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Women have made the greatest inroads in attaining partnerships within the CPA profession at firms with 20 accounting professionals or less, according to new research by the [American Institute of CPAs](#).

The highest ratio of female partners (43 percent) falls within the firm category of 2-10 CPAs, while the lowest (20 percent) is associated with the largest firms of 100-plus CPAs, the [AICPA CPA Firm Gender Survey](#) found.

“We’ve made great progress this year with women filling the top leadership slots at

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firm size.

Firm Size	Percentage of Female Partners
2-10 CPAs	43%
11-20 CPAs	39%
21-99 CPAs	27%
100+ CPAs	20%

Among other findings of the survey:

- There is a gender gap in equity ownership at firms, too. Like overall partnership levels, it’s less stark at smaller firms.
- Firms with formal succession plans rarely have a gender component to leadership transition plans.
- Some 55 percent of firms have partners who use flexible work arrangements, and most took that alternative path before they became partners, too. Flexible work arrangements can mean alternative work hours, working remotely, compressed work weeks or job sharing, among other practices.

Survey methodology: The CPA Firm Gender Survey was conducted online by MKTG Incorporated for the AICPA’s Women’s Initiatives Executive Committee from Aug. 18 to Sept. 6, 2015. Some 955 qualified respondents, drawn from CPA firms of varying sizes and regions within the United States, participated. The survey has a margin of error of plus/minus 3.4 percentage points.

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