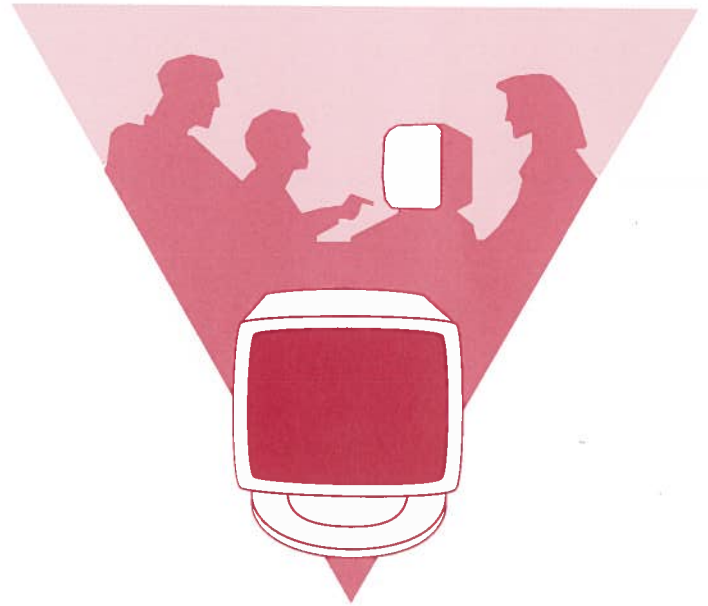


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The Supply Of Accounting Graduates And the Demand For Public Accounting Recruits—2005 For Academic Year 2003–2004



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**The Supply
Of Accounting Graduates
And the Demand
For Public Accounting Recruits–2005
For Academic Year 2003–2004**

**By
Beatrice Sanders
Director, Academic and Career Development**

**Assisted by
Leticia B. Romeo
Education Coordinator, Academic and Career Development**



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Introduction and Highlights

This 2005 edition of *The Supply of Accounting Graduates and the Demand for Public Accounting Recruits* is prepared for anyone interested in the demographics of the accounting profession. This report will be useful for individuals involved in planning for university accounting programs, and human resources for accounting firms.

The data reported here are based on a survey conducted in 2005 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 2003-04 academic year and "Hiring by CPA Firms" reports the hiring of college graduates by public accounting firms in 2004.

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

Supply Data from Colleges and Universities

- Forty thousand four hundred students were awarded Bachelor's degrees in Accounting and 13,300 were awarded Master's degrees. Compared to 2002-03, the number of Bachelor's degree recipients increased 9% and the number of Master's degrees awarded increased 5.4%.
- The increase in Bachelor's and Master's degrees awarded was seen across the country, except in the Eastern region where Bachelor's degree recipients held steady and Master's degree recipients decreased.
- In 2003-04, more females than males received Bachelor's degrees (55% to 45%) and Master's degrees (54% to 46%) while more males than females received Ph.D.s (61% to 39%).
- Minorities accounted for 23% of accounting bachelor's, 21% of master's graduates, and 38% of Ph.D.s.
- Approximately one-third of 2003-04 Bachelor's degree recipients took positions with public accounting firms and about one-fifth began their careers in business and industry. A majority of Master's degree recipients (53%) went into public accounting. These proportions are similar to the placement of 2002-03 degree recipients.
- Enrollments in accounting programs continued to climb. For the four-year period 2000 to 2004, enrollments are up 19% (to 171,000 in 2004). The increase in enrollments from 2003 to 2004 was 1.5%.

Demand Data from Public Accounting Firms

- In 2004, there was a 17% increase in the number of new accounting graduate hires by the firms compared to 2003. The number of Bachelor's hired increased 13% (to 15,000) and Master's hires increased 33% (to 4,700).
 - Over the years, the Institute has tracked the proportions of new hires working variously in accounting/auditing, management consulting and taxation. In 2004, three-quarters of the graduates (77%) accepted accounting/auditing positions, more than one-fifth took assignments in taxation and 2% began work in management consulting for public accounting firms.
 - Females comprise the majority (53%) of new graduates hired by public accounting firms. This represents a 1% decrease from 2003.
 - Twenty-three percent of new graduate hires were minorities; a 5% increase from the previous year.
 - Across all firms surveyed, the annual turnover rate was 12%, a 2% increase over 2003. Turnover rates and firm size are positively correlated.
 - In 2004, the turnover rate was higher for females than males, especially at the medium-sized and smaller firms.
-
- The largest firms are the most ethnically and racially diverse.

Demand Projections by Public Accounting Firms

- In addition to requesting their actual Year 2004 hiring facts and figures, we asked firms to forecast future hiring trends vs. their actual hiring figures in 2004. Estimates of the percentage change from actual accounting graduate hires in 2004 to future hires (in 2005, 2007 and 2009) are very optimistic across all firm sizes.
- Firms' estimates of growth in hiring of non-accounting graduates are also positive, yet more conservative.

Accounting Graduates

The following tables present a variety of characteristics of colleges and universities which awarded accounting degrees during 2003–04 and the individuals who received those degrees. AACSB—International (AACSB) and the Association of Collegiate Business Schools and Programs (ACBSP) appear in several tables because both those organizations accredit business degree programs. Business accreditation focuses on degree programs offered within a business school which may include one or more degrees in accounting. The AACSB also offers specific accreditation of accounting programs which is the highest level of accreditation available for schools that offer accounting degrees. The majority of accounting degree programs are accredited by regional accrediting organizations that review the entire college or university without special emphasis on business or accounting.

College and University Response Rates

Of the 831 colleges and universities asked to participate in the survey, 283 returned completed questionnaires for a response rate of 34%. Last year, the response rate was 29%.

TABLE 1

Number of Schools Surveyed for 2005 Report

	<i>Number of Questionnaires Mailed</i>	<i>Number of Schools Responding</i>	<i>Response Rate %</i>
Accredited in Accounting			
By AACSB	163	83	50%
Accredited in Business			
By AACSB	239	79	33
By ACBSP	99	28	28
Other Business	330	93	28
Administration Programs			
Total Schools Surveyed	<u>831</u>	<u>283</u>	<u>34</u>
Public Schools	438	144	33
Private Schools	393	139	35
Majority Schools	750	266	35
Minority Schools	81	17	21

Projecting from the sample to all colleges and universities awarding accounting degrees, 40,420 students were awarded Bachelor's degrees in Accounting and 13,340 were awarded Master's degrees.

TABLE 2

Graduates by Level of Accreditation 2003–04

	<i>Number of Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
Accounting	163	22,805	10,210	33,015
Business				
AACSB	239	8,845	2,100	10,945
ACBSP	99	1,470	325	1,795
Other	330	7,300	705	8,005
Total	<u>831</u>	<u>40,420</u>	<u>13,340</u>	<u>53,760</u>

Accounting Degrees Awarded

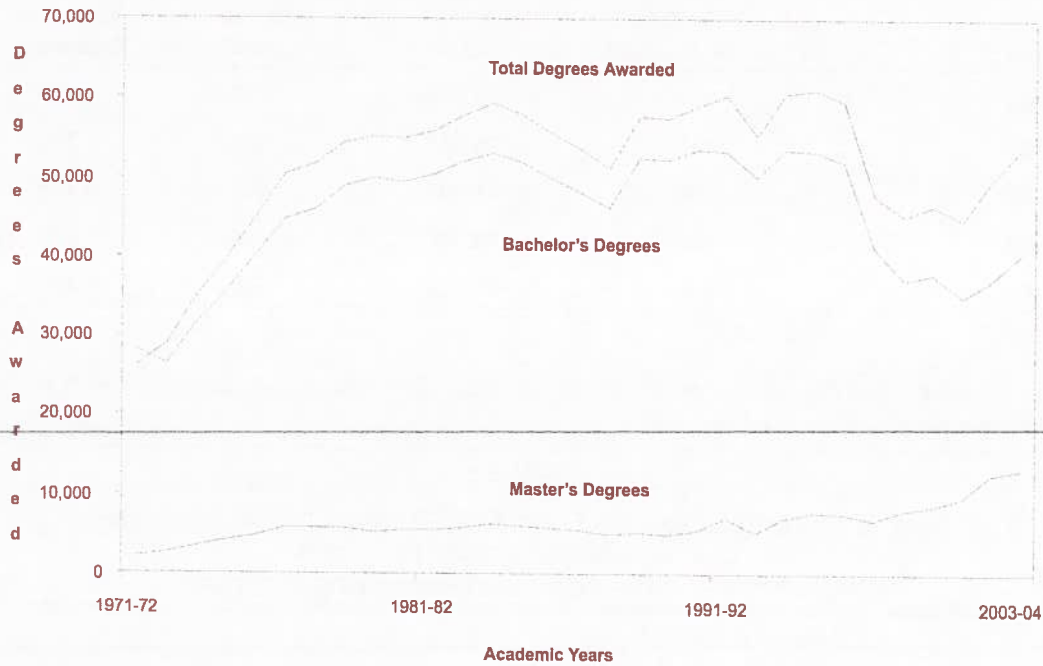
Compared to 2002–2003, the number of Bachelor's degree recipients increased 9% and the number of Master's degrees awarded increased 5%.

