



AMERICAN SOCIETY FOR
CYTOTECHNOLOGY

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ASCT Wage and Employment Survey Results

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MARKETING & RESEARCH

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ASCT Wage and Employment Survey

Introduction

ASCT conducted an online study of wages and employment among professionals in cytology during July 2013. The survey was pretested by Board members of ASCT in early April and launched in early July among 740 member and non-member individuals with deliverable email addresses.

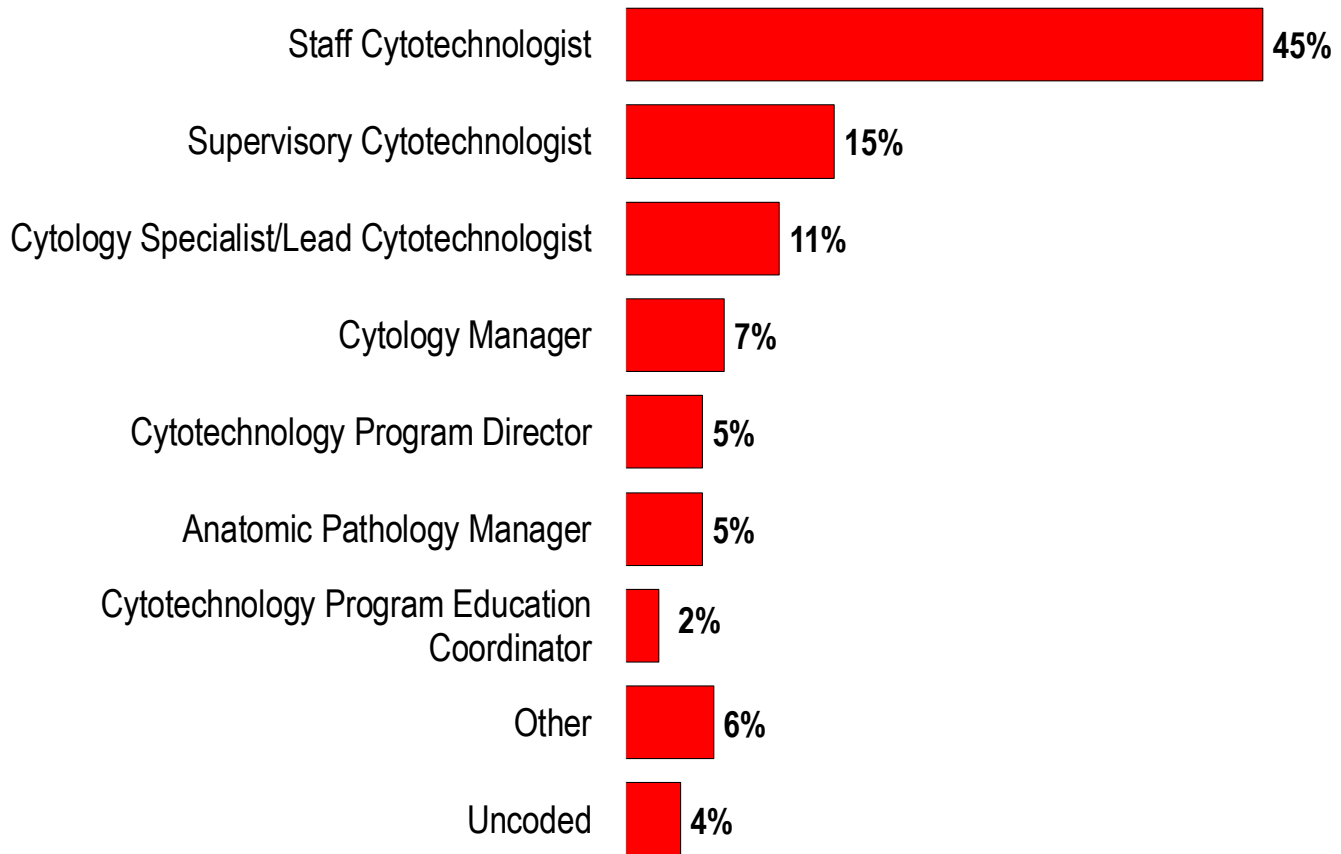
A total of 319 responses were received, for an overall response rate of 43%. This is a relatively high response rate for association surveys, and the confidence intervals for the overall results had a margin of error +/- 4.9% at a 95% level of significance.

Highlights/Summary

- The report presents income trends by position/title. Staff Cytotechnologists have the most reliable figures as they comprise 45% of all respondents, with Supervisory and Specialist/Lead Cytotechnologists each accounting for more than 10% and all other positions accounting for 29%.
- Facility types are split between private labs and hospitals (39% each).
- Directors and Managers report the highest levels of total experience in the field (mean average of 29 years). Staff Cytotechnologists and Cytotechnology Program Education Coordinators (17 years each) report the least experience in the field.
- Respondents anticipate remaining in the field of cytology for an average mean of 12 years and a median of 10 years before leaving for retirement or for some other employment-related reason. Half of those who expect to leave the field within the next five years will do so for retirement, while the rest are evenly split between leaving for promotions, a new career, or some other reason.
- Mean annualized salaries are highest for Anatomic Pathology Managers (\$88,155), Cytology Managers (\$85,696), Supervisory Cytotechnologists (\$81,728), and Cytotechnology Program Directors (\$79,504).
- Lower average salaries are reported for Cytology Specialist/Lead Cytotechnologists (\$74,124), Staff Cytotechnologists (\$67,450) and Cytotechnology Program Education Coordinators (\$64,250).
- Overall, results are comparable to the last ASCT published study from 2009.
- Salary levels across all positions combined changed by a mean average of 3.07% and a median of 2.46%. A significant number of respondents reported freezes in salary.
- Bonuses were reported by 27% of respondents: a mean of \$4,381 and median of \$1,540.
- On average respondents spend 58% of their time on GYN screening (58%), and another 19% on non-GYN screening and FNA screening, 10% assisting FNA on-site preparation or providing onsite adequacy, and 13% other activities.
- Respondents report average daily volume of a mean of 41 and a median of 35 total slides.
- Respondents reported means of 19 non-imaged slides, 23 imaged-guided Field of View (FOV) only slides, and 7 imaged-guided slides with Full Manual Review and Field of View (FMR & FOV).

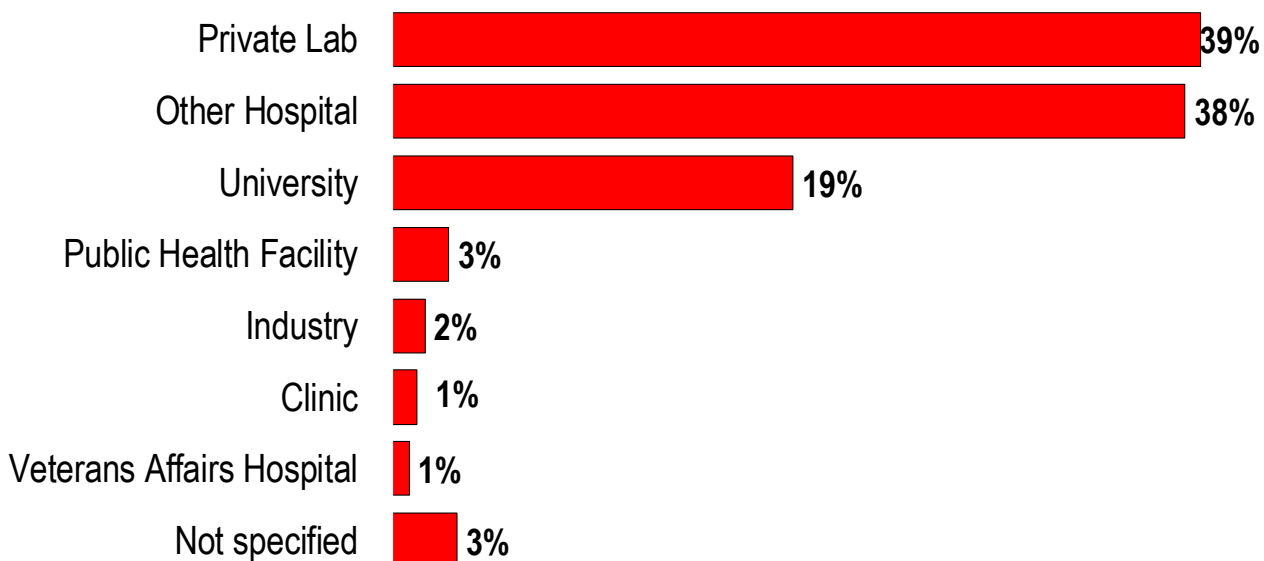
Profile of Respondents: Title/Position

By far the most common title reported is Staff Cytotechnologist, reported by 45% of respondents. This is followed in frequency of response by Supervisory Cytotechnologist (15%), Cytology Specialist/Lead Cytotechnologist (11%), Cytology Manager (7%), Cytotechnology Program Director and Anatomic Pathology Manager (5%), Cytotechnology Program Education Coordinator (2%), or other titles (6%).



