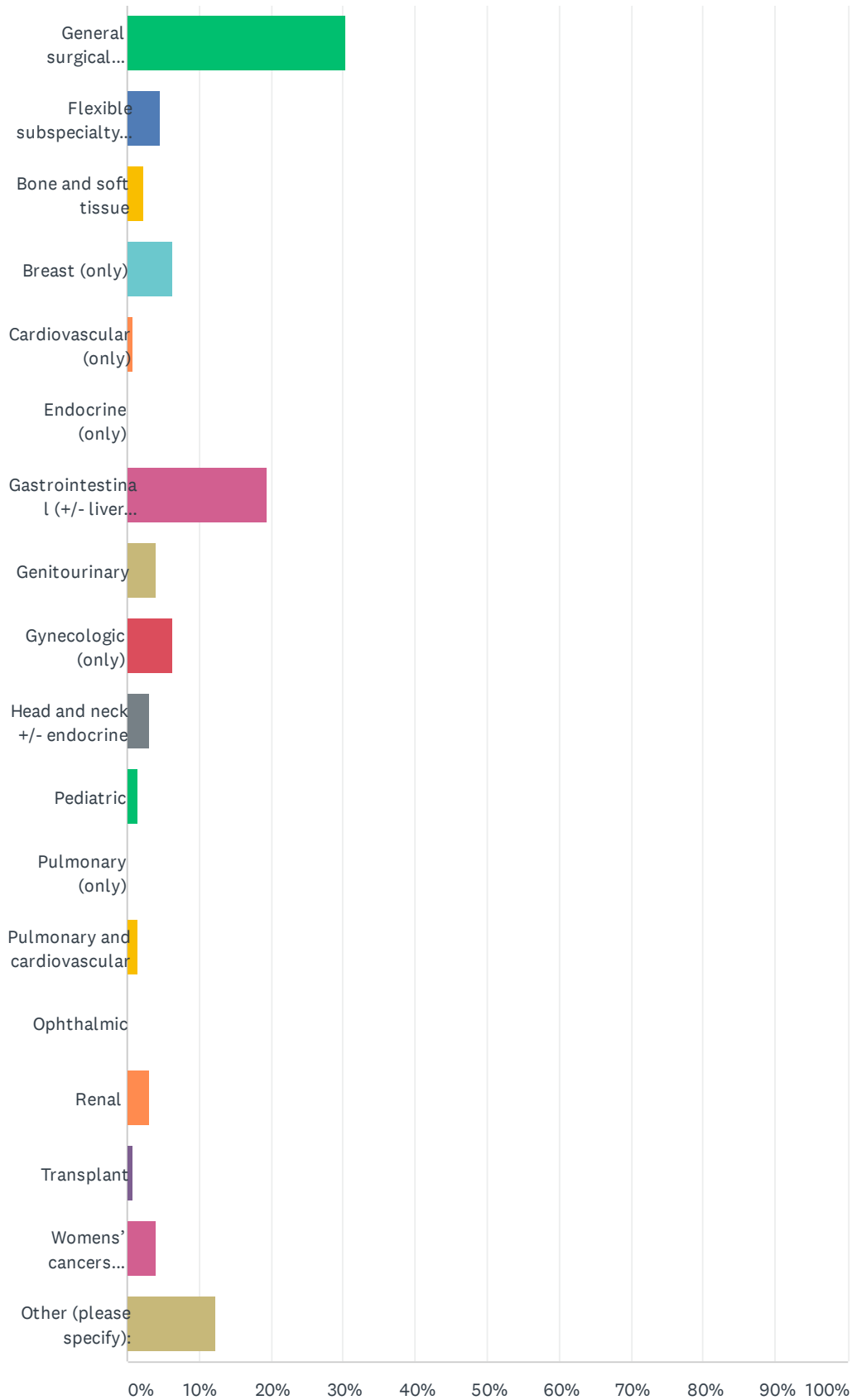


Q6 Program specialty/subspecialty (choose 1):

Answered: 129 Skipped: 0

Surgical Pathology and Subspecialty Survey

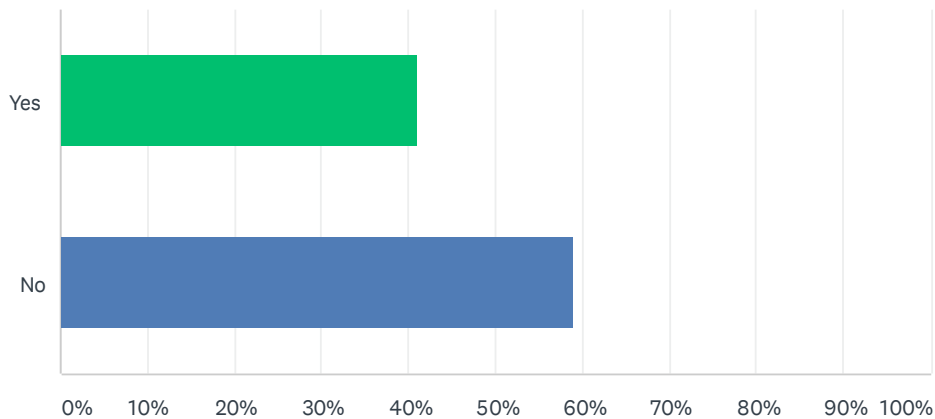


Surgical Pathology and Subspecialty Survey

ANSWER CHOICES	RESPONSES	
General surgical pathology or oncologic pathology	30.23%	39
Flexible subspecialty pathology (i.e subspecialty(ies) of fellow's choice)	4.65%	6
Bone and soft tissue	2.33%	3
Breast (only)	6.20%	8
Cardiovascular (only)	0.78%	1
Endocrine (only)	0.00%	0
Gastrointestinal (+/- liver, pancreas)	19.38%	25
Genitourinary	3.88%	5
Gynecologic (only)	6.20%	8
Head and neck +/- endocrine	3.10%	4
Pediatric	1.55%	2
Pulmonary (only)	0.00%	0
Pulmonary and cardiovascular	1.55%	2
Ophthalmic	0.00%	0
Renal	3.10%	4
Transplant	0.78%	1
Womens' cancers (gynecologic plus breast)	3.88%	5
Other (please specify):	12.40%	16
TOTAL		129

Q7 Is your program ACGME-accredited?:

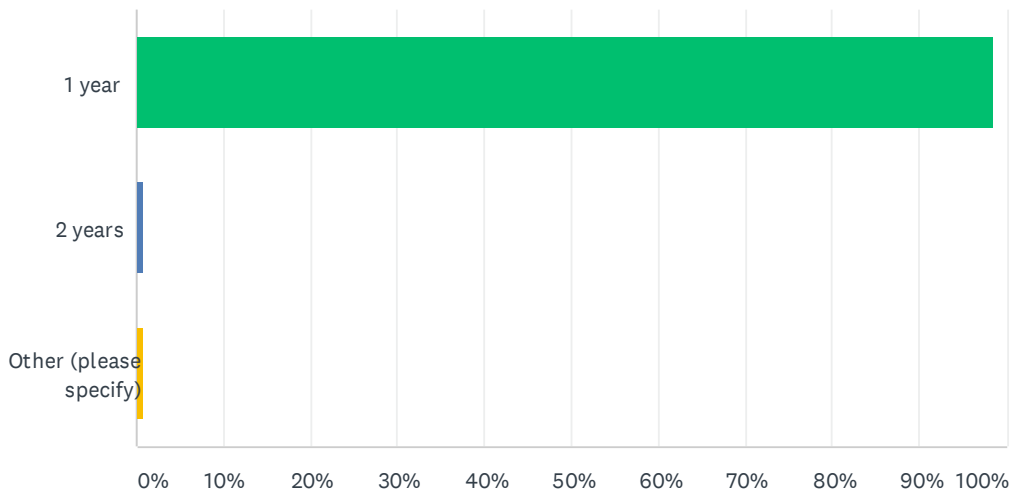
Answered: 129 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	41.09%	53
No	58.91%	76
TOTAL		129

Q8 Program length:

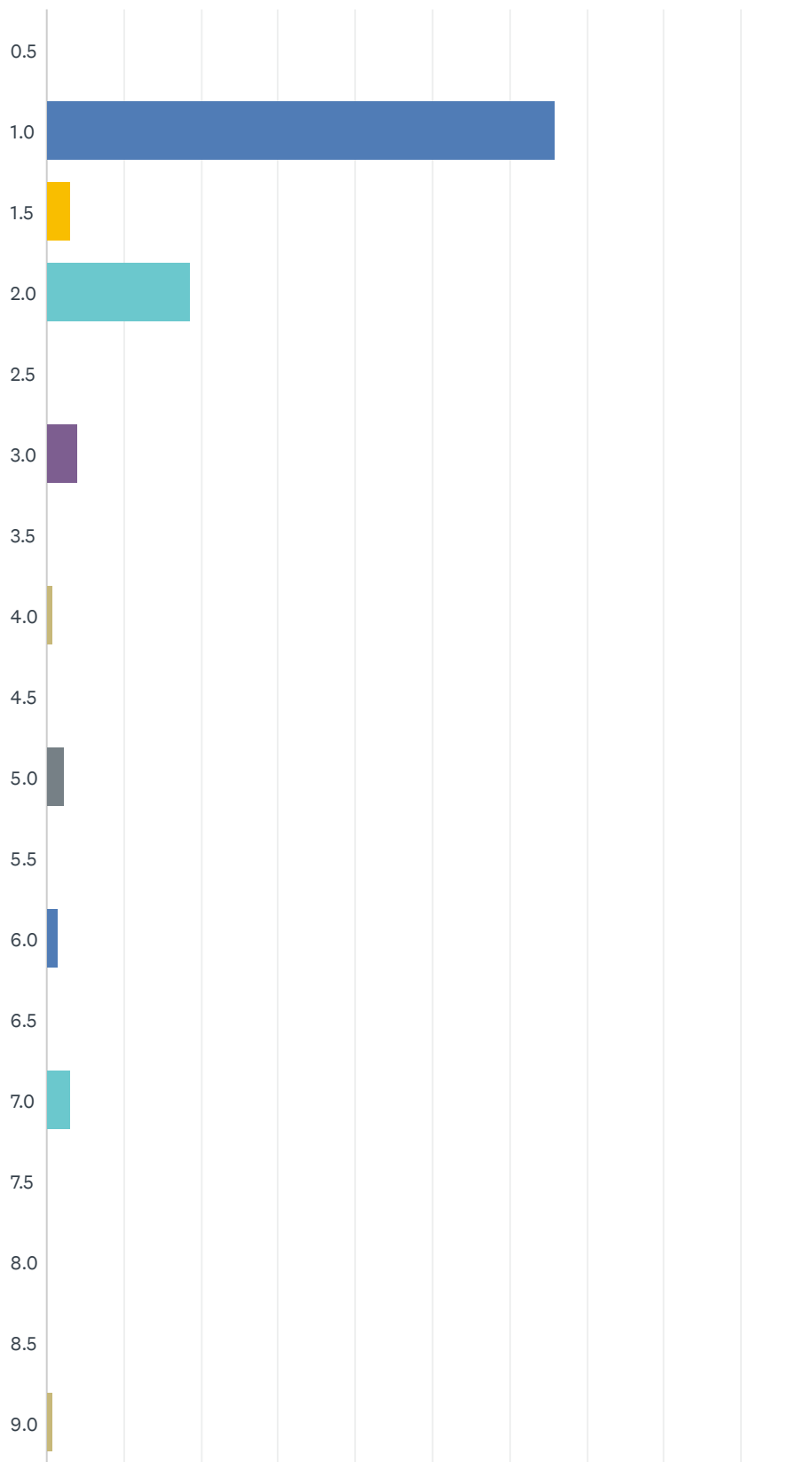
Answered: 129 Skipped: 0



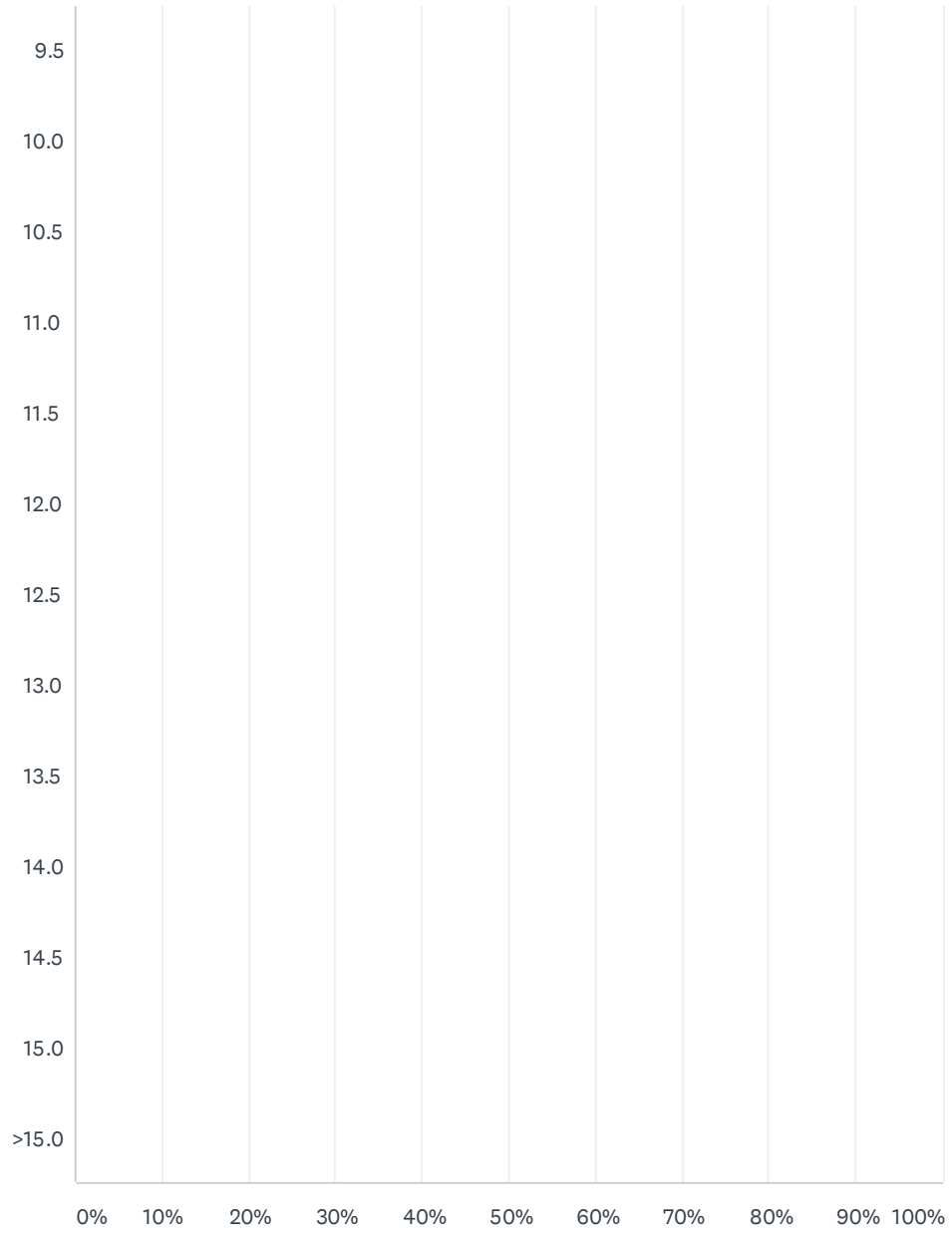
ANSWER CHOICES	RESPONSES	
1 year	98.45%	127
2 years	0.78%	1
Other (please specify)	0.78%	1
TOTAL		129

Q9 Average number of positions in the program per year (for this program only):

Answered: 129 Skipped: 0



Surgical Pathology and Subspecialty Survey

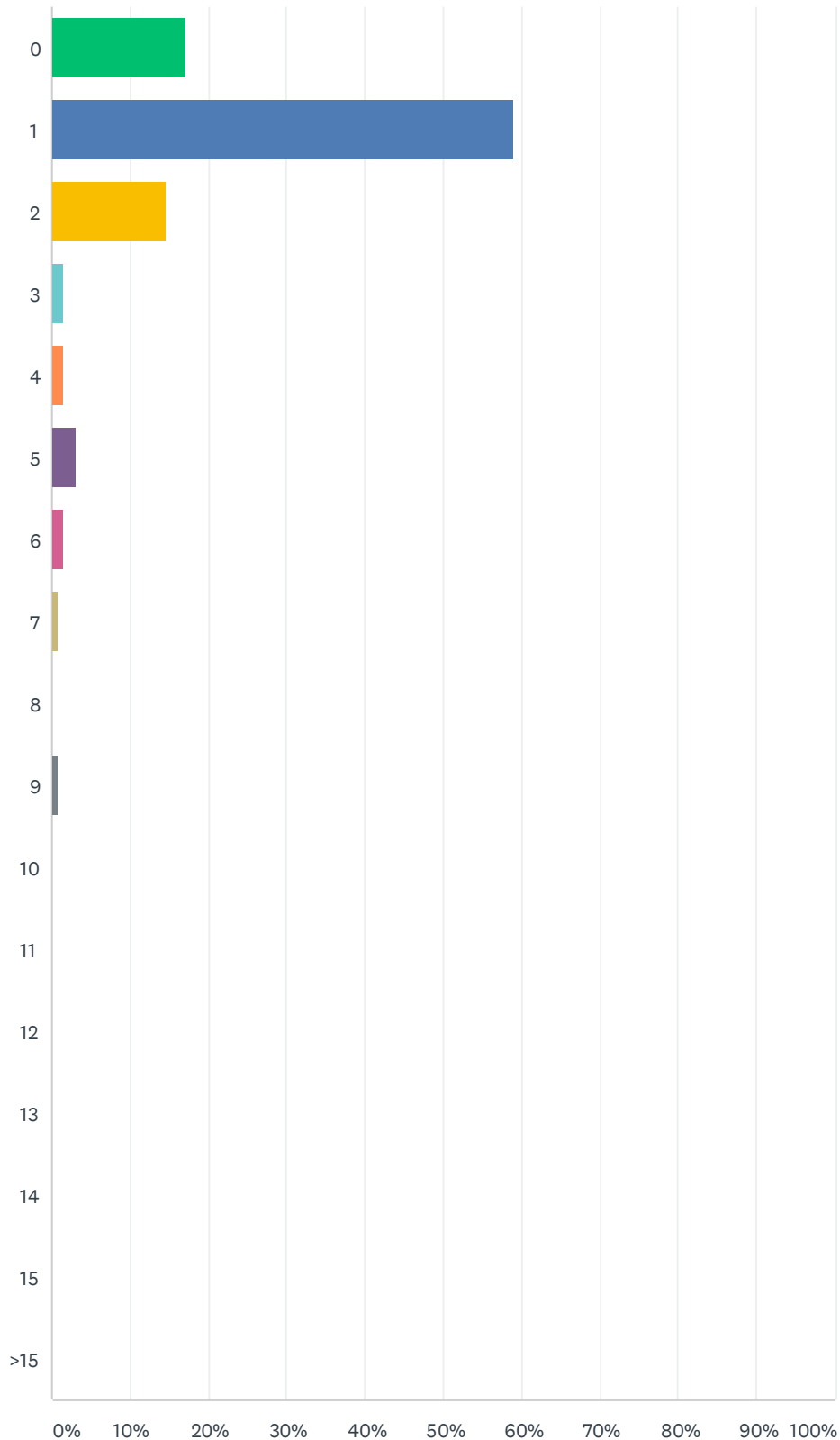


Surgical Pathology and Subspecialty Survey

ANSWER CHOICES	RESPONSES	
0.5	0.00%	0
1.0	65.89%	85
1.5	3.10%	4
2.0	18.60%	24
2.5	0.00%	0
3.0	3.88%	5
3.5	0.00%	0
4.0	0.78%	1
4.5	0.00%	0
5.0	2.33%	3
5.5	0.00%	0
6.0	1.55%	2
6.5	0.00%	0
7.0	3.10%	4
7.5	0.00%	0
8.0	0.00%	0
8.5	0.00%	0
9.0	0.78%	1
9.5	0.00%	0
10.0	0.00%	0
10.5	0.00%	0
11.0	0.00%	0
11.5	0.00%	0
12.0	0.00%	0
12.5	0.00%	0
13.0	0.00%	0
13.5	0.00%	0
14.0	0.00%	0
14.5	0.00%	0
15.0	0.00%	0
>15.0	0.00%	0
TOTAL		129

Q10 Minimum number of positions filled in any year (for this program only):

