



STRONGERTOGETHER

ASCP FELLOWSHIP & JOB MARKET SURVEYS

A REPORT ON THE **2024** RISE, FISE, FISHE, NPISE, PISE and TMISE Surveys



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INTRODUCTION

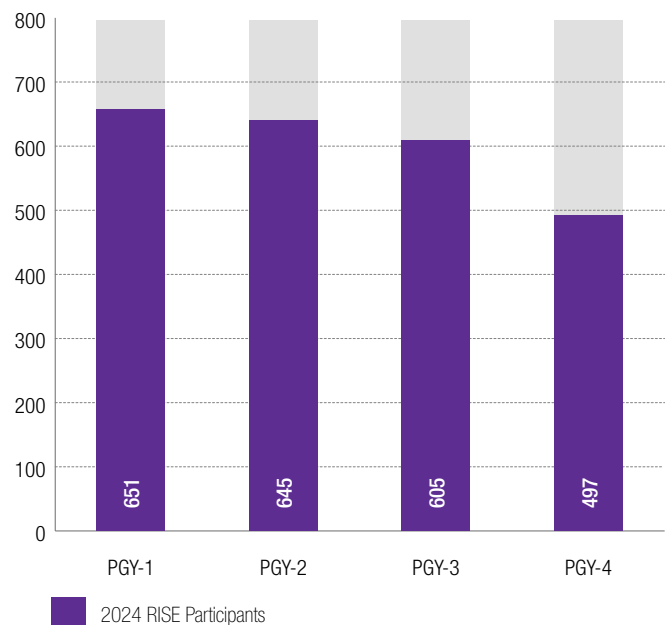
ASCP responds to the interests and needs of residents, fellows, and program directors by conducting an annual survey on residency, fellowships, and the job market for pathologists in training.

The surveys are conducted as part of the Resident In-Service Examination (RISE), and the Fellow Forensic In-Service Examination (FISE), the Fellow In-Service Hematopathology Examination (FISHE), Fellow Neuropathology In-Service Examination (NPISE), Fellow Pediatric Pathology In-Service Examination (PISE), and the Fellow Transfusion Medicine In-Service Examination (TMISE). These data are compiled by ASCP to provide information useful to all pathology trainees, residency and fellowship program directors, and prospective employers.

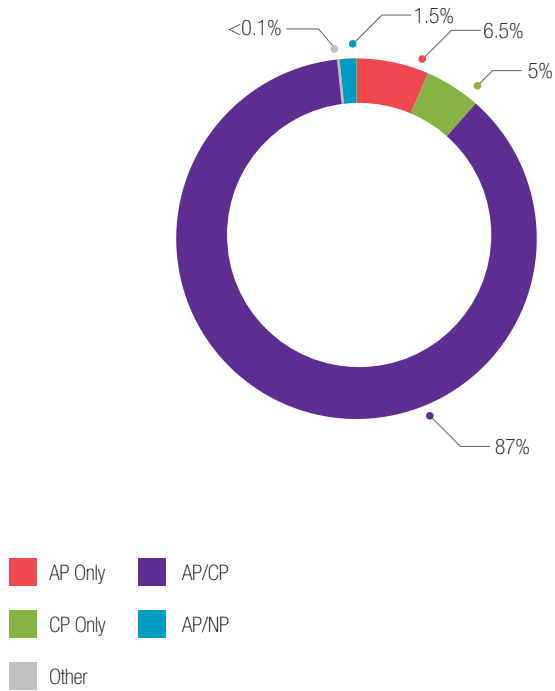
A total of 2398 residents participated in the Spring 2024 RISE and survey in the following training levels: 651 PGY-1, 645 PGY-2, 605 PGY-3, and 497 PGY-4.

Of residents, 87% are in AP/CP training, while 7% and 5% are in AP only and CP only tracks respectively. 2% indicated that they were AP/NP. For PGY 1-4 trainees, 52% have Medical Degrees from North America.

A total of 308 fellows participated in the five Spring 2024 Fellowship In-Service Examinations and surveys.

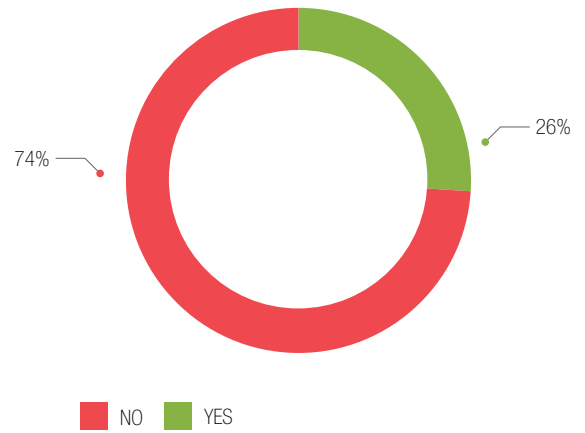


Indicate your residency training track. (All residents)

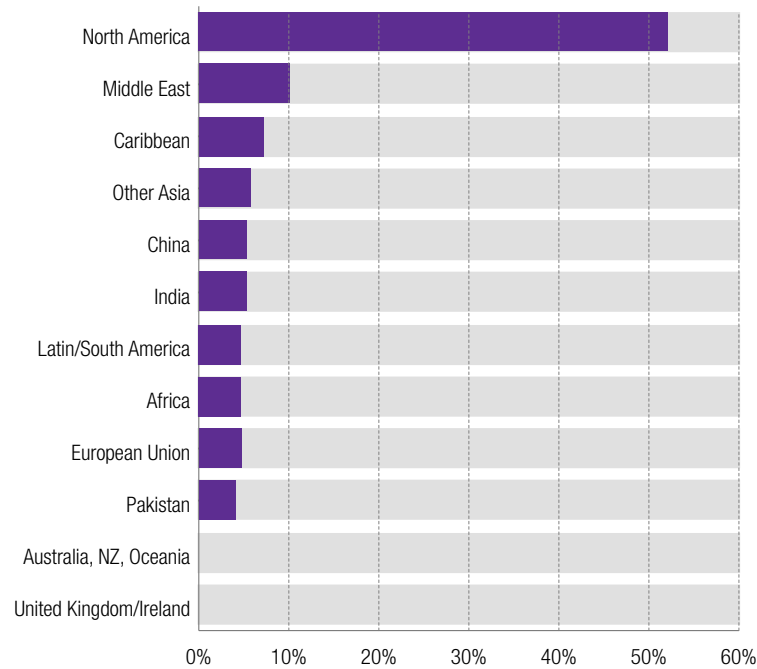


What advanced degrees do you currently hold? (All residents) (Multiple select)

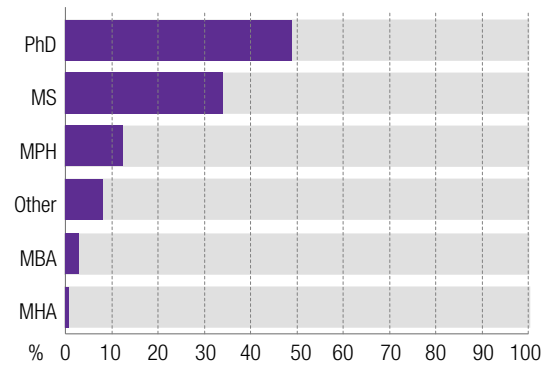
98% of residents responded that they have an MD, DO, and/or MBBS. Of these residents, 26% responded that they have advanced degree(s) beyond MD, DO, and/or MBBS.



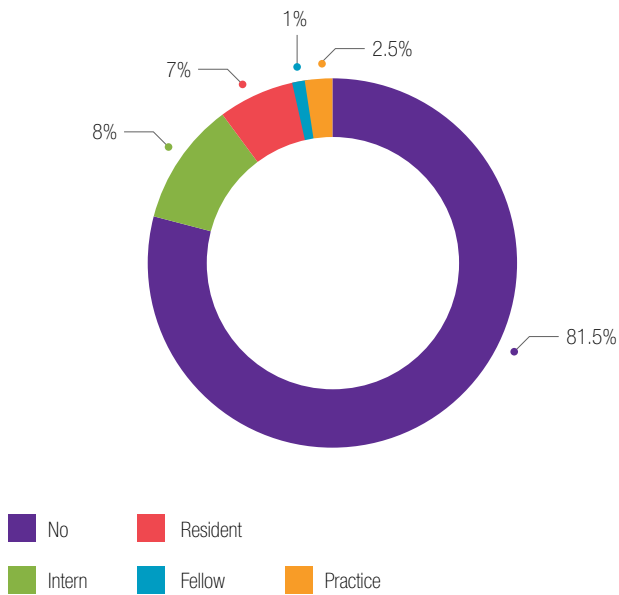
I am a graduate of a medical school from the following region: (All residents)



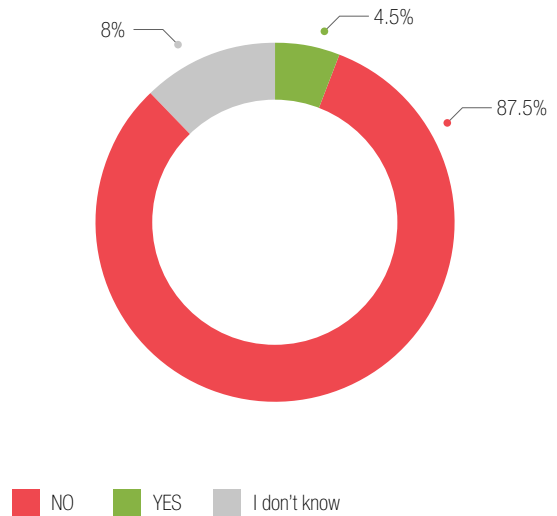
Of the 26% of residents that responded that they have advanced degree(s) beyond MD, DO, and/or MBBS, the advanced degrees that they possess are:



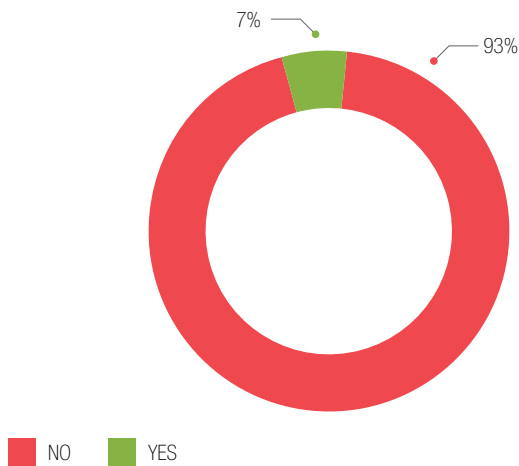
Have you had formal postgraduate medical experience in an area other than pathology? If yes, please pick highest level achieved. (All residents)



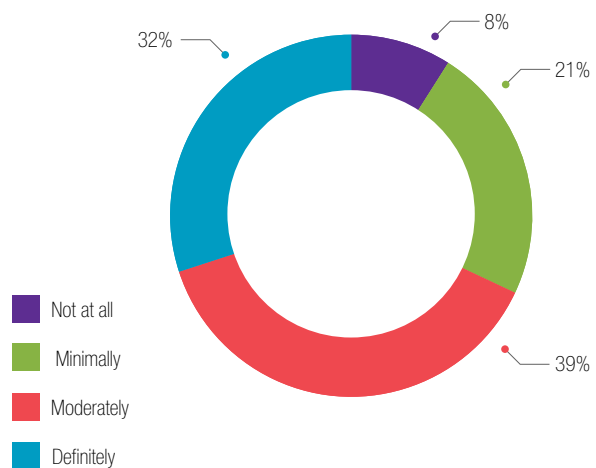
Are you currently in or planning to be in a physician-scientist track as part of your training program? (All residents)



Have you previously completed a pathology residency training program outside the United States or Canada? (All residents)



Does your program include an educational or cultural focus on improving diversity and inclusivity in pathology and laboratory medicine? (All residents)



Conclusions

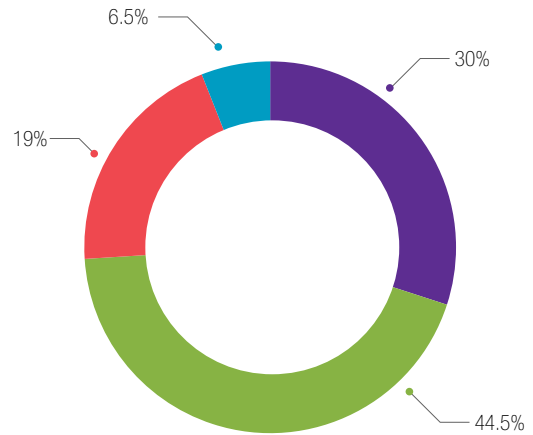
The vast majority of pathology residents are in AP/CP training programs. Over a quarter of pathology residents hold an additional advanced degree with PhD, MS, and MPH topping the list. Residents report that the majority of programs include an educational or cultural focus on improving diversity and inclusivity in pathology and laboratory medicine.

Preparation For Residency

The ASCP Resident Council responded to requests from residents interested in learning about national trends regarding medical education prior to residency.

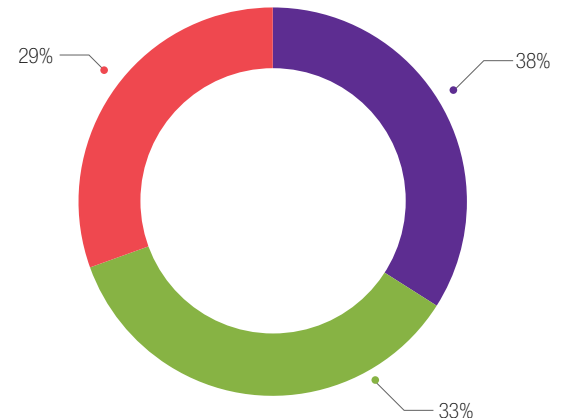
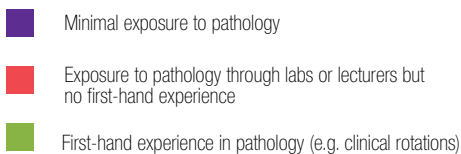
How well did your medical school training prepare you for your pathology residency? (PGY-1 residents only)

Approximately 25% of residents felt that their medical school education prepared them moderately to very well for pathology residency training.

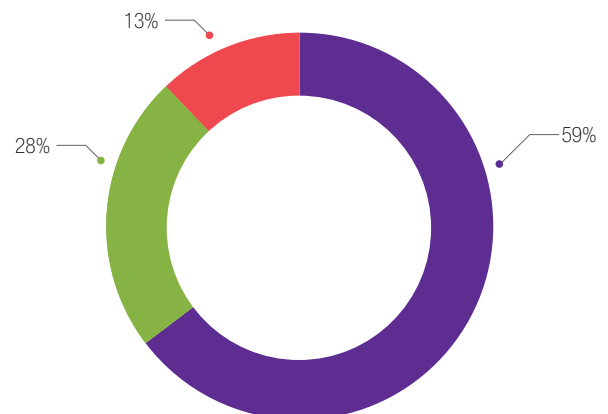
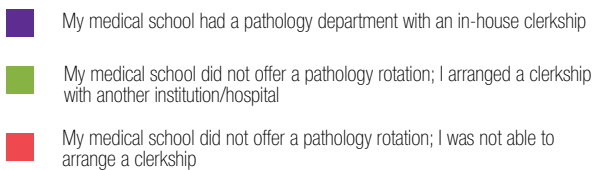


How much training or exposure to pathology did your medical school provide? (PGY-1 residents only)

Medical school preparation for pathology residency training is problematic with two thirds of residents citing either minimal exposure to pathology and/or no first-hand pathology experience during medical school outside of labs or lectures.

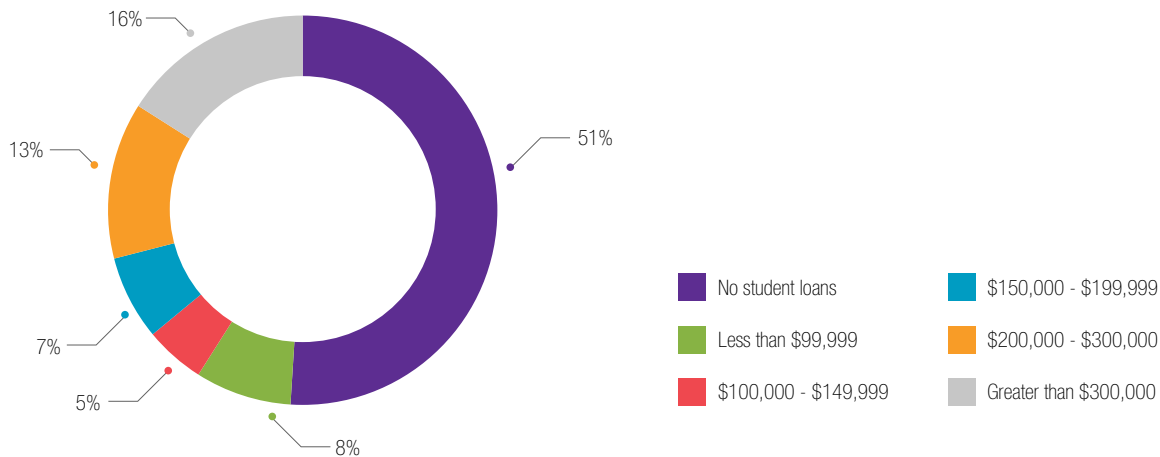


Please select the option which best describes pathology rotation availability at your medical school. (PGY-1 residents only)



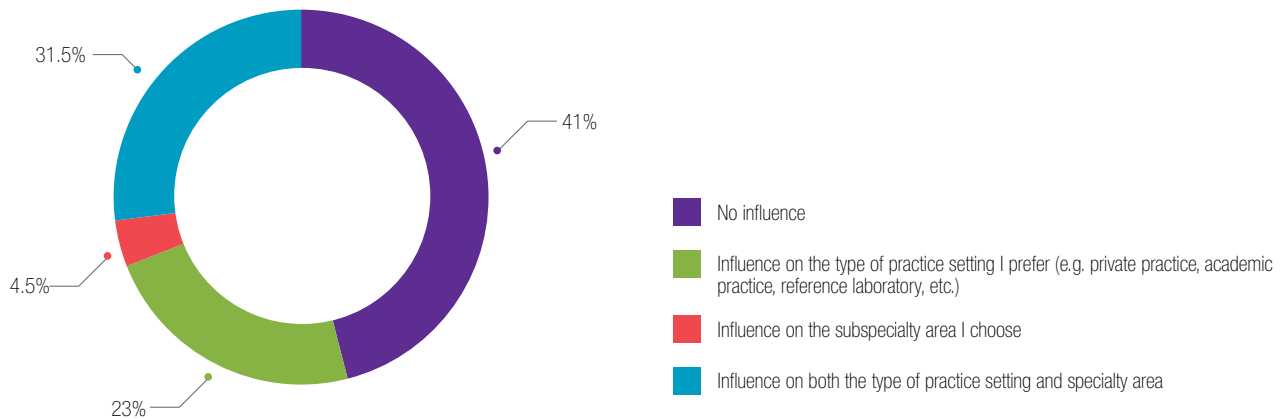
What was/is your general range of student loans when you exited medical school?

(All residents)



Has or will your amount of student debt influence your job choice?

(All residents)



Summary

30% of first year residents noted that medical school did not adequately train them for pathology residency. Only about a third of residents stated that their medical school included first-hand experience in pathology.

51% of pathology residents have no student loans at the time of medical school graduation. 36% have more than \$150,000 in debt, and about 29% of all residents have \$200,000 or more in debt. For residents who had student loans, 59% felt that debt would affect their choice of practice setting and/or subspecialty.

