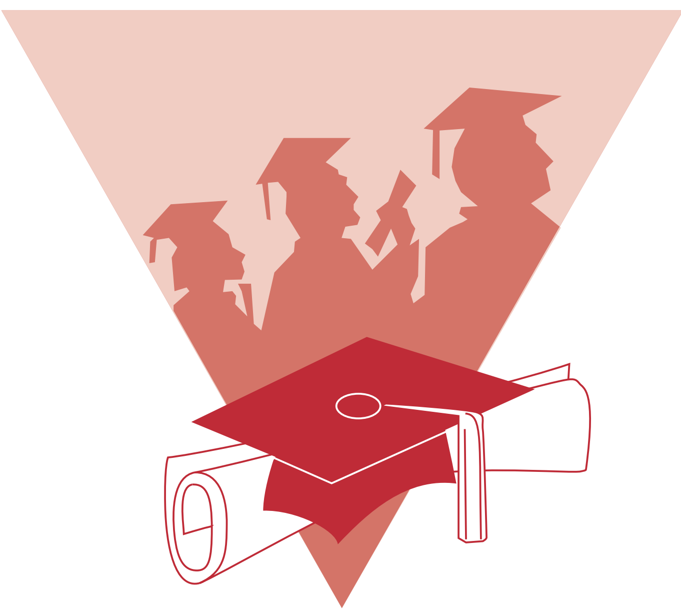
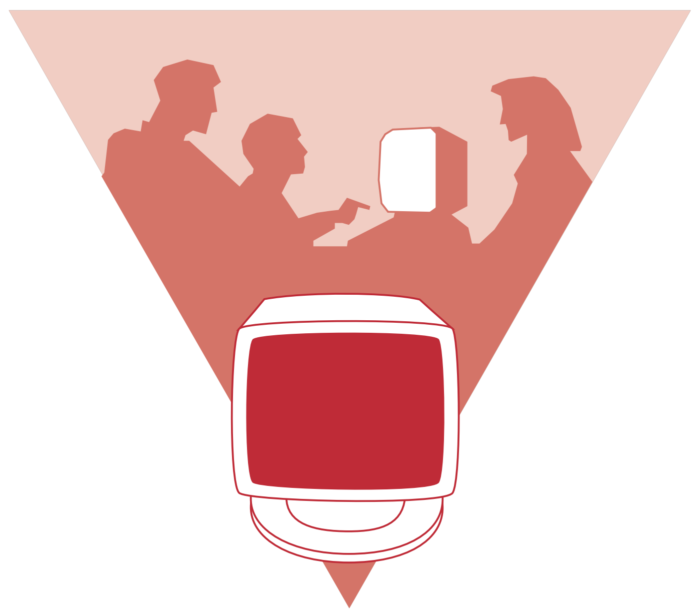
The Supply Of Accounting Graduates And the Demand For Public Accounting Recruits–2000

For Academic Year 1998–99





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Academic & Career Development Team

The Supply Of Accounting Graduates And the Demand For Public Accounting Recruits–2000

For Academic Year 1998–99

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Introduction and Highlights

This 2000 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 earlier this year of U.S. colleges and universities that offer accounting degrees at the Baccalaureate, Master's or Ph.D. level and survey of public accounting firms and sole practitioners affiliated with the American Institute of Certified Public Accountants (AICPA). The report is presented in two sections: "Accounting Graduates" presents detailed information regarding the number of accounting degrees awarded by universities during the 1998–99 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 47,895 accounting bachelor's and master's degrees were awarded in 1998–99, which represents a 20% decrease from the total number reported for 1995–96. The percentage decrease of bachelor's degrees awarded is almost twice that of master's degrees.
- Females are increasingly outnumbering males at the bachelor's level (57% to 43%). For the first time in this series of studies, females outnumbered males also at the master's level (54% to 46%).
- Minorities accounted for 19% of the total number of accounting bachelor's and master's graduates, down from 23% in 1995–96. However, the percentage of minority PhDs has increased from 12% to 16% for the same period.
- The percentage of bachelor's graduates finding jobs in business/industry has dropped relative to those entering public accounting (26% and 34%, respectively). The percentage of master's graduates entering public accounting (61%) is triple the percentage going into industry (20%).
- Accounting enrollments in bachelor's and master's programs have dropped dramatically (22%) from 1995–96. Enrollments had already begun to drop from 1994–95 to 1995–96. A majority of responding schools expect enrollments in accounting bachelor's programs two years from now to be the same, and they expect enrollments in accounting master's programs to increase.
- The number of candidates sitting for the CPA exam continued the downward trend from 1993, except for an upward surge in 1999. This is likely attributable to the fact that the 150-hour law became effective in more than a dozen states in the year 2000. Candidates for the May and November exams in 1999 totaled 126,769.
- The total number of accounting graduates with bachelor's degrees hired by CPA firms decreased slightly in 1999, while master's degrees hires increased.
- The percentage of new accounting graduates hired by the firms was about one-third the percentage of non-accounting graduate hires in 1999.
- Fifty-four percent of the new graduate hires were female; 46% were male.
- Twenty percent of the new graduate hires were minorities, up from 16% in 1996.
- The percentage of female CPAs employed by the firms is 34%; minorities accounted for 5% of CPAs employed by the firms.
- Eighty-five percent of the largest firms reported hiring more experienced recruits in 1999 than in 1998; 53% of the next largest firm-size group said they hired more experienced recruits than in 1998.

Accounting Graduates

The following tables present a variety of characteristics of colleges and universities which awarded accounting degrees during 1998–99 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 2000 Report

	Number of Questionnaires Mailed	*Number of Schools Responding*	*Response Rate %*
Accredited in Accounting	139	59	42
Accredited in Business			
By AACSB	225	63	28
By ACBSP	94	30	32
Other Business Administration Programs	395	115	29
Total Schools Surveyed	853	267	31
Public Schools	423	145	34
Private Schools	430	122	28
Majority Schools	767	241	31
Minority Schools	86	26	30

TABLE 2

Graduates by Level of Accreditation 1998–99

	Number of Programs	*Bachelor's*	*Master's*	*Total*
Accounting	139	14,075	3,320	17,395
Business				
AACSB	225	13,200	2,755	15,955
ACBSP	94	2,505	270	2,775
Other	395	11,390	380	11,770
Total	853	41,170	6,725	47,895

TABLE 3A

Accounting Degrees Awarded by All Schools
1971–72 Through 1998–99

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

TABLE 3B

Accounting Ph.D's Awarded
1992–93 Through 1998–99

	Number of Graduates	*Rate of Growth*
1993–94	242	+ 21%
1994–95	205	– 15%
1995–96	190	– 7%
1998–99	185	– 3%