Answered: 129 Skipped: 0



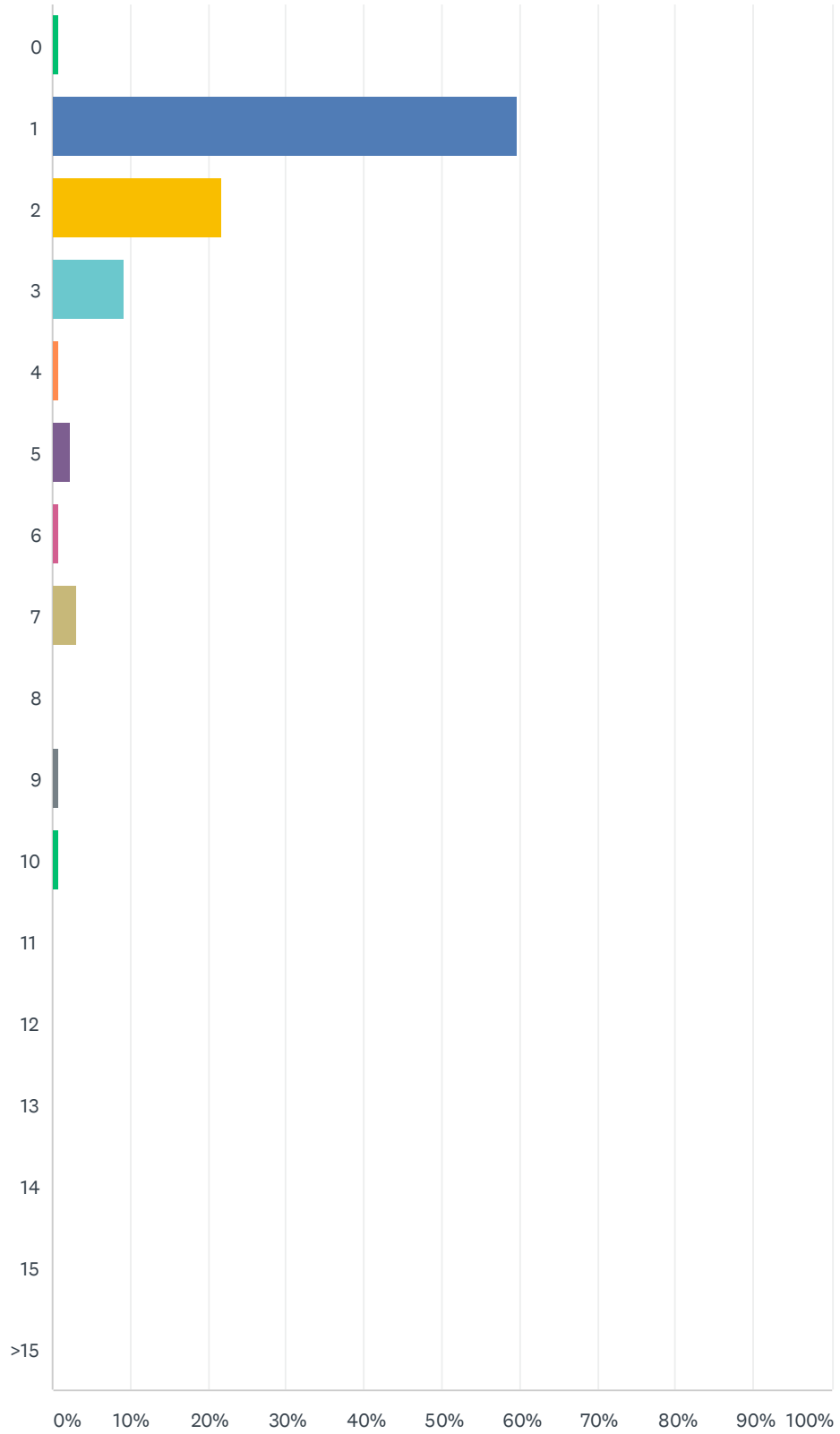
Surgical Pathology and Subspecialty Survey

ANSWER CHOICES	RESPONSES	
0	17.05%	22
1	58.91%	76
2	14.73%	19
3	1.55%	2
4	1.55%	2
5	3.10%	4
6	1.55%	2
7	0.78%	1
8	0.00%	0
9	0.78%	1
10	0.00%	0
11	0.00%	0
12	0.00%	0
13	0.00%	0
14	0.00%	0
15	0.00%	0
>15	0.00%	0
TOTAL		129

Q11 Maximum number of positions filled in any year (for this program only):

Answered: 129 Skipped: 0

Surgical Pathology and Subspecialty Survey



Surgical Pathology and Subspecialty Survey

ANSWER CHOICES	RESPONSES	
0	0.78%	1
1	59.69%	77
2	21.71%	28
3	9.30%	12
4	0.78%	1
5	2.33%	3
6	0.78%	1
7	3.10%	4
8	0.00%	0
9	0.78%	1
10	0.78%	1
11	0.00%	0
12	0.00%	0
13	0.00%	0
14	0.00%	0
15	0.00%	0
>15	0.00%	0
TOTAL		129

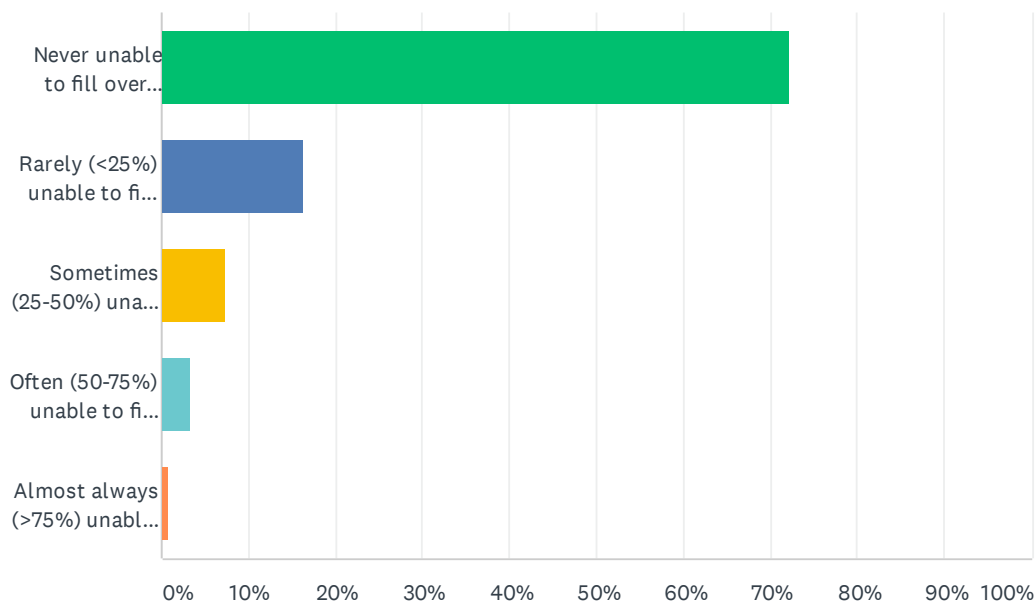
Q12 Program Contact Info:

Answered: 129 Skipped: 0

ANSWER CHOICES	RESPONSES	
Program Director First Name:	100.00%	129
Program Director Last Name:	100.00%	129
Program Director Email:	100.00%	129
Program Coordinator First Name:	100.00%	129
Program Coordinator Last Name:	100.00%	129
Program Coordinator Email:	100.00%	129

Q13 Approximately how many times, over the last 5 years, has the program failed to fill a position you wished to fill due to inability to recruit an acceptable applicant?

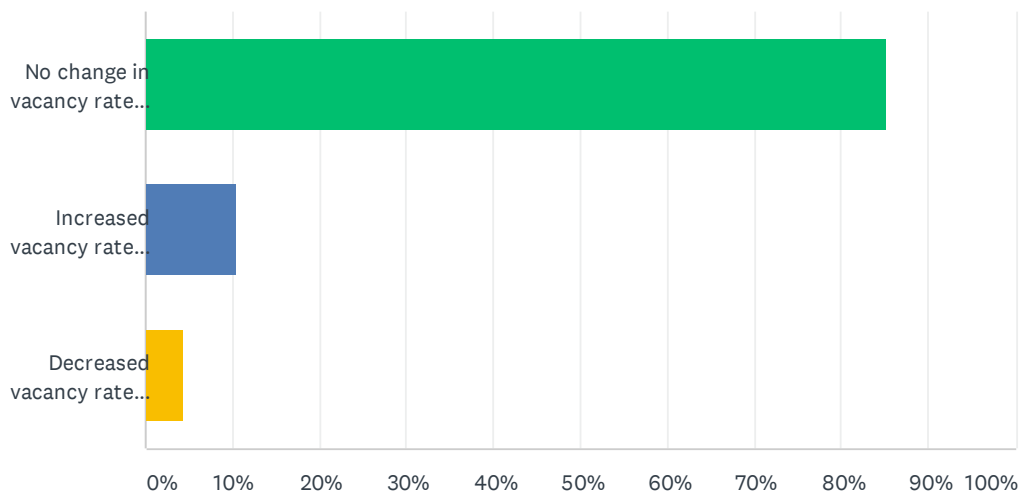
Answered: 122 Skipped: 7



ANSWER CHOICES	RESPONSES	
Never unable to fill over the last 5 years	72.13%	88
Rarely (<25%) unable to fill over the last 5 years	16.39%	20
Sometimes (25-50%) unable to fill over the last 5 years	7.38%	9
Often (50-75%) unable to fill over the last 5 years	3.28%	4
Almost always (>75%) unable to fill over the last 5 years	0.82%	1
TOTAL		122

Q14 How has this undesired vacancy rate changed over the last 10 years?

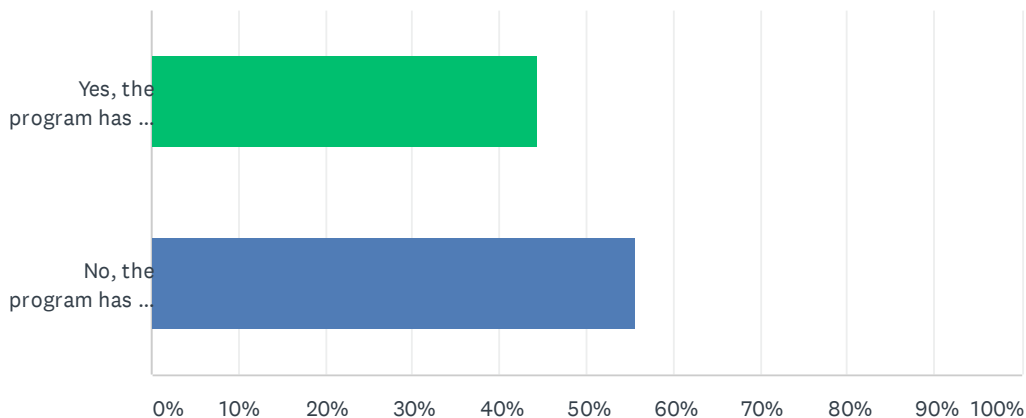
Answered: 114 Skipped: 15



ANSWER CHOICES	RESPONSES	
No change in vacancy rate over the last 10 years	85.09%	97
Increased vacancy rate over the last 10 years	10.53%	12
Decreased vacancy rate over the last 10 years	4.39%	5
TOTAL		114

Q15 In the last 5 years, has your fellowship program had any unexpected re-openings, due to a fellow accepting a position, but later dropping out?

