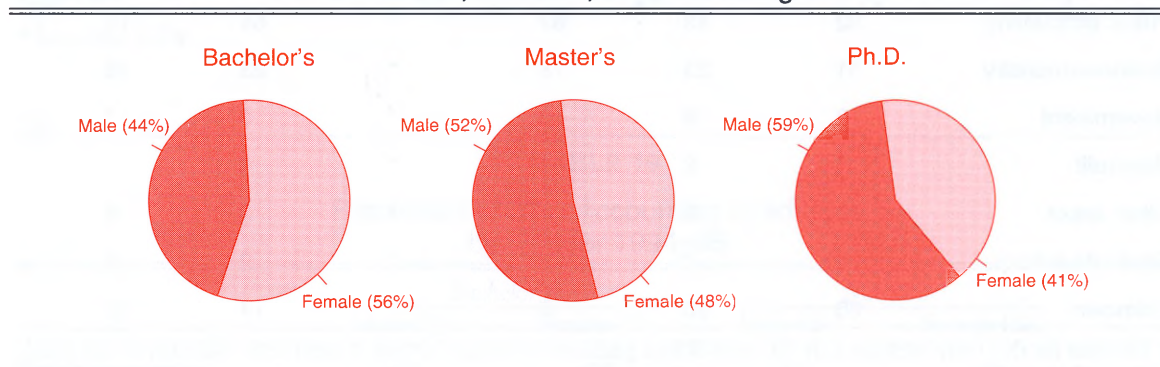


TABLE 24

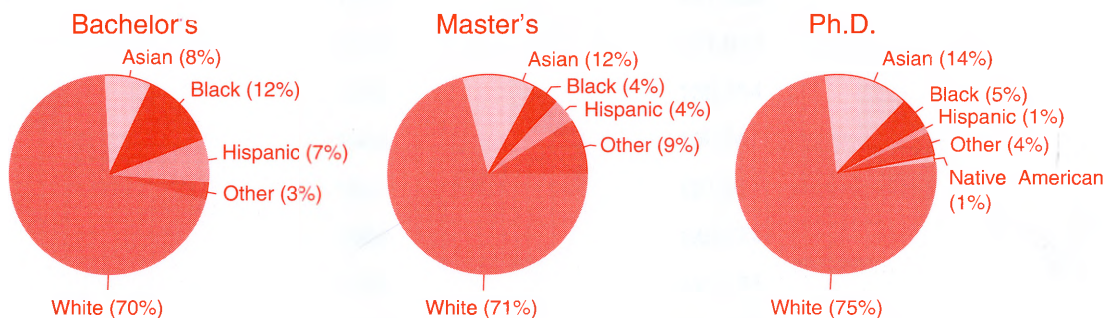
Percentage of Accounting Students Enrolled  
by Ethnic/Racial Background 1994–95

	<i>Bachelor's (%)</i>	<i>Master's (%)</i>	<i>Ph.D. (%)</i>
Asian	8	12	14
Black	12	4	5
Hispanic	7	4	1
Native American	*	*	1
Total Ethnic/Racial	27	20	21
White	70	71	75
Other	3	9	4

\* Less than 0.5%.

FIGURE 7

Percentage of Accounting Students Enrolled by Ethnic/Racial Background 1994–95  
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	38	49	13
Master's in accounting	74	20	6
MBA in accounting	58	39	3
Master's in taxation	63	32	5
Ph.D. in accounting/taxation	12	70	18