TABLE 3A

Accounting Degrees Awarded by All Schools 1971–72 Through 2003–04

	<i>Bachelor's</i>		<i>Master's</i>		<i>Total</i>	
	<i>Number of Graduates</i>	<i>Rate of Growth</i>	<i>Number of Graduates</i>	<i>Rate of Growth</i>	<i>Number of Graduates</i>	<i>Rate of Growth</i>
1971–72	23,800	—	2,200	—	26,000	—
1972–73	26,300	+ 11%	2,700	+ 23%	29,000	+ 12%
1973–74	31,400	+ 19%	3,400	+ 26%	34,800	+ 20%
1974–75	35,400	+ 13%	4,300	+ 26%	39,700	+ 14%
1975–76	39,900	+ 13%	4,700	+ 9%	44,600	+ 12%
1976–77	44,760	+ 12%	5,620	+ 20%	50,380	+ 13%
1977–78	46,000	+ 3%	5,670	+ 1%	51,670	+ 3%
1978–79	48,800	+ 6%	5,640	– 1%	54,440	+ 5%
1979–80	49,870	+ 2%	5,280	– 6%	55,150	+ 1%
1980–81	49,320	– 1%	5,520	+ 5%	54,840	– 1%
1981–82	50,300	+ 2%	5,570	+ 1%	55,870	+ 2%
1982–83	51,950	+ 3%	5,810	+ 4%	57,760	+ 3%
1983–84	53,020	+ 2%	6,330	+ 9%	59,350	+ 3%
1984–85	51,980	– 2%	5,910	– 7%	57,890	– 2%
1985–86	50,000	– 4%	5,750	– 3%	55,750	– 4%
1986–87	48,030	– 4%	5,580	– 3%	53,610	– 4%
1987–88	46,340	– 4%	4,910	– 12%	51,250	– 4%
1988–89	52,500	+ 13%	5,230	+ 7%	57,730	+ 13%
1989–90	52,320	–0–	5,040	– 4%	57,360	– 1%
1990–91	53,600	+ 1%	5,540	+ 10%	59,140	+ 3%
1991–92	53,320	–0–	7,070	+ 28%	60,390	+ 2%
1992–93	50,060	– 6%	5,330	– 25%	55,390	– 8%
1993–94	53,450	+ 7%	7,170	+ 35%	60,620	+ 9%
1994–95	53,360	–0–	7,860	+ 10%	61,220	+ 1%
1995–96	52,030	– 2%	7,630	– 3%	59,660	– 3%
1998–99	41,170	– 21%	6,725	– 12%	47,895	– 20%
1999–00	37,115	– 10%	7,980	+ 19%	45,095	– 6%
2000–01	37,855	+ 2%	8,700	+ 9%	46,555	+ 3%
2001–02	34,995	– 8%	9,700	+ 11%	44,695	– 4%
2002–03	37,010	+ 6%	12,655	+ 30%	49,665	+ 11%
2003–04	40,420	+ 9%	13,340	+ 5%	53,760	+ 8%

FIGURE 1
Trend In Accounting Degrees Awarded
1971-72 Through 2003-04



The reported data indicate a slight increase in the number of Accounting Ph.D.s awarded in 2002-2003.

TABLE 3B
Accounting Ph.D's Awarded
1999-2000 Through 2003-04

	<i>Number of Graduates</i>	<i>Rate of Growth</i>
1999-00	195	+ 5%
2000-01	115	- 41%
2001-02	110	- 4%
2002-03	145	+ 32%
2003-04	150	+ 3%

The number of bachelor's degrees awarded at accounting accredited programs increased in 2003-04 as did the number of MBAs in Accounting and Master's in Accounting.

TABLE 4
Accounting Degrees Awarded by AACSB – Accredited Accounting Programs

	<i>Number of AACSB-Accredited Accounting Programs</i>	<i>Bachelor's</i>	<i>MBA in Accounting</i>	<i>Master's in Accounting</i>
1999-00	140	15,750	355	4,585
2000-01	147	15,815	505	4,585
2001-02	156	16,895	650	6,475
2002-03	162	19,925	475	7,645
2003-04	163	22,805	750	9,460

When focusing on AACSB and ACBSP business-accredited programs, the number of bachelors and masters degrees increased as well.

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

	<i>Number of AACSB- and ACBSP-Accredited Business Administration Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
1999-00	461	28,070	7,260	35,330
2000-01	479	28,175	7,235	35,410
2001-02	494	27,880	9,170	37,050
2002-03	504	30,590	11,905	42,495
2003-04	501	33,120	12,635	45,755

While other business administration programs saw an increase in bachelor's degrees, the number of master's degrees decreased slightly.

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

	<i>Number of Other Business Administration Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
1999-00	395	9,045	720	9,765
2000-01	378	9,680	1,465	11,145
2001-02	355	7,115	530	7,645
2002-03	337	6,420	750	7,170
2003-04	330	7,300	705	8,005

In 2003–04, both public and private schools saw an increase in Bachelor's graduates from the previous year.

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

	<i>Public</i>	<i>Private</i>
1999–00	26,455	10,660
2000–01	26,045	11,810
2001–02	25,195	9,800
2002–03	26,785	10,225
2003–04	28,915	11,505

More public school students received Master's degrees in Accounting; the number of Master's degrees awarded to private school students remained steady.

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

	<i>Public</i>	<i>Private</i>
1999–00	5,125	2,855
2000–01	5,480	3,220
2001–02	6,625	3,075
2002–03	8,835	3,820
2003–04	9,775	3,565

With respect to geographical trends, all regions, except the Eastern region, saw increases in Bachelor's graduates. In the Eastern region the number of Bachelor's graduates continued to decrease.

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

	<i>Eastern</i>	<i>North Central</i>	<i>Southern</i>	<i>Pacific</i>
1999–00	8,800	9,485	13,220	5,610
2000–01	9,865	10,505	11,135	6,350
2001–02	8,800	8,950	12,105	5,140
2002–03	8,745	9,170	13,225	5,870
2003–04	8,695	11,295	14,460	5,970

All regions, except the Eastern region, continued to see increases in Master's graduates.

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>
1999-00	1,820	1,160	3,100	1,900
2000-01	1,870	2,180	3,455	1,195
2001-02	2,275	2,325	3,705	1,395
2002-03	2,475	3,285	5,335	1,560
2003-04	1,825	3,850	6,020	1,645

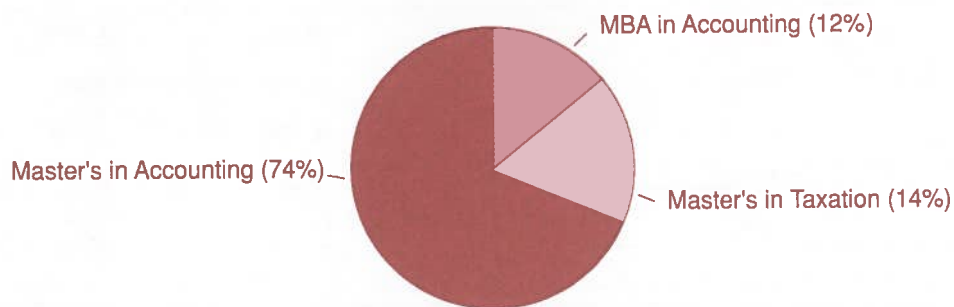
The number of graduates with Master's in Accounting degrees continued to increase and Master's in Taxation slightly increased, while MBAs in Accounting dropped.

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>
1999-00	5,390	1,115	1,475
2000-01	5,685	1,630	1,385
2001-02	6,395	1,725	1,580
2002-03	9,120	2,160	1,375
2003-04	9,935	1,610	1,795

The large majority of all Master's degrees awarded were Master's in Accounting.

FIGURE 2
New Accounting Graduates With Master's Degrees
by Type 2003-04



Gender Data For New Graduates

55% of all Bachelor's and Master's degrees in accounting were awarded to females in 2003-04.

TABLE 12A

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

	Male (%)	Female (%)
1999-00	44	56
2000-01	45	55
2001-02	43	57
2002-03	44	56
2003-04	45	55

In 2003-04, considerably more females than males received accounting Bachelor's degrees. The percentage of females receiving accounting Master's degrees increased by 2% from the previous year. However, the percentage of females receiving accounting Ph.D.s decreased 39% from 44% the previous year.

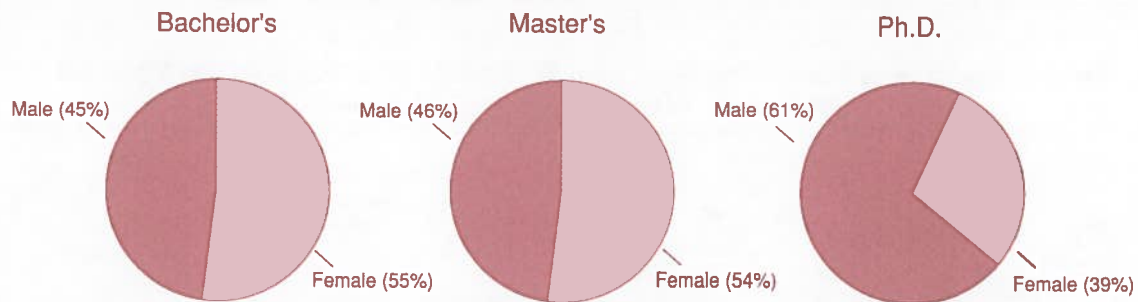
TABLE 12B

**Percentage of New Accounting Graduates by Gender 2003-04
Bachelor's, Master's and Ph.D. Degrees**

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

FIGURE 3

**Percentage of New Accounting Graduates by Gender 2003-04
Bachelor's, Master's and Ph.D. Degrees**



Ethnic/Racial Data For New Graduates

The percentage of accounting degree recipients of ethnic/racial background held steady.

TABLE 13A

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

	Asian/ Pacific Islander (%)	Black or African American (%)	Hispanic or Latino (%)	American Indian/ Alaska Native (%)	Total Ethnic/ Racial (%)	White (%)	Other (%)
1999-00	6	9	5	*	20	77	3
2000-01	8	7	5	*	20	75	5
2001-02	8	8	7	*	23	72	5
2002-03	7	8	7	*	22	72	6
2003-04	10	7	5	*	22	71	7

* Less than 0.5%.

