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House of Delegates Residents Forum Joint Meeting

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Chair, Graduate Medical Education Committee

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APC GMEC/CAP GMEC Workgroup Job Market Survey Results

Survey Overview and Sample

- **An APC/CAP working group conducted the survey to assess the current job market for newly trained pathologists.**
- **4,025 newly trained pathologists in practice less than 3 years received the survey.**
- **905 pathologists (22%) responded to the survey.**
 - **508 respondents had not actively searched for a job as a pathologist since July 1, 2008 and were screened out.**

Survey Overview and Sample Continued

- **Results were split into pathologists who searched for a job in the past year (July 1, 2009 to June, 2010) and those who searched for a job in the previous year (between July 1, 2008 and June 30, 2009).**
- **Results were also split into pathologists who were looking for their first position after training and those who did not indicate this was their first position.**

Survey Overview and Sample Continued

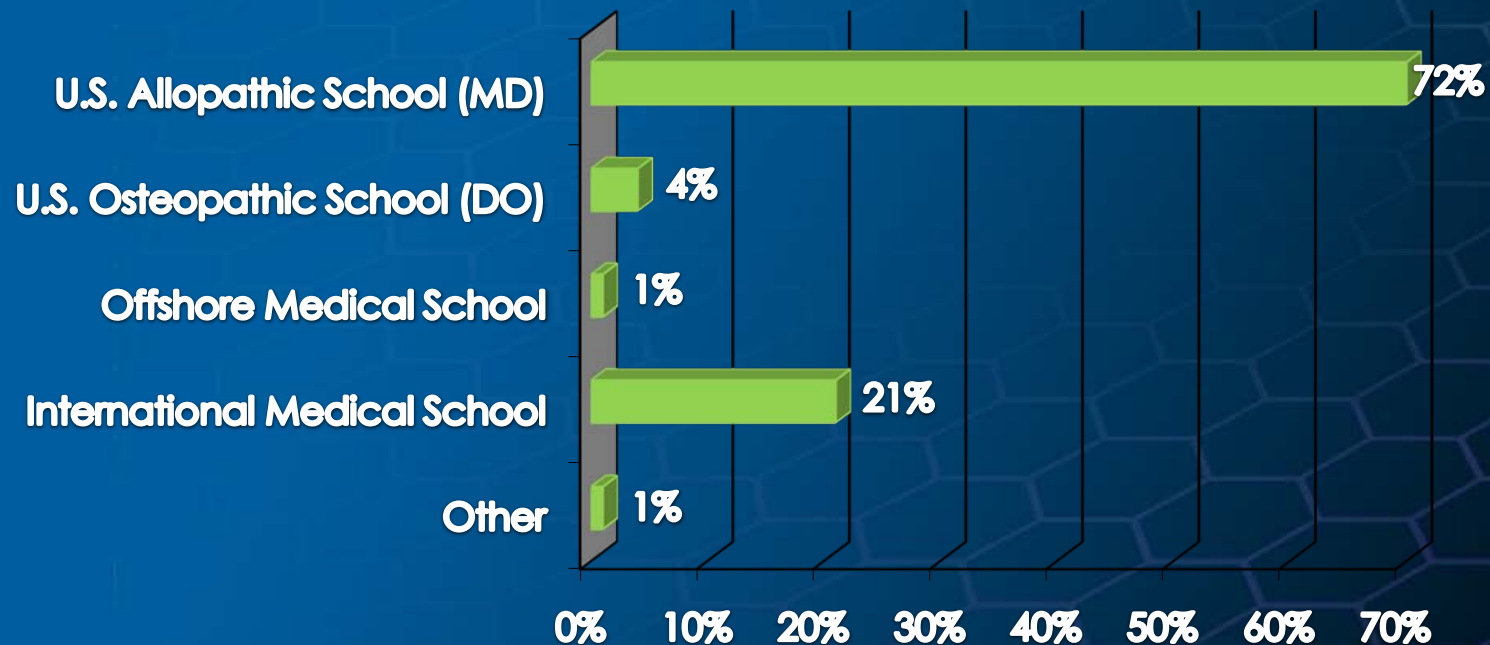
- **221 survey respondents indicated the position sought was their first position since residency/fellowship training.**
- **The following results describe the job market for these first time job seekers only.**
 - **145 first time job seekers looked for a job since July 1, 2009.**
 - **76 first time job seekers looked for a job between July 1, 2008 and June 30, 2009.**

Respondent Profile – First Time Job Seekers

- **Most respondents (92%) attended an AP/CP residency training program.**
 - 6% were from AP only programs
 - 2% were from CP only programs
- **62% of respondents completed one fellowship.**
 - 33% completed two or more fellowships
 - 5% did not complete a fellowship

Respondent Profile – First Time Job Seekers continued

- Most respondents attended a U.S. allopathic medical school.