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

## Uniform CPA Examination

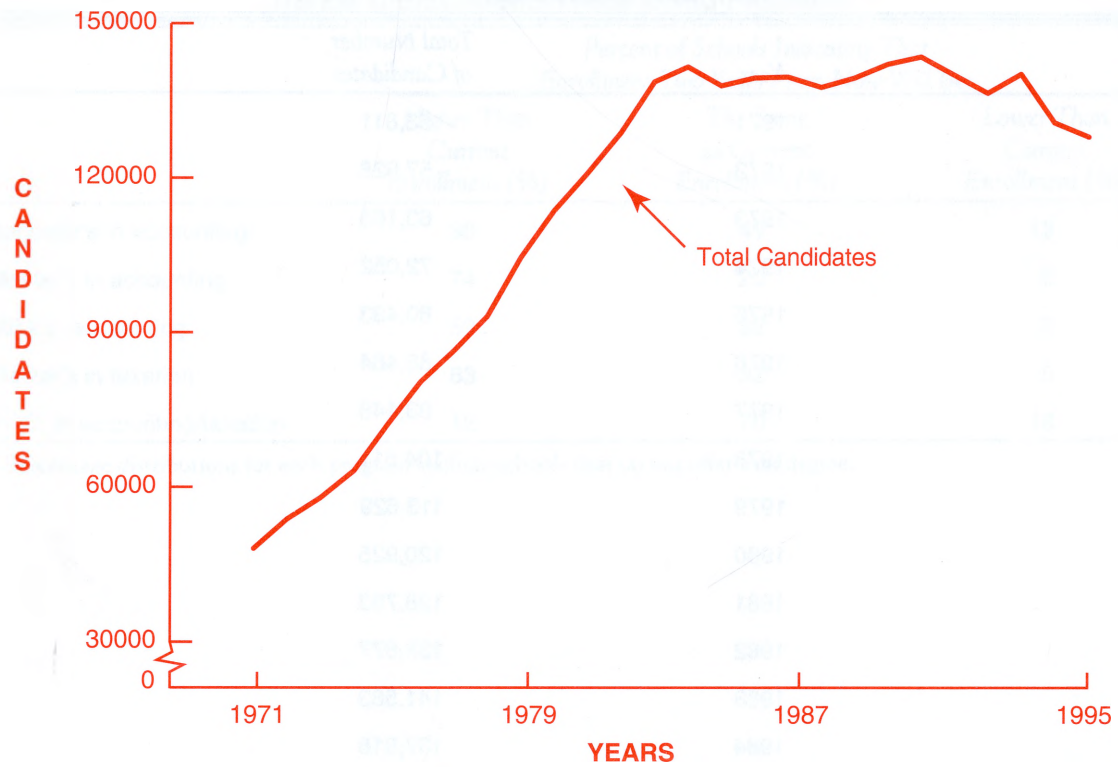
**TABLE 26**

Uniform CPA Examination — 1971–95

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

**FIGURE 8**

Uniform CPA Examination  
1971 through 1995



# Hiring by CPA Firms

In early 1996, 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 1995.

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 13 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

<b>TABLE 27</b>				
<b>CPA Firms Surveyed for 1996 Report</b>				
<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	13	13	10	77
50–200 members	58	58	30	52
10–49 members	1,404	1,404	749	53
Less than 10 members	45,166*	4,401	1,600	36
All CPA firms	46,641	5,876	2,389	41

\* Total includes 25,332 sole practitioners.

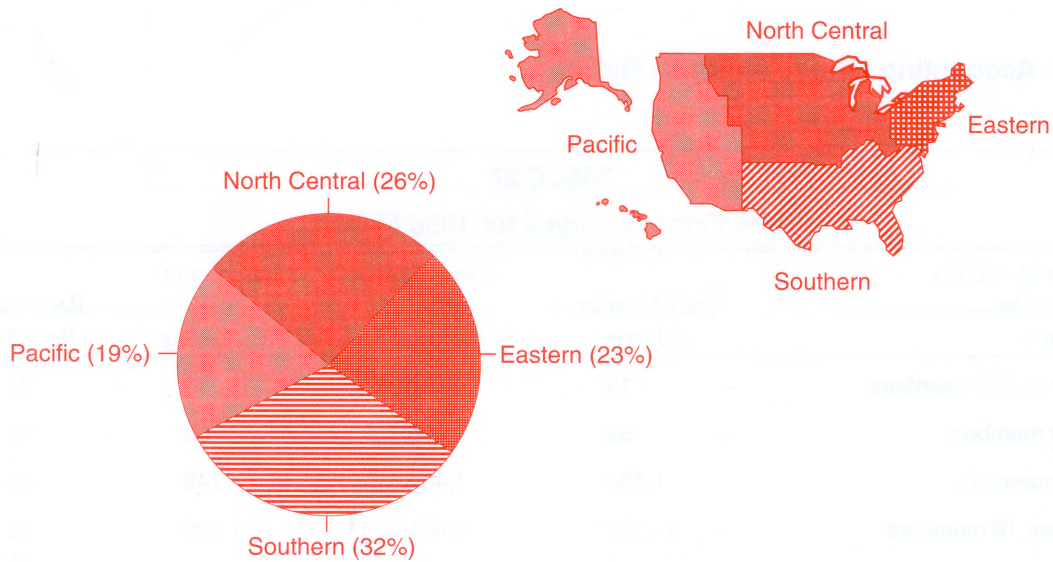
**TABLE 28**

**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	23	Local	90	Majority	97
North Central	26	Regional	9	Minority	3
Southern	32	National/ International	1		
Pacific	19				