TABLE 13B

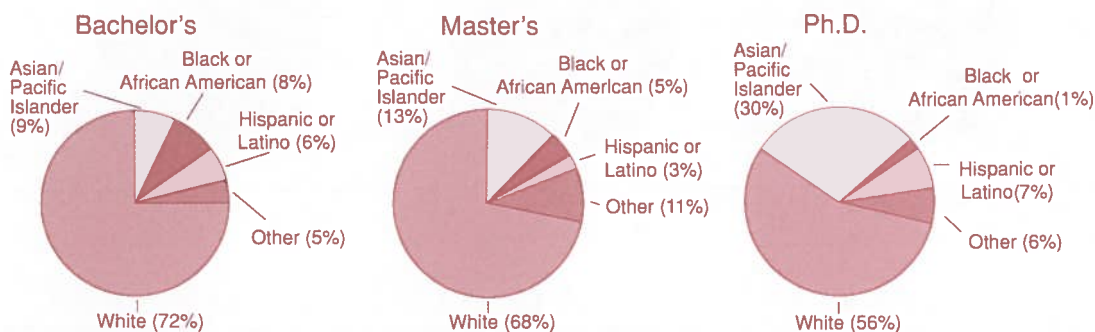
Percentage of New Accounting Graduates by Ethnic/Racial Background 2003-04 Bachelor's, Master's and Ph.D. Degrees

	Bachelor's (%)	Master's (%)	Ph.D. (%)
Asian/Pacific Islander	9	13	30
Black or African American	8	5	1
Hispanic or Latino	6	3	7
American Indian/Alaska Native	*	*	*
Total Ethnic/Racial	23	21	38
White	72	68	56
Other	5	11	6

* Less than 0.5%.

FIGURE 4

Percentage of New Accounting Graduates by Ethnic/Racial Background 2003-04 Bachelor's, Master's and Ph.D. Degrees



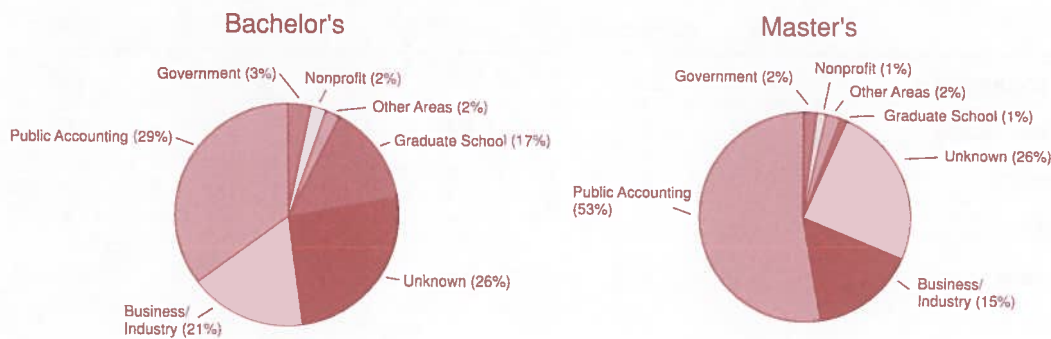
Placement of New Graduates

Approximately one-third of 2003–04 accounting Bachelor's degree recipients took positions in public accounting firms and about one-fifth began their careers in business and industry. A large majority of Master's degree recipients (53%) went into public accounting.

TABLE 14
Placement of New Accounting Graduates 2003–04

	<i>Bachelor's (%)</i>	<i>Master's (%)</i>
Public accounting	29	53
Business/Industry	21	15
Government	3	2
Nonprofit	2	1
Other areas	2	2
Graduate school	17	1
Unknown	26	26

FIGURE 5
Placement of New Accounting Graduates 2003–04
Bachelor's and Master's Degrees



Master's degree recipients were more likely to go into public accounting than were Bachelor's degree recipients.

TABLE 15
Placement of Bachelor's Graduates
by Level of Accreditation 2003–04

	<i>Accounting</i>	<i>Business</i>		<i>Other</i>
		AACSB	ACBSP	
Public accounting	24%	35%	29%	33%
Business/Industry	17	18	35	35
Government	3	4	3	5
Nonprofit	2	2	2	2
Other areas	2	4	2	2
Graduate school	21	14	16	9
Unknown	31	23	13	14

TABLE 16
Placement of Master's Graduates
by Level of Accreditation 2003–04

	<i>Accounting</i>	<i>Business</i>		<i>Other</i>
		AACSB	ACBSP	
Public accounting	55%	41%	50%	39%
Business/Industry	12	20	50	46
Government	2	5	*	*
Nonprofit	*	1	*	6
Other areas	2	4	*	*
Graduate school	2	1	*	*
Unknown	27	28	*	9

* Less than 0.5%.

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

TABLE 17
Placement of New Accounting Graduates
With Bachelor's Degrees by Region 2003-04

	<i>Eastern (%)</i>	<i>North Central (%)</i>	<i>Southern (%)</i>	<i>Pacific (%)</i>
Public accounting	46	23	20	31
Business/Industry	19	21	24	19
Government	2	3	5	2
Nonprofit	1	2	1	1
Other areas	3	2	2	2
Graduate school	7	21	24	13
Unknown	22	28	24	32

Regardless of geographical region, accounting Master's degree recipients were most likely to begin their careers in public accounting.

TABLE 18
Placement of New Accounting Graduates
With Master's Degrees by Region 2003-04

	<i>Eastern (%)</i>	<i>North Central (%)</i>	<i>Southern (%)</i>	<i>Pacific (%)</i>
Public accounting	33	62	46	67
Business/Industry	26	9	16	13
Government	2	2	2	4
Nonprofit	1	1	*	1
Other areas	*	6	*	3
Graduate school	*	2	1	2
Unknown	38	18	35	10

* Less than 0.5%.

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

TABLE 19
Placement of New Accounting Graduates by Gender 2003-04

	<i>Bachelor's</i>		<i>Master's</i>	
	<i>Male (%)</i>	<i>Female (%)</i>	<i>Male (%)</i>	<i>Female (%)</i>
Public accounting	29	28	59	55
Business/Industry	22	24	13	16
Government	3	4	3	2
Nonprofit	*	1	1	1
Other areas	3	2	2	2
Graduate school	18	16	2	1
Unknown	25	25	20	23

One-third of Asian/Pacific Islander, Hispanic or Latino and American Indian/Alaska Native Bachelor's degree recipients started their careers in public accounting while nearly one-third of Blacks or African Americans entered business/industry.

TABLE 20
Placement of New Accounting Graduates With Bachelor's Degrees
by Ethnic/Racial Background 2003–04

	<i>Asian/ Pacific Islander (%)</i>	<i>Black or African American (%)</i>	<i>Hispanic or Latino (%)</i>	<i>American Indian/ Alaska Native (%)</i>	<i>White (%)</i>	<i>Other (%)</i>
Public accounting	33	19	37	30	30	15
Business/Industry	19	29	22	19	23	8
Government	1	10	4	13	3	1
Nonprofit	2	2	*	*	1	*
Other areas	2	3	1	*	2	2
Graduate school	12	12	8	*	20	7
Unknown	31	25	28	38	21	67

* Less than 0.5%.

More Master's degree recipients entered public accounting, regardless of ethnic/racial background.

TABLE 21
Placement of New Accounting Graduates With Master's Degrees
by Ethnic/Racial Background 2003–04[†]

	<i>Asian/ Pacific Islander (%)</i>	<i>Black or African American (%)</i>	<i>Hispanic or Latino (%)</i>	<i>American Indian/ Alaska Native (%)</i>	<i>White (%)</i>	<i>Other (%)</i>
Public accounting	47	44	69	100	71	50
Business/Industry	17	21	13	*	10	1
Government	2	6	5	*	2	7
Nonprofit	2	1	2	*	1	*
Other areas	3	*	5	*	1	3
Graduate school	*	*	*	*	2	1
Unknown	29	28	6	*	13	38

[†] The base for this table includes only 448 non-White graduates, of which 287 are Asian/Pacific Islander, 103 are Black or African American, 57 are Hispanic or Latino, and 1 is American Indian/Alaska Native.

* Less than 0.5%.

Accounting Enrollment

Enrollments in accounting programs continue to climb. The increase in enrollments from 2003 to 2004 was 1.5%.

TABLE 22
Accounting Enrollment in All Schools 2003–04

	Bachelor's	Master's in Accounting	MBA in Accounting	Master's in Taxation	Ph.D.	Total
1999–00	127,960	9,455	2,445	3,130	680	143,670
2000–01	134,775	10,375	4,000	2,935	800	152,885
2001–02	133,435	12,565	4,065	3,555	890	154,510
2002–03	141,175	17,540	5,270	3,550	1,085	168,620
2003–04	143,735	18,795	4,030	3,595	955	171,110

TABLE 23
Percentage of Accounting Students Enrolled by Gender 2003–04

	Bachelor's (%)	Master's (%)	Ph.D. (%)
Male	45	47	57
Female	55	53	43

In 2003–04, females comprised 55% of all those enrolled in Bachelor's degree programs, 53% of those enrolled in Master's degree programs and 43% of those enrolled in Ph.D. programs.

