

Supplemental Digital Content, containing survey questions and 8 tables

The Supplemental Digital Content was not copyedited by Archives of Pathology & Laboratory Medicine.

Document 1 - Survey Questions

Years were updated in each survey and referred to the prior calendar year. These are reported as 20XX here.

1. Have you actively looked for a non-fellowship position as a pathologist since July 1, 20XX?

Yes / No

2. Were you seeking your first non-fellowship position following residency/fellowship training?

Yes / No

3. How many non-fellowship positions have you applied for since July 1, 20XX?

0 / 1 / 2 / 3 / 4 / 5 / 6 / 7 / 8 / 9 / 10 or more

4. How many of the positions you applied for were advertised positions?

0 / 1 / 2 / 3 / 4 / 5 / 6 / 7 / 8 / 9 / 10 or more

5. How many of the positions you applied for were unadvertised positions?

0 / 1 / 2 / 3 / 4 / 5 / 6 / 7 / 8 / 9 / 10 or more

6. For how many non-fellowship positions have you been invited for 1 or more interviews since July 1, 20XX? 0 / 1 / 2 / 3 / 4 / 5 / 6 / 7 / 8 / 9 / 10 or more

7. For how many non-fellowship positions have you received a job offer since July 1, 20XX?

0 / 1 / 2 / 3 / 4 / 5 / 6 / 7 / 8 / 9 / 10 or more

8. Have you accepted a non-fellowship position since July 1, 20XX?

Yes / No

9. How long did you actively look for a non-fellowship position as a pathologist before you accepted the position?

<1 month / 1+ to 3 months / 3+ to 6 months / 6+ to 9 months / 9+ to 12 months / 12+ to 18 months / 18+ to 24 months / >24 months

10. Overall, how satisfied are you with the position you accepted?

Very Satisfied / Satisfied / Neutral / Dissatisfied / Very Dissatisfied

11. In what practice setting is the position you accepted?

Academic Medical Center (ie, a hospital with an ACGME Pathology Residency or Fellowship Program) / A hospital other than an academic medical center / Central laboratory (AP/CP) for multiple hospitals / Stand-alone laboratory (laboratory not located in or associated with a hospital or academic medical center) / Specialty Laboratory (laboratories focused on specific tests or organ systems/specialties, eg, GI only; dermatopathology only; commercial/molecular) / Physician Office

Laboratory (non-pathologist owned) / Forensic laboratory/medical examiner office / Military or Local/State/Federal Government / Other

12. What was the approximate full-time starting salary of the position you accepted? Less than \$100,000 / \$100,000 to \$124,999 / \$125,000 to \$149,999 / \$150,000 to \$174,999 / \$175,000 to \$199,999 / \$200,000 to \$249,999 / \$250,000 to \$299,999 / \$300,000 or more

13. Overall, how difficult was it to find a non-fellowship position as a pathologist?

Very Easy / Easy / Moderate / Difficult / Very Difficult

14. Overall, why do you believe it was difficult to find a position? (Select all that apply.)

Too limited in my geographic preference / Too few jobs available in my subspecialty choice / My spouse/significant other/family obligations limit my choices / Started applying too early / Started applying too late / Mismatch between training and job requirements / Inadequate training/experience / Need stronger communication/interpersonal skills / Need stronger interviewing skills / Not yet Board Certified / Other

15. How long have you been actively looking for a non-fellowship position as a pathologist? (Question asked of those who did not accept a position)

<1 month/ 1+ to 3 months / 3+ to 6 months / 6+ to 9 months / 9+ to 12 months / 12+ to 18 months / 18+ to 24 months / >24 months

16. Which of the following best describes your residency training?

Anatomic Pathology only / Clinical Pathology only / AP/CP / AP/NP

17. How many fellowships did you complete?

0 / 1 / 2 / 3 or more

18. Please indicate the primary reason you choose to complete the fellowship(s) you completed. If you did not complete a second or third fellowship, leave those items blank. (Question and options repeated for First Fellowship, Second Fellowship, and Third Fellowship)

To deepen my knowledge/skill in a subspecialty area of personal interest / To enhance my CV/marketability prior to looking for a non-fellowship position / Received a job offer that was contingent upon my completing a fellowship / I could not find a non-fellowship position / Other (please specify)

19. Which of the following best describes your medical school? U.S. Allopathic School (MD) / U.S. Osteopathic School (DO) / International Medical School / Other

20. Are you a U.S. citizen or permanent resident? Prefer not to answer / Yes, U.S. Citizen / Yes, Permanent Resident (Green Card Holder) / No

21. What is your gender? Prefer not to answer / Male / Female

22. What is your age? Prefer not to answer / Under 25 years old / 25-34 years old / 35-44 years old / 45-54 years old / 55-64 years old / 65 years or older

ACGME, Accreditation Council for Graduate Medical Education; AP, anatomic pathology; CP, clinical pathology; NP, neuropathology; CV, curriculum vitae; ABP, American Board of Pathology; MD, Doctor of Medicine; DO, Doctor of Osteopathic Medicine.

