

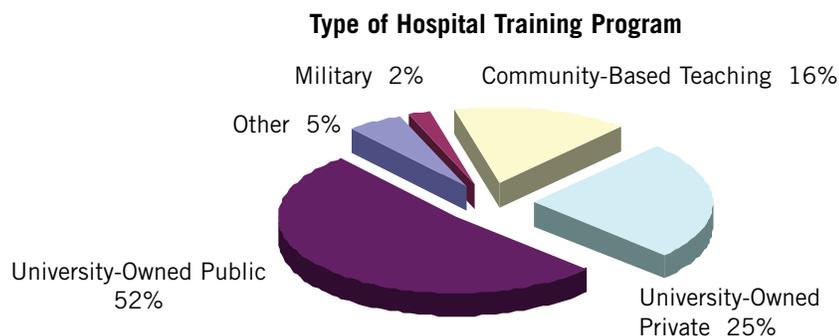


2007 ASCP Resident Council Fellowship & Job Market Survey

By William D. Payne, MD

Continuing the practice begun last year, the ASCP Resident Council has again administered its Annual Fellowship and Job Market Survey to graduating residents and fellows in conjunction with the annual Resident In-Service Exam (RISE), which is administered by the ASCP. This year the survey captured 636 respondents at the PGY 4 or greater level as compared with 742 last year. A small number of questions to determine demographics are open to all RISE participants; the job and fellowship questions are open only to those in their final year of training.

A total of 2,537 residents and fellows participated in this year's survey. Of those, 87% were in a dual AP/CP program, 10% AP only, and 3% CP only. Fifty-two percent were in a university owned public hospital, 25% in a university-owned private hospital, 16% in a community-based teaching hospital, 2% in a military hospital, and 5% answered "other." Sixty-five percent of the respondents were US medical graduates, 28% were international medical graduates, 3% were US international medical graduates, and 4% answered "other." Of the respondents, 26% were PGY-1, 26% PGY-2, 24% PGY-3, 21% PGY-4, and 4% were fellows.





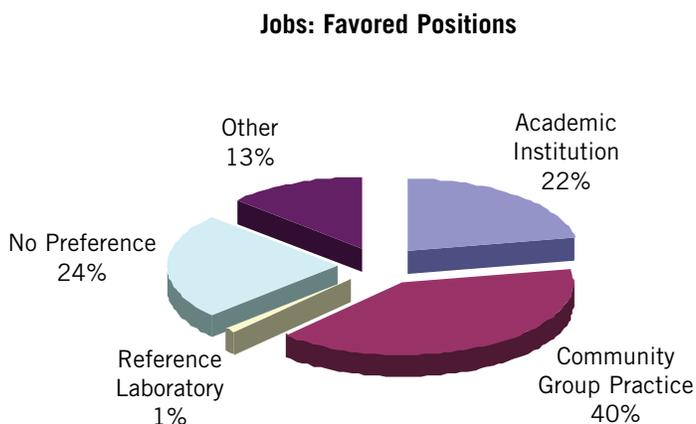
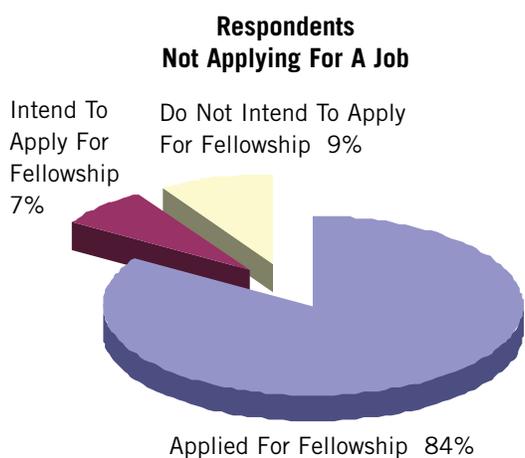
Job Market

Of the total survey participants, 636 were PGY-4 or greater (including fellows). Of these 636, 72% (461) had either already applied or were planning on applying for a job. Of the 174 who weren't pursuing a job, 84% had applied for a fellowship, 7% intended to apply for a fellowship, while 9% didn't intend to apply for a fellowship.

Of those 461 who had either already applied or were planning on pursuing a job, 50% hadn't formally applied, while 232 had already applied, with 30% applying for 1-3 jobs, 10% for 4-6 jobs, 5% for 7-10 jobs, and 6% for >10 jobs. Out of those 232 who formally applied, 194 formally interviewed (85% interviewed for 1-3 jobs, 13% for 4-6 jobs, 2% for 7-10 jobs, and 1 person for >10 jobs). Seventy six percent of those who formally applied for a job and 93% of those who formally interviewed for a job received job offers (180 people), with 58% receiving 1 offer, 27% 2 offers, 9% 3 offers, and 6% >3 offers.

A total of 20% of the 461 respondents pursuing a job were offered positions in their own residency/fellowship program, with 40% declining this position for another offer, 38% accepting and planning on staying at their program, and 22% accepting but continuing to look for other offers.

Community group practice was the most commonly sought job (40% of the 461 pursuing a job), while 22% sought an academic job, 24% had no preference, and 1% wanted a reference lab job. These desires are reflected somewhat in the anticipated job market, where 53% of 461 respondents felt that community group practice held the most job openings, 26% felt academia offered the most opportunities, and 5% felt reference labs were most desirable.



Salary

The average starting salary (excluding benefits) from those job offers was \$150,000-250,000 (43%), with 12% offered <\$100,000, 36% offered \$100,000-150,000, and 9% offered >\$250,000.