**FIGURE 9**

**Geographic Location of Responding CPA Firms**



## New Accounting Graduates Hired by CPA Firms

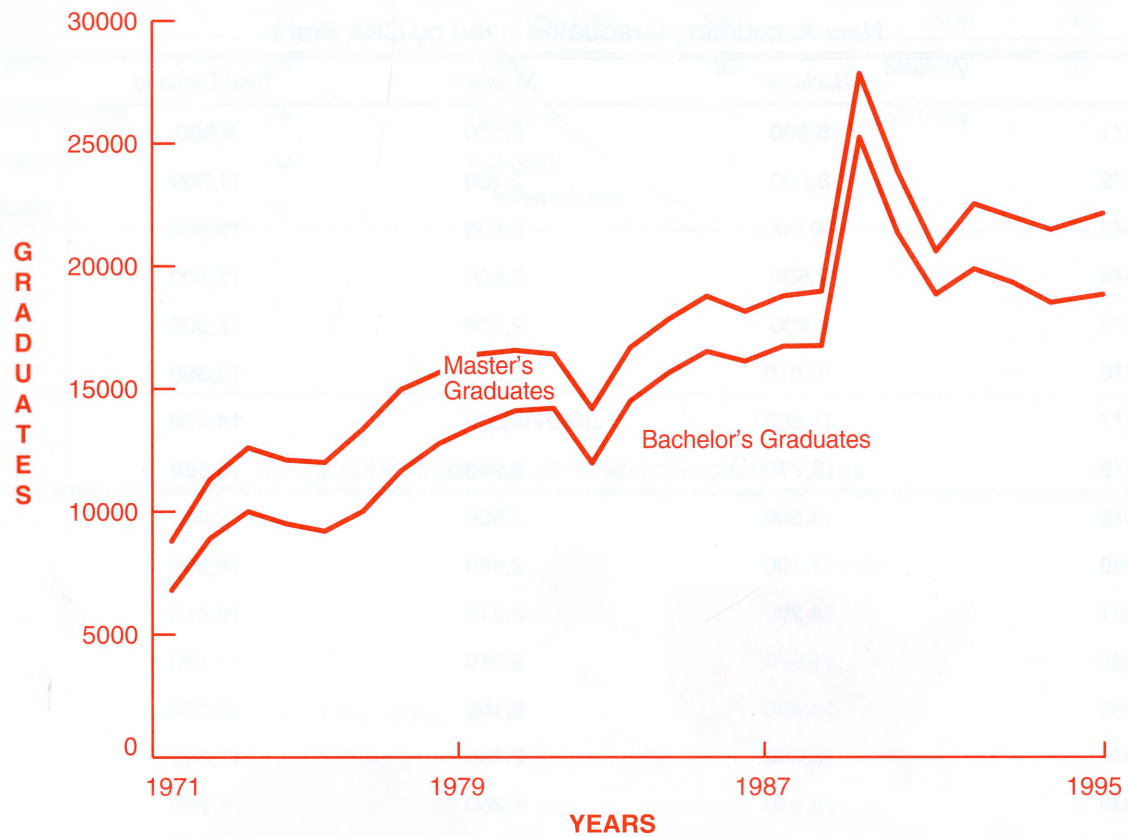
**TABLE 29**

**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
1995	18,560	3,375	21,935



**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>
<b>More than 200 members</b>			
1992	7,270	1,520	8,790
1993	7,540	1,660	9,200
1994	7,430	1,910	9,340
1995	6,385	1,770	8,155
<b>50–200 members</b>			
1992	810	50	860
1993	620	50	670
1994	520	45	565
1995	640	90	730
<b>10–49 members</b>			
1992	2,180	250	2,430
1993	2,430	220	2,650
1994	3,040	330	3,370
1995	3,750	580	4,330
<b>Less than 10 members</b>			
1992	9,610	830	10,440
1993	8,730	740	9,470
1994	7,510	680	8,190
1995	7,785	935	8,720
<b>All CPA firms</b>			
1992	19,870	2,650	22,520
1993	19,320	2,670	21,990
1994	18,500	2,965	21,465
1995	18,560	3,375	21,935

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

	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Less than 10 Members (%)</i>	
1992	17	6	10	8	12
1993	18	7	6	10	13
1994	20	8	10	8	14
1995	22	12	13	11	15

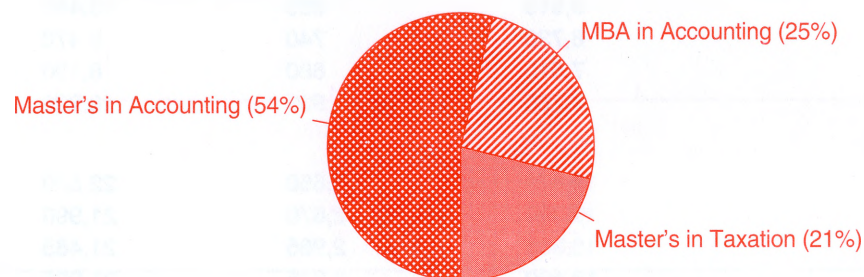
**TABLE 32**

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>
1992	42	20	38
1993	55	24	21
1994	50	26	24
1995	54	25	21

