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Supply of accounting graduates and the demand for public accounting recruits, 2001, for academic year 1999-2000

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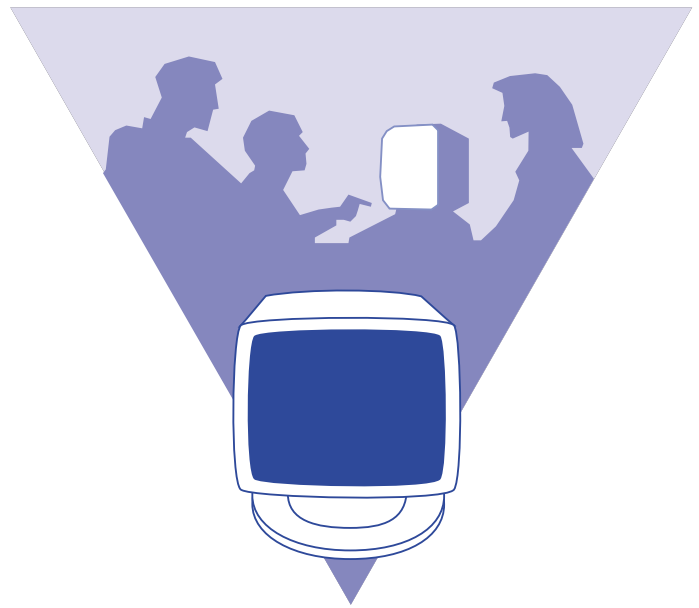
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The Supply Of Accounting Graduates And the Demand For Public Accounting Recruits—2001 For Academic Year 1999–2000



The CPA. Never Underestimate The Value.SM

Academic & Career Development Team

The Supply
Of Accounting Graduates
And the Demand
For Public Accounting Recruits–2001
For Academic Year 1999–2000

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Introduction and Highlights

This 2001 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 2001 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 1999-00 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.

Supply Data from Colleges and Universities

- Approximately 37,000 students were awarded Bachelor's degrees in Accounting and 8,000 were awarded Master's degrees. Compared to 1998/99, the number of Bachelor's degree recipients decreased 10%; however, the number of Master's degrees awarded increased 19%.
- Schools in the Southern and Pacific states are holding their own compared to previous years while schools in the East and North Central regions are awarding fewer Bachelor's degrees.
- In 1999/00, considerably more females than males received Bachelor's degrees (58% to 42%), about equal percentages received Master's degrees (51% to 49%) while considerably more males than females received Ph.D.s (61% to 39%).
- Minorities accounted for 20% of accounting bachelor's and master's graduates, and for 22% of Ph.D.s.
- Approximately one-third of 1999/00 Bachelor's degree recipients took positions with public accounting firms and about one-fourth began their careers in business and industry. A large majority of Master's degree recipients (62%) went into public accounting. These proportions are virtually the same as occurred for 1998/99 degree recipients.
- Accounting enrollments in bachelor's programs continued to drop (4.5%) from 1998/99. Enrollments in Masters in Accounting programs increased by 10% and in Master's in Taxation programs by 20%.
- The number of candidates sitting for the CPA Exam continued to drop. Exam candidates for 2000 totalled 115,493.

Demand Data from Public Accounting Firms

- In 2000, there was a slight upturn compared to 1999 in the number of new accounting bachelors hired (2%) and a more significant increase in masters hired (13%).

- Firms employing from 50 to 200 AICPA members, and those employing fewer than 10 members, hired relatively fewer new graduates than they did in previous years. However, firms employing 10 to 49 members increased their hiring.
- Over the years the Institute has tracked the proportions of new hires working variously in accounting/auditing, management consulting and taxation. In 2000, almost two-thirds of the graduates (65%) accepted accounting/auditing positions, one-fourth took assignments in taxation and 5% began work in management consulting for public accounting firms.
- In 2000, the share of new hires accepting accounting/auditing positions showed the greatest growth; the share of new management consultants, the greatest decrease. The percentage of graduates hired into Taxation has held steady.
- Continuing a trend starting in the early nineties, females comprise the majority (56%) of new graduates hired by public accounting firms.
- Twenty percent of new graduate hires were minorities; the same percentage as in the previous year.
- Across all firms surveyed, the annual turnover rate was 16%, up from 14% during 1999. Turnover rates and firm size are positively correlated.
- In 2000, the turnover rate was higher for females than males, especially at the smaller firms.
- The largest firms are the most ethnically and racially diverse.

Demand Projections by Public Accounting Firms

- **In addition to requesting their actual YR 2000 hiring facts and figures, we asked firms to predict future hiring trends vs. their actual hiring figures in 2000*.** We asked firms to estimate the percentage change from 2000 hiring out to three different years: (1) 2001, (2) 2003, and (3) 2005. Predictions for 2001 vs. 2000 hiring of **accounting graduates** range from a 0% increase for the largest firms up to a 2% increase for firms employing fewer than 10 members as well as for firms employing 50 – 299 members. Firms with 50 – 200 members are the most optimistic in their hiring estimates.
 - Compared with predictions for accounting graduates, firms' estimates of growth in hiring of **non-accounting graduates** are more conservative. Firms employing 50 – 200 members are, again, the most optimistic about long-term growth prospects.
- * It is important to note that the survey was conducted during the second quarter of 2001 and did not reflect both the downturn in the economy during the second half of 2001 and the September 11, 2001 terrorist attack.**

Accounting Graduates

The following tables present a variety of characteristics of colleges and universities which awarded accounting degrees during 1999–00 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 856 colleges and universities asked to participate in the survey, 217 returned completed questionnaires for a response rate of 25%. Last year, the response rate was 31%.

TABLE 1			
Number of Schools Surveyed for 2001 Report			
	<i>Number of Questionnaires Mailed</i>	<i>Number of Schools Responding</i>	<i>Response Rate %</i>
Accredited in Accounting	140	56	40
Accredited in Business			
By AACSB	226	51	23
By ACBSP	95	23	24
Other Business	395	87	22
Administration Programs			
Total Schools Surveyed	<u>856</u>	<u>217</u>	<u>25</u>
Public Schools	426	122	29
Private Schools	430	95	22
Majority Schools	770	197	26
Minority Schools	86	20	23

Projecting from the sample to all colleges and universities awarding accounting degrees, approximately 37,000 students were awarded Bachelor's degrees in Accounting and 8,000 were awarded Master's degrees.

TABLE 2				
Graduates by Level of Accreditation 1999–00				
	<i>Number of Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
Accounting	140	15,750	4,940	20,690
Business				
AACSB	226	9,960	1,755	11,715
ACBSP	95	2,360	565	2,925
Other	395	9,045	720	9,765
Total	<u>856</u>	<u>37,115</u>	<u>7,980</u>	<u>45,045</u>

Accounting Degrees Awarded

Compared to 1998/99, the number of Bachelor's degree recipients decreased 10%; yet, the number of Master's degrees awarded increased 19%.

TABLE 3A

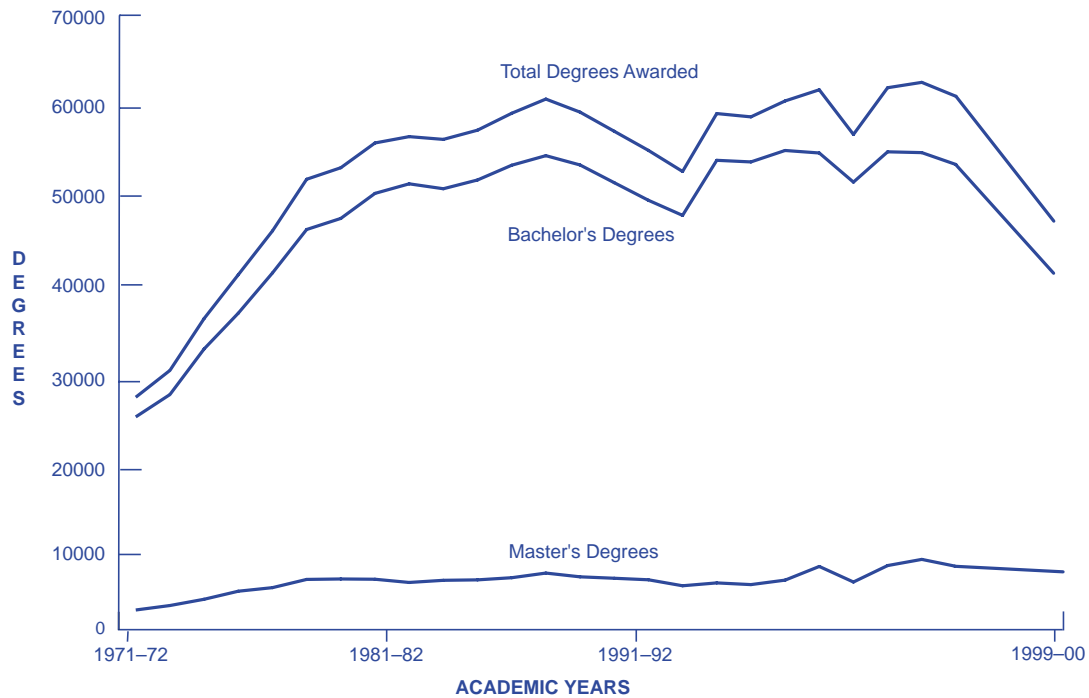
Accounting Degrees Awarded by All Schools 1971–72 Through 1999–00

	<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%

The number of Bachelor's degrees awarded more than doubled from the early 70s to the mid-90s but has fallen off in recent years. On the other hand, the number of Masters degrees awarded has slowly risen during the same period.