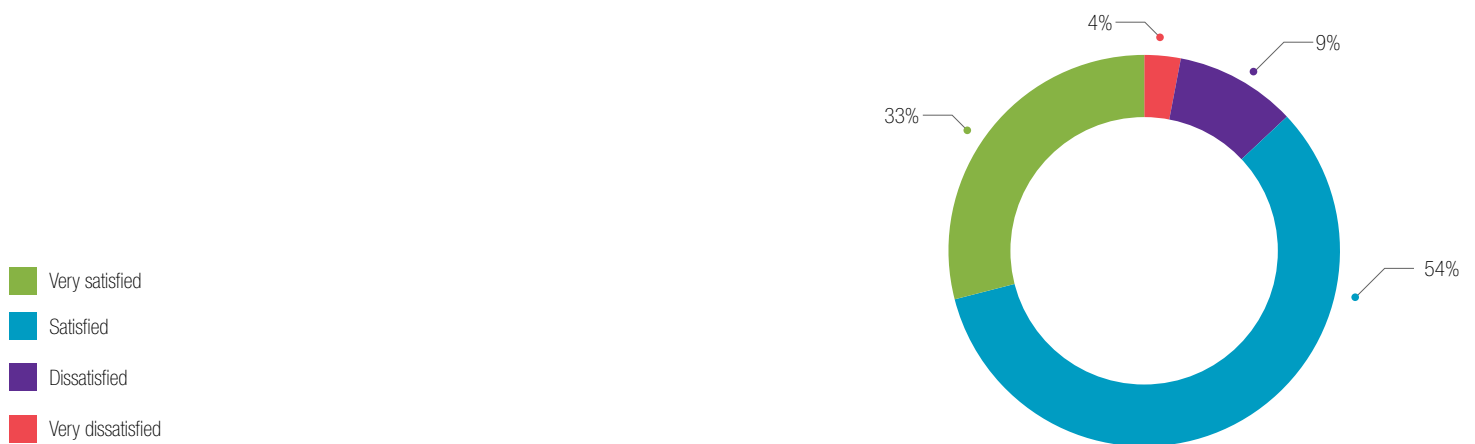
Medical school debt is significant for many residents and it appears to play a role in their choice of practice setting and subspecialty of pathology.

Residents' Perceptions On Training and Health Care

Which of the following best describes the primary location of your residency training program? (PGY-3/4 residents only)

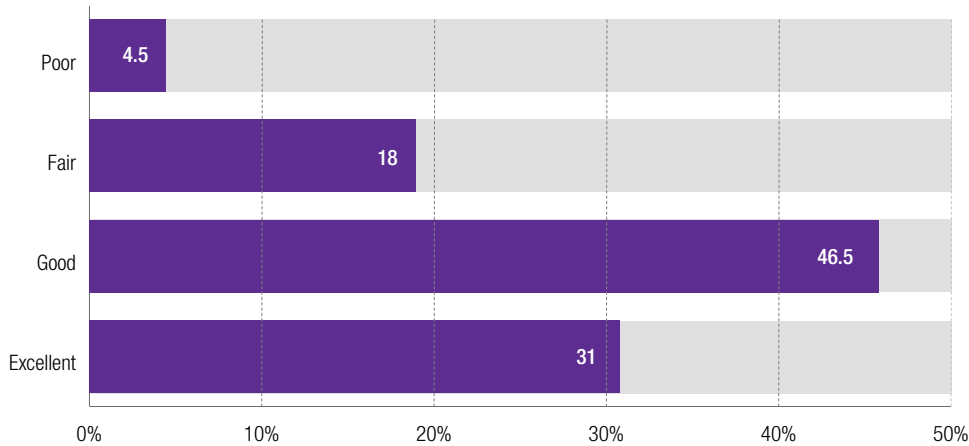


Overall how satisfied are you with your current residency training program? (All residents)



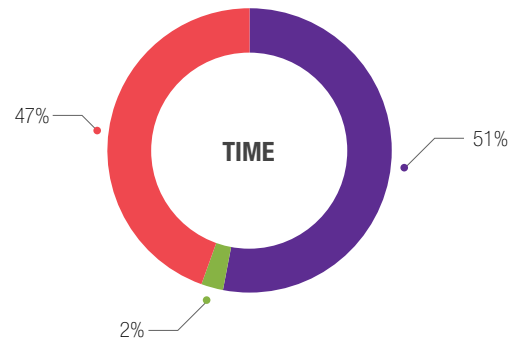
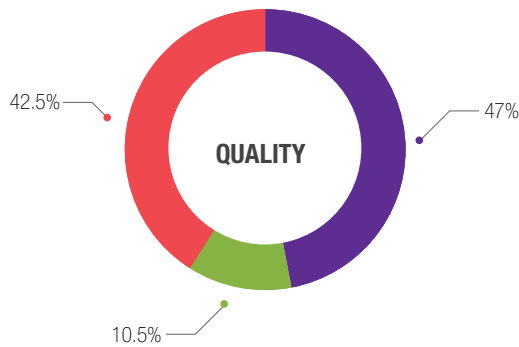
Rate the quality of your pathology education program:

(All residents)



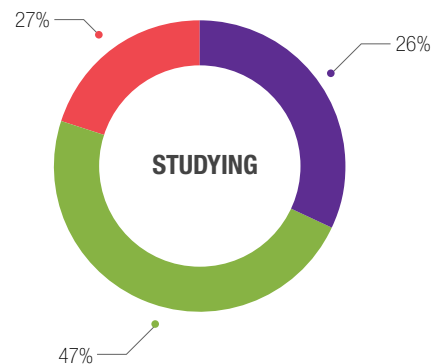
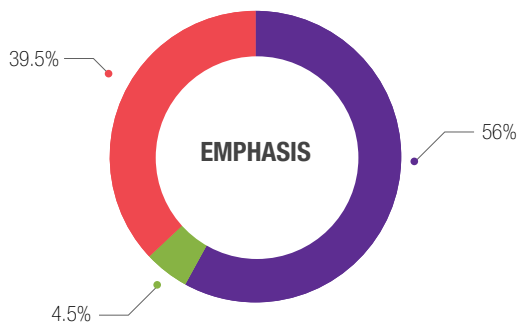
Was there a large discrepancy between AP and CP educational experiences? (PGY-3/4 residents)

For each set of three choices, please select the one that most accurately describes AP and CP educational experiences in your residency program? (PGY-3/4 residents)



- The quality of the AP curriculum is better than the quality of the CP curriculum
- The quality of the CP curriculum is better than the quality of the AP curriculum
- The quality of the AP curriculum is the same as the quality of the CP curriculum

- Residents spend more time rotating on AP than on CP
- Residents spend more time rotating on CP than on AP
- Residents spend the same amount of time rotating on AP as they do on CP

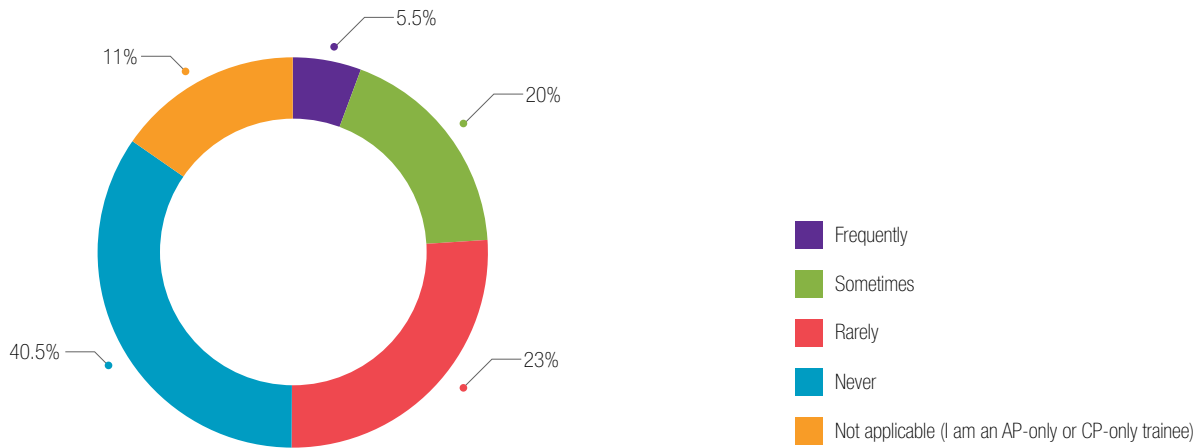


- More emphasis is placed on the AP curriculum than on the CP curriculum
- More emphasis is placed on the CP curriculum than on the AP curriculum
- The same amount of emphasis is placed on the AP curriculum as on the CP curriculum

- Residents spend more time reading/studying on AP than on CP rotations
- Residents spend more time reading/studying on CP than on AP rotations
- Residents spend the same amount of time reading/studying on AP as they do on CP rotations

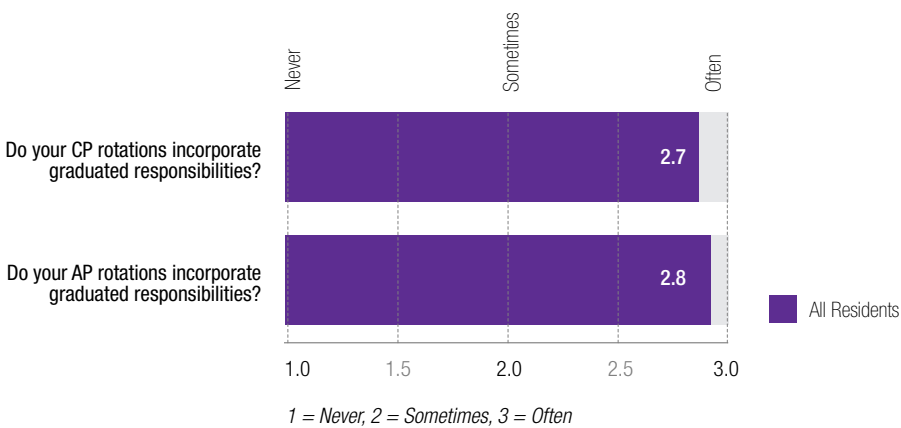
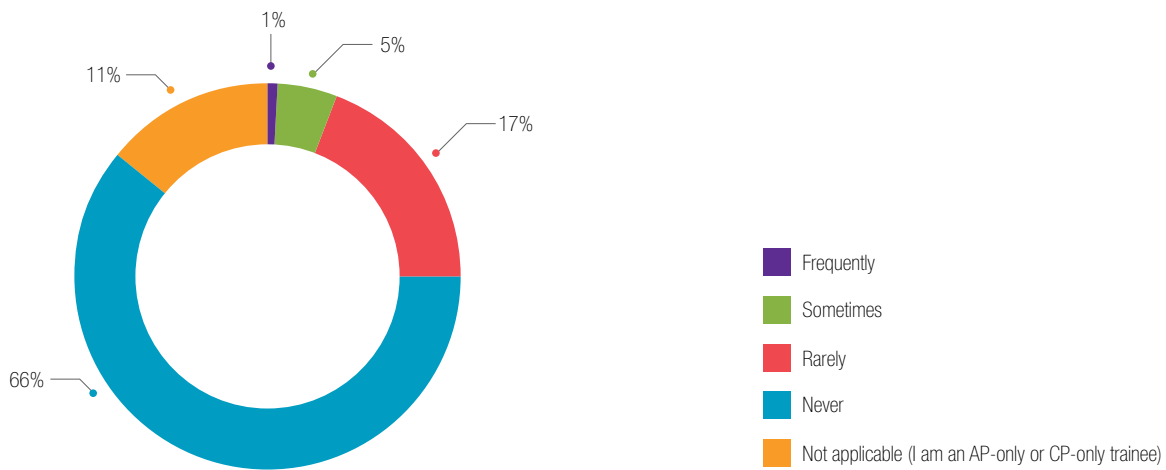
How often are you pulled from CP rotations to cover AP service?

(All residents)



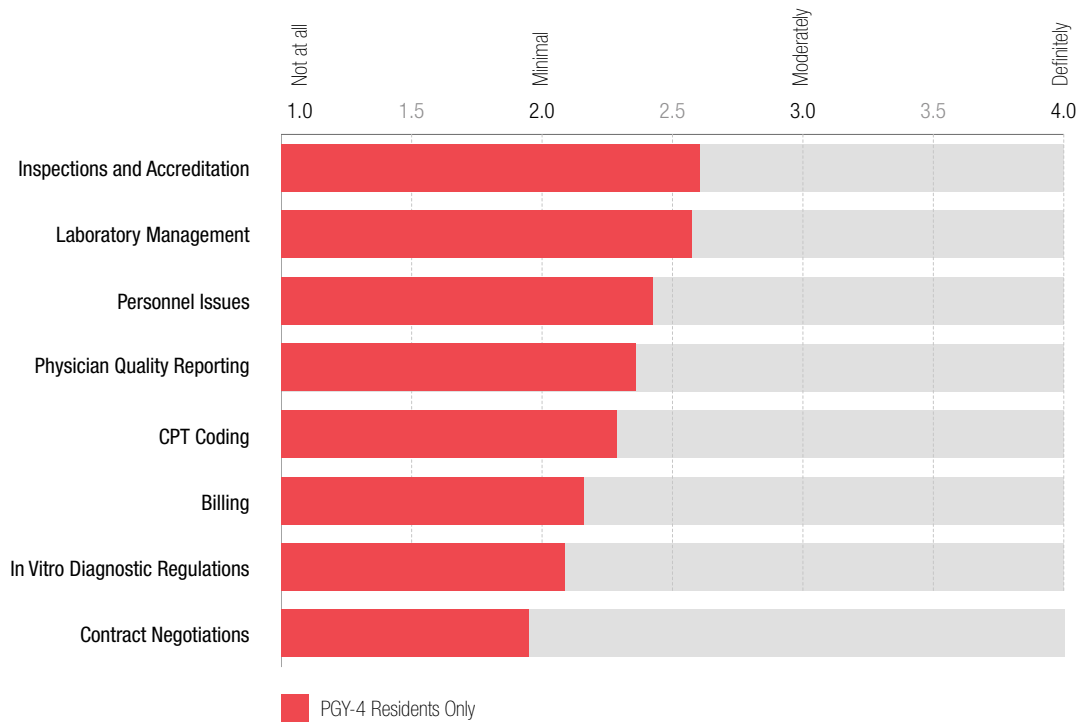
How often are you pulled from AP rotations to cover CP service?

(All residents)

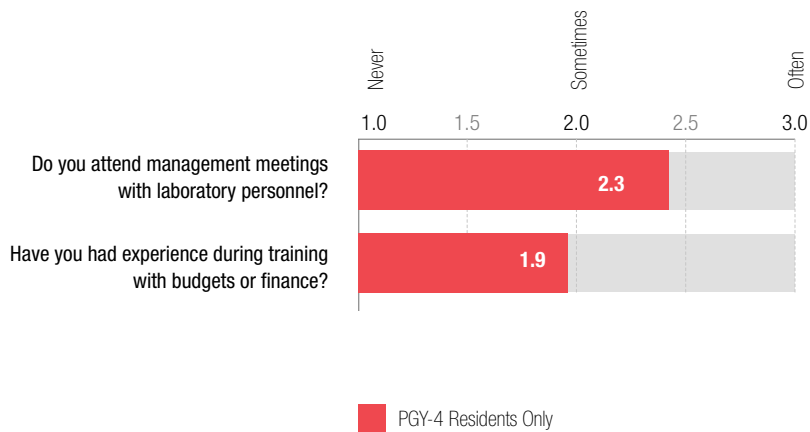


How prepared do you feel for the following business aspects of pathology practice?

(PGY-4 residents only)

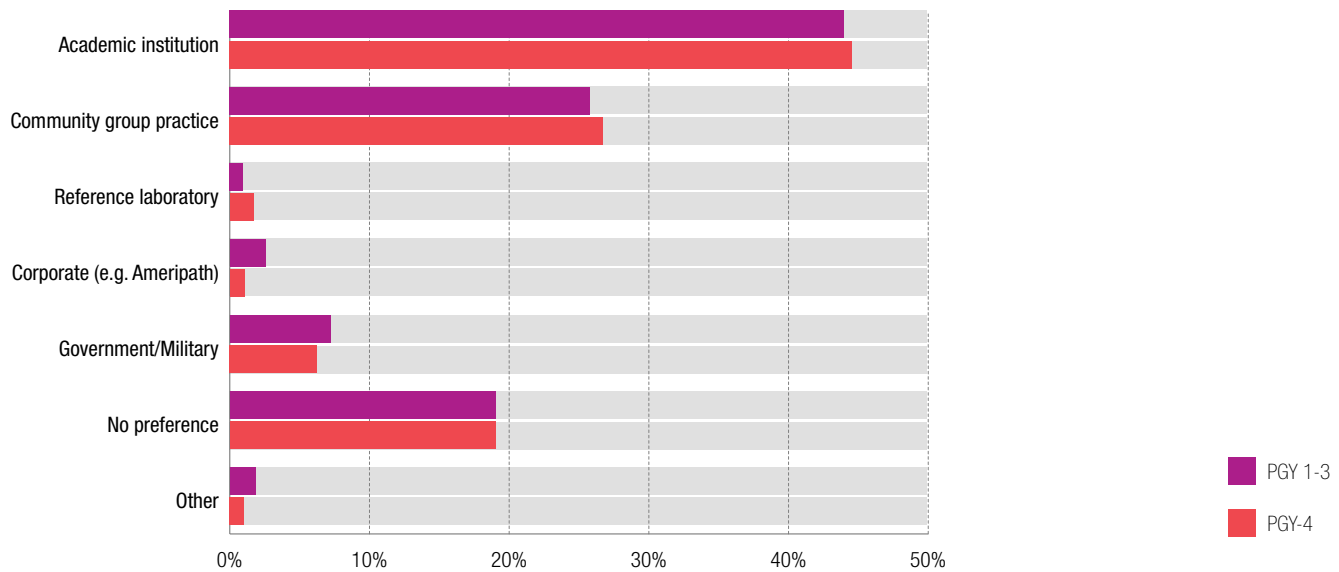


Management, Meetings, and Budgets



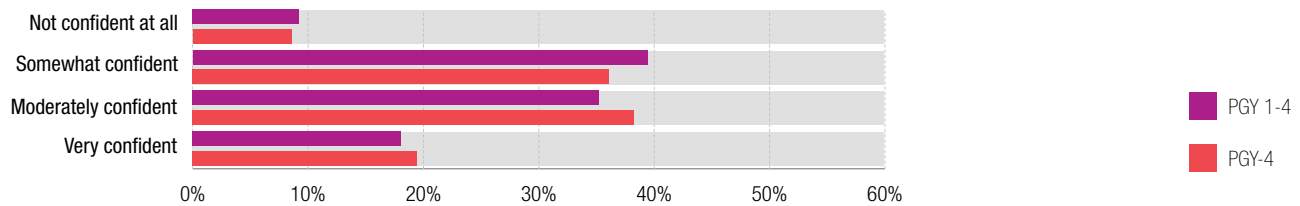
What type of practice environment do you plan to seek or are currently seeking?

(PGY 1-3 vs. PGY-4)

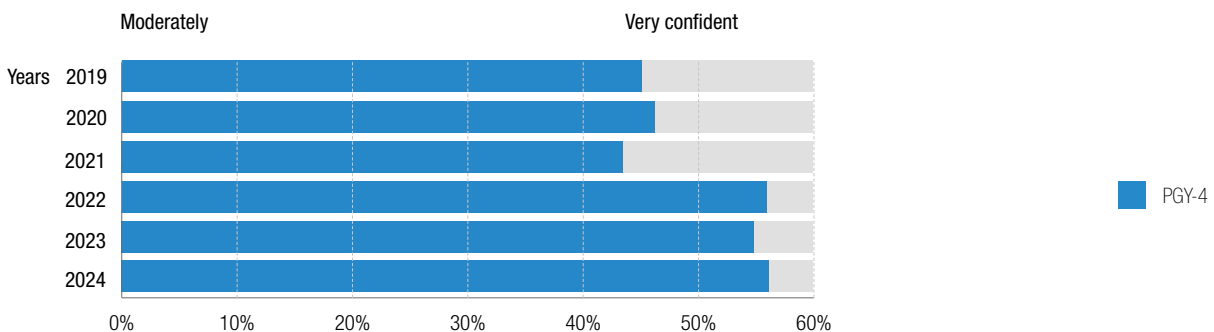


How confident are you about finding the pathology job you desire?