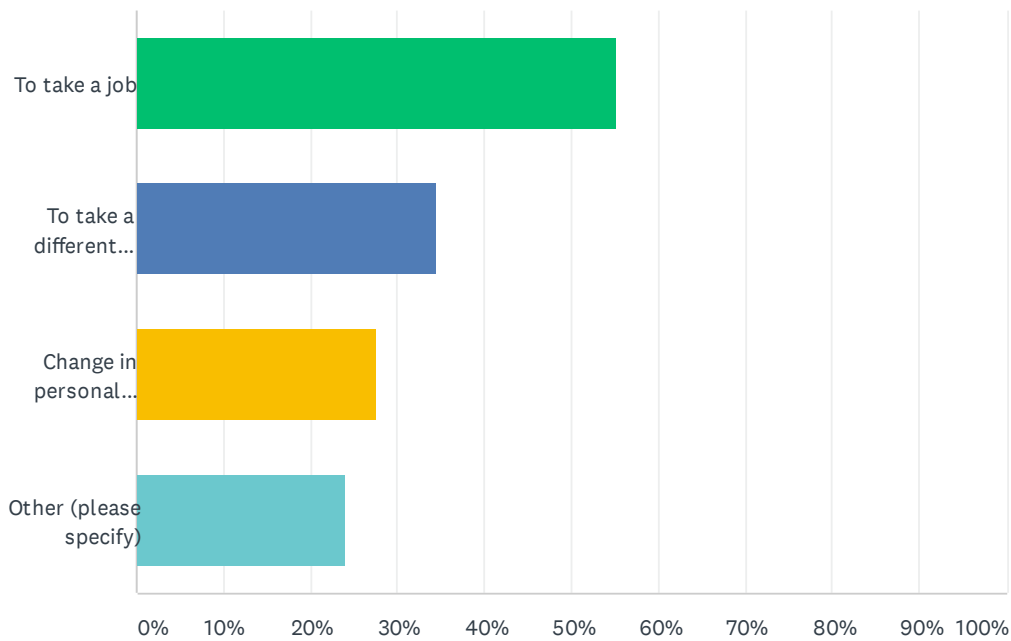
Answered: 122 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes, the program has had a fellow drop out in the last 5 years	44.26%	54
No, the program has not had a fellow drop out in the last 5 years	55.74%	68
TOTAL		122

Q16 If YES, what reason(s) did the accepted fellows give for dropping out (select ALL that apply)?

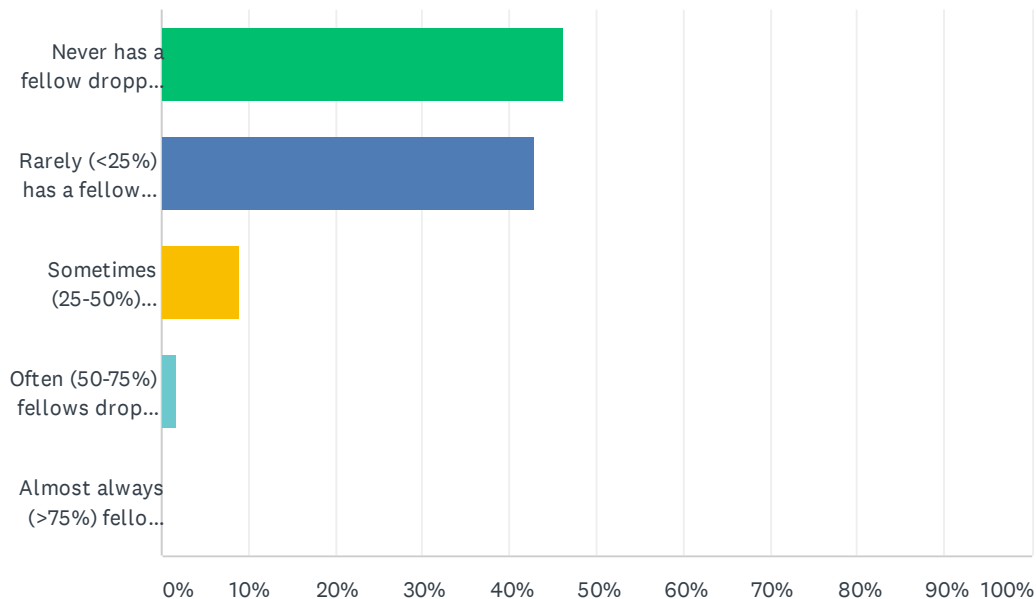
Answered: 58 Skipped: 71



ANSWER CHOICES	RESPONSES	
To take a job	55.17%	32
To take a different fellowship	34.48%	20
Change in personal situation (marriage, childbirth, spouse cannot find employment in area, etc)	27.59%	16
Other (please specify)	24.14%	14
Total Respondents: 58		

Q17 How often has your program had an unexpected reopening/drop-out?

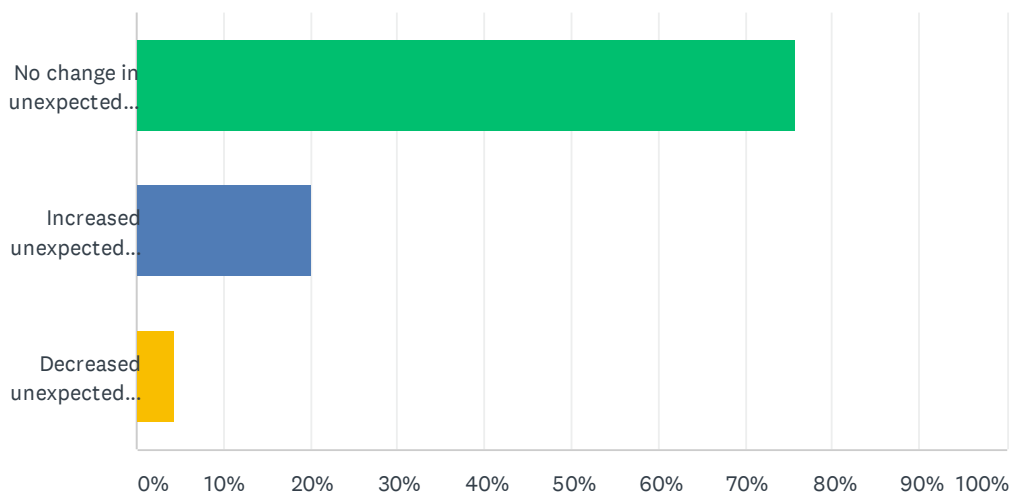
Answered: 121 Skipped: 8



ANSWER CHOICES	RESPONSES	
Never has a fellow dropped out causing an unexpected reopening for the program	46.28%	56
Rarely (<25%) has a fellow dropped out causing an unexpected reopening for the program	42.98%	52
Sometimes (25-50%) fellows drop out causing an unexpected reopenings for the program	9.09%	11
Often (50-75%) fellows drop out causing an unexpected reopenings for the program	1.65%	2
Almost always (>75%) fellows drop out causing unexpected reopenings for the program	0.00%	0
TOTAL		121

Q18 How has this unexpected reopening rate changed over the last 10 years?

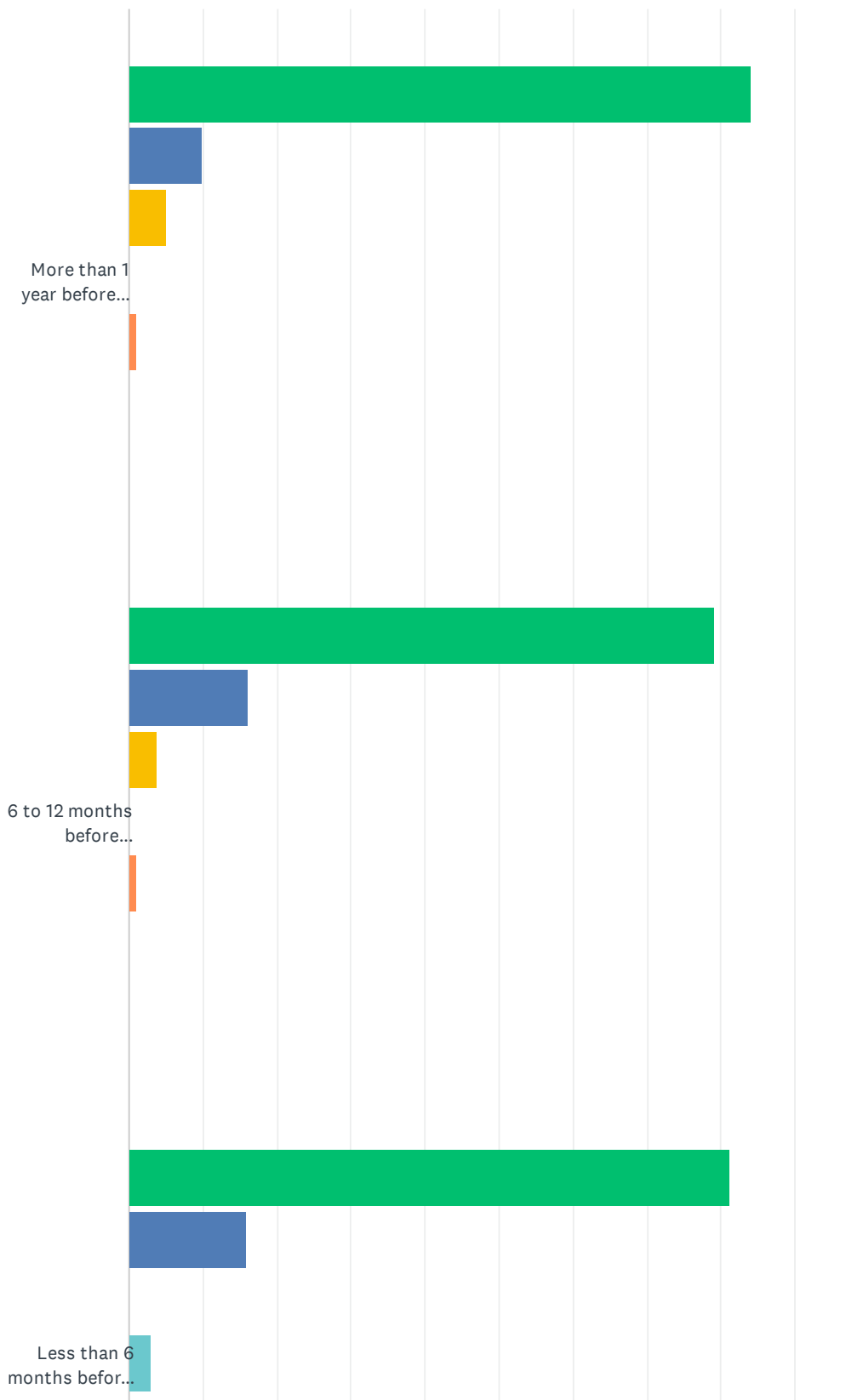
Answered: 115 Skipped: 14



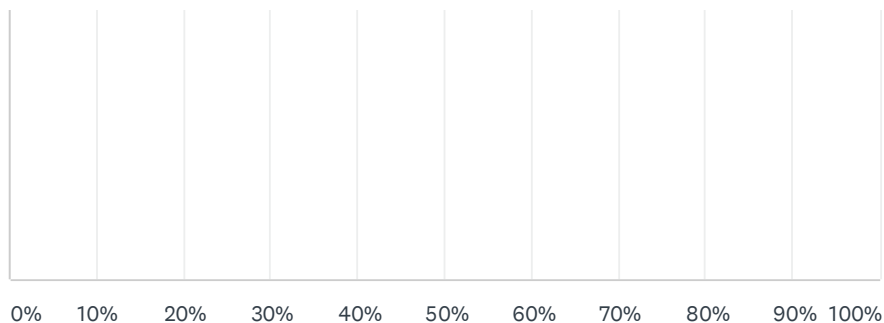
ANSWER CHOICES	RESPONSES	
No change in unexpected reopening rate over the last 10 years	75.65%	87
Increased unexpected reopening rate over the last 10 years	20.00%	23
Decreased unexpected reopening rate over the last 10 years	4.35%	5
TOTAL		115

Q19 Over the past 5 years, how many fellows have withdrawn from your program in the following timelines?