**FIGURE 11**

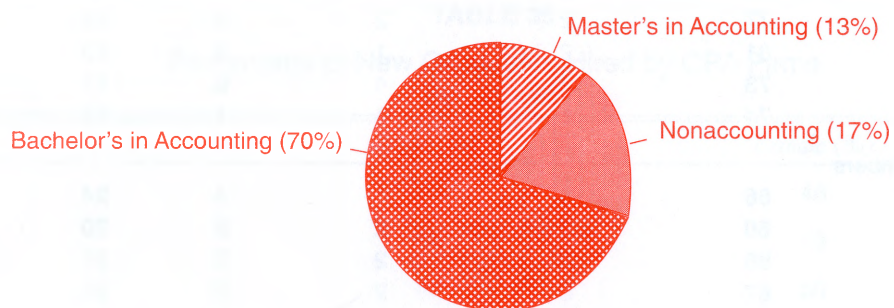
Percentage of New Accounting Graduates  
with Master's Degrees Hired by CPA Firms  
by Type of Program — 1995



**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>	
1992	74	10	16
1993	72	10	18
1994	72	12	16
1995	70	13	17

**FIGURE 12**  
**Percentage of Total New Graduates**  
**Hired by CPA Firms**  
**by Type of Degree — 1995**



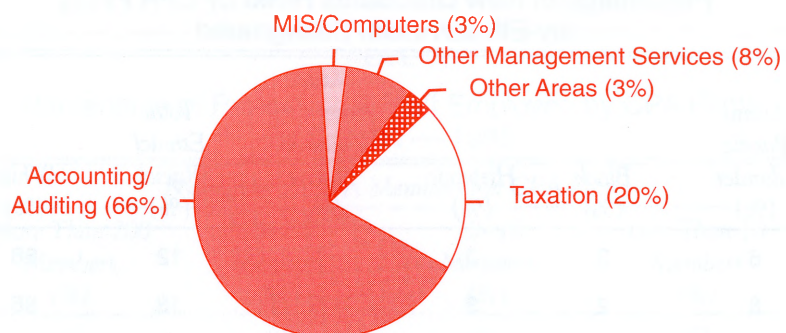
## Area of Assignment

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								
1992	70	15		2		17	13	*
1993	64	16		6		22	13	1
1994	67	4		13		17	15	1
1995	62	4		16		20	17	1
50–200 members								
1992	85	3		3		6	9	*
1993	69	1		2		3	26	2
1994	78	2		2		4	16	2
1995	83	3		3		6	10	1
10–49 members								
1992	77	2		2		4	16	3
1993	81	2		1		3	13	3
1994	73	3		4		6	17	4
1995	74	1		*		1	22	3
Less than 10 members								
1992	66	4		*		4	24	6
1993	66	3		2		5	20	9
1994	66	3		2		5	21	8
1995	67	3		2		5	24	4
All CPA firms								
1992	71	13		2		15	14	*
1993	67	9		4		13	16	4
1994	67	3		8		11	18	4
1995	66	3		8		11	20	3

\* Less than 0.5%.

**FIGURE 13**

Percentage of New Graduates Hired by CPA Firms  
by Area of Assignment — 1995



### Gender Data for New Graduates Hired

**TABLE 35**

Percentage of New Graduates Hired by CPA Firms  
by Gender

	Male (%)	Female (%)
1992	54	46
1993	51	49
1994	50	50
1995	47	53



## Ethnic/Racial Data for New Graduates Hired

**TABLE 36**

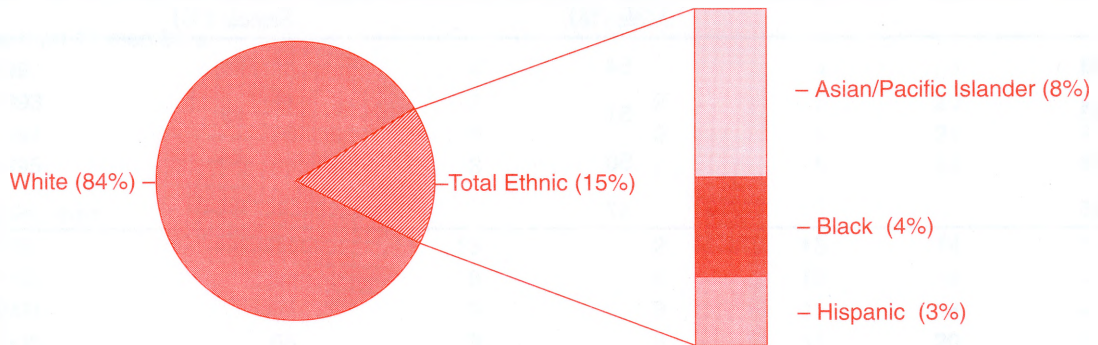
Percentage of New Graduates Hired by CPA Firms  
by Ethnic/Racial Background

	<i>Asian/ Pacific Islander (%)</i>	<i>Black (%)</i>	<i>Hispanic (%)</i>	<i>Native American/ Alaskan Native (%)</i>	<i>Total Ethnic/ Racial (%)</i>	<i>White (%)</i>	<i>Other (%)</i>
1992	6	3	3	*	12	88	*
1993	8	2	3	*	13	86	1
1994	8	4	3	*	15	84	1
1995	8	4	3	*	15	84	1

\* Less than 0.5%.