FIGURE 1

**Trend In Accounting Degrees Awarded
1971–72 Through 1999–00**



195 Accounting Ph.D.s were awarded in 1999/2000, a 5% increase over 1998/1999 estimates.

TABLE 3B

**Accounting Ph.D's Awarded
1992–93 Through 1999–00**

	<i>Number of Graduates</i>	<i>Rate of Growth</i>
1994–95	205	– 15%
1995–96	190	– 7%
1998–99	185	– 3%
1999–00	195	+ 5%

The number of MBAs and Master's degrees in Accounting awarded in 1999/00 were well above 1998/99 figures.

TABLE 4
Accounting Degrees Awarded by Accredited Accounting Programs

	<i>Number of AACSB-Accredited Accounting Programs</i>	<i>Bachelor's</i>	<i>MBA in Accounting</i>	<i>Master's in Accounting</i>
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
1999–00	140	15,750	355	4,585

The trend holds when just focusing on AACSB and ACBSP-accredited programs: fewer Bachelor's degrees but more Master's degrees were awarded than in the previous year...

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

	<i>Number of AACSB- and ACBSP-Accredited Business Administration Programs</i>	<i>Bachelor's</i>	<i>Master's</i>	<i>Total</i>
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
1999–00	461	28,070	7,260	35,330

...and, for other business administration programs as well.

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>
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
1999–00	395	9,045	720	9,765

In 1999/00, fewer public and private school students received Bachelor's degrees in Accounting than in previous years...

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

	<i>Public</i>	<i>Private</i>
1993-94	39,828	13,620
1994-95	38,760	14,600
1995-96	36,080	15,950
1998-99	29,680	11,490
1999-00	26,455	10,660

...while more of both public and private school students received Master's degrees in Accounting than in previous years.

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

	<i>Public</i>	<i>Private</i>
1993-94	4,291	2,877
1994-95	4,430	3,430
1995-96	4,530	3,100
1998-99	4,365	2,360
1999-00	5,125	2,855

With respect to geographical trends in the awarding of Bachelor's degrees in Accounting, schools in the Southern and Pacific states held their own compared to previous years while schools in the East and North Central regions awarded fewer degrees.

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>
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
1999-00	8,800	9,485	13,220	5,610

Only schools in the North Central states awarded fewer accounting Master's degrees in 1999/00 than in 1998/99; schools in all other regions, and especially the Pacific region, awarded more.

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>
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
1999–00	1,820	1,160	3,100	1,900

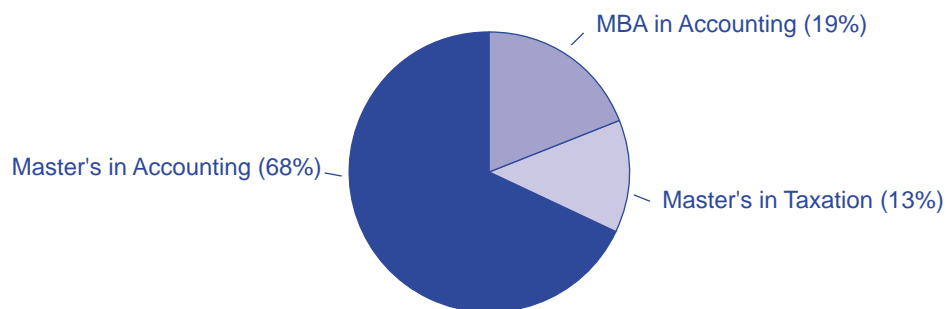
Many more Master's in Accounting and Master's in Taxation degrees were awarded in 1999/00 than in previous years...

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>
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
1999–00	5,390	1,115	1,475

...still, 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 1999–00



Gender Data For New Graduates

56% of all Bachelor's and Master's degrees in accounting were awarded to females in 1999/00, the same percentage that received them in 1998/99.

TABLE 12A

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

	Male (%)	Female (%)
1993–94	47	53
1994–95	47	53
1995–96	46	54
1998–99	44	56
1999–00	44	56

In 1999/00, considerably more females than males received accounting Bachelor's degrees, about equal percentages received accounting Master's degrees while considerably more males than females received accounting Ph.D.s. Although not shown, the only deviation from 1998/99 statistics was for Master's degrees awarded (46% males, 54% females in 98/99).

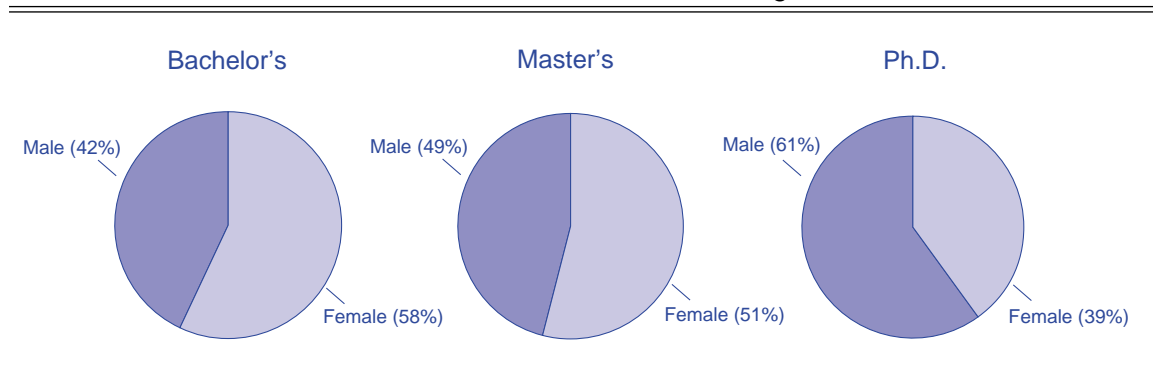
TABLE 12B

Percentage of New Accounting Graduates by Gender 1999–00
Bachelor's, Master's and Ph.D. Degrees

	Bachelor's (%)	Master's (%)	Ph.D. (%)
Male	42	49	61
Female	58	51	39

FIGURE 3

Percentage of New Accounting Graduates by Gender 1999–00
Bachelor's, Master's and Ph.D. Degrees



Ethnic/Racial Data For New Graduates

From year to year there has been very little change in the ethnic/racial background of accounting Bachelor's and Master's degree recipients....

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 (%)
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
1999-00	6	9	5	*	20	77	3

* Less than 0.5%.

...however, in 1999/00, 14% of all Ph.D. recipients were Asian/Pacific Islanders (up from only 7% in 1998/99).

TABLE 13B

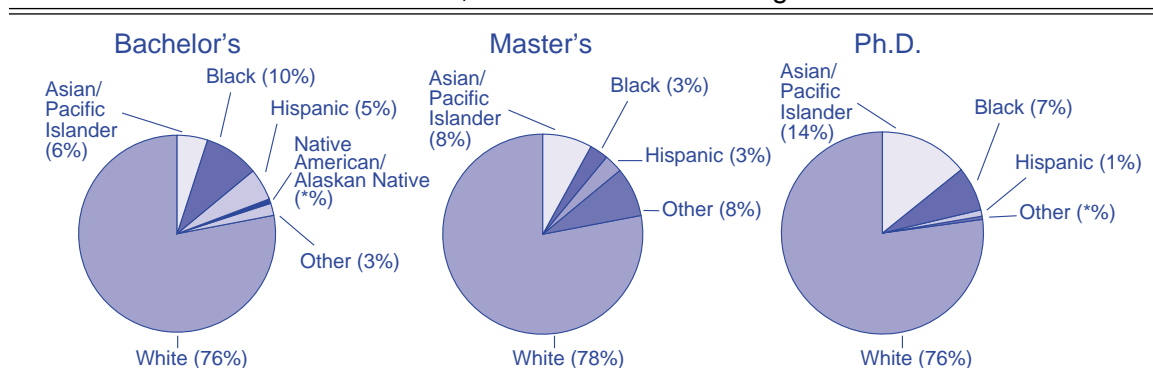
Percentage of New Accounting Graduates by Ethnic/Racial Background 1999-00
Bachelor's, Master's and Ph.D. Degrees

	Bachelor's (%)	Master's (%)	Ph.D. (%)
Asian/Pacific Islander	6	8	14
Black	10	3	7
Hispanic	5	3	1
Native American/Alaskan Native	*	*	*
Total Ethnic/Racial	21	14	22
White	76	78	76
Other	3	8	2

* Less than 0.5%.