Facility Type

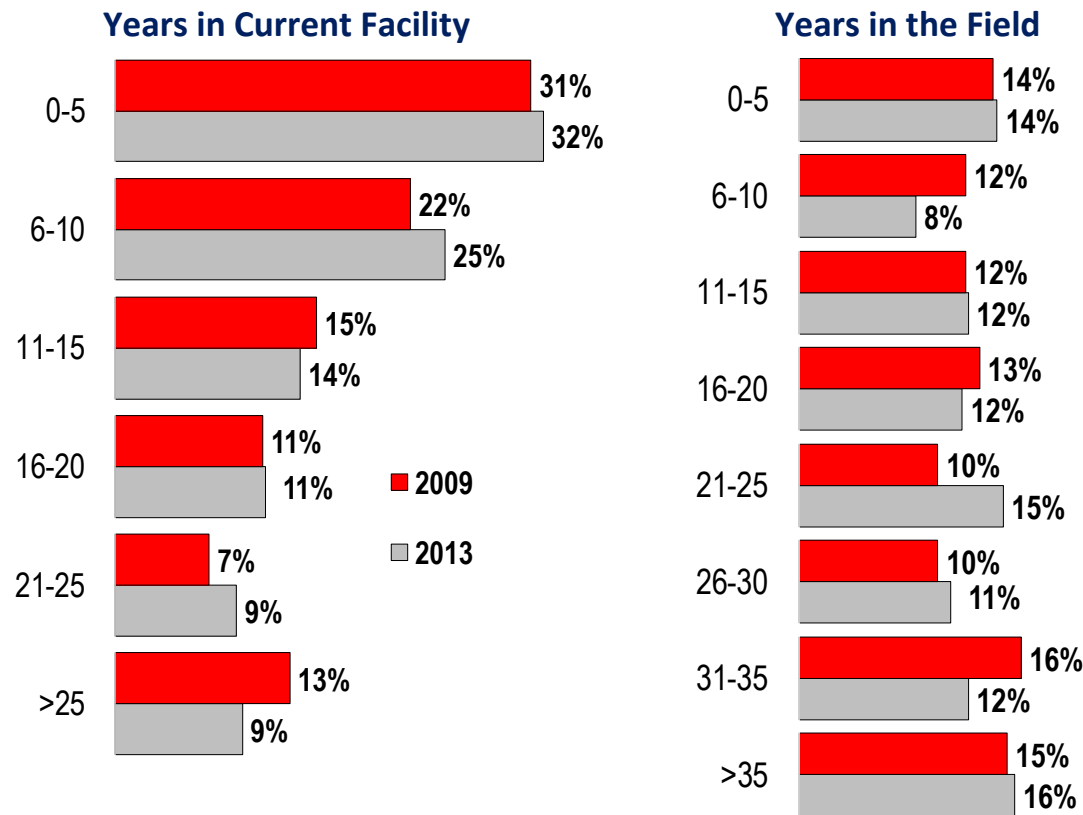
Respondents are almost evenly split between private labs and hospitals (39% each) while 19% are in a university and 6% are in other settings including a public health facility, industry, or a clinic. Although the question allowed for multiple responses, only 5% of respondents indicated more than one facility type.



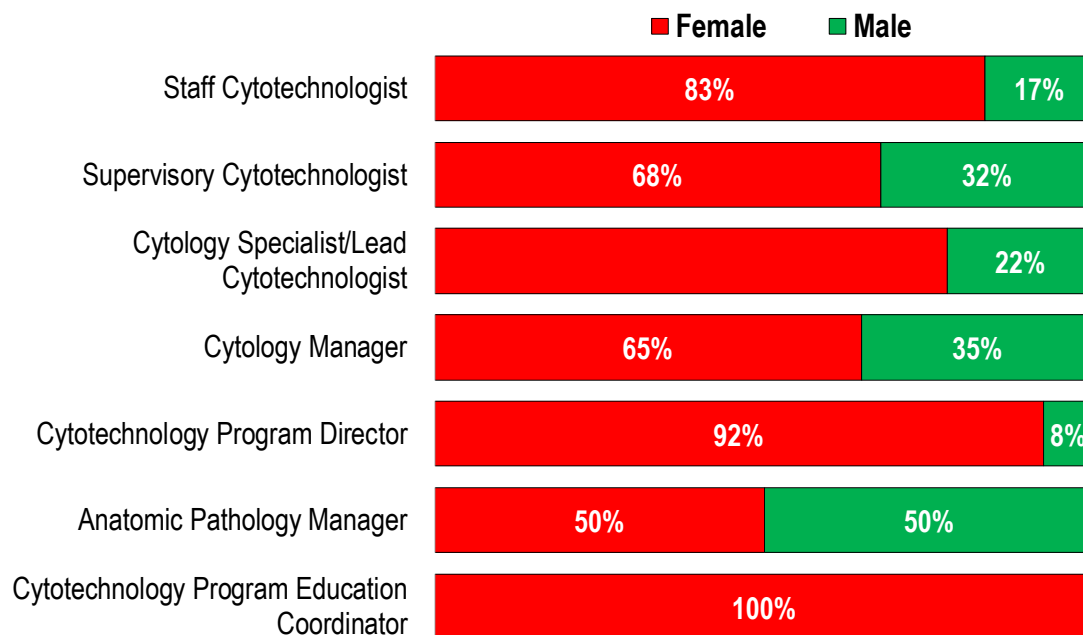
Years in Current Facility/Field

Respondents are somewhat split by cohorts into one-third who have spent five or fewer years in their current facility, one-fourth each who have spent 6-10 years or 11-20 years there, and the remainder spending more than 20 years. This pattern is very similar when compared to the last published report in 2009.

Overall years in the field show similar patterns for the two studies, with less than one-fourth reporting fewer than 10 years in the field, one quarter each 11-20 and 21-30 years, and almost one-third with more than 30 years.



Gender



Overall, women were 78% of respondents and men were 22%. The proportion of females by job function is highest for Cytology Program Education Coordinators and Directors, and lowest for Cytology and Anatomic Pathology Managers. Females report slightly more experience than men: a mean average of 22.6 years in the field and 12.6 years in their current facility, compared to men's 20.4 years in the field and 11.7 years in the current facility.

Average Years of Experience by Position

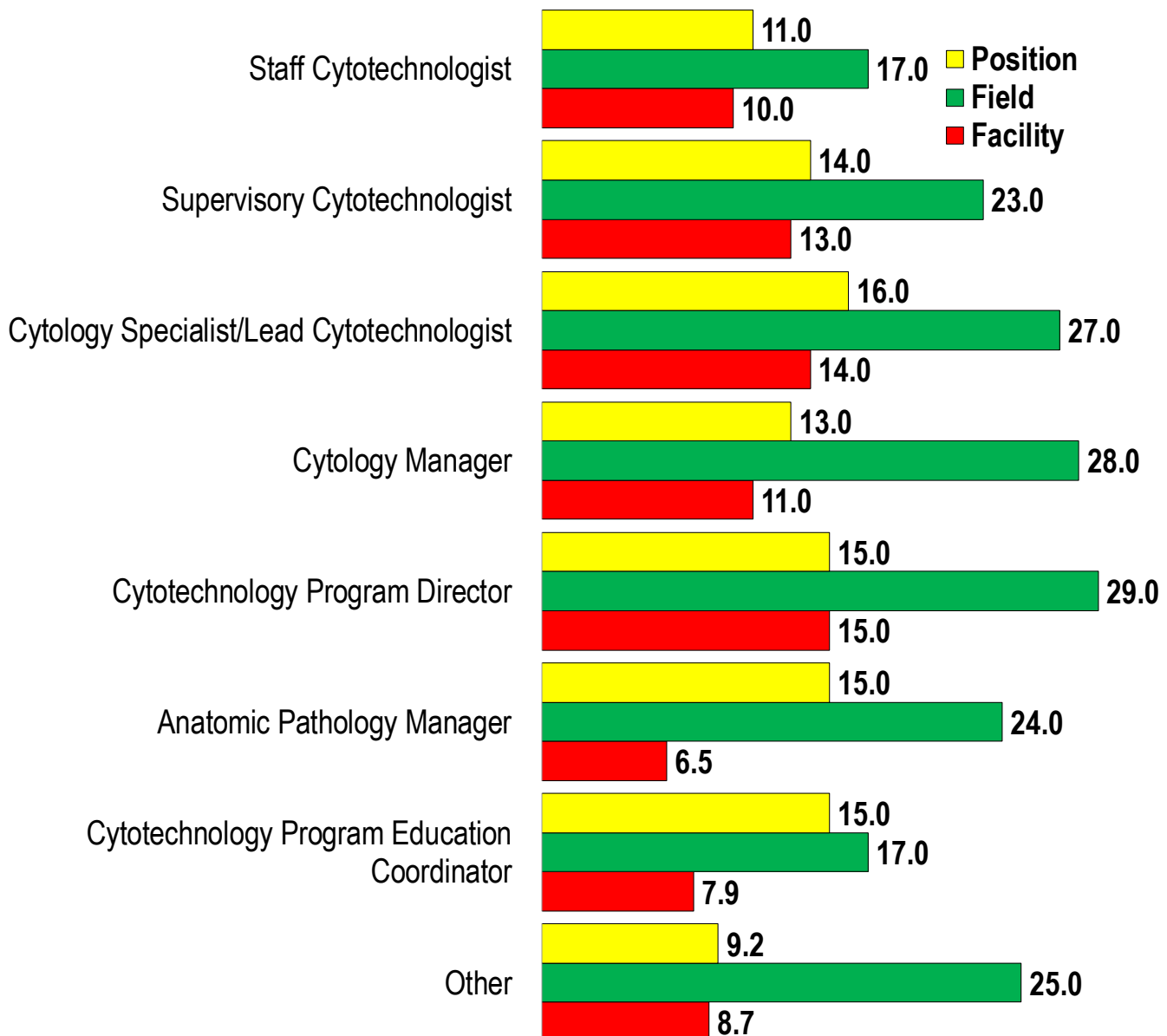
Directors and Managers report the highest levels of total experience, with mean averages of 29 years in the field reported by Cytotechnology Program Directors and 28 years in the field reported by Cytology Managers.