**FIGURE 14**

Percentage of New Graduates Hired by CPA Firms  
by Ethnic/Racial Background — 1995\*



\* Other represents 1%.

## Professional Staff Employed

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

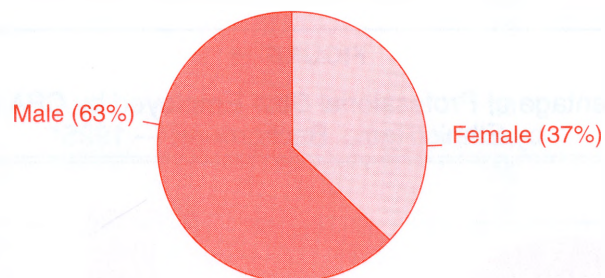
**TABLE 37**

**Percentage of Professional Staff Employed by CPA Firms  
by Gender — 1995**

	<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	63	61	61	63	63
Female	37	39	39	37	37

**FIGURE 15**

**Percentage of Professional Staff Employed by CPA Firms  
by Gender — 1995**



**TABLE 38**

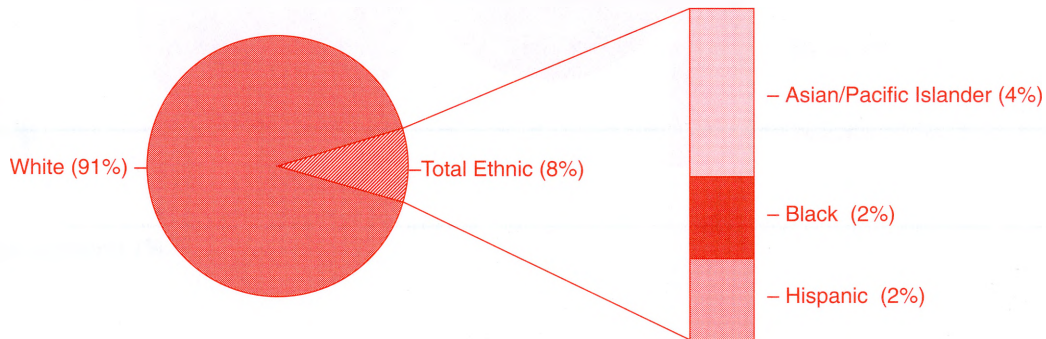
**Percentage of Professional Staff Employed by CPA Firms  
by Ethnic/Racial Background — 1995**

	<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/Pacific Islander	7	2	2	4	4
Black	2	1	1	1	2
Hispanic	3	1	2	2	2
Native American/ Alaskan Native	*	*	*	*	*
Total Ethnic/ Racial	12	4	5	7	8
White	86	96	95	93	91
Other	2	*	*	*	1

\* Less than 0.5%.

**FIGURE 16**

**Percentage of Professional Staff Employed by CPA Firms  
by Ethnic/Racial Background — 1995\***



\* Other represents 1%.

**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>
<b>More than 200 members</b>	
1992	21
1993	20
1994	26
1995	24
<b>50–200 members</b>	
1992	13
1993	13
1994	17
1995	19
<b>10–49 members</b>	
1992	10
1993	13
1994	13
1995	12
<b>Less than 10 members</b>	
1992	8
1993	11
1994	9
1995	10
<b>All CPA firms</b>	
1992	20
1993	14
1994	15
1995	15

**TABLE 40**  
Percentage of Professional Staff Terminated by  
or Resigned from CPA Firms  
by Gender — 1995

	<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>	
<b>Male</b>	59	57	52	48	54
<b>Female</b>	41	43	48	52	46

**TABLE 41**

Percentage of Professional Staff Terminated by  
or Resigned from CPA Firms  
by Ethnic/Racial Background — 1995

	<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/Pacific Islander	7	2	2	8	6
Black	3	2	1	4	3
Hispanic	3	1	3	1	3
Native American/ Alaskan Native	*	*	*	*	*
Total Ethnic/ Racial	13	5	6	13	12
White	87	94	93	86	88
Other	*	1	1	1	*

\* Less than 0.5%.

