

University of Arkansas, Fayetteville

**ScholarWorks@UARK**

---

Labor Market Survey

Center for Business & Economic Research

---

1-4-2020

## Survey of the Labor Market for New Ph.D. Hires in Economics 2020-2021

Mervin Jebaraj

David Sorto

Raja Kali

Follow this and additional works at: <https://scholarworks.uark.edu/labor-market>

---

### Citation

Jebaraj, M., Sorto, D., & Kali, R. (2020). Survey of the Labor Market for New Ph.D. Hires in Economics 2020-2021. *Labor Market Survey*. Retrieved from <https://scholarworks.uark.edu/labor-market/1>

This Report is brought to you for free and open access by the Center for Business & Economic Research at ScholarWorks@UARK. It has been accepted for inclusion in Labor Market Survey by an authorized administrator of ScholarWorks@UARK. For more information, please contact [scholar@uark.edu](mailto:scholar@uark.edu).

**SURVEY OF THE LABOR MARKET  
FOR NEW PH.D. HIRES IN ECONOMICS  
2020-2021**



UNIVERSITY OF  
ARKANSAS®

---

**Sam M. Walton**  
**College of Business**  
*Center for Business & Economic Research*

**SURVEY OF THE LABOR MARKET  
FOR NEW PH.D. HIRES IN ECONOMICS  
2020-21**

**SUMMARY OF RESULTS**

**Mervin Jebaraj  
Director  
Center for Business and Economic Research**

**David Sorto  
Research Associate  
Center for Business and Economic Research**

**Raja Kali  
Chair, Department of Economics**

**Sam M. Walton College of Business  
University of Arkansas  
Fayetteville, Arkansas  
January 4, 2020**

Questions and comments are welcome and may be addressed to:  
Mervin Jebaraj  
Center for Business and Economic Research  
CBER-WCOB-WJWH 549  
1 University of Arkansas  
Fayetteville, Arkansas 72701-1201  
(479) 575-4151 Phone

Detailed Results Available at:  
<http://cber.uark.edu>

**SURVEY OF THE LABOR MARKET  
FOR NEW PH.D. HIRES IN ECONOMICS  
2020-21**

This year, the survey questionnaire was sent to 367 organizations. Questionnaires were returned by 141 organizations (38.4 percent). Of this year's responses, 66 (46.8 percent) were from those who responded to the last survey conducted for the 2019-20 academic year. Among the academic institutions responding, the distribution of highest degrees offered was as follows: Ph.D.—50.4 percent; Master's—9.9 percent and Bachelor's—38.3 percent.

The responses are reported for all respondents, and separately for Ph.D. Degree granting institutions and for schools whose highest degree offered is the Bachelor's or Master's Degree. Data for the top 30 institutions in the revised National Research Council's *Research Doctorate Report*, 2011, are reported as a subset of Ph.D. Degree grantingschools. They are referred to as the Top 30.

**I. Outcomes of the Labor Market for New Ph.D.s in 2019-20**

Sixty two departments reported 518 new Ph.D.s who sought employment for the 2019-20 academic year. Of these job seekers, 480 (92.7 percent) were successful. Within the reported supply, 152 (29.3 percent) were from the 13 Top 30 departments responding to the question. Among the successful job seekers, 55.6 percent found employment in academic institutions as compared to 53.6 percent in the 2018-19 year. 66.0 percent of job seekers for the 2019-20 academic year were male and 87.4 percent found employment while 29.7 percent of job seekers were female and 93.5 percent of them found employment. 33.4 percent of the job seekers were Asian and 33.2 percent were white and their employment success rates were 91.9 percent and 84.3 percent, respectively. See Table 9 for details.

Of the 141 responding institutions, 69 reported hiring 139 new tenure track Ph.D.s for the 2019-20 academic year. Table 1 shows the number hired by each of the 69 institutions hiring tenure track Ph.Ds. As seen in Table 2, 16.5 percent of the new tenure track hires in 2019-20 had specialties in macro/monetary economics, followed by microeconomics (9.4 percent), and financial economics at 7.9 percent. Table 3 shows the degree granting institutions of the new tenure track Ph.D.s hired for 2019-20. Table 4 shows the demographics of the newly hired tenure track economists. 55.4 percent of the new hires were male and 27.3 percent were female. Of the new tenure track hires, 38.8 percent were white and 18.0 percent were Asian. 52 institutions reported hiring 91 new non-tenure track Ph.D.s for the 2019-20 academic year. Table 5 shows the number hired by each of the 52 institutions hiring non-tenure track Ph.Ds. As seen in Table 6, 15.4 percent of the new non-tenure track hires in 2019-20 had specialties in microeconomics and 15.4 percent specialized in general economics. Table 7 shows the degree granting institutions of the new non-tenure track Ph.D.s hired for 2019-20. Table 8 shows the demographics of the newly hired non-tenure track economists. 44.0 percent of the new hires were male and 30.8 percent were female. Of the new tenure track hires, 33.0 percent were white and 12.1 percent were Asian.

**Table 1**  
**New Tenure Track Ph.D.s Hired for 2019-20 by Hiring Institution**

Board of Governors of the Federal Reserve System	15	University of South Carolina	2
Yale University	9	Wabash College	2
Boston College	4	Wesleyan University	2
University of California-Los Angeles	4	Bentley University	1
George Mason University	3	Brandeis University	1
Georgia Institute of Technology	3	California Institute of Technology	1
Middlebury College	3	Canisius College	1
Princeton University	3	Case Western Reserve University	1
Texas A&M University	3	Colorado State University	1
University of California-San Diego	3	Drexel University	1
University of Maryland	3	Grand Valley State University	1
University of Toronto	3	Hamline University	1
American University	2	Knox College	1
Auburn University	2	Rutgers University	1
Boston University	2	Salisbury University	1
Colgate University	2	San Francisco State University	1
College of William & Mary	2	Seattle University	1
Cornell University	2	State University of New York-Binghamton	1
Florida State University	2	Tufts University	1
Georgia State University	2	University of Arizona	1
Hamilton College	2	University of Dallas	1
Iowa State University	2	University of Delaware	1
James Madison University	2	University of Florida	1
Michigan State University	2	University of Kansas	1
Montana State University	2	University of Massachusetts-Boston	1
Pennsylvania State University	2	University of Memphis	1
Queen's University	2	University of Michigan	1
University of Arkansas	2	University of Nevada-Las Vegas	1
University of California-Santa Cruz	2	University of New Mexico	1
University of Hawaii-Manoa	2	University of Richmond	1
University of Mississippi	2	University of Virginia	1
University of Missouri	2	University of West Florida	1
University of North Carolina-Asheville	2	University of Wisconsin-La Crosse	1
University of Oklahoma	2	Western Michigan University	1
University of Rochester	2	Total	139

\*Number of institutions responding, 141; number of institutions hiring, 69; number of hires, 139.

**Table 2**  
**New Tenure Track Ph.D.s Hired for 2019-20**  
**By Type of Hiring Institution and Field of Specialization**

Field of Specialization	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	Total
1. General Economics	1	0	3	4
2. Method and History of Thought	1	0	0	1
3. Math. & Quantitative Methods	4	0	1	5
4. Microeconomics	7	1	5	13
5. Macro/Monetary Economics	9	2	9	23
6. International Economics	9	2	1	10
7. Financial Economics	3	2	1	11
8. Public Economics	8	2	2	10
9. Health, Education, & Welfare Economics	2	0	2	4
10. Labor & Demographic Economics	9	1	0	10
11. Law & Economics	1	0	0	1
12. Industrial Organization	6	2	0	7
13. Business Administration	0	0	0	0
14. Economic History	2	0	2	4
15. Economic Development	7	2	0	7
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource	4	0	3	7
18. Urban, Rural, & Regional Economics	1	0	2	3
19. Other Special Topics	5	3	1	6
Not reported	11	11	2	13
Total	90	28	34	139

---

\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.

**Table 3**  
**Degree Granting Institutions of New Tenure Track Ph.D.s Hired for 2019-20**

Harvard University	8	Columbia University	1
University of California-Berkeley	7	Duke University	1
University of Michigan	4	Florida State University	1
Yale University	4	George Mason University	1
Boston College	3	Georgia State University	1
Massachusetts Institute of Technology	3	Iowa State University	1
New York University	3	McGill University	1
Northwestern University	3	North Carolina State University	1
Stanford University	3	Paris School of Economics	1
University of Colorado-Boulder	3	Pennsylvania State University	1
University of Wisconsin-Madison	3	Purdue University	1
Carnegie Mellon University	2	Southern Methodist University	1
Cornell University	2	State University of New York-Binghamton	1
London School of Economics	2	University of Bonn	1
Michigan State University	2	University of Bristol	1
Oregon State University	2	University of British Columbia	1
Princeton University	2	University of California-Davis	1
Rutgers University	2	University of California-San Diego	1
Texas A&M University	2	University of California-Santa Barbara	1
The Ohio State University	2	University of Gallen	1
The University of Texas-Austin	2	University of Georgia	1
University of Illinois-Urbana Champaign	2	University of Illinois-Chicago	1
University of Massachusetts-Amherst	2	University of Kentucky	1
University of Minnesota	2	University of Mannheim	1
University of Toulouse	2	University of Notre Dame	1
University of Virginia	2	University of Oregon	1
University of Washington	2	University of Pennsylvania	1
Vanderbilt University	2	University of Rochester	1
Johns Hopkins University	1	University of Rome	1
Board of Governors of the Federal Reserve System	1	University of Stockholm	1
Bonn University	1	West Virginia University	1

**Table 4**  
**Demographics of New Tenure Track Ph.D.s Hired for 2019-20 By Type of Hiring Institution**

Demographic Category	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	All Institutions	Total
Male	61.1%	57.1%	64.7%	55.4%	77
Female	31.1%	32.1%	29.4%	27.3%	38
American Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0
Asian	21.1%	21.4%	17.6%	18.0%	25
Black or African American	2.2%	0.0%	0.0%	1.4%	2
Hispanic or Latino	2.2%	0.0%	2.9%	2.2%	3
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0
White	42.2%	21.4%	47.1%	38.8%	54
Other race or ethnicity	1.1%	0.0%	2.9%	1.4%	2

---

\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.