FIGURE 6
Percentage of Accounting Students Enrolled by Gender 2003–04
Bachelor's, Master's and Ph.D. Degrees

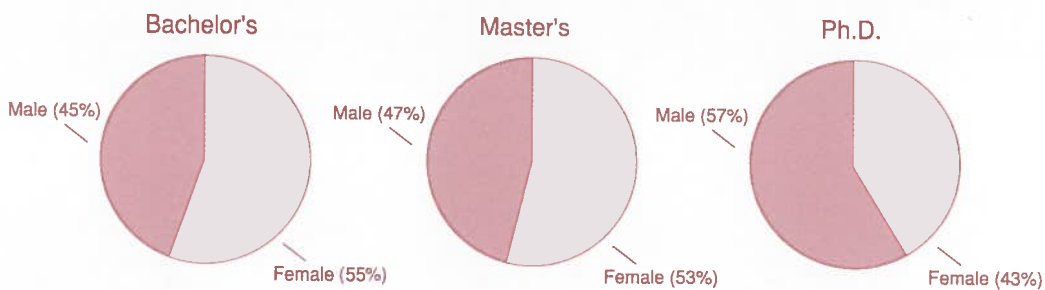
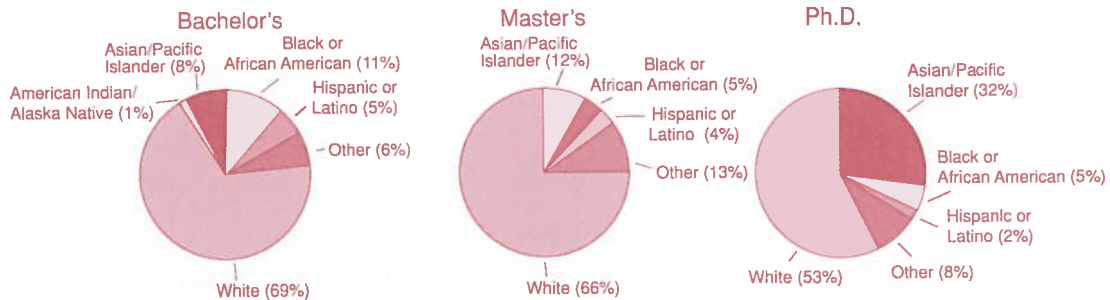


TABLE 24**Percentage of Accounting Students Enrolled
by Ethnic/Racial Background 2003–04**

	<i>Bachelor's (%)</i>	<i>Master's (%)</i>	<i>Ph.D. (%)</i>
Asian/Pacific Islander	8	12	32
Black or African American	11	5	5
Hispanic or Latino	5	4	2
American Indian/Alaska Native	1	*	*
Total Ethnic/Racial	25	21	39
White	69	66	53
Other	6	13	8

* Less than 0.5%.

With the exception of Ph.D.s, two-thirds of all accounting students in 2003–04 were Whites.

FIGURE 7**Percentage of Accounting Students Enrolled by Ethnic/Racial Background 2003–04
Bachelor's, Master's and Ph.D. Degrees**

Accounting Enrollment Trends

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

TABLE 25
Trends in Enrollment in Accounting Programs*

	<i>Percent of Schools Indicating That Enrollment Two Years From Now Will Be:</i>		
	<i>Higher Than Current Enrollment (%)</i>	<i>The Same as Current Enrollment (%)</i>	<i>Lower Than Current Enrollment (%)</i>
Bachelor's in accounting	58	38	4
Master's in accounting	72	26	2
MBA in accounting	51	43	6
Master's in taxation	49	38	13
Ph.D. in accounting/taxation	22	78	*

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

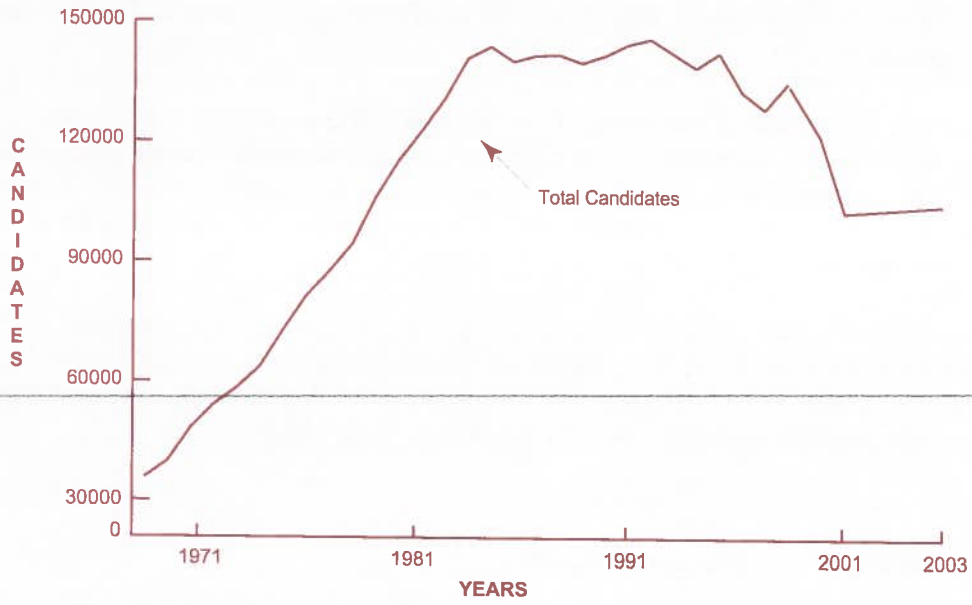
Uniform CPA Examination

Since the peak years of the early nineties, the number of candidates sitting for the CPA Exam has been in decline. However, in 2002, the number of candidates increased over the previous year and continued to increase in 2003.

TABLE 26
Uniform CPA Examination — 1971–2003

<i>Year</i>	<i>Total Number of Candidates</i>
1971	53,811
1972	57,928
1973	63,165
1974	72,052
1975	80,433
1976	86,464
1977	93,148
1978	104,511
1979	113,629
1980	120,925
1981	128,793
1982	138,677
1983	141,583
1984	137,918
1985	139,454
1986	139,647
1987	137,637
1988	139,474
1989	142,135
1990	143,572
1991	140,042
1992	136,536
1993	140,228
1994	130,803
1995	126,434
1996	133,000
1997	121,443
1998	116,906
1999	126,769
2000	115,493
2001	106,072
2002	108,955
2003	109,872

FIGURE 8
Uniform CPA Examination
1971 through 2003



Hiring by CPA Firms

In early 2005, the AICPA conducted a survey of all the public accounting firms affiliated with the Institute. Survey questionnaires were sent to those individuals responsible for human resources and asked a variety of questions about newly employed graduates and professional staff. The core question in the survey asked firms to provide a breakdown of both accounting and non-accounting graduates employed in 2004.

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

Public Accounting Firms Response Rates

In total, 5,821 public accounting firms were surveyed and 1,423 responded for a 24% response rate.

TABLE 27
CPA Firms Surveyed for 2005 Report

<i>Number of AICPA Members Per CPA Firm</i>	<i>Total Number of Firms</i>	<i>Number of Firms Surveyed</i>	<i>Number of Firms Responding</i>	<i>Response Rate %</i>
More than 200 members	17	17	14	82
50–200 members	88	88	27	31
10–49 members	1,532	1,532	488	32
Fewer than 10 members	42,092*	4,184	894	21
All CPA firms	43,729	5,821	1,423	24

* Total includes 21,600 sole practitioners.

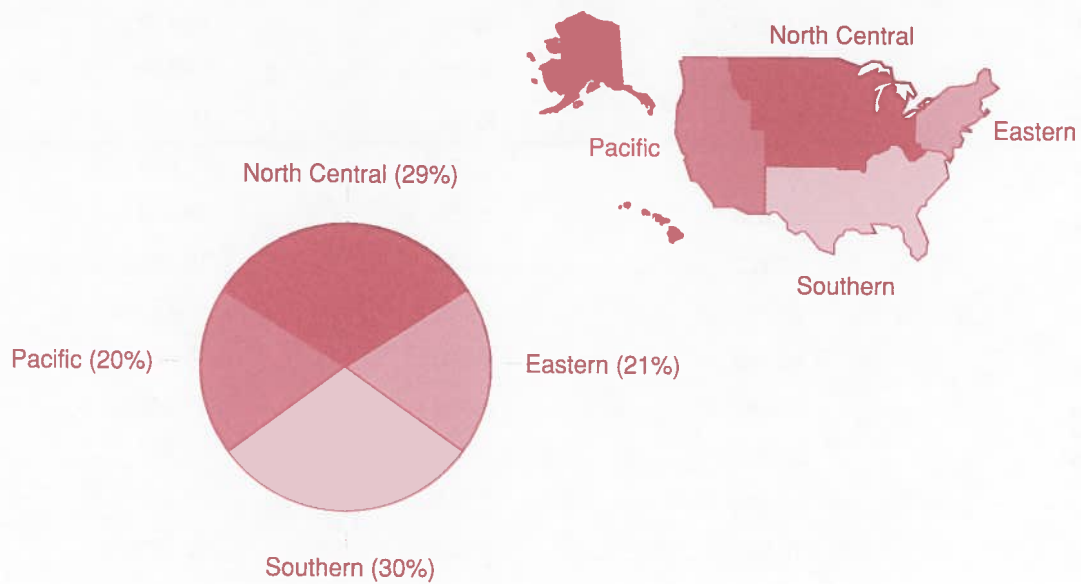
Firms that responded represent all regions of the country. About nine in ten were "local" firms, and 3% were minority-owned.