**TABLE 42**

Percentage of CPAs Employed by CPA Firms  
by Gender — 1995

	<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	68	67	66	71	69
Female	32	33	33	29	31

<b>TABLE 43A</b>					
<b>Percentage of CPAs Employed by CPA Firms by Ethnic/Racial Background and Firm Size — 1995</b>					
	<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>
Asian/Pacific Islander	5	1	1	2	2.5
Black	1	1	1	1	1
Hispanic	2	1	1	2	1.5
Native American/ Alaskan Native	*	*	*	*	*
Total Ethnic/ Racial	8	3	3	5	5
White	92	97	97	95	95
Other	*	*	*	*	*

\* Less than 0.5%.

<b>TABLE 43B</b>			
<b>Percentage of CPAs Employed by CPA Firms by Ethnic/Racial Background and Firm Type — 1995</b>			
	<i>Minority CPA Firms (%)</i>	<i>Majority CPA Firms (%)</i>	<i>All CPA Firms (%)</i>
Asian/Pacific Islander	34	2	2.5
Black	17	*	1
Hispanic	28	1	1.5
Native American/Alaskan Native	3	*	*
White	16	97	95
Other	2	*	*

\* Less than 0.5%.

<b>TABLE 44</b>					
<b>Percentage of Partners/Owners in CPA Firms by Gender — 1995</b>					
	<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	93	93	92	81	84
Female	7	7	8	19	16



**TABLE 45**

**Percentage of Partners/Owners in CPA Firms  
by Ethnic/Racial Background and Firm Size — 1995**

	<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/Pacific Islander	2	1	*	2	2
Black	1	*	1	1	1
Hispanic	1	*	*	1	1
Native American/ Alaskan Native	*	*	*	*	*
Total Ethnic/ Racial	5	1	1	4	4
White	95	99	99	96	96
Other	1	*	*	*	*

\* Less than 0.5%.

**TABLE 45B**

**Percentage of Partners/Owners in CPA Firms  
by Ethnic/Racial Background and Firm Type — 1995**

	<i>Minority CPA Firms (%)</i>	<i>Majority CPA Firms (%)</i>	<i>All CPA Firms (%)</i>
Asian/Pacific Islander	37	.5	2
Black	21	*	1
Hispanic	29	.5	1
Native American/Alaskan Native	5	*	*
White	6	99	96
Other	2	*	*

\* 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 1995  
Relative to 1994  
by CPA Firm Size

Number of AICPA Members Per CPA Firm	Percent of CPA Firms Indicating That the Number of Experienced Recruits Hired in 1995 Relative to 1994 Was:		
	Higher (%)	Same (%)	Lower (%)
More than 200 members	90	0	10
50–200 members	50	33	17
10–49 members	36	51	13
Less than 10 members	14	79	7
All CPA firms	22	69	9

## 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 1995  
Relative to 1994  
by CPA Firm Size

Number of AICPA Members Per CPA Firm	Percent Indicating They Hire Paraprofessional Staff (%)	Percent of Firms Indicating That the Number of Paraprofessional Staff Hired in 1995 Relative to 1994 Was:		
		Higher (%)	Same (%)	Lower (%)
More than 200 members	90	67	11	22
50–200 members	83	28	60	12
10–49 members	80	24	69	7
Less than 10 members	62	17	77	6
All CPA firms	68	20	73	7



# 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—1995* (Hasselback, Prentice Hall).

In late 1995, 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—1995*.

## CPA Firms

In early 1996, the AICPA conducted a survey of about 6,000 CPA firms and sole practitioners affiliated with the Institute. Questionnaires were sent to all CPA firms affiliated with the AICPA that had more than 10 AICPA members and 10 percent of the 46,641 CPA firms that have less than 10 AICPA members. Questionnaires asked firms to categorize newly hired recent college graduates by gender, ethnic/racial background, and area of assignment (i.e., accounting/auditing, taxation, management consulting services, and other specialty areas). The firms also were asked to identify themselves as majority-owned or minority-owned, and to give information on their recruiting efforts, professional and paraprofessional staff, and new hires that had experience. A total of 2,389 CPA firms responded for an overall response rate of 42 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 and 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. The methodology used for both surveys is not true statistical sampling because the populations surveyed are university accounting programs and CPA firms, not the individuals receiving the degrees or getting the new jobs and being characterized in the tables.



## Survey Questionnaires



## Academic and Career Development

November 8, 1995

**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 1994-95 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 December 8, 1995.** 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,

Beatrice Sanders  
Directors

Enclosures

American Institute of Certified Public Accountants  
1211 Avenue of the Americas, New York, NY 10036-8775 (212) 596-6200 • fax (212) 596-6213

The CPA. Never Underestimate The Value.™

**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?*



1. ACCOUNTING MAJORS ENROLLED IN BACHELOR'S PROGRAM FOR THE 1995 FALL TERM:

B. Of the total number of accounting major 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).

[illegible]

## 2. ACCOUNTING GRADUATES WITH BACHELOR'S DEGREES AWARDED BETWEEN 9/94 AND 8/95:

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).

