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The Scarcity of Women as Certified Public Accountants (CPAs)

Precious Williams

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The Edwin McCabe Honors Program

Senior Thesis

Reference
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From This Room

**The Scarcity of Women as Certified
Public Accountants (CPAs)**

M. B. Tolson Black Heritage Center
Langston University
Langston, Oklahoma

Precious Williams

December 2004

Langston University
Langston, Oklahoma

SCARCITY OF WOMEN AS CPAs

By:

Precious A. Williams

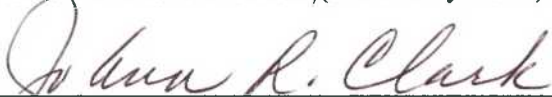
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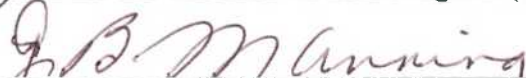
Thesis Committee Chairperson (Rev. Cecelia Brooks)



Thesis Committee Member (Dr. Randy Hunt)



Dean of the E.P McCabe Honors Program (Dr. JoAnn R. Clark)



Vice President of Academic Affairs (Dr. Jean Bell Manning)

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INTRODUCTION

By researching different sources regarding the accounting profession, the research will give readers an in depth understanding of the shortage of women as Certified Public Accountants (CPAs). Some examples of jobs in the accounting profession are accounting professors, Certified Public Accountants (CPAs), Certified Managerial Accountants (CMA's) and business accountants. It takes plenty of time and determination to become a CPA and a CMA. Many women are apprehensive of the challenges involved in becoming an accountant. Women who have persevered can obtain a career in the accounting profession.

This thesis is based on materials that show women as CPAs. It also explains why women should study accounting. Additionally, rigorous academic challenge, lack of finance, and courage are the reasons especially responsible for women's shortage in the profession.

The literature review will include information from articles, journals and accounting books. The statistical background of women who are CPAs is from sources found on the Internet. There are also major contributions made by accounting professors and CPAs employed in accounting firms. This thesis is written to provide a descriptive representation of women CPAs. Extensive research will be done with questionnaires that represent thoughts of practicing CPAs.

BACKGROUND

My goal is to become a Certified Public Accountant (CPA). I want to first work in the accounting department of a firm or business. I hope to gain experience before taking the CPA exam. This thesis will provide information concerning the scarcity of women CPAs. The thesis will be an encouragement to undecided college students to consider an accounting degree. Questions to be answered in this thesis are as follows:

Is it best to have an accounting major to work in the accounting profession?

Can one major in business and still successfully work as a CPA?

Can a student have a business major and also become a CPA?

These are just a few of the questions that are considered within my research. I will describe in detail a CPA's occupation. I will depict the salary range of women in comparison to men. I will then mention the future progression of women CPAs. This thesis will explain the continuous professional education that is required by the CPA regulatory bodies.

CHAPTER I:

STATISTICS AND IMPROVEMENTS OF
ACCOUNTING

- ***STATISTICS OF FIRMS***
- ***HOW FIRMS MAINTAIN EQUALITY FOR WOMEN***

Statistics and Improvements of Accounting

Women are not advancing in accounting firms in comparison to men. Men often develop relationships more easily with male executives than women. The top five accounting firms realize that women are not advancing equally in comparison with men. Growth and Retention of Women (GROW) is a project that allows women to network at inter-office, be mentored, and achieve career advancement. "Overall, women make up 11.7 percent of those attaining partnership ranks at the nation's top 25 firms. This went up from just 6.7 percent in 1996 according to the CPA Personnel Report's Annual Survey of Women in Public Accounting" (Women Advancing in Accounting Firms). Top accounting professional firms understand that the way to keep talented women accountants is by implementing a long-term plan for their career. Arthur Anderson's Phoenix office suffered the consequence of non-advancement with women by losing a lot of the female CPAs. Some of their female partners left and built their own firm called Leap Source ("Women Advancing in Accounting Firms").

All firms agree that they want to retain employees, whether a male or a female. In order to retain females, the firms need certain policies added to the job design. GROW is a program that allows equal opportunity for both men and women. The GROW program promotes pairing of males and females. "The male partner and the male senior manager are paired with a group of 15 to 20 women, meeting quarterly" ("Women Advancing in Accounting Firms"). At the meetings, current issues and benefits of advancement are discussed. PricewaterhouseCoopers has provided a two-phase program for women employees. "The first phase is mentoring partnerships, which pairs the minorities who are two to three years away from partnership with leaders within their service line"

("Women Advancing in Accounting Firms"). The second phase is a volunteer program. This is a circle of senior managers and other executives mentoring about 12 women.

KPMG has several mentoring programs which offer numerous benefits to female employees. "Deloitte & Touché (D&T) focus is on retaining the top talented women" ("Women Advancing in Accounting Firms"). D & T, in 1993 implemented the GROW, which continued to move talented women up into leadership roles. Women have access to personal counseling as well as to personal coaching. Women are also able to attend leadership-training programs that are especially designed for them. It is very important that women are offered equal training as men. Equal training will make the competition for a position fair. Skills, rather than the sex, should determine who obtains the job.

Women are out-numbered in every area of the accounting profession. If women made up to 50 percent in the past in non-representation, it would take many years to be equally represented ("Toward an Equal Future"). The first exhibit, on page seven, shows the relationship between women and men by employment level in CPA firms. Data shows percentages and compares 1993 statistics. The second exhibit, on page eight, explains the overall 1997-percentage drop from 1993 figures. Women compose of 32 percent of senior managers, but in reality women make up only 19 percent, 20 percent, and 24 percent of partners, principal, and director ranks respectively. The reason for these low percentages is that men are disproportionately promoting men from senior manager ranks more often than women ("Toward an Equal Future"). This indicates the glass ceiling idea, whose rules are practical in the workplace, rather than theoretical. The progression of women CPAs in managerial positions is slow but steady ("Toward an Equal Future").