TABLE 28
Demographic Characteristics of Responding CPA Firms

<i>Geographic Location of Firm</i>	(%)	<i>Firm Type</i>	(%)	<i>Ownership of Firm</i>	(%)
Eastern	21	Local	89	Majority	97
North Central	29	Regional	10	Minority	3
Southern	30	National/ International	1		
Pacific	20				

FIGURE 9

Geographic Location of Responding CPA Firms



New Accounting Graduates Hired by CPA Firms

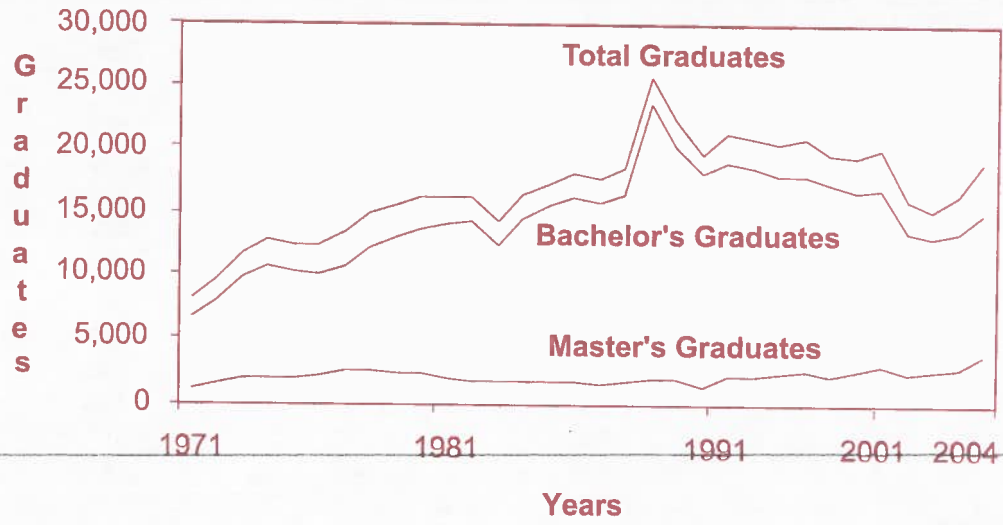
In 2004, the number of Bachelor's hires increased by 13% and Master's hires increased by 33%.

TABLE 29
New Accounting Graduates Hired by CPA Firms

	<i>Bachelor's</i>	<i>Master's</i>	<i>Total Demand</i>
1971	6,800	2,000	8,800
1972	8,900	2,400	11,300
1973	10,000	2,600	12,600
1974	9,500	2,600	12,100
1975	9,200	2,800	12,000
1976	10,010	3,350	13,360
1977	11,660	3,310	14,970
1978	12,770	2,890	15,660
1979	13,500	2,900	16,400
1980	14,100	2,460	16,560
1981	14,200	2,210	16,410
1982	11,970	2,210	14,180
1983	14,490	2,180	16,670
1984	15,640	2,180	17,820
1985	16,510	2,250	18,760
1986	16,110	2,030	18,140
1987	16,720	2,050	18,770
1988	16,740	2,220	18,960
1989	25,240	2,600	27,840
1990	21,340	2,500	23,840
1991	18,840	1,760	20,600
1992	19,870	2,650	22,520
1993	19,320	2,670	21,990
1994	18,500	2,970	21,470
1995	18,560	3,375	21,935
1996	17,820	2,650	20,470
1999	16,960	3,250	20,210
2000	17,265	3,686	20,951
2001	13,335	3,035	16,370
2002	12,630	3,295	15,295
2003	13,270	3,555	16,825
2004	14,985	4,720	19,705

FIGURE 10

New Accounting Graduates Hired by CPA Firms



Firms represented in all groups, except those employing 50 to 200 members, increased their hiring of both Bachelor's and Master's degree graduates.

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

<i>Number of AICPA Members Per CPA Firm</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
More than 200 members			
2000	5,839	2,018	7,857
2001	4,125	1,605	5,730
2002	4,180	1,655	5,835
2003	4,855	1,730	6,585
2004	4,880	2,585	7,465
50-200 members			
2000	565	128	693
2001	790	110	900
2002	580	140	720
2003	930	210	1,140
2004	615	125	740
10-49 members			
2000	3,983	666	4,649
2001	3,015	680	3,695
2002	2,510	630	3,140
2003	2,320	630	2,950
2004	2,950	925	3,875
Fewer than 10 members			
2000	6,878	874	7,752
2001	5,405	640	6,045
2002	5,360	870	6,230
2003	5,165	985	6,150
2004	6,540	1,085	7,625
All CPA firms			
2000	17,265	3,686	20,951
2001	13,335	3,035	16,370
2002	12,630	3,295	15,925
2003	13,270	3,555	16,825
2004	14,985	4,720	19,705

Twenty-four percent of graduates hired in 2004 earned their Master's degrees in Accounting. The percentage of graduates hired with Master's degrees has risen over the years.

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

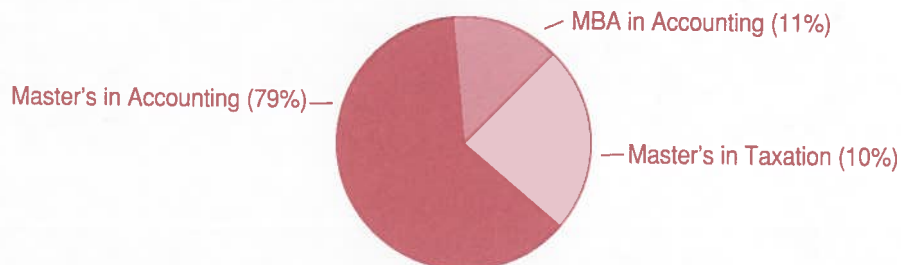
	<i>Number of AICPA Members Per CPA Firm</i>				
	<i>More Than 200 Members (%)</i>	<i>50-200 Members (%)</i>	<i>10-49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	<i>All CPA Firms (%)</i>
2000	26	18	14	11	18
2001	28	12	18	11	19
2002	28	19	20	14	21
2003	26	18	21	16	21
2004	35	17	24	14	24

More than two-thirds of Master's graduates hired by public accounting firms hold Master's in Accounting degrees. This ratio was higher than in any recent year.

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

	<i>Master's in Accounting (%)</i>	<i>MBA in Accounting (%)</i>	<i>Master's in Taxation (%)</i>
2000	69	20	11
2001	72	18	10
2002	62	14	24
2003	70	15	15
2004	79	11	10

FIGURE 11
Percentage of New Accounting Graduates
With Master's Degrees Hired by CPA Firms
by Type of Program — 2004

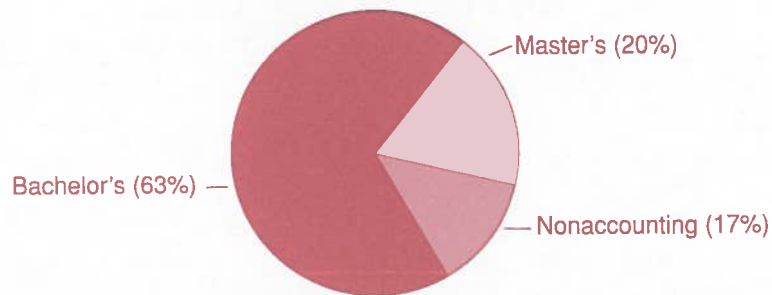


Almost two-thirds of all new graduates hired in 2004 held Bachelor's degrees in Accounting while less than two in ten held non-accounting degrees. Another 20% earned Master's degrees in Accounting.

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

	<i>Total Accounting</i>		<i>Total Non-accounting (%)</i>
	<i>Bachelor's (%)</i>	<i>Master's (%)</i>	
2000	66	14	20
2001	69	16	15
2002	69	18	13
2003	66	18	16
2004	63	20	17

FIGURE 12
**Percentage of Total New Graduates
 Hired by CPA Firms
 by Type of Degree — 2004**



Area of Assignment

Three quarters of the graduates (77%) accepted accounting/auditing positions and about one-fifth took assignments in taxation.

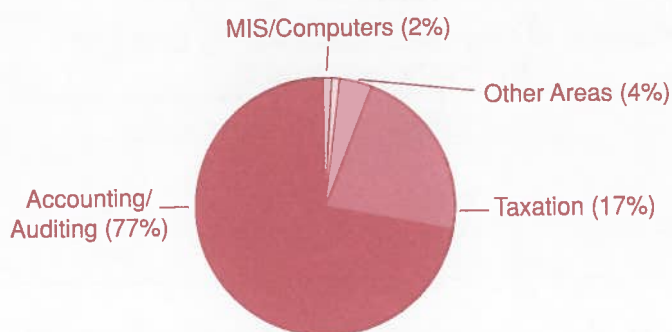
TABLE 34
Percentage of New Graduates Hired by CPA Firms
by Area of Assignment

Number of AICPA Members Per CPA Firm	Accounting/ Auditing (%)	Management Consulting Services			Total MCS (%)	Taxation (%)	Other (%)
		MIS/ Computers (%)	+	Other Management Services (%)			
More than 200 members							
2000	64	3		6	9	23	4
2001	70	3		*	3	21	6
2002	75	3		*	3	18	4
2003	77	4		*	4	16	3
2004	78	3		*	3	16	3
50-200 members							
2000	75	2		2	4	19	2
2001	71	2		2	4	22	3
2002	73	2		1	3	21	3
2003	69	1		1	2	20	9
2004	76	*		*	*	17	7
10-49 members							
2000	66	2		3	5	22	7
2001	69	1		3	4	25	2
2002	69	1		1	2	25	4
2003	76	1		1	2	20	2
2004	76	1		*	1	19	4
Fewer than 10 members							
2000	64	1		1	2	31	3
2001	67	1		3	4	26	3
2002	71	1		1	1	23	5
2003	65	1		1	2	27	6
2004	77	1		*	1	18	4
All CPA firms							
2000	65	2		3	5	25	5
2001	69	2		1	3	24	4
2002	72	1		1	2	22	4
2003	72	2		1	3	21	4
2004	77	2		*	2	17	4

* Less than 0.5%.

FIGURE 13

**Percentage of New Graduates Hired by CPA Firms
by Area of Assignment — 2004**



Gender Data for New Graduates Hired

The percentage of females hired dropped again. However, they still comprised the majority of new graduates hired by public accounting firms in 2004.