Table 1 – Gender

	2015-2016 Benchmark (N=270)	2017-2019 Overall (N=299)	2017 (N=109)	2018 (N=91)	2019 (N=99)
Male	45% (121)	48% (144)	42% (46)	52% (47)	52% (51)
Female	55% (149)	49% (148)	57% (62)	45% (41)	45% (45)
Prefer not to answer	N/A	2% (7)	1% (1)	3% (3)	3% (3)

Note: This question was not included on the 2012, 2013, and 2014 surveys

N/A, non-applicable

Table 2 – Age

	2015-2016 Benchmark (N=272)	2017-2019 Overall (N=298)	2017 (N=108)	2018 (N=91)	2019 (N=99)
Under 25 years old	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)
25-34 years old	57% (156)	51% (151)	54% (58)	48% (44)	49% (49)

35-44 years old	36% (98)	40% (118)	39% (42)	40% (36)	40% (40)
45-54 years old	6% (17)	7% (22)	6% (7)	8% (7)	8% (8)
55-64 years old	0% (1)	0% (1)	0% (0)	0% (0)	1% (1)
65 years or older	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)
Prefer not to answer	N/A	2% (6)	1% (1)	4% (4)	1% (1)

Note: This question was not included on the 2012, 2013, and 2014 surveys

N/A, non-applicable

Table 3 – Residency Training

	2012-2016 Benchmark (N=769)	2017-2019 Overall (N=300)	2017 (N=110)	2018 (N=92)	2019 (N=98)
Anatomic Pathology Only	11% (84)	13% (39)	14% (15)	12% (11)	13% (13)
Clinical Pathology Only	5% (39)	5% (16)	4% (4)	2% (2)	10% (10)
AP/CP	83% (642)	80% (239)	81% (89)	84% (77)	74% (73)
AP/NP*	1% (4)	2% (6)	2% (2)	2% (2)	2% (2)

*Note: This response option was not included on the 2012, 2013 and 2014 surveys

AP, anatomic pathology; CP, clinical pathology; NP, neuropathology

Table 4 – Type of Medical School

	2012-2016 Benchmark (N=760)	2017-2019 Overall (N=299)	2017 (N=109)	2018 (N=93)	2019 (N=97)
U.S. Allopathic School (MD)	64% (484)	56% (167)	60% (65)	53% (49)	55% (53)
U.S. Osteopathic School (DO)	8% (58)	9% (26)	8% (9)	5% (5)	12% (12)
International Medical School	27% (204)	33% (98)	29% (32)	41% (38)	29% (28)
Other	2% (14)	3% (8)	3% (3)	1% (1)	4% (4)

Table 5 – Citizenship Status

<i>Are you a U.S. Citizen or Permanent Resident?</i>	2017-2019 Overall (N=296)	2017 (N=109)	2018 (N=89)	2019 (N=98)
Yes, U.S. Citizen	79% (233)	80% (87)	79% (70)	78% (76)
Yes, Permanent Resident (Green Card Holder)	6% (18)	5% (6)	7% (6)	6% (6)
No	15% (45)	15% (16)	15% (13)	16% (16)

Table 6 – Gender and Job Search Success

	Male (N=144)	Female (N=148)
Accepted a Position	72% (103)	78% (115)
Did not Accept a Position	28% (41)	22% (33)

Table 7 – Medical School Type and Perceived Difficulty Finding a Position

	Mean	Standard Deviation	Very Difficult	Difficult	Moderately Difficult	Easy	Very Easy
U.S. Medical School (N=153)	2.65	1.12	7% (11)	12% (18)	37% (57)	26% (40)	18% (27)
International Medical School (N=67)	3.13	1.24	15% (10)	24% (16)	36% (24)	10% (7)	15% (10)

Table 8 – Medical School Type and Practice Setting of Position Accepted

	U.S. Medical School (N=153)	International Medical School (N=67)
Academic	37% (56)	48% (32)
Non-Academic	63% (97)	52% (35)