

Navigating the Pathology Job Market

A Comprehensive Guide for Anatomical Pathologists

November 2025

Prepared in partnership with

Connexis Search Group

24 Years of Pathology Recruitment Excellence

Introduction

As we approach the end of 2025, anatomical pathologists find themselves in an exceptionally strong job market. Significant workforce shortages are creating unprecedented opportunities across commercial laboratories, private practices, and healthcare institutions nationwide. This comprehensive guide provides data-driven insights into the current pathology job market, compensation trends, remote work opportunities, subspecialty demands, and potential employers—equipping you with the information needed to make informed career decisions.

This article examines market dynamics, compensation benchmarks, emerging telepathology opportunities, and introduces Connexis Search Group as a specialized recruitment partner with 24 years of experience in pathology placement.

Overview of the Pathology Job Market

Current Market Landscape

The pathology job market in November 2025 demonstrates robust demand for anatomical pathologists:

- **814 Anatomical Pathology jobs** currently available on Indeed.com
- **102 pathology job openings** listed on NEJM CareerCenter
- **372,400 pathologists** estimated to be currently practicing in the United States
 - Active pathologists increased from **17,400 in 2004** to over **21,000 in 2024**
 - Approximately **621 residents** still being trained annually

Source: American Society for Clinical Pathology (ASCP), Indeed.com, NEJM CareerCenter (November 2025)

Workforce Shortage Projections

The outlook for pathology employment is exceptionally strong, driven by significant projected shortages:

- **HRSA projects a shortfall of approximately 4,230 full-time equivalent (FTE) pathologists by 2037**
- **7% decline** in pathologist supply projected
- **16% increase** in demand projected
- The U.S. faces a significant demand-side shortfall for medical (anatomic/clinical) pathologists

Source: Health Resources and Services Administration, Medicus Healthcare Solutions (September 18, 2025)

Growth Trends

Multiple indicators point to sustained growth in pathology employment:

- Pathologist job market expected to grow by **11.4% between 2016 and 2026**
- Approximately **8.1% more pathologists** required by 2030
- **45.5% of pathology positions in 2021** were for new roles (up from 38.2% in 2017)

Source: American Society for Clinical Pathology (ASCP), September 11, 2025

Driving Factors Behind the Shortage

Several interconnected factors are creating the current workforce shortage:

- **Aging workforce** – Many pathologists approaching retirement age
- **Increasing workload complexity** – More sophisticated diagnostic requirements
- **Rising demand for medical services** – Growing and aging patient population
- **Potential mass retirements** – Baby boomer generation pathologists exiting workforce
- **Growing burnout among pathologists** – Work-life balance challenges
- **Demand outpacing supply** – Pathology services demand rising faster than supply of trained professionals

Source: Medicus Healthcare Solutions (September 18, 2025)

Opportunities in Commercial Laboratories and Private Practices

The workforce shortage is particularly acute in commercial laboratories and private practices:

- ASCP warns that without strategic investment, the pathology workforce risks critical shortfall
- **Strong demand** particularly in commercial laboratories and private practices
- Workforce shortages creating **competitive hiring environment** with attractive compensation packages
- Organizations exploring strategies including lean production techniques, robotics, and outsourcing to address capacity constraints

Source: American Society for Clinical Pathology (ASCP), September 202

Compensation and Benefits

Overall Pathologist Compensation

Anatomical pathologists command competitive compensation reflecting the high demand for their expertise:

- **Average annual salary: \$537,000** (based on database of 1,600 nationwide pathologists)
- **Median salary range: \$300,000 - \$390,000**
- **Average across multiple sources: \$286,000 - \$396,294**
- **Private practice pathologists: \$350,000 to over \$1 million annually**

Source: Pathology Outlines, Physicians Thrive (November 8, 2025)

Dermatopathology Compensation

Source	Annual Salary	Hourly Rate
Resolve.com	\$375,500	-
SalaryDr	\$454,000	-
Marit Health (Pathology Focus)	\$434,909	\$193/hour
Marit Health (Dermatology Focus)	\$588,125	\$280/hour
Glassdoor	\$334,476	-

Dermatopathology consistently commands the highest compensation among pathology subspecialties:

Overall Range: \$334,000 to \$588,000 per year

Key Observations:

- Compensation varies based on practice setting (commercial laboratory vs. private practice)
- Higher compensation typically seen in private practice and commercial laboratory settings
- Experience and specific role focus (pathology vs. dermatology emphasis) significantly affect compensation
- Dermatopathology commands the highest compensation among pathology subspecialties

Source: SalaryDr, Marit Health, Resolve.com, Glassdoor (November 2025)

Gastrointestinal (GI) Pathology Compensation

GI pathology offers competitive compensation with significant geographic variation:

Metric	Amount
National Average	\$337,500/year or \$162.26/hour
Alternative Estimate	\$224,680/year
Range Variation	\$142,100 - \$429,000 annually
California-Specific	\$245,740/year or \$118.14/hour

Key Observations:

- Salaries vary significantly based on location, experience, and practice setting
- Geographic location significantly impacts compensation
- High case volumes in GI pathology create strong demand

Source: Salary.com, Indeed (October/November 2025)

Hematopathology Compensation

Hematopathology represents another high-demand subspecialty with strong compensation:

Source	Annual Salary	Hourly Rate
Salary Expert (National)	\$361,528	\$174/hour
SalaryDr	\$415,000	-
Salary Expert (Los Angeles)	\$433,318	\$208/hour

California Salary Percentiles:

- Majority Range (25th-75th percentile): \$339,900 to \$398,300
- Entry-Level (10th percentile): \$321,054

Overall Range: \$321,000 to \$433,000 per year

Source: Salary Expert, SalaryDr (November 19, 2025)

Compensation Comparison Across Subspecialties

Understanding relative compensation across subspecialties helps inform career planning:

Rank	Subspecialty	Compensation Range
1	Dermatopathology	\$334,000 - \$588,000
2	Hematopathology	\$321,000 - \$433,000
3	GI Pathology	\$224,000 - \$429,000
4	Pediatric Pathology	\$307,000
5	Neuropathology	\$218,627+
6	Cytopathology	\$173,000
7	Forensic Pathology	\$97,922

Key Insight: Dermatopathology typically commands the highest compensation, particularly when combining dermatology and pathology expertise.

Source: Physicians Thrive, Multiple compensation surveys (November 8, 2025)

Additional Benefits

Beyond base salary, pathologists typically receive comprehensive benefits packages:

- Paid vacation time
- Health insurance
- Malpractice insurance
- Vision and dental coverage
- Relocation assistance
- Productivity bonuses

Source: Pathology Outlines (pathologyoutlines.com), AMN Healthcare (November 23, 2025)

Factors Affecting Compensation

Multiple variables influence individual compensation packages:

- **Subspecialty expertise and board certification** – Specialized training commands premium compensation
- **Practice setting** – Commercial lab vs. private practice vs. academic positions
- **Geographic location** – Regional cost of living and market dynamics
- **Years of experience** – Compensation increases with experience and expertise
- **Productivity and case volume** – Many positions include productivity-based bonuses

- **Call responsibilities** – Additional compensation for on-call duties
- **Partnership opportunities** – Equity positions in private practices

Source: Multiple compensation surveys (November 2025)

Remote Pathology Opportunities

Market Growth and Projections

Digital telepathology represents one of the fastest-growing segments in pathology:

- Digital telepathology market projected to reach **USD \$934.8 million in 2025**
- Expected to grow to **USD \$2,316.6 million by 2035**
- Annual growth rate: **11.5% CAGR (2025-2032)**

Source: Future Market Insights, GlobeNewswire (September 4, 2025)

Market Drivers

Several factors are accelerating telepathology adoption:

- **Increasing demand for faster diagnostics** – Reduced turnaround time requirements
- **Need for more accurate diagnostic capabilities** – Access to subspecialty expertise
- **Global shortage of pathology professionals** – Remote work expands available workforce
- **Rising cancer case volumes** – Growing diagnostic workload
- **Improved operational efficiency** – Streamlined workflows and case distribution

Source: Future Market Insights (September 2025)

Benefits of Telepathology

Improved Access and Flexibility

- Allows pathologists to access cases remotely from any location
- Enables rural clinics to share digitized slides with expert pathologists
- Facilitates remote consultations and diagnoses
- Provides flexibility in work location and schedule
- Enables work-life balance improvements

