

9 September 2008

**2007 Supply and Demand Survey  
ACVP/STP/ASVCP  
Demographics Subcommittee, ACVP**

**Comparison of the 2002 “Demand” Survey to the 2007 “Demand” Survey – Employers Survey**

<b>Assessment</b>	<b>2002</b>	<b>2007</b>
# Employers surveyed overall & response rate	169/312 (54%)	141/248 (56.9%)
Current employment	AP – 2/162 (1.2%) employ NO AP CP – 81/140 (57.9%) employ NO CP	AP -- 5/138 (3.6%) employ NO AP CP – 54/114 (47.4%) employ NO CP
# Pathologists employed	AP – 939 total (average 5.8/institution) CP – 153 total (average 2.6/institution)	AP – 850 (average 6.4/institution) CP – 191 (average 3.2/institution)
Range employed	AP – 1-34 (1-5, 66.9%; >10, 14%) CP – 1-20 (1 ~33%; 2 ~33%)	AP – 0-70 (1-4, ~50%; 1-10., 85.5%) CP – 0-27 (1, 14.9%; 2, 11.4%)
Open positions at the time of the survey	AP – 79/163 (48%) with no open positions; average 1.6; 57% only one open CP – 19/61 (31%) with no open positions; average 1.2; 85.9% only one open	AP – 67/122 (45.1%) with no open positions; average 1.73, 56.7% only one open CP – 15/50 (30%) with no open positions; Average 1.73, 60% only one open
Open positions past two years	AP – 115/163 had open positions CP – 40/62 had open positions	AP – 95/121 had open positions CP – 28/51 had open positions
# Qualified applicants per open position past two years	AP – 0 – 4.6% 1 – 22.2% 2 – 35.2% 3 – 21.3%	AP – 0 – 7% 1 – 28% 2 – 24% 3 – 26%

	4+ -- 16.7%	4+ – 16%
	CP –	CP –
	0 – 7.5%	0 – 26%
	1 – 42.5%	1 – 19%
	2 – 22.5%	2 – 30%
	3 – 12.5%	3 – 22%
	4+ -- 15.0%	4+ – 4%
	AP –	AP –
	<3 – 7%	<3 – 6%
	3-6 – 29%	3-6 – 14%
	7-12 – 38%	7-12 – 37%
	13-18 – 19%	13-18 – 27%
	>18 -- 7	>18 -- 17%
	CP –	CP –
	<3 – 0%	<3 – 2%
	3-6 – 19%	3-6 – 17%
	7-12 – 56%	7-12 – 48%
	13-18 – 13%	13-18 – 22%
	>18 -- 11%	>18 -- 11%
	AP –	AP –
	<u>2002-2003</u> : 53% with open positions;.1.5 openings/institution; 120 total open	<u>2008-2009</u> : 69.3% with open positions;.1.6 openings/institution; 131 total open
	<u>2004-2007</u> : 80.5% with open positions;.1.9 openings/institution; 227 total open	<u>2010-2013</u> : 77.9% with open positions; 1.8 openings/institution; 161 total open
Anticipated job openings	<u>2008-2011</u> : 75.2% with open positions;.2.3 openings/institution; 212 total open	

CP-  
2002-2003: 42.6% with open positions;  
1.0 openings/institution; 20 total open  
2004-2007: 77.4% with open positions;  
1.2 openings/institution; 50 total open

2008-2011: 56.1% with open positions;  
1.3 openings/institution; 40 total open

CP-  
2008-2009: 38% with open positions; 1.8  
openings/institution; 34 total open  
2010-2013: 68.1% with open positions; 1.4  
openings/institution; 44 total open

AP –  
2002-2003: 30.1% with openings due to  
retirement; 1.3 average/institution; 40  
openings total  
2004-2007: 61.0% with openings due to  
retirement; 1.5 average/institution; 113  
openings total  
2008-2011: 71.7% with openings due to  
retirement; 1.8 average/institution; 153  
openings total

AP –  
2008-2009: 29.6% with openings due to  
retirement; 1.5 average/institution; 47 openings  
total  
2010-2013: 52.2% with openings due to  
retirement; 1,8 average/institution; 107 openings  
total

Openings due to retirements

CP-  
2002-2003: 12.5% with openings due to  
retirement; 1.0 average/institution; 4  
openings total  
2004-2007: 42.5% with openings due to  
retirement; 1.1 average/institution; 19  
openings total  
2008-2011: 42.4% with openings due to  
retirement; 1.1 average/institution; 15  
openings total

CP-  
2008-2009: 15% with openings due to  
retirement; 1.0 average/institution; 6 openings  
total  
2010-2013: 44.2% with openings due to  
retirement; 1.2 average/institution; 22 openings  
total