**Table 5**  
**New Non-Tenure Track Ph.D.s Hired for 2019-20 by Hiring Institution**

Tufts University	14	Canisius College	1
RAND Corporation	4	Case Western Reserve University	1
University of Iowa	3	Colby College	1
University of Massachusetts-Boston	3	Colgate University	1
University of Missouri	3	Colorado State University	1
American University	2	Furman University	1
Auburn University	2	Hamilton College	1
Bowdoin College	2	Howard University	1
Clarion University of Pennsylvania	2	Illinois State University	1
College of William & Mary	2	Indiana State University	1
Florida State University	2	Michigan State University	1
Grand Valley State University	2	Purdue University-Northwest	1
Miami University	2	Sacred Heart University	1
Oberlin College	2	Skidmore College	1
Pennsylvania State University	2	The Ohio State University	1
State University of New York-Binghamton	2	Trinity University	1
University of Colorado-Boulder	2	University of Arkansas	1
University of Kansas	2	University of California-Irvine	1
University of North Carolina	2	University of California-San Diego	1
University of Vermont	2	University of Kentucky	1
Wesleyan University	2	University of Memphis	1
Whitman College	2	University of Toronto	1
Boston College	1	University of West Florida	1
Boston University	1	University of Wisconsin-Parkside	1
Brandeis University	1	Ursinus College	1
Bucknell University	1	Virginia Tech	1
		Total	91

\*Number of institutions responding, 141; number of institutions hiring, 52; number of hires, 91.

**Table 6**  
**New Non-Tenure Track Ph.D.s Hired for 2019-20**  
**By Type of Hiring Institution and Field of Specialization**

Field of Specialization	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	Total
1. General Economics	8	0	6	14
2. Method and History of Thought	1	0	0	1
3. Math. & Quantitative Methods	1	0	0	2
4. Microeconomics	10	0	4	14
5. Macro/Monetary Economics	4	1	4	8
6. International Economics	4	2	6	10
7. Financial Economics	5	1	0	5
8. Public Economics	1	0	0	1
9. Health, Education, & Welfare Economics	0.5	0	3	4.5
10. Labor & Demographic Economics	2	0	3	6
11. Law & Economics	0	0	0	0
12. Industrial Organization	2	0	1	3
13. Business Administration	0	0	0	0
14. Economic History	1	0	0	1
15. Economic Development	0.5	0	5	6.5
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource	2	0	0	2
18. Urban, Rural, & Regional Economics	2	0	0	2
19. Other Special Topics	1	1	1	2
Not reported	5	0	4	9
Total	50	5	37	91

---

\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.

**Table 7**  
**Degree Granting Institutions of New Non-Tenure Track Ph.D.s Hired for 2019-20**

Howard University	2	Texas A&M University	1
Northeastern University	2	The Ohio State University	1
Northern Illinois University	2	The University of Texas-Austin	1
Southern Illinois University	2	Tilburg University	1
University of California-Berkeley	2	Universidade Nova De Lisboa	1
University of Illinois-Urbana Champaign	2	University of Aberdeen	1
University of Kansas	2	University of Chicago	1
University of Missouri	2	University of Colorado-Boulder	1
Western Michigan University	2	University of Connecticut	1
Auburn University	1	University of Florida	1
Center for Retirement Research	1	University of Hawaii-Manoa	1
Clemson University	1	University of Houston	1
Columbia University	1	University of Illinois-Chicago	1
Dalhousie University	1	University of Kentucky	1
Drexel University	1	University of Maryland	1
Duke University	1	University of Michigan	1
Florida International University	1	University of New Mexico	1
Florida State University	1	University of North Carolina	1
George Mason University	1	University of Oklahoma	1
Indiana University	1	University of Oregon	1
Indiana University - Purdue University Indianapolis	1	University of South Carolina	1
Lumiere University	1	University of South Florida	1
National Autonomous University of Mexico	1	University of Virginia	1
North Carolina State University	1	University of Washington	1
Pennsylvania State University	1	University of Wisconsin-Madison	1
Rutgers University	1	Vanderbilt University	1
Stanford University	1	Yale University	1

**Table 8**  
**Demographics of New Non-Tenure Track Ph.D.s Hired for 2019-20 By Type of Hiring Institution**

Demographic Category	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	All Institutions	Total
Male	40.0%	40.0%	45.9%	44.0%	40
Female	28.0%	60.0%	35.1%	30.8%	28
American Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0
Asian	10.0%	0.0%	16.2%	12.1%	11
Black or African American	4.0%	0.0%	10.8%	6.6%	6
Hispanic or Latino	6.0%	20.0%	5.4%	5.5%	5
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	2.7%	1.1%	1
White	34.0%	40.0%	24.3%	33.0%	30
Other race or ethnicity	6.0%	0.0%	8.1%	6.6%	6

---

\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.

**Table 9**  
**Demographics of New Ph.D.s Who Sought Employment in 2019-20 Academic Year**

Demographic Category	Number Who Sought Employment	Percent Who Sought Employment	Number Who Found Employment	Percent Who Found Employment
Male	342	66.0%	299	87.4%
Female	154	29.7%	144	93.5%
American Indian or Alaska Native	0	0.0%	0	0.0%
Asian	173	33.4%	159	91.9%
Black or African American	14	2.7%	12	85.7%
Hispanic or Latino	21	4.1%	16	76.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%
White	172	33.2%	145	84.3%
Other race or ethnicity	27	5.2%	24	88.9%

**2019-20 Salary Offers for New Tenure Track Ph.Ds.—Expected vs. Actual.** Respondents to the survey conducted in the fall of 2018 reported a mean *expected* salary offer of \$117,823 for academic year 2019-20. Respondents to the current survey report a mean *actual* salary for the 2019-20 academic year of \$118,391 or 0.5 percent higher than what was expected. Panel A of Table 10, shows the difference between actual and expected salary offers by type of institution. The differences in actual and expected offers may be a result of compositional differences between the two samples. See Figure 1 for salary distributions.

Panel B of Table 10 shows the mean *expected* offer for 2019-20, as reported in the survey conducted in the fall of 2018, and the *actual* offer, as reported in the current survey, for the 66 institutions that responded to both surveys. Top 30 institutions made actual offers 6.8 percent above what was expected. For all 66 respondents, the average actual offer was 4.2 percent higher the average expected offer. See Figure 2 for salary distributions.

**2019-20 Salary Offers for New Non-Tenure Track Ph.Ds.—Expected vs. Actual.** Respondents to the survey conducted in the fall of 2018 reported a mean *expected* salary offer of \$85,000 for academic year 2019-20. Respondents to the current survey report a mean *actual* salary for the 2019-20 academic year of \$78,657 or 7.5 percent below what was expected. Panel A of Table 11, shows the difference between actual and expected salary offers by type of institution. The differences in actual and expected offers may be a result of compositional differences between the two samples. See Figure 3 for salary distributions.

Panel B of Table 11 shows the mean *expected* offer for 2019-20, as reported in the survey conducted in the fall of 2018, and the *actual* offer, as reported in the current survey, for the 66 institutions that responded to both surveys. Ph.D. institutions made actual offers 14.2 percent below what was expected while Bachelor’s and Master’s Degree granting schools made offers 11.3 percent above what was expected. For all 66 respondents, the average actual offer was similar to the average expected offer. See Figure 4 for salary distributions.

## **II. Demand and Supply of New Ph.Ds. for 2020-21**

72 of the institutions responding to the current survey are expecting to hire 132 new tenure track Ph.Ds. for the 2020-21 academic year. Meanwhile, 27 of the institutions responding to the current survey are expecting to hire 42 new non-tenure track Ph.Ds. for the 2020-21 academic year. See Tables 12, 13, and 14.

The most common reason reported by the other institutions for not hiring for the 2020-21 academic year was lack of a vacancy (52.7 percent).

