

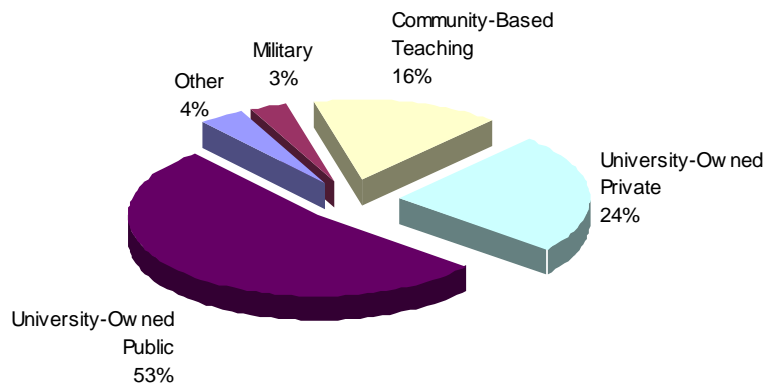


**American Society for Clinical Pathology
2006 Resident Council
Fellowship & Job Market Survey
By Ahren C. Rittershaus, MD**

In an effort to draw a more complete and accurate picture of the national pathology job and fellowship markets, the ASCP Resident Council decided to administer its Annual Job Market Survey to residents in their final year of training in conjunction with the annual Resident In-Service Exam (RISE), which also is administered by the ASCP. Using this unique association to reach as many residents as possible, the participation increased from 67 responses in 2004 and 52 in 2005 to a record 742 this year. In short, this was the most complete assessment of the current pathology job and fellowship markets that has ever been undertaken. The first set of questions was open to all pathology residents and fellows while the latter set, dealing with the job and fellowship markets, was open only to those in their final year of training, including residents and fellows.

In total, there were 2,603 responses to the first set of questions. Of those respondents, 87% were in a combined AP/CP training program, 10% were AP only, and 3% were CP only. Fifty-three percent of respondents were trained at a university-owned public hospital, 24% at a university-owned private hospital, 16% at a community-based teaching hospital, and 3% at a military hospital; 4% responded "other." These results are similar to the 2005 Job Survey. Sixty-three percent of the respondents were US medical graduates, 28% were international medical graduates, 4% were US international medical graduates, and 5% responded "other." The breakdown of the level of training was: 26% PGY-1, 24% PGY-2, 22% PGY-3, 24% PGY-4 or greater, and 4% in fellowship training.

Hospital Training



This was the first year that a question was included in the Survey to assess the level of interest in various subspecialties. The ASCP Resident Council offers subspecialty grants to its resident members to assist with finding, coordinating, and financing travel outside of their own departments to study with experts in various fields of anatomic and clinical pathology. Respondents were asked to choose as many subspecialties as interested them, selecting from twenty-three offerings. The top five choices were:

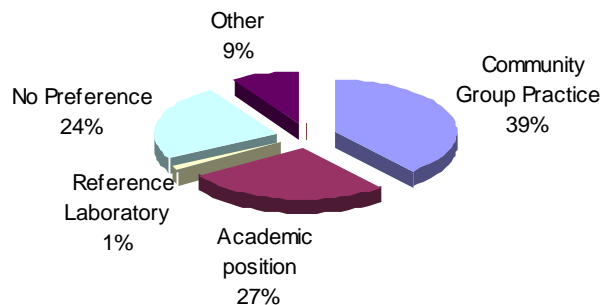
- Hematopathology 34%
- Gastrointestinal pathology 29%
- Dermatopathology 27%
- Cytopathology 25%
- Breast pathology 22%

For more information about the ASCP Resident Council Subspecialty Grant Program, please consult the *2006-07 ASCP Resident Handbook*, or the ASCP website, www.ascp.org.



Of the 742 respondents who were in PGY-4 or greater (including fellows), 73% had applied for a job. Of the 27% who had not applied for a job, 82% applied for a fellowship and 7% intended to apply for a fellowship, while 11% did not intend to apply for a fellowship. Of those applying for jobs (544 respondents), 39% sought a position in a community group practice (down from 50% in 2005), 27% desired an academic position (similar to 2005), 1% sought a position in a reference laboratory, 24% responded that they had no preference, and 9% responded “other.”

**Respondents
Applying for a Job
Had a Preference for**



When asked about their impressions of where most available positions could be found, 55% identified community group practice (down from 61% in 2005), 28% identified academic institutions (down from 32% in 2005), 4% identified reference laboratories, and 13% responded “other.” Of the 544 who had applied for or intended to pursue jobs, 49% had not formally applied as of the time of the survey, 29% had applied for 1-3 jobs, 8% had applied for 4-6 jobs, and 14% applied for more than 6 jobs. Of the 278 who had applied for a job, 71% interviewed for 1-3 jobs, 9% interviewed for 4-6 jobs, 3% interviewed for greater than 6 jobs, and 17% had not yet interviewed. Eighty-five percent of those who applied for jobs were offered at least one (50% had 1 offer, 18% had 2 offers, 11% had 3 offers, and 6% had more than 3). This is up from 75% in 2005 and similar to the 83.5% in 2004.