Respondent Profile – First Time Job Seekers continued

- **Hematopathology and Cytopathology were the most common ACGME accredited fellowships.**

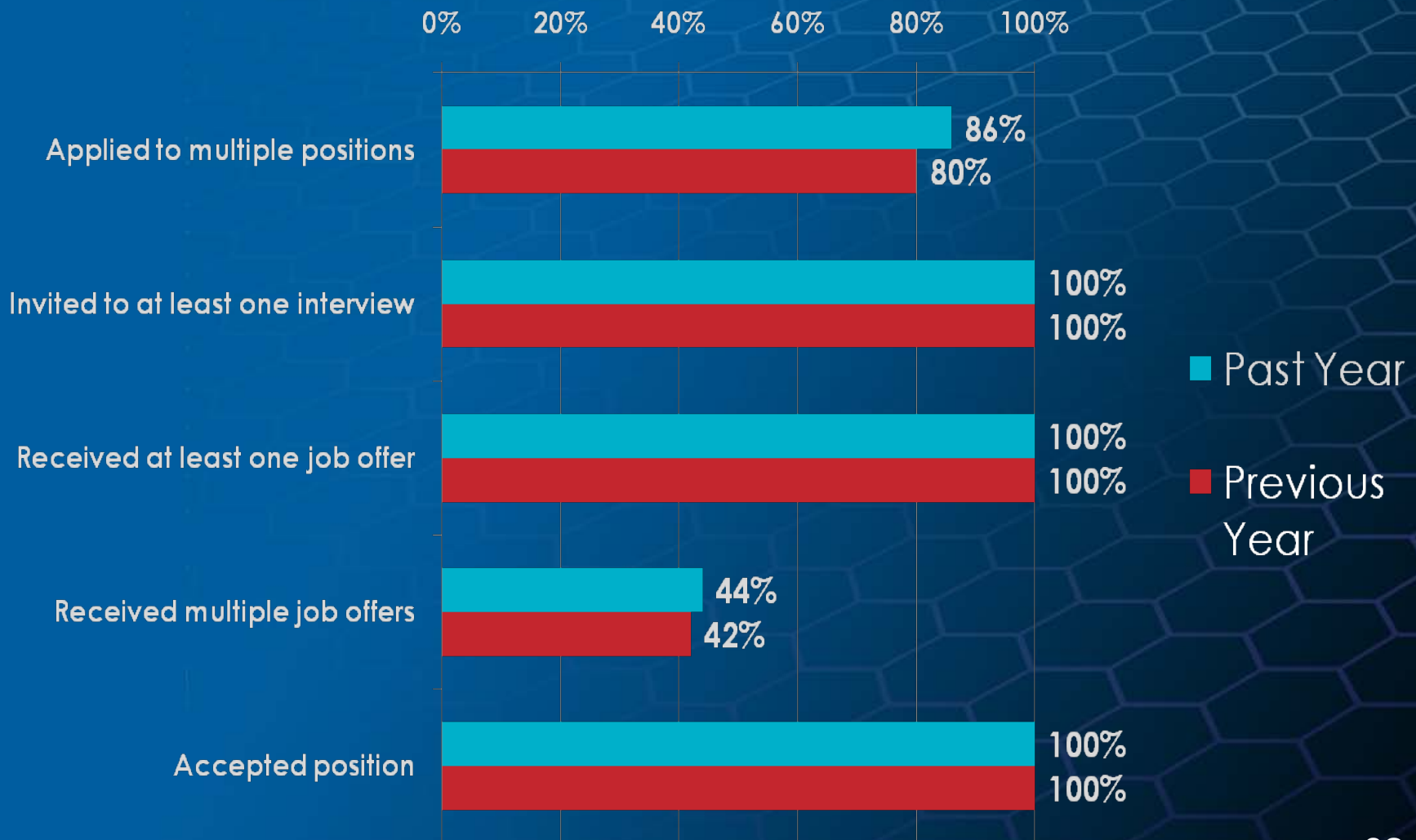
	Frequency	Percentage
Hematopathology	57	43%
Cytopathology	49	30%
Dermatopathology	18	14%
Blood Banking/Transfusion Medicine	13	10%
Molecular Genetic Pathology	12	9%
Pediatric Pathology	11	8%
Other	16	12%
Total	162	

Respondent Profile – First Time Job Seekers continued

- **Surgical/oncologic and general surgical pathology were the most common non ACGME accredited fellowships.**