Professional Advantages

- Fosters collaboration among pathologists across institutions
- Enables second opinions and intraoperative feedback
- Increases access to specialized subspecialty expertise
- Improves accuracy of pathological diagnosis through consultation
- Facilitates subspecialty consultations regardless of geography

Operational Improvements

- Faster diagnosis times through efficient case distribution
- Improved workflow efficiency and case management
- Rapid case tracking and image retrieval
- Increased productivity through optimized workload distribution
- Cost-effective solution for healthcare systems

Source: National Institutes of Health, Grundium, PreciPoint (November 2024)

Challenges and Considerations

Technical Obstacles

- High implementation costs for digital infrastructure
- Technical shortcomings in some digital systems
- Potential security concerns with data transmission
- Requires robust digital systems and comprehensive training
- Need for high-quality scanning equipment

Regulatory and Legal Issues

- Complex legal considerations across state lines
- Regulatory compliance challenges
- Need for standardized protocols
- Data privacy and protection concerns (HIPAA compliance)
- Licensing requirements in multiple states

Professional Considerations

- Need for reliable internet connectivity
- Quality control and validation requirements
- Integration with existing laboratory information systems
- Potential isolation from colleagues
- Continuing education and competency maintenance

Source: National Institutes of Health, Lighthouse Lab Services (November 2024)

Future Outlook

Telepathology's future appears bright with continued technological advancement:

- Telepathology's future depends on collaborative medicine involving dermatopathologists, dermatologists, surgeons, and other specialists
- Growing integration with artificial intelligence and machine learning
- Expansion of remote diagnostic services across all subspecialties

Source: Future Market Insights (September 2025)

Subspecialties and Their Compensation

Subspecialty Demand Breakdown

Understanding current demand patterns helps inform fellowship and career decisions:

Subspecialty	Demand Percentage
Cytopathology	15-20%
Hematopathology	14-20%
GI Pathology	11-15%
Dermatopathology	7-9%
Molecular Pathology	Growing (unspecified)

Source: Pathology Outlines, Medicus Healthcare Solutions (September 18, 2025)

Workforce Challenges by Subspecialty

The subspecialty workforce faces unique challenges:

- Fellowship application process for pathology subspecialties currently fraught with multiple problems
- Recent study revealed pathology workforce may be **undercounted by nearly 40%** due to omitting subspecialized training
- Overall physician shortage projected at **81,180 FTE physicians by 2035**

Source: Bureau of Health Workforce, American Society for Clinical Pathology (September 2025)

Subspecialty Opportunities in Commercial Labs and Private Practices

Commercial laboratories and private practices particularly seek subspecialty expertise in:

High-Demand Subspecialties:

- **Dermatopathology** – High volume, specialized interpretation requirements
- **Hematopathology** – Complex diagnostics, flow cytometry expertise
- **GI Pathology** – High case volume, specialized expertise needed

Additional Considerations:

- Private practices with hospital contracts often need generalists with subspecialty strengths
- Subspecialty training significantly increases marketability and compensation potential
- Growing demand for molecular pathology expertise across all settings

Source: Multiple job market analyses (November 2025)

Connexis Search Group: Your Pathology Recruitment Partner

Company Overview

Connexis Search Group stands as one of the most established pathology recruiting firms in the United States:

- **Established: 2001** (24 years of experience as of 2025)
- **Location:** Greenville, South Carolina
- **Specialization:** Pathology recruitment and permanent placement
- **Recognition:** One of the oldest and most established pathology recruiting firms in the United States

Source: Connexis Search Group website, LinkedIn (November 23, 2025)

Pathology Recruitment Capabilities

Connexis Search Group maintains extensive resources for pathology recruitment:

- **Database of 28,000 pathologists** – Extensive network of qualified candidates
- **Specializes in permanent placement recruiting** – Focus on long-term career matches
- **Focuses on recruiting operational and technical leaders** in healthcare
- **Contingency-based recruitment model** – Risk mitigation for employers

Source: <https://connexisearch.com/pathology-recruitment/> (November 23, 2025)

Services for AP/CP Pathologists

Connexis Search Group offers specialized services for anatomical and clinical pathologists:

- Expertise in placing **AP/CP (Anatomical and Clinical Pathology) pathologists**
- Matches candidates based on **skills and organizational fit**
- Maintains **ready-to-go pipeline** of specialized candidates
- Helps organizations recruit leaders who can:
 - Drive modernization
 - Improve team efficiency
 - Provide specialized recruitment solutions

Source: Connexis Search Group blog, company website (November 23, 2025)

Service Sectors

Connexis Search Group serves diverse healthcare sectors:

1. Hospitals
2. Private Practices
3. Commercial Laboratories
4. Diagnostic and Life Science industries
5. Medical Device companies
6. Biotechnology firms
7. In-Vitro Diagnostics (IVD) companies

Source: <https://connexisearch.com/pathology-recruitment/> (November 23, 2025)

Unique Recruitment Approach

What distinguishes Connexis Search Group:

- **Specializes in permanent placement** (not temporary or locum tenens)
- **Focuses on long-term organizational fit** – Sustainable career matches
- **Provides risk mitigation** for employers through contingency model
- **Extensive network and database** of qualified pathology candidates
- **24 years of experience** understanding pathology workforce needs

Source: Connexis Search Group website, blog (November 23, 2025)

Track Record

Connexis Search Group's achievements demonstrate their expertise:

- Continuously recruiting pathologists since 2001
- Helped laboratories hire specialized pathologists, including subspecialty positions
- Established reputation in pathology recruitment community
- Serves clients nationwide across multiple healthcare sectors

Source: Connexis Search Group company information (November 23, 2025)

Potential Employers

Introduction to Employer Landscape

The U.S. pathology employment landscape encompasses diverse opportunities:

- U.S. clinical laboratory services market projected to reach approximately **\$16.18 billion by 2034**
- Commercial labs play crucial role in processing diagnostic tests for hospitals, health centers, and clinical trials
- These labs operate large central laboratories processing high volumes of medical samples

Laboratory Name	Location	Key Characteristics
Quest Diagnostics	National	One of largest commercial labs in U.S.; comprehensive diagnostic services including routine lab tests, molecular diagnostics, oncology testing, genetic testing, clinical trial laboratory testing; nationwide operations
LabCorp	National	Major national commercial laboratory; full-service diagnostic laboratory; acquired select assets from BioReference; nationwide network with extensive testing capabilities
ARUP Laboratories	National	Specializes in reference laboratory testing and lab management consulting; national reference laboratory; complex and esoteric testing focus
BioReference Labs	Elmwood, NJ	Comprehensive diagnostic services; continues operations after LabCorp asset acquisition

Source: Market research reports (November 2025)

Large Commercial Pathology Laboratories

Major national commercial laboratories offer extensive career opportunities:

Source: Scispot blog (November 11, 2025), multiple industry sources

Medium-Sized Regional Commercial Laboratories

Regional laboratories offer opportunities with more localized focus:

Laboratory Name	Location	Key Characteristics
Clinical Pathology Labs (CPL)	Austin, TX	Recently acquired by Sonic Healthcare USA; comprehensive diagnostic and pathology services; regional presence with significant market share
Sonic Healthcare USA	National	Significant player in diagnostic laboratory medicine; acquired CPL; full-service diagnostic laboratory; expanding through strategic acquisitions
Acupath Laboratories	Plainview, NY	Nationwide provider of sub-specialized anatomic pathology; subspecialty pathology services; national reach with subspecialty focus

Source: Scispot blog (November 11, 2025)

Small to Medium Regional Laboratories

Smaller regional laboratories provide personalized work environments:

- **Interpath Laboratory** – Local laboratory serving hospitals, clinics, and patients with regional operations
- Many regional labs employ between **500-2,400 staff members**
- Offer comprehensive diagnostic and pathology services
- Serve multiple healthcare settings including hospitals, clinics, and private practices
- Trend toward consolidation with larger entities

Source: Scispot blog, industry reports (November 2025)

Private Pathology Practice Groups with Hospital Contracts

Private practice groups offer partnership opportunities and hospital-based practice:

Practice Name	Location	Key Characteristics
PathGroup	Nashville, TN	Over 240 pathologists (one of largest private pathology groups); works with 250+ hospitals and 15,000 physicians across U.S.; national presence with extensive hospital contracts; full-service anatomic and clinical pathology
CORPath	Central Ohio	Largest private practice of hospital-based pathologists in central Ohio; started as two independent groups in 1970s; regional focus with strong hospital relationships; hospital-based pathology services
Diagnexia	National	Nationwide network of 50+ subspecialty pathologists; provides on-demand diagnostic expertise to labs across America; subspecialty pathology consultations; national reach through telepathology and consultation services

Source: PathGroup website, CORPath website, Diagnexia website (November 23, 2025)

Private Practice Characteristics

Private practice pathology offers unique advantages:

- Historically, most pathologists employed in private practice through professional corporations or professional associations
- Many pathology groups have contracts with hospitals, offering structured employment opportunities
- Contracts often include **incentive and productivity bonus structures**
- Private practices may contract with:
 - Hospitals
 - Third-party administrators
 - Intermediary contracting entities
 - Other healthcare providers

Source: Pathology Outlines (September 2, 2025)

Employment Trends

Current market dynamics present both challenges and opportunities:

Current Challenges:

- Increasing overhead costs
- Decreasing revenue in some markets
- Competitive hiring environments

Opportunities:

- Strong opportunities remain due to workforce shortages
- Contracts viewed as "two-way streets" with negotiable terms
- Important legal considerations:
 - Stark Law compliance
 - Anti-Kickback Statute (AKS) regulations
 - Productivity metrics
 - Potential bonus structures

Source: Pathology Outlines management resources (September 2, 2025)

Emerging Trends in Employer Landscape

Key trends shaping the pathology employment landscape:

- **Consolidation** of regional laboratories and private practices
- **Expansion of diagnostic capabilities** across all employer types
- **Focus on specialized pathology services** and subspecialty expertise
- **Increasing adoption** of digital pathology and telepathology
- **Growing demand** for pathologists with subspecialty training
- **Competitive compensation packages** to attract talent in shortage environment

Source: Multiple industry sources (November 2025)

Conclusion

The pathology job market in late 2025 presents exceptional opportunities for anatomical pathologists at all career stages. With a projected shortage of 4,230 FTE pathologists by 2037 and over 814 anatomical pathology positions currently available, the supply-demand imbalance strongly favors job seekers.

Key Takeaways

Strong Job Market:

- 4,230 FTE pathologist shortage projected by 2037
- 814+ anatomical pathology jobs currently available
- Strong demand in commercial labs and private practices
- 11.4% job market growth expected through 2026

Competitive Compensation:

- Overall pathologist average: \$537,000
- Subspecialty ranges: \$334,000 - \$588,000 (dermatopathology highest)
- Private practice potential: \$350,000 - \$1,000,000+
- Comprehensive benefits packages standard

Growing Opportunities:

- Telepathology market growing at 11.5% annually
- Subspecialty expertise highly valued and compensated
- Multiple employment options across different practice settings
- Remote work opportunities expanding rapidly

Career Resources:

- Connexis Search Group provides specialized recruitment services with 24 years experience
- Database of 28,000 pathologists
- Expertise in AP/CP pathologist placement across diverse healthcare sectors

Moving Forward

Whether you're seeking your first position, considering a subspecialty transition, or exploring remote opportunities, the current market offers unprecedented options. Subspecialty training significantly enhances both marketability and compensation potential, with dermatopathology, hematopathology, and GI pathology commanding premium compensation.

The expansion of telepathology creates new possibilities for work-life balance and geographic flexibility, while traditional commercial laboratories and private practices continue to offer robust career paths with competitive compensation and comprehensive benefits.

As you navigate your career decisions, consider partnering with specialized recruitment firms like Connexis Search Group, which bring deep industry knowledge, extensive networks, and 24 years of experience matching pathologists with optimal opportunities.

The pathology workforce shortage, while challenging for healthcare systems, creates a job seeker's market with strong compensation, diverse opportunities, and excellent long-term career prospects. Now is an excellent time to explore the full range of opportunities available to anatomical pathologists.

This guide was prepared in November 2025 based on current market data, compensation surveys, and industry analyses. For personalized career guidance and access to current pathology opportunities, consider contacting Connexis Search Group or other specialized pathology recruitment firms.