FIGURE 4

Percentage of New Accounting Graduates by Ethnic/Racial Background 1999-00
Bachelor's, Master's and Ph.D. Degrees



Placement of New Graduates

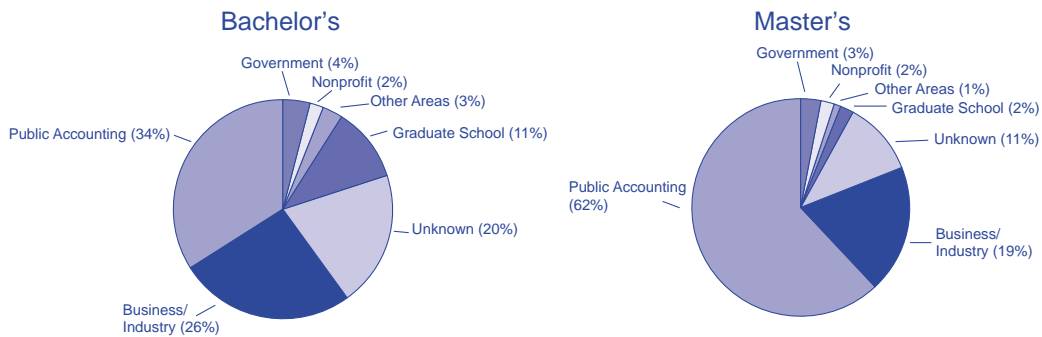
Approximately one-third of 1999/00 accounting Bachelor's degree recipients took positions in public accounting firms and about one-fourth began their careers in business and industry. A large majority of Master's degree recipients (62%) went into public accounting. Although not shown, these proportions were virtually the same as occurred for 1998/99 degree recipients.

TABLE 14
Placement of New Accounting Graduates 1999–00

	<i>Bachelor's (%)</i>	<i>Master's (%)</i>
Public accounting	34	62
Business/Industry	26	19
Government	4	3
Nonprofit	2	2
Other areas	3	1
Graduate school	11	2
Unknown	20	11

FIGURE 5

Placement of New Accounting Graduates 1999–00
Bachelor's and Master's Degrees



Regardless of accreditation level, 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 1999–00

	<i>Accounting</i>	<i>Business</i>		<i>Other</i>
		<i>AACSB</i>	<i>ACBSP</i>	
Public accounting	32%	42%	21%	36%
Business/Industry	18	25	37	36
Government	2	5	5	6
Nonprofit	2	1	2	3
Other areas	2	5	1	2
Graduate school	16	5	18	7
Unknown	28	17	16	10

TABLE 16
Placement of Master's Graduates
by Level of Accreditation 1999–00

	<i>Accounting</i>	<i>Business</i>		<i>Other</i>
		<i>AACSB</i>	<i>ACBSP</i>	
Public accounting	69%	44%	62%	22%
Business/Industry	15	22	31	72
Government	2	7	1	*
Nonprofit	1	5	1	6
Other areas	1	4	*	*
Graduate school	1	5	*	*
Unknown	11	13	5	*

* 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. A greater proportion of Bachelor's degree recipients from schools in the South were continuing on to graduate school.

TABLE 17
Placement of New Accounting Graduates
With Bachelor's Degrees by Region 1999–00

	<i>Eastern (%)</i>	<i>North Central (%)</i>	<i>Southern (%)</i>	<i>Pacific (%)</i>
Public accounting	48	38	27	26
Business/Industry	24	31	27	15
Government	5	3	4	5
Nonprofit	2	2	2	2
Other areas	1	4	2	1
Graduate school	6	7	20	6
Unknown	14	15	18	45

Regardless of where their school is located, 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 1999–00

	<i>Eastern (%)</i>	<i>North Central (%)</i>	<i>Southern (%)</i>	<i>Pacific (%)</i>
Public accounting	48	59	76	45
Business/Industry	11	18	15	30
Government	9	3	1	3
Nonprofit	9	2	1	1
Other areas	10	1	*	1
Graduate school	9	4	1	*
Unknown	4	13	6	20

* 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 1999–00

	<i>Bachelor's</i>		<i>Master's</i>	
	<i>Male (%)</i>	<i>Female (%)</i>	<i>Male (%)</i>	<i>Female (%)</i>
Public accounting	33	31	65	62
Business/Industry	24	26	18	19
Government	3	5	2	3
Nonprofit	1	2	1	2
Other areas	2	2	1	1
Graduate school	12	13	2	2
Unknown	25	21	11	11

Over one-third of Black and Hispanic Bachelor's degree recipients started their careers in business and industry, while one-third of Whites entered public accounting.

TABLE 20
Placement of New Accounting Graduates With Bachelor's Degrees
by Ethnic/Racial Background 1999–00

	<i>Asian/ Pacific Islander (%)</i>	<i>Black (%)</i>	<i>Hispanic (%)</i>	<i>Native American/ Alaskan Native (%)</i>	<i>White (%)</i>	<i>Other (%)</i>
Public accounting	20	16	22	*	33	11
Business/Industry	17	35	34	8	26	30
Government	2	12	7	10	3	2
Nonprofit	5	1	3	7	2	*
Other areas	1	2	1	*	2	*
Graduate school	12	9	9	4	14	8
Unknown	43	25	24	71	20	49

* Less than 0.5%.

For Master's degree recipients, ethnic/racial background does not correlate with placement choice.

TABLE 21
Placement of New Accounting Graduates With Master's Degrees
by Ethnic/Racial Background 1999–00[†]

	<i>Asian/ Pacific Islander (%)</i>	<i>Black (%)</i>	<i>Hispanic (%)</i>	<i>Native American/ Alaskan Native (%)</i>	<i>White (%)</i>	<i>Other (%)</i>
Public accounting	45	69	61	67	70	15
Business/Industry	30	29	19	33	15	53
Government	1	*	2	*	2	*
Nonprofit	*	*	*	*	1	1
Other areas	*	*	*	*	1	1
Graduate school	2	*	4	*	1	*
Unknown	22	2	14	*	10	30

[†] The base for this table includes only 251 non-White graduates, of which 78 are Asian/Pacific Islander, 30 are Black, 42 are Hispanic, and 3 are Native American/Alaskan Native.

* Less than 0.5%.

Accounting Enrollment

Since 1998/99, student enrollment has increased for Master's in Accounting and Master's in Taxation programs; decreased for Bachelor's degree, MBA in Accounting and Ph.D. programs. These latter decreases continue a trend from 1994/95.

TABLE 22

Accounting Enrollment in All Schools 1999–00

	<i>Bachelor's</i>	<i>Master's in Accounting</i>	<i>MBA in Accounting</i>	<i>Master's in Taxation</i>	<i>Ph.D.</i>	<i>Total</i>
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
1999–00	127,960	9,455	2,445	3,130	680	143,670

TABLE 23

Percentage of Accounting Students Enrolled by Gender 1999–00

	<i>Bachelor's (%)</i>	<i>Master's (%)</i>	<i>Ph.D. (%)</i>
Male	42	49	54
Female	58	51	46

In 1999/00, males comprised 42% of all those enrolled in Bachelor's degree programs, 49% of those enrolled in Master's degree programs and 54% of those enrolled in Ph.D. programs.