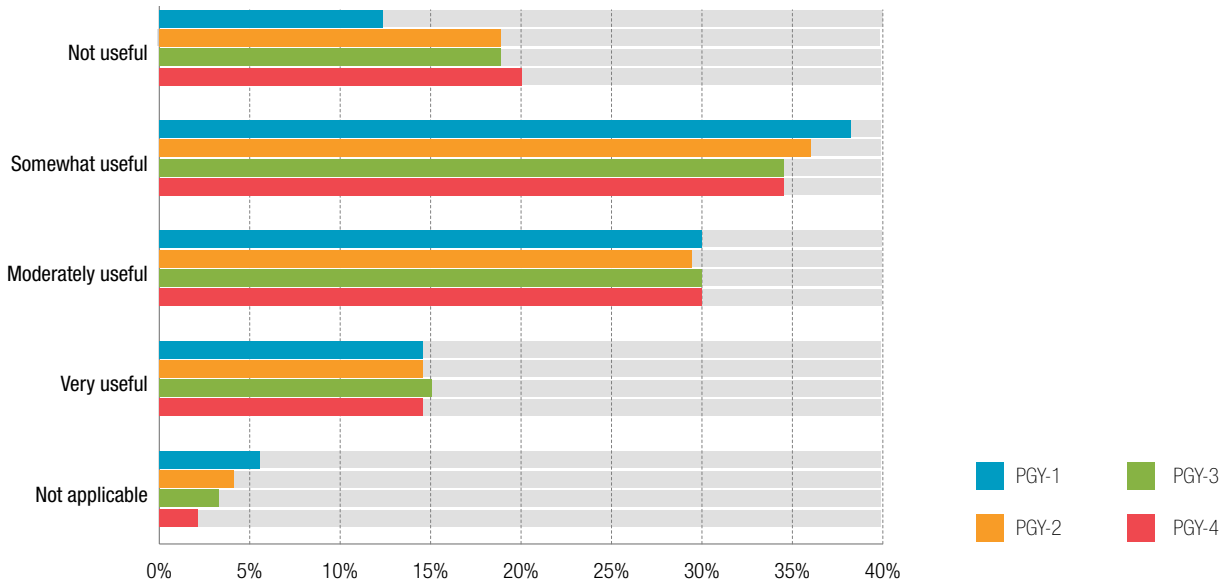
(All residents)



Approximately 56% of PGY-4 trainees are moderately to very confident that they can find their desired pathology job position.



How useful are the ACGME Milestones for your preparation for pathology practice?



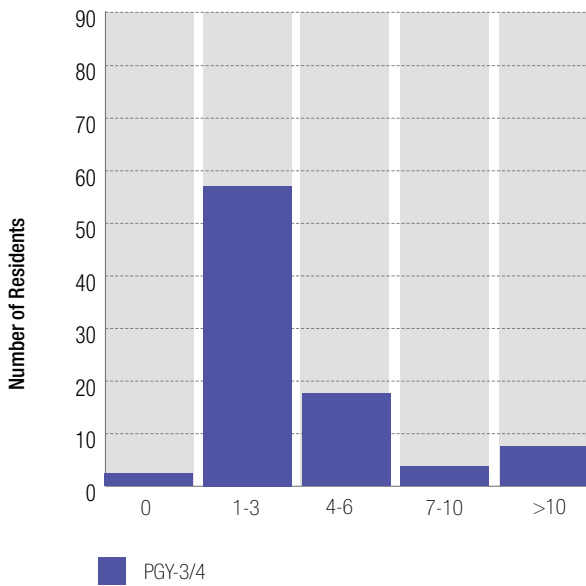
Conclusions

- The vast majority of pathology residents are satisfied with their residency training program and view the quality of their program favorably.
- Residents responded that in general, AP training receives more focus than CP training as noted by questions regarding quality, time, and emphasis in these disciplines.
- Programs are incorporating graduated responsibilities in both AP and CP rotations.
- Residency training in the business and management aspects of practice remains an area where improvement is needed.
- Almost half of residents are interested in academic practice and about a quarter of residents are clearly interested in community practice. Approximately 56% of PGY-4 residents express confidence that they can find their desired pathology position which approximates the last two year's confidence expression.
- The Pathology Milestones are viewed to be useful by most residents.

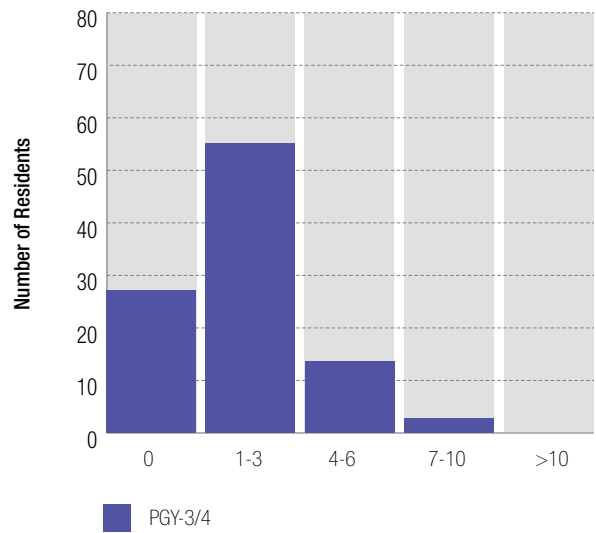
Applying For Pathology Jobs Immediately After Residency

Although a minority of pathology residents choose to go directly from training into the job market, both the ASCP Resident Council and the RISE Committee thought it would be useful to report relevant information for future trainees. Information in this section reflects responses for residents who formally applied for a job starting immediately after residency.

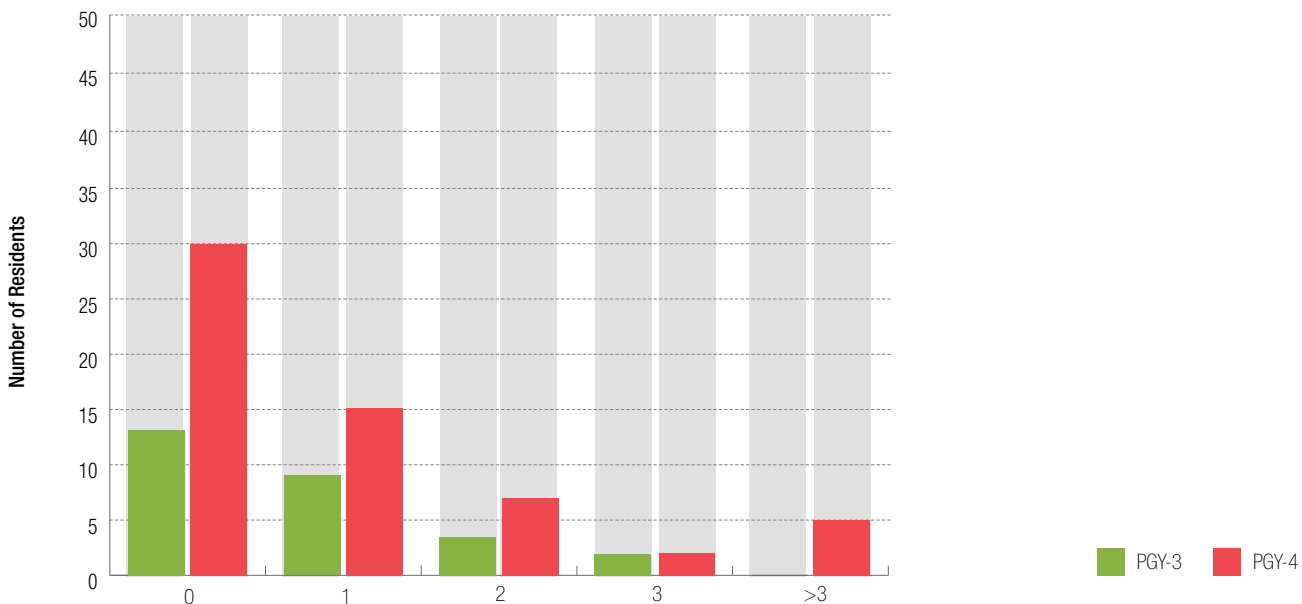
How many jobs have you applied for this year (i.e. have submitted or sent your CV/resume)?
(PGY-3/4 residents only)



How many formal job interviews have you had this year (including in-person, by telephone, Skype, etc.)?
(PGY-3/4 residents)

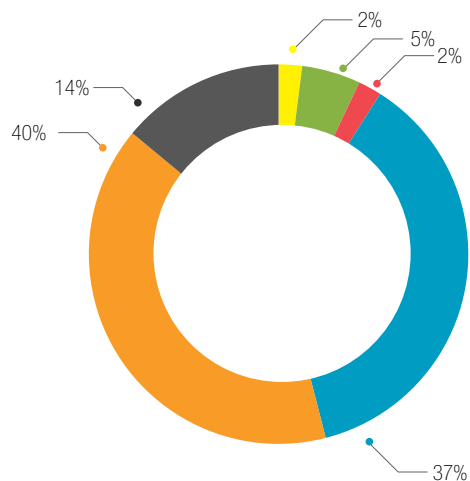


How many job offers have you received this year? (PGY-3 vs. PGY-4 residents)

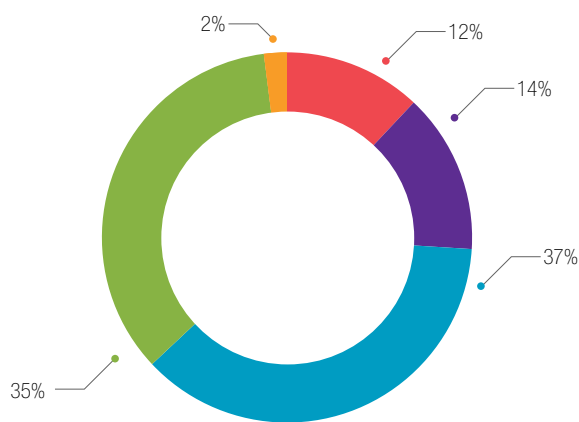


On average, what was the starting salary offered (excluding benefits)? (PGY-3/4 residents only)

Did you receive a signing bonus/moving allowance? (PGY-3/4 residents only)



How satisfied are you with the help/support that your department has provided to help you obtain a job? (PGY-3/4 residents only)



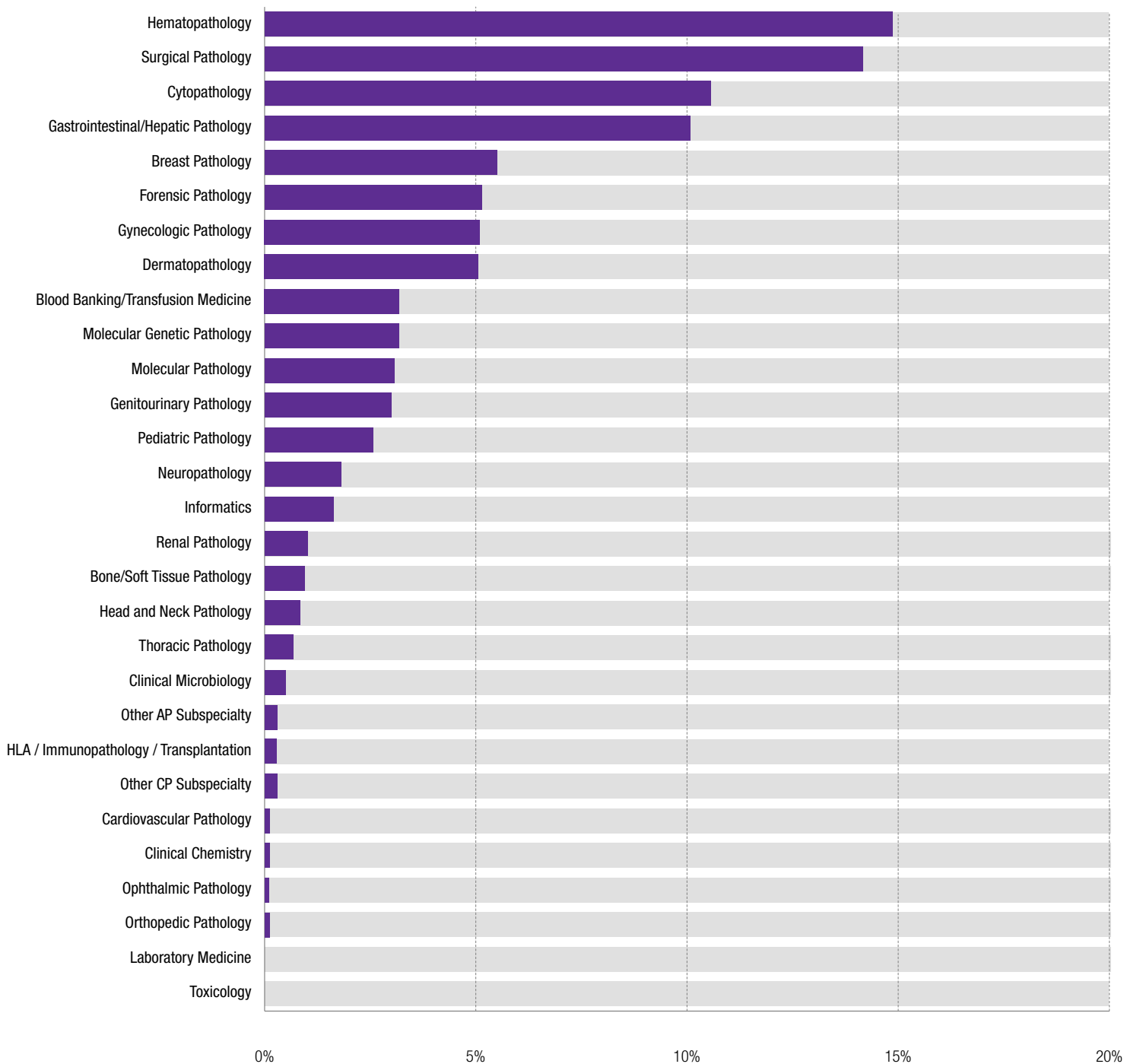
Conclusions

- 85 PGY-3/4 residents formally applied for a job starting immediately after residency. In 2024, 43 of these residents seeking an immediate job received a job offer (29 PGY-4s and 14 PGY-3s). The majority of residents were satisfied with the help/support that departments provided in their job search.

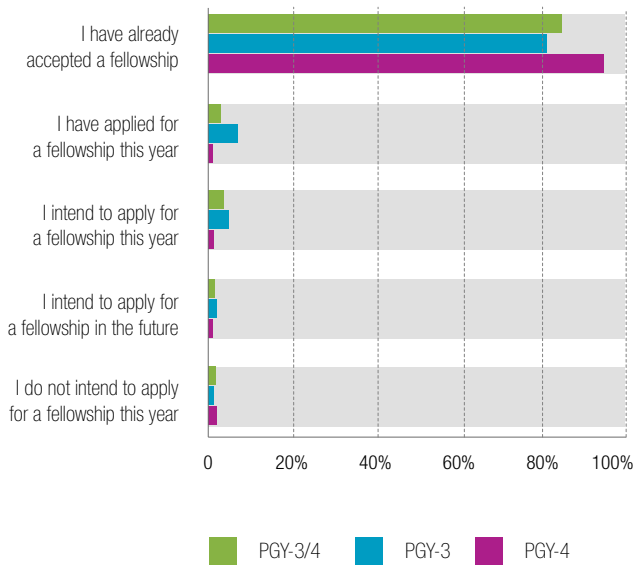
Applying For Pathology Fellowships

As part of the 2024 RISE, 1070 PGY-3/4 residents were surveyed about their experience in the fellowship process and residents' attitudes towards fellowship training.

From the 2024 survey, the fellowships that PGY-3/4 residents have already applied for or intend to apply for are listed in order of preference:



Level of Interest in Applying for a Fellowship (PGY-3/4 residents only)



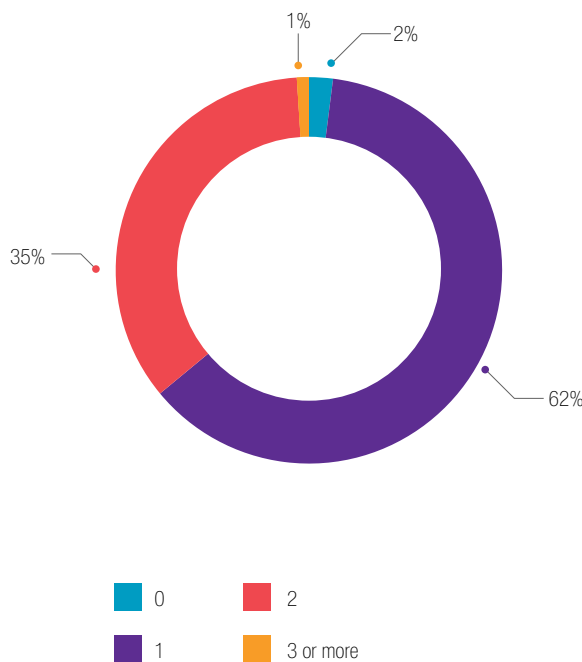
Principal Reason for Pursuing a Fellowship (All residents)

1 = Not applicable/not a consideration
 2 = Not very important
 3 = Minor importance
 4 = Somewhat important
 5 = Extremely important



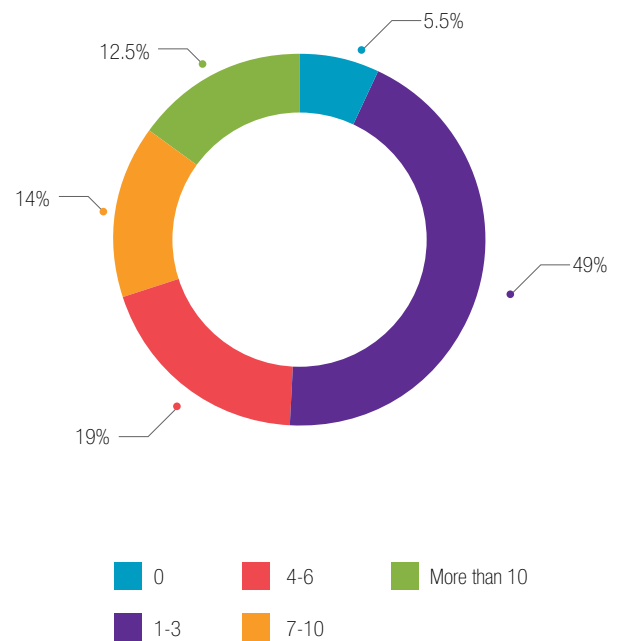
Number of Fellowships Intended to Complete (All residents)

62% of the residents plan to complete one fellowship, and 35% report interest in training in two fellowships. A small minority do not plan to do a fellowship or plan to complete more than two fellowships.



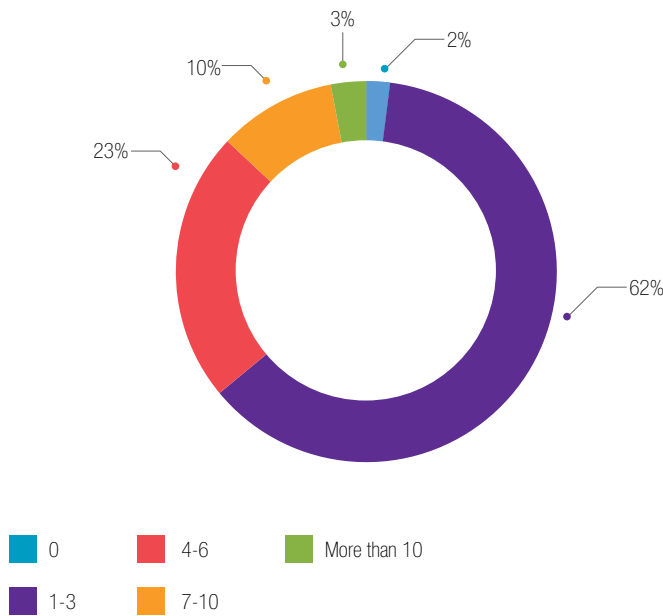
To how many fellowship programs did you formally apply? (PGY-3/4 residents only)

49% of the residents applied to 1-3 fellowship programs, 19% applied to 4-6 fellowships, and 26.5% applied for 7 or more fellowships.