Exhibit I Answers the following questions:

- 1.) What is the status of women CPAs in the current professional environment?**
- 2.) What percentage of positions do women hold in public accounting firms?**
- 3.) How does this compare to percentages reported when we first took stock in 1993?**
- 4.) What do turnover trends look like?**

Exhibit II Describes:

- 1.) The number of females promoted to top ranking positions between 1993 and 1997.**
- 2.) Examples of top ranking partners, principals, directors, and senior managers.**

Exhibit 1: Women/Men by Employment Level in CPA Firms

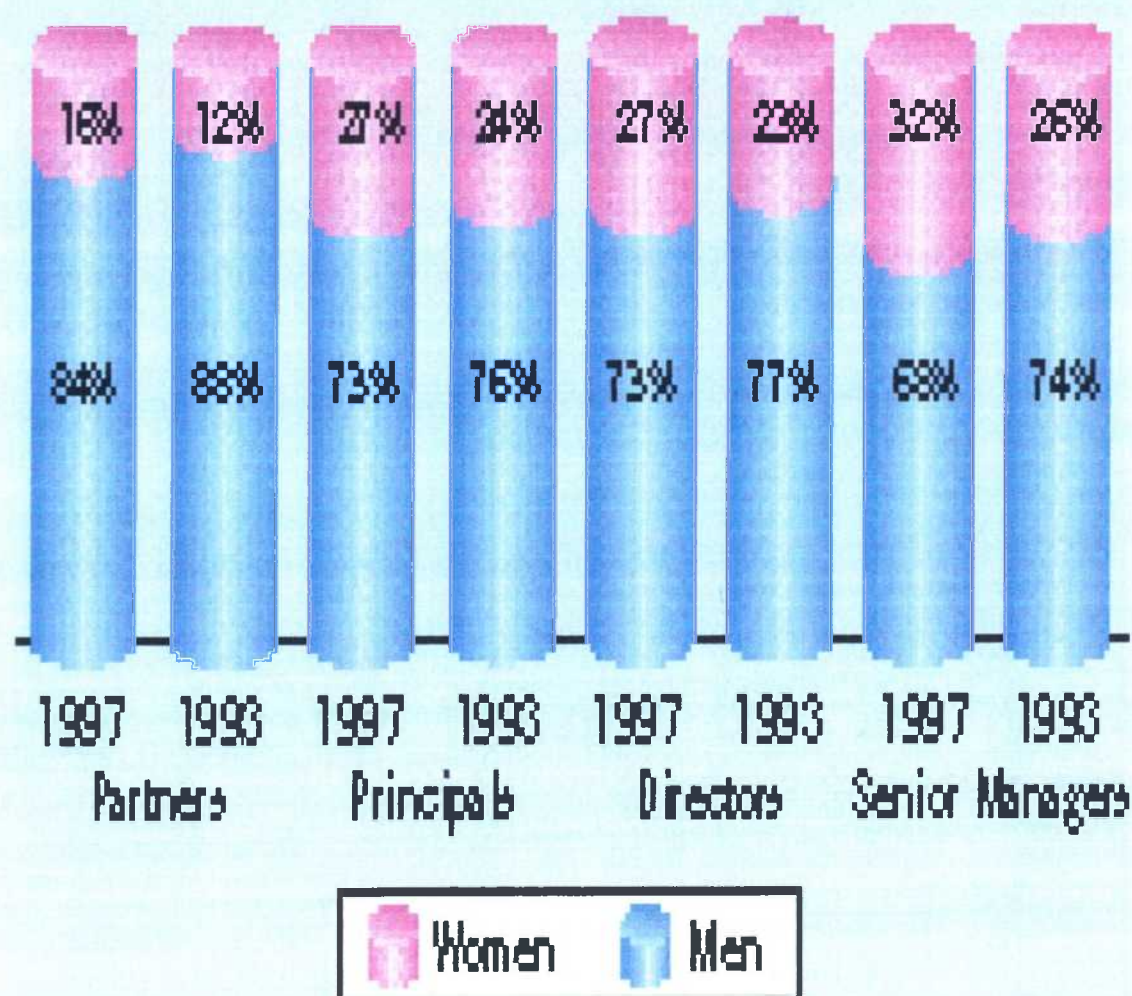
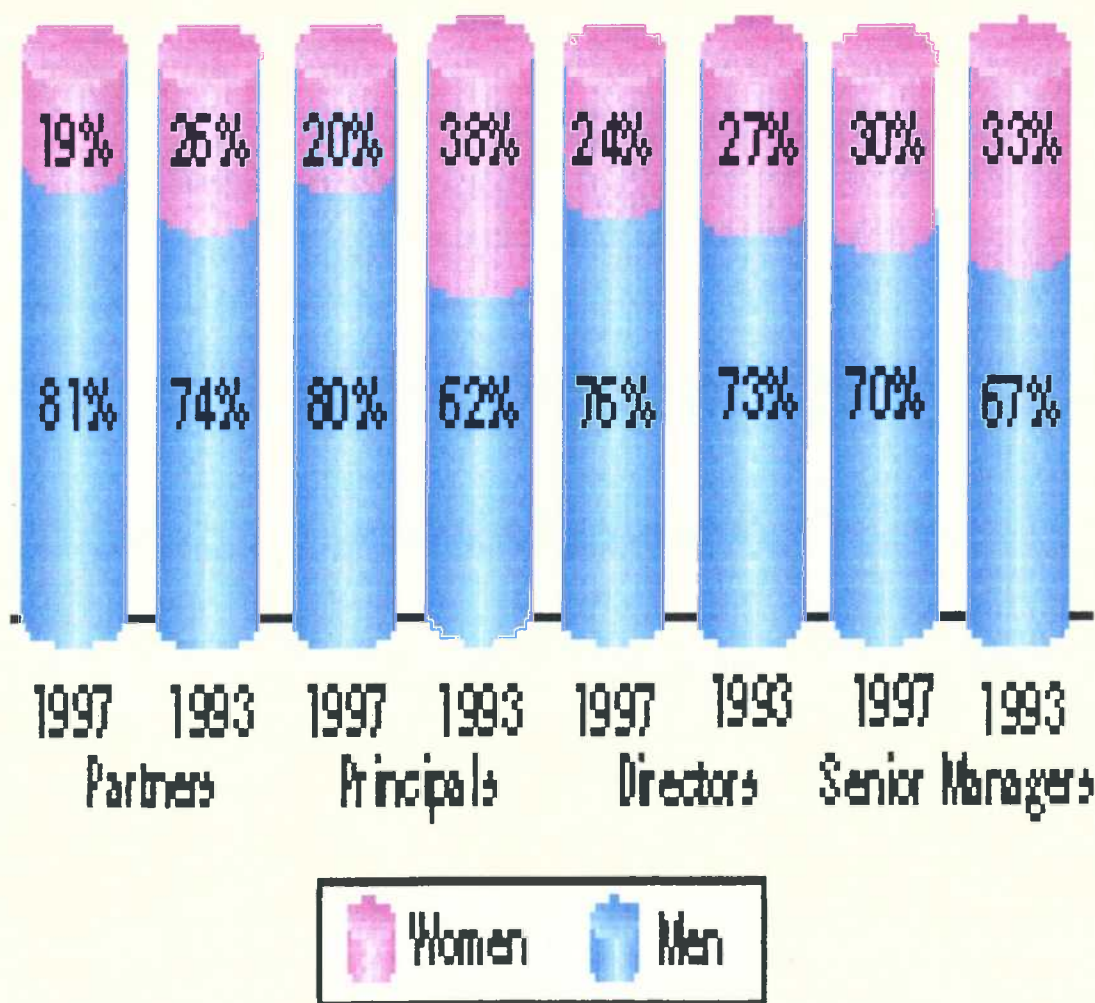