FIGURE 6

Percentage of Accounting Students Enrolled by Gender 1999–00 Bachelor's, Master's and Ph.D. Degrees

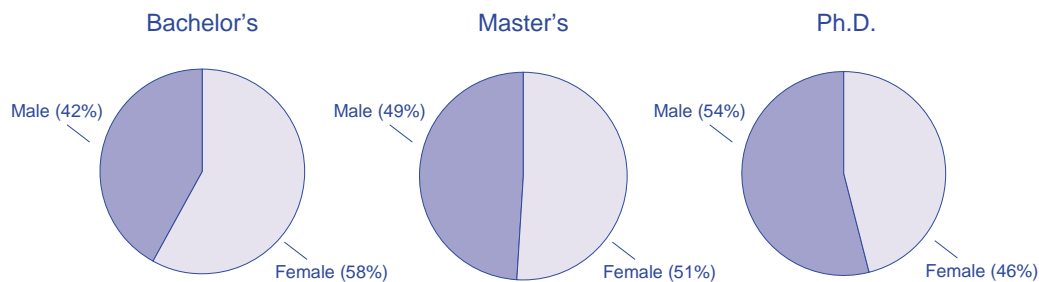


TABLE 24

**Percentage of Accounting Students Enrolled
by Ethnic/Racial Background 1999–00**

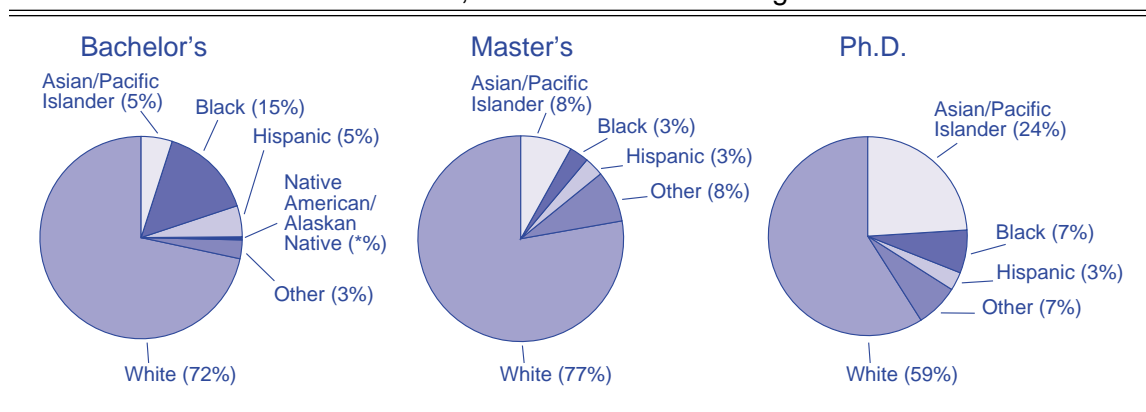
	<i>Bachelor's (%)</i>	<i>Master's (%)</i>	<i>Ph.D. (%)</i>
Asian/Pacific Islander	5	8	24
Black	15	3	7
Hispanic	5	3	3
Native American/Alaskan Native	*	1	*
Total Ethnic/Racial	25	15	34
White	72	77	59
Other	3	8	7

* Less than 0.5%.

Almost one-fourth of all accounting Ph.D. candidates in 1999/00 were Asian/Pacific Islanders

FIGURE 7

**Percentage of Accounting Students Enrolled by Ethnic/Racial Background 1999–00
Bachelor's, Master's and Ph.D. Degrees**



Accounting Enrollment Trends

Many survey respondents believe that Master's degree programs in either Taxation or Accounting will 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	31	52	17
Master's in accounting	67	23	10
MBA in accounting	33	43	24
Master's in taxation	48	46	6
Ph.D. in accounting/taxation	32	63	5

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

Uniform CPA Examination

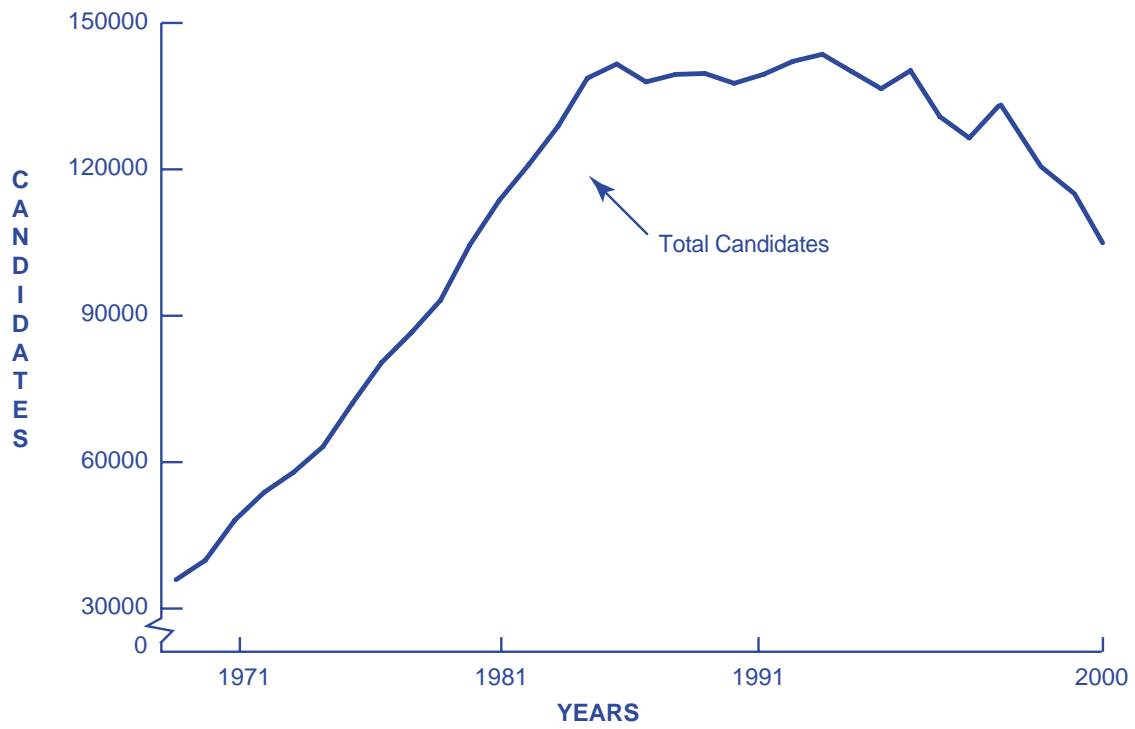
Since the peak years of the early nineties, the number of candidates sitting for the CPA Exam has been in decline.

TABLE 26
Uniform CPA Examination — 1971–2000

<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

FIGURE 8

Uniform CPA Examination
1971 through 2000



Hiring by CPA Firms

In early 2001, 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 2000.

Firms were asked to provide a breakdown of newly employed graduates by gender, ethnic/racial background, and area of assignment (i.e., accounting/auditing, taxation, management consulting services, and other specialty areas). In addition, firms were asked to give information on recruiting activities, professional and paraprofessional staff, and experienced recruits, as well as some general background information.

Because the 13 largest firms account for such a large proportion of newly employed graduates, a greater effort was made to obtain their responses. The firms' responses were tracked, and a series of follow-up phone calls was undertaken in an effort to maximize the collective response rate. A more complete description of the survey is presented in Appendix B.

Public Accounting Firms Response Rates

In total, 5,567 public accounting firms were surveyed and 1,859 responded for a 33% response rate. The 1999 survey response was lower (31%).

TABLE 27
CPA Firms Surveyed for 2001 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	13	13	9	69
50–200 members	75	75	28	37
10–49 members	1,410	1,410	579	41
Fewer than 10 members	41,829*	4,069	1,243	31
All CPA firms	43,327	5,567	1,859	33

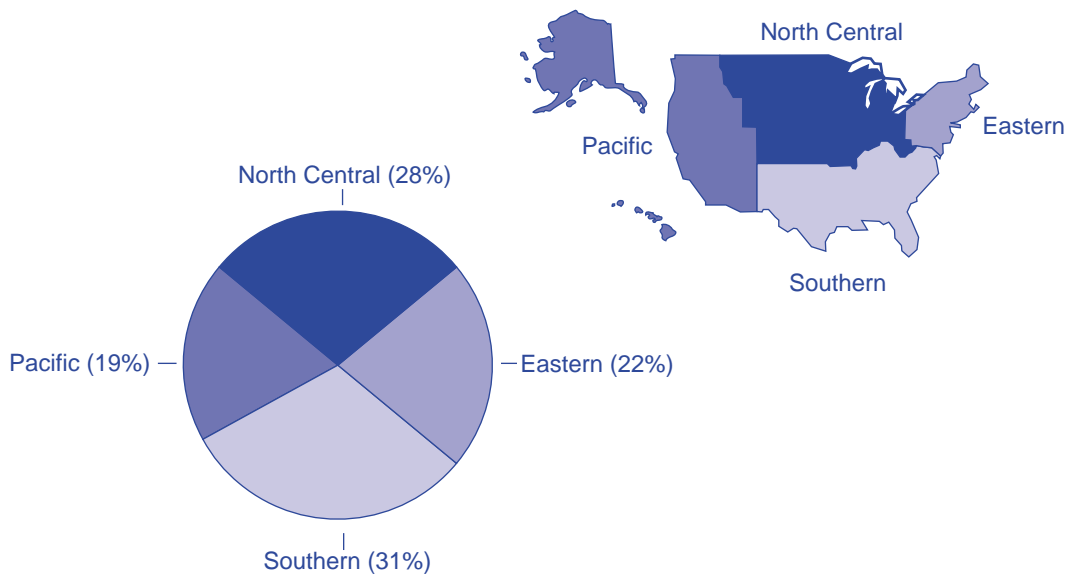
* Total includes 22,954 sole practitioners.