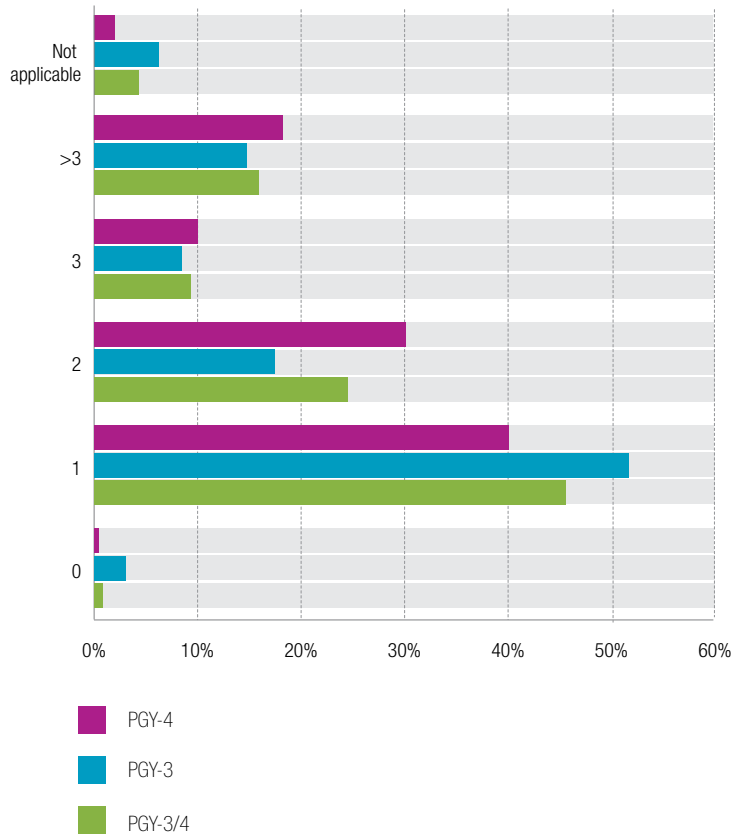
How many fellowship interviews have you had (including in-person, by telephone, Skype, etc.)? (PGY-3/4 residents only)

About 64% of residents have 3 or fewer interviews for fellowships. 13% of residents interview for seven or more fellowship positions.



Number of Fellowship Offers Received (PGY-3/4 residents only)

46% of residents received a single fellowship offer; only 1% of PGY3/4 had not received any offers at time of survey. 49% of residents had positive responses from two or more fellowship programs, suggesting that there is competition among fellowship programs for strong applicants.



Conclusions

Fellowship training in pathology is planned by 97% of residents. 36% choose to pursue two or more fellowships.

- 46% of PGY-3/4 residents received only a fellowship offer; 48% received multiple offers. One PGY-4 resident responded that they had not yet received a fellowship offer, suggesting that only a small number of residents are not finding immediate fellowship opportunities. A PGY-3 resident would still have another year to find a position.
- Hematopathology and Surgical Pathology are the top fellowships of choice; Cytopathology, GI/Hepatic Pathology, Breast Pathology, Forensic Pathology, Gynecologic Pathology, and Dermatopathology round out the top eight fellowship specialties.

Fellowships

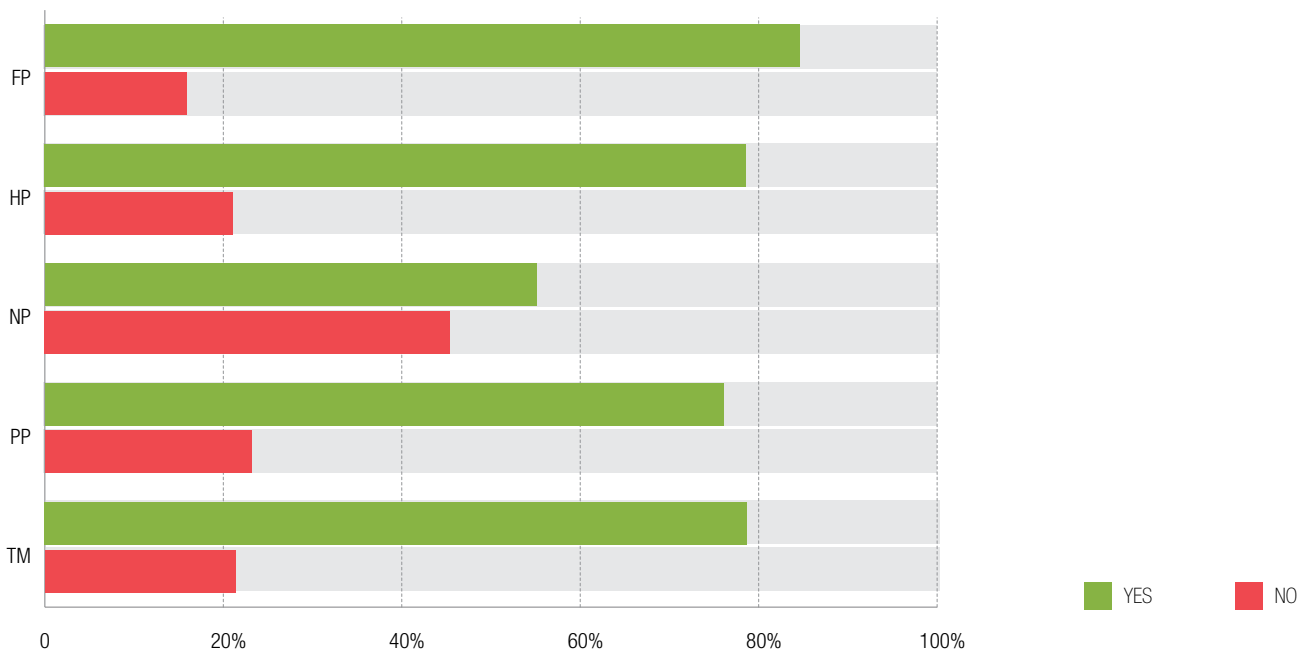
ASCP offered five Fellowship in-service examinations in Spring of 2024: the Fellow Forensic In-Service Examination (FISE), the Fellow In-Service Hematopathology Examination (FISHE), the Fellow Neuropathology In-Service Examination (NPISE), the Fellow Pediatric Pathology In-Service Examination (PISE), and the Fellow Transfusion Medicine In-Service Examination (TMISE).

Fellow in-service examinations were taken by 308 individuals: post-exam surveys offered the chance to query fellows in Forensics (n=62), Hematopathology (n=124), Neuropathology (n=56), Pediatric Pathology (n=18), and Transfusion Medicine (n=48) about their experience entering the job market and any plans for additional specialty training. Nearly all fellows responded that they were in a fellowship directly related to the respective fellow in-service examination.

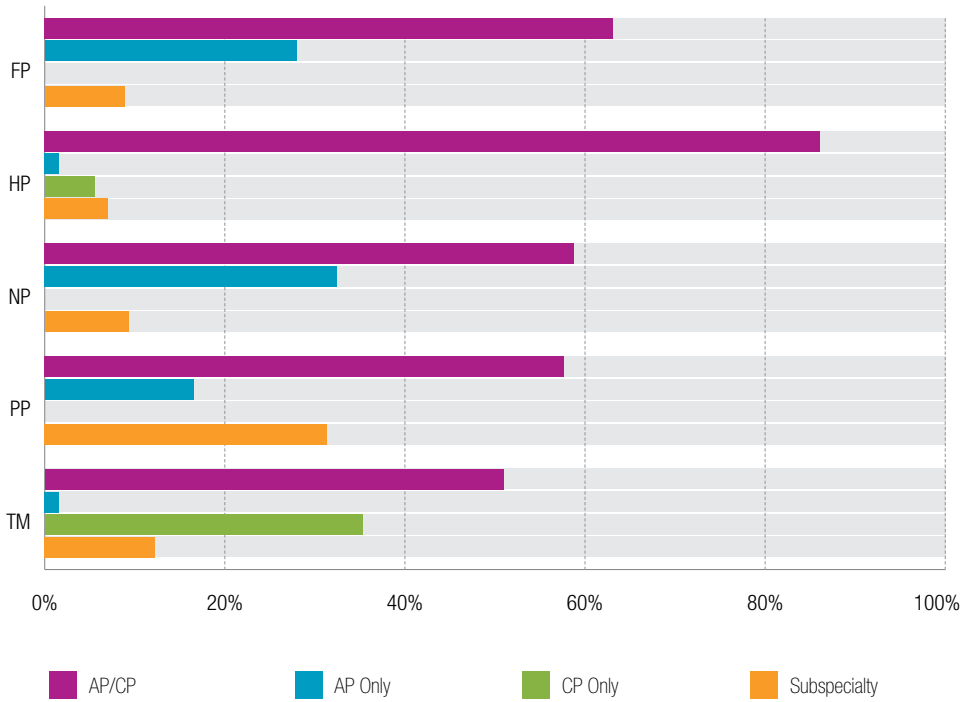
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|-----------|--------------------|-----------|----------------------|
| FP | Forensic Pathology | PP | Pediatric Pathology |
| HP | Hematopathology | TM | Transfusion Medicine |
| NP | Neuropathology | | |

Are you a diplomate of the American Board of Pathology (ABP)?

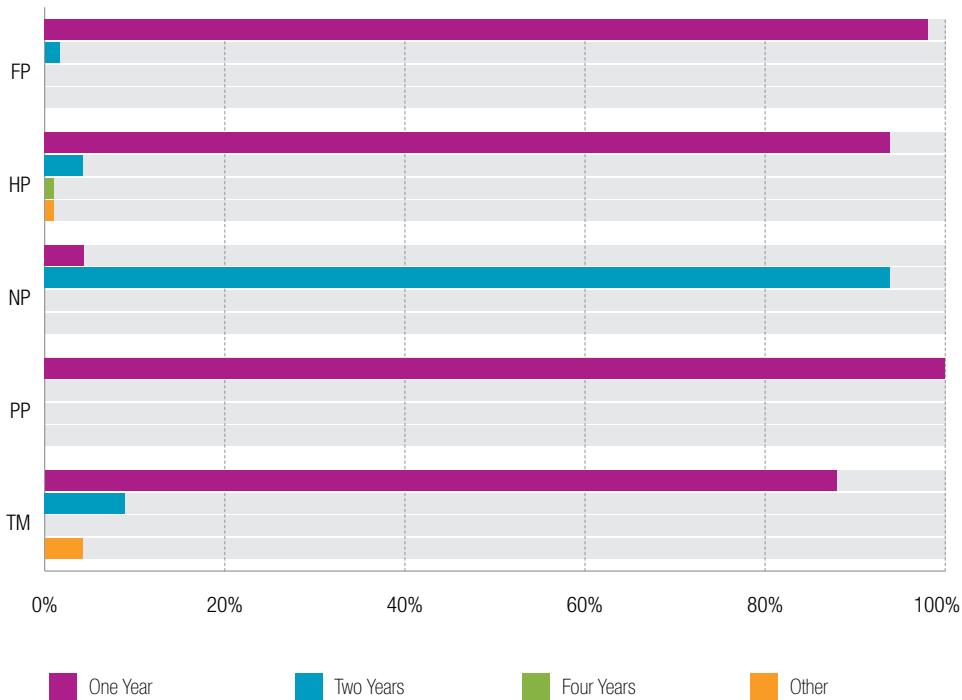
76% of surveyed fellows are already diplomates of the American Board of Pathology.



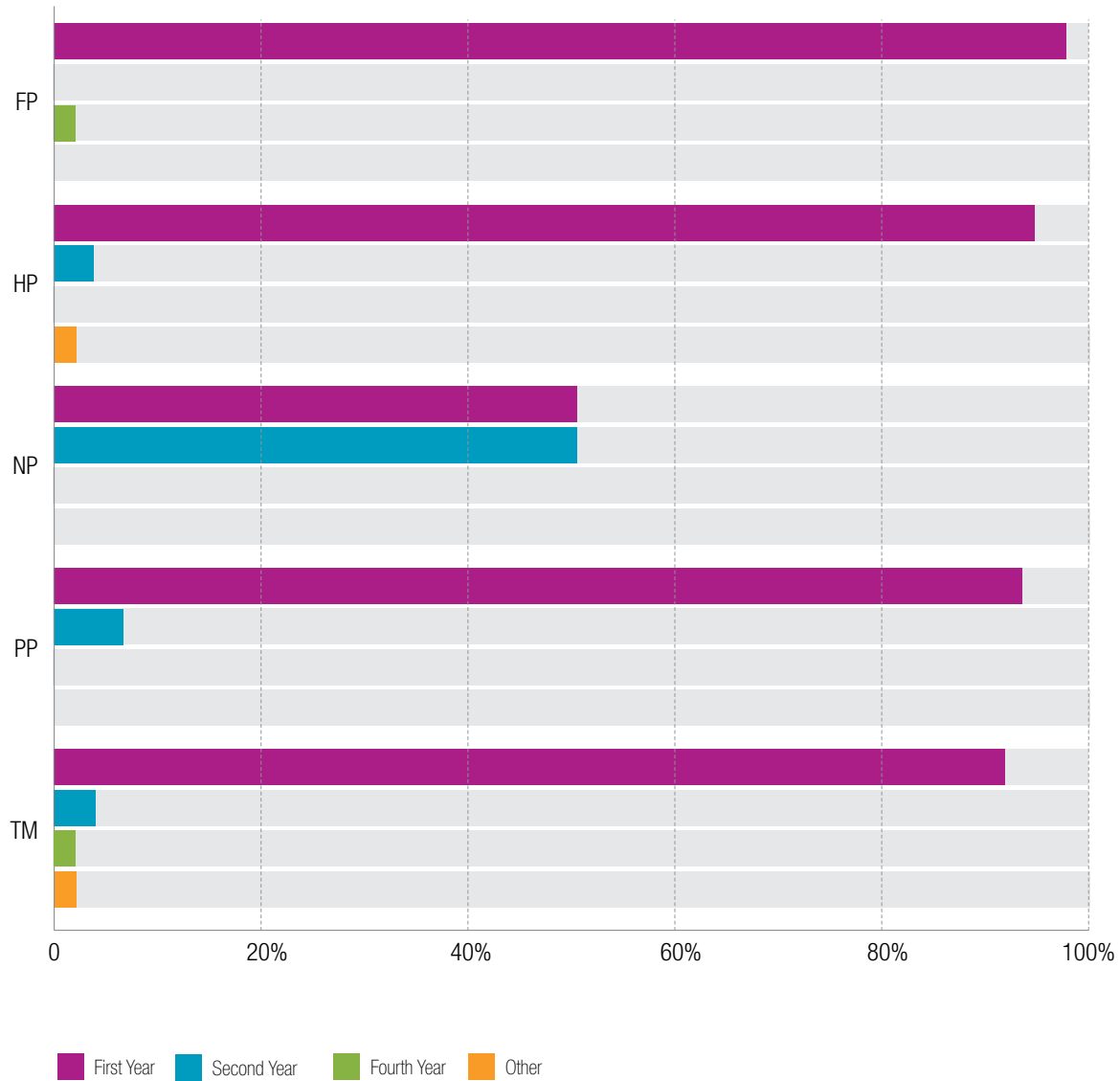
In which areas are you a diplomate of the ABP?



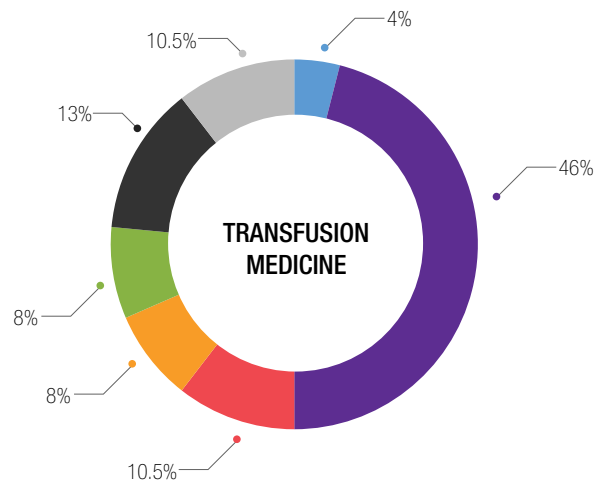
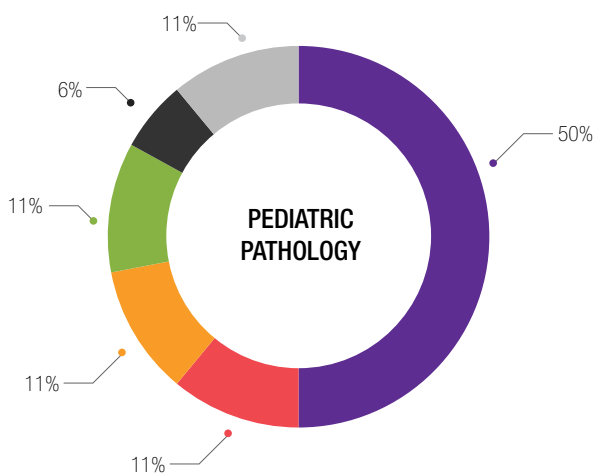
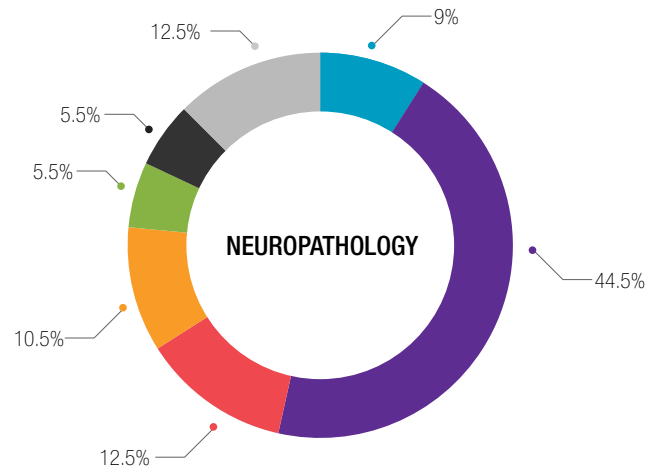
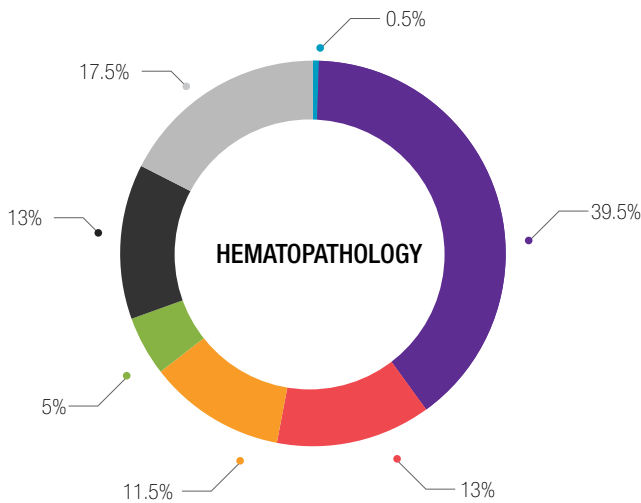
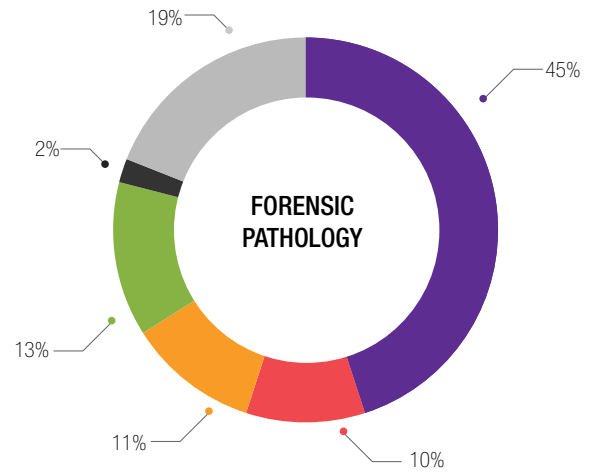
How long is your current fellowship program?