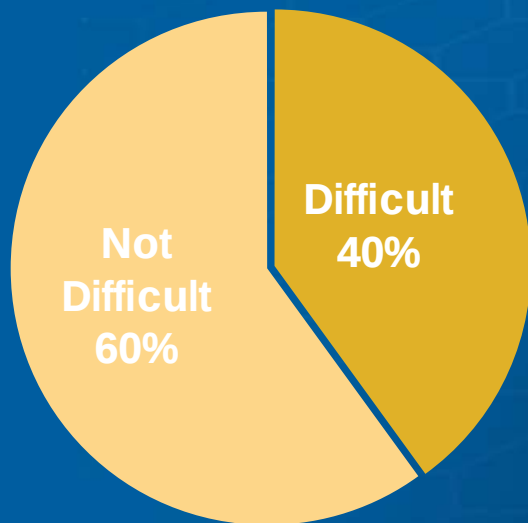
	Frequency	Percentage
Surgical/Oncologic Pathology	44	45%
General Surgical Pathology	19	20%
Gastrointestinal Pathology	18	19%
Gynecologic Pathology	5	5%
Genitourinary Pathology	5	5%
Breast Pathology	3	3%
Other	19	20%
Total	97	

The job market for first time job seekers appears to be comparable across years.

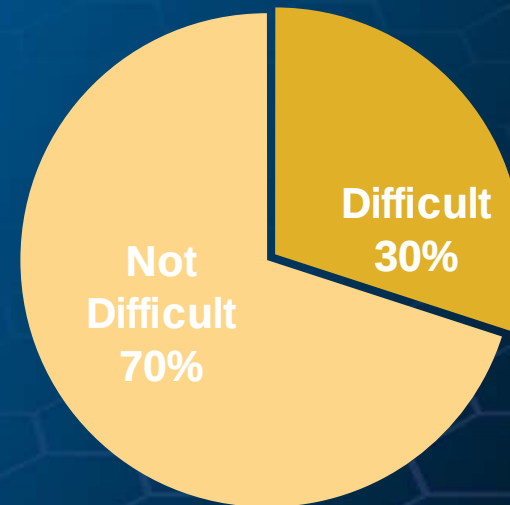


A Larger Proportion of Recent First Time Job Seekers Reported Difficulty Finding a Position

Since July 1, 2009
n=145



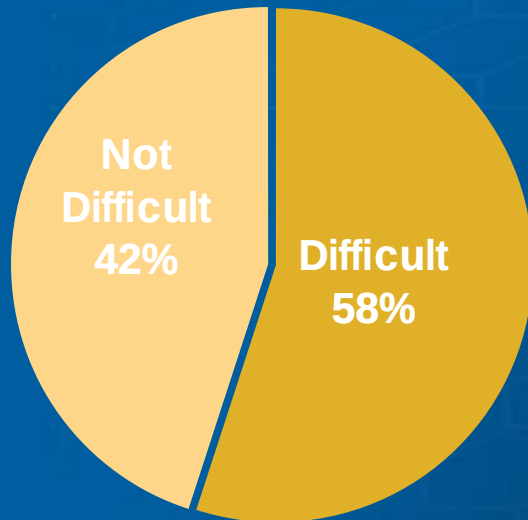
July 1, 2008 to June 30, 2009
n=76



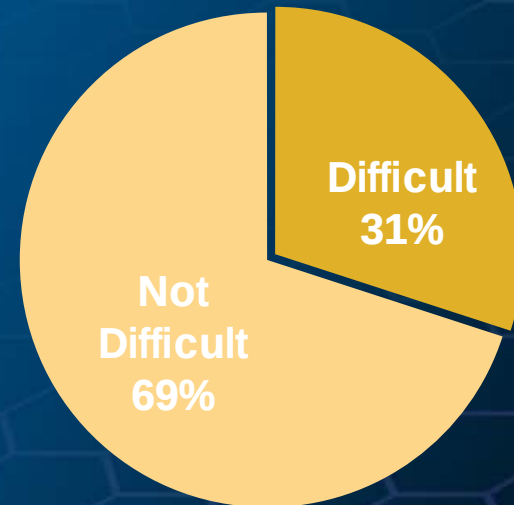
Average difficulty ratings for the past and previous years were 2.95 and 3.30, respectively, on a 5-point scale.