Firms that responded represent all regions of the country. 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>(%)</i>	<i>Firm Type</i>	<i>(%)</i>	<i>Ownership of Firm</i>	<i>(%)</i>
Eastern	22	Local	90	Majority	97
North Central	28	Regional	9	Minority	3
Southern	31	National/ International	1		
Pacific	19				

FIGURE 9
Geographic Location of Responding CPA Firms



New Accounting Graduates Hired by CPA Firms

In 2000, there was a slight upturn compared to 1999 in the number of new accounting graduates hired. This reverses the ten year trend for Bachelor's graduates, but continues the 10 year growth curve for Master's graduates.

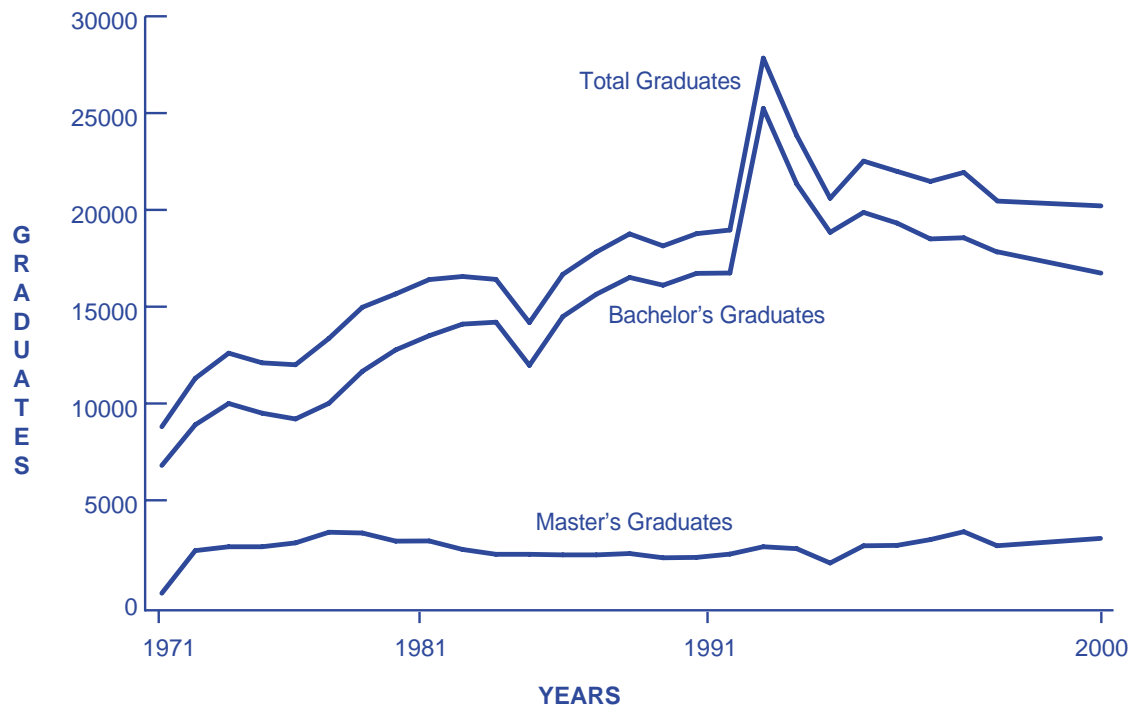
TABLE 29

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

FIGURE 10

New Accounting Graduates Hired by CPA Firms



Firms employing from 50 to 200 AICPA members, and those employing fewer than 10 members, hired relatively fewer new graduates than they did in previous years. However, firms employing 10 to 49 members increased their hiring.

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			
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
2000	5,839	2,018	7,857
50–200 members			
1994	520	45	565
1995	640	90	730
1996	980	110	1,090
1999	880	160	1,040
2000	565	128	693
10–49 members			
1994	3,040	330	3,370
1995	3,750	580	4,330
1996	3,000	380	3,380
1999	3,160	360	3,520
2000	3,983	666	4,649
Fewer than 10 members			
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
2000	6,878	874	7,752
All CPA firms			
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
2000	17,265	3,686	20,951

18% of graduates hired in 2000 earned their Master's degrees in Accounting. The percentage of graduates hired earning Master's degrees has risen steadily over the years, especially so for the larger firms.

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

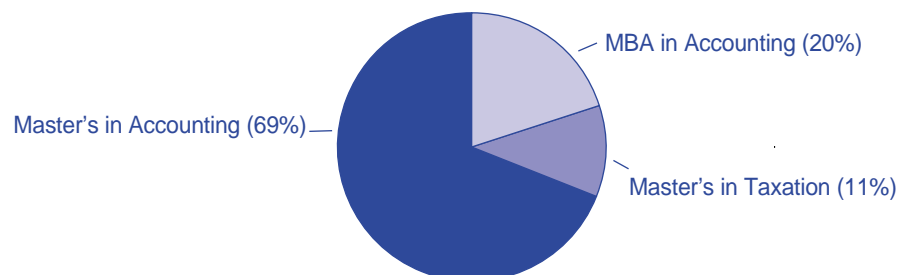
	<i>Number of AICPA Members Per CPA Firm</i>				<i>All CPA Firms (%)</i>
	<i>More Than 200 Members (%)</i>	<i>50–200 Members (%)</i>	<i>10–49 Members (%)</i>	<i>Fewer Than 10 Members (%)</i>	
1994	20	8	10	8	14
1995	22	12	13	11	15
1996	19	10	11	8	13
1999	22	15	10	13	16
2000	26	18	14	11	18

Among three different Accounting Master's degree programs, graduates with Master's in Accounting degrees were hired by public accounting firms in 2000 over 3 times more than both MBAs in Accounting and Master's in Taxation degree holders. 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>
1994	50	26	24
1995	54	25	21
1996	61	14	25
1999	63	21	16
2000	69	20	11

FIGURE 11
Percentage of New Accounting Graduates
With Master's Degrees Hired by CPA Firms
by Type of Program — 2000



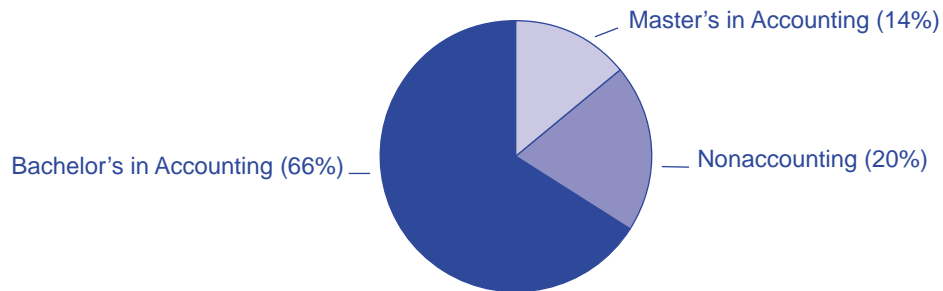
Two-thirds of all new graduates hired in 2000 held Bachelor's degrees in Accounting while only two in ten held non-accounting degrees. Another 14% earned Master's degrees in Accounting.

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

	<i>Total Accounting</i>		<i>Total</i>
	<i>Bachelor's (%)</i>	<i>Master's (%)</i>	<i>Nonaccounting (%)</i>
1994	72	12	16
1995	70	13	17
1996	72	11	17
1999	57	11	32*
2000	66	14	20*

*More specific information was requested the past two years 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 — 2000



Area of Assignment

In 2000, almost two-thirds of the graduates (65%) accepted accounting/auditing positions, one-fourth took assignments in taxation and one in ten began work in management consulting.

Over the years the Institute has tracked the proportion of new hires working variously in accounting/auditing, management consulting and taxation. In 2000, the share of new hires accepting accounting/auditing positions showed the greatest growth; the share of new management consultants, the greatest decrease. The percentage of graduates hired into Taxation jobs has held steady.