FIGURE 1

Trend In Accounting Degrees Awarded
1971–72 Through 1998–99

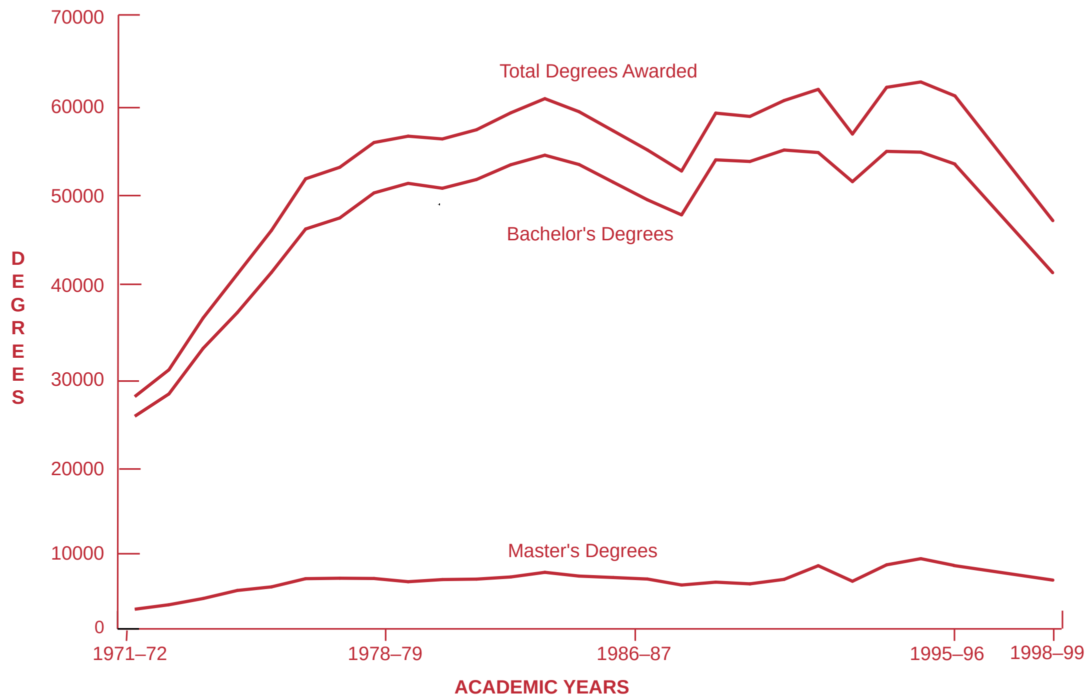


TABLE 4

Accounting Degrees Awarded by Accredited Accounting Programs

	Number of AACSB-Accredited Accounting Programs	*Bachelor's*	*MBA in Accounting*	*Master's in Accounting*
1992–93	96	16,650	160	850
1993–94	105	18,560	330	3,360
1994–95	111	17,770	460	3,610
1995–96	120	19,340	430	3,610
1998–99	139	14,075	220	3,100

TABLE 5

New Accounting Graduates From AACSB- and ACBSP-Accredited Business Administration Programs

	Number of AACSB- and ACBSP-Accredited Business Administration Programs	*Bachelor's*	*Master's*	*Total*
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
1995–96	366	39,000	6,680	45,680
1998–99	458	29,780	6,345	36,125

TABLE 6

New Accounting Graduates From Other Business Administration Programs

	Number of Other Business Administration Programs	*Bachelor's*	*Master's*	*Total*
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
1995–96	497	13,030	950	13,980
1998–99	395	11,390	380	11,770

TABLE 7

New Accounting Graduates With Bachelor's Degrees
From Public and Private Schools

	Public	*Private*
1992–93	34,270	15,790
1993–94	39,828	13,620
1994–95	38,760	14,600
1995–96	36,080	15,950
1998–99	29,680	11,490

TABLE 8

New Accounting Graduates With Master's Degrees
From Public and Private Schools

	Public	*Private*
1992–93	3,650	1,680
1993–94	4,291	2,877
1994–95	4,430	3,430
1995–96	4,530	3,100
1998–99	4,365	2,360

TABLE 9

New Accounting Graduates With Bachelor's Degrees
by Geographic Region

	Eastern	*North Central*	*Southern*	*Pacific*
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
1995–96	11,870	15,270	17,980	6,910
1998–99	10,215	12,070	13,185	5,700

TABLE 10

New Accounting Graduates With Master's Degrees by Geographic Region

	Eastern	*North Central*	*Southern*	*Pacific*
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
1995–96	2,180	1,590	2,920	940
1998–99	1,810	1,710	2,590	615

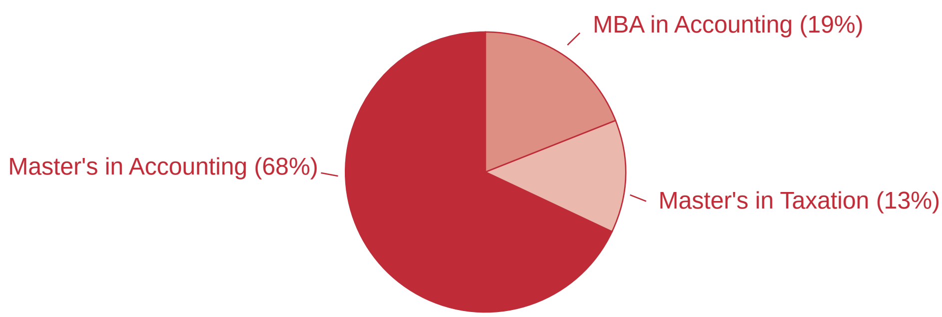
TABLE 11

New Accounting Graduates With Master's Degrees by Type

	Master's in Accounting	*MBA in Accounting*	*Master's in Taxation*
1992–93	3,240	940	1,150
1993–94	3,836	1,282	2,050
1994–95	4,530	1,190	2,140
1995–96	4,300	1,530	1,800
1998–99	4,565	1,265	895

FIGURE 2

New Accounting Graduates With Master's Degrees by Type 1998–99



Gender Data For New Graduates

TABLE 12A

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

	Male (%)	*Female (%)*
1992–93	47	53
1993–94	47	53
1994–95	47	53
1995–96	46	54
1998–99	44	56

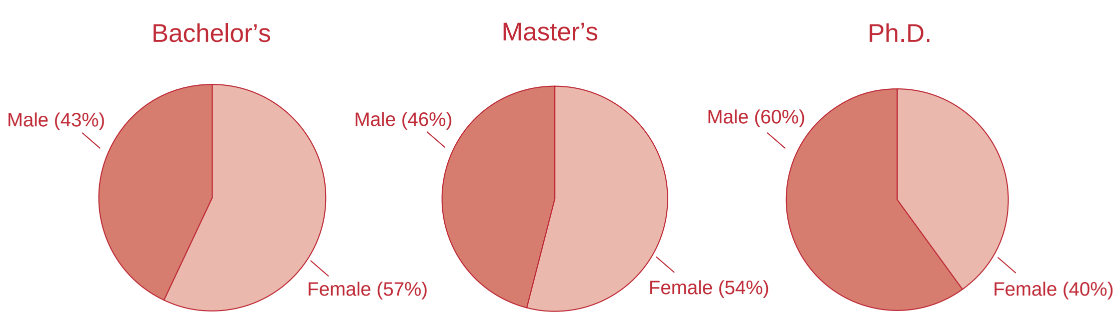
TABLE 12B

Percentage of New Accounting Graduates by Gender 1998–99
Bachelor's, Master's and Ph.D. Degrees

	Bachelor's (%)	*Master's (%)*	*Ph.D. (%)*
Male	43	46	60
Female	57	54	40

FIGURE 3

Percentage of New Accounting Graduates by Gender 1998–99
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/ Pacific Islander (%)	*Black (%)*	*Hispanic (%)*	*Native American/ Alaskan Native (%)*	*Total Ethnic/ Racial (%)*	*White (%)*	*Other (%)*
1992–93	6	7	4	*	17	80	3
1993–94	8	7	5	*	20	77	3
1994–95	9	8	5	*	22	75	3
1995–96	8	8	7	*	23	74	3
1998–99	6	8	5	*	19	78	3

* Less than 0.5%.