International Graduates Seeking Their First Position Reported Significantly More Difficulty

International Medical School
n=50



U.S. Medical School (MD/DO)
n=167



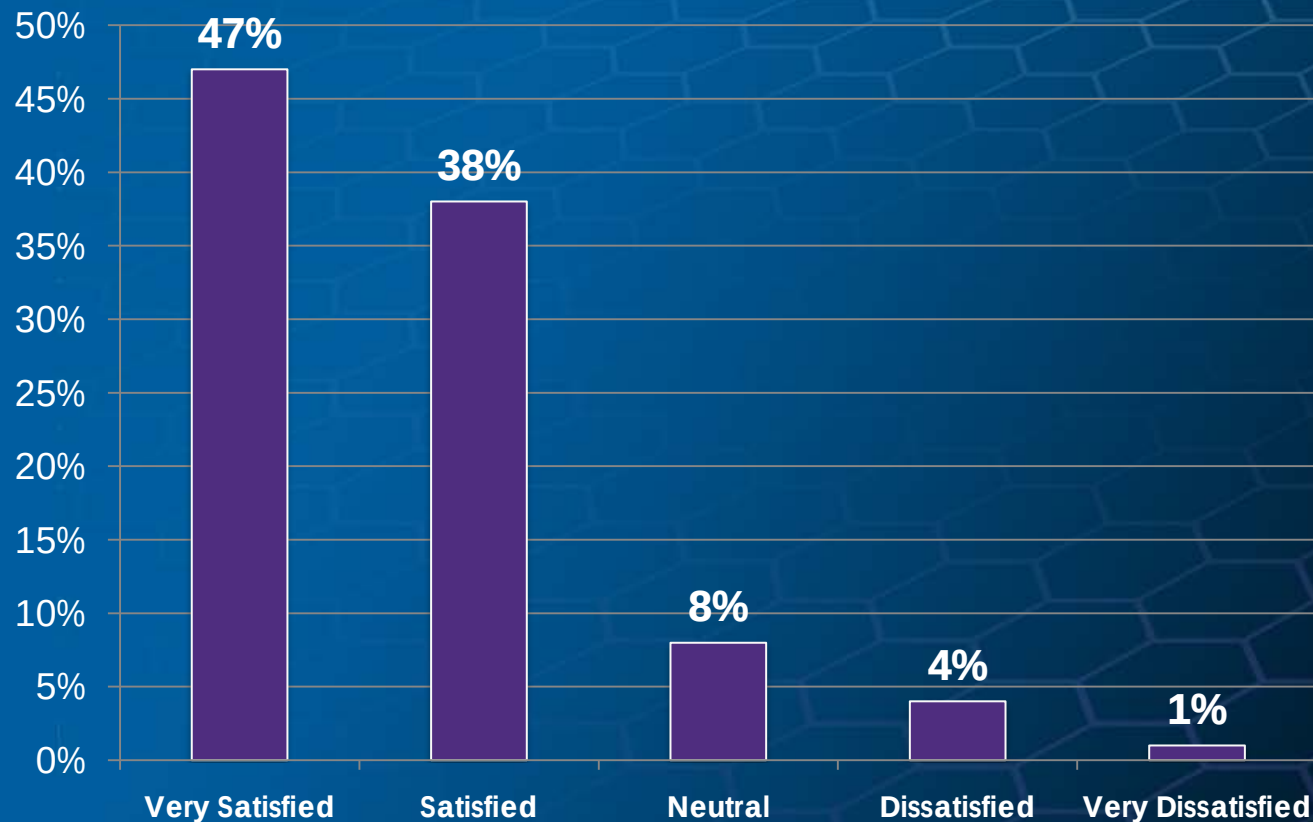
Average difficulty ratings for international and U.S. medical school graduates were 3.76 and 3.01, respectively.

Perceived Difficulty in Finding a First Position Appears to be Due to Availability of Jobs

Overall, why do you believe it was difficult to find a position? (Select all that apply)	Percentage
Too limited in my geographic preference	35%
Too few jobs available	94%
Mismatch between training and job requirements	15%
Inadequate training/experience	11%
Not yet Board Certified	10%
Other	35%
Total	

First time job seekers appear satisfied with the positions accepted.