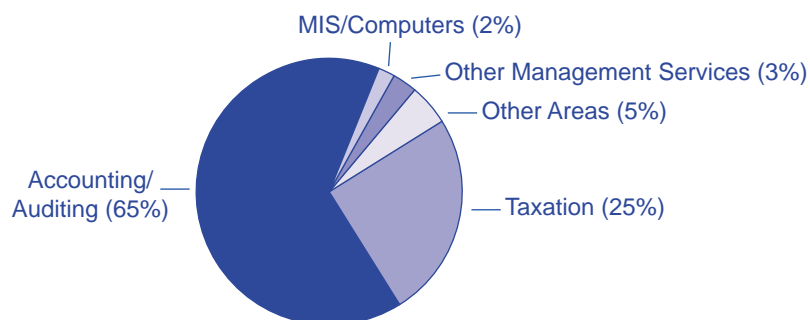
TABLE 34
Percentage of New Graduates Hired by CPA Firms
by Area of Assignment

Number of AICPA Members Per CPA Firm	Accounting/ Auditing (%)	Management Consulting Services			Taxation (%)	Other (%)
		MIS/ Computers (%)	+	Other Management Services (%)		
			=	Total MCS (%)		
More than 200 members						
1994	67	4		17	15	1
1995	62	4		20	17	1
1996	59	4		21	19	1
1999	49	18		23	19	8
2000	64	3		9	23	4
50–200 members						
1994	78	2		4	16	2
1995	83	3		6	10	1
1996	78	1		2	17	3
1999	62	4		6	21	10
2000	75	2		4	19	2
10–49 members						
1994	73	3		6	17	4
1995	74	1		1	22	3
1996	77	2		3	17	3
1999	71	3		4	21	4
2000	66	2		5	22	7
Fewer than 10 members						
1994	66	3		5	21	8
1995	67	3		5	24	4
1996	70	2		2	22	6
1999	60	1		4	31	5
2000	64	1		2	31	3
All CPA firms						
1994	67	3		11	18	4
1995	66	3		11	20	3
1996	66	3		11	20	3
1999	56	11		15	23	7
2000	65	2		5	25	5

* Less than 0.5%.

FIGURE 13

Percentage of New Graduates Hired by CPA Firms
by Area of Assignment — 2000



Gender Data for New Graduates Hired

Continuing the upward trend from 1993, females comprised the majority (56%) of new graduates hired by public accounting firms in 2000.

TABLE 35

Percentage of New Graduates Hired by CPA Firms
by Gender

	Male (%)	Female (%)
1994	50	50
1995	47	53
1996	49	51
1999	46	54
2000	44	56

Ethnic/Racial Data for New Graduates Hired

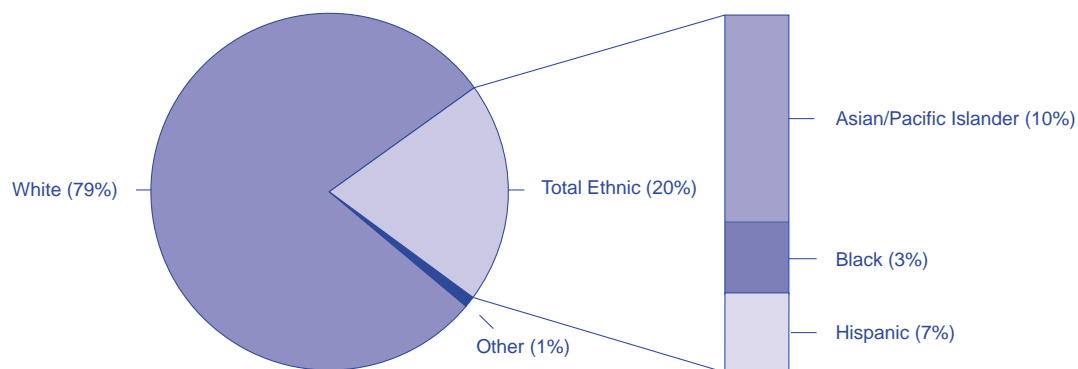
Approximately eight in ten new graduates hired by CPA firms in 2000 were whites, while Asian/Pacific islanders comprised another 10%. The percentage of Hispanics hired (7%) showed the greatest increase over 1999 data.

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

	<i>Asian/ Pacific Islander (%)</i>	<i>Black (%)</i>	<i>Hispanic (%)</i>	<i>Native American/ Alaskan Native (%)</i>	<i>Total Ethnic/ Racial (%)</i>	<i>White (%)</i>	<i>Other (%)</i>
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
2000	10	3	7	*	20	79	1

* Less than 0.5%.

FIGURE 14
Percentage of New Graduates Hired by CPA Firms
by Ethnic/Racial Background — 1999



**Public Accounting Firm Hiring Demand Forecasts:
Percentage Change for Year 2001, 2003 and 2005 vs. Year 2000***

* It is important to acknowledge here that these data were gathered prior to September 11, 2001 events.

Firms were asked to predict future hiring trends vs. their actual hiring figures in 2000. We asked firms to estimate the percentage change from 2000 hiring out to three different years: (1) 2001, (2) 2003, and (3) 2005.

The first table shows estimated percentage changes in future hiring of **new accounting graduates**. Results are desegregated by firm size. Predictions for 2001 vs. 2000 range from a 0% increase for the largest firms up to a 2% increase for firms employing fewer than 10 members and also for firms employing 50 – 200 members. Predicted changes in hiring are more variable as the time spans increase, while, generally, firms with 50 – 200 members are the most optimistic in their hiring estimates.

Median percentage change in hiring of **new accounting graduates** vs. YR2000 hiring:

<i>Firm size →</i>	<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>
2001 vs. 2000	+2.0%	1,085	+1.2%	497	+2.0%	20	0%	4
2003 vs. 2000	+5.4%	1,024	+4.3%	474	+13.7%	19	.2%	4
2005 vs. 2000	+5.7%	996	+9.7%	439	+11.1%	18	+2.5%	4

The table below shows estimate of percentage changes in future hiring of **new non-accounting graduates**. Compared with predictions for accounting graduates, firms' estimates of growth in hiring rates are more conservative. Firms employing 50 – 200 members are, again, the most optimistic about long-term growth prospects.

Median percentage change in hiring of **new non-accounting graduates** vs. YR2000 hiring:

<i>Firm size →</i>	<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>
2001 vs. 2000	+4%	1,067	+6%	483	-.2%	19	0%	4
2003 vs. 2000	+3.0%	1,034	+4.9%	455	+5.5%	18	+1.2%	4
2005 vs. 2000	+3.8%	999	+4.8%	445	+7.1%	21	+8%	4

The table below shows firms' estimates of future percentage changes in the **total number of CPAs employed**. In 2001, based on the estimates made at the time of this survey, the number of CPAs employed in public accounting firms with 200 members or less should increase by around 5%. The largest firms, however, predicted zero growth in 2001. Once again, firms employing 50 – 200 members are the most optimistic about long-term growth prospects.

Median percentage change in **total number of CPAs** employed vs. YR2000 hiring:

<i>Firm size →</i>	<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>
2001 vs. 2000	+5.0%	1,060	+5.5%	456	+5.0%	18	0%	4
2003 vs. 2000	+6.7%	1,015	+6.1%	427	+8.3%	18	+8%	4
2005 vs. 2000	+6.8%	993	+6.4%	437	+10.8%	18	+3.8%	4

Professional Staff Employed

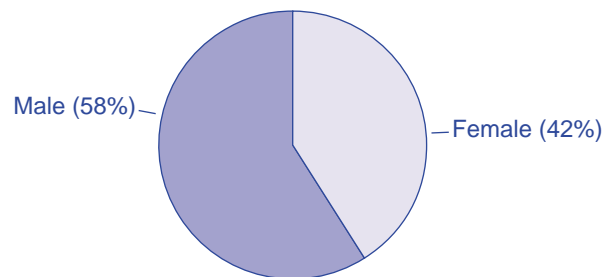
Professional staff are defined as CPAs, prospective CPAs, and others with a similar amount of academic training in a field that is part of the practice of public accounting.

Looking at the 2000 gender breakdown among all professional staff members (both CPAs and prospective CPAs), 58% were males and 42% 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 — 2000

	<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	60	52	54	59	58
Female	40	48	46	41	42

FIGURE 15
Percentage of Professional Staff Employed by CPA Firms
by Gender — 2000



Again looking at total professional staff, but this time focusing on the ethnic/racial distribution, 89% of all staff members were white, 6% were Asian/Pacific Islander, 3% were Hispanic and 2% were Black. 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 — 2000

	<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	11	2	5	4	6
Black	3	1	2	1	2
Hispanic	3	2	3	3	3
Native American/ Alaskan Native	*	1	*	*	*
Total Ethnic/ Racial	17	6	10	8	11
White	83	94	90	91	89
Other	*	*	*	1	4

* Less than 0.5%.