Fifty six of the Ph.D. Degree granting institutions responding to the survey report that they will have a total of 473 new Ph.Ds. seeking employment for the 2020-21 academic year. About 3.8 percent of the job seekers are holdovers from the 2019-20 market. Top 30 schools account for 30.2 percent of the total reported supply. Ph.D. granting institutions reported that that 62.6 percent of the candidates seeking employment in the 2020-21 are male and 33.4 percent are

female. 41.4 percent of the candidates are white, 36.6 percent of them are Asian, and 5.5 percent are Hispanic or Latino. See Table 15 for details. Table 16 shows the supply of new Ph.Ds. by field of specialization and type of Ph.D. Degree granting institution. Job seekers with specialties in macro/monetary economics (14.2 percent) constitute the greatest share of the supply followed by general economics (11.6 percent) and labor & demographic economics (11.2 percent).

**Table 10**  
**Expected and Actual Offers for New Tenure Track Ph.Ds. the 2019-20 Academic Year**

	All Ph.D. Degree Granting Institutions	N	Top 30*	N	Bachelor's & Master's Degree Granting Institutions	N	All Respondents	N
Panel A: Complete results of Fall 2019 survey compared with complete results of Fall 2018 survey. (Expected Hires=137; Actual Hires=139)								
Mean Actual Offer (2019 Survey)	\$129,689	40	\$138,100	7	\$93,194	18	\$118,391	59
Mean Expected Offer (2018 Survey)	\$130,993	30	\$144,050	6	\$89,714	14	\$117,823	45
Actual Less Expected	(\$1,304)		(\$5,950)		\$3,480		\$568	
Percent Difference	-1.00%		-4.13%		3.88%		0.48%	
Panel B: 66 Respondents to the Fall 2019 survey who also responded to the Fall 2018 survey. (Expected Hires=85; Actual Hires=97)								
Mean Actual Offer (2019 Survey)	\$131,125	30	\$138,100	7	\$94,500	11	\$121,268	42
Mean Expected Offer (2018 Survey)	\$127,856	16	\$129,325	4	\$94,000	8	\$116,422	25
Actual Less Expected	\$3,268		\$8,775		\$500		\$4,846	
Percent Difference	2.56%		6.79%		0.53%		4.16%	

---

\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.



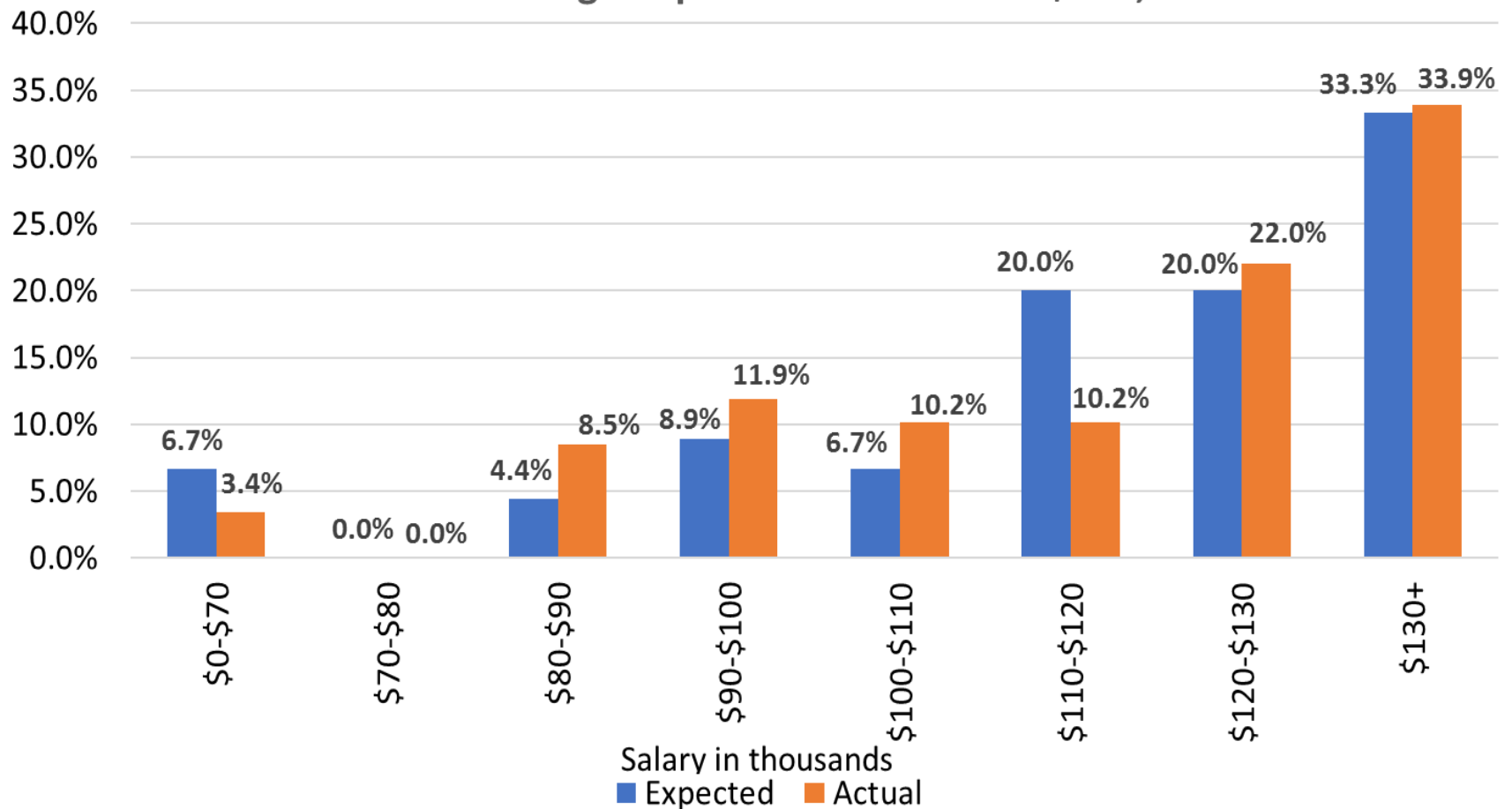
**Table 11**  
**Expected and Actual Offers for New Non-Tenure Track Ph.Ds. the 2019-20 Academic Year**

	All Ph.D. Degree Granting Institutions	N	Top 30*	N	Bachelor's & Master's Degree Granting Institutions	N	All Respondents	N
Panel A: Complete results of Fall 2019 survey compared with complete results of Fall 2018 survey. (Expected Hires=90; Actual Hires=91)								
Mean Actual Offer (2019 Survey)	\$80,371	20	\$76,500	2	\$74,431	16	\$78,657	37
Mean Expected Offer (2018 Survey)	\$92,250	12	\$90,667	3	\$72,571	7	\$85,000	19
Actual Less Expected	(\$11,879)		(\$14,167)		\$1,860		(\$6,343)	
Percent Difference	-12.88%		-15.63%		2.56%		-7.46%	
Panel B: 66 Respondents to the Fall 2019 survey who also responded to the Fall 2018 survey. (Expected Hires=24; Actual Hires=73)								
Mean Actual Offer (2019 Survey)	\$80,437	17	\$76,500	2	\$76,377	13	\$79,752	31
Mean Expected Offer (2018 Survey)	\$93,750	4	-	0	\$68,600	5	\$79,778	9
Actual Less Expected	(\$13,313)		-		\$7,777		(\$25)	
Percent Difference	-14.20%		-		11.34%		-0.03%	