Cytology Specialists (27 years), Anatomic Pathology Managers (24 years), and Supervisory Cytotechnologists (23 years) report progressively lower levels of average experience, while Staff Cytotechnologists and Cytotechnology Program Education Coordinators (17 years) report the lowest average number of years in the field.

The typical professional, regardless of position, has spent at least half of their career in the field in their current position. Respondents in most positions report an average of between 14 and 16 years in their current position.

Staff Cytotechnologists (average of 11 years in their current position) report less overall experience, but have spent almost two-thirds of their total career in their current position. Cytology Managers (average of 13 years in their current position) are the only position to have spent less than half their career in the same position.

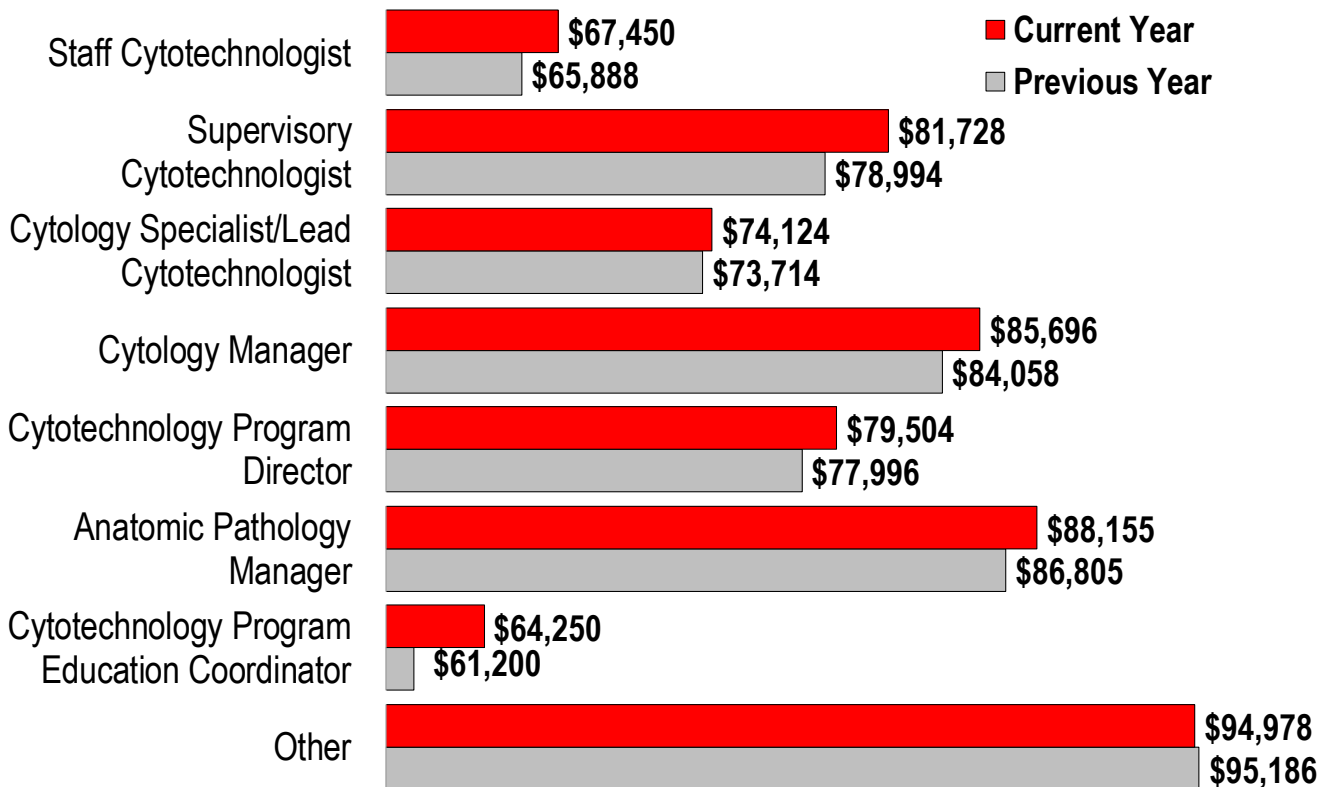
Cytotechnology Program Directors report that the average years they have spent in the same facility are identical to the average years in their current position. Years in facility is 1-2 years fewer than tenure in the current position for all other positions except Anatomic Pathology Managers, who report the lowest average tenure in their facility.



Average Annualized Salary: Current and Previous Year

Average (mean) annualized salaries are highest for four positions—\$88,155 among Anatomic Pathology Managers; \$85,696 for Cytology Managers; \$81,728 for Supervisory Cytotechnologists; and \$79,504 for Cytotechnology Program Directors. Those who report "other" positions (a category that includes a diverse range of titles including executive management) report the highest average annualized current salary (\$94,978).

Annual salaries are lower for Cytology Specialist/Lead Cytotechnologists (\$74,124), Staff Cytotechnologists (\$67,450) and Cytotechnology Program Education Coordinators (\$64,250). Their average annualized salaries from the previous year are shown below to show how salaries have increased. These figures are not directly comparable, because some respondents indicated a salary for the current year but not the previous year.