Exhibit 2 Women/Men Promoted in the Last Three Years



CHAPTER II:
CPA AND AICPA DEFINITIONS
BACKGROUND

- *HOW TO BECOME A CPA?*
- *WHAT IS AICPA?*
- *WHAT IS THE RELATION BETWEEN
AICPA's AND CPA's?*
- *WHAT ARE THE SALARIES OF CPA's?*

CPA DEFINITIONS AND AICPA BACKGROUND

Certified Public Accountant (CPA) is the largest professional organization in the American Institute of Certified Public Accountants (AICPA). Women represented 39 percent of the full-time professional staff at public accounting firms in 1997 (Women), and 16 percent of those females are partners. Slowly, the number of women CPAs is increasing. Women in the accounting profession are thankful to those bosses who have assigned them accounting-related responsibilities, and the opportunities to come up with ideas. The men in the “man’s world” shared valuable information, which helped some women advance to top positions in the profession. In addition, the AICPA is the national professional organization of CPAs. Thirteen people in New York founded AICPA in 1887. AICPA was established to provide members, resources, information, and leadership to benefit the public. “All CPA’s are accountants but all accountants are not CPAs” (Questions). To become a CPA, one must take and pass the CPA exam. A license states that the accountant is allowed to practice on State Boards of Accountancy. “Also, only CPAs can perform the Security Exchange Commission (SEC) mandatory audits of all publicly traded U.S. companies” (Questions). All CPA’s are not part of the AICPA. To hold a position on the board of AICPA one must be a member. As accountants become CPA’s, the membership grows in the AICPA. Independent societies of AICPA are in every state and members actively participate in the states, either independently, regionally, or nationally. The AICPA has a membership categorized in business and industry, education, government, and public practice. The statistics of the membership in each category are available through the AICPA for a fee from the Direct Sales Team. “Three out of four CPA’s are members of the AICPA” (Questions). There is not an accurate account of CPAs in the United States because the number decreases

and increases constantly. AICPA stated that 71 percent of firms offered flexible work option after a woman had given birth to a child. Due to the requirements of a CPA's occupation, women may not be able to handle two jobs of being both a CPA and a mother. This aspect of women as mothers describes one reason why there are not many women CPA's.

AICPA lists the many benefits of CPA's. These include insurance, computer software, programs that are of interest to accountants, seminars, and classes. Another benefit is the logo of the AICPA organization, which should not be drawn or modified (Questions). Only AICPA members may use the logo on their personal stationery and website. The logo may be placed wherever desired on the member stationery.

When a CPA joins the AICPA, they are required to follow the Code of Professional Conduct and Bylaws. The bylaws are adopted by membership vote. When a member of the AICPA is accused of an allegation, the bylaws are used to discipline CPA's. The Ethics Division of the AICPA investigates the charge and the case is either thrown out or suspended. If the case cannot be resolved by the Ethics Division then the Trial Board of Division reaches the final conclusion in the case. The AICPA is an organization and does not revoke a CPA's license. The Board of Accountancy has the power to revoke the license it issues. The Board of Accountancy is a state regulatory agency and is able to make disciplinary actions affect practice and license under statutes, regulation and rulings of the state (Questions). Women had to work hard to stop the stereotype behavior and gain respect as CPA's. Women have not completely eliminated stereotyping because it still exists. Women get stereotyped even if they are the Chief Executive Officer (CEO) of the company or hold higher positions than men. Support

from fellow women and men could be used to enable any man and women to obtain a higher position in the financial world.