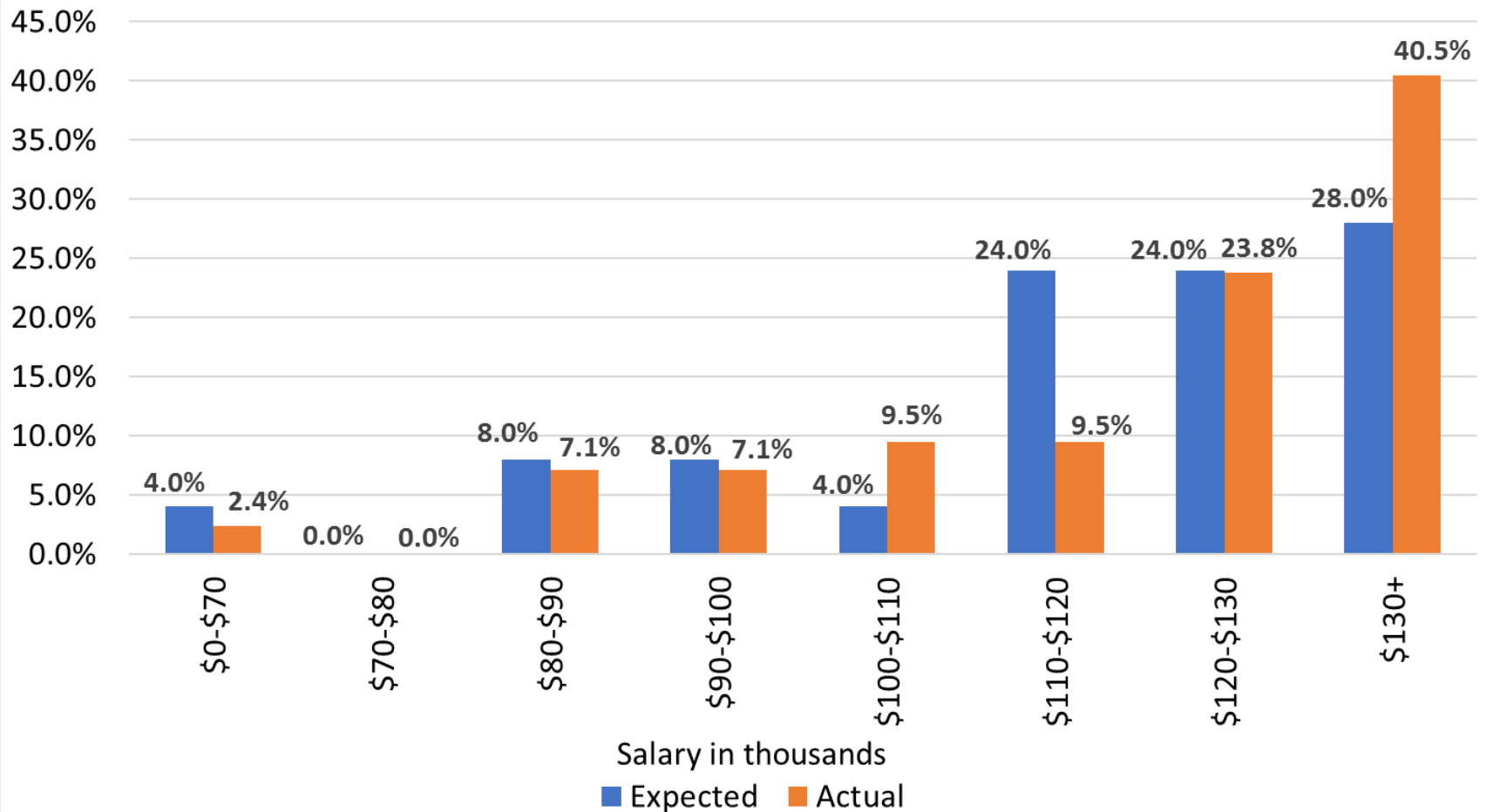
---

\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.

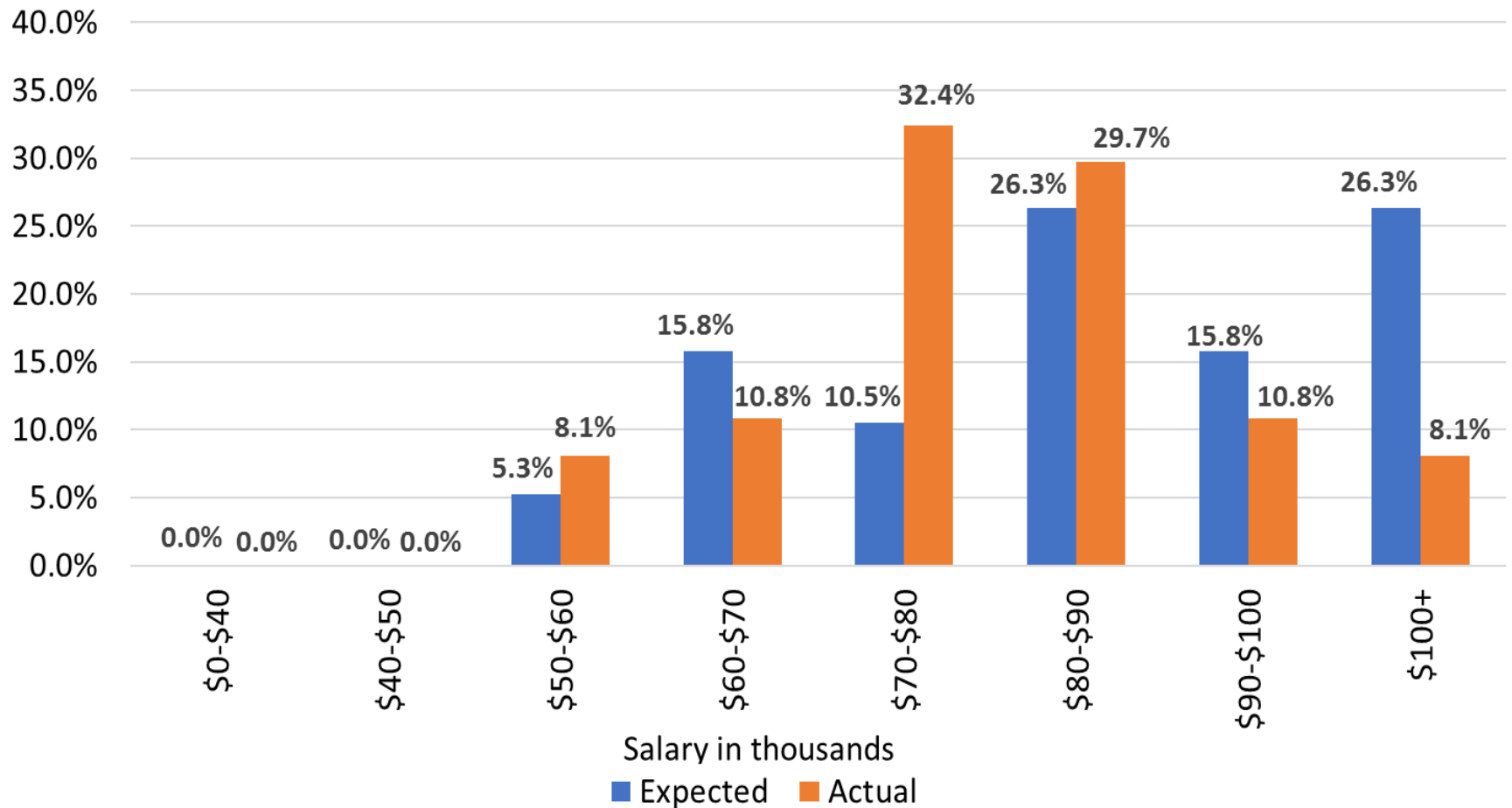
**Figure 1**  
**Expected and Actual Salary Tenure Track Offers 2019-2020-- All Respondents**  
**Fall 2018 Average Reported Expected Offer: \$117,823**  
**Fall 2019 Average Reported Actual Offer: \$118,391**



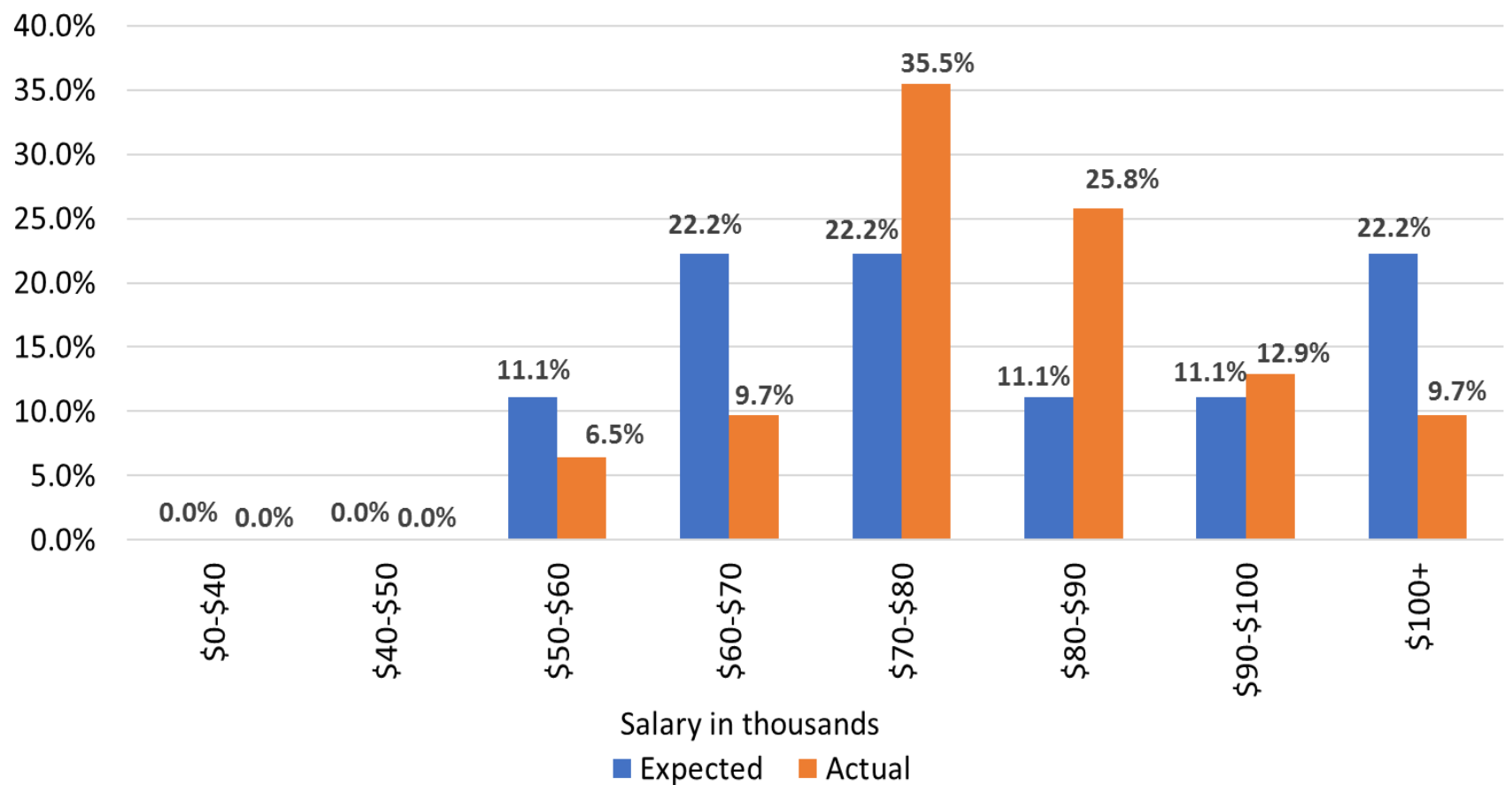
**Figure 2:**  
**Expected and Actual Tenure-Track Salary Offers 2019-2020--Matched Subsample**  
**Fall 2018 Average Reported Expected Offer: \$116,422**  
**Fall 2019 Average Reported Actual Offer: \$121,268**