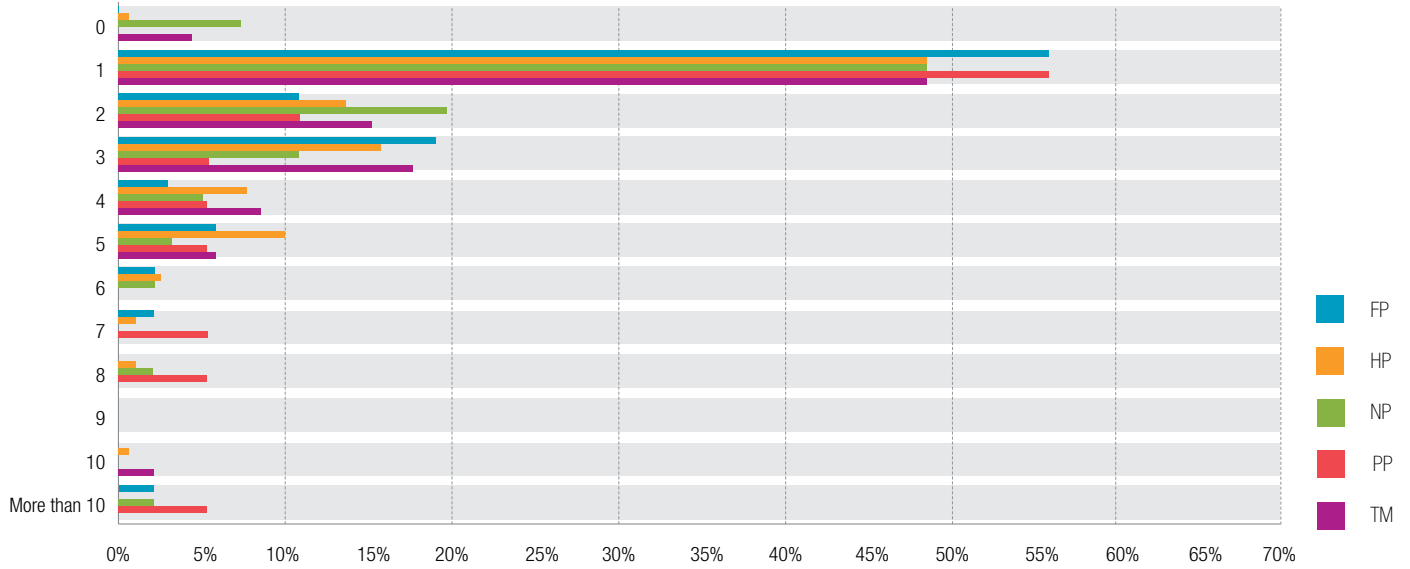
Which year of your current fellowship program are you in?



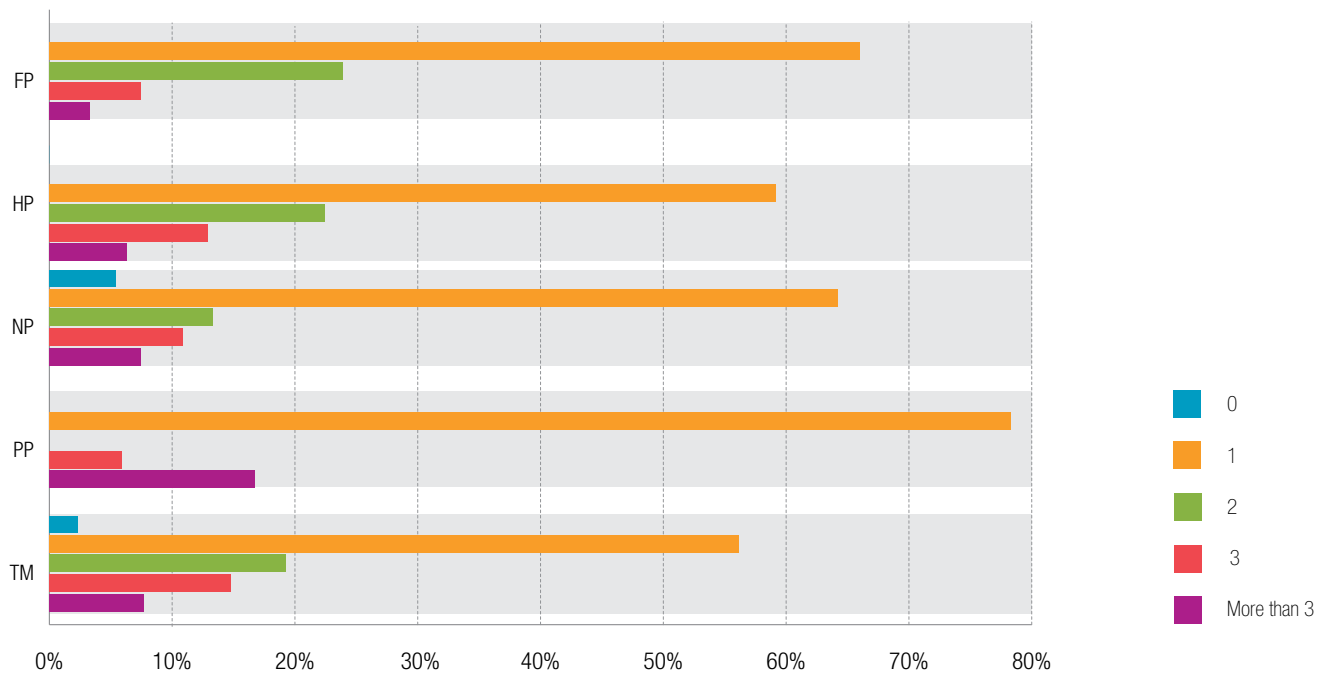
For your current fellowship area, how many fellowship programs did you formally apply to (i.e., have submitted or sent your CV/resume), including your current program?



How many fellowship program interviews have you had, including interviews for your current program?

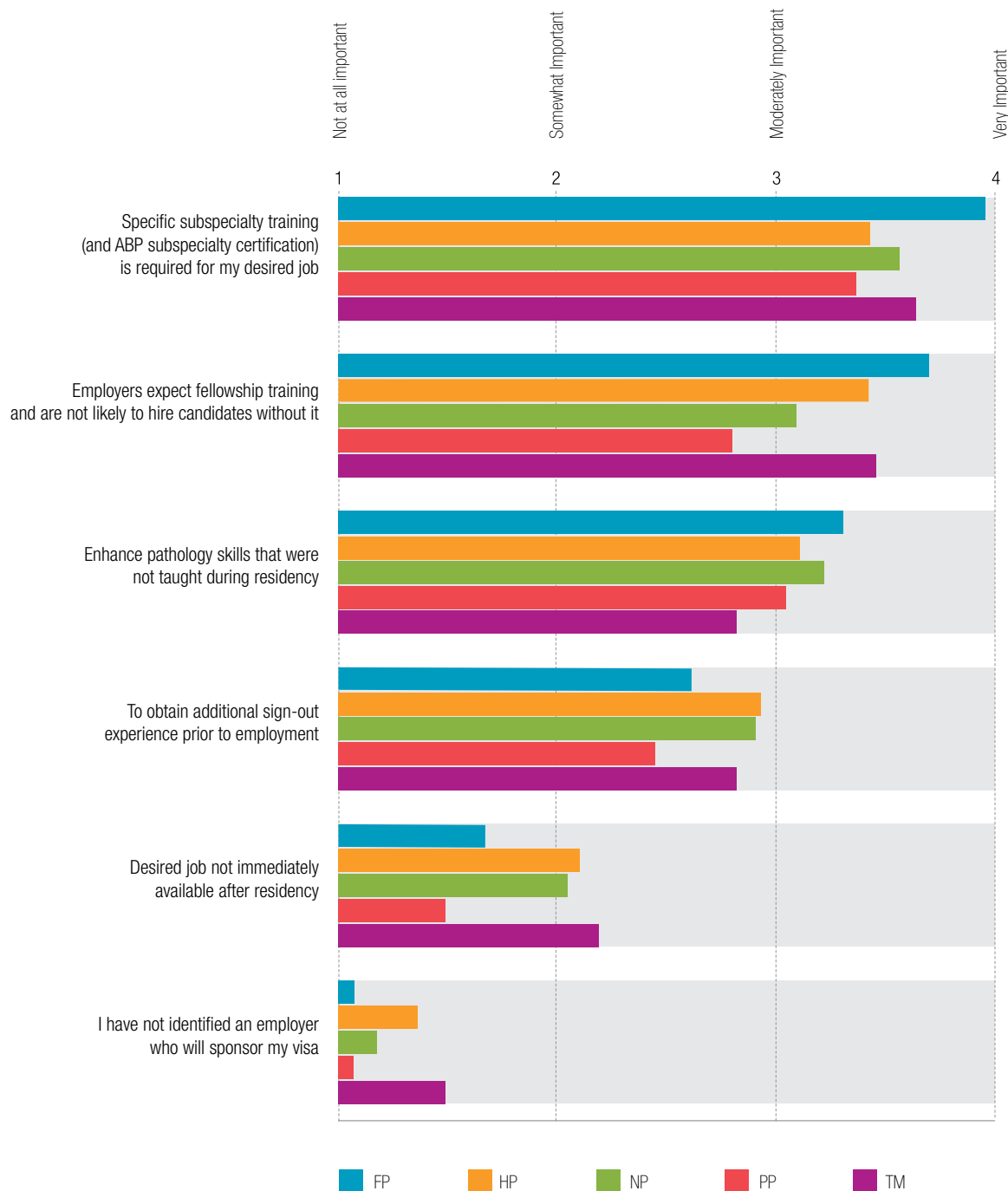


For your current fellowship area, how many total fellowship offers did you receive?



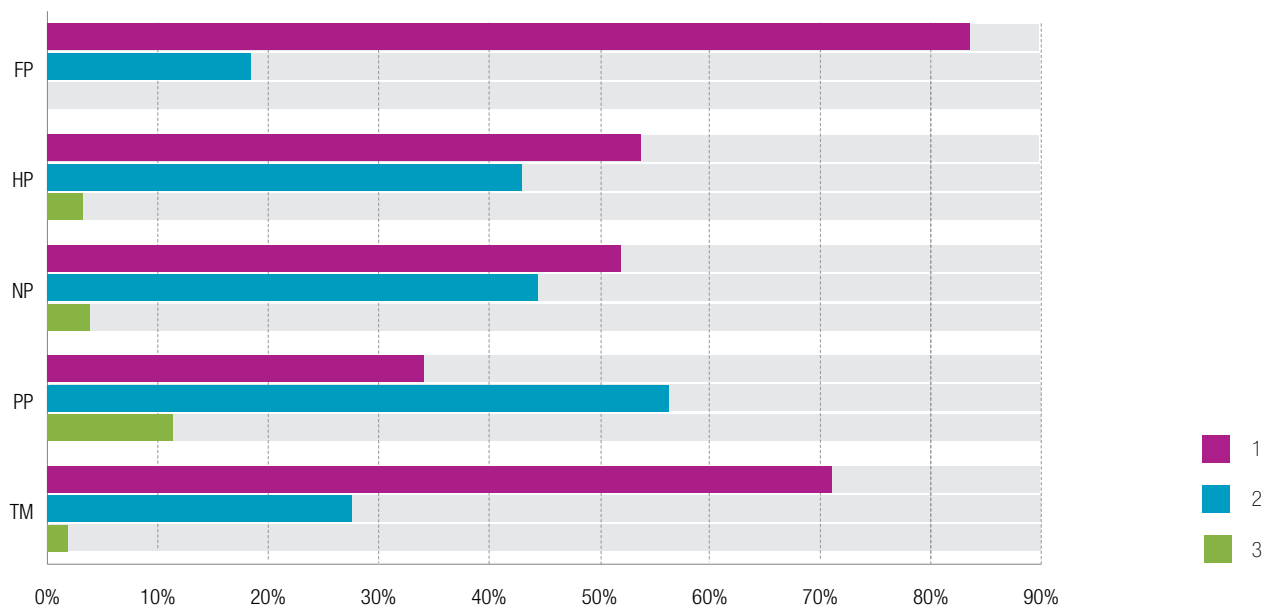
To what extent has each of the following factors influenced your decision to pursue fellowship training?

Fellows from all five subspecialties indicated that the top three factors that influenced their decision to pursue fellowship training were that 1) specific subspecialty training (and ABP subspecialty certification) is required for desired job, 2) employers expect fellowship training and are not likely to hire candidates without it, and 3) to enhance pathology skills that were not taught during residency. Obtaining additional sign-out experience prior to employment was another important motivator.

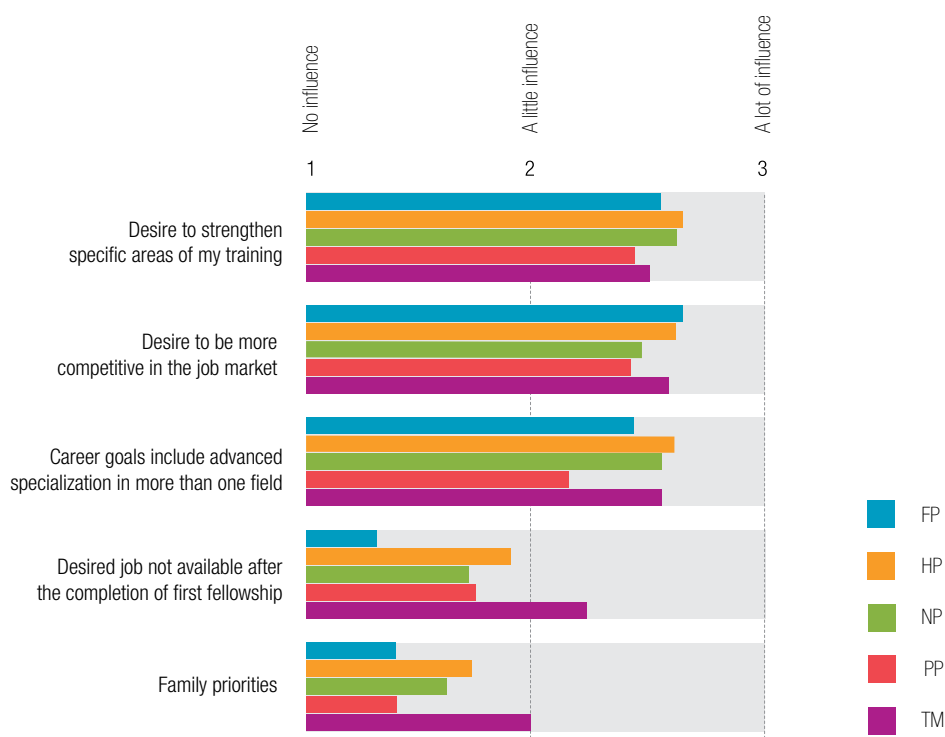


Additional Subspecialty Fellowships

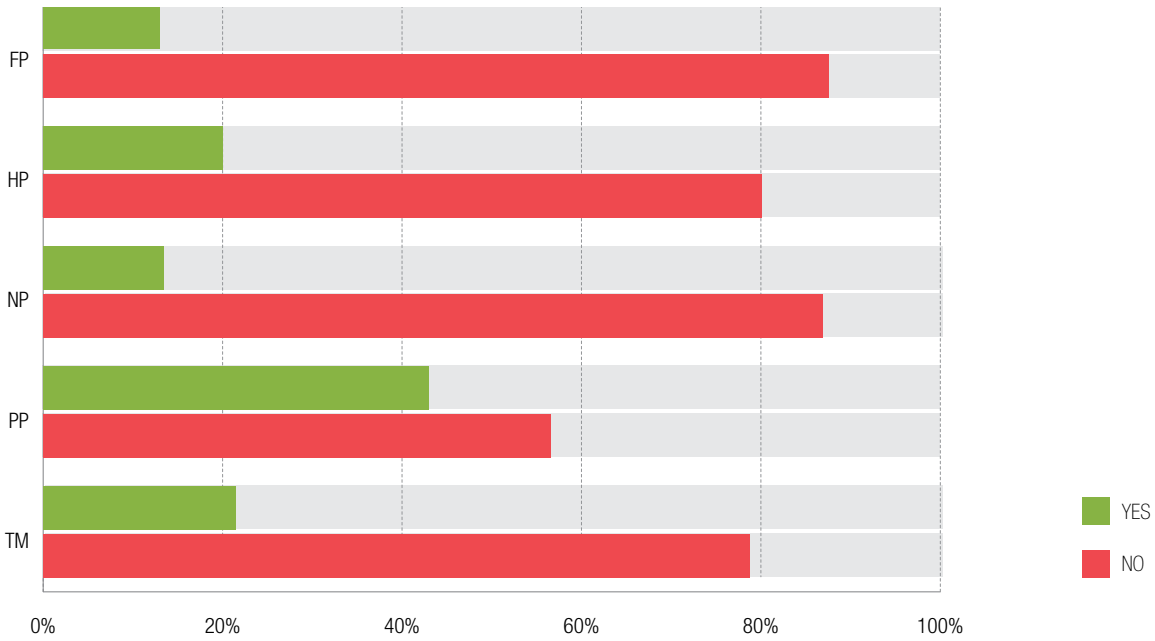
How many fellowships do you intend to complete?



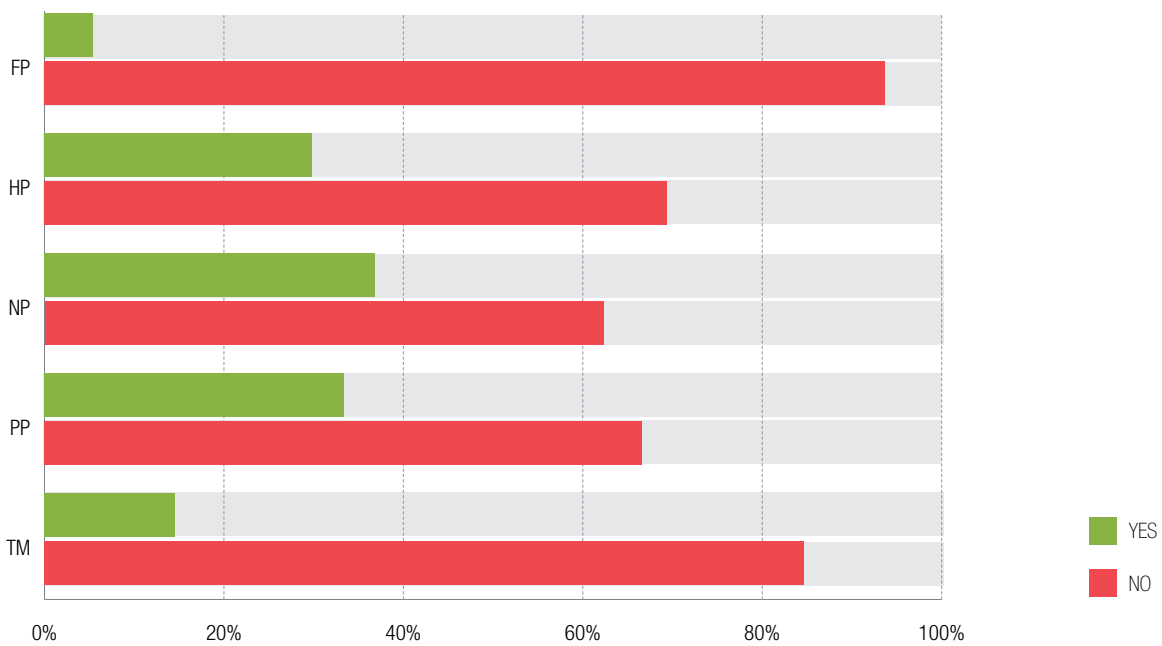
How much has each of the following factors influenced your decision to pursue multiple fellowships?