The difference between the AICPA and the Financial Accounting Standards Board (FASB) is that the FASB makes rules for the United States CPA's under the Security and Exchange Commission, and the AICPA makes sure the CPA's abide by the rules set forth under the Generally Accepted Accounting Principles (GAAP). The AICPA is in support of the Generally Accepted Accounting Principles (GAAP) for CPA's. "GAAP is the uniform minimum standard of and guidelines to financial accounting and reporting" (Questions). GAAP is established only by the FASB.

Accounting department of CPA's is certified and serves as an advisor to business and stock markets. A person who is majoring in accounting typically has a goal to become a CPA. A student does not have to major in accounting to work as a CPA, but the student should place emphasis on accounting. There are many accounting jobs that do not require one to take the CPA exam. Most of the time people take the CPA exam to move into the accounting profession. For example, one can start out as an analyst and progress to managerial or higher position, such as CEO. It is helpful to major in accounting or know the rules of accounting, before one undertakes the CPA exam.

The requirements to be a CPA include completing a four-year college degree in accounting. The hours that are recommended by the AICPA are at least 150. Now the requirement is that a person wanting to take the CPA exam needs to have at least 150 hours in higher education required courses. A CPA must pass the CPA exam. The CPA exam consists of four parts: business law and professional responsibilities, government and non-profit organizations, managerial, and financial accounting reporting enterprise. The AICPA grades the exams. The AICPA requires that CPA's take additional tests to

make sure that each CPA is up to date with new accounting methods. Additional classes are taken to help the CPA's pass the tests. Lastly, to become a CPA, one must have had past work experience as a public accountant. "A source that summarizes the licensing and regulatory requirements of CPA's in each state is the Digest of State accountancy Laws and State Board Regulations" (Questions). The AICPA and the National Accountants Standards Board (NASB) publish the regulations.

Service fees differ depending upon the particular accounting agency or firm. A person seeking the services of a CPA should have an understanding of the cost of the services to be provided (Questions). Citizens cannot call the AICPA to get in touch with a particular CPA. A person must go to the referral services to obtain the CPA's listing and location. AICPA has different sorts of resources to help CPAs promote their services or firms. The AICPA develops and issues brochures, newsletters, speeches, slide presentations, media packages, and video presentations to promote communication efforts (Questions). An example of a brochure is called "A Consumer Guide." This is a guide that helps customers to choose the best accountant who would manage their finances. The products the AICPA provide help CPA's to increase their customer volume, which eventually increases the amount of services provided. The products are excellent public relation tools that are specifically designed to explain how a CPA could help the particular audience to achieve profitability and success (Questions).

The salaries of CPA's are not based on whether one is male or female. The salaries of a CPA vary depending upon qualifications and experience. For an entry level CPA, the salary ranges from \$31,031 to \$66,981 (for a CPA with at least 10 years experience). Owners of firms earn around \$161,481 each year. A CPA in a small firm can earn up to \$80,000, while one in a medium firm averages up to \$90,000 (Questions). A

CPA in a large firm can earn up to \$150,000 (Questions). The average public accountant's starting salary in partner firms is \$150,000 a year; these are the two partners' salary combined. Available careers are in education, public practice, business-/industry, government, and non-profit organizations. One could teach accounting, provide assistance to the public, be part of a company or a firm, or be in a partnership. A person could do government work in one of the accounting departments, or find employment with the IRS. In a non-profit business, there is a need for volunteers to assist friends and relatives.

CPA's are in demand in the business world. No other occupation can assemble, analyze, and evaluate money with the skills of an accountant, but a CPA. The world is growing with technology and the accounting departments at firms are being built up with computers. An accountant's work is becoming a push button job. When the computers malfunction, the training and skills of a CPA will continue to operate also the business. CPAs are also trained to do their work manually and with computers to perform specific operations. The CPA has to have time, and patience to do the work required. One cannot breeze through work without checking statements. The CPA who produces excellent work can expect to earn his/her salary. The process of earning money is collaborative within the whole firm. An unreliable CPA is usually reviewed, warned and eventually appraised. Some individuals are afraid to take the challenge of being an accountant because it deals with too many 'numbers'. Those who accept the challenge and work hard should be prosperous.

CHAPTER III:

SURVEYS

- ***ORIGINAL SURVEY***
- ***SURVEYS FILLED OUT***

Date: August 9, 2004

To:

From: Precious Williams

Subject: Survey for Thesis: "The Scarcity of Women as CPAs"

To Whom It May Concern:

My name is Precious Williams and I am a graduating senior at Langston University in Langston, Oklahoma. It is a Historically Black University, which is located about 48 miles Oklahoma City, Oklahoma. My degree will be a Bachelors of Business Administration and my major is accounting. I plan to do graduate studies in a MBA at the University of Anchorage in Alaska.

Originally, I am from Omaha, Nebraska. I was admitted to Langston University on an academic scholarship. I missed a semester of college because I was in military training. I joined the Army Reserve in December 1999. After I had completed high school in May 2000, I reported to Basic Training and Advanced Individual Training for a total of 4 months. After the training, I started fulfilling my dreams of acquiring higher education, by attending Langston University in January 2001.