Answered: 115 Skipped: 14



Surgical Pathology and Subspecialty Survey

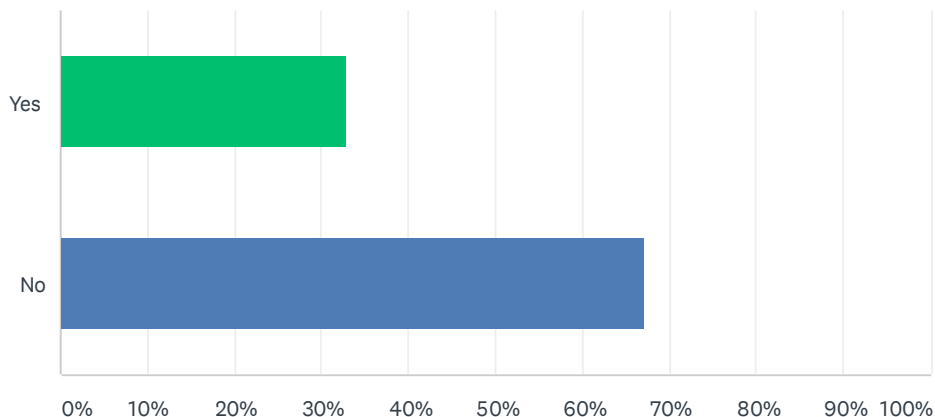


■ 0
 ■ 1
 ■ 2
 ■ 3
 ■ 4
 ■ 5
 ■ >5

	0	1	2	3	4	5	>5	TOTAL
More than 1 year before matriculation	84.16% 85	9.90% 10	4.95% 5	0.00% 0	0.99% 1	0.00% 0	0.00% 0	101
6 to 12 months before matriculation	79.05% 83	16.19% 17	3.81% 4	0.00% 0	0.95% 1	0.00% 0	0.00% 0	105
Less than 6 months before matriculation	81.19% 82	15.84% 16	0.00% 0	2.97% 3	0.00% 0	0.00% 0	0.00% 0	101

Q20 Are you aware of (or have you used) the Association of Pathology Chairs (APC) Fellowship Directors Ad Hoc Committee’s Unexpected Fellowship Openings listing (<https://www.apcprods.org/fellowship-opening-data>)?

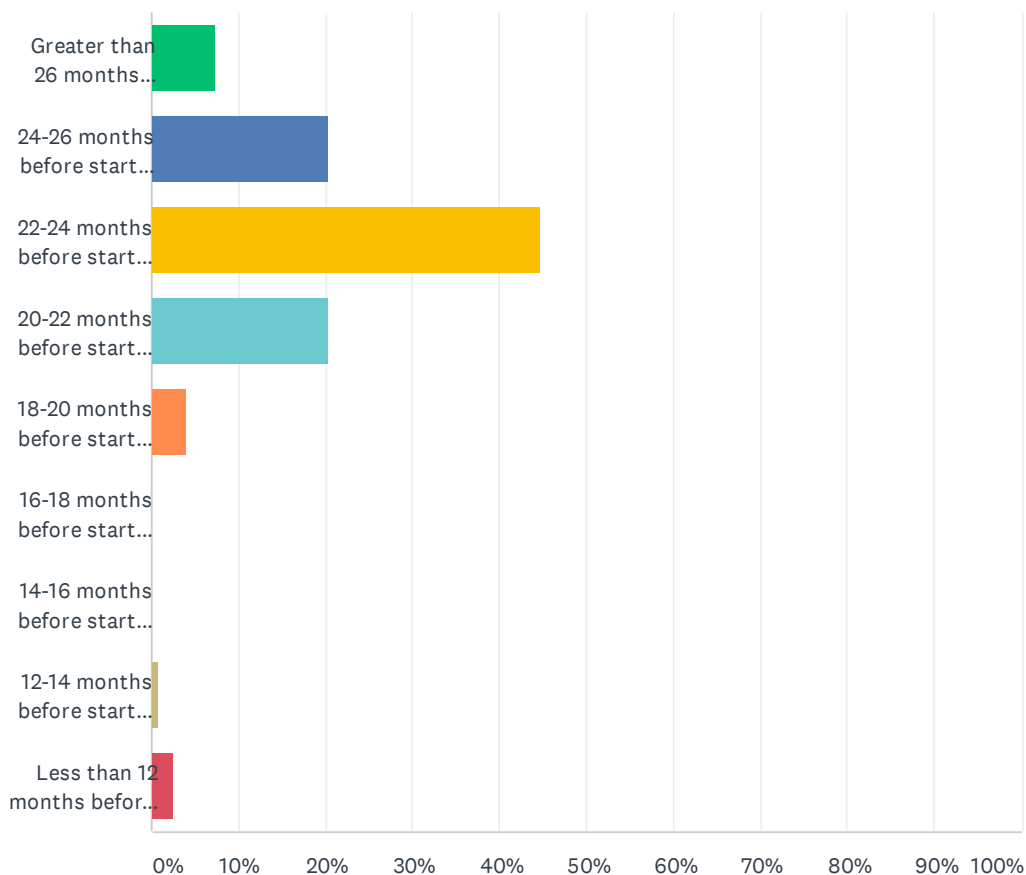
Answered: 122 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes	32.79%	40
No	67.21%	82
TOTAL		122

Q21 When do you typically BEGIN formally offering fellowship positions to selected applicants?

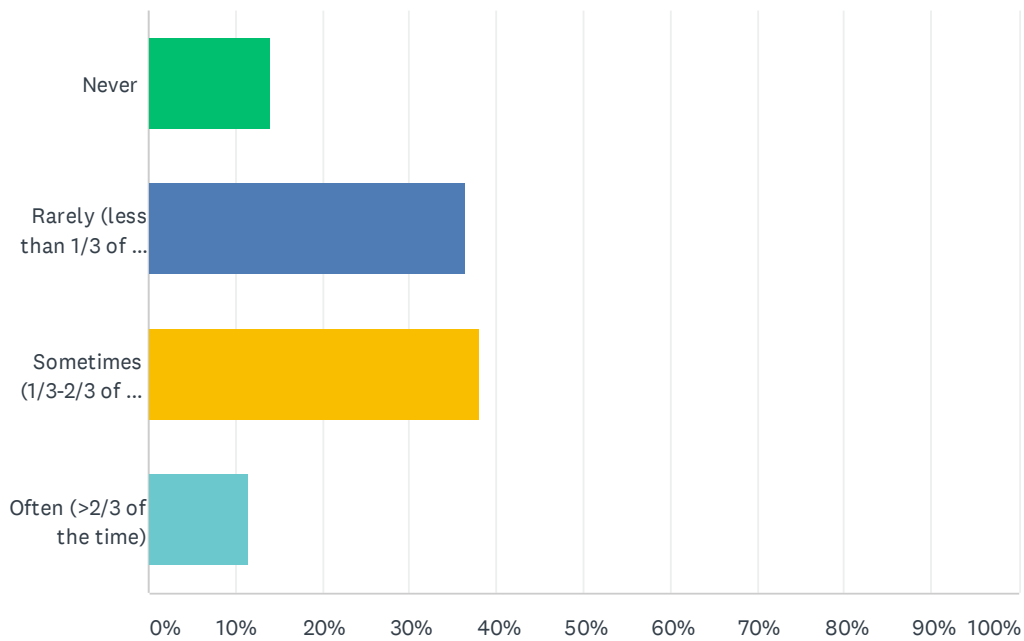
Answered: 123 Skipped: 6



ANSWER CHOICES	RESPONSES	
Greater than 26 months before start of fellowship (e.g. before May 2021 for July 2023 start)	7.32%	9
24-26 months before start of fellowship (e.g. May-June 2021 for July 2023 start)	20.33%	25
22-24 months before start of fellowship (e.g. July-August 2021 for July 2023 start)	44.72%	55
20-22 months before start of fellowship (e.g. September-October 2021 for July 2023 start)	20.33%	25
18-20 months before start of fellowship (e.g. November-December 2021 for July 2023 start)	4.07%	5
16-18 months before start of fellowship (e.g. January-February 2022 for July 2023 start)	0.00%	0
14-16 months before start of fellowship (e.g. March-April 2022 for July 2023 start)	0.00%	0
12-14 months before start of fellowship (e.g. May-June 2022 for July 2023 start)	0.81%	1
Less than 12 months before start of fellowship (e.g. after July 2022 for July 2023 start)	2.44%	3
TOTAL		123

Q22 How often have you lost a desired applicant primarily because of timing (i.e. they have already accepted an earlier offer)?