[illegible]

3. **PLACEMENT OF GRADUATES WITH BACHELOR'S DEGREES AWARDED BETWEEN 9/94 AND 8/95:**

- A. Please indicate below under SECTION A, the placement of graduates who earned bachelor's degrees in accounting between 9/94 and 8/95.
- 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 Total # of graduates who went into each placement area	=	Placement by Gender		Placement by Ethnic/Racial Groups					
			# of graduates who went into each placement area		# of graduates who went into each placement area					
			Male	Female	White	Black	Hispanic	Asian/ Pacific Islander	Native American/ Alaskan Native	Other
a. Public Accounting		=								
b. Business/Industry		=								
c. Government		=								
d. Nonprofit Organization		=								
e. Graduate School		=								
f. Other Areas		=								
g. Unknown		=								

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 1995 FALL TERM:

Please indicate the number of accounting and taxation students enrolled in each Master's program during the 1995 fall term.

**Number of Students Enrolled  
During the 1995 Fall Term**

#### Master's Programs

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)

43

### 2. GENDER AND ETHNIC/RACE BREAKDOWN FOR ACCOUNTING/TAXATION STUDENTS IN ALL MASTER'S PROGRAMS FOR THE 1995 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).

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



5. **PLACEMENT OF GRADUATES WITH MASTER'S DEGREES AWARDED BETWEEN 9/94 AND 8/95:**

- 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 9/94 and 8/95.
- 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	Total # of graduates who went into each placement area	Placement by Gender		Placement by Ethnic/Racial Groups					
			Male	Female	# of graduates who went into each placement area					
					White	Black	Hispanic	Asian/ Pacific Islander	Native American/ Alaskan Native	Other
a. Public Accounting	=									
b. Business/Industry	=									
c. Government	=									
d. Nonprofit Organization	=									
e. Graduate School	=									
f. Other Areas	=									
g. Unknown	=									

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, 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.

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		
<u>Accounting Programs</u>					
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	
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 HEAD(S) FOR THE 1995 FALL TERM:

A. Please indicate the gender of the accounting department head(s) for the 1995 fall term by checking (✓) the appropriate box(es).

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

B. Please indicate the ethnicity/race of the accounting department head(s) for the 1995 fall term by checking (✓) the appropriate box(es).

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

2. ACCOUNTING FACULTY (UNDERGRADUATE AND GRADUATE) FOR THE 1995 FALL TERM:

Please indicate the total number of both full-time and part-time undergraduate and graduate accounting faculty at your school for the 1995 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="text"/>
B. Number of part-time accounting faculty	<input type="text"/>
C. Total number of full-time and part-time accounting faculty	<input type="text"/>

3. GENDER AND ETHNIC/RACIAL BREAKDOWN FOR ACCOUNTING FACULTY (UNDERGRADUATE AND GRADUATE) FOR THE 1995 FALL TERM:

A. Of the total number of accounting faculty entered in Q.2C, 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).

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

[illegible]

## Academic and Career Development

January 1996

**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 available later this year.

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 **February 29, 1996**. Your timely response is critical to the success of this important effort. If you have any questions, please contact Leticia Romeo at (212) 596-6221.

Thank you for your cooperation.

Sincerely,



Beatrice Sanders  
Director

Enclosures

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

## IMPORTANT

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

### I. Employment of New Graduates

1. We would like to determine the number of new accounting and nonaccounting graduates who began employment at your firm during **1995**. **New graduates** are defined as those who began employment at **entry-level positions** with no or only nominal previous experience with a CPA firm.

If your firm did not hire new graduates who began employment at entry-level positions in 1995, please skip to Section II on page 3.

Please indicate below the number of **new graduates** with the following degrees who began employment at your firm on a full-time basis during **1995**. (**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 1995 to begin employment in 1996.

**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.

#### Accounting Degree

- A. **Bachelor's in Accounting** — including other bachelor's degrees with majors in accounting .....
- B. **Master's in Accounting** — including MA, MS, MAcc, MPA and MAS degrees .....
- C. **Master's in Taxation** — including MBAs with a concentration in tax .....
- D. **MBAs with a concentration in accounting** .....

E. **TOTAL:**

**A+B+C+D=**

Number of new  
graduates  
who began  
employment on  
a full-time basis  
during 1995:






#### Nonaccounting Degree

- F. Bachelor's degree in **nonaccounting** major .....
- G. Master's or higher degree in **nonaccounting** major .....
- H. J.D. in **Law** .....

I. **TOTAL:**

**F+G+H=**

J. **GRAND TOTAL:**

**=E+I=**

2. Please indicate below the **gender breakdown** of new graduates who began employment at your firm on a full-time basis during **1995**.