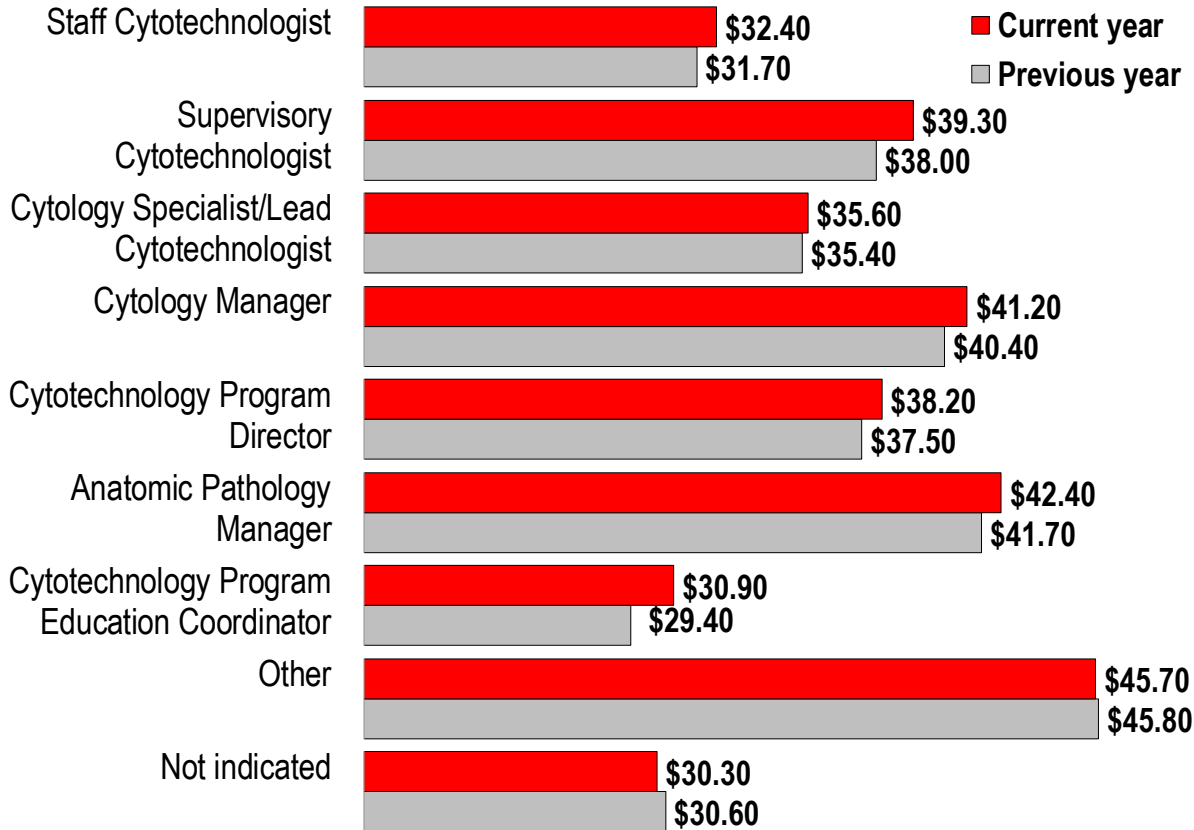


This year's survey results are consistent with the previous (2009) ASCT survey. Over four years, Supervisory Cytotechnologists have experienced the greatest cumulative growth in annualized salary (+9.6%), while Staff Cytotechnologists (+6.7%) have experienced a milder but still reasonable level of salary growth. In contrast, the Anatomic Pathology Manager (+3.9%), Cytology Specialist/Lead Cytotechnologist (+2.9%) and Cytology Manager (+2.8%) have experienced lower growth over the past three years. Cytotechnology Program Directors and Cytotechnology Program Education Coordinators have experienced declines in average salary.

Position Category	N	2013	2012	2009
Staff Cytotechnologist	116	\$67,450	\$65,888	\$63,234
Supervisory Cytotechnologist	38	\$81,728	\$78,994	\$74,582
Cytology Specialist/Lead Cytotechnologist	28	\$74,124	\$73,714	\$72,051
Cytology Manager	18	\$85,696	\$84,058	\$83,325
Cytotechnology Program Director	14	\$79,504	\$77,996	\$82,114
Anatomic Pathology Manager	14	\$88,155	\$86,805	\$84,821
Cytotechnology Program Education Coordinator	6	\$64,250	\$61,200	\$71,644

Average Hourly Wage: Current and Previous Year

Converting annualized salary figures to an hourly wage of course, tells a very similar story. Average (mean) hourly annualized salaries are \$42.40 among Anatomic Pathology Managers; \$41.20 for Cytology Managers, \$39.30 for Supervisory Cytotechnologists, and \$38.20 for Cytology Program Directors. Average wages are lower for Cytology Specialist/Lead Cytotechnologists (\$35.60), Staff Cytotechnologists (\$32.40) and Cytotechnology Program Education Coordinators (\$30.90).



Average by Position Category	2013	2012	2009
Staff Cytotechnologist	\$32.40	\$31.70	\$30.40
Supervisory Cytotechnologist	\$39.30	\$38.00	\$35.43
Cytology Specialist/Lead Cytotechnologist	\$35.60	\$35.40	\$34.62
Cytology Manager	\$41.20	\$40.40	\$39.64
Cytotechnology Program Director	\$38.20	\$37.50	\$39.48
Anatomic Pathology Manager	\$42.40	\$41.70	\$39.76
Cytotechnology Program Education Coordinator	\$30.90	\$29.40	\$35.08

To provide a more accurate picture of total earnings we show the distribution of annualized salaries and hourly wages for each position reported in the survey with sufficient frequency to provide reliable results. Each position shows the typical range of salary and wages. The median (midpoint) figure is often more fully representative of typical earnings in a field than the arithmetic average (mean). The lower and upper quartiles (Q1 and Q3) demonstrate the upper and lower bounds within which half of all reported earnings fall. For ASCT, the median is rarely significantly different from the mean, which suggests that there were few extreme values that distorted the latter measure of earnings.

Position Category	Current Year				Previous Year			
	Average	Median	Q1	Q3	Average	Median	Q1	Q3
Staff Cytotechnologist	\$67,450	\$67,600	\$58,531	\$74,074	\$65,888	\$65,760	\$56,000	\$71,454
Supervisory Cytotechnologist	\$81,728	\$76,159	\$70,000	\$85,000	\$78,994	\$73,000	\$65,000	\$85,000
Cytology Specialist/ Lead Cytotechnologist	\$74,124	\$76,128	\$66,842	\$83,356	\$73,714	\$76,477	\$65,707	\$81,182
Cytology Manager	\$85,696	\$85,100	\$72,800	\$95,000	\$84,058	\$84,500	\$75,000	\$88,900
Cytotechnology Program Director	\$79,504	\$77,000	\$74,700	\$78,990	\$77,996	\$76,000	\$73,600	\$76,418
Anatomic Pathology Manager	\$88,155	\$83,100	\$77,500	\$89,440	\$86,805	\$84,000	\$76,000	\$100,000
Cytotechnology Program Education Coordinator	\$64,250	\$63,500	\$60,000	\$67,000	\$61,200	\$56,000	\$52,000	\$75,600
Other	\$94,978	\$85,519	\$80,000	\$106,000	\$95,186	\$85,905	\$72,800	\$102,000
Total	\$74,800	\$72,634	\$64,000	\$82,000	\$73,680	\$72,000	\$62,400	\$80,000

Average=arithmetic mean, median=midpoint of all responses, Q1=first quartile (point below which 25% of all responses occur), Q3=third quartile (point above which 25% of all responses occur).

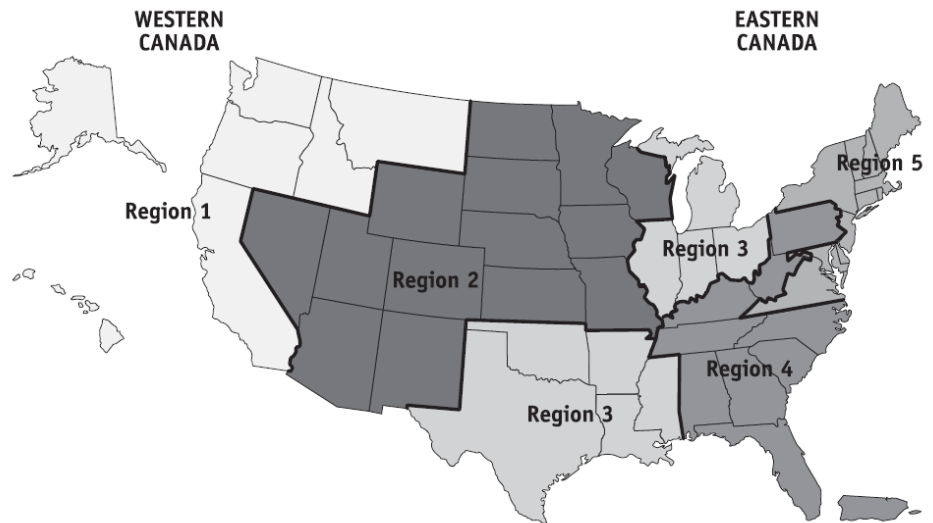
Position Category	Current Year				Previous Year			
	Average	Median	Q1	Q3	Average	Median	Q1	Q3
Staff Cytotechnologist	\$32.40	\$32.50	\$28.10	\$35.60	\$31.70	\$31.60	\$26.90	\$34.40
Supervisory Cytotechnologist	\$39.30	\$36.60	\$33.70	\$40.90	\$38.00	\$35.10	\$31.30	\$40.90
Cytology Specialist/ Lead Cytotechnologist	\$35.60	\$36.60	\$32.10	\$40.10	\$35.40	\$36.80	\$31.60	\$39.00
Cytology Manager	\$41.20	\$40.90	\$35.00	\$45.70	\$40.40	\$40.60	\$36.10	\$42.70
Cytotechnology Program Director	\$38.20	\$37.00	\$35.90	\$38.00	\$37.50	\$36.50	\$35.40	\$36.70
Anatomic Pathology Manager	\$42.40	\$40.00	\$37.30	\$43.00	\$41.70	\$40.40	\$36.50	\$48.10
Cytotechnology Program Education Coordinator	\$30.90	\$30.50	\$28.90	\$32.20	\$29.40	\$26.90	\$25.00	\$36.40
Other	\$45.70	\$41.10	\$38.50	\$51.00	\$45.80	\$41.30	\$35.00	\$49.00
Total	\$36.00	\$34.90	\$30.80	\$39.40	\$35.40	\$34.60	\$30.00	\$38.50

Average=arithmetic mean, median=midpoint of all responses, Q1=first quartile (point below which 25% of all responses occur), Q3=third quartile (point above which 25% of all responses occur).