TABLE 13B

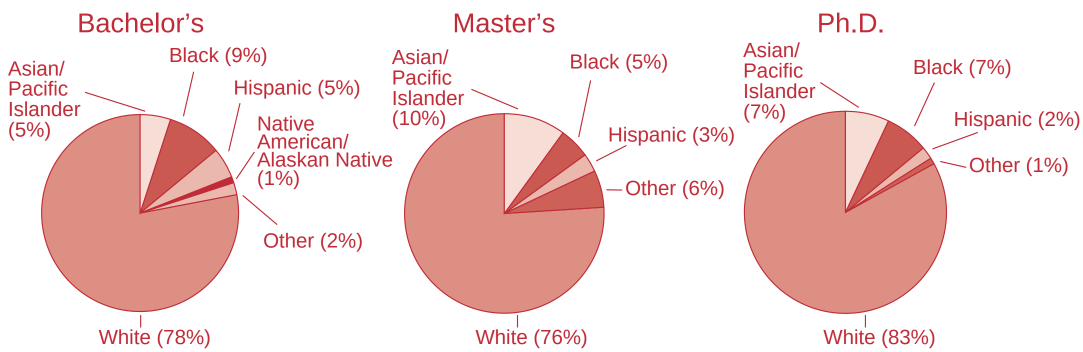
Percentage of New Accounting Graduates by Ethnic/Racial Background 1998–99
Bachelor's, Master's and Ph.D. Degrees

	Bachelor's (%)	*Master's (%)*	*Ph.D. (%)*
Asian/Pacific Islander	5	10	7
Black	9	5	7
Hispanic	5	3	2
Native American/Alaskan Native	1	*	*
Total Ethnic/Racial	20	18	16
White	78	76	83
Other	2	6	1

* Less than 0.5%.

FIGURE 4

Percentage of New Accounting Graduates by Ethnic/Racial Background 1998–99
Bachelor's, Master's and Ph.D. Degrees



Placement of New Graduates

TABLE 14

Placement of New Accounting Graduates 1998–99

	Bachelor's (%)	*Master's (%)*
Public accounting	34	61
Business/Industry	26	20
Government	4	2
Nonprofit	2	1
Other areas	2	2
Graduate school	11	2
Unknown	21	12

FIGURE 5

Placement of New Accounting Graduates 1998–99
Bachelor's and Master's Degrees

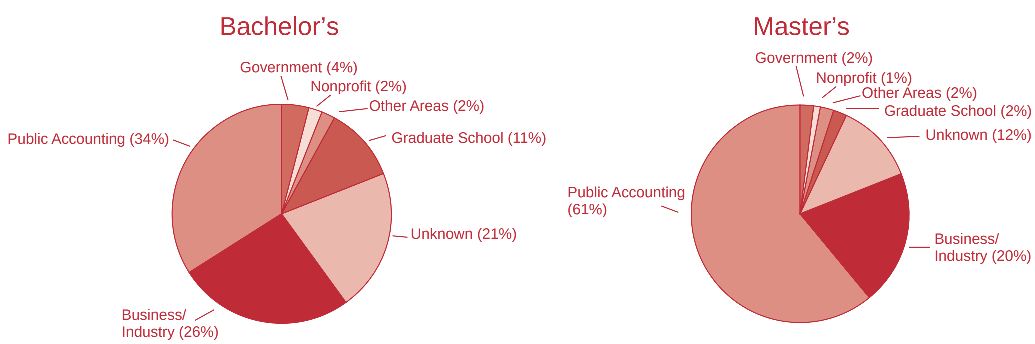


TABLE 15

Placement of Bachelor's Graduates
by Level of Accreditation 1998–99

		Business		
	Accounting	*AACSB*	*ACBSP*	*Other*
Public accounting	36%	35%	19%	34%
Business/Industry	22	21	49	34
Government	3	3	6	6
Nonprofit	1	2	2	3
Other areas	1	3	1	2
Graduate school	12	12	7	7
Unknown	25	24	16	14

TABLE 16

Placement of Master's Graduates
by Level of Accreditation 1998–99

		Business		
	Accounting	*AACSB*	*ACBSP*	*Other*
Public accounting	68%	55%	30%	49%
Business/Industry	13	27	55	15
Government	3	1	2	6
Nonprofit	1	*	*	7
Other areas	1	2	2	21
Graduate school	1	3	*	*
Unknown	13	12	11	2

* Less than 0.5%.

TABLE 17

Placement of New Accounting Graduates
With Bachelor's Degrees by Region 1998–99

	Eastern (%)	*North Central (%)*	*Southern (%)*	*Pacific (%)*
Public accounting	45	37	23	33
Business/Industry	23	27	30	18
Government	4	3	6	4
Nonprofit	3	1	2	1
Other areas	1	2	2	7
Graduate school	11	6	15	2
Unknown	13	24	22	35

TABLE 18

Placement of New Accounting Graduates
With Master's Degrees by Region 1998–99

	Eastern (%)	*North Central (%)*	*Southern (%)*	*Pacific (%)*
Public accounting	30	55	72	36
Business/Industry	23	20	17	39
Government	4	3	1	5
Nonprofit	1	2	1	6
Other areas	12	2	1	*
Graduate school	2	1	2	7
Unknown	28	17	6	7

* Less than 0.5%.

TABLE 19

Placement of New Accounting Graduates
by Gender 1998–99

	Bachelor's		*Master's*	
	Male (%)	*Female (%)*	*Male (%)*	*Female (%)*
Public accounting	34	33	62	69
Business/Industry	25	27	19	17
Government	3	4	2	2
Nonprofit	1	2	1	1
Other areas	2	2	3	2
Graduate school	13	12	2	1
Unknown	22	20	10	8

TABLE 20

Placement of New Accounting Graduates With Bachelor's Degrees by Ethnic/Racial Background 1998–99

	Asian/ Pacific Islander (%)	*Black (%)*	*Hispanic (%)*	*Native American/ Alaskan Native (%)*	*White (%)*	*Other (%)*
Public accounting	32	19	18	6	35	14
Business/Industry	13	38	38	63	27	12
Government	2	8	3	4	3	2
Nonprofit	2	3	1	*	2	*
Other areas	5	2	*	*	2	3
Graduate school	11	8	10	4	11	7
Unknown	35	22	29	23	20	62

* Less than 0.5%.

TABLE 21

Placement of New Accounting Graduates With Master's Degrees by Ethnic/Racial Background 1998–99†

	Asian/ Pacific Islander (%)	*Black (%)*	*Hispanic (%)*	*Native American/ Alaskan Native (%)*	*White (%)*	*Other (%)*
Public accounting	43	39	57	*	70	23
Business/Industry	31	16	23	100	19	3
Government	*	7	3	*	1	11
Nonprofit	6	1	3	*	1	9
Other areas	*	28	*	*	1	8
Graduate school	2	2	5	*	2	*
Unknown	18	7	9	*	6	46

† The base for this table includes only 997 non-White graduates, of which 123 are Asian/Pacific Islander, 62 are Black, 44 are Hispanic, and 2 are Native American/Alaskan Native.

* Less than 0.5%.

TABLE 22

Accounting Enrollment in All Schools 1998–99

	Bachelor's	*Master's in Accounting*	*MBA in Accounting*	*Master's in Taxation*	*Ph.D.*	*Total*
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
1995–96	174,010	9,430	3,360	4,760	770	192,330
1998–99	134,050	8,620	3,770	2,600	770	149,810

TABLE 23

Percentage of Accounting Students Enrolled by Gender 1998–99

	Bachelor's (%)	*Master's (%)*	*Ph.D. (%)*
Male	42	51	52
Female	58	49	48

FIGURE 6

Percentage of Accounting Students Enrolled by Gender 1998–99
Bachelor's, Master's and Ph.D. Degrees