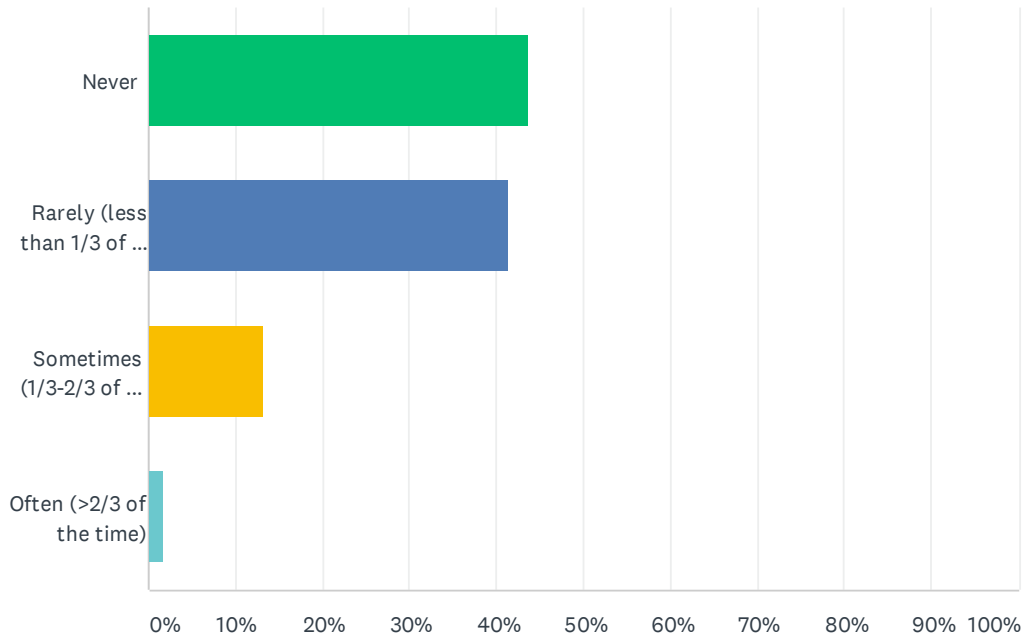
Answered: 121 Skipped: 8



ANSWER CHOICES	RESPONSES	
Never	14.05%	17
Rarely (less than 1/3 of the time)	36.36%	44
Sometimes (1/3-2/3 of the time)	38.02%	46
Often (>2/3 of the time)	11.57%	14
TOTAL		121

Q23 How often have applicants rejected your offer primarily because it is too early and they are waiting on other programs that have not yet made decisions?

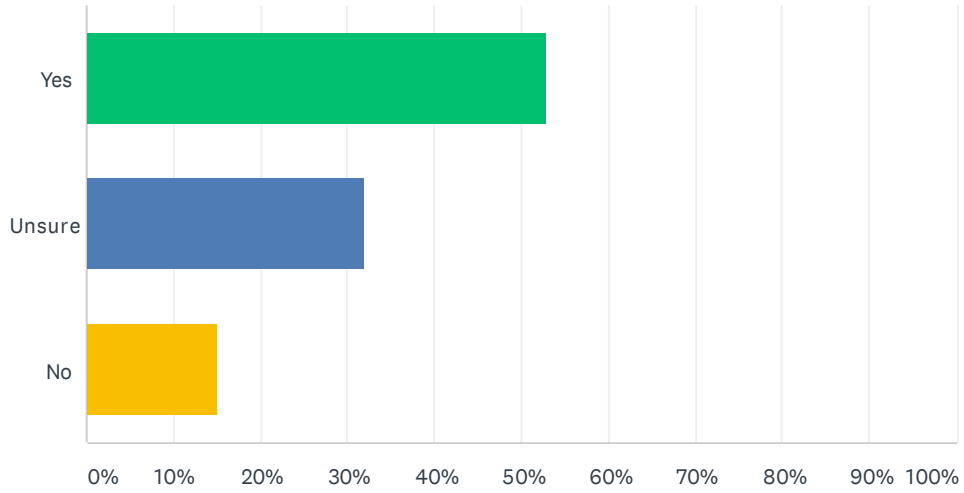
Answered: 121 Skipped: 8



ANSWER CHOICES	RESPONSES	
Never	43.80%	53
Rarely (less than 1/3 of the time)	41.32%	50
Sometimes (1/3-2/3 of the time)	13.22%	16
Often (>2/3 of the time)	1.65%	2
TOTAL		121

Q24 Do you think the current recruitment process for pathology fellowships should be changed?

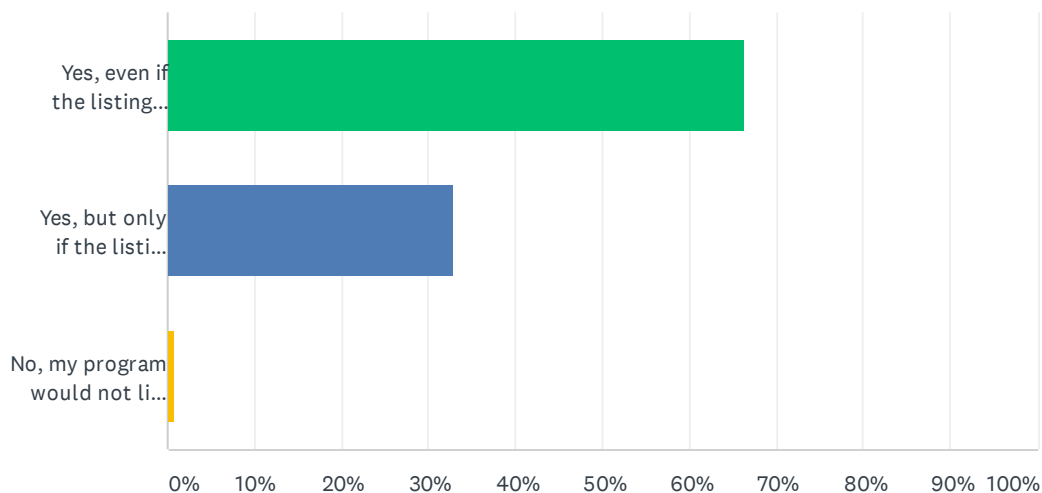
Answered: 119 Skipped: 10



ANSWER CHOICES		RESPONSES	
Yes		52.94%	63
Unsure		31.93%	38
No		15.13%	18
TOTAL			119

Q25 Some applicants indicate difficulty with identifying which programs have available positions as a limiting factor in deciding which/how many programs to apply to. If a comprehensive directory of fellowship positions was available, would your program wish to participate?

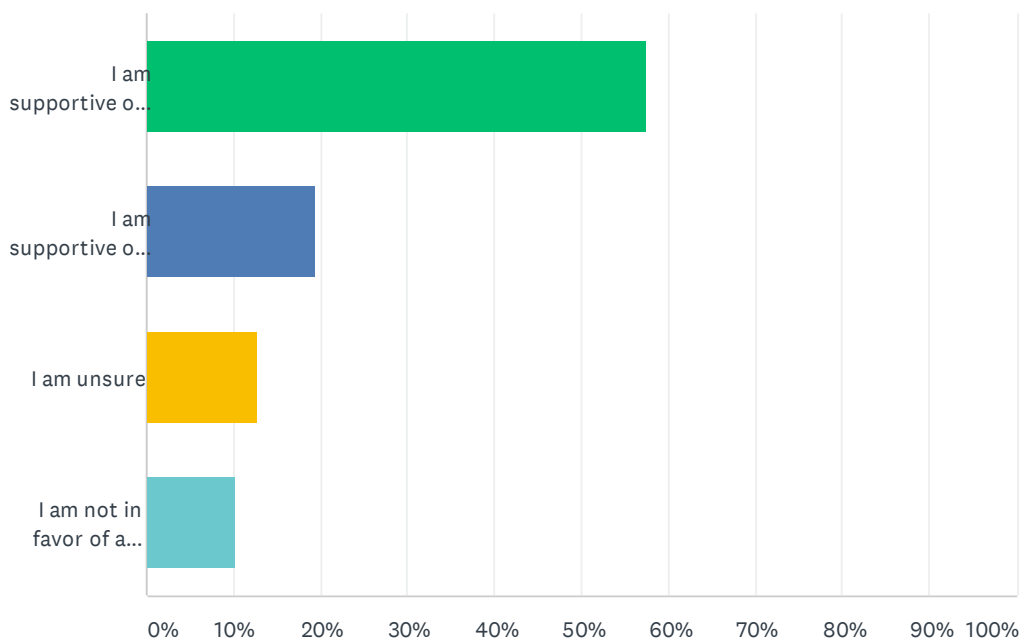
Answered: 119 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes, even if the listing costs a small fee	66.39%	79
Yes, but only if the listing is free	32.77%	39
No, my program would not list in a directory	0.84%	1
TOTAL		119

Q26 Some applicants identify varying program requirements for application materials, and the expense of sending test scores or other official materials to multiple programs, as factors limiting the number of programs they apply to. Would you be supportive of a common application process whereby all programs agree to accept the same materials, or an outside organization is used to coordinate the application process for a fee (similar to ERAS)?

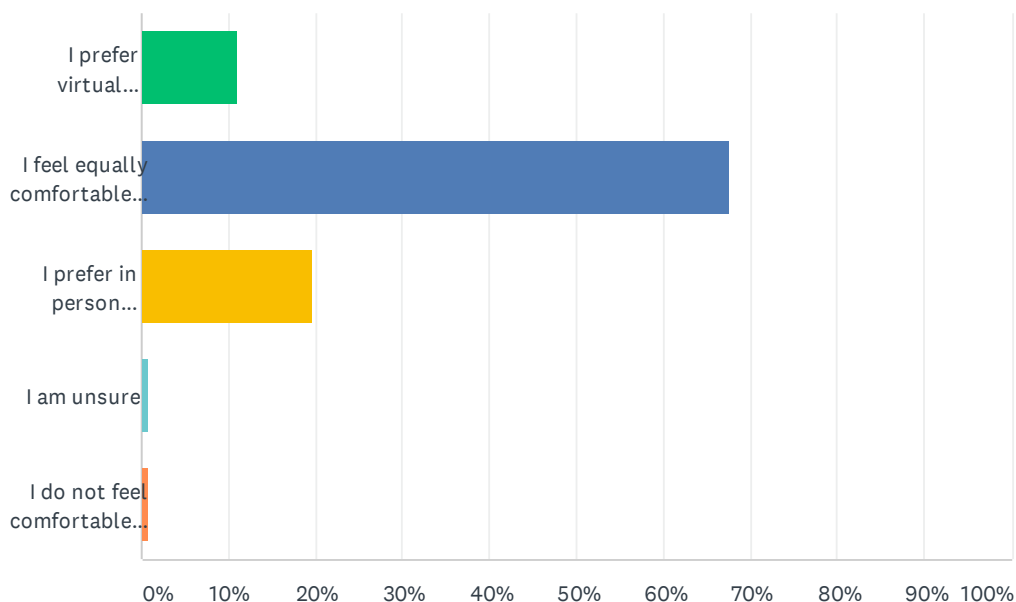
Answered: 118 Skipped: 11



ANSWER CHOICES	RESPONSES	
I am supportive of a common application process (same materials, fellow has to coordinate sending, without fee)	57.63%	68
I am supportive of a common application service (service would take care of sending to programs after applicant uploads materials once, with fee - about \$100)	19.49%	23
I am unsure	12.71%	15
I am not in favor of a common application process	10.17%	12
TOTAL		118

Q27 Applicant interviews are typically considered an important component of the recruitment process. However, these interview days are time consuming and expensive for fellowship program faculty and applicants. During the COVID-19 outbreak, most interviews were conducted virtually. Do you feel comfortable interviewing fellowship applicants virtually (via video conference or phone), as opposed to in person?