Regional Patterns

To provide a sense of regional patterns of compensation in cytotechnology, we ran averages for the five ASCT Regions, shown at right.

These results are somewhat less reliable than the overall survey results, because fewer responses could be coded according to their state of origin, but there were a minimum of 13 respondents (in Region 1) and a maximum of 34 (in Region 2).



Overall Salary/Wages	Current Year Salary				N	Current Year Hourly Wage			
	Average	Median	Q1	Q3		Average	Median	Q1	Q3
Region 1	\$80,315	\$82,618	\$68,640	\$95,000	13	\$74,813	\$70,855	\$62,400	\$93,000
Region 2	\$75,612	\$75,000	\$71,317	\$80,866	34	\$75,294	\$75,000	\$72,622	\$81,139
Region 3	\$75,168	\$72,067	\$61,984	\$78,000	31	\$74,765	\$69,970	\$57,000	\$84,500
Region 4	\$73,281	\$70,725	\$61,800	\$78,000	18	\$68,130	\$69,721	\$58,240	\$78,000
Region 5	\$78,979	\$77,000	\$66,477	\$84,185	21	\$77,087	\$74,223	\$65,218	\$83,270

Average=arithmetic mean, median=midpoint of all responses, Q1=first quartile (point below which 25% of all responses occur), Q3=third quartile (point above which 25% of all responses occur).

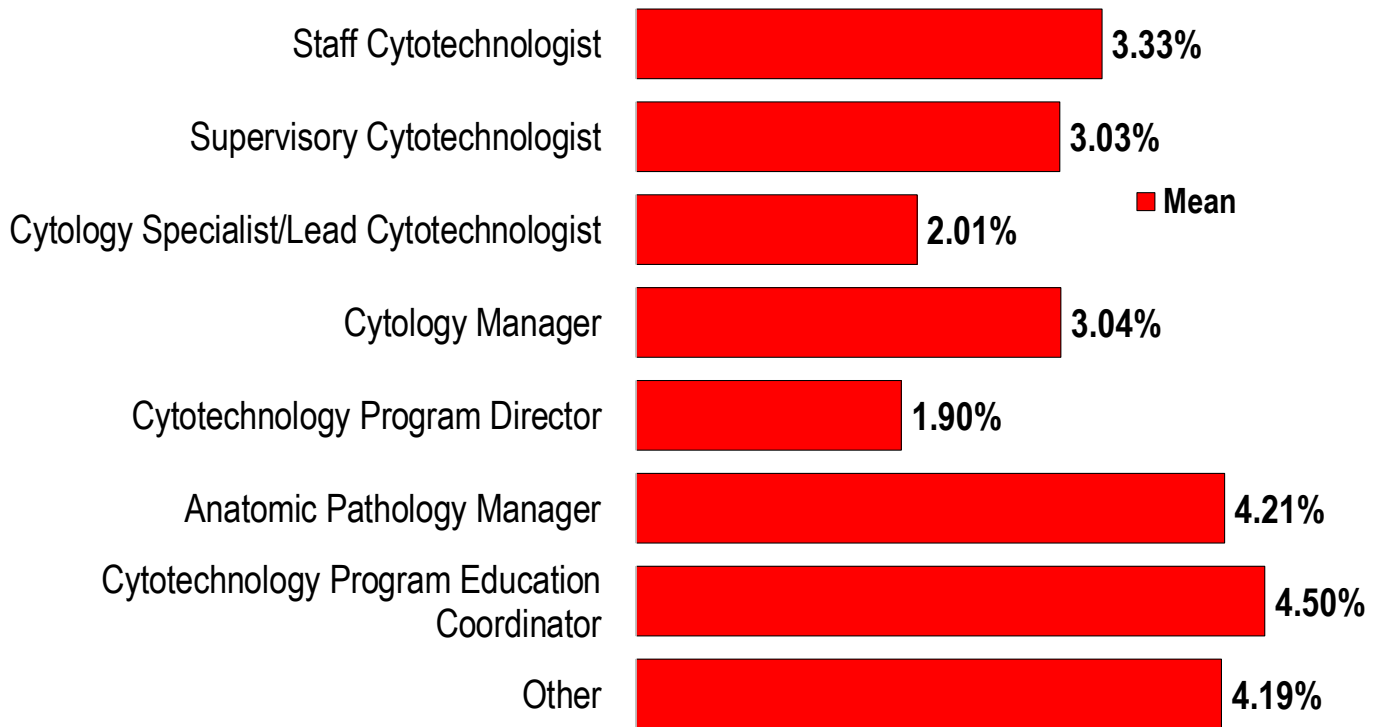
	Current Annual Wage				Average Annual Salary Change			
	Average	Median	Q1	Q3	Average	Median	Q1	Q3
Region 1	\$38.61	\$39.72	\$33.00	\$45.67	6.25%	4.78%	1.96%	5.77%
Region 2	\$36.35	\$36.06	\$34.29	\$38.88	2.65%	2.04%	0.00%	3.37%
Region 3	\$36.14	\$34.65	\$29.80	\$37.50	3.29%	1.97%	0.00%	4.62%
Region 4	\$35.23	\$34.00	\$29.71	\$37.50	1.48%	1.88%	1.04%	2.15%
Region 5	\$37.97	\$37.02	\$31.96	\$40.48	2.39%	2.51%	0.00%	5.31%

Staff Cytologists Only	Current Year Salary				N	Annual Salary Change			
	Average	Median	Q1	Q3		Average	Median	Q1	Q3
Region 1	\$69,875	\$68,910	\$64,667	\$72,800	7	10.40%	4.56%	2.15%	8.40%
Region 2	\$69,503	\$72,753	\$65,300	\$75,192	11	3.23%	2.23%	1.99%	3.85%
Region 3	\$71,222	\$65,000	\$57,000	\$75,171	15	3.00%	1.83%	0.00%	4.62%
Region 4	\$58,224	\$56,160	\$52,468	\$63,981	4	1.68%	1.61%	1.14%	2.23%
Region 5	\$62,981	\$64,000	\$57,782	\$67,923	7	2.21%	2.60%	0.00%	9.95%

Salary Changes

Comparing average salaries reported for the current year and the previous year indicates a mean average increase of 3.07% and a median increase of 2.46%.

Average increases were highest for Cytotechnology Program Education Coordinators (4.50% mean), and Anatomic Pathology Managers (4.21%). They were lower for Staff Cytotechnologists (3.33%), Cytology Managers (3.04%), and Supervisory Cytotechnologists (3.03%). Increases were lowest for Cytology Specialist/Lead Cytotechnologists (2.01%) and Cytotechnology Program Directors (1.90%).