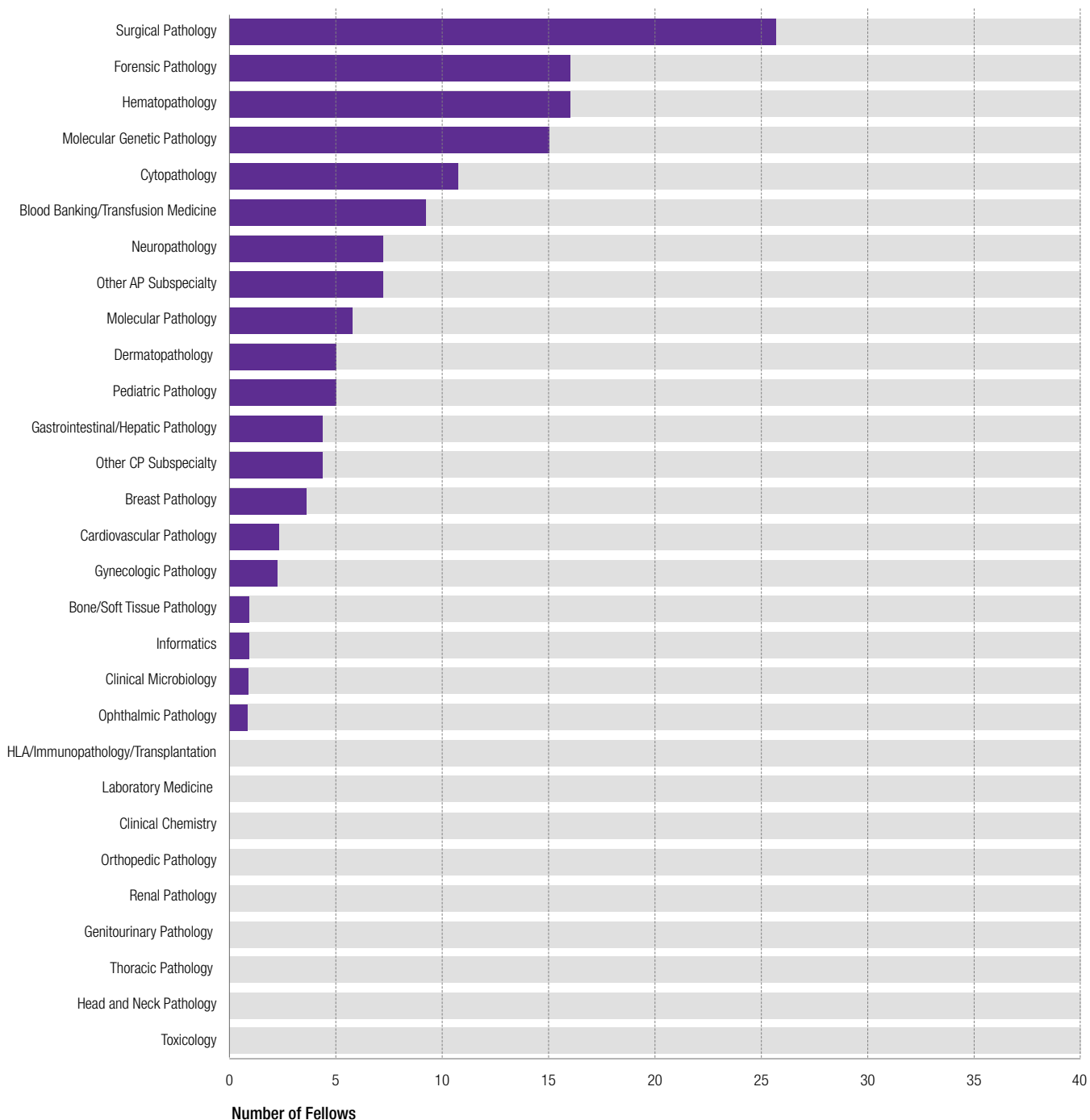
Have you already completed a fellowship in a different subspecialty other than current fellowship?



Are you going to do an additional fellowship after your current fellowship training?



Fellowships have done or will do:



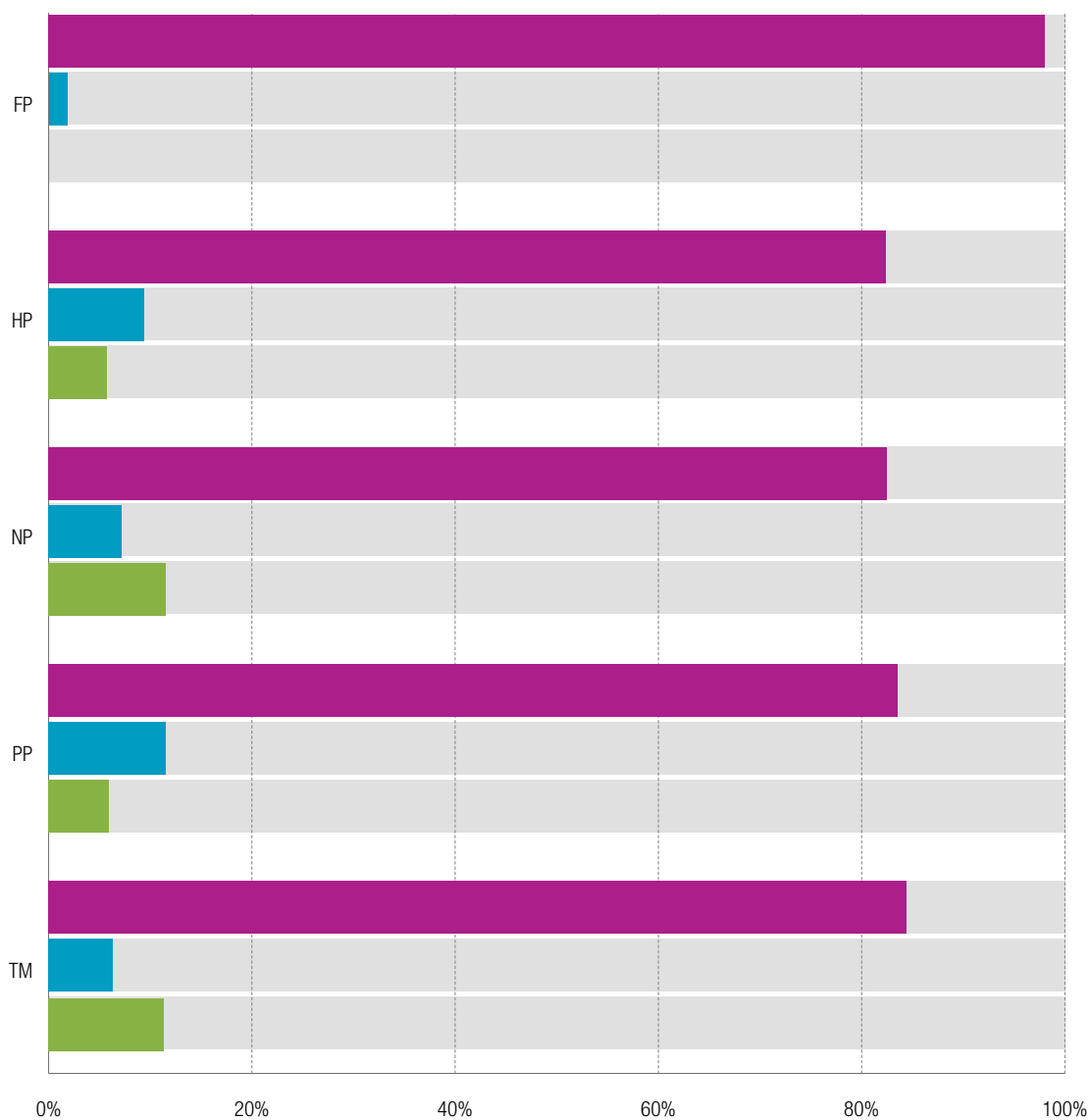
Conclusions

Approximately 82% of Forensic and 71% of Transfusion Medicine pathology fellows will only complete one fellowship. 56% of Pediatric Pathology, 43% of Hematopathology, and 45% of Neuropathology fellows are planning to complete or have already completed, a second fellowship. Very few are planning more than two fellowships.

39% of fellows have indicated that they are considering completing more than 1 fellowship with Surgical Pathology, Forensic Pathology, Hematopathology, and Molecular Genetic Pathology, topping the list.

Applying For Pathology Jobs After Fellowship

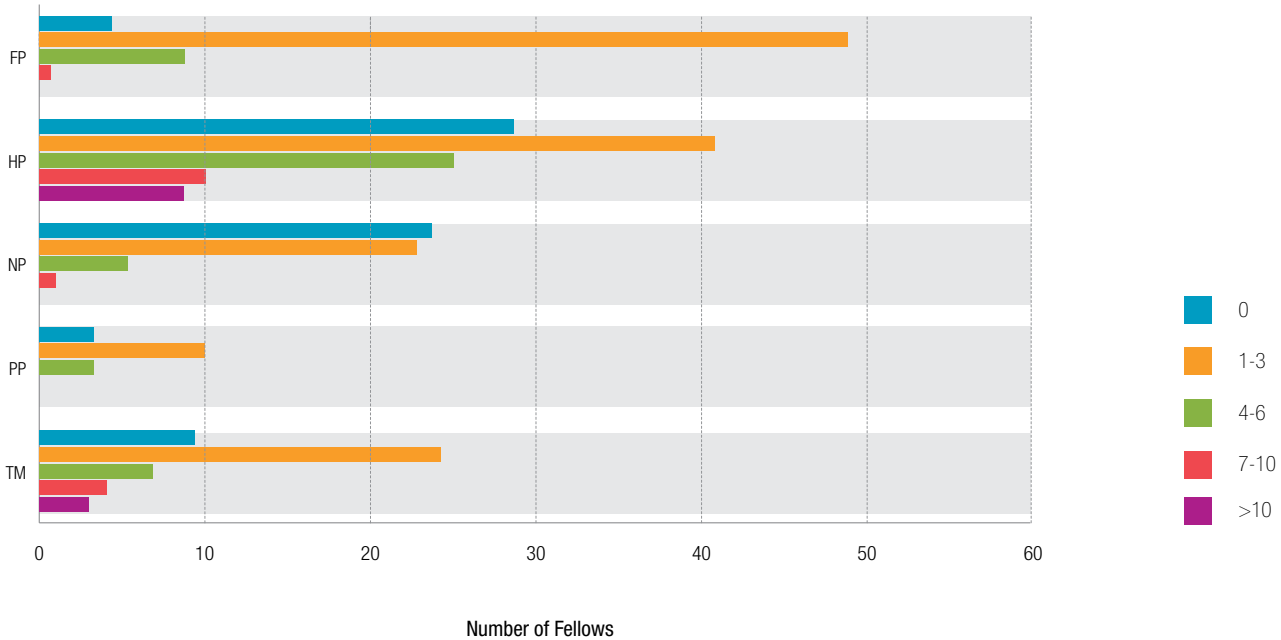
Please select which description most accurately describes your plan for fellowships and/or jobs:



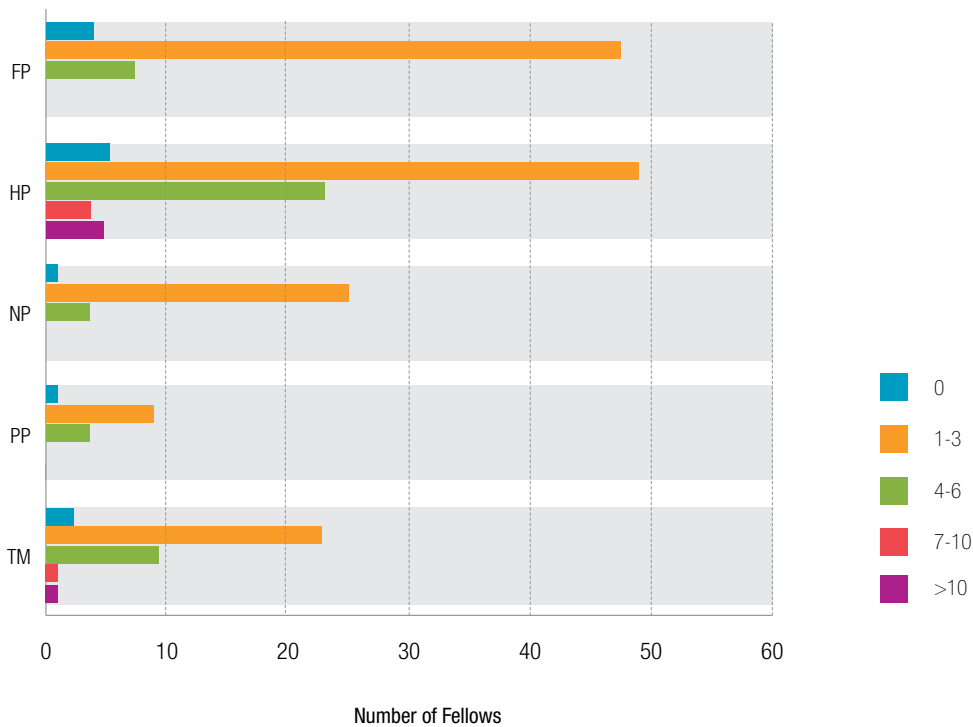
- I plan to apply for a job position (no more fellowships) or have already accepted a job
- I plan to apply for additional fellowships (not applying for jobs yet)
- I am applying for both jobs and fellowships

How many jobs have you applied for this year (i.e., have submitted or sent your CV/resume)?

The number of job applications varies widely by specialty. 79% of Forensic Pathology (48 of 61) fellows and 63% of Pediatric Pathology (10 of 16) fellows applied for 1 to 3 jobs. In contrast, approximately 16% of Hematopathology (18 of 112), and 16% Transfusion Medicine (7 of 45) fellows applied for 7 or more jobs.

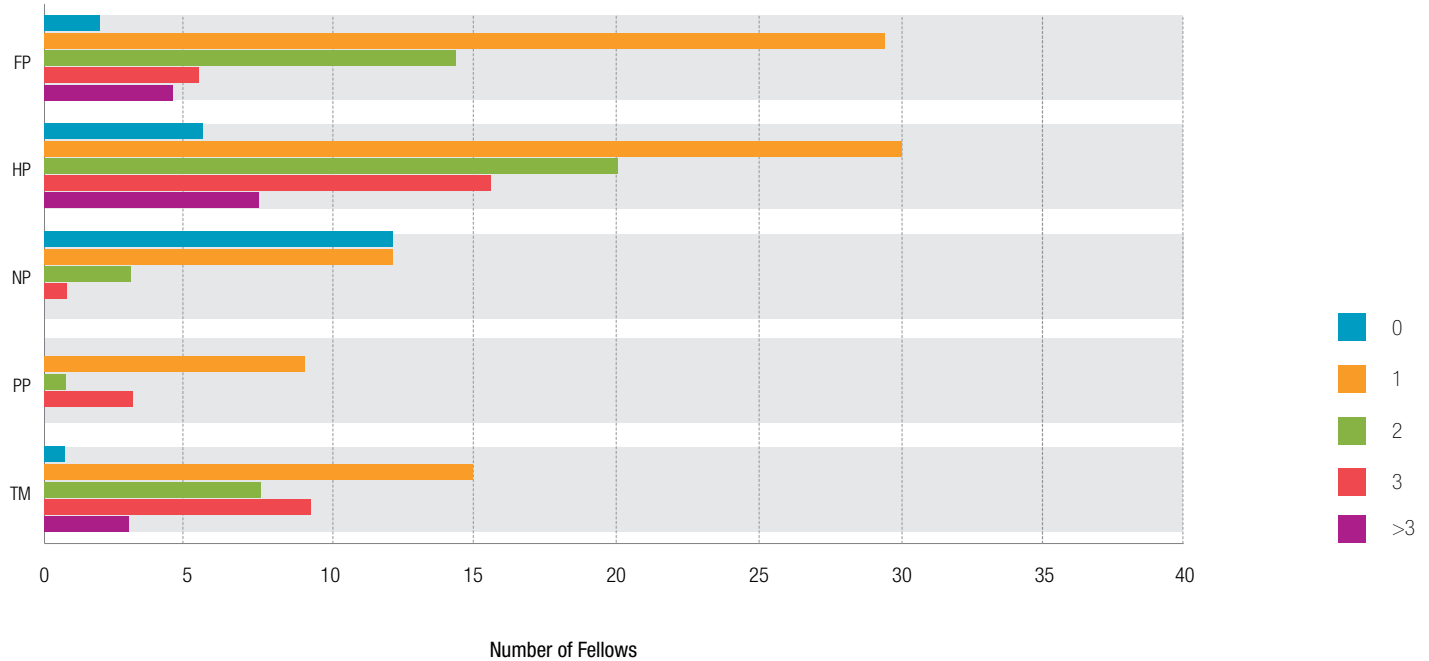


How many formal job interviews have you had this year (including in-person, by telephone, Skype, etc.)?

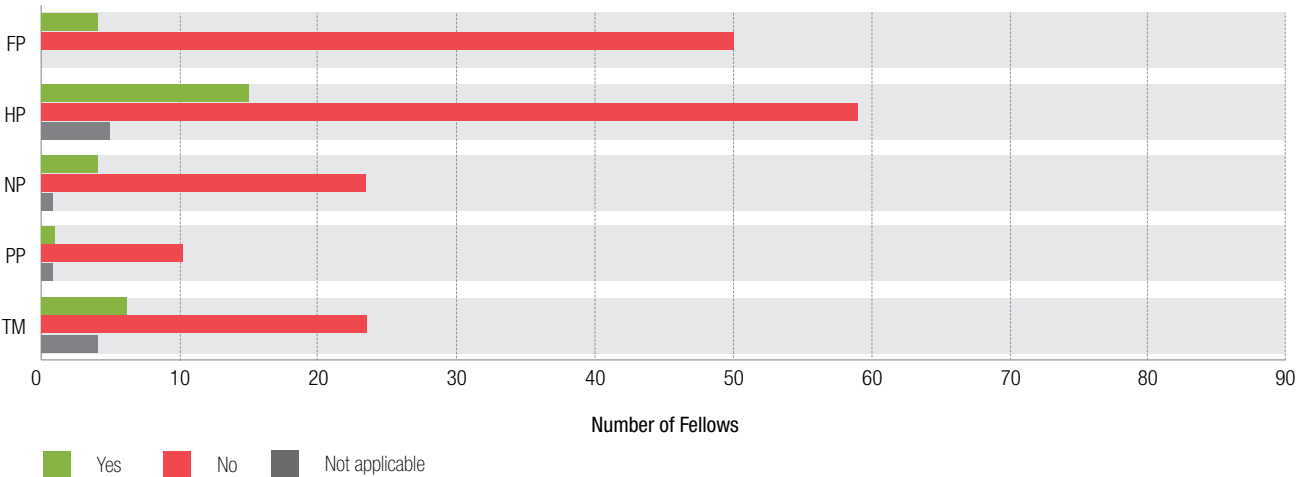


How many job offers have you received this year?

In 2024, at the time of the survey (April 15 – 26, 2024) of the fellows who submitted resumes and had a formal interview, about 10% had not yet received an offer.



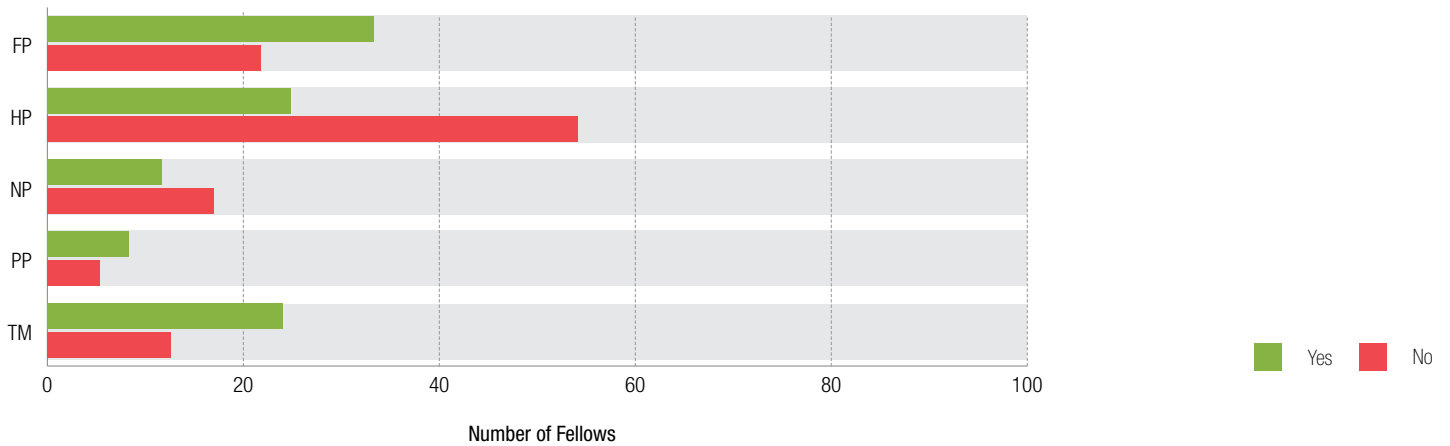
Has it taken longer than you expected to find a job?