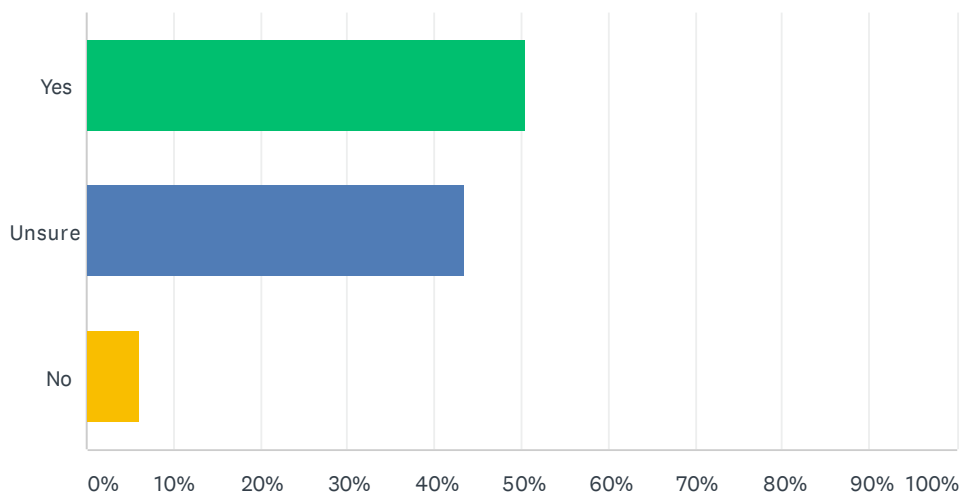
Answered: 117 Skipped: 12



ANSWER CHOICES	RESPONSES	
I prefer virtual interviews over in person interviews	11.11%	13
I feel equally comfortable with virtual and in person interviews	67.52%	79
I prefer in person interviews over virtual interviews	19.66%	23
I am unsure	0.85%	1
I do not feel comfortable with virtual interviews	0.85%	1
TOTAL		117

Q28 Do you plan to use virtual interviews in upcoming recruitment years, even after in-person interviews are allowed?

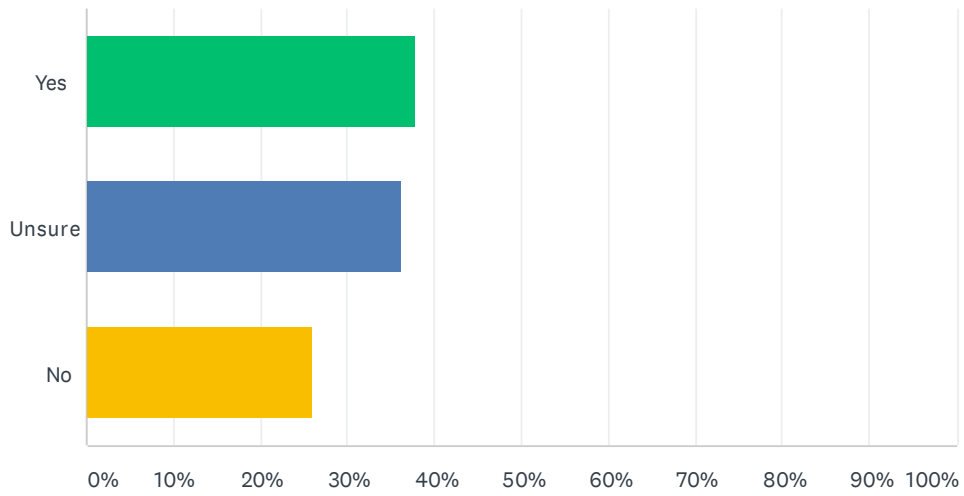
Answered: 117 Skipped: 12



ANSWER CHOICES		RESPONSES	
Yes		50.43%	59
Unsure		43.59%	51
No		5.98%	7
TOTAL			117

Q31 Would you support a pathology-wide agreement to conduct all interviews virtually?

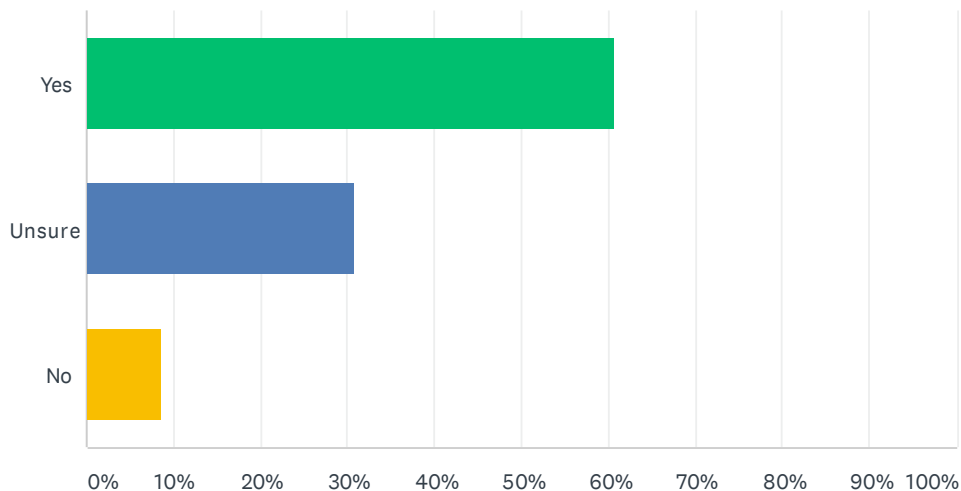
Answered: 116 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes	37.93%	44
Unsure	36.21%	42
No	25.86%	30
TOTAL		116

Q32 From a diversity, equity and inclusion standpoint, do you think there is currently a need to make the fellowship recruitment process more equitable for candidates, giving all qualified applicants a chance to interview at their desired program?

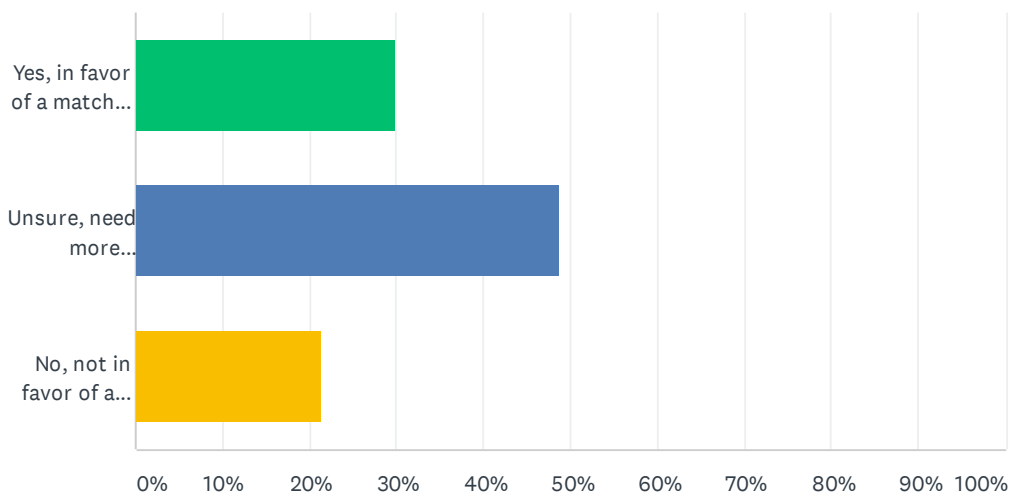
Answered: 117 Skipped: 12



ANSWER CHOICES	RESPONSES	
Yes	60.68%	71
Unsure	30.77%	36
No	8.55%	10
TOTAL		117

Q33 Are you in favor of a formal pathology-wide fellowship match program?

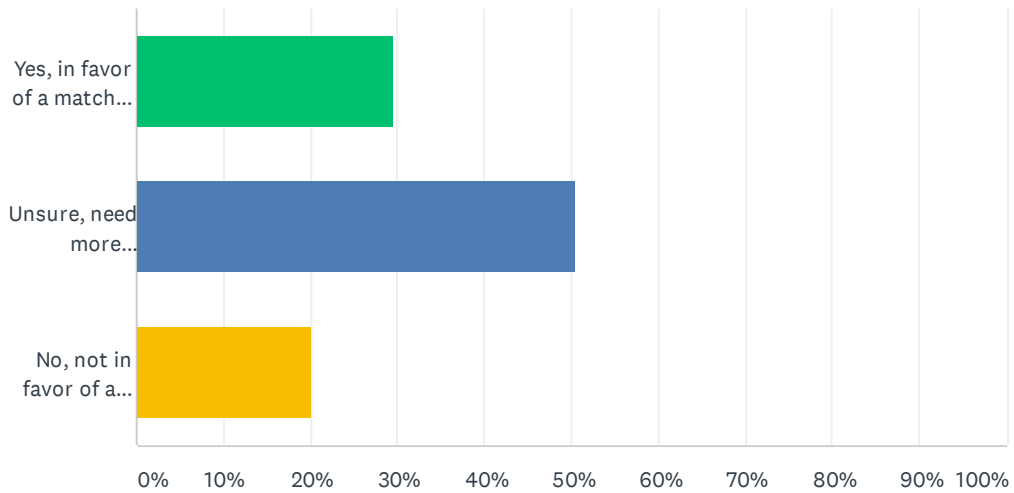
Answered: 117 Skipped: 12



ANSWER CHOICES	RESPONSES	
Yes, in favor of a match program	29.91%	35
Unsure, need more information	48.72%	57
No, not in favor of a match program	21.37%	25
TOTAL		117

Q34 Are you in favor of a formal surgical and surgical subspecialty pathology fellowship match program?