Overall Satisfaction With the Position Accepted¹



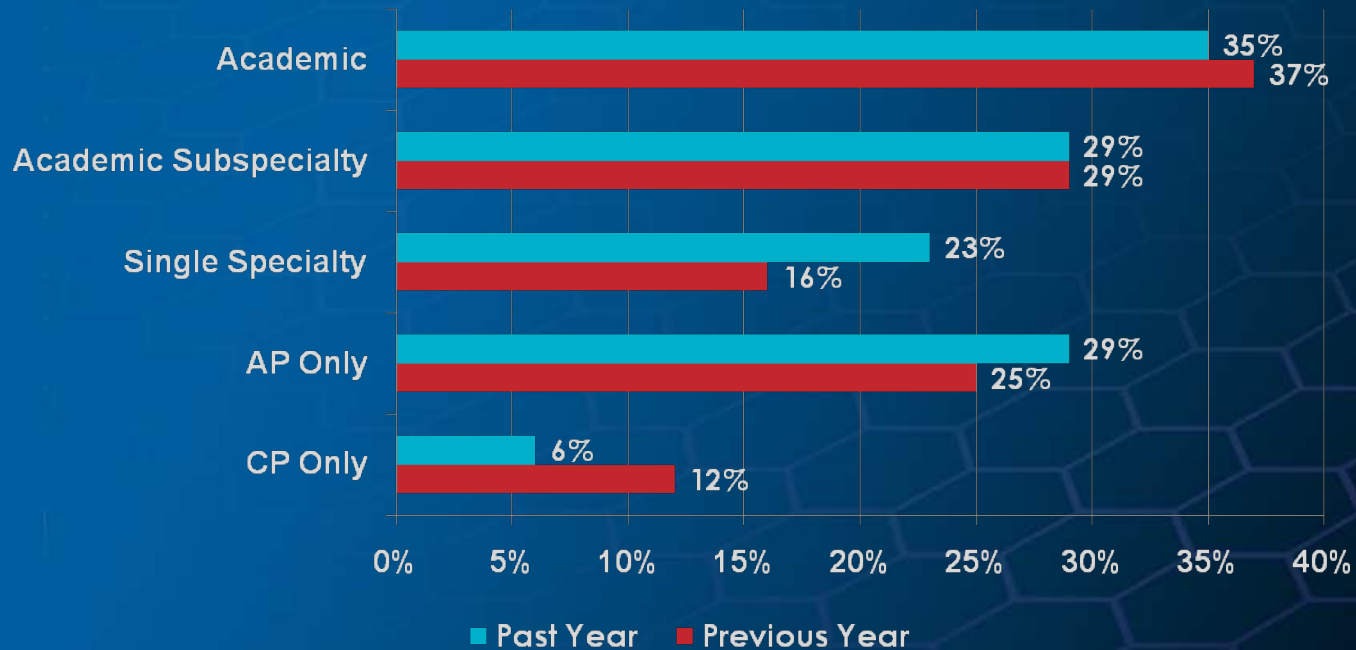
¹Respondent satisfaction did not differ across years and is comparable to the overall survey results.

First time job seekers accepted similar types of positions across the two time periods.

General type of position	Past Year	Previous Year
Academic	32%	33%
Government	4%	3%
Pharmaceutical	0%	0%
Commercial Lab	6%	4%
Employed by hospital	6%	9%
Private practice	47%	45%
Employed by non-pathologist physician medical group	1%	1%
Other	4%	5%
Total	145	76

Types of Positions Accepted Continued

- First time job seekers accepted more single specialty positions and fewer CP only positions in the past year compared to the previous year.