I am a member of the McCabe Honors Program at Langston University. Honors students are required to do senior thesis in relation to their majors. My goal is to become a Certified Public Accountant (CPA). My topic is "The Scarcity of Women as CPAs". I chose to write about this because I am curious about the high percentage of males versus females' ratio within the accounting profession. My objective is to encourage more students to gain interest in the accounting profession.

In the fall semester of 2004, I will be presenting my thesis to a board. I hope to acquire your assistance with additional information that will be included in my research.

Attached is a survey that will assist me in my analysis of the scarcity of women as CPAs

Please, if you know of other practicing CPA's invite them to fill out the survey. My goal is to get women as well as men to fill out the survey so I can begin an in depth analysis. The survey has both open-ended and closed-ended questions. You are not required to provide your name. If you would like a copy of the final thesis please place your email or address on the survey so that I can send it out to you, probably toward the end of the year. If you could have the survey finished by August 6, 2004, it will allow me enough time to do an analysis before the fall semester begins. If you are unable to turn it in by August 6, 2004, please still turn it in before the end of August. I can be contacted via email: williamsp82@yahoo.com or call at (405) 818-6424.

Thank-you for your participation,

Precious Williams

Survey Questions for Thesis
Scarcity of Women as Certified Public Accountants (CPA)

- 1.) Male or Female
- 2.) Age: below 30 30-35 36-41 42-47 48-53
54 and above.
- 3.) Why do you feel males are in the majority?
Education Money Experience
Other _____
- 4.) In the future, do you think women will be in the majority? Yes or No
- 5.) Why did you choose an accounting career?
Money Challenge Shortage of accountants
Other _____
- 6.) Was your major in accounting in college? If not, what was your major?

- 7.) In what field is your master's degree? (if applicable) Ex) MBA.

- 8.) What is your highest degree?

- 9.) What was your starting salary? _____
- 10.) Are you working as a sole proprietor, partner, or with a corporation?

- 11.) What is your title and description?

- 12.) As a CPA, would you like to see women become equal to males in the future?

13.) What qualities do you feel students need to develop to become CPA's?

14.) Should the CPA occupation be promoted in colleges and universities?

THANK YOU FOR YOUR ASSISTANCE

EMAIL OR ADDRESS IF WANT A COPY OF COMPLETE PRODUCT

Survey Questions for Thesis

Scarcity of Women as Certified Public Accountants (CPA)

- 1.) Male or Female
- 2.) Age: below 30 30-35 36-41 42-47 48-53
54 and above.
- 3.) Why do you feel males are in the majority?
Education Money Experience
Other _____
- 4.) In the future, do you think women will be in the majority? Yes or No
- 5.) Why did you choose an accounting career?
Money Challenge Shortage of accountants
Other _____
- 6.) Was you major in accounting in college? If not, what was you major?
Yes _____
- 7.) In what field is your master's degree? (if applicable) Ex) MBA.
N/A _____
- 8.) What is your highest degree?
Associate in Applied Business _____
- 9.) What was your starting salary?
\$27,000 _____
- 10.) Are you working as a sole proprietor, partner, or with a corporation?
Federal Government _____
- 11.) What is your title and description? Financial Administration & Program Specialist _____
- 12.) As a CPA, would you like to see women be at an equal level to males in the future? Yes, personally I don't see that there should be any difference in the level between men and women. _____
- 13.) What qualities do you feel students need to develop to become a CPA?
Strong math, analytical, reasoning, and communication skills are paramount to being successful in the field. _____

14.) Should the occupation of CPA be promoted in colleges and universities?

I think that students should be made aware that the occupation of
CPA is an option in the accounting field and the requirements and reasons
be explained.

THANK YOU FOR YOUR ASSISTANCE

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Rick Gregg@ak.blm.gov

Survey Questions for Thesis

Scarcity of Women as Certified Public Accountants (CPA)

- 1.) Male or Female
- 2.) Age: below 30 30-35 36-41 42-47 48-53
54 and above.
- 3.) Why do you feel males are in the majority?
Education Money Experience
Other General Interest _____
- 4.) In the future, do you think women will be in the majority? Yes or No
- 5.) Why did you choose an accounting career?
Money Challenge Shortage of accountants
Other General Interest in Money Affairs _____
- 6.) Was you major in accounting in college? If not, what was you major?
Yes _____
- 7.) In what field is your master's degree? (if applicable) Ex) MBA. No Masters,
BBA in Accounting, Finance and Econ _____
- 8.) What is your highest degree?
See above _____
- 9.) What was your starting salary?
\$28,000 _____
- 10.) Are you working as a sole proprietor, partner, or with a corporation?
Corporation _____
- 11.) What is your title and description? CFO & VP
Finance _____
- 12.) As a CPA, would you like to see women be at an equal level to males in
the future?
Sure _____

13.) What qualities do you feel students need to develop to become a CPA?

__ Besides the fundamentals in accounting, logical and critical thinking.

Analytical skills and ability to give

presentations. _____

14.) Should the occupation of CPA be promoted in colleges and universities?

__ Absolutely _____

THANK YOU FOR YOUR ASSISTANCE

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Survey Questions for Thesis
Scarcity of Women as Certified Public Accountants (CPA)

- 1.) Male or Female
- 2.) Age: below 30 30-35 36-41 42-47 48-53
54 and above.
- 3.) Why do you feel males are in the majority?
Education Money Experience Other – Males are in
the minority in our office – our managing partner, most of the managers and staff are
female. _____
- 4.) In the future, do you think women will be in the majority? Yes or No
- 5.) Why did you choose an accounting career?
Money Challenge Shortage of accountants
Other _____
- 6.) Was you major in accounting in college? If not, what was you major? IS and
Accounting _____

- 7.) In what field is your master's degree? (if applicable) Ex) MBA.
N/A _____

- 8.) What is your highest degree?
BS _____

- 9.) What was your starting salary?
\$28.5K/yr _____
- 10.) Are you working as a sole proprietor, partner, or with a corporation?
international accounting firm _____
- 11.) What is your title and description? Assurance senior manager – oversee
audits of financial statements _____
- 12.) As a CPA, would you like to see women be at an equal level to males in
the future? Currently, women have a significant advantage over males in large

public accounting firms due to historical low numbers. When equally matched, the woman will be promoted before the man in today's environment. _____

13.) What qualities do you feel students need to develop to become a CPA?