TABLE 35

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

	<i>Male (%)</i>	<i>Female (%)</i>
2000	44	56
2001	44	56
2002	39	61
2003	46	54
2004	47	53

Ethnic/Racial Data for New Graduates Hired

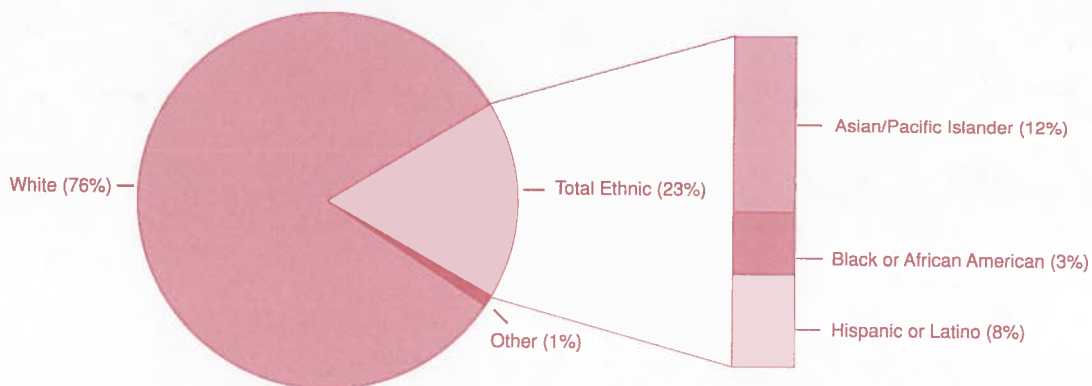
Approximately eight in ten new graduates hired by CPA firms in 2004 were Whites. The percentage of Asian/Pacific Islanders (12%) and Hispanics or Latinos (8%) increased while the percentage of Blacks or African Americans (3%) decreased.

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

	Asian/ Pacific Islander (%)	Black or African American (%)	Hispanic or Latino (%)	American Indian/ Alaska Native (%)	Total Ethnic/ Racial (%)	White (%)	Other (%)
2000	10	3	7	*	20	79	1
2001	8	3	6	*	17	82	1
2002	8	3	6	*	17	82	1
2003	9	5	4	*	18	81	1
2004	12	3	8	*	23	76	1

* Less than 0.5%.

FIGURE 14
Percentage of New Graduates Hired by CPA Firms
by Ethnic/Racial Background — 2004



Hiring Demand Forecast

Firms were asked to forecast future hiring trends relative to actual hiring figures in 2004. Estimates of the percentage change from actual accounting graduate hires in 2004 to future hires (in 2005, 2007 and 2009) are very optimistic across all firm sizes. Firms' estimates of growth in hiring of non-accounting graduates are also positive, yet more conservative.

TABLE 36A
Average Percentage Change in Hiring vs. YR2004 Hiring

	<i>Fewer than 10 AICPA members</i>	<i>Number of firms responding</i>	<i>10 – 49 AICPA members</i>	<i>Number of firms responding</i>	<i>50 – 200 AICPA members</i>	<i>Number of firms responding</i>	<i>Over 200 AICPA members</i>	<i>Number of firms responding</i>
New Accounting Graduates								
2005 vs. 2004	+4.2	866	+17.1	471	+15.9	21	+16.6	13
2007 vs. 2004	+10.3	829	+17.3	448	+17.2	20	+25.0	11
2009 vs. 2004	+10.3	820	+18.9	437	+17.7	21	+18.3	10
New Non-Accounting Graduates								
2005 vs. 2004	+2.8	869	+0.5	482	+4.3	26	+7.7	13
2007 vs. 2004	+4.8	837	+3.8	464	+4.8	24	+7.2	11
2009 vs. 2004	+7.3	826	+4.8	452	+4.6	25	+6.0	10
Total CPAs								
2005 vs. 2004	+5.3	869	+8.4	455	+6.5	23	+8.0	10
2007 vs. 2004	+9.4	824	+14.5	439	+11.2	20	+13.4	10
2009 vs. 2004	+13.5	816	+16.3	434	+14.7	21	+14.6	10

Professional Staff Employed

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

Looking at the 2004 gender breakdown among all professional staff members (both CPAs and prospective CPAs), 56% were males and 44% were females. There is no clear trend relating firm size to gender ratio.

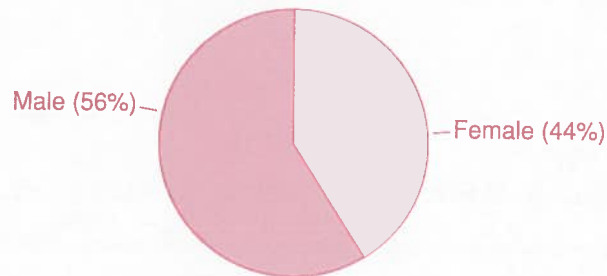
TABLE 37

**Percentage of Professional Staff Employed by CPA Firms
by Gender — 2004**

	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Male	58	52	54	57	56
Female	42	48	46	43	44

FIGURE 15

**Percentage of Professional Staff Employed by CPA Firms
by Gender — 2004**



Again looking at total professional staff, but this time focusing on the ethnic/racial distribution, 90% of all staff members were White, 5% were Asian/Pacific Islander, 3% were Hispanic or Latino and 2% were Black or African American. Firms employing 200 or more members exhibited the most racial/ethnic diversity.

TABLE 38
Percentage of Professional Staff Employed by CPA Firms
by Ethnic/Racial Background — 2004

	Number of AICPA Members Per CPA Firm				All CPA Firms (%)
	More Than 200 Members (%)	50–200 Members (%)	10–49 Members (%)	Fewer Than 10 Members (%)	
Asian/Pacific Islander	11	4	3	4	5
Black or African American	3	2	2	2	2
Hispanic or Latino	4	2	3	4	3
American Indian/ Alaska Native	*	*	*	*	*
Total Ethnic/ Racial	18	8	8	10	10
White	82	91	92	89	89
Other	*	1	*	1	1

* Less than 0.5%.

FIGURE 16
Percentage of Professional Staff Employed by CPA Firms
by Ethnic/Racial Background — 2004

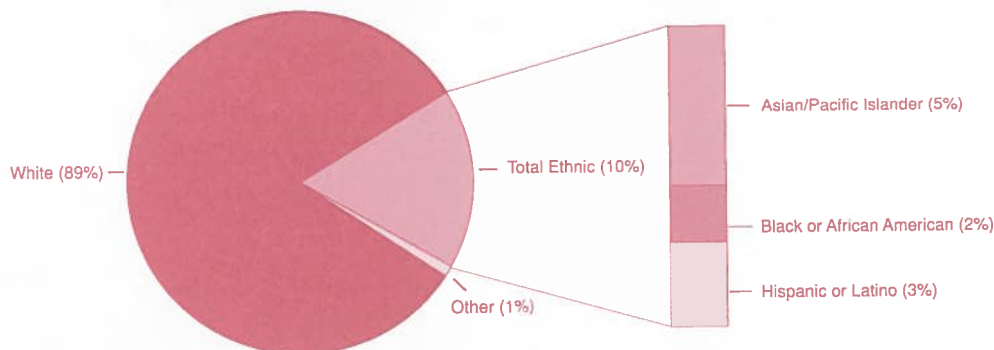


Table 39 illustrates 2004 staff turnover statistics for different size firms. For all firms surveyed, the annual turnover rate was 12%, up from 10% during 2003. Turnover rates and firm size are positively correlated.

TABLE 39
Professional Staff Turnover
by CPA Firm Size

<i>Number of AICPA Members Per CPA Firm</i>	<i>Annual Professional Staff Turnover (Resignation or Termination) as a Percentage of Total Professional Staff (%)</i>
More than 200 members	
2000	28
2001	25
2002	17
2003	21
2004	17
50–200 members	
2000	19
2001	12
2002	15
2003	15
2004	15
10–49 members	
2000	13
2001	11
2002	11
2003	12
2004	13
Fewer than 10 members	
2000	7
2001	7
2002	7
2003	7
2004	9
All CPA firms	
2000	16
2001	12
2002	10
2003	10
2004	12

While the ratio of male to female professional staff in 2004 was 56:44, the ratio of males to females who were terminated or resigned was 48:52, reflecting a higher turnover rate for females. Turnover of females occurred more so in the smaller firms.

TABLE 40
Percentage of Professional Staff Terminated by or Resigned From CPA Firms by Gender — 2004

	<i>Number of AICPA Members Per CPA Firm</i>				All CPA Firms (%)
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Male	54	46	46	44	48
Female	46	54	54	56	52

85% of professional staff members who were terminated or resigned in 2004 were White. Since the percentage of Whites on staff in 2004 was 89%, a disproportionately higher rate of turnover occurred among non-Whites.

TABLE 41
Percentage of Professional Staff Terminated by or Resigned From CPA Firms by Ethnic/Racial Background — 2004

	<i>Number of AICPA Members Per CPA Firm</i>				All CPA Firms (%)
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Asian/Pacific Islander	12	7	5	6	8
Black or African American	4	2	4	2	3
Hispanic or Latino	4	2	3	3	3
American Indian/ Alaska Native	*	*	*	*	.
Total Ethnic/ Racial	20	11	12	11	14
White	80	89	87	88	85
Other	*	*	1	1	1

* Less than 0.5%.

Turning to CPAs only (as opposed to both CPAs and non-CPAs), almost two-thirds of all CPAs employed by public accounting firms in 2004 were males (65%). Although not shown, the percentages for males and females held steady from the previous year.