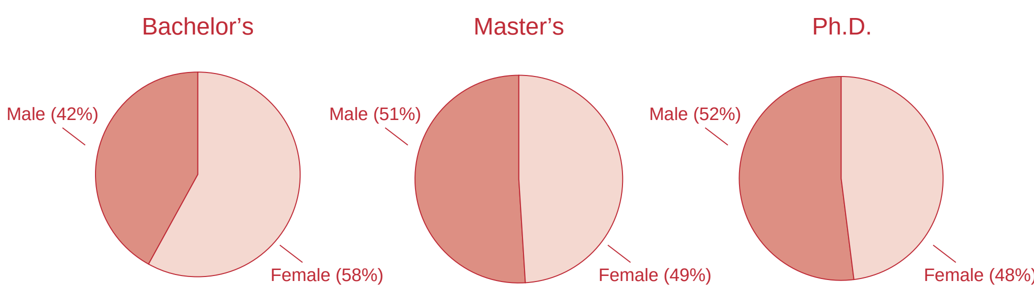


TABLE 24

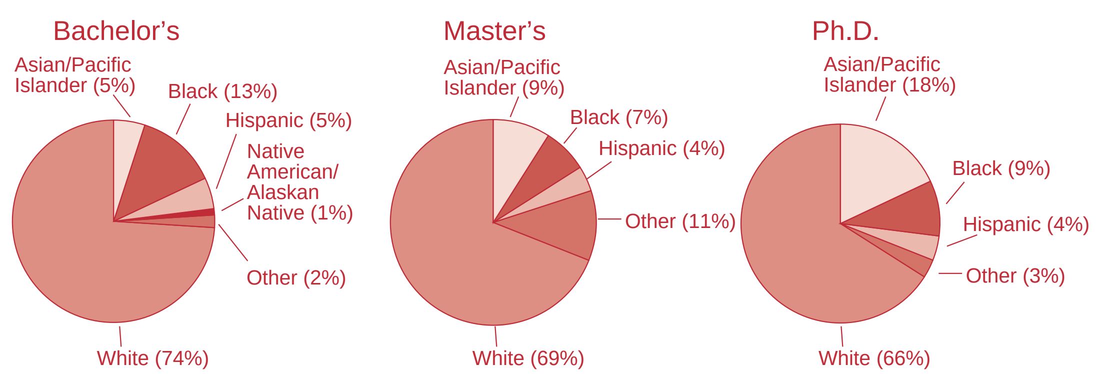
Percentage of Accounting Students Enrolled
by Ethnic/Racial Background 1998–99

	Bachelor's (%)	*Master's (%)*	*Ph.D. (%)*
Asian/Pacific Islander	5	9	18
Black	13	7	9
Hispanic	5	4	4
Native American/Alaskan Native	1	*	*
Total Ethnic/Racial	24	20	31
White	74	69	66
Other	2	11	3

* Less than 0.5%.

FIGURE 7

Percentage of Accounting Students Enrolled by Ethnic/Racial Background 1998–99
Bachelor's, Master's and Ph.D. Degrees



Accounting Enrollment Trends

TABLE 25

Trends in Enrollment in Accounting Programs*

	Percent of Schools Indicating That Enrollment Two Years From Now Will Be:		
	Higher Than Current Enrollment (%)	*The Same as Current Enrollment (%)*	*Lower Than Current Enrollment (%)*
Bachelor's in accounting	40	43	17
Master's in accounting	66	29	5
MBA in accounting	41	41	18
Master's in taxation	36	53	11
Ph.D. in accounting/taxation	32	52	16

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

TABLE 26

Uniform CPA Examination — 1971–99

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

FIGURE 8

Uniform CPA Examination
1971 through 1999

Hiring by CPA Firms

In early 2000, 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 1999.

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 2000 Report

Number of AICPA Members Per CPA Firm	*Total Number of Firms*	*Number of Firms Surveyed*	*Number of Firms Responding*	*Response Rate %*
More than 200 members	14	14	10	71
50–200 members	80	80	24	30
10–49 members	1,388	1,388	419	30
Fewer than 10 members	42,826*	4,128	1,259	30
All CPA firms	44,308	5,610	1,712	31

* Total includes 24,059 sole practitioners.

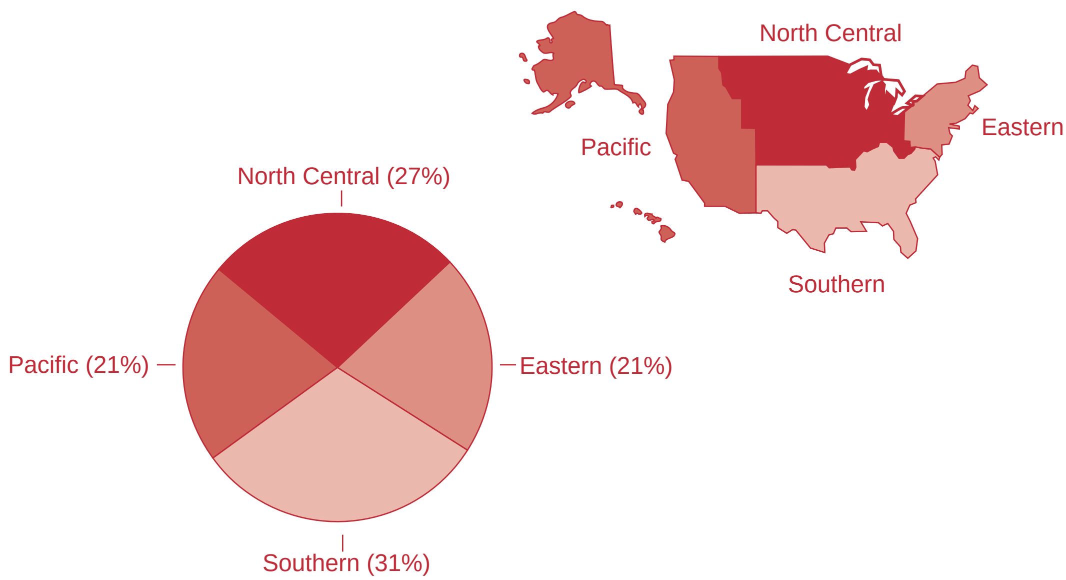
TABLE 28

Demographic Characteristics of Responding CPA Firms

Geographic Location of Firm	*(%)*	*Firm Type*	*(%)*	*Ownership of Firm*	*(%)*
Eastern	21	Local	92	Majority	97
North Central	27	Regional	7	Minority	3
Southern	31	National/ International	1		
Pacific	21				