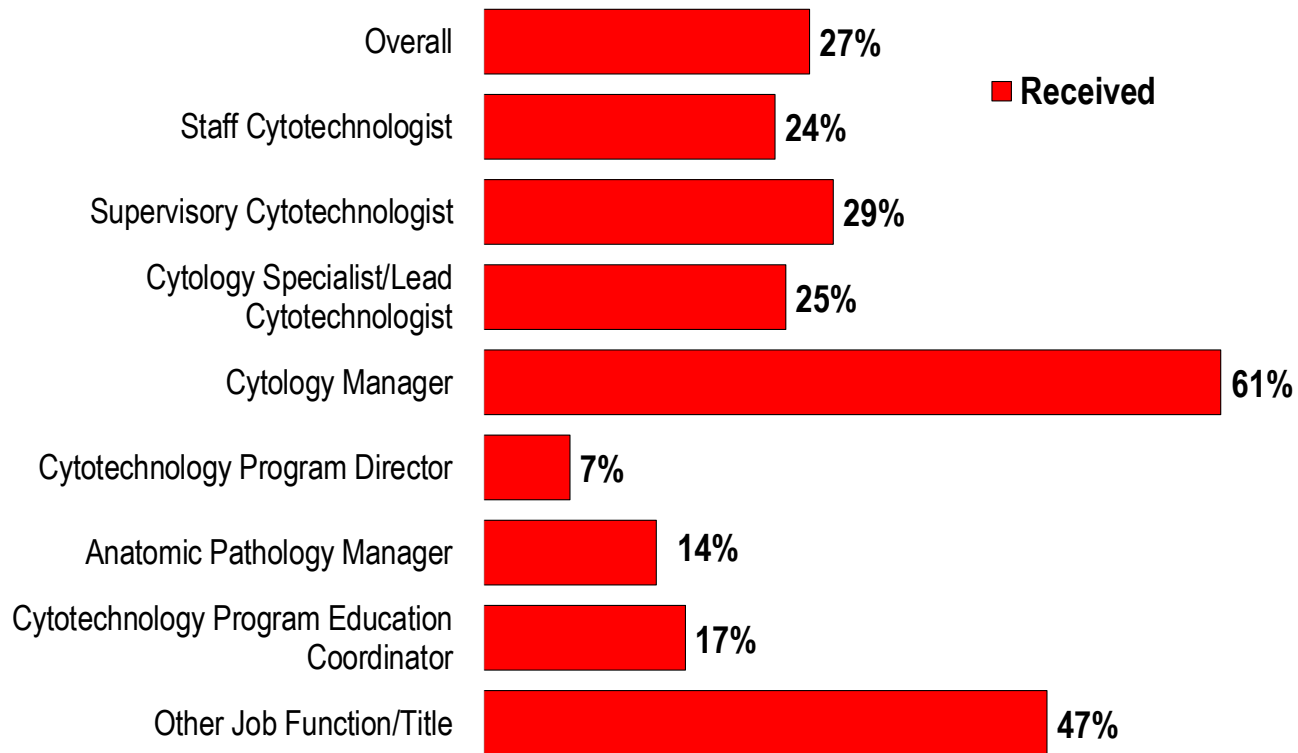
Salaries	Mean	Median	Q1	Q3
Staff Cytotechnologist	3.33%	2.49%	1.10%	3.51%
Supervisory Cytotechnologist	3.03%	1.91%	0.00%	3.00%
Cytology Specialist/Lead Cytotechnologist	2.01%	2.53%	0.00%	3.17%
Cytology Manager	3.04%	1.97%	0.00%	4.17%
Cytotechnology Program Director	1.90%	1.32%	0.00%	2.90%
Anatomic Pathology Manager	4.21%	2.94%	0.00%	5.56%
Cytotechnology Program Education Coordinator	4.50%	3.85%	2.51%	7.14%
Other	4.19%	2.51%	2.03%	3.60%
Overall	3.07%	2.46%	0.00%	3.60%

Average Bonuses

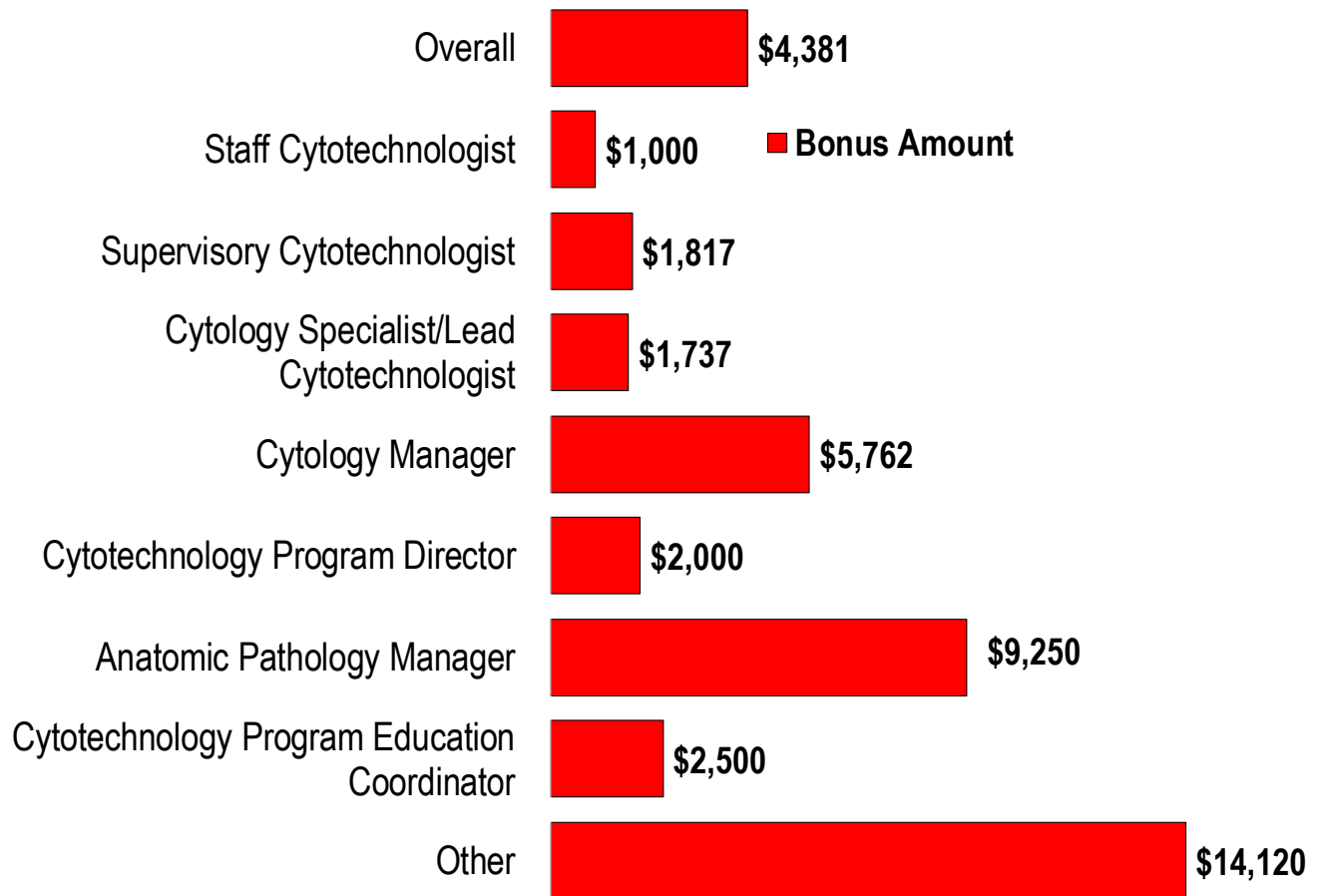
A total of 27% of respondents indicate receiving a bonus in the past year.

- The average bonus granted last year was a mean of \$4,381 and a median of \$1,540.
- By occupation, average (mean) bonuses are highest at \$9,250 for Anatomic Pathology Managers; \$5,762 for Cytology Managers; \$2,500 for Cytotechnology Program Education Coordinators and \$2,000 for Cytotechnology Program Director.
- Occupations with lower average bonuses include Cytology Specialist/Lead Cytotechnologists (\$1,737), Supervisory Cytotechnologists (\$1,817) and Staff Cytotechnologists (\$1,000).

Bonus Received



	Received	Mean	Median	Q1	Q3
Overall	27%	\$4,381	\$1,540	\$529	\$3,295
Staff Cytotechnologist	24%	\$1,000	\$558	\$400	\$1,340
Supervisory Cytotechnologist	29%	\$1,817	\$1,000	\$500	\$3,500
Cytology Specialist/Lead Cytotechnologist	25%	\$1,737	\$1,760	\$1,100	\$2,500
Cytology Manager	61%	\$5,762	\$3,783	\$1,700	\$10,000
Cytotechnology Program Director	7%	\$2,000	\$2,000	\$2,000	\$2,000
Anatomic Pathology Manager	14%	\$9,250	\$9,250	\$500	\$18,000
Cytotechnology Program Education Coordinator	17%	\$2,500	\$2,500	\$2,500	\$2,500
Other	47%	\$14,120	\$6,000	\$4,800	\$10,000