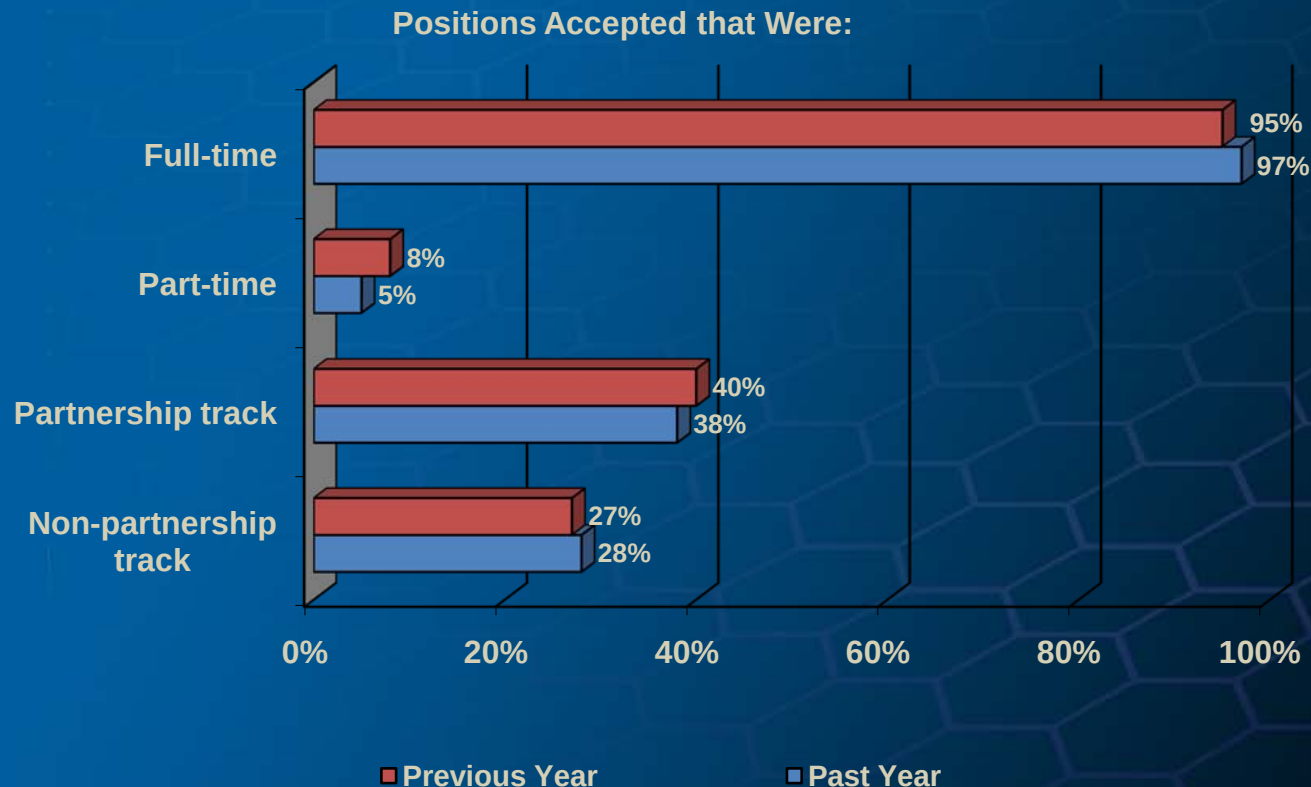


Types of Positions Accepted Continued

If you described the position that you accepted as being Single Specialty, please indicate the specialty.	Percentage
Hematopathology	17%
Dermatopathology	12%
Blood Banking/Transfusion Medicine	10%
Gastrointestinal Pathology	10%
Forensic Pathology	9%
Surgical/Oncologic Pathology	7%
Pediatric Pathology	9%
Cytopathology	5%