FIGURE 9

Geographic Location of Responding CPA Firms



New Accounting Graduates Hired by CPA Firms

TABLE 29

New Accounting Graduates Hired by CPA Firms

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

FIGURE 10

New Accounting Graduates Hired by CPA Firms

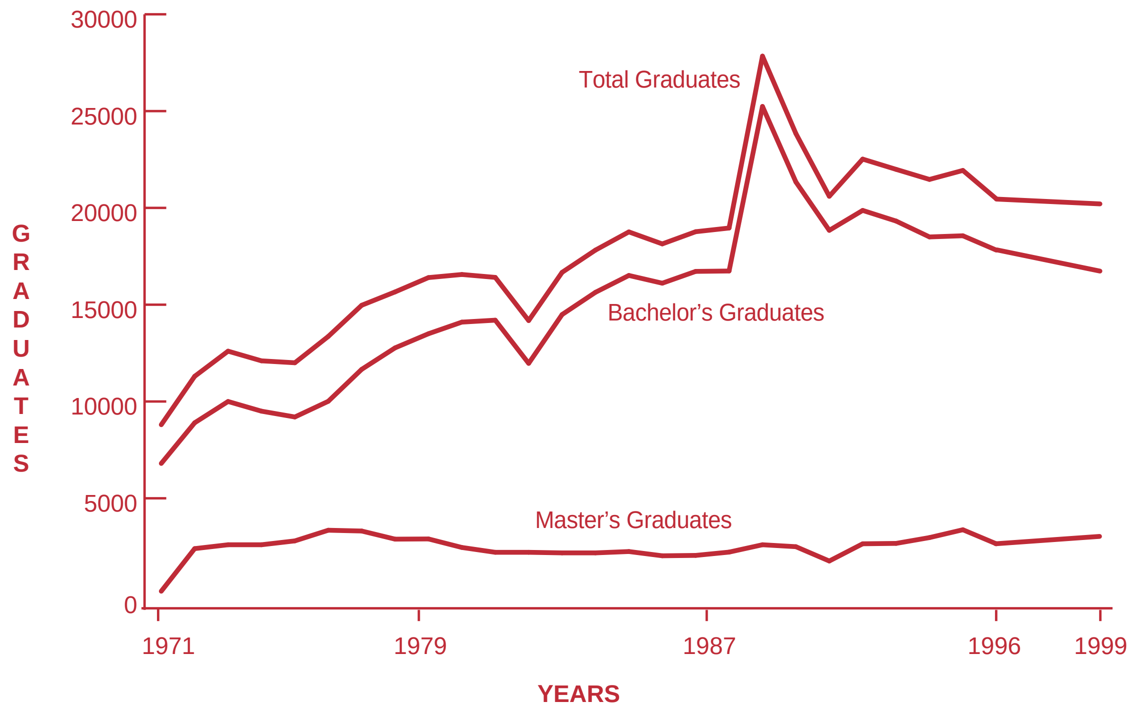


TABLE 30

New Accounting Graduates Hired by CPA Firms
by Firm Size

Number of AICPA Members Per CPA Firm	*Bachelor's*	*Master's*	*Total*
More than 200 members			
1993	7,540	1,660	9,200
1994	7,430	1,910	9,340
1995	6,385	1,770	8,155
1996	6,600	1,570	8,170
1999	5,860	1,700	7,560
50–200 members			
1993	620	50	670
1994	520	45	565
1995	640	90	730
1996	980	110	1,090
1999	880	160	1,040
10–49 members			
1993	2,430	220	2,650
1994	3,040	330	3,370
1995	3,750	580	4,330
1996	3,000	380	3,380
1999	3,160	360	3,520
Fewer than 10 members			
1993	8,730	740	9,470
1994	7,510	680	8,190
1995	7,785	935	8,720
1996	7,240	590	7,830
1999	7,060	1,030	8,090
All CPA firms			
1993	19,320	2,670	21,990
1994	18,500	2,965	21,465
1995	18,560	3,375	21,935
1996	17,820	2,650	20,470
1999	16,960	3,250	20,210

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

	Number of AICPA Members Per CPA Firm				
	More Than 200 Members (%)	*50–200 Members (%)*	*10–49 Members (%)*	*Fewer Than 10 Members (%)*	*All CPA Firms (%)*
1993	18	7	6	10	13
1994	20	8	10	8	14
1995	22	12	13	11	15
1996	19	10	11	8	13
1999	22	15	10	13	16

TABLE 32

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

	Master's in Accounting (%)	*MBA in Accounting (%)*	*Master's in Taxation (%)*
1993	55	24	21
1994	50	26	24
1995	54	25	21
1996	61	14	25
1999	63	21	16

FIGURE 11

Percentage of New Accounting Graduates With Master's Degrees Hired by CPA Firms by Type of Program — 1999

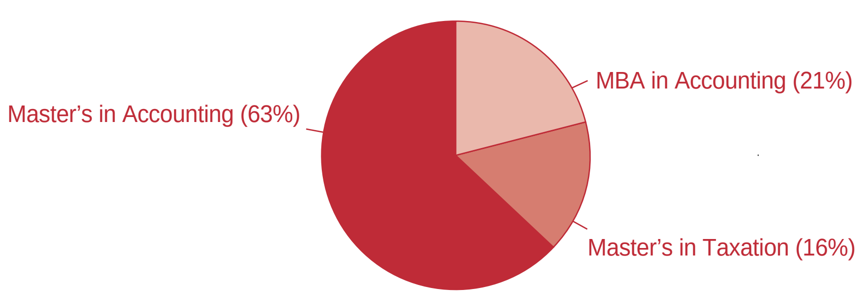


TABLE 33

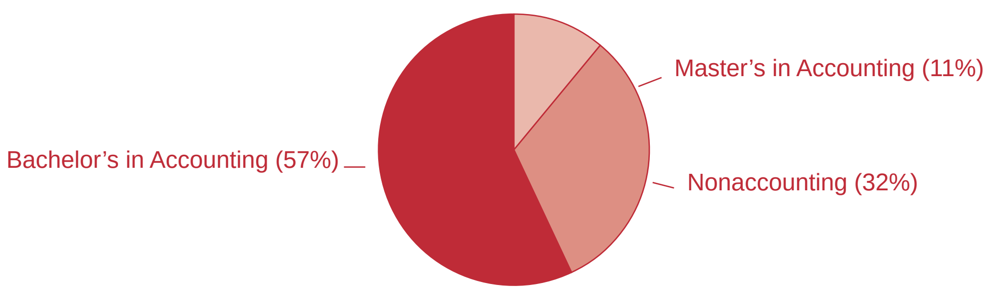
Percentage of Total New Graduates
Hired by CPA Firms
by Type of Degree

	Total Accounting Bachelor's (%)	*Total Accounting* Master's (%)	*Total* Nonaccounting (%)
1993	72	10	18
1994	72	12	16
1995	70	13	17
1996	72	11	17
1999	57	11	32*

*More specific information was requested this year as to graduates hired with other business degrees which accounts, in part, for the significant % increase.

FIGURE 12

Percentage of Total New Graduates
Hired by CPA Firms
by Type of Degree — 1999



Area of Assignment

TABLE 34

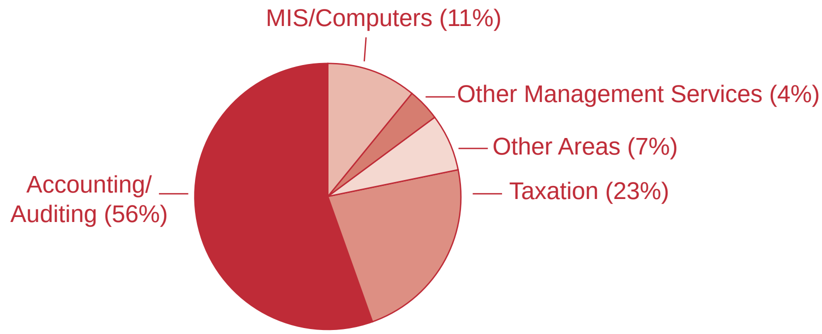
Percentage of New Graduates Hired by CPA Firms
by Area of Assignment

		Management Consulting Services					
Number of AICPA Members Per CPA Firm	*Accounting/ Auditing (%)*	*MIS/ Computers (%)*	+	*Other Management Services (%)*	= *Total MCS (%)*	*Taxation (%)*	*Other (%)*
More than 200 members							
1993	64	16		6	22	13	1
1994	67	4		13	17	15	1
1995	62	4		16	20	17	1
1996	59	4		17	21	19	1
1999	49	18		5	23	19	8
50–200 members							
1993	69	1		2	3	26	2
1994	78	2		2	4	16	2
1995	83	3		3	6	10	1
1996	78	1		1	2	17	3
1999	62	4		2	6	21	10
10–49 members							
1993	81	2		1	3	13	3
1994	73	3		4	6	17	4
1995	74	1		*	1	22	3
1996	77	2		1	3	17	3
1999	71	3		1	4	21	4
Fewer than 10 members							
1993	66	3		2	5	20	9
1994	66	3		2	5	21	8
1995	67	3		2	5	24	4
1996	70	2		*	2	22	6
1999	60	1		3	4	31	5
All CPA firms							
1993	67	9		4	13	16	4
1994	67	3		8	11	18	4
1995	66	3		8	11	20	3
1996	66	3		8	11	20	3
1999	56	11		4	15	23	7

* Less than 0.5%.