Factors in Job Search

Fifty-five percent (252 people) restricted their job search to a specific region, with 27% of those 252 people saying they did so primarily because they were native to the area, 30% due to their spouse's job, 40% for "lifestyle/family issues," and 3% due to professional contacts in the region. The most popular region was the Southeast United States (25%), with other regions' popularity as follows:

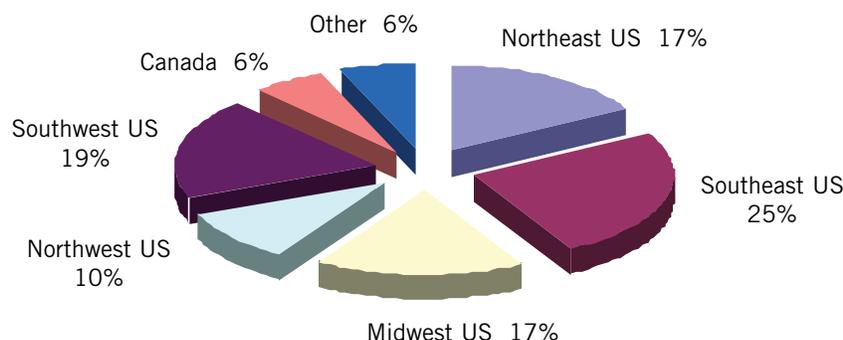
Southwest 19%, Midwest 17%, Northeast 17%, Northwest 10%, Canada 6%, and "other" 6%.

For those seeking a job, multiple job factors rank at varying levels of importance for each applicant. The applicant's perception of staff and institutions was ranked highest in level of importance, with job availability in geographic regions, family factors, long term job security, and opportunity to practice a subspecialty next in importance. Research opportunities ranked lowest on the list, with salary, fiscal pressures (loan repayments, etc.) teaching opportunities, and career advancement opportunities in the middle.

When searching for a job, referrals from faculty and word of mouth were ranked as most helpful in learning of job opportunities (68%). CAP listings were next in importance (14%), with random mailings/calls at 11%, ASCP Job Finder at 4%, executive recruiter at 3%, the American Journal of Clinical Pathology at 1%, and the New England Journal of Medicine at 0.4%.

A large number of residents and fellows used the internet in their job search, with 22% using mdconsult.com, 15% using careerweb.com, and 3% using monster.com. Sixty-five percent said they used "other" internet sources for their job search.

Jobs: Favored Geographical Regions



Fellowship Market

Most of the graduating residents and fellows who had already applied for fellowships applied for 1-3 fellowships (47%), with 17% applying for 4-6, 18% for 7-10, and 18% for more than 10. Of those, 36% received 1 offer, 34% 2 offers, 11% 3 offers, 14% >3 offers, and 5% no offers. The majority of residents finalized their plans in their third year of residency (60%), with 28% finalizing in the fourth year, 9% in the second year, 2 % in the first year, and 1% prior to starting their residency. Seventy-three percent of those who were offered fellowship positions accepted the offer and did not seek a job, while 10% accepted the offer but later took a job, 5% accepted the offer and declined a job offer, and 6% accepted the offer and received no job offers. The majority of residents applying for fellowships did so for long term career interests (68%), while 27% felt it was required for employment, and 5% did so because the job they had wanted was not available after their residency.

There has been much discussion of late regarding a need for a uniform application date for fellowship programs. Therefore, two questions related to this issue were added to the survey this year. In response, a majority of residents applying for fellowship (63%) felt there should be a uniform sign-up day, while 61% felt that there should not be a formal National Resident Matching Program (NRMP)-supported match day.



Outlook

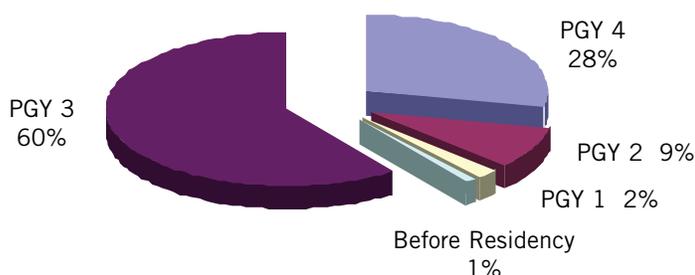
The ASCP sponsors training scholarships for travel and study at outside institutions in the subspecialty fields of the participant's choice.* This marks the second year in which survey participants were asked to pick subspecialties in which they would be interested, if they were to apply for a grant. The top five selections this year are:

- 1) Hematopathology 34%
- 2) Gastrointestinal pathology 31%
- 3) Dermatopathology 26%
- 4) Cytopathology 24%
- 5) Breast Pathology 22%

2007 is the 11th year in which the ASCP Resident Council has tracked the resident and fellow job market, and the second year it has been associated with the RISE exam.

The job market continues to be relatively strong, with some fluctuations from last year. Of those residents and fellows applying for jobs, 76% received job offers, down 8% from last year, but similar to 2005. Of those applying for fellowships, 94% received offers, up from 88% last year. This increase in fellowship offers and decrease in job offers could be explained by the effects of the recent switch from a five-year program to a four-year program.

Fellowships: Plans Finalized in Which PGY?



*For more information regarding the ASCP Resident Council Subspecialty Grant Program, please see the 2007-2008 ASCP Resident Handbook, or visit the ASCP website (www.ascp.org).

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