_fundamental understanding of accounting, communication skills (verbal and written), analytical skills, strong ethical beliefs, strong work ethic

14.) Should the occupation of CPA be promoted in colleges and universities?

Yes _____

THANK YOU FOR YOUR ASSISTANCE

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Survey Questions for Thesis
Scarcity of Women as Certified Public Accountants (CPA)

1.) Male or Female

2.) Age: below 30 30-35 36-41 42-47 48-53
54 and above.

3.) Why do you feel males are in the majority?

Education Money Experience

Other: Biases based on old ways of thinking, (i.e. "The woman's place is in the home")

4.) In the future, do you think women will be in the majority? Yes or No

5.) Why did you choose an accounting career?

Money Challenge Shortage of accountants

Other: It is what I wanted to do.

6.) Was you major in accounting in college? If not, what was you major? Yes

7.) In what field is your master's degree? (if applicable) Ex) MBA.

MS in Accounting

8.) What is your highest degree?

Masters

9.) What was your starting salary? Starting salary after Bachelors degree was
\$15,600

10.) Are you working as a sole proprietor, partner, or with a corporation?

Shareholder in "S" Corporation

11.) What is your title and description? Vice-President

12.) As a CPA, would you like to see women be at an equal level to males in
the future? Yes

13.) What qualities do you feel students need to develop to become a CPA?

To become a CPA I think students need to develop the ability to adapt to
changing situations. They should be able to think outside the box and look at any
situation from many angles. I think students should also understand the time
requirements for a CPA whether he/she is employee in Public or Private

accounting. A CPA in Public accounting has certain continuing professional education requirements to meet, rules of conduct from the State Board of Accountancy, the AICPA, the PCAOB, the IRS and the SEC just to mention a few. A CPA in public practice also has to be concerned with the amount of billable time he/she produces. If a CPA in public accounting can produce quality chargeable time he/she may be in for an ever changing and uncertain future.

- 14.) Should the occupation of CPA be promoted in colleges and universities? I think the CPA profession should be promoted in high school as well as colleges and universities. With the changes taking place in the profession, the CPA profession needs to be promoted while students are in high school and can take advantage of some of the accounting/business related classes available and perhaps be more prepared when entering college. I also feel the profession needs to be promoted in a manner which moves the CPA from the public's conception of "Bean Counter" to one of a valued business associate.

THANK YOU FOR YOUR ASSISTANCE

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rick@telcpa.com

Survey Questions for Thesis
Scarcity of Women as Certified Public Accountants (CPA)

1.) Male or Female Female

2.) Age: below 30 30-35 36-41 42-47 48-53

54 and above.

3.) Why do you feel males are in the majority?

Education Money Experience Other I believe it's a
combination of money and availability. If a woman chooses to incorporate motherhood
with her career, she will most likely encounter restrictions with respect to travel,
overtime, and other things that men would not consider an issue. Motherhood was a
major factor in my decision to leave public
practice. _____

4.) In the future, do you think women will be in the majority? Yes or No

5.) Why did you choose an accounting career?

Money Challenge Shortage of accountants
Other Variety of career opportunities

6.) Was you major in accounting in college? If not, what was you major?

Yes, it was accounting.

7.) In what field is your master's degree? (if applicable) Ex) MBA. N/A, but I plan to
pursue a M.Ed. in Higher Education Administration in the future. _____

8.) What is your highest degree?

Bachelor's Degree

9.) What was your starting salary? \$23,500 (that's been a few years
ago) _____

10.)Are you working as a sole proprietor, partner, or with a corporation? Higher
Education _____

11.)What is your title and description? I am a Financial Analyst for a University, and I
am responsible for managing my department's state funding and private donations.

12.)As a CPA, would you like to see women be at an equal level to males in the future?
Yes, I think diversity is important at all
levels. _____

13.)What qualities do you feel students need to develop to become a CPA? Becoming
detail oriented, ethical, able to handle pressure, analytical, even-tempered, thick-skinned,
and able to communicate.

14.)Should the occupation of CPA be promoted in colleges and universities? Yes,
definitely. It's a profession that offers a wide range of opportunities most students don't
even realize are out there.

THANK YOU FOR YOUR ASSISTANCE

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Survey Questions for Thesis
Scarcity of Women as Certified Public Accountants (CPA)

- 1.) Male or Female
- 2.) Age: below 30 30-35 36-41 42-47 48-53
 54 and above.
- 3.) Why do you feel males are in the majority?
Education Money Experience Other Historically it was a
male dominated profession women are quickly moving to the majority.
- 4.) In the future, do you think women will be in the majority? Yes or No
- 5.) Why did you choose an accounting career?
Money Challenge Shortage of accountants Other
Work experience at a paraprofessional level.
- 6.) Was you major in accounting in college? If not, what was you major?
Accounting
- 7.) In what field is your master's degree? (if applicable) Ex) MBA.
MACCT
- 8.) What is your highest degree?
Ph.D.
- 9.) What was your starting salary? \$20,000 in 1983
- 10.) Are you working as a sole proprietor, partner, or with a corporation? I have a
license to practice, but maintain it as a part of my commitment to teaching
- 11.) What is your title and description? Associate Professor of Accounting
- 12.) As a CPA, would you like to see women be at an equal level to males in the future?
Equal
- 13.) What qualities do you feel students need to develop to become a CPA? Must
have intelligence, tenacity, ability to work with people and theories too, a good work
ethic, goods ethics, necessary educational background
- 14.) Should the occupation of CPA be promoted in colleges and universities?
Mentioned but not promoted. The mission of colleges and universities is to educate,
not promote occupations or professions.