FIGURE 16
Percentage of Professional Staff Employed by CPA Firms
by Ethnic/Racial Background — 2000

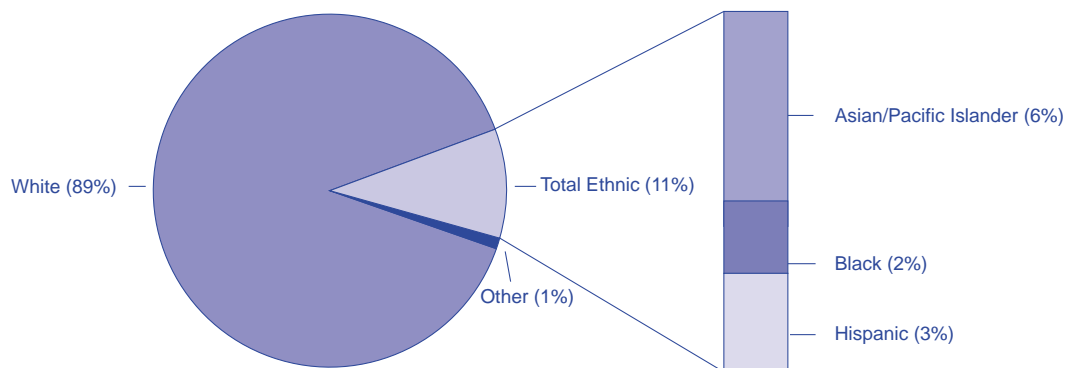


Table 39 illustrates 2000 staff turnover statistics for different size firms. Across all firms surveyed, the annual turnover rate was 16%, up from 14% during 1999. Turnover rates and firm size are positively correlated.

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	
1994	26
1995	24
1996	24
1999	22
2000	28
50–200 members	
1994	17
1995	19
1996	17
1999	14
2000	19
10–49 members	
1994	13
1995	12
1996	13
1999	13
2000	13
Fewer than 10 members	
1994	9
1995	10
1996	7
1999	9
2000	7
All CPA firms	
1994	15
1995	15
1996	15
1999	14
2000	16

While the ratio of male to female professional staff in 2000 was 58:42, the ratio of males to females who were terminated or resigned was 53:47, reflecting a higher turnover rate for females. Turnover of females occurred more so in the smallest firms: for firms with 10 or fewer professionals, the staffing ratio was 59:41 males:females; the turnover ratio, 50:50 males:females.

TABLE 40
Percentage of Professional Staff Terminated by or Resigned
From CPA Firms by Gender — 2000

	<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	57	44	49	50	53
Female	43	56	51	50	47

83% of professional staff members who were terminated or resigned in 2000 were White. Since the percentage of Whites on staff in 2000 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 — 2000

	<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	12	1	7	7	9
Black	4	2	5	*	3
Hispanic	4	1	4	6	4
Native American/ Alaskan Native	*	*	*	*	*
Total Ethnic/ Racial	20	4	16	13	16
White	79	96	83	86	83
Other	1	*	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 2000 were males (66%). Although not shown, this is the exact same percentage that occurred for the 1999 survey.

TABLE 42
Percentage of CPAs Employed by CPA Firms by Gender — 2000

	<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	65	59	61	68	66
Female	35	41	39	32	34

TABLE 43A

**Percentage of CPAs Employed by CPA Firms
by Ethnic/Racial Background and Firm Size — 2000**

	<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	12	1	7	7	9
Black	4	2	5	*	3
Hispanic	4	1	4	6	4
Native American/ Alaskan Native	*	*	*	*	*
Total Ethnic/ Racial	20	4	16	13	16
White	79	96	83	86	83
Other	*	*	1	1	1

* Less than 0.5%.

As with the ethnic/racial breakdown for firm professionals in total, the ethnic/racial breakdown for CPAs shows that the largest firms were the most ethnically/racially diverse.

TABLE 43B

**Percentage of CPAs Employed by CPA Firms
by Ethnic/Racial Background and Firm Type — 2000**

	<i>Minority CPA Firms (%)</i>	<i>Majority CPA Firms (%)</i>	<i>All CPA Firms (%)</i>
Asian/Pacific Islander	40	3	4
Black	15	*	1
Hispanic	28	1	2
Native American/Alaskan Native	2	*	*
White	13	96	93
Other	2	*	*

* Less than 0.5%.

Table 44 shows the gender distribution among partners/owners in various size firms. Across all firms, 82% of partners/owners in 2000 were males, 18% were females. Firms employing fewer than ten members had the highest percentage of female partner/owners: 20%.

TABLE 44

Percentage of Partners/Owners in CPA Firms by Gender — 2000

	<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	88	88	88	80	82
Female	12	12	12	20	18

Table 45 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 2000.

TABLE 45					
Percentage of Partners/Owners in CPA Firms by Ethnic/Racial Background and Firm Size — 2000					
	<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>
Asian/Pacific Islander	2	*	1	3	2
Black	1	*	1	1	1
Hispanic	1	*	1	1	2
Native American/ Alaskan Native	*	1	*	*	*
Total Ethnic/ Racial	4	1	3	5	5
White	96	99	97	95	95
Other	*	*	*	1	*

* Less than 0.5%.

In 44% of minority-owned firms, Asians/Pacific Islanders held partner/owner positions, up from 36% in 1999. In one-fourth, Hispanics held partner/owner positions, and in 19%, blacks held partner/owner positions.

TABLE 45B			
Percentage of Partners/Owners in CPA Firms by Ethnic/Racial Background and Firm Type — 2000			
	<i>Minority CPA Firms (%)</i>	<i>Majority CPA Firms (%)</i>	<i>All CPA Firms (%)</i>
Asian/Pacific Islander	44	1	2
Black	19	*	1
Hispanic	25	*	2
Native American/Alaskan Native	2	*	*
White	8	99	95
Other	2	*	*

* Less than 0.5%.

Experienced Recruits Hired*

The survey also asked firms if in 2000 they hired more or fewer experienced recruits (as opposed to new graduates) than they did in 1999. Table 46 shows results for different size firms. For over three-fourths of the firms surveyed (77%), about the same number of experienced recruits were hired in 2000 as in 1999. However, one-half of firms with 50-200 members said they hired a higher number of experienced recruits in 2000 than they did in 1999.

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

TABLE 46
Experienced Recruits Hired in 2000
Relative to 1999
by CPA Firm Size

Number of AICPA Members Per CPA Firm	Percent of CPA Firms Indicating That the Number of Experienced Recruits Hired in 2000 Relative to 1999 Was:		
	Higher (%)	Same (%)	Lower (%)
More than 200 members	31	54	15
50–200 members	50	35	15
10–49 members	36	51	13
Fewer than 10 members	14	79	7
All CPA firms	16	77	7

Paraprofessional Staff Hired*

Turning to whether firms hired more or fewer paraprofessional staff in 2000 vs. 1999, the results approximate the findings for experienced professionals (shown above): 78% of firms hired about the same number in 2000 as in 1999.

*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 2000
Relative to 1999
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	31	69	0
50–200 members	85	27	59	14
10–49 members	83	31	64	5
Fewer than 10 members	61	18	79	3
All CPA firms	62	19	78	3

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 2001, 856 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—1999*.

CPA Firms

In early 2001, 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 41,829 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 1,859 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.

Survey Questionnaires



Academic and Career Development

March 6, 2001

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*. 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 1999–2000 academic year with ethnic and gender breakdown.

Please return the questionnaire in the enclosed envelope by March 20, 2001. If it is necessary to distribute sections to staff members, please make sure that all of the sections are returned 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 "Technology Accounting Education Practice" CD-ROM, a showcase of successful ideas developed by the AAA/AICPA Faculty Development Alliance. If you have already received a copy of this multimedia tool, I encourage you to share this with your colleagues.

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
Director
Academic and Career Development Team

Enclosures

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: 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**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:

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

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 2000 FALL TERM:

- A. Please indicate the total number of undergraduates enrolled as accounting majors during the 2000 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.

	White	Black	Hispanic	Asian/ Pacific Islander	Native American/ Alaskan Native	Other
Male	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Female	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Total	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

2. ACCOUNTING GRADUATES WITH BACHELOR'S DEGREES AWARDED BETWEEN 9/99 and 8/00:

- A. Please indicate the total number of students who graduated with accounting-related bachelor's degrees between 9/99 and 8/00.
- 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	Hispanic	Asian/ Pacific Islander	Native American/ Alaskan Native	Other
Male	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Female	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Total	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

3. **PLACEMENT OF GRADUATES WITH BACHELOR'S DEGREES AWARDED BETWEEN 9/99 AND 8/00:**

- A. Please indicate in COLUMN A the placement of graduates who earned bachelor's degrees in accounting between 9/99 and 8/00.
- 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 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					
		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	=			=					

- 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 2000 FALL TERM:

Please indicate the number of accounting and taxation students enrolled in each Master's program during the 2000 fall term.