**Figure 3**  
**Expected and Actual Salary Non-Tenure Track Offers 2019-2020-- All Respondents**  
**Fall 2018 Average Reported Expected Offer: \$85,000**  
**Fall 2019 Average Reported Actual Offer: \$78,657**



**Figure 4**  
**Expected and Actual Salary Non-Tenure Track Offers 2019-2020-- Matched Subsample**  
**Fall 2018 Average Reported Expected Offer: \$79,778**  
**Fall 2019 Average Reported Actual Offer: \$79,752**



**Table 12**  
**Supply of and Demand for New Ph.D.s by Respondents**  
**for the 2020-21 Academic Year**

Field of Specialization	Tenure-Track Demand for 2020-2021	Non-Tenure Track Demand for 2020-2021	Percent of Demand	Supply for 2020-2021	Percent of Supply
1. General Economics	10	12	12.6%	55	11.6%
2. Method and History of Thought	1	0	0.6%	3	0.6%
3. Math. & Quantitative Methods	15	2	9.8%	33	7.0%
4. Microeconomics	15.5	1	9.5%	22	4.7%
5. Macro/Monetary Economics	26	9	20.1%	67	14.2%
6. International Economics	7.5	2	5.5%	31	6.6%
7. Financial Economics	7	0	4.0%	19	4.0%
8. Public Economics	4	2	3.4%	44	9.3%
9. Health, Education, & Welfare Economics	4	2	3.4%	32	6.8%
10. Labor & Demographic Economics	9.5	2	6.6%	53	11.2%
11. Law & Economics	0	0	0.0%	4	0.8%
12. Industrial Organization	5	1	3.4%	28	5.9%
13. Business Administration	0	0	0.0%	1	0.2%
14. Economic History	1	0	0.6%	6	1.3%
15. Economic Development	8.5	1	5.5%	23	4.9%
16. Economic Systems	0	0	0.0%	5	1.1%
17. Agricultural & Natural Resource	6	3	5.2%	16	3.4%
18. Urban, Rural, & Regional Economics	2	0	1.1%	13	2.7%
19. Other Special Topics	6	1	4.0%	18	3.8%
Not Reported	4	8	4.6%		
Total	132	42	100.0%	473	100.0%

**Table 13**  
**Expected Tenure Track Hires for 2020-21 by Type of Institution and Field of Specialization**

	Ph.D. Degree Granting Institutions	Top 30*	Bachelor's & Master's Degree Granting Institutions	All Institutions
1. General Economics	9	4	1	10
2. Method & History of Thought	1	1	0	1
3. Math. & Quantitative Methods	11	4	4	15
4. Microeconomics	10.5	3	5	15.5
5. Macro/Monetary Economics	10	2	11	26
6. International	3.5	2	4	7.5
7. Financial Economics	0	0	1	7
8. Public Economics	2	1	2	4
9. Health, Education, & Welfare Economics	1	0	3	4
10. Labor & Demographic Economics	4.5	1	3	9.5
11. Law & Economics	0	0	0	0
12. Industrial Organization	3	2	2	5
13. Business Administration	0	0	0	0
14. Economic History	1	1	0	1
15. Economic Development	6.5	1	2	8.5
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource Economics	4	1	2	6
18. Urban, Rural, & Regional Economics	1	0	1	2
19. Other Special Topics	4	2	2	6
Not Reported	4	4	0	4
Total	76	29	43	132

---

\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.

**Table 14**  
**Expected Non-Tenure Track Hires for 2020-21 by Type of Institution and Field of Specialization**

	Ph.D. Degree Granting Institutions	Top 30*	Bachelor's & Master's Degree Granting Institutions	Total
1. General Economics	9	1	3	12
2. Method & History of Thought	0	0	0	0
3. Math. & Quantitative Methods	1	0	0	2
4. Microeconomics	0	0	1	1
5. Macro/Monetary Economics	3	0	6	9
6. International	1	0	1	2
7. Financial Economics	0	0	0	0
8. Public Economics	2	0	0	2
9. Health, Education, & Welfare Economics	0	0	1	2
10. Labor & Demographic Economics	1	0	0	2
11. Law & Economics	0	0	0	0
12. Industrial Organization	1	0	0	1
13. Business Administration	0	0	0	0
14. Economic History	0	0	0	0
15. Economic Development	0	0	0	1
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource Economics	0	0	3	3
18. Urban, Rural, & Regional Economics	0	0	0	0
19. Other Special Topics	0	0	1	1
Not Reported	4	0	0	4
Total	22	1	16	42

---

\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.



**Table 15**  
**Demographics of New Ph.D.s Seeking Employment in 2020-21 Academic Year**

Demographic Category	Number Seeking Employment	Percent Seeking Employment
Male	296	62.6%
Female	158	33.4%
American Indian or Alaska Native	1	0.2%
Asian	173	36.6%
Black or African American	13	2.7%
Hispanic or Latino	26	5.5%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	196	41.4%
Other race or ethnicity	17	3.6%

**Table 16**  
**New Ph.D.s Seeking Employment for 2020-21**  
**By Type of Degree Granting Institution and Field of Specialization<sup>1</sup>**

	Other Ph.D. Degree Granting Institutions	Top 30	All Institutions	Percent of Supply
1. General Economics	55	14	55	11.6%
2. Method & History of Thought	3	0	3	0.6%
3. Math. & Quantitative Methods	33	8	33	7.0%
4. Microeconomics	22	8	22	4.7%
5. Macro/Monetary Economics	67	25	67	14.2%
6. International	31	10	31	6.6%
7. Financial Economics	19	12	19	4.0%
8. Public Economics	44	14	44	9.3%
9. Health, Education, & Welfare Economics	32	6	32	6.8%
10. Labor & Demographic Economics	53	15	53	11.2%
11. Law & Economics	4	1	4	0.8%
12. Industrial Organization	28	8	28	5.9%
13. Business Administration	1	0	1	0.2%
14. Economic History	6	1	6	1.3%
15. Economic Development	23	6	23	4.9%
16. Economic Systems	5	3	5	1.1%
17. Agricultural & Natural Resource Economics	16	5	16	3.4%
18. Urban, Rural, & Regional Economics	13	3	13	2.7%
19. Other Special Topics	18	4	18	3.8%
Total	473	143	473	100%

---

<sup>1</sup> Number of institutions responding 56; number of Top 30 institutions responding, 10.

### III. Salary, Research, and Other Financial Support

**Expected Salary Offer for 2020-21.** Responses from 44 institutions indicate that the average expected salary offer for new tenure track Ph.Ds. for the 2020-21 academic year is \$120,943, a 2.2 percent increase from the actual offer for the 2019-20 academic year for the sample of institutions. See Figures 5, 6, 7, 8 for a distribution of salary offers by type of institution.

Responses from 19 institutions indicate that the average expected salary offer for new non-tenure track Ph.Ds. for the 2020-21 academic year is \$80,000, a 1.7 percent increase from the actual offer for the 2019-20 academic year for the sample of institutions. See Figure 9 for distribution of salary offers.

For Ph.D. Degree granting institutions, 100.0 percent of expected offers to new tenure track Ph.Ds. are above \$80,000; while for institutions offering Bachelor's and Master's degrees, only 94.1 percent of expected offers to new tenure track Ph.Ds. exceed \$80,000. On the other hand, for Ph.D. Degree granting institutions hiring new non-tenure track Ph.Ds., 57.1 percent of expected offers are above \$80,000; while for institutions offering Bachelor's and Master's degrees, 42.9 percent of expected offers to new non-tenure track Ph.Ds. exceed \$80,000.

**2019-20 Research Support in the Market for New Tenure Track Ph.Ds.** For tenure track assistant professors hired for the 2019-20 academic year, summer support was available more often from Ph.D. Degree granting institutions than from others (79.1 percent vs. 68.2 percent). The average summer support as a percentage of nine-month salary offers (16.1 percent vs. 9.7 percent) was also higher for Ph.D. Degree granting institutions. A startup package was offered by 81.0 percent of Ph.D. Degree granting institutions and was offered by 71.4 percent of other institutions. The average startup package at Ph.D. Degree granting institutions was \$28,429 and was \$11,200 at other institutions. The average teaching load is lower in Ph.D. Degree granting institutions compared to non-Ph.D. Degree granting institutions (4 vs. 5 semester courses per year). New faculty members are more likely to get a teaching load reduction in Ph.D. Degree granting institutions compared to non-Ph.D. Degree granting institutions (92.3 percent vs. 50.0 percent).