THANK YOU FOR YOUR ASSISTANCE

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Scarcity of Women as Certified Public Accountants (CPA)

1.) Male or Female

2.) Age: below 30 30-35 36-41 42-47 48-53
54 and above.

3.) Why do you feel males are in the majority?

Education Money Experience

Other opportunity - early career advise

4.) In the future, do you think women will be in the majority? Yes or No

5.) Why did you choose an accounting career?

Money Challenge Shortage of accountants

Other I enjoy it

6.) Was you major in accounting in college? If not, what was you major?

yes

7.) In what field is your master's degree? (if applicable) Ex) MBA.

N/A

8.) What is your highest degree?

BA

9.) What was your starting salary? 28,000

10.) Are you working as a sole proprietor, partner, or with a corporation?

sole practitioner

11.) What is your title and description?

CPA, owner

12.) As a CPA, would you like to see women be at an equal level to males in the future?

absolutely

13.) What qualities do you feel students need to develop to become a CPA?

Detail oriented, high level of integrity

14.) Should the occupation of CPA be promoted in colleges and universities?

more than it is currently

THANK YOU FOR YOUR ASSISTANCE

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ddotzler@alaska.net

Scarcity of Women as Certified Public Accountants (CPA)

- 1.) Female
- 2.) 54 and above.
- 3.) Why do you feel males are in the majority?

Other__ The level of effort required to maintain a career as a CPA precludes many women who have obligations to their families and homes. There are still issues of BALANCE within the profession that need to be addressed before women will be truly successful and equal with their male co-workers.

- 4.) In the future, do you think women will be in the majority? No
- 5.) Why did you choose an accounting career?

Challenge

- 6.) Was you major in accounting in college? YES ____
- 7.) In what field is your master's degree? (if applicable) Ex) MBA.

-
- 8.) What is your highest degree?

BA in Accounting

- 9.) What was your starting salary? _\$25,000 per year (no overtime)
- 10.) Are you working as a sole proprietor, partner, or with a corporation? I work for a private corporation in the crude oil transportation industry
- 11.) What is your title and description? __I am a Quality Advisor responsible for Process Assessments and Improvement Planning
- 12.) As a CPA, would you like to see women be at an equal level to males in the future? YES. Women are able to add significant intelligence, insight and value to the profession. Continuing to ignore women's issues such as balance and personal growth will prevent the profession from being the best they can possibly be.
- 13.) What qualities do you feel students need to develop to become a CPA? Critical thinking skills are very important. Also, the ability to see 'big picture' systems and relationships will help you be more valuable to your future clients.

14.) Should the occupation of CPA be promoted in colleges and universities?

Being a CPA is fun, challenging, interesting and has provided me with opportunities to travel to wonderful places and meet and work with great people. My fondest memories of public accounting are the challenging and thought provoking debates I had with other staff about the best ways to solve difficult problems. Then, presenting the clients with our solutions and helping them be successful.

I cannot understand why the universities would not want to promote this kind of career for their graduates!

THANK YOU FOR YOUR ASSISTANCE

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Survey Questions for Thesis

Scarcity of Women as Certified Public Accountants (CPA)

- 1.) Male or Female FEMALE
- 2.) Age: below 30 30-35 36-41 42-47 48-53
54 and above. 48-53
- 3.) Why do you feel males are in the majority?
Education Money Experience
Other _____ WOMEN AND MEN ENTER CPA FIRMS IN EQUAL NUMBERS,
BUT MEN DOMINATE THE UPPER LEVELS DUE TO 1) THEIR ABILITY TO
BRING IN BUSINESS AND 2) WOMEN'S FAMILY COMMITMENTS
- 4.) In the future, do you think women will be in the majority? Yes or No NO
- 5.) Why did you choose an accounting career?
Money Challenge Shortage of accountants
Other _____ LOVED MATH AND WANTED A CONCRETE MARKETABLE
SKILL
- 6.) Was you major in accounting in college? If not, what was you major?
YES _____
- 7.) In what field is your master's degree? (if applicable) Ex) MBA.
_____ N/A _____
- 8.) What is your highest degree?
_____ BACHELORS _____
- 9.) What was your starting salary? \$12,000 PER
YEAR _____
- 10.) Are you working as a sole proprietor, partner, or with a corporation?
_____ SOLE PROPRIETOR _____
- 11.) What is your title and description?
_____ CPA/OWNER _____
- 12.) As a CPA, would you like to see women be at an equal level to males in
the future?

YES _____

13.) What qualities do you feel students need to develop to become a CPA?

____ INDEPENDENT JUDGEMENT, CURIOSITY, EXCELLENT WORK

ETHIC, BUSINESS

EXPERIENCE _____

14.) Should the occupation of CPA be promoted in colleges and universities?