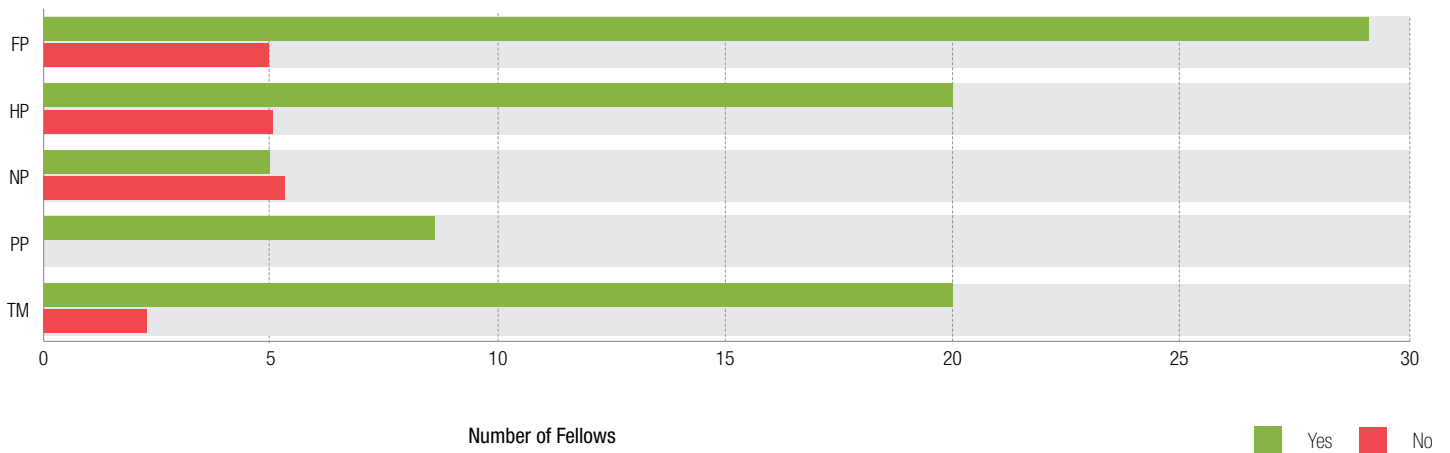
Summary

Fellows across subspecialty programs report differences in their experiences in applying for and ultimately receiving job offers.

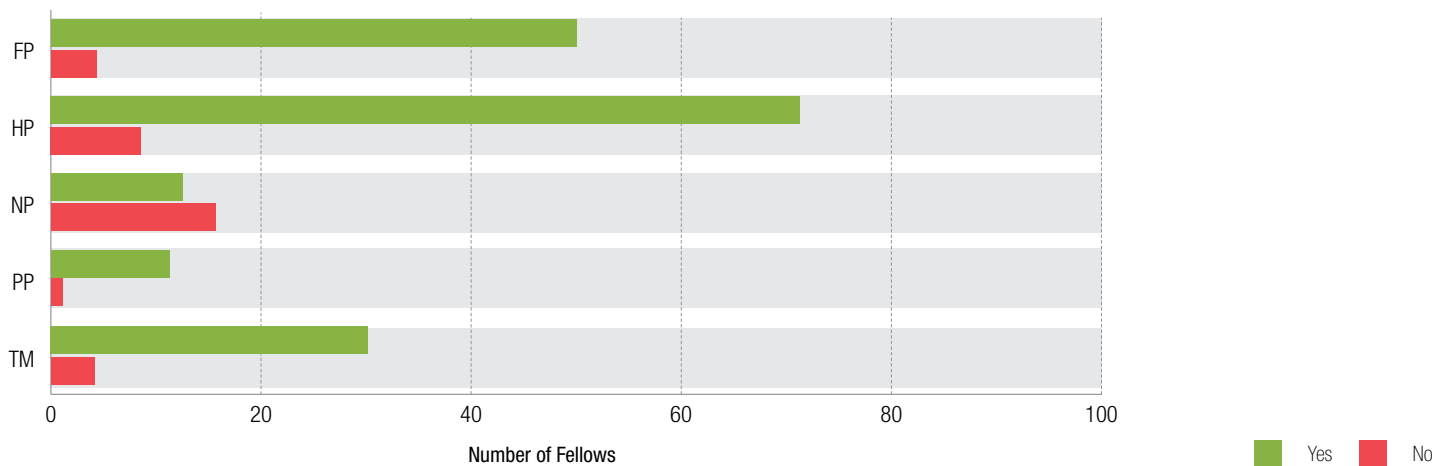
Have you applied for a job at the institution where you completed either your residency or fellowship programs?



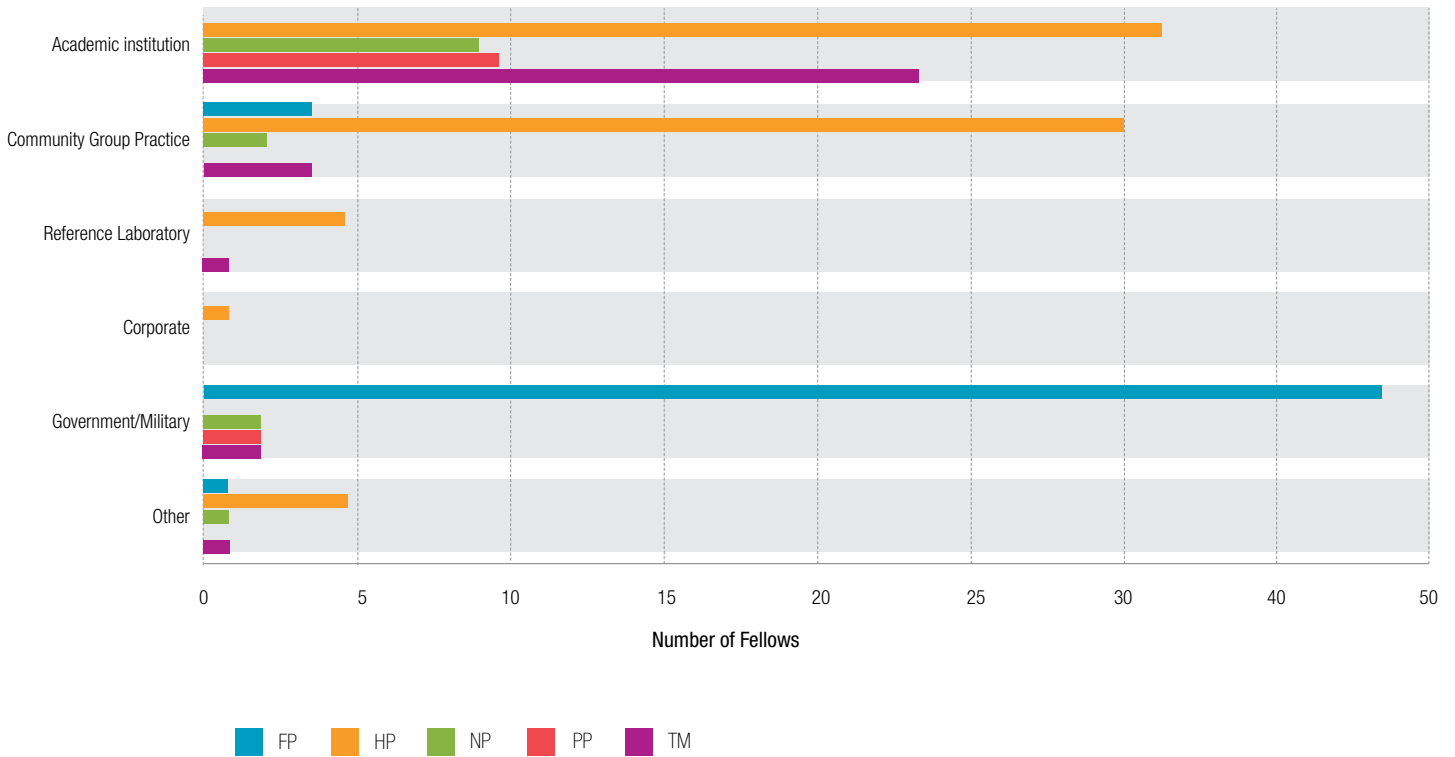
Have you received a job offer at your own residency or fellowship training program?



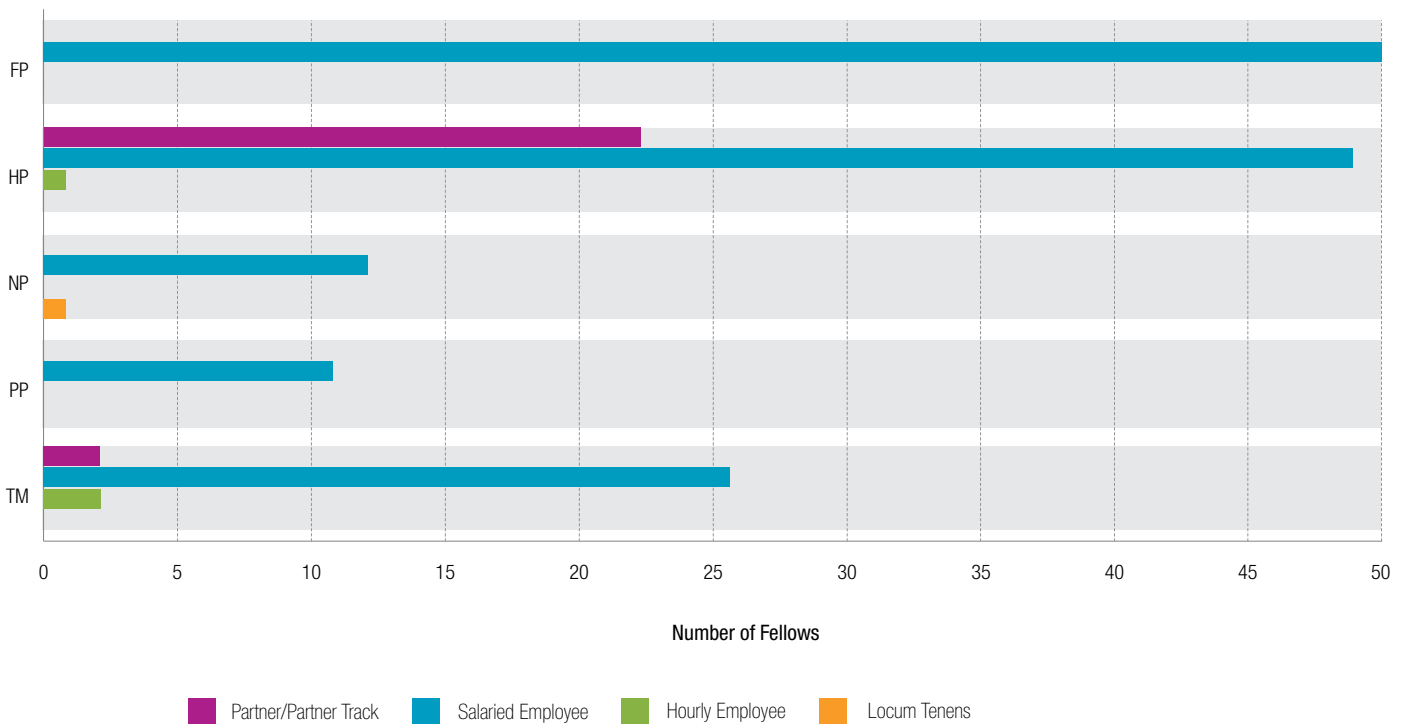
Have you already accepted (or plan to accept) a job offer?



What type of setting best describes the setting of the job offer?

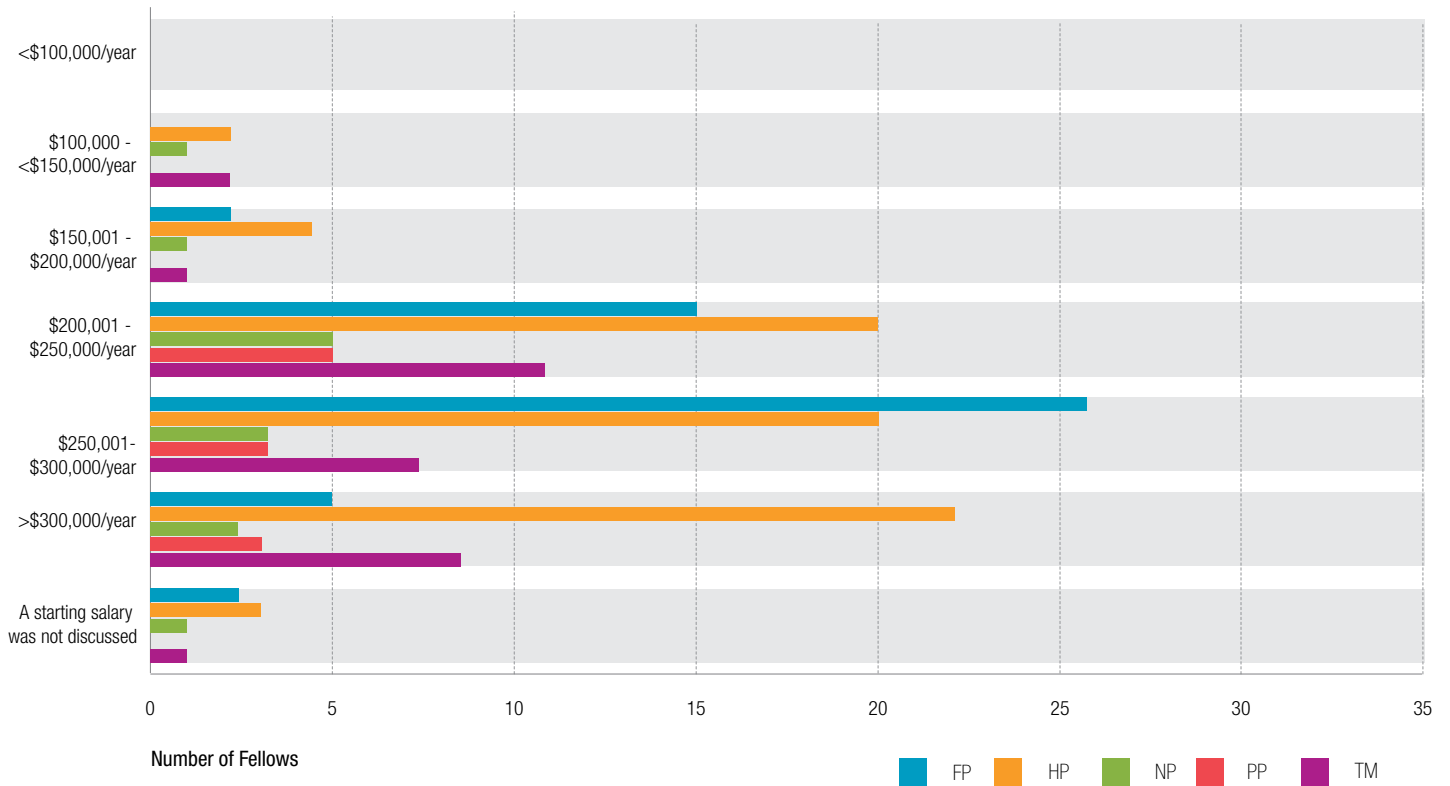


What is your expected employment status?



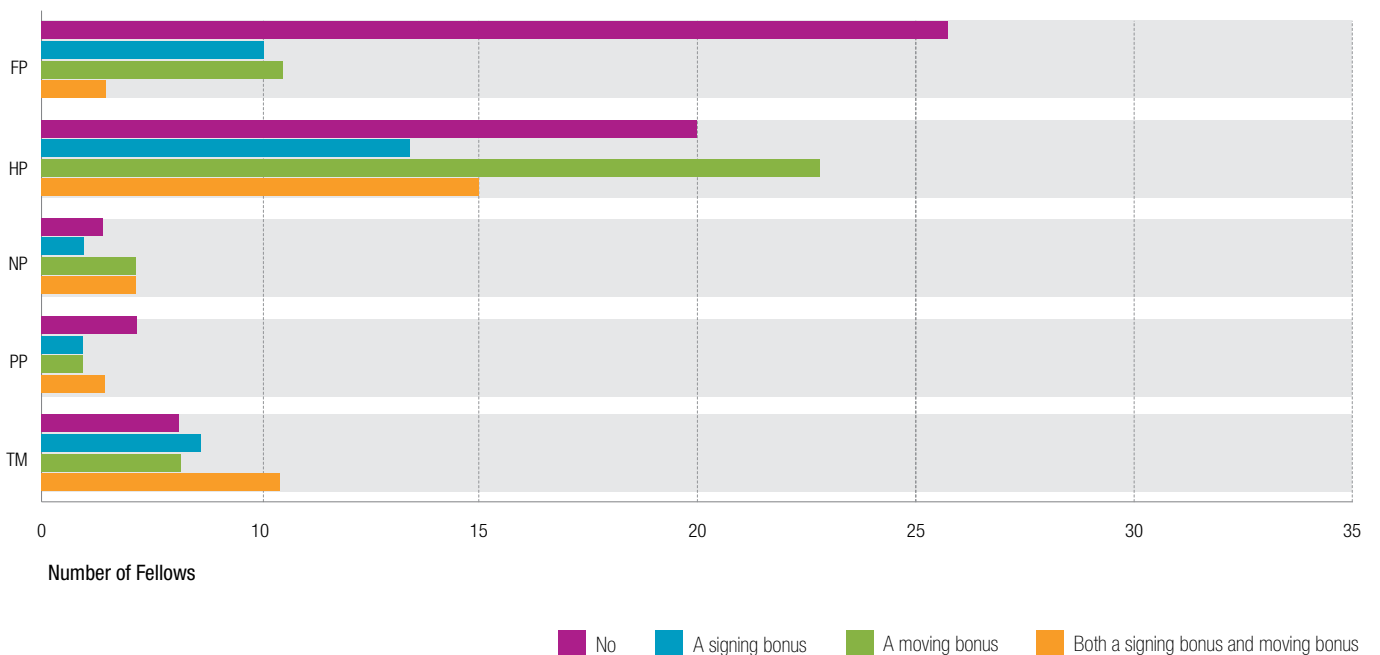
If you received a job offer, on average, what was the starting salary offered (excluding benefits)?

Most job offers included a proposed starting salary between \$200,001 and \$300,000.