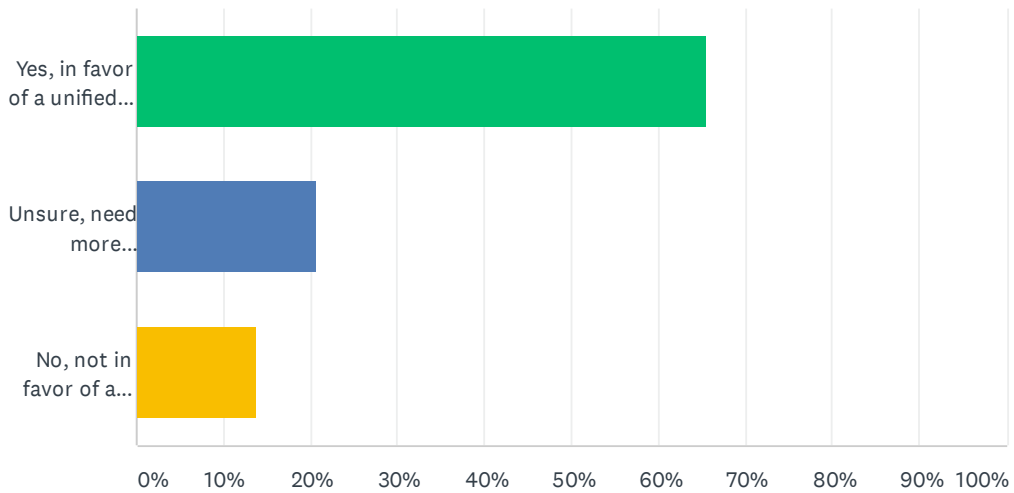
Answered: 115 Skipped: 14



ANSWER CHOICES	RESPONSES	
Yes, in favor of a match program	29.57%	34
Unsure, need more information	50.43%	58
No, not in favor of a match program	20.00%	23
TOTAL		115

Q35 Are you in favor of a pathology-wide unified timeline for fellowship recruitment (e.g. a common date for making offers)?

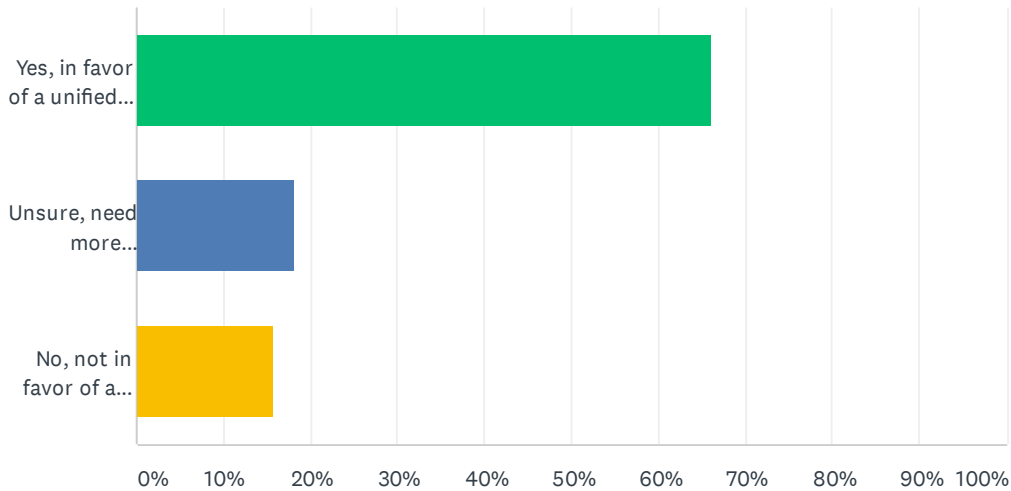
Answered: 116 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes, in favor of a unified timeline	65.52%	76
Unsure, need more information	20.69%	24
No, not in favor of a unified timeline	13.79%	16
TOTAL		116

Q36 Are you in favor of a unified timeline for surgical and surgical subspecialty pathology fellowship recruitment (e.g. a common date for making offers)?

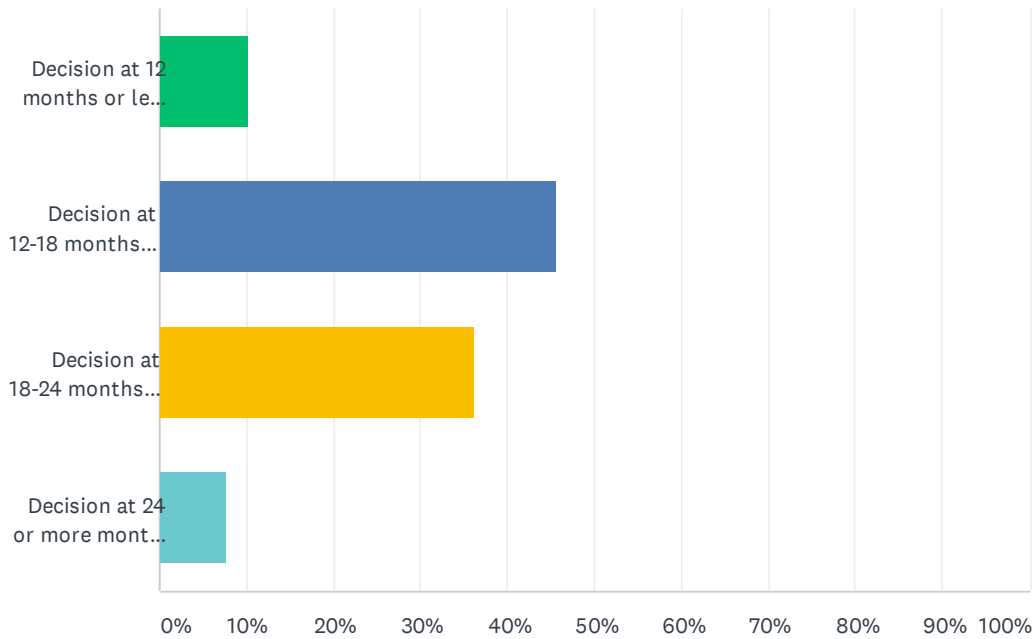
Answered: 115 Skipped: 14



ANSWER CHOICES	RESPONSES	
Yes, in favor of a unified timeline	66.09%	76
Unsure, need more information	18.26%	21
No, not in favor of a unified timeline	15.65%	18
TOTAL		115

Q37 If there was a unified timeline for ALL pathology fellowships, what would be the preferred timing?

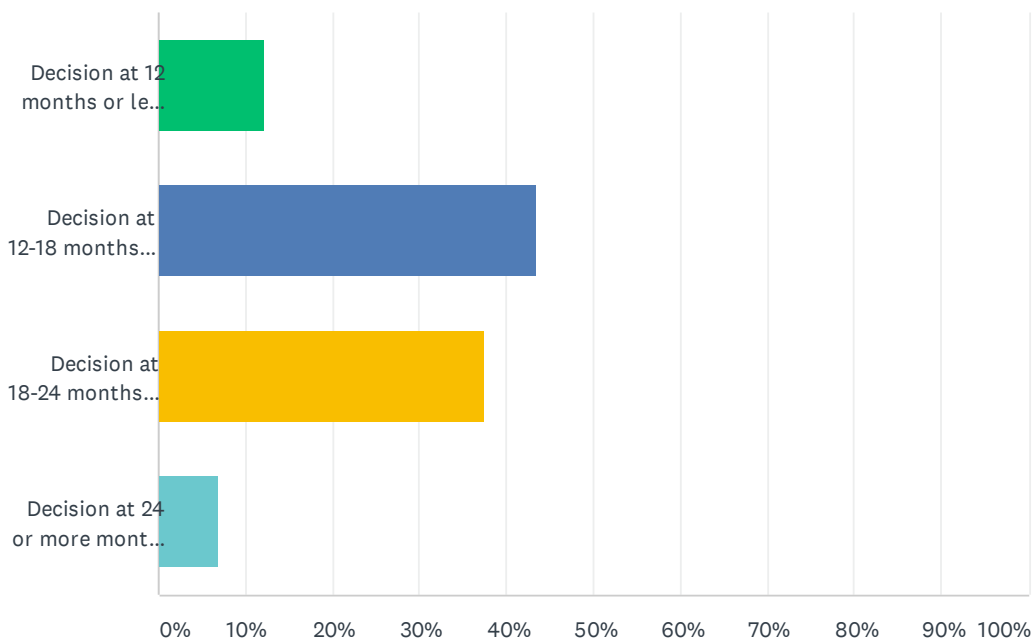
Answered: 116 Skipped: 13



ANSWER CHOICES	RESPONSES	
Decision at 12 months or less prior to fellowship start date	10.34%	12
Decision at 12-18 months prior to fellowship start date	45.69%	53
Decision at 18-24 months prior to fellowship start date	36.21%	42
Decision at 24 or more months prior to fellowship start date	7.76%	9
TOTAL		116

Q38 If there was a unified timeline for surgical and surgical subspecialty pathology fellowships only (so other specialties might continue to offer positions earlier or later), what would be the preferred timing?

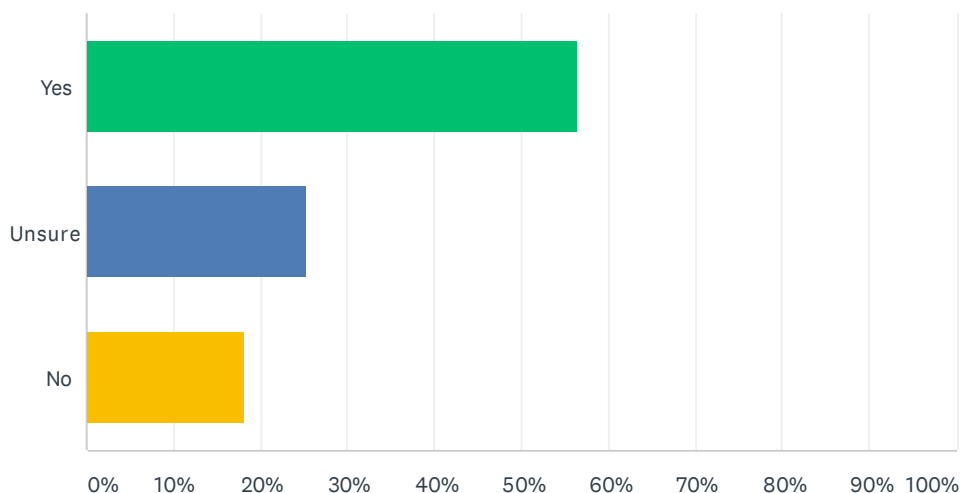
Answered: 115 Skipped: 14



ANSWER CHOICES	RESPONSES	
Decision at 12 months or less prior to fellowship start date	12.17%	14
Decision at 12-18 months prior to fellowship start date	43.48%	50
Decision at 18-24 months prior to fellowship start date	37.39%	43
Decision at 24 or more months prior to fellowship start date	6.96%	8
TOTAL		115

Q39 Do you think the proposed timeline below, similar to that used in Dermatopathology and proposed for Cytopathology, would be a reasonable first step toward a unified timeline? Proposal: application submissions 24-21 months prior to start (e.g. July-Sept 2021 for the 2023 fellowship year), interviews 23-19 months prior (e.g. Aug-Nov 2021 for the 2023 fellowship year), earliest offer date 21 months prior (e.g. October 1, 2021 for the 2023 fellowship year).

Answered: 115 Skipped: 14



ANSWER CHOICES	RESPONSES	
Yes	56.52%	65
Unsure	25.22%	29
No	18.26%	21
TOTAL		115