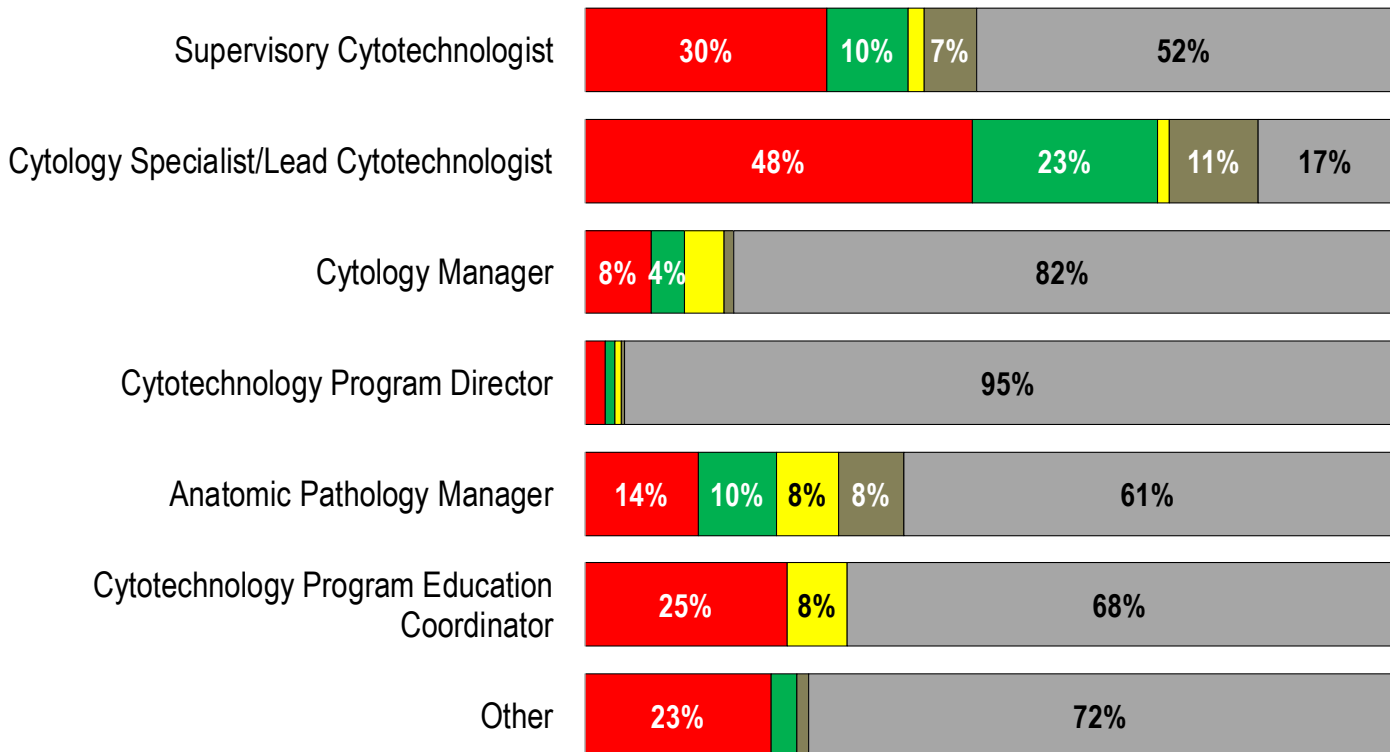
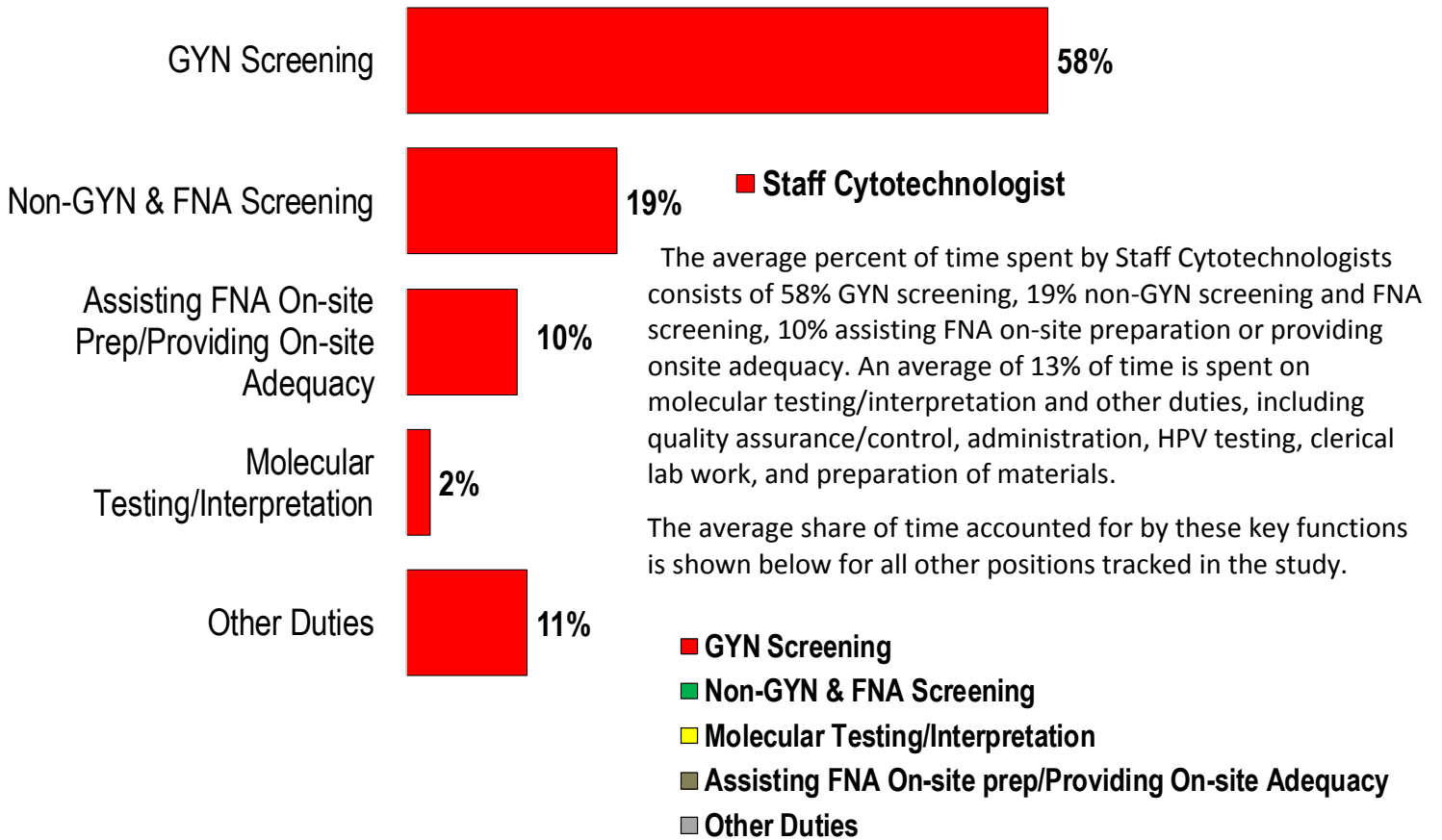


Second Incomes

A total of 6% reported second income wages in annual dollar terms and another 3% reported in hourly terms.

- Second income earnings ranged between a maximum of \$76,960 and a minimum of \$1,500 for those who reported salaries, and between a maximum of \$54.80 and a minimum of \$28.90 for those who reported a wage. The median wage reported was \$32.10 and the median annualized figure was \$5,000.
- Weekly hours spent on a second job reported range between a minimum of one hour and a maximum of 20 hours, and a median of 5.5 hours per week.