**2019-20 Research Support in the Market for New Non-Tenure Track Ph.Ds.** For non-tenure track assistant professors hired for the 2019-20 academic year, a startup package was offered by 20.0 percent of Ph.D. Degree granting institutions and was offered by 8.7 percent of other institutions. The average startup package at Ph.D. Degree granting institutions was \$4,000.

**2019-20 Other Support of New Tenure Track Ph.Ds.** Moving expenses were paid by 93.7 percent of all respondents, but housing allowances are offered by only 6.3 percent of respondents.

Of the institutions responding, 79.4 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 8.3 percent by the employer and 4.6 percent by the employee. Full vesting at the time of hire occurs 48.2 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average

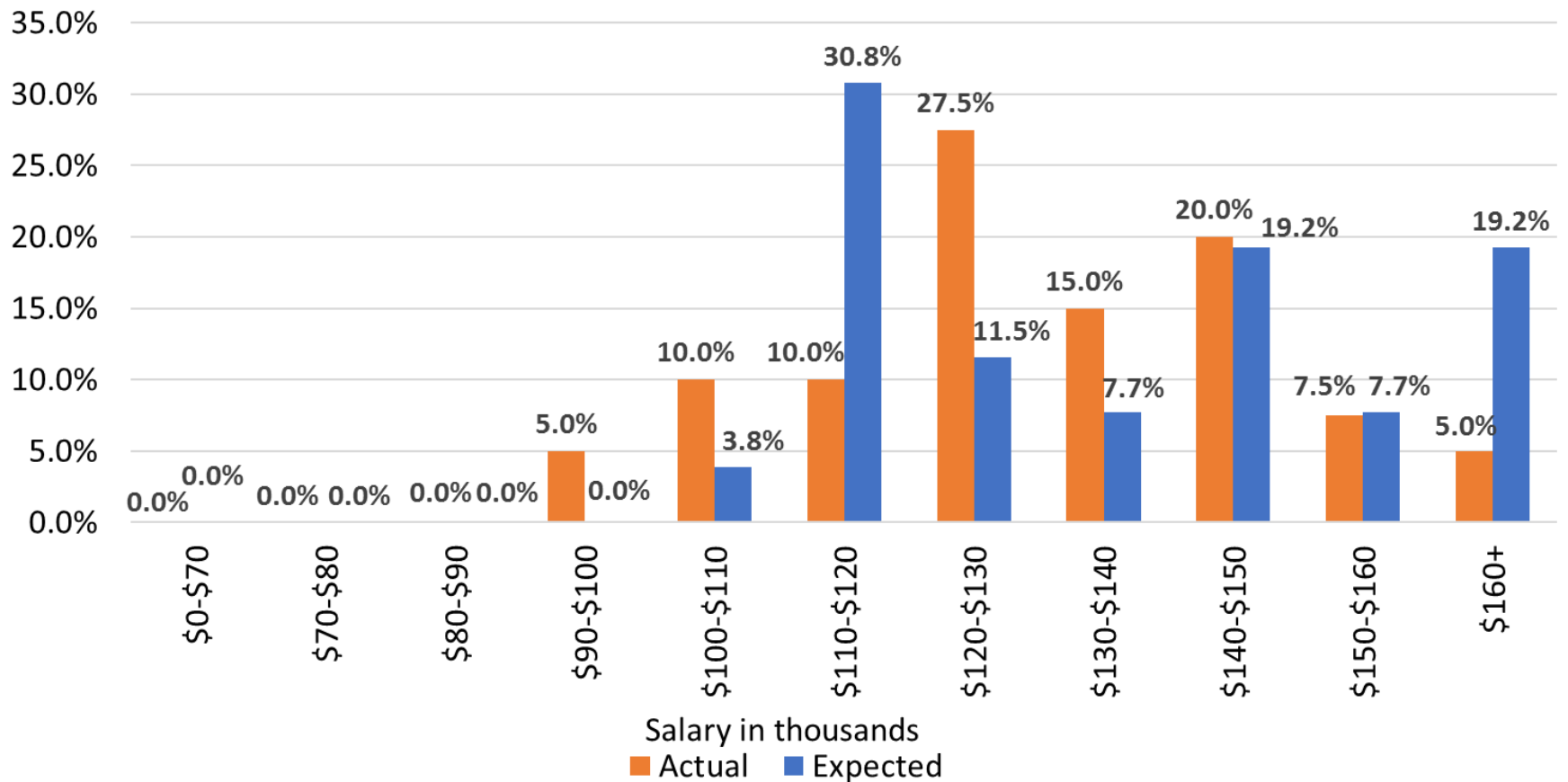
wait of 3.1 years. No cost life insurance, with an average face value of \$93,000 was offered by 66.7 percent of the employers.

The tenure clock was stopped for the birth or adoption of a child by 82.1 percent and for the birth only by an additional 5.6 percent of the respondents. For 96.2 percent of the departments that stop the tenure clock, it is a formal policy. A higher percentage of Bachelor's and Master's Degree granting institutions stop the tenure clock than do Ph.D. Degree granting institutions (90.4 percent vs. 87.7 percent).

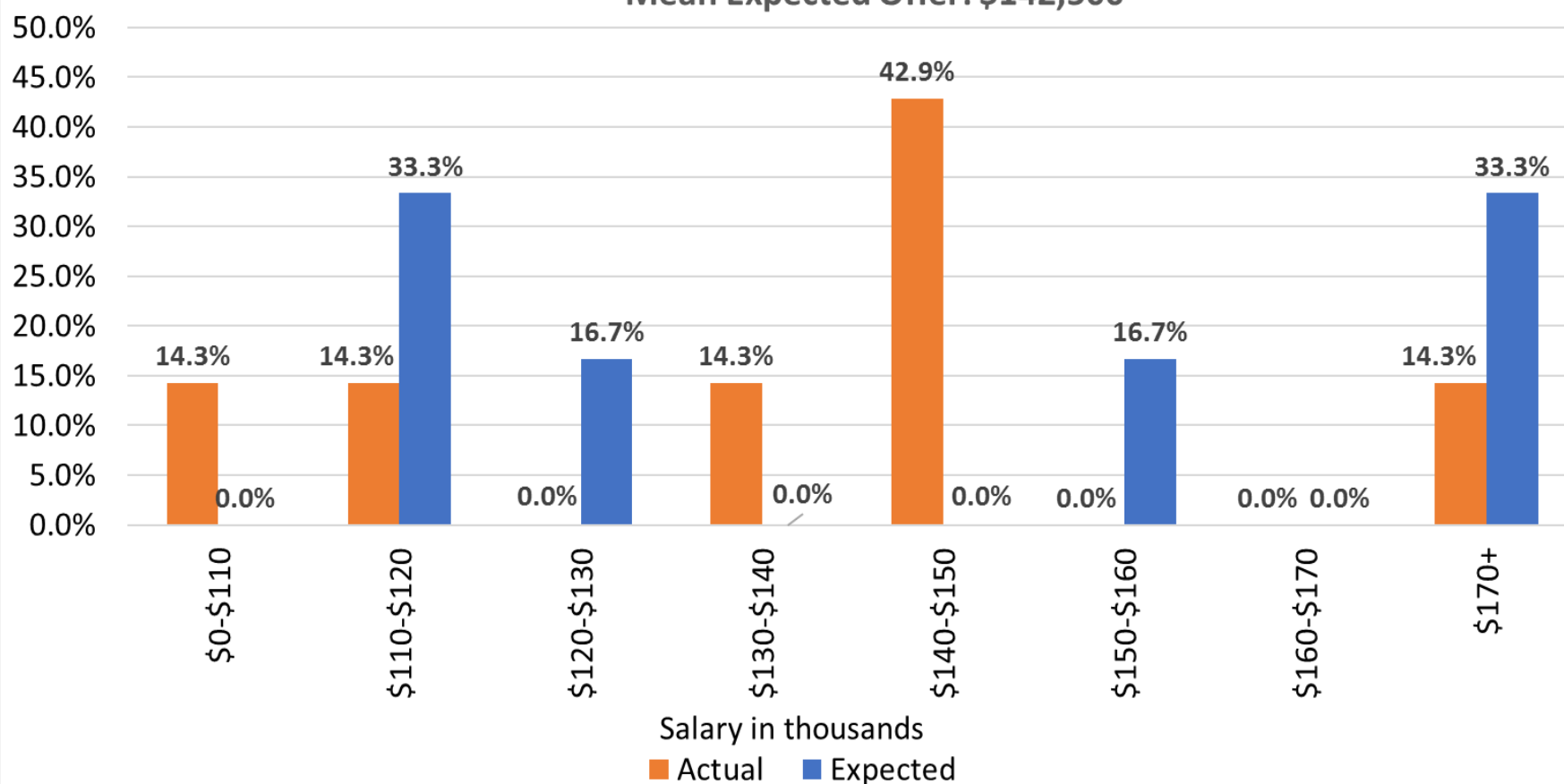
**2019-20 Other Support of New Non-Tenure Track Ph.Ds.** Moving expenses were paid by 44.0 percent of all respondents, but housing allowances are only offered by 2.0 percent of the respondents.