<p>Minimum requirements for position (%)</p>	<p>AP – (estimated)  ACVP eligibility: 56%  ACVP boards: 47%  Residency training:42%  PhD:28%  Other:18%  ECVP boards: 3%</p> <p>CP – (estimated)  ACVP eligibility: 67%  ACVP boards: 44%  Residency training: 36%  PhD: 36%  Other: `13%  ECVP boards: 3%</p>	<p>AP –  ACVP eligibility: 54.1%  ACVP boards: 21.5%  Residency training: 50.0%  PhD:20%  Other:17%  ECVP boards: 3.3%</p> <p>CP –  ACVP eligibility: 60.8%  ACVP boards: 41.2%  Residency training: 50.5%  PhD: 25.5%  Other:8%  ECVP boards: 3.9%</p>
<p>Importance of ACVP certification</p>	<p>AP –  68% would hire non-boarded candidate  81.3% would require boards after hiring</p> <p>CP –  71% would hire non-boarded candidate  80% would require boards after hiring</p>	<p>AP –  74% would hire non-boarded candidate  85% would require boards after hiring</p> <p>CP –  64% would hire non-boarded candidate  91.3% would require boards after hiring</p>
<p>Importance of PhD</p>	<p>AP –  It depends 9%  Very important 27%  Somewhat important 25%  Not very important 19%  Not important at all 20%</p>	<p>AP –  It depends 24%  Very important 19%  Somewhat important 13%  Not very important 18%  Not important at all 23%</p>

	<p>CP –            It depends 5%            Very important 37%            Somewhat important 27%            Not very important 13%            Not important at all 18%</p>	<p>CP –            It depends 15%            Very important 22%            Somewhat important 20%            Not very important 16%            Not important at all 24%</p>
Barriers to recruiting	<p>AP – (estimate from graph)            Lack of job security 5%            Lack of challenge 7%            Lack of growth opportunity 12%            Other 13%            Geographic location 28%            Job too demanding 31%            Salary 67%            Limited # qualified applicants 78%</p>	<p>AP –            Lack of job security 7%            Lack of challenge 5%            Lack of growth opportunity 15%            Other 22%            Geographic location 37%            Job too demanding 24%            Salary 59%            Limited # qualified applicants 76%</p>
	<p>CP – (estimate from graph)            Lack of job security 5%            Lack of challenge 2%            Lack of growth opportunity 5%            Other 12%            Geographic location 32%            Job too demanding 36%            Salary 58%            Limited # qualified applicants 82%</p>	<p>CP –            Lack of job security 6%            Lack of challenge 6%            Lack of growth opportunity 2%            Other 10%            Geographic location 33%            Job too demanding 24%            Salary 43%            Limited # qualified applicants 63%</p>
Primary difficulty in recruiting	<p>AP –            Lack of job security 2.5%              Lack of growth opportunity 2%</p>	<p>AP –            Lack of job security 2%            Lack of challenge 1%            Lack of growth opportunity 1%</p>

	<p>Other 11%</p> <p>Geographic location 7%</p> <p>Job too demanding 2.5%</p> <p>Salary 25%</p> <p>Limited # qualified applicants 50%</p> <p>CP –</p> <p>Lack of job security 2%</p> <p>Lack of growth opportunity 4%</p> <p>Other 6%</p> <p>Geographic location 2%</p> <p>Job too demanding 2%</p> <p>Salary 18%</p> <p>Limited # qualified applicants 65%</p>	<p>Other 15%</p> <p>Geographic location 8%</p> <p>Job too demanding 2%</p> <p>Salary 29%</p> <p>Limited # qualified applicants 42%</p> <p>CP –</p> <p>Lack of job security 3%</p> <p>Lack of challenge 0%</p> <p>Lack of growth opportunity 0%</p> <p>Other 14%</p> <p>Geographic location 11%</p> <p>Job too demanding 5%</p> <p>Salary 19%</p> <p>Limited # qualified applicants 49%</p>
# pathologists being trained	<p>AP –</p> <p>Too many 1%</p> <p>Right number 24%</p> <p>Not enough 75%</p> <p>CP –</p> <p>Too many 0%</p> <p>Right number 20%</p> <p>Not enough 80%</p>	<p>AP –</p> <p>Too many 0%</p> <p>Right number 12%</p> <p>Not enough 88%</p> <p>CP –</p> <p>Too many 0%</p> <p>Right number 22%</p> <p>Not enough 78%</p>
Qualified applicants vs. five years prior	<p>AP –</p> <p>Fewer 56%</p> <p>Same 40%</p> <p>More 4%</p>	<p>AP –</p> <p>Fewer 46%</p> <p>Same 50%</p> <p>More 4%</p>

CP –  
Fewer 46%  
Same 45%  
More 9%

CP –  
Fewer 30%  
Same 64%  
More 6%