FIGURE 13

Percentage of New Graduates Hired by CPA Firms
by Area of Assignment — 1999



Gender Data for New Graduates Hired

TABLE 35

Percentage of New Graduates Hired by CPA Firms
by Gender

	Male (%)	*Female (%)*
1993	51	49
1994	50	50
1995	47	53
1996	49	51
1999	46	54

Ethnic/Racial Data for New Graduates Hired

TABLE 36

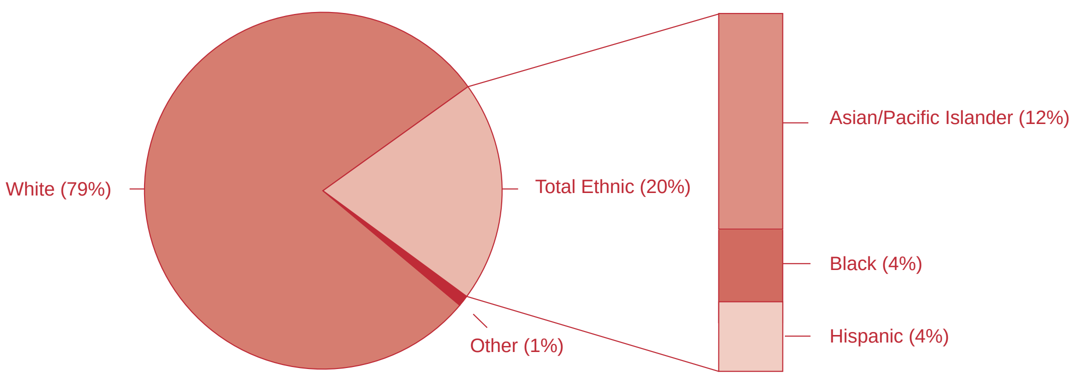
Percentage of New Graduates Hired by CPA Firms by Ethnic/Racial Background

	Asian/ Pacific Islander (%)	*Black (%)*	*Hispanic (%)*	*Native American/ Alaskan Native (%)*	*Total Ethnic/ Racial (%)*	*White (%)*	*Other (%)*
1993	8	2	3	*	13	86	1
1994	8	4	3	*	15	84	1
1995	8	4	3	*	15	84	1
1996	9	3	4	*	16	84	*
1999	12	4	4	*	20	79	1

* Less than 0.5%.

FIGURE 14

Percentage of New Graduates Hired by CPA Firms by Ethnic/Racial Background — 1999



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 — 1999

	Number of AICPA Members Per CPA Firm				
	More Than 200 Members (%)	*50–200 Members (%)*	*10–49 Members (%)*	*Fewer Than 10 Members (%)*	*All CPA Firms (%)*
Male	63	55	56	58	59
Female	37	45	44	42	41

FIGURE 15

Percentage of Professional Staff Employed by CPA Firms by Gender — 1999

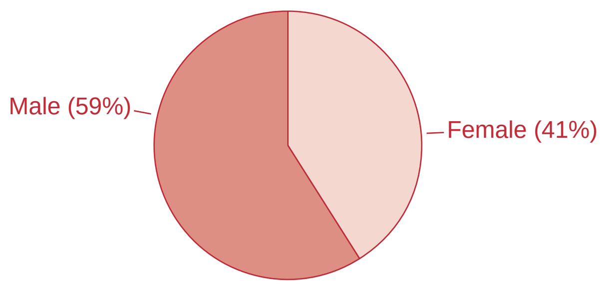


TABLE 38

Percentage of Professional Staff Employed by CPA Firms
by Ethnic/Racial Background — 1999

	Number of AICPA Members Per CPA Firm				
	More Than 200 Members (%)	*50–200 Members (%)*	*10–49 Members (%)*	*Fewer Than 10 Members (%)*	*All CPA Firms (%)*
Asian/Pacific Islander	11	2	3	5	6
Black	3	2	2	1	2
Hispanic	3	1	1	2	2
Native American/ Alaskan Native	*	*	*	*	*
Total Ethnic/ Racial	17	5	6	7	10
White	83	95	94	92	89
Other	*	*	*	1	1

* Less than 0.5%.

FIGURE 16

Percentage of Professional Staff Employed by CPA Firms
by Ethnic/Racial Background — 1999

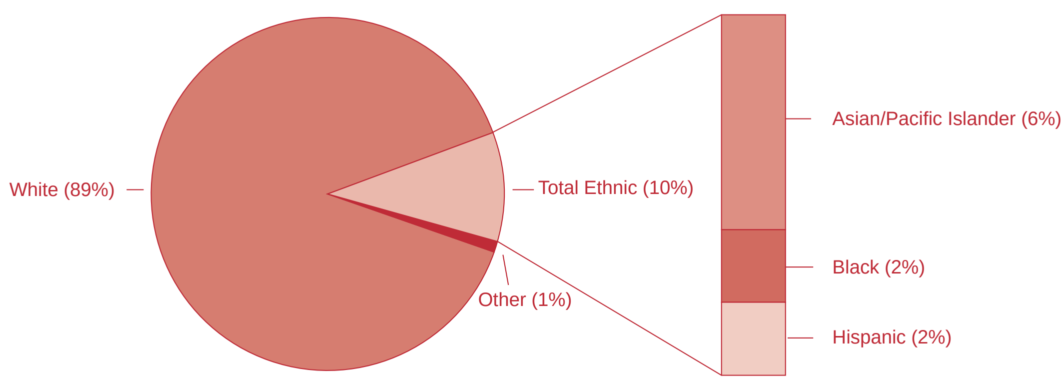


TABLE 39

Professional Staff Turnover
by CPA Firm Size

Number of AICPA Members Per CPA Firm	*Professional Staff Turnover (Resignation or Termination) as a Percentage of Total Professional Staff (%)*
More than 200 members	
1993	20
1994	26
1995	24
1996	24
1999	22
50–200 members	
1993	13
1994	17
1995	19
1996	17
1999	14
10–49 members	
1993	13
1994	13
1995	12
1996	13
1999	13
Fewer than 10 members	
1993	11
1994	9
1995	10
1996	7
1999	9
All CPA firms	
1993	14
1994	15
1995	15
1996	15
1999	14

TABLE 40

Percentage of Professional Staff Terminated by or Resigned From CPA Firms by Gender — 1999

	Number of AICPA Members Per CPA Firm				
	More Than 200 Members (%)	*50–200 Members (%)*	*10–49 Members (%)*	*Fewer Than 10 Members (%)*	*All CPA Firms (%)*
Male	60	48	51	44	54
Female	40	52	49	56	46

TABLE 41

Percentage of Professional Staff Terminated by or Resigned From CPA Firms by Ethnic/Racial Background — 1999

	Number of AICPA Members Per CPA Firm				
	More Than 200 Members (%)	*50–200 Members (%)*	*10–49 Members (%)*	*Fewer Than 10 Members (%)*	*All CPA Firms (%)*
Asian/Pacific Islander	12	2	5	7	9
Black	4	4	3	2	3
Hispanic	3	1	2	2	3
Native American/ Alaskan Native	*	*	*	*	*
Total Ethnic/ Racial	19	7	10	11	15
White	80	92	89	87	84
Other	1	1	1	2	1

* Less than 0.5%.

TABLE 42

Percentage of CPAs Employed by CPA Firms by Gender — 1999

	Number of AICPA Members Per CPA Firm				
	More Than 200 Members (%)	*50–200 Members (%)*	*10–49 Members (%)*	*Fewer Than 10 Members (%)*	*All CPA Firms (%)*
Male	67	65	64	67	66
Female	33	35	36	33	34

TABLE 43A

Percentage of CPAs Employed by CPA Firms
by Ethnic/Racial Background and Firm Size — 1999

	Number of AICPA Members Per CPA Firm				
	More Than 200 Members (%)	*50–200 Members (%)*	*10–49 Members (%)*	*Fewer Than 10 Members (%)*	*All CPA Firms (%)*
Asian/Pacific Islander	5	1	2	3	3
Black	2	1	1	1	1
Hispanic	2	*	1	1	1
Native American/ Alaskan Native	*	*	*	*	*
Total Ethnic/ Racial	9	2	4	6	5
White	91	97	96	95	95
Other	*	1	*	*	*

* Less than 0.5%.