Of the institutions responding, 74.0 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 7.9 percent by the employer and 4.6 percent by the employee. Full vesting at the time of hire occurs 57.1 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average wait of 3.1 years. No cost life insurance, with an average face value of \$72,308 was offered by 58.7 percent of the employers.

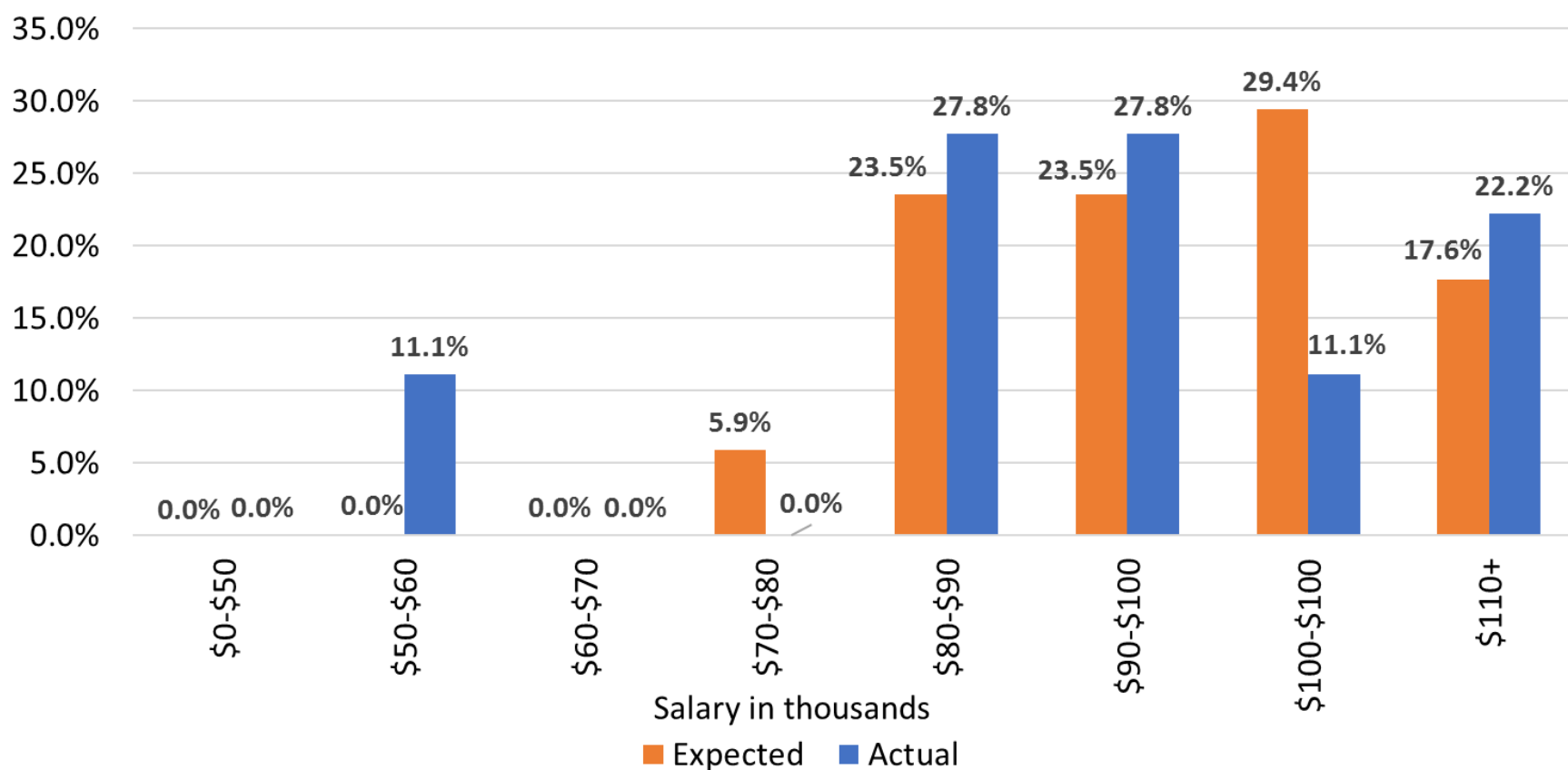
**Figure 5**  
**Actual Salary Offers for 2019-20 & Expected Salary Offers for 2020-21**  
**for New Tenure Track Ph.Ds.**  
**All Ph.D. Degree Granting Institutions**  
**Mean Actual Offer: \$129,689**  
**Mean Expected Offer: \$136,712**



**Figure 6**  
**Actual Salary Offers for 2019-20 & Expected Salary Offers for 2020-21**  
**for New Tenure Track Ph.Ds.**  
**Top 30 Institutions**  
**Mean Actual Offer: \$138,100**  
**Mean Expected Offer: \$142,500**



**Figure 7**  
**Actual Salary Offers for 2019-20 & Expected Salary Offers for 2020-21**  
**for New Tenure Track Ph.Ds.**  
**Bachelor and Master Degree Granting Institutions**  
**Mean Actual Offer: \$93,194**  
**Mean Expected Offer: \$96,882**

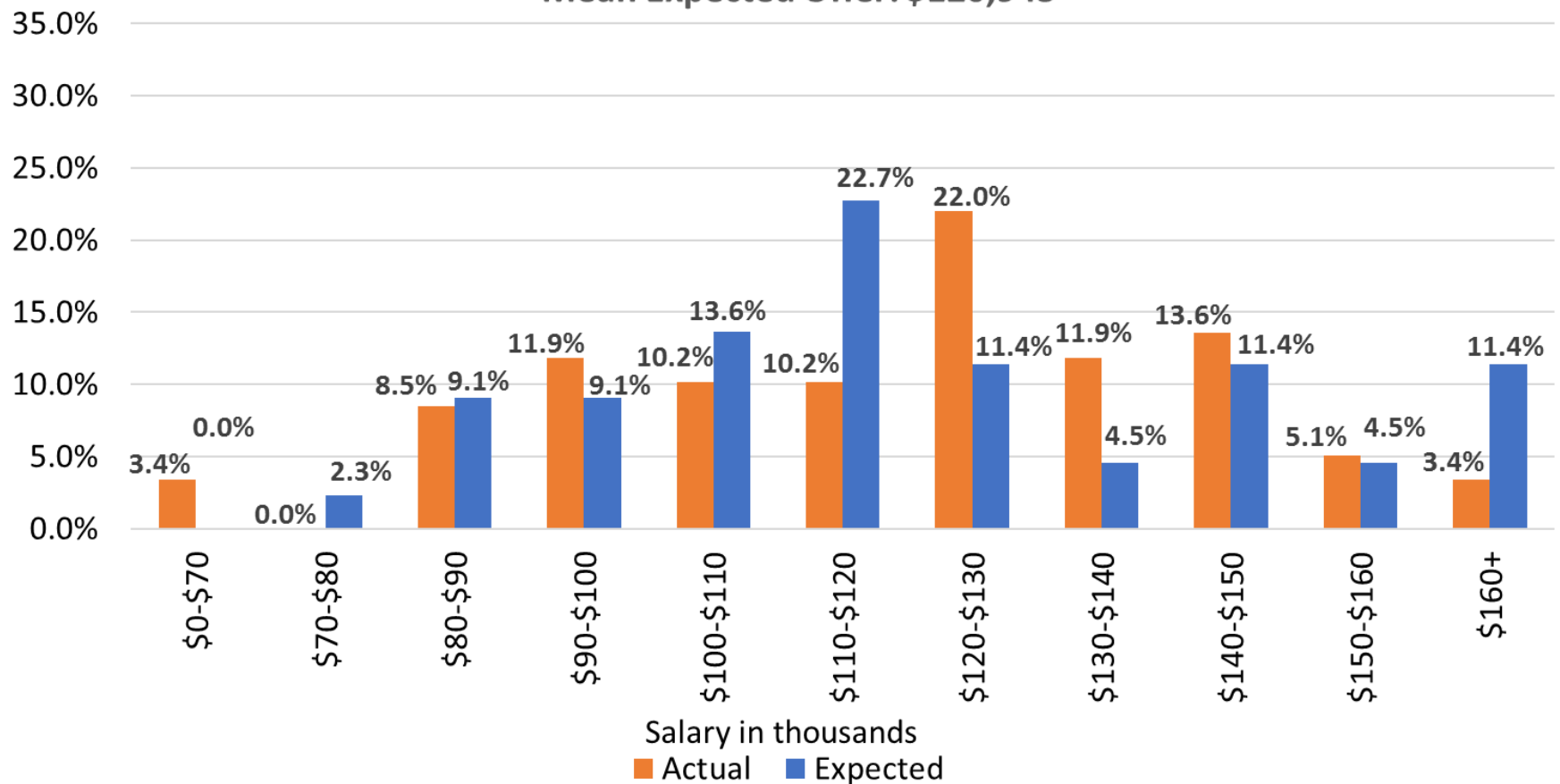


**Figure 8**  
**Actual Salary Offers for 2019-20 & Expected Salary Offers for 2020-21**  
**for New Tenure Track Ph.Ds.**