**Gender**

Number of new graduates employed  
on a full-time basis during 1995 who are:

A. Male .....

B. Female .....

C. TOTAL:

A+B =  = Line J in Q.1

3. Please indicate below the **ethnic/racial breakdown by gender** of new graduates who began employment at your firm on a full-time basis during **1995**. If the gender breakdown is not available, please provide the total numbers by ethnic/racial group.

**Ethnic/Racial Group**

Total number of new graduates employed  
on a full-time basis during 1995 who are:

Gender  
Male Female

A. White .....




B. Black .....




C. Hispanic .....




D. Asian/Pacific Islander .....




E. Native American/Alaskan Native ...




F. Other .....




G. TOTAL:

A+B+C+D+E+F =  = 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 **1995** who have been assigned primarily to the following **areas**.

**Area**

Number of new graduates employed  
on a full-time basis during 1995 who  
have been assigned primarily to:

A. Accounting/Auditing .....

B. Taxation .....

C. MIS/Computer .....

D. Management Services (other than MIS) .....

E. Other Areas .....

F. TOTAL:

A+B+C+D+E =  = 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 **1995**.

**Recruiting Information**

Number of:

**A. On Campus Recruiting:**

Candidates interviewed on campus . . . . .

Candidates interviewed on campus who visited your office . . . . .

Candidates interviewed on campus who were offered jobs . . . . .

Candidates interviewed on campus who were hired . . . . .

**B. Off Campus Recruiting:**

Other new graduates who were initially interviewed . . . . .

Other new graduates who were offered jobs . . . . .

Other new graduates who were hired . . . . .

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

**II. Other Personnel Information**

**Note:** The following section applies to all employees at your firm during **1995**, including yourself. If some of the information for the following questions is not available, **enter N/A**.

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

- A. What is the **total** number of **professional staff employed** in your firm as of **December 31, 1995**? Include yourself and your partners.

- B. What is the **total** number of **professional staff** in your firm who were **terminated or resigned** during **1995**? Include partners.

7. Under **SECTION I** below, please indicate the **gender breakdown** of the **professional staff employed** in your firm as of **December 31, 1995**.

Under **SECTION II** below, please indicate the **gender breakdown** of the **professional staff** in your firm who were **terminated or resigned** during **1995**.

Gender	<b>SECTION I</b>		<b>SECTION II</b>	
	Number of professionals employed as of 12/31/95 who are:		Number of professionals terminated/resigned during 1995 who are:	
A. Male . . . . .		<input type="text"/>		<input type="text"/>
B. Female . . . . .		<input type="text"/>		<input type="text"/>
C. <b>TOTAL:</b>	<b>A+B=</b>	<input type="text"/> <b>= Q.6A</b>	<b>A+B=</b>	<input type="text"/> <b>= Q.6B</b>

8. Under **SECTION III** below, please indicate the **ethnic/racial breakdown** of the **professional staff employed** in your firm as of **December 31, 1995**.

Under **SECTION IV** below, please indicate the **ethnic/racial breakdown** of the **professional staff** in your firm who were **terminated or resigned** during **1995**.

Ethnic/Racial Group	SECTION III	SECTION IV
	Number of professionals employed as of 12/31/95 who are:	Number of professionals terminated/resigned during 1995 who are:
A. White .....	<input type="text"/>	<input type="text"/>
B. Black .....	<input type="text"/>	<input type="text"/>
C. Hispanic .....	<input type="text"/>	<input type="text"/>
D. Asian/Pacific Islander .....	<input type="text"/>	<input type="text"/>
E. Native American/Alaskan Native ...	<input type="text"/>	<input type="text"/>
F. Other .....	<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, 1995**. Include partners.

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

Gender	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 by gender**.  
If the gender breakdown is not available, please provide the total number of CPAs by ethnic/racial group.

Ethnic/Racial Group	Total number of CPAs who are:	Gender	
		Male	Female
A. White .....	<input type="text"/>	<input type="text"/>	<input type="text"/>
B. Black .....	<input type="text"/>	<input type="text"/>	<input type="text"/>
C. Hispanic .....	<input type="text"/>	<input type="text"/>	<input type="text"/>
D. Asian/Pacific Islander .....	<input type="text"/>	<input type="text"/>	<input type="text"/>
E. Native American/Alaskan Native ...	<input type="text"/>	<input type="text"/>	<input type="text"/>
F. Other .....	<input type="text"/>	<input type="text"/>	<input type="text"/>
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, 1995**.

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/Pacific Islander .....

E. Native American/Alaskan Native .....

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 **1995** higher, lower or the same as the number employed during **1994?** (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 **1995** higher, lower or the same as the number employed during **1994?** (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/Alaskan Native, 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		