TABLE 43B

Percentage of CPAs Employed by CPA Firms
by Ethnic/Racial Background and Firm Type — 1999

	Minority CPA Firms (%)	*Majority CPA Firms (%)*	*All CPA Firms (%)*
Asian/Pacific Islander	50	2	4
Black	14	1	1
Hispanic	20	*	1
Native American/Alaskan Native	2	*	*
White	14	97	94
Other	*	*	*

* Less than 0.5%.

TABLE 44

Percentage of Partners/Owners in CPA Firms
by Gender — 1999

	Number of AICPA Members Per CPA Firm				
	More Than 200 Members (%)	*50–200 Members (%)*	*10–49 Members (%)*	*Fewer Than 10 Members (%)*	*All CPA Firms (%)*
Male	89	92	89	77	81
Female	11	8	11	23	19

TABLE 45

Percentage of Partners/Owners in CPA Firms
by Ethnic/Racial Background and Firm Size — 1999

	Number of AICPA Members Per CPA Firm				
	More Than 200 Members (%)	*50–200 Members (%)*	*10–49 Members (%)*	*Fewer Than 10 Members (%)*	*All CPA Firms (%)*
Asian/Pacific Islander	2	*	1	2	2
Black	1	*	1	1	1
Hispanic	1	*	*	1	1
Native American/ Alaskan Native	*	*	*	*	*
Total Ethnic/ Racial	4	*	2	4	4
White	95	100	98	96	96
Other	1	*	*	*	*

* Less than 0.5%.

TABLE 45B

Percentage of Partners/Owners in CPA Firms
by Ethnic/Racial Background and Firm Type — 1999

	Minority CPA Firms (%)	*Majority CPA Firms (%)*	*All CPA Firms (%)*
Asian/Pacific Islander	36	1	2
Black	19	*	1
Hispanic	21	*	1
Native American/Alaskan Native	3	*	*
White	20	99	96
Other	1	*	*

* 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 1999
Relative to 1998
by CPA Firm Size

Number of AICPA Members Per CPA Firm	*Percent of CPA Firms Indicating That the Number of Experienced Recruits Hired in 1999 Relative to 1998 Was:*		
	Higher (%)	*Same (%)*	*Lower (%)*
More than 200 members	85	0	15
50–200 members	53	38	9
10–49 members	38	45	17
Fewer than 10 members	15	79	6
All CPA firms	16	77	7

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 1999
Relative to 1998
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 1999 Relative to 1998 Was:*		
		Higher (%)	*Same (%)*	*Lower (%)*
More than 200 members	100	71	29	0
50–200 members	96	49	42	9
10–49 members	84	26	69	5
Fewer than 10 members	61	21	75	4
All CPA firms	62	21	75	4

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 AACSB—the International Association for Management Education, or by the Association of Collegiate Business Schools and Programs, plus other accounting degree granting programs that appear in *Accounting Faculty Directory—1999* (Hasselback, Prentice Hall).

In early 2000, 853 schools offering bachelor's, master's, and/or Ph.D. degrees in accounting were asked for data about the school, its graduates, and faculty. Information was gathered regarding the number of each type of degree awarded, and the gender, racial/ethnic, and employment placement of individuals receiving those degrees. A copy of the questionnaire can be seen in Appendix D.

To estimate the accounting graduates from nonresponding schools, regression equations were developed that related the number of graduates with bachelor's, master's, and/or Ph.D. degrees to the number of accounting faculty for the schools that responded to the survey. The number of accounting faculty members of schools in the survey was obtained from the *Accounting Faculty Directory—1999*.

CPA Firms

In early 2000, 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 about 10% of the 42,826 CPA firms that have fewer than 10 AICPA members. Questionnaires asked firms to categorize newly hired recent college graduates by gender, ethnic/racial background, and area of assignment (i.e., accounting/auditing, taxation, management consulting services, and other specialty areas). The firms also were asked to identify themselves as majority-owned or minority-owned, and to give information on their recruiting efforts, professional and paraprofessional staff, and new hires that had experience. A total of 1,712 CPA firms responded for an overall response rate of 31%.

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

Limitations of the Survey Results

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

APPENDIX B

Survey Questionnaires

AICPA

Academic and Career Development

March 6, 2000

TO ADMINISTRATORS OF ACCOUNTING PROGRAMS:

The AICPA needs your assistance as we gather data for a survey of accounting programs. The information you supply will be used for the following publications: *The Supply of Accounting Graduates and the Demand for Public Accounting Recruits*, and *The AICPA Report on Minority Accounting Graduates, Enrollment 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 two brief sections:

- **School data** — information about your program is preprinted and simply needs to be updated.
- **Student data** — number of accounting majors and degrees awarded during the 1998–99 academic year with ethnic and gender breakdown.

Please return the questionnaire in the enclosed envelope by March 20, 2000. 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. If you have any questions, please contact Leticia Romeo at (212) 596-6221.

I am enclosing for you a copy of the CPA Vision CD-ROM, a powerful research tool that covers basic information on the CPA Vision research findings to in-depth information on Vision concepts. If you have already received a copy of the multimedia tool, I encourage you to share this with your colleagues and students.

Thank you for your assistance with the survey. Your prompt response is essential for us to continue to provide current and relevant information about accounting education.

Sincerely,

Bea Sanders

Beatrice Sanders
Director

Enclosures

American Institute of Certified Public Accountants
1211 Avenue of the Americas, New York, NY 10036–8775 • (212) 596–6224 • fax (212) 596–6292

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

Mailing Address: Internet Address:

Main Telephone:
Type:
Total Enrollment:
Regional Accreditation:
Business Accreditation:
Level of Accreditation:
Accounting Accreditation:
Level of Accreditation:

UNDERGRADUATE DIVISION NAME:

Dean:

Accounting Program Head:

Telephone: E-mail:

Fax Number:

GRADUATE DIVISION NAME:

Dean:

Accounting Program Head:

Telephone: E-mail:

Fax Number:

Undergraduate Accounting Degrees Offered:

Graduate Accounting Degrees Offered:

Doctoral Accounting Degrees Offered:

GENERAL QUESTIONS

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

☐ Yes ☐ No (skip to question 2)

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

☐ A bachelor's degree in accounting with an MBA degree

☐ A bachelor's degree in accounting with another business master's degree (e.g., finance, information systems, etc.)

☐ A bachelor's degree in business and a master's degree in accounting

☐ An integrated (150 hours) master's degree in accounting

☐ A five-year bachelor's degree

☐ Other (please specify) ____________________

____

2. (a) Does your school offer any of the following outside-the-classroom educational experiences for students? Please indicate the percentage of accounting students that avail themselves of these opportunities.

Type of Experience	**% of students that use**
☐ Field studies	________
☐ 3–4 month internships	________
☐ Service learning (performing service)	________
☐ Foreign business trips	________
☐ Other (please specify)	________

____

____

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

SECTION II: STUDENT DATA

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

I. BACHELOR'S PROGRAMS

1. ACCOUNTING MAJORS **ENROLLED** IN BACHELOR'S PROGRAM FOR THE 1999 FALL TERM:

   A. Please indicate the total number of undergraduates enrolled as accounting majors during the 1999 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/ Pacific Islander	Native American/ Alaskan Native	Other
Male		=						
Female		=						
Total		=						

2. ACCOUNTING **GRADUATES** WITH BACHELOR'S DEGREES AWARDED BETWEEN 9/98 and 8/99:

   A. Please indicate the total number of students who graduated with accounting-related bachelor's degrees between 9/98 and 8/99.