Of the 544 respondents intending to pursue jobs, 24% were offered a job from their own residency or fellowship program. Half of these offers were declined for another offer, while 25% accepted and planned to stay and 25% accepted and planned to continue to look for other offers in the future.



SALARY

Of the 278 respondents offered at least one job, 12% were offered less than \$100,000 per year, 39% were offered a salary from \$100,000-\$150,000 (down from 52% in 2005), 44% were offered a starting salary from \$150,000-\$250,000, and 5% were offered a starting salary greater than \$250,000 per year. In 2005, 28% of respondents reported being offered greater than \$150,000 per year.



IMPORTANT FACTORS IN JOB SEARCH

Fifty-eight percent of 543 respondents restricted their job search to a specific geographic location. The Southeast U.S. was the most common response garnering 24% with the Midwest a close second at 23%. The Northeast and Southwest U.S. were tied for third place at 17% each, followed by Canada (6%) and the Northwest U.S. (5%). Eight percent responded "other." In 2005, 64% of respondents had restricted their search to a specific geographic area. Interestingly, the most common region of restriction in 2005 was the Midwest (44%) followed by the Northeast (28%), Northwest (16%), and the Southeast and Southwest (5% each). Reasons given for the restriction included lifestyle/family issues (48%), spouse's job (28%), being native to the area (22%), and having professional contacts in the area (2%).

The respondents were asked to rank several issues in order of importance to their employment choices. The most important issues identified by job-seekers were: 1) their perception of staff and institution during the interview, 2) family factors, 3) job security, 4) opportunities for advancement, 5) job availability in a specific geographic area, and 6) salary considerations. The least important were research and teaching opportunities and fiscal pressures, with the opportunity to practice a subspecialty interest falling in the middle. The 2005 ranking of the most important issues to job-seekers was very similar to this year's responses.

Those surveyed were asked to identify the most helpful sources in learning of job opportunities. The most helpful was faculty/word of mouth (64%) followed by CAP listing (14%), random mailings/callings (13%), ACP Job Finder (5%), executive recruiters (3%), and NEJM (1%). These results were similar to the 2005 Survey. Of those using electronic media in their job search, "mdconsult.com" was rated as the most useful with 19%, "careerweb.com" was second with 17%, and "monster.com" was next with 4% of the responses. Sixty percent responded "other."



FELLOWSHIP MARKET

The number of respondents indicating they had applied for fellowships was 702. Of those, 58% applied for 1-3, 17% for 4-6, 10% for 7-10, and 15% for greater than 10. Fifty-two percent of respondents were offered one fellowship, 21% were offered two, 7% were offered three, 8% were offered greater than 3, and 12% had not been offered a fellowship position at the time of the survey, up from 3% in the 2005 Survey and 5% in the 2004 Survey.

The majority of respondents (56%) said they chose to pursue fellowship training because of long term career interests. Twenty nine percent felt it was necessary to secure employment, and 5% desired a job not available after residency training. Fifty two percent of those who were offered a fellowship position accepted it and did not seek a job, 17% accepted but later took a job, 9% accepted and received no job offers, and 5% accepted and declined later job offers.



OUTLOOK FOR THE FUTURE

This year, 2006, marks the 10th year in which the ASCP Resident Council has tracked the job market for pathology residents and fellows. This is a benchmark year in that the approach was modified in an effort to reach each and every new pathologist leaving training.

The data show that the job market is favorable, while the fellowship market is slightly more competitive this year compared with the last two years. Eighty-five percent of those applying for jobs received at least one offer, an increase of 10% from the 2005 Survey and commensurate with the 84% figure from the 2004 Survey. Of those applying for fellowship positions, 88% received at least one offer, down from 97% in 2005 and 95% in 2004. This could be due to the increasing number of residents applying for fellowships in addition to the fact that 2006 saw two classes of residents complete their training. The 2007 Survey will be another unique year to track in order to identify the effect of the 4-year residency training program on both the job and fellowship markets.

The 2006 ASCP Resident Council Job and Fellowship Survey reached virtually every resident in the US because of its inclusion in the ASCP-administered RISE. This resulted in the most complete response possible in any such survey and also permitted inclusion of questions for residents at all levels of training. The association of the survey with RISE should decrease selection bias and thus portray an accurate picture of both the job and fellowship markets. Of note, even though the survey is conducted late in the academic year, some of the respondents may not have finalized their future plans.

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