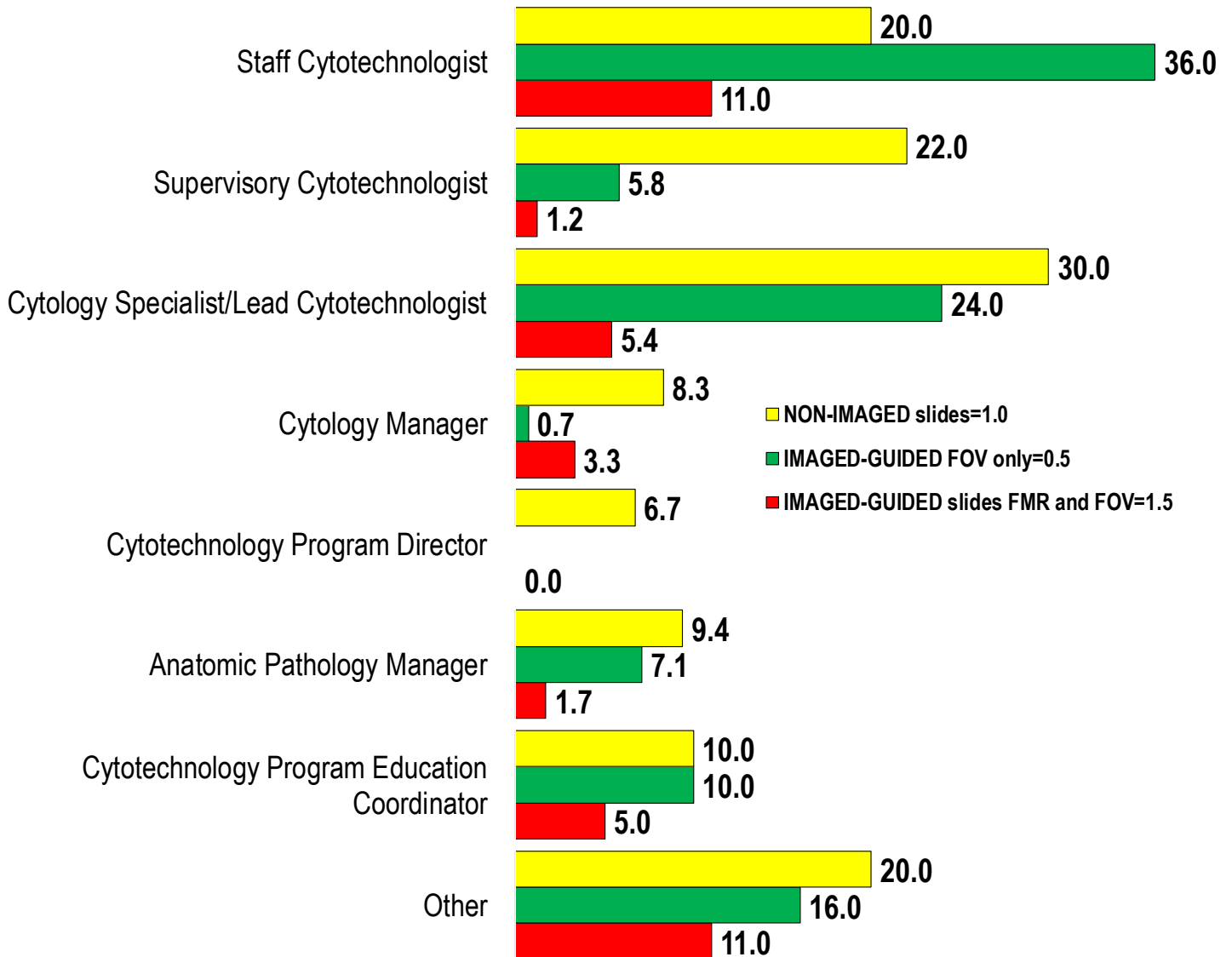
Work Time Allocations: Percentage of Time Spent Performing Specific Functions



Total Slides Reviewed Per Day

Overall, respondents report an average mean of 19 and a median of 10 non-imaged slides, a mean of 23 and a median of 0 imaged-guided Field of View (FOV) only slides, and a mean of 7.0 and a median of 0 imaged-guided slides with Full Manual Review and Field of View (FMR & FOV).

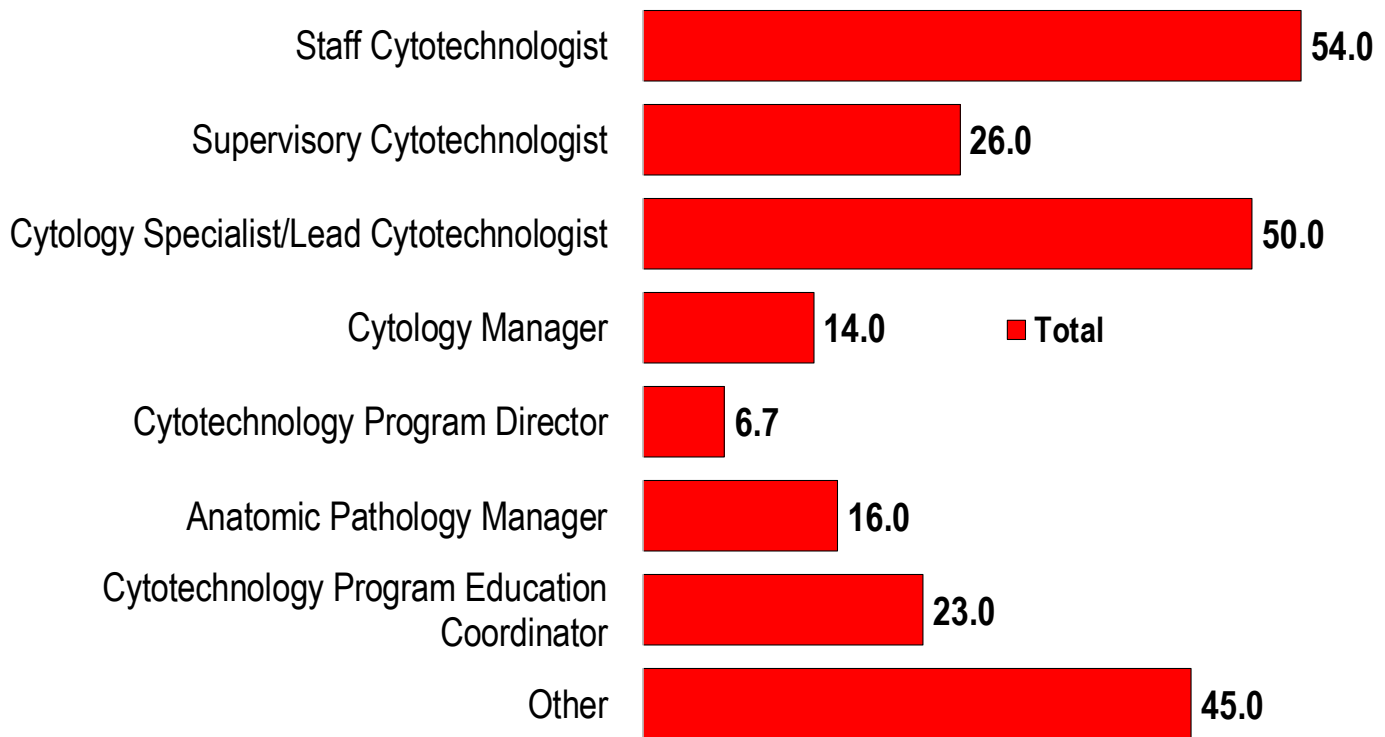
Staff Cytotechnologists report an average mean of 20 and a median of 10 non-imaged slides, a mean of 36 and a median of 30 imaged-guided FOV only slides, and a mean of 11.0 and a median of 0 imaged-guided slides with Full Manual Review and Field of View.



Average Total Slides Screened Per Day, Overall

Converting the detailed responses to a total using the approved formula of non-imaged slides = 1.0, imaged-guided Field of View only = 0.5, and imaged-guided slides with Full Manual Review and Field of View = 1.5 indicated that overall, respondents screen an average mean of 41 and a median of 35 total slides.

By primary job function, there are of course sharp differences. Staff cytotechnologists screen an average mean of 54 and a median of 50 slides, while Cytology Specialist/Lead Cytotechnologists screen a mean and median of 50 slides. Staff with more managerial responsibility such as Supervisory Cytotechnologists (mean 26, median 23) report fewer, while Cytology Managers (mean 14, median 10), Anatomic Pathology Manager (mean 16, median 13), and particularly Cytotechnology Program Directors (mean 7, median 0) report screening the fewest slides.



Anticipated Remaining Years in the Cytotechnology Field

Respondents anticipate remaining in the field of cytology for an average mean of 12 years and a median of 10 years before leaving for retirement or other employment related reasons.

By primary job function, those with supervisory responsibility, particularly Cytotechnology Program Directors (5.8 years) report plans to retire in the nearer future, while Staff Cytotechnologists (14.0 years) and Cytotechnology Program Education Coordinators (18.0 years) report the longest wait until they retire.

	Mean	Median	Q1	Q3
Overall	12.0	10.0	5.0	18.0
Staff Cytotechnologist	14.0	10.0	5.0	20.0
Supervisory Cytotechnologist	11.0	10.0	5.0	17.0
Cytology Specialist/Lead Cytotechnologist	10.0	10.0	7.0	10.0
Cytology Manager	11.0	10.0	7.5	13.0
Cytotechnology Program Director	5.8	6.0	1.5	10.0
Anatomic Pathology Manager	12.0	15.0	5.0	15.0
Cytotechnology Program Education Coordinator	18.0	18.0	16.0	20.0
Other	9.1	9.5	2.5	15.0

The future plans of respondents who anticipate leaving the profession in the next five years (N=40, or 15% of all respondents) is most likely to consist of retirement (51%) followed by those who expect a promotion in the same setting (22%), a new career (21%), or some other outcome (19%).

Other responses most frequently include expressions of uncertainty and pessimism such as "Cytology is a dying field," moves don't depend on their discretion but rather if layoffs occur or the program is closed, or that they're told by a supervisor that "there's nowhere to grow" for them. Others want a position closer to home and/or that offers higher pay.

Overall, the subgroup of individuals who anticipate leaving the field within five years are *not* older than the average respondent—they report a mean of 14.1 years in the profession and has been in their current position for 9.6 years.