____ YES _____

THANK YOU FOR YOUR ASSISTANCE

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Survey Questions for Thesis

Scarcity of Women as Certified Public Accountants (CPA)

- 1.) Male or Female
- 2.) Age: below 30 30-35 36-41 42-47 48-53
54 and above.
- 3.) Why do you feel males are in the majority?
Education Money Experience
Other Traditionally, fewer women entering workforce vs. men, therefore careers that have been around a while (medicine, law, accounting) cater towards majority of typical workforce.
- 4.) In the future, do you think women will be in the majority? Yes or No
- 5.) Why did you choose an accounting career?
Money Challenge Shortage of accountants
Other thought it would grow, liked math and numbers, money
- 6.) Was you major in accounting in college? If not, what was you major?

- 7.) In what field is your master's degree? (if applicable) Ex) MBA.

- 8.) What is your highest degree?
BBA
- 9.) What was your starting salary? 28,500 Deloitte and Touche 1995
- 10.) Are you working as a sole proprietor, partner, or with a corporation?

- 11.) What is your title and description? Sr. Vice President of Finance (CFO)
- 12.) As a CPA, would you like to see women be at an equal level to males in the future? Of course. _____
- 13.) What qualities do you feel students need to develop to become a CPA?
Perseverance, patience, ability to reason and see different sides to issues/transactions. Open mindedness coupled with health skepticism, ability to

concentrate and 'stay the course'.

14.) Should the occupation of CPA be promoted in colleges and universities?

_____ Of course.

THANK YOU FOR YOUR ASSISTANCE

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_____ kball@ascg.com _____

Survey Questions for Thesis

Scarcity of Women as Certified Public Accountants (CPA)

- 1.) Male or Female
- 2.) Age: below 30 30-35 36-41 42-47 48-53
54 and above.
- 3.) Why do you feel males are in the majority?
Education Money Experience Other _____ Glass
ceiling_
- 4.) In the future, do you think women will be in the majority? Yes or No
- 5.) Why did you choose an accounting career?
Money Challenge Shortage of accountants
Other _____
- 6.) Was you major in accounting in college? If not, what was you major?
_____ Yes _____
- 7.) In what field is your master's degree? (if applicable) Ex) MBA.

- 8.) What is your highest degree?
_____ Bachelor's _____
- 9.) What was your starting salary?
_____ \$28,000 _____
- 10.) Are you working as a sole proprietor, partner, or with a corporation?
_____ Corporation _____
- 11.) What is your title and description? _Divisional Controller – I prepare
monthly consolidated financial statements in accordance with GAAP and
supervise the accounting staff. I ensure that all accounting transactions are
recorded correctly and that all accounts are reviewed on a monthly
basis. _____
- 12.) As a CPA, would you like to see women be at an equal level to males in
the future?
_____ Yes _____

13.) What qualities do you feel students need to develop to become a CPA? I feel students need to have communication skills and the ability to explain complex accounting rules in laymen terms. I also feel that accounting students need to develop the ability to see the detail and the overview at the same time. Accounting students also should also gain experience if possible to better understand how the concepts learned in school are used in business.

14.) Should the occupation of CPA be promoted in colleges and universities?

Yes

THANK YOU FOR YOUR ASSISTANCE

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CHAPTER IV:

ANALYSIS

ANALYSIS

The research consisted of 11 individuals: four males and seven females. Everyone had his/her own thoughts and opinions. The ages of the individuals are varied from 30 to 54. The reason for males' being in the majority is money and experience. Also, males were available to negotiate in their general interests. The reasons females were in the minority are motherhood, history of the workforce, and inability to balance work and family. Participants agreed that females are moving toward becoming the majority rather than the minority. Participants chose an accounting career because of both money and opportunities. All participants had graduated from college with an accounting major. None of the participants had a Masters of Business Administration (MBA), but one had a Masters of Accounting (MACCT). One participant obtained a Doctorate degree. The starting salary ranges were 20,000 to 28,000 per year. Most of these persons were working for a corporation. Two were sole proprietors. Two more worked for the federal government, and another for a university. The titles or job descriptions were CPA, Owner, Quality Advisor, and Senior Vice President of Finance (CFO), Financial Analyst, Divisional Controller, Financial Administrator, Assurance Senior Manager, and Program Specialists. All participants said that they would like for the level of male and females to be equal in the workplace. One point was made that if the workforce of a business is not then they are not working at a 100 percent level. The qualities needed to qualify one to be a CPA are many. The qualities are intelligence, education, goal-orientation, patience, curiosity, independence, and perseverance. The skills needed are analytical, communication, integrity, mathematics, fundamentals of accounting, ethics, reasoning, and listening.

Colleges and universities should not promote CPA but let them be aware and know of the option of becoming a CPA. Some said that it should be promoted because it is a great opportunity for students majoring in accounting.

CHAPTER V:

CONCLUSION

- *CONCLUSION*
- *LIMITATIONS*

CONCLUSION

Through research and survey analyses, the assumption is that the number females will be equal to the number of males when it comes to the CPA profession. Females are acquiring higher education and are able to compete with males regardless of either personal or social issues. In essence, the glass ceiling has motivated females to persevere to get to the top in any kind of tasks. Males do not seem to be inferior but equal. Women have come a long way in their career path. As for women's being in the majority, one can say there is equality among both sexes in the accounting profession. One aspect that is vital in determining the scarcity of women in the future is the different types of jobs one can obtain as a CPA. The type of jobs including the job description, salary, and the environment are factors that impact women's decision to enter into a particular occupation. The validity of these factors is not a high issue in women's making decision to get into careers as CPA. The choice resides in a person's personal skills and qualifications. The choice does not depend upon the sex of the individual.

The limitations in this field include a variety of issues pertaining to the conclusion. The survey participants were small in number, had different occupations, and lived in different regions. Some of the data used in this research are from 2000 through 2004. The limitations did not hinder the conclusion or the facts in this thesis. The limitations brought about a need for further research for updated and true dynamics in the CPA occupations.

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