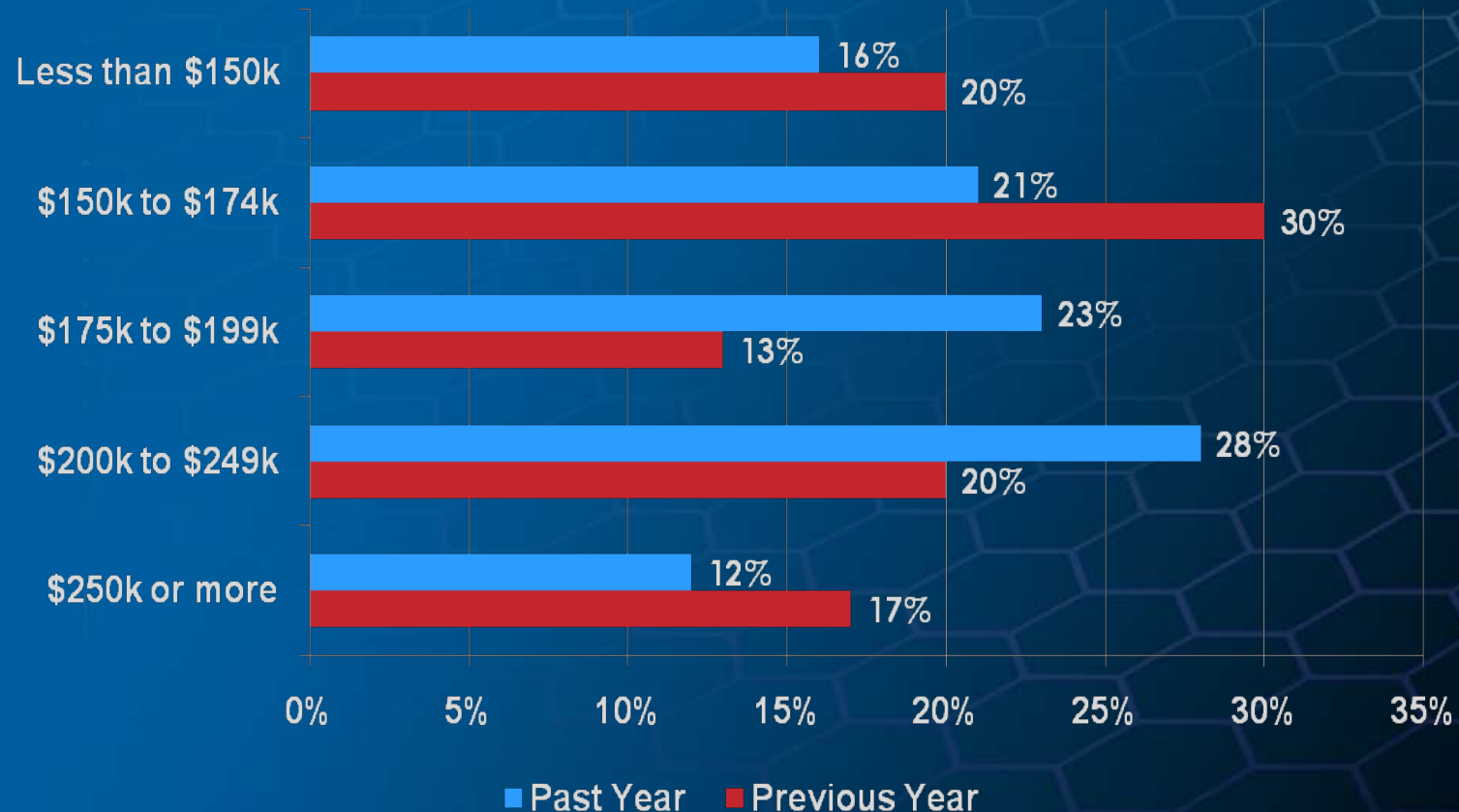
Types of Positions Accepted Continued

- Positions accepted by first time job seekers remain similar with regards to full or part-time status and partnership track.



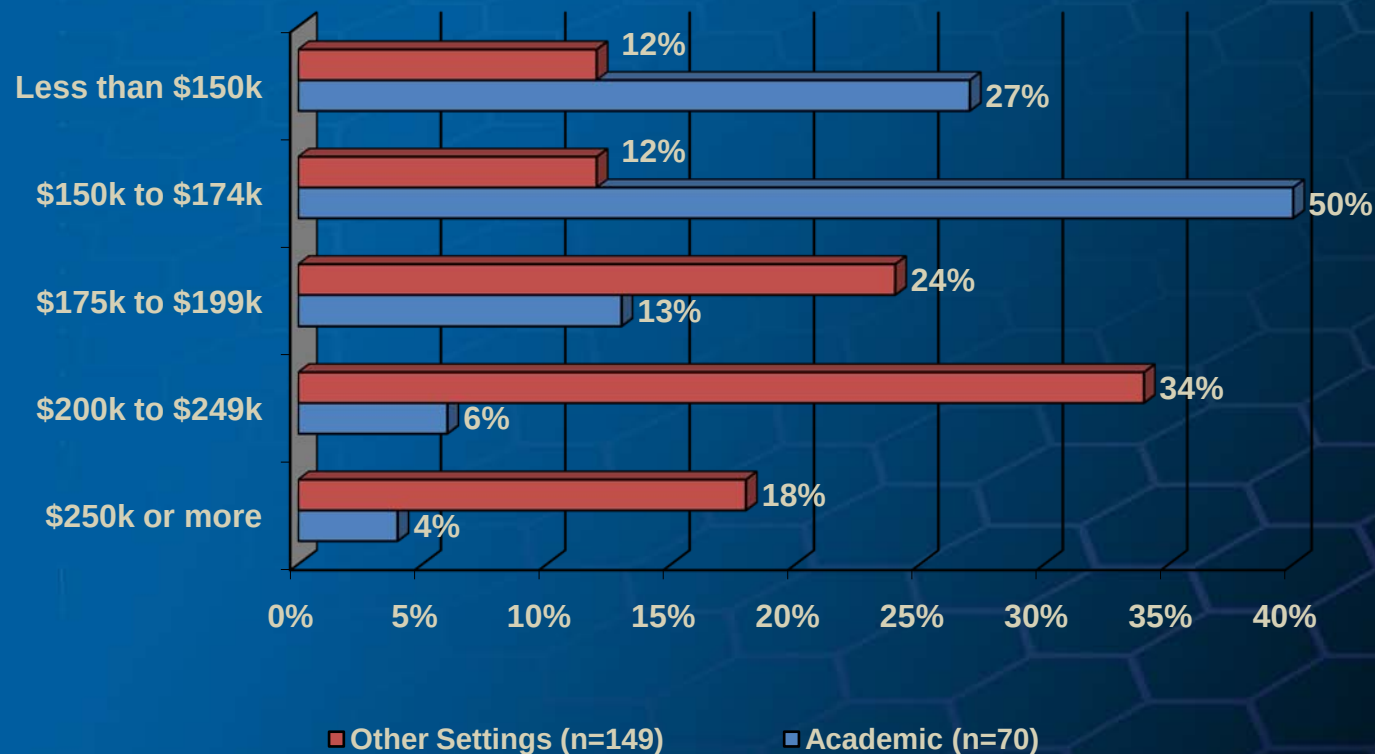
Starting Salary for First Time Job Seekers

- Overall, no clear pattern emerged with regard to starting salary for positions accepted.