Master's Programs	Number of Students Enrolled During the 2000 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)	

45

2. GENDER AND ETHNIC/RACE BREAKDOWN FOR ACCOUNTING/TAXATION STUDENTS IN ALL MASTER'S PROGRAMS FOR THE 2000 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	Hispanic	Asian/ Pacific Islander	Native American/ Alaskan Native	Other
Male						
Female						
Total						

3. ACCOUNTING/TAXATION **GRADUATES** WITH MASTER'S DEGREES AWARDED BETWEEN 9/99 AND 8/00:

Please indicate the number of graduates with master's degrees for each of the accounting/taxation programs awarded between 9/99 and 8/00:

<u>Master's Programs</u>	<u>Number of Master's Degrees Awarded Between 9/99 and 8/00</u>
A. Master's in accounting — including MA, MS, MAcc, MPA and MAS programs	<input type="text"/>
B. Master's in taxation — including MBAs with a concentration in tax	<input type="text"/>
C. MBAs with a concentration in accounting	<input type="text"/>
D. Total number (A + B + C)	<input type="text"/>

4. GENDER AND ETHNIC/RACE BREAKDOWN FOR ACCOUNTING/TAXATION GRADUATES WITH MASTER'S DEGREES AWARDED BETWEEN 9/99 AND 8/00:

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

5. **PLACEMENT** OF GRADUATES WITH MASTER'S DEGREES AWARDED BETWEEN 9/99 AND 8/00:

- 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 9/99 and 8/00.
- 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 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						
			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 2000 FALL TERM:

A. Please indicate the total number of doctoral-level students enrolled in accounting/taxation programs during the 2000 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).

[illegible]

2. ACCOUNTING/TAXATION **GRADUATES** WITH DOCTORAL DEGREES AWARDED BETWEEN 9/99 AND 8/00:
- A. Please indicate the total number of graduates who received accounting/taxation-related doctoral degrees between 9/99 and 8/00.
- 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).

[illegible]

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".)

Accounting Programs	Enrollment 2 years from now will be:				Do not know/ No opinion
	Higher than current enrollment	The same as current enrollment	Lower than current enrollment		
A. Bachelor's — majors in accounting	1	2	3	4	
B. Master's in accounting — including students in MA, MS, MAcc, MPA and MAS programs	1	2	3	4	
C. Master's in taxation — including MBA students with a concentration in tax	1	2	3	4	
D. MBA students with a concentration in accounting	1	2	3	4	
E. Ph.D. students in accounting/taxation	1	2	3	4	

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:

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

June 1, 2001

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 the publication *The Supply of Accounting Graduates and the Demand for Public Accounting Recruits*, which 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 25, 2001**. Your timely response is critical to the success of this important effort. If you have any questions, please contact Leticia Romeo at (212) 596-6221.

Thank you for your cooperation.

Sincerely,



Beatrice Sanders
Director

Enclosures

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

IMPORTANT

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

I. Employment of New Graduates

1. We would like to determine the number of new accounting and nonaccounting graduates who began employment at your firm during **2000**. **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 2000, please skip to Section II on page 3.

Please indicate below the number of **new graduates** with the following degrees who began employment at your firm on a full-time basis during **2000**. (**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 2000 to begin employment in 2001.

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 2000:
A. Bachelor's in Accounting — including other bachelor's degrees with majors in accounting . .	<input style="width: 60px;" type="text"/>
B. Master's in Accounting— including MA, MS, MAcc, MPA and MAS degrees	<input style="width: 60px;" type="text"/>
C. Master's in Taxation— including MBAs with a concentration in tax	<input style="width: 60px;" type="text"/>
D. MBAs with a concentration in accounting	<input style="width: 60px;" type="text"/>
E. TOTAL: A+B+C+D=	<input style="width: 100px;" type="text"/>
 <u>Nonaccounting Degree</u>	
F. Bachelor's degree in IS/Computer Science	<input style="width: 60px;" type="text"/>
G. Bachelor's degree in Finance	<input style="width: 60px;" type="text"/>
H. Bachelor's degree in other (nonaccounting) business majors	<input style="width: 60px;" type="text"/>
I. Bachelor's degree in nonbusiness majors	<input style="width: 60px;" type="text"/>
J. TOTAL Nonaccounting Degree (Bachelor's): F+G+H+I=	<input style="width: 100px;" type="text"/>
K. Master's or higher degrees in IS/Computer Science	<input style="width: 60px;" type="text"/>
L. Master's or higher degrees in Finance	<input style="width: 60px;" type="text"/>
M. Master's or higher degrees in other (nonaccounting) business majors	<input style="width: 60px;" type="text"/>
N. Master's or higher degrees in nonbusiness majors	<input style="width: 60px;" type="text"/>
O. J.D. in Law	<input style="width: 60px;" type="text"/>
P. TOTAL Nonaccounting Degree (Master's or higher): K+L+M+N+O=	<input style="width: 100px;" type="text"/>
Q. GRAND TOTAL: E+J+P=	<input style="width: 100px;" type="text"/>

2. Please indicate below the **gender breakdown** of new graduates who began employment at your firm on a full-time basis during **2000**.

Gender

Number of new graduates employed on a full-time basis during 2000 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 **2000**. 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 2000 who are:

Gender

Male

Female

- | | | | |
|---|---|------------------------|----------------------|
| A. White | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| B. Black | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| C. Hispanic | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| D. Asian/Pacific Islander | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| E. Native American/Alaskan Native | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| F. Other* | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| G. TOTAL: | A+B+C+D+E+F = <input type="text"/> | = 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 **2000** who have been assigned primarily to the following **areas**.

Area

Number of new graduates employed on a full-time basis during 2000 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 2000.

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 **2000**.
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, 2000**? Include partners.
- B. What is the **total number of professional staff** in your firm who were **terminated or resigned** during **2000**? Include partners.

7. Under **SECTION I** below, please indicate the **gender breakdown** of the **professional staff employed** in your firm as of **December 31, 2000**.

Under **SECTION II** below, please indicate the **gender breakdown** of the **professional staff** in your firm who were **terminated or resigned** during **2000**.

<u>Gender</u>	SECTION I		SECTION II	
	Number of professionals employed as of 12/31/00 who are:		Number of professionals terminated/resigned during 2000 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, 2000**.

Under **SECTION IV** below, please indicate the **ethnic/racial breakdown** of the **professional staff** in your firm who were **terminated or resigned** during **2000**.

<u>Ethnic/Racial Group</u>	SECTION III Number of professionals employed as of 12/31/00 who are:	SECTION IV Number of professionals terminated/resigned during 2000 who are:
A. White	<input type="text"/>	<input type="text"/>
B. Black	<input type="text"/>	<input type="text"/>
C. Hispanic	<input type="text"/>	<input type="text"/>
D. Asian/Pacific Islander	<input type="text"/>	<input type="text"/>
E. Native American/Alaskan Native	<input type="text"/>	<input type="text"/>
F. Other	<input type="text"/>	<input type="text"/>
G. TOTAL:	A+B+C+D+E+F= <input type="text"/> = Q.6A	A+B+C+D+E+F= <input type="text"/> = Q.6B

9. Please indicate the **number of CPAs** among the **professional staff employed** in your firm as of **December 31, 2000**. Include partners.

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

<u>Gender</u>	Number of CPAs who are:
A. Male	<input type="text"/>
B. Female	<input type="text"/>
C. TOTAL:	A+B = <input type="text"/> = Q.9

11. Of the total **number of CPAs** entered in **Q.9**, please indicate below the **ethnic/racial breakdown by gender**.
If the gender breakdown is not available, please provide the total number of CPAs by ethnic/racial group.

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

12. Please indicate the **number of partners** among the **professional staff employed** in your firm as of **December 31, 2000**.

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 **2000** higher, lower or the same as the number employed during **1999**? (circle one only)

1. Higher
2. The Same
3. Lower

16. Of the total hires — new graduate and experienced recruits — employed in 2000, 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 **2000** higher, lower or the same as the number employed during **1999**? (circle one only)

1. Higher
2. The Same
3. Lower

III. Background Information

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

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

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

20. 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

21. 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

Connecticut
Delaware
District of Columbia
Maine
Maryland
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

North Central

Colorado
Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Montana
Nebraska
North Dakota
Ohio
South Dakota
West Virginia
Wisconsin
Wyoming

Southern

Alabama
Arkansas
Florida
Georgia
Kentucky
Louisiana
Mississippi
New Mexico
North Carolina
Oklahoma
Puerto Rico
South Carolina
Tennessee
Texas
Virginia

Pacific

Alaska
Arizona
California
Hawaii
Idaho
Nevada
Oregon
Utah
Washington