   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/ Pacific Islander	Native American/ Alaskan Native	Other
Male		=						
Female		=						
Total		=						

3. **PLACEMENT** OF GRADUATES WITH BACHELOR'S DEGREES AWARDED BETWEEN 9/98 AND 8/99:

A. Please indicate below under SECTION A, the placement of graduates who earned bachelor's degrees in accounting between 9/98 and 8/99.

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.

	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			# of graduates who went into each placement area					
Placement Areas			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 1999 FALL TERM:

   Please indicate the number of accounting and taxation students enrolled in each Master's program during the 1999 fall term.

Master's Programs	Number of Students Enrolled During the 1999 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)	

2. GENDER AND ETHNIC/RACE BREAKDOWN FOR ACCOUNTING/TAXATION STUDENTS IN ALL MASTER'S PROGRAMS FOR THE 1999 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		=						
Female		=						
Total		=						

3. ACCOUNTING/TAXATION **GRADUATES** WITH MASTER'S DEGREES AWARDED BETWEEN 9/98 AND 8/99:

Please indicate the number of graduates with master's degrees for each of the accounting/taxation programs awarded between 9/98 and 8/99:

Master's Programs	**Number of Master's Degrees Awarded Between 9/98 and 8/99**
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 9/98 AND 8/99:

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).

			White	**Black**	**Hispanic**	**Asian/ Pacific Islander**	**Native American/ Alaskan Native**	**Other**
Male	☐	=	______	______	______	______	______	______
Female	☐	=	______	______	______	______	______	______
Total	☐	=	☐	☐	☐	☐	☐	☐

5. **PLACEMENT** OF GRADUATES WITH MASTER'S DEGREES AWARDED BETWEEN 9/98 AND 8/99:

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 9/98 and 8/99.

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.

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

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

III. Ph.D. PROGRAMS

1. DOCTORAL-LEVEL ACCOUNTING/TAXATION STUDENTS **ENROLLED** FOR THE 1999 FALL TERM:

   A. Please indicate the total number of doctoral-level students enrolled in accounting/taxation programs during the 1999 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/ Pacific Islander	Native American/ Alaskan Native	Other
Male		=						
Female		=						
Total		=						

2. ACCOUNTING/TAXATION **GRADUATES** WITH DOCTORAL'S DEGREES AWARDED BETWEEN 9/98 and 8/99:

   A. Please indicate the total number of graduates who received accounting/taxation-related doctoral degrees between 9/95 and 8/96.

   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/ Pacific Islander	Native American/ Alaskan Native	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:			
Accounting Programs	Higher than current enrollment	The same as current enrollment	Lower than current enrollment	Do not know/ No opinion
A. Bachelor’s — majors in accounting	1	2	3	4
B. Master’s in accounting — including students in MA, MS, MAcc, MPA and MAS programs	1	2	3	4
C. Master’s in taxation — including MBA students with a concentration in tax	1	2	3	4
D. MBA students with a concentration in accounting	1	2	3	4
E. Ph.D. students in accounting/taxation	1	2	3	4

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

Comments on this survey:

(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.)

May 26, 2000

Dear CPA Firm Representative:

The AICPA is conducting its study of accounting program administrators and CPA firms to gauge the supply of accounting graduates and the demand for public accounting recruits. The information gathered with these surveys is very useful to the 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.

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

Please return your completed questionnaire in the enclosed postage-paid envelope by **June 26, 2000.** 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,

Bea Sanders

Beatrice Sanders
Director

Enclosures

American Institute of Certified Public Accountants
1211 Avenue of the Americas, New York, NY 10036–8775 (212) 596–6224 • fax (212) 596–6292 • www.aicpa.org

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 **1999. 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 1999, please skip to Section II on page 50.

Please indicate below the number of **new graduates** with the following degrees who began employment at your firm on a full-time basis during **1999. (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 1999 to begin employment in 2000.

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 1999:
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=	
Nonaccounting Degree	
F. Bachelor's degree in MIS/Computer Science	
G. Bachelor's degree in Finance	
H. Bachelor's degree in other (nonaccounting) business majors	
I. Bachelor's degree in nonbusiness majors	
J. TOTAL Nonaccounting Degree (Bachelor's): F+G+H+I=	
K. Master's or higher degrees in MIS/Computer Science	
L. Master's or higher degrees in Finance	
M. Master's or higher degrees in Finance	
N. Master's or higher degrees in other (nonaccounting) business majors	
O. J.D. in **Law**	
P. TOTAL Nonaccounting Degree (Master's or higher): . . . . .K+L+M+N+O=	
Q. GRAND TOTAL: =E+J+P=	

2. Please indicate below the **gender breakdown** of new graduates who began employment at your firm on a full-time basis during **1999.**

Gender	Number of new graduates employed on a full-time basis during 1999 who are:
A. Male	
B. Female	
C. TOTAL: **A+B =**	**= Line Q 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 **1999.** 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 1999 who are:	Gender Male	Gender 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 Q in Q.1**		

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

4. Please indicate below the number of new graduates who began employment at your firm on a full-time basis during **1999** who have been assigned primarily to the following **areas.**

Area	Number of new graduates employed on a full-time basis during 1999 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 Q 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 **1999.**

Recruiting Information	Number of:
A. On Campus Recruiting:	
Candidates interviewed on campus	
Candidates interviewed on campus who visited your office	
Candidates interviewed on campus who were offered jobs	
Candidates interviewed on campus who were hired	
B. Off Campus Recruiting:	
Other new graduates who were initially interviewed	
Other new graduates who were offered jobs	
Other new graduates who were hired	

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

II. Other Personnel Information

Note: The following section applies to all employees at your firm during **1999,** 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, 1999?** Include yourself and your partners. . . . .

B. What is the **total** number of **professional staff** in your firm who were **terminated or resigned** during **1999?** Include partners. . . . .

7. Under **SECTION I** below, please indicate the **gender breakdown** of the **professional staff employed** in your firm as of **December 31, 1999.**

Under **SECTION II** below, please indicate the **gender breakdown** of the **professional staff** in your firm who were **terminated or resigned** during **1999.**

Gender	**SECTION I** Number of professionals employed as of 12/31/99 who are:	**SECTION II** Number of professionals terminated/resigned during 1999 who are:
A. Male		
B. Female		
C. TOTAL:	**A+B=** ___ **= Q.6A**	**A+B=** ___ **= 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, 1999.**

Under **SECTION IV** below, please indicate the **ethnic/racial breakdown** of the **professional staff** in your firm who were **terminated or resigned** during **1999.**

Ethnic/Racial Group	SECTION III Number of professionals employed as of 12/31/99 who are:	SECTION IV Number of professionals terminated/resigned during 1999 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.6A**	**A+B+C+D+E+F=** ☐ **= Q.6B**

9. Please indicate the **number of CPAs** among the **professional staff employed** in your firm as of **December 31, 1999.** 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	
B. Female	
C. TOTAL:	**A+B =** ☐ **= 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	Gender: 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 =** ☐ **= Q.9**		

12. Please indicate the **number of partners** among the **professional staff employed** in your firm as of **December 31, 1999.** . . . . [ ]

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 **1999** higher, lower or the same as the number employed during **1998?** (circle one only)

   1. Higher

   2. The Same

   3. Lower

16. Of the total hires — new graduate and experienced recruits — employed in 1999, what percentage represent experienced recruits? . . . . [ ]

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

   A. Does your firm employ **paraprofessional staff?** (circle one only)

      1. Yes

      2. No

   B. **If yes,** was the total number of **paraprofessional staff** employed by your firm during **1999** higher, lower or the same as the number employed during **1998?** (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

2. 3–4 members

3. 5–9 members

4. 10–24 members

5. 25–49 members

6. 50–99 members

7. 100 or more 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		

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