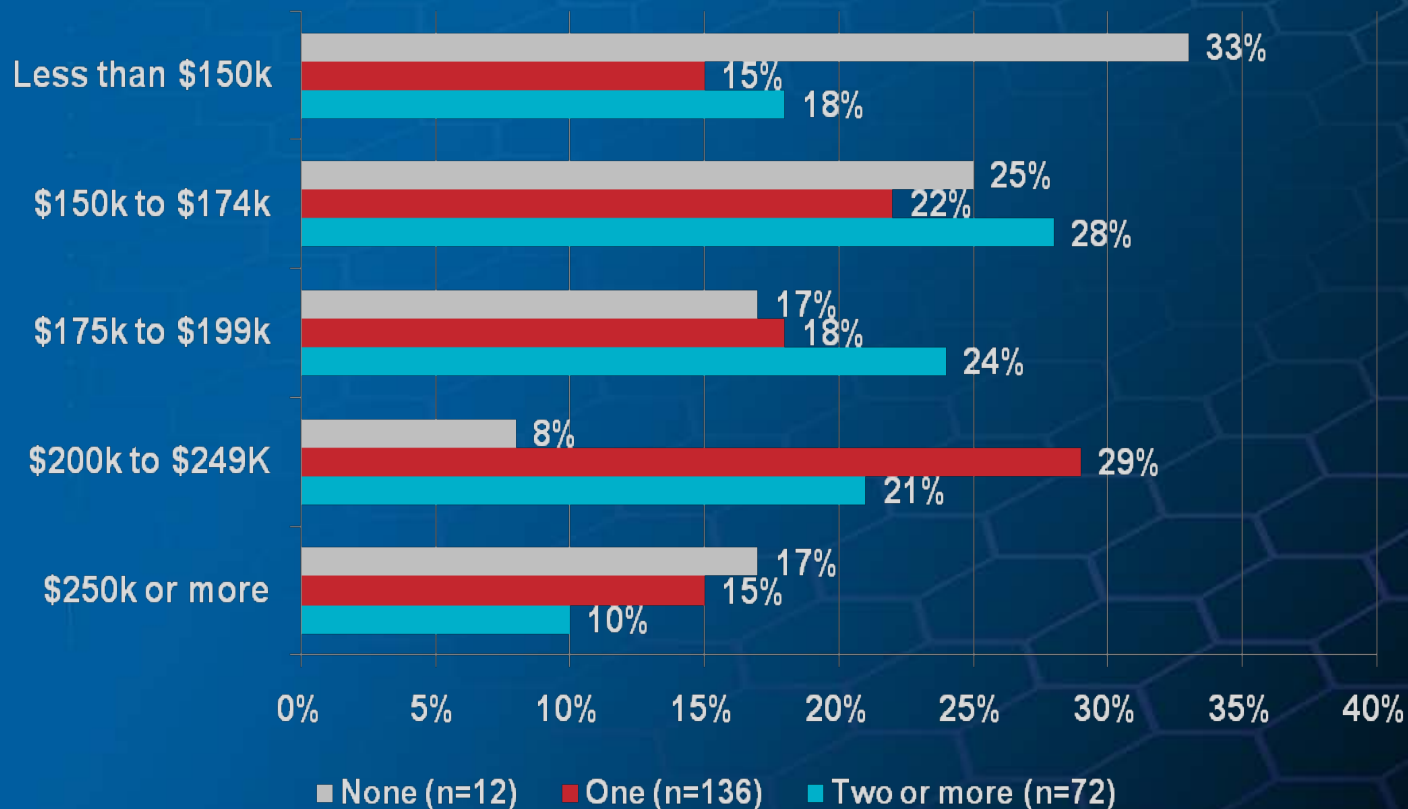
Starting Salary for First Time Job Seekers continued

- The starting salary for academic positions is substantially less than for non-academic positions.



Starting Salary for First Time Job Seekers continued

- The number of fellowships completed does not appear to be related to starting salary.



Starting Salary for First Time Job Seekers continued

The specialties with the highest starting salaries appear to be:

Specialty	Percent Reporting a Starting Salary of \$200,000 or More
Dermatopathology	56%
Hematopatholgy	42%
Gastrointestinal Pathology	33%

Results Summary

- Overall, it seems more difficult to find a job but all first time job seekers who responded were able to find a position.
- The job market for first-time job seekers is stable.
 - Across years, 100% of first-time job seekers received at least one job offer.
- Among respondents, the most recent year's first-job-seekers rated their difficulty in finding a position higher than those in the prior year.

Results Summary continued

- **Overall satisfaction with the positions accepted was good with 85% of first time job seekers reporting being Satisfied or Very Satisfied with their new positions.**
- **First time job seekers accepted more single specialty and fewer CP only positions compared to the prior year.**
- **No clear trend emerged with regards to starting salaries across the two time periods.**
- **Academic positions had lower starting salaries on average.**

Questions?