TABLE 42
Percentage of CPAs Employed by CPA Firms by Gender — 2004

	<i>Number of AICPA Members Per CPA Firm</i>				All CPA Firms (%)
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Male	64	61	61	67	65
Female	36	39	39	33	35

TABLE 43A
Percentage of CPAs Employed by CPA Firms
by Ethnic/Racial Background and Firm Size — 2004

	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Asian/Pacific Islander	7	3	2	3	4
Black or African American	2	1	1	1	1
Hispanic or Latino	3	2	2	3	3
American Indian/Alaska Native	*	*	*	*	*
Total Ethnic/Racial	12	6	5	7	8
White	88	93	95	92	92
Other	*	1	*	1	*

* Less than 0.5%.

TABLE 43B
Percentage of CPAs Employed by CPA Firms
by Ethnic/Racial Background and Firm Type — 2004

	<i>Minority CPA Firms (%)</i>	<i>Majority CPA Firms (%)</i>	<i>All CPA Firms (%)</i>
Asian/Pacific Islander	31	3	4
Black or African American	16	1	1
Hispanic or Latino	43	1	3
American Indian/Alaska Native	*	*	*
White	10	95	92
Other	*	*	*

* Less than 0.5%.

Table 44 shows the gender distribution among partners/owners in various size firms. Across all firms, 81% of partners/owners in 2004 were males, 19% were females. Firms employing fewer than ten members had the highest percentage of female partner/owners: 21%.

TABLE 44
Percentage of Partners/Owners in CPA Firms by Gender — 2004

	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
Male	87	88	86	79	81
Female	13	12	14	21	19

Table 45A shows the ethnic/racial background of partners/owners in various size firms. Across all size firms, Whites comprised at least 95% of the partners/owners in 2004.

TABLE 45A
Percentage of Partners/Owners in CPA Firms
by Ethnic/Racial Background and Firm Size — 2004

	Number of AICPA Members Per CPA Firm				All CPA Firms (%)
	More Than 200 Members (%)	50–200 Members (%)	10–49 Members (%)	Fewer Than 10 Members (%)	
Asian/Pacific Islander	2	1	*	2	2
Black or African American	1	*	1	1	1
Hispanic or Latino	1	1	1	3	2
American Indian/ Alaska Native	*	*	*	*	*
Total Ethnic/ Racial	4	2	2	6	5
White	96	99	98	94	95
Other	*	*	*	*	*

* Less than 0.5%.

Of the minority firms surveyed, partners/owners were 41% Hispanic or Latino, 17% Black or African American, and 36% Asian/Pacific Islanders.

TABLE 45B
Percentage of Partners/Owners in CPA Firms
by Ethnic/Racial Background and Firm Type — 2004

	Minority CPA Firms (%)	Majority CPA Firms (%)	All CPA Firms (%)
Asian/Pacific Islander	36	1	2
Black or African American	17	*	1
Hispanic or Latino	41	*	2
American Indian/Alaska Native	*	*	*
White	6	99	95
Other	*	*	*

* Less than 0.5%.

Experienced Recruits Hired*

The survey also asked firms if in 2004 they hired more or fewer experienced recruits (as opposed to new graduates) than they did in 2003. Table 46 shows results for different size firms. 86% of the firms surveyed said they hired about the same number of experienced recruits in 2004 as in 2003. Firms with more than 200 AICPA members reported a significantly higher percentage of experienced recruits.

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

TABLE 46
Experienced Recruits Hired in 2004
Relative to 2003
by CPA Firm Size

Number of AICPA Members Per CPA Firm	Percent of CPA Firms Indicating That the Number of Experienced Recruits Hired in 2003 Relative to 2002 Was:		
	Higher (%)	Same (%)	Lower (%)
More than 200 members	92	8	0
50–200 members	59	22	19
10–49 members	35	49	16
Fewer than 10 members	6	88	6
All CPA firms	8	86	6

Paraprofessional Staff Hired*

Turning to whether firms hired more or fewer paraprofessional staff in 2004 vs. 2003, the results approximate the findings for experienced professionals (shown above): 85% of firms hired about the same number in 2004 as in 2003.

*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 2004
Relative to 2003
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 2004 Relative to 2003 Was:		
		Higher (%)	Same (%)	Lower (%)
More than 200 members	92	38	46	16
50–200 members	81	27	68	5
10–49 members	77	21	73	6
Fewer than 10 members	59	10	86	4
All CPA firms	60	11	85	4

Colleges and University Accounting Programs

For this survey the population of colleges and universities granting accounting degrees was defined as all schools with accreditation in accounting plus all schools accredited in business by the AACSB — International, or by the Association of Collegiate Business Schools and Programs, plus other accounting degree granting programs that appear in *Accounting Faculty Directory—2004-2005* (Hasselback, Prentice Hall).

In early 2005, 831 schools offering bachelor's, master's, and/or Ph.D. degrees in accounting were asked for data about the school, its graduates, and faculty. Information was gathered regarding the number of each type of degree awarded, and the gender, racial/ethnic, and employment placement of individuals receiving those degrees. A copy of the questionnaire can be seen in Appendix D.

To estimate the accounting graduates from nonresponding schools, regression equations were developed that related the number of graduates with bachelor's, master's, and/or Ph.D. degrees to the number of accounting faculty for the schools that responded to the survey. The number of accounting faculty in the schools surveyed was obtained from the *Accounting Faculty Directory—2004-2005*.

CPA Firms

In early 2005, the AICPA conducted a survey of about 5,800 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 42,092 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 1,423 CPA firms responded for an overall response rate of 24%.

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

Limitations of the Survey Results

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

Survey Questionnaires



Academic and Career Development

December 2004

TO: ADMINISTRATORS OF ACCOUNTING PROGRAMS

The AICPA needs your assistance as we gather data for a survey of accounting programs. The information you supply will be used for the publication, *The Supply of Accounting Graduates and the Demand for Public Accounting Recruits—2005*. Your prompt response is essential for us to continue to provide current and relevant information about accounting education.

The questionnaire consists of two brief sections:

- School data — information about your program is preprinted and simply needs to be updated.
- Student data — number of accounting majors and degrees awarded during the 2003-2004 academic year with ethnic and gender breakdown. (Include graduate data where it is requested.)

Please return the questionnaire in the enclosed envelope by January 7, 2005. If it is necessary to distribute sections to staff members, please make sure that all of the sections are returned to the AICPA.

Also enclosed is a copy of the report on *The Supply of Accounting Graduates and the Demand for Public Accounting Recruits—2004*. This report is also available at the AICPA website at <http://www.aicpa.org/members/div/career/edu/sagdpar.htm>.

We appreciate the cooperation of those who participate in the survey. Please feel free to send us your comments on the information presented.

If you have any questions, please contact Leticia Romeo at (212) 596-6221.

Sincerely,

Beatrice Sanders
Director

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

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

College/University Name _____ **1009**

Address: _____

Internet Address: _____

Main Telephone: _____

Type: _____

Control: _____

Total Enrollment: _____

Regional Accreditation: _____

Business Accreditation: _____

Level of Accreditation: _____

Accounting Accreditation: _____

Level of Accreditation: _____

UNDERGRADUATE DIVISION NAME:

Dean: _____

Accounting Program Head: _____

Telephone: _____

FAX Number: _____ E-mail: _____

GRADUATE DIVISION NAME:

Dean: _____

Accounting Program Head: _____

Telephone: _____

FAX Number: _____ E-mail: _____

Undergraduate Accounting Degrees Offered: _____

Graduate Accounting Degrees Offered: _____

Doctoral Accounting Degrees Offered: _____

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

GENERAL QUESTIONS

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

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

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

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

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 2004 FALL TERM:

A. Please indicate the total number of undergraduates enrolled as accounting majors during the 2004 fall term.

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

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).

Male	=	_____	_____	_____	_____	_____	_____
Female	=	_____	_____	_____	_____	_____	_____
Total	=	_____	_____	_____	_____	_____	_____

2. ACCOUNTING GRADUATES WITH BACHELOR'S DEGREES AWARDED BETWEEN 9/03 AND 8/04:

A. Please indicate the total number of students who graduated with accounting-related bachelor's degrees between 9/03 and 8/04.

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

Male	=	_____	_____	_____	_____	_____	_____
Female	=	_____	_____	_____	_____	_____	_____
Total	=	_____	_____	_____	_____	_____	_____

3. PLACEMENT OF GRADUATES WITH BACHELOR'S DEGREES AWARDED BETWEEN 9/03 AND 8/04:

- A. Please indicate in COLUMN A the placement of graduates who earned bachelor's degrees in accounting between 9/03 and 8/04.
- B. Please indicate in COLUMN B the breakdown by male and female graduates for each placement area. Indicate in COLUMN C the breakdown by ethnic/racial groups for each placement area.

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

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

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 2004 FALL TERM:

Please indicate the number of accounting and taxation students enrolled in each Master's program during the 2004 fall term.

<u>Master's Programs</u>	<u>Number of Students Enrolled During the 2004 Fall Term</u>
A. Master's in accounting — including MA, MS, MAcc, MPA and MAS programs	_____
B. Master's in taxation — including MBAs with a concentration in tax	_____
C. MBAs with a concentration in accounting	_____
D. Total number (A + B + C)	<input type="text"/>

2. GENDER AND ETHNIC/RACE BREAKDOWN FOR ACCOUNTING/TAXATION STUDENTS IN ALL MASTER'S PROGRAMS FOR THE 2004 FALL TERM:

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

	White	Black or African American	Hispanic or Latino	Asian/ Pacific Islander	American Indian/ Alaska Native	Other
Male	<input type="text"/>	_____	_____	_____	_____	_____
Female	<input type="text"/>	_____	_____	_____	_____	_____
Total	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

3. ACCOUNTING/TAXATION GRADUATES WITH MASTER'S DEGREES AWARDED BETWEEN 9/03 AND 8/04:

Please indicate the number of graduates with master's degrees for each of the accounting/taxation programs awarded between 9/03 and 8/04.