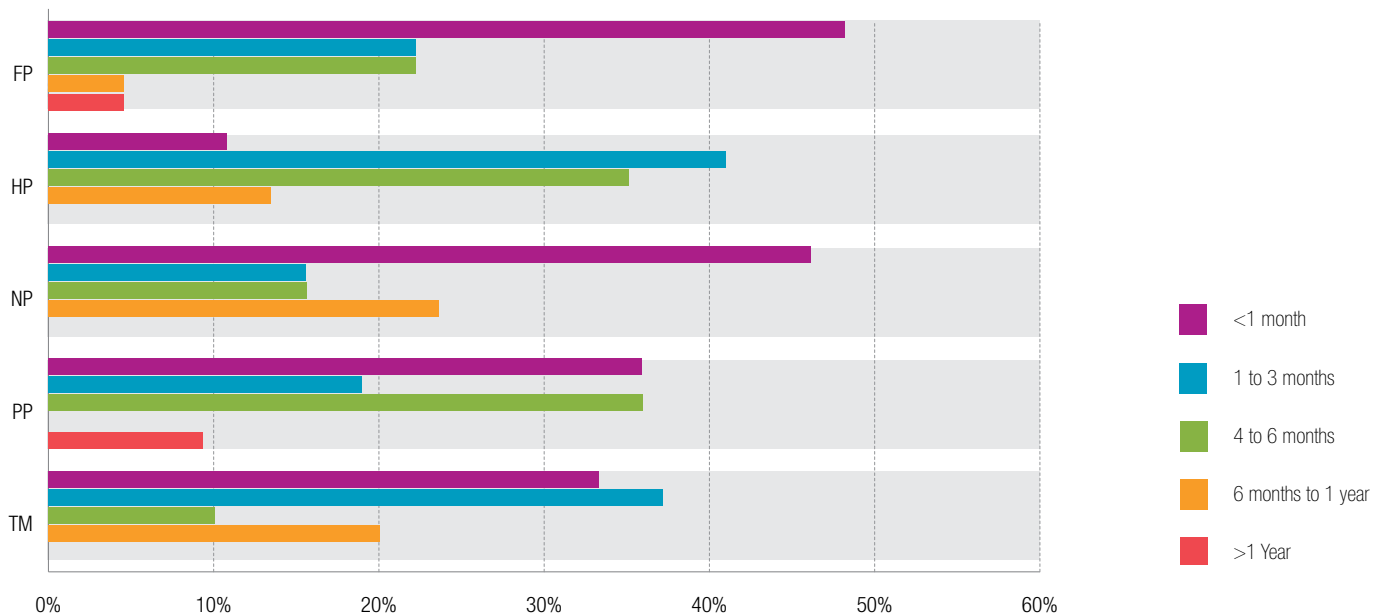


Does the offer include a signing or moving bonus?

Moving and signing bonuses in offers varied across subspecialties.

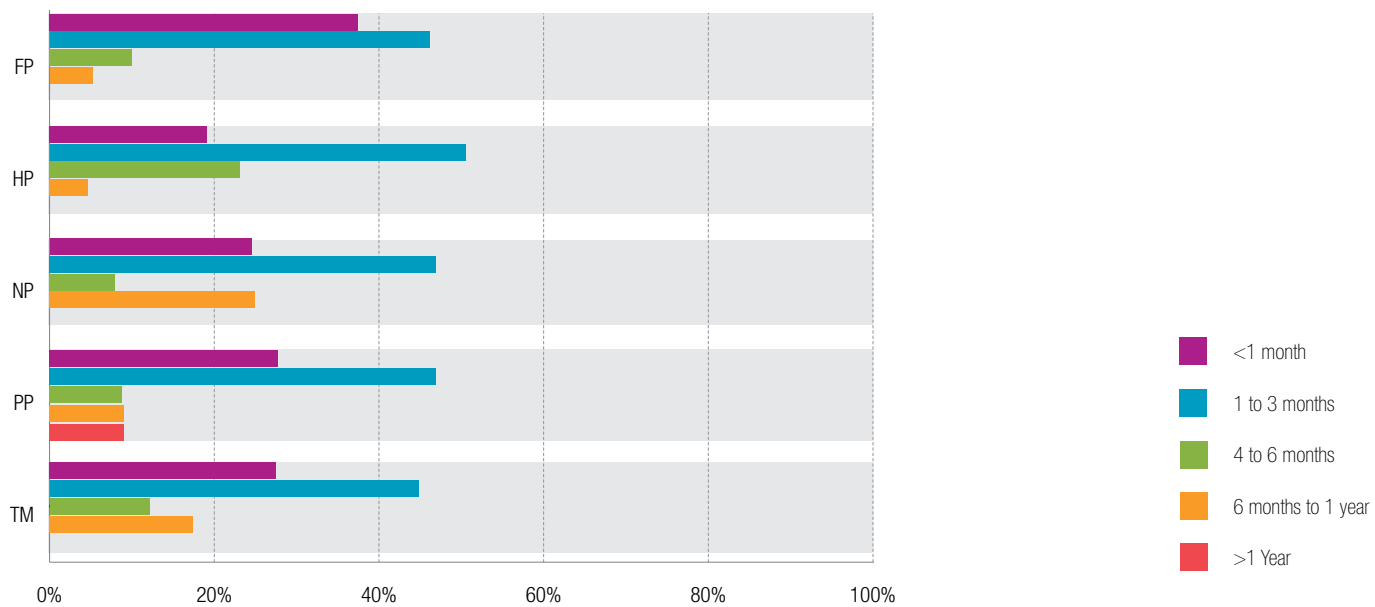


From the time you started applying for jobs, how long have you been looking for a job?

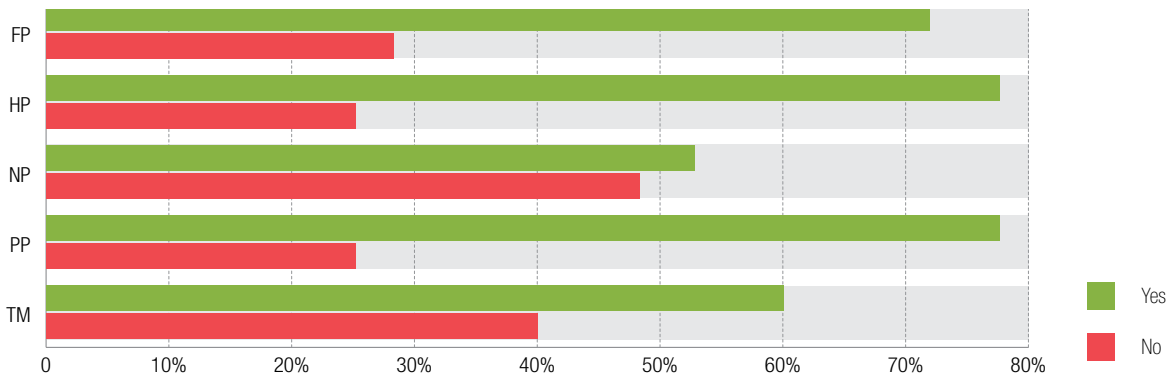


From the time you started applying for jobs, how much time passed before you received a firm offer?

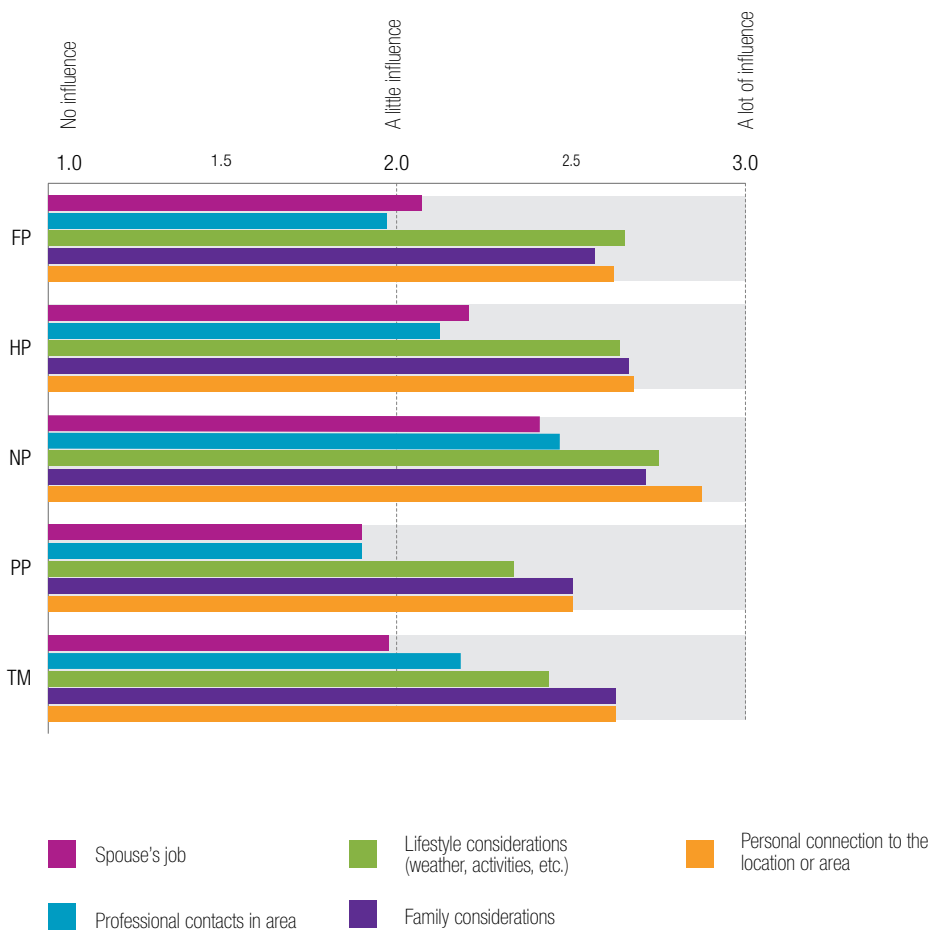
Approximately 75% of fellows who did find jobs received a job offer within 3 months of formal applications.



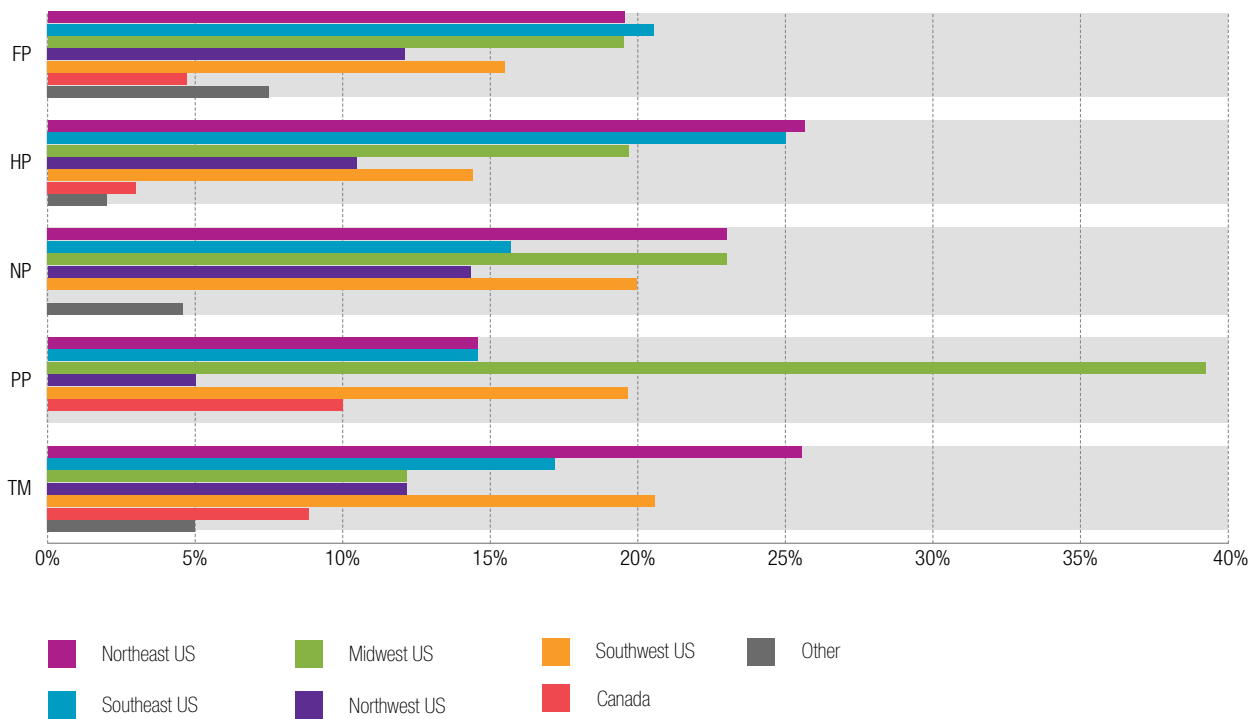
Did you restrict or plan to restrict your job search to a specific geographic region?



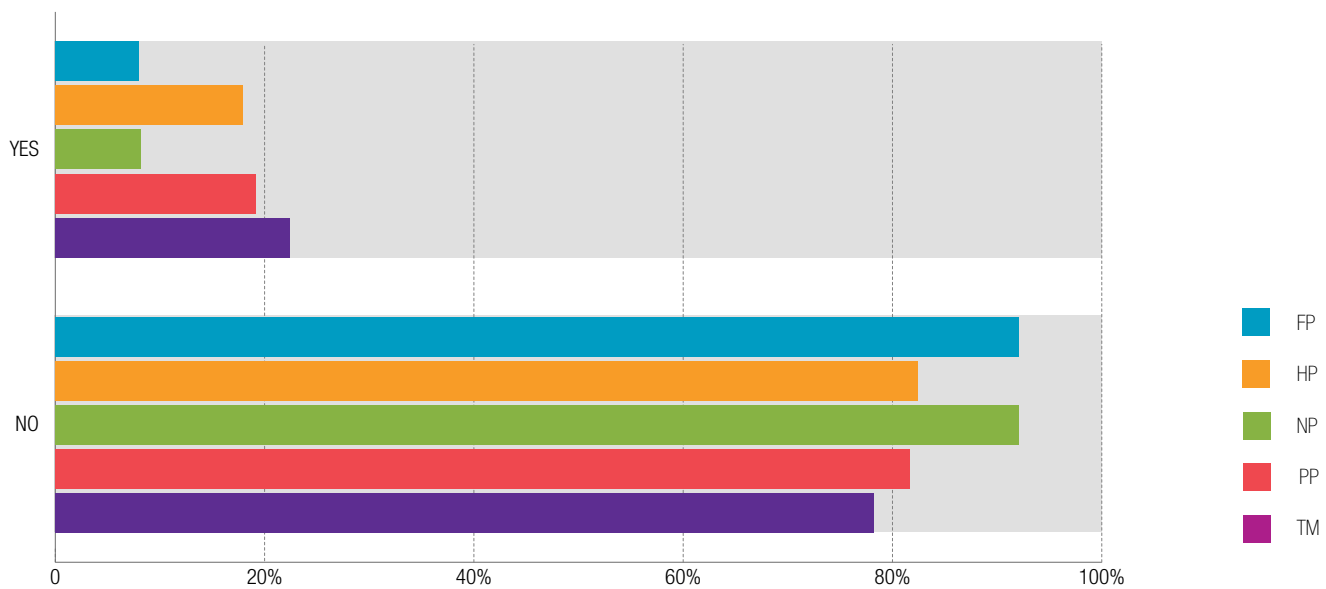
How much has each of the following factors influenced restricting the search?



Indicate the area to which you restricted your job search.

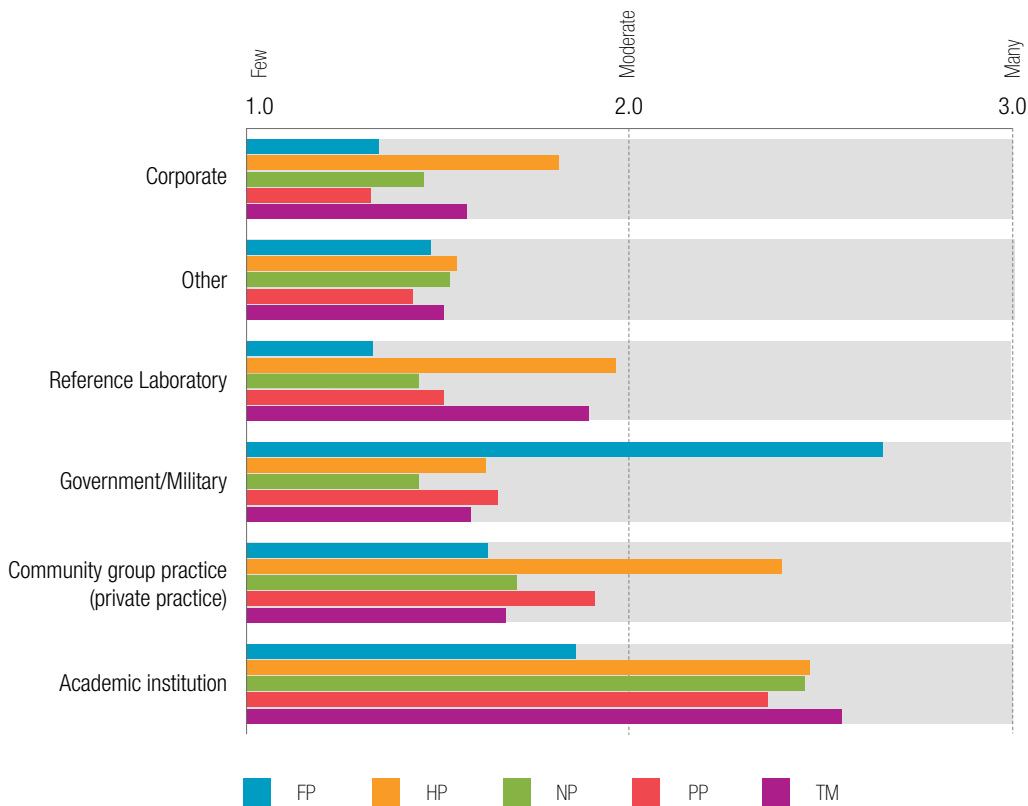


Did you restrict your job search based on your citizenship/visa status?

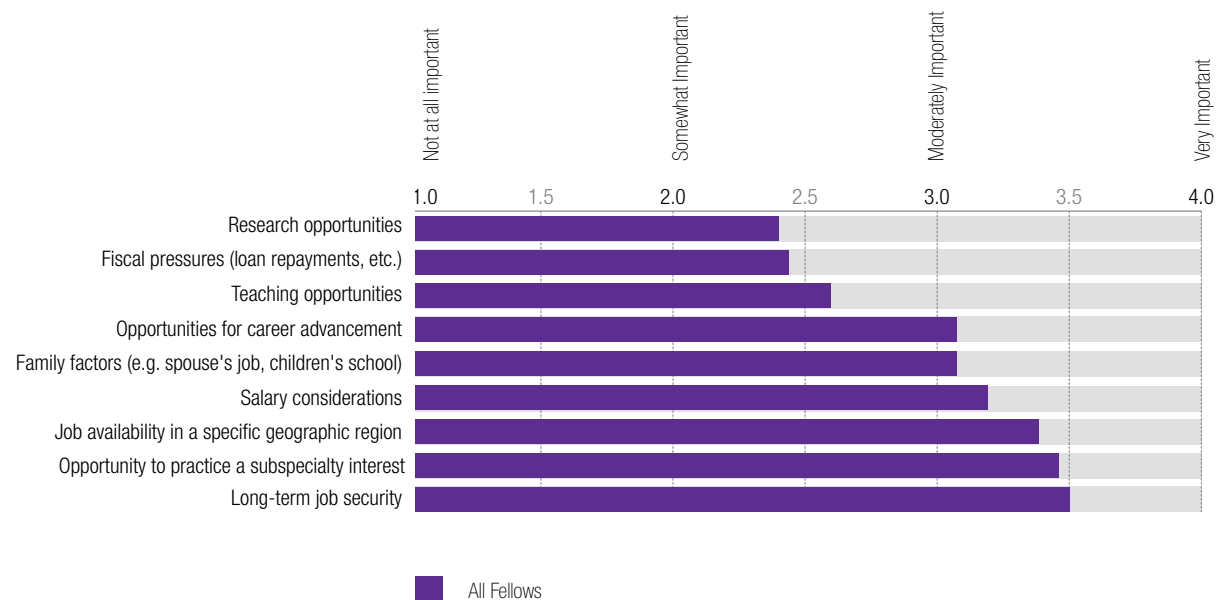


68% of the fellows restricted their job search to a specific geographic region. Personal, family, and lifestyle considerations were cited as important factors. About 15% of fellows restrict their job search based on their visa status.

Based on your experience, indicate the availability of positions in the following categories related to your fellowship area.



How important are the following issues to you in searching for a job?



2023-24

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ACKNOWLEDGMENTS

The ASCP RISE Committee wishes to thank the members of the ASCP Resident Council for their dedicated input into these surveys. Moreover, this survey would not be possible without the cooperation of all pathology residency program directors and the participation of all residents and fellows who take these in-service exams and the associated surveys.

We are very grateful for their assistance.

Please address comments or questions about this survey to
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