Master's Programs Number of Master's Degrees
Awarded Between 9/03 and 8/04

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 9/03 AND 8/04:

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

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

5. **PLACEMENT OF GRADUATES WITH MASTER'S DEGREES AWARDED BETWEEN 9/03 AND 8/04:**

- A. Please indicate in COLUMN A the placement of graduates who earned master's degrees (in accounting, taxation, or MBAs with a concentration in accounting) between 9/03 and 8/04
- B. Please indicate in COLUMN B the breakdown by male and female graduates for each placement area. Indicate in COLUMN C the breakdown by ethnic/racial groups for each placement area.

Placement Areas	COLUMN A		COLUMN B		COLUMN C					
	Total Placement	Total # of graduates who went into each placement area	Placement by Gender		Placement by Ethnic/Racial Groups					
			Male	Female	Black or African American	White	Hispanic or Latino	Asian/Pacific Islander	American Indian/Alaska 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 2004 FALL TERM:

A. Please indicate the total number of doctoral-level students enrolled in accounting/taxation programs during the 2004 fall term.

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

	White	Black or African American	Hispanic or Latino	Asian/Pacific Islander	American Indian/Alaska Native	Other
Male	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Female	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

2. ACCOUNTING/TAXATION GRADUATES WITH DOCTORAL DEGREES AWARDED BETWEEN 9/03 and 8/04:

A. Please indicate the total number of graduates who received accounting/taxation-related doctoral degrees between 9/03 and 8/04.

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

	White	Black or African American	Hispanic or Latino	Asian/Pacific Islander	American Indian/Alaska Native	Other
Male	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Female	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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:			
	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 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:

Submitted By: _____ Name _____ Title _____

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

December 2004

Dear Managing Partner or Human Resources Partner:

The AICPA is conducting its study of accounting program administrators and CPA firms to gauge the supply of accounting graduates and the demand for public accounting recruits. The information gathered with these surveys is very useful to the AICPA in planning for the profession's needs and useful to the practicing profession as a source of information for human resources planning and employment trends. The data gathered will be reported in the publication *The Supply of Accounting Graduates and the Demand for Public Accounting Recruits—2005*.

We will greatly appreciate your participation in the study by answering the questionnaire as accurately and completely as possible and returning it to us in the enclosed postage-paid envelope by January 7, 2005. 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.

A copy of the report on *The Supply of Accounting Graduates and the Demand for Public Accounting Recruits—2004* is available at the AICPA_ website at <http://www.aicpa.org/members/div/career/edu/sagdpar.htm>

We appreciate the cooperation of those who participate in the survey. Please feel free to send us your comments on the information presented.

If you have any questions, please contact Leticia Romeo at (212) 596-6221.

Sincerely,

Beatrice Sanders

Beatrice Sanders
Director

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 **2004**. **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 2004, please skip to Section II (Other Personnel Information) on page 4.

Please indicate below the number of **new graduates** with the following degrees who began employment at your firm on a full-time basis during **2004**. (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 2004 to begin employment in 2005.

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

<u>Accounting Degree</u>	Number of new graduates who began employment on a full-time basis during 2004:
A. Bachelor's in Accounting — including other bachelor's degrees with majors in accounting	<input style="width: 50px; height: 20px;" type="text"/>
B. Master's in Accounting — including MA, MS, MAcc, MPA and MAS degrees	<input style="width: 50px; height: 20px;" type="text"/>
C. Master's in Taxation — including MBAs with a concentration in tax	<input style="width: 50px; height: 20px;" type="text"/>
D. MBAs with a concentration in accounting	<input style="width: 50px; height: 20px;" type="text"/>
E. TOTAL: A+B+C+D=	<input style="width: 100px; height: 20px;" type="text"/>
 <u>Nonaccounting Degree</u>	
F. Bachelor's degree in IS/Computer Science	<input style="width: 50px; height: 20px;" type="text"/>
G. Bachelor's degree in Finance	<input style="width: 50px; height: 20px;" type="text"/>
H. Bachelor's degree in other (nonaccounting) business majors	<input style="width: 50px; height: 20px;" type="text"/>
I. Bachelor's degree in nonbusiness majors	<input style="width: 50px; height: 20px;" type="text"/>
J. TOTAL Nonaccounting Degree (Bachelor's): F+G+H+I=	<input style="width: 100px; height: 20px;" type="text"/>
K. Master's or higher degrees in IS/Computer Science	<input style="width: 50px; height: 20px;" type="text"/>
L. Master's or higher degrees in Finance	<input style="width: 50px; height: 20px;" type="text"/>
M. Master's or higher degrees in other (nonaccounting) business majors	<input style="width: 50px; height: 20px;" type="text"/>
N. Master's or higher degrees in nonbusiness majors	<input style="width: 50px; height: 20px;" type="text"/>
O. J.D. in Law	<input style="width: 50px; height: 20px;" type="text"/>
P. TOTAL Nonaccounting Degree (Master's or higher): K+L+M+N+O=	<input style="width: 100px; height: 20px;" type="text"/>
Q. GRAND TOTAL: E+J+P=	<input style="width: 100px; height: 20px;" type="text"/>

2. Please indicate below the **gender breakdown** of new graduates who began employment at your firm on a full-time basis during 2004.

Gender

Number of new graduates employed on a full-time basis during 2004 who are:

A. Male	<input type="text"/>
B. Female	<input type="text"/>
C. TOTAL:	A+B = <input type="text"/> = 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 2004. 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 2004 who are: Gender
Male Female

A. White	<input type="text"/>	<input type="text"/>	<input type="text"/>
B. Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>
C. Hispanic or Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>
D. Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>
E. American Indian/Alaska 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"/>	= 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 2004 who have been assigned primarily to the following areas.

Area

Number of new graduates employed on a full-time basis during 2004 who have been assigned primarily to:

A. Accounting	<input type="text"/>
B. Auditing	<input type="text"/>
C. Assurance Services	<input type="text"/>
D. Taxation	<input type="text"/>
E. IS/Computer	<input type="text"/>
F. Management Services (other than IS)	<input type="text"/>
G. Other Areas	<input type="text"/>
H. TOTAL:	A+B+C+D+E+F+G = <input type="text"/> = 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 2004.

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 2004. 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, 2004**? Include partners.
- B. What is the **total** number of **professional staff** in your firm who were **terminated or resigned** during **2004**? Include partners.

7. Under **SECTION I** below, please indicate the **gender breakdown** of the **professional staff employed** in your firm as of **December 31, 2004**.

Under **SECTION II** below, please indicate the **gender breakdown** of the **professional staff** in your firm who were **terminated or resigned** during **2004**.

<u>Gender</u>	SECTION I Number of professionals employed as of 12/31/04 who are:	SECTION II Number of professionals terminated/resigned during 2004 who are:
A. Male	<input type="text"/>	<input type="text"/>
B. Female	<input type="text"/>	<input type="text"/>
C. TOTAL:	A+B= <input type="text"/> = Q.6A	A+B= <input type="text"/> = Q.6B

8. Under SECTION III below, please indicate the ethnic/racial breakdown of the professional staff employed in your firm as of December 31, 2004.

Under SECTION IV below, please indicate the ethnic/racial breakdown of the professional staff in your firm who were terminated or resigned during 2004.

Ethnic/Racial Group	SECTION III Number of professionals employed as of 12/31/04 who are:		SECTION IV Number of professionals terminated/resigned during 2004 who are:	
	A. White	<input type="text"/>	<input type="text"/>	<input type="text"/>
B. Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
C. Hispanic or Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
D. Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
E. American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
F. Other	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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, 2004. 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 or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>
C. Hispanic or Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>
D. Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>
E. American Indian/Alaska 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, 2004.

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 or African American

C. Hispanic or Latino

D. Asian/Pacific Islander

E. American Indian/Alaska 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 2004 higher, lower or the same as the number employed during 2003? (circle one only)

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

16. Of the total hires — new graduate and experienced recruits — employed in 2004, 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 2004 higher, lower or the same as the number employed during 2003? (circle one only)

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

III. Your Demand Forecast

The AICPA has committed significant resources to a five-year direct marketing campaign to attract students to become CPAs. The following questions will help us estimate the practicing profession's need for future CPAs, key baseline measures for the campaign. We realize that projecting future needs is difficult given the fast-changing business environment; however, we ask that you do your best to provide us with estimates.

18. Comparing 2005 to 2004,

Will the number of new **accounting graduates** your firm hires...(check one)

Stay about the same?

Increase? By what %? _____%

Decrease? By what %? _____%

Will the number of new **nonaccounting graduates** your firm hires...(check one)

Stay about the same?

Increase? By what %? _____%

Decrease? By what %? _____%

Will the total number of CPAs in your firm...(check one)

Stay about the same?

Increase? By what %? _____%

Decrease? By what %? _____%

19. Comparing 2007 to 2004,

Will the number of new **accounting graduates** your firm hires...(check one)

Stay about the same?

Increase? By what %? _____%

Decrease? By what %? _____%

Will the number of new **nonaccounting graduates** your firm hires...(check one)

Stay about the same?

Increase? By what %? _____%

Decrease? By what %? _____%

Will the **total number of CPAs** in your firm...(check one)

Stay about the same?

Increase? By what %? _____%

Decrease? By what %? _____%

20. Comparing 2009 to 2004,

Will the number of new **accounting graduates** your firm hires...(check one)

Stay about the same?

Increase? By what %? _____%

Decrease? By what %? _____%

Will the number of new **nonaccounting graduates** your firm hires...(check one)

Stay about the same?

Increase? By what %? _____%

Decrease? By what %? _____%

Will the **total number of CPAs** in your firm...(check one)

Stay about the same?

Increase? By what %? _____%

Decrease? By what %? _____%

IV. Background Information

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

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

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

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

- 1. Yes
- 2. No

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

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

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

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		