**All Institutions**

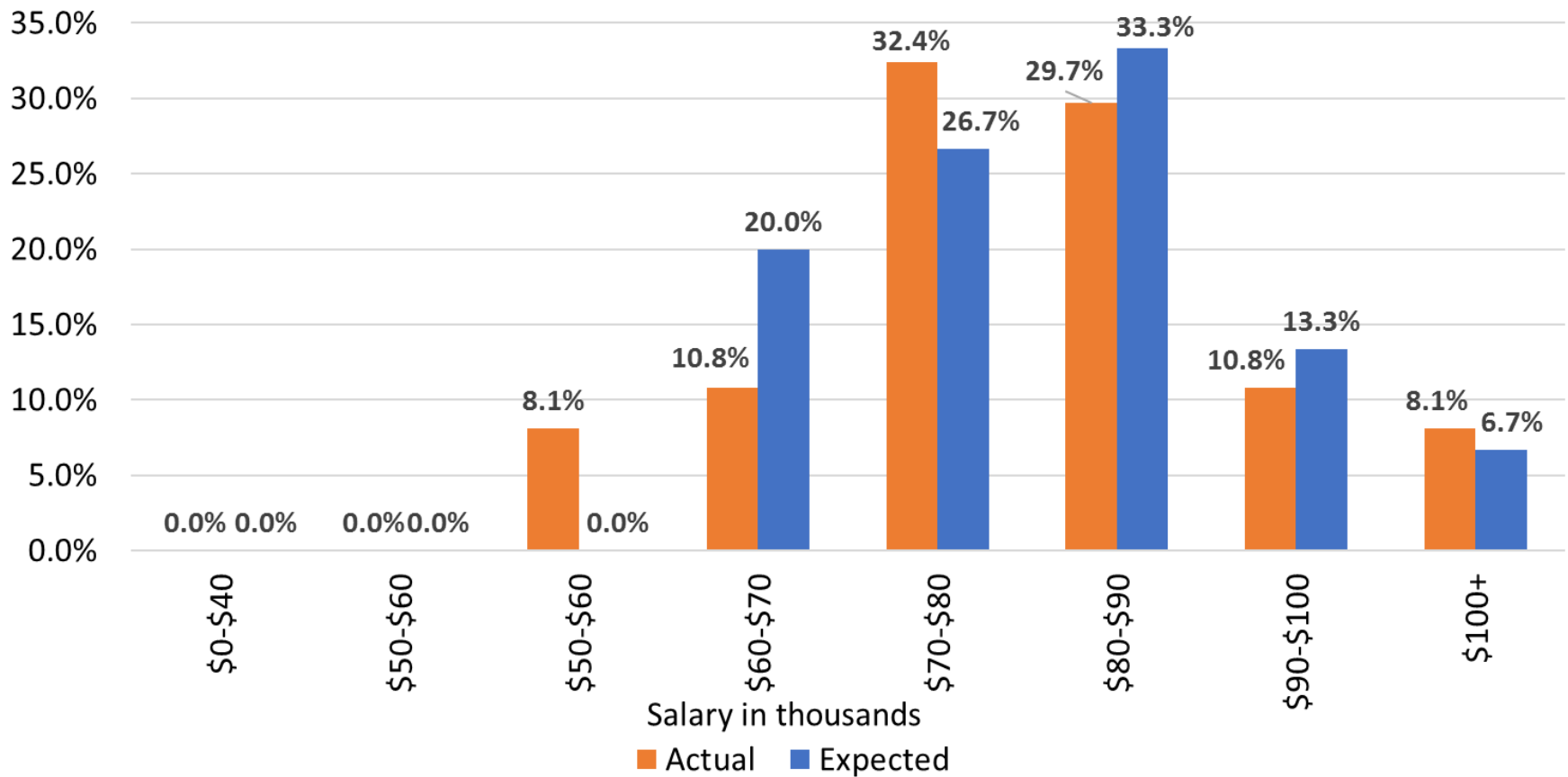
**Mean Actual Offer: \$118,391**

**Mean Expected Offer: \$120,943**





**Figure 9**  
**Actual Salary Offers for 2019-20 & Expected Salary Offers for 2020-21**  
**for New Non-Tenure Track Ph.Ds.**  
**All Institutions**  
**Mean Actual Offer: \$78,657**  
**Mean Expected Offer: \$80,000**



## Summary of Findings

### Explanatory Notes

1. The response rate varies by question. The number responding to a given question is reported, where appropriate as “Number Responding” or “N=”.
2. Twelve-month salary data were converted to nine-month equivalents. Non-U.S. salaries are expressed in U.S. dollars.
3. Where denoted by ‘\*’, Top 30 institutions represent a subset of the Ph.D. Degree Granting Institutions
4. The Journal of Economic Literature subject index was used to classify areas of specialization. When combined fields of specialization were cited (e.g., micro/industrial organization/labor), the fields were given split values.

Item	All Ph.D. Degree Granting Institutions	Top 30 Institutions	Bachelor’s & Master’s Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	------------------------	--	--

### Distribution of Respondent Institutions by Highest Degree Offered:

Number of Questionnaires Returned	71	13	68	141
--------------------------------------	----	----	----	-----

### I. Hiring and Compensation in the Market for New Tenure Track Ph.Ds. in the Labor Market for 2019-20

Q1. Is your economics department lodged within a business school or college of business?

Percent “Yes”	18.3%	0.0%	36.8%	27.0%
N=	71	13	68	141

Q2. How many new tenure track Ph.D. candidates did you hire for appointment in the 2019-20 academic year?

New Hires for 2019-20	90	13	34	139
N Hiring=	44	10	24	69

See Table 1 for distribution of hires by hiring institution.

Q3. Breakdown by institution of origin and **primary** field of specialization.  
 See Table 2 for distribution of new hires by primary field of specialization.  
 See Table 3 for distribution of degree granting institutions of new hires.  
 See Table 4 for demographics of new hires by institution

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

Q4. For a new tenure track Ph.D. with degree-in-hand, what DID you offer as a 9-month salary for appointment in the 2019-20 academic year? If this varied across people, please give an average.

<\$60,000	0	0	2	2
>\$60,000 to \$65,000	0	0	0	0
>\$65,000 to \$70,000	0	0	0	0
>\$70,000 to \$75,000	0	0	0	0
>\$75,000 to \$80,000	0	0	1	1
>\$80,000 to \$85,000	0	0	2	2
>\$85,000 to \$90,000	0	0	5	5
>\$90,000 to \$95,000	2	0	2	4
>\$95,000 to \$100,000	1	0	0	1
>\$100,000 to \$105,000	2	1	2	4
>\$105,000 to \$110,000	2	0	1	3
>\$110,000 to \$115,000	3	1	0	3
>\$115,000 to \$120,000	5	0	2	8
>\$120,000 to \$125,000	5	0	0	5
>\$125,000 to \$130,000	3	0	0	3
>\$130,000 to \$135,000	4	1	1	5
>\$135,000 to \$140,000	1	0	0	1
>\$140,000 to \$145,000	5	2	0	5
>\$145,000 to \$150,000	3	1	0	3
>\$150,000 to \$155,000	1	0	0	1
>\$155,000 to \$160,000	1	0	0	1
>\$160,000 to \$165,000	0	0	0	0
>\$165,000 to \$170,000	0	0	0	0
>\$170,000	2	1	0	2
MEAN	\$129,689	\$138,100	\$93,194	\$118,391
STD DEV	\$19,822	\$22,599	\$20,013	\$25,820
MIN	\$93,500	\$105,000	\$53,000	\$53,000
MAX	\$183,000	\$173,000	\$133,000	\$183,000

Also see Figures 1 through 8.

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

Q5. For new tenure track assistant professors hired for the 2019-20 academic year, did you offer summer research support?

a. Yes [ ] No [ ]

Percent offering support	79.1%	88.9%	68.2%	75.4%
N=	43	9	22	65

b. If YES, for how many summers was support offered?

Average No. of Summers	2.7	3.6	2.4	2.6
N=	23	5	12	35

c. For any summer research support, what percentage of the academic year salary was offered?

As a percent of 9 months	16.1%	10.0%	9.7%	14.1%
N=	9	1	4	13

Q6. For new tenure track assistant professors hired for the 2019-20 academic year, did you offer:

a. Moving expenses to your university?

Percent "Yes"	95.1%	87.5%	90.5%	93.7%
N=	41	8	21	63
Mean Amount	\$7,816	\$6,667	\$4,036	\$7,213
N=	19	3	7	27

b. A startup package?

Percent "Yes"	81.0%	87.5%	71.4%	78.1%
N=	42	8	21	64
Mean Amount	\$28,429	\$75,000	\$11,200	\$22,825
N=	14	2	5	20

c. Housing allowance or any other type of housing or home purchase subsidy?

Percent "Yes"	4.8%	0.0%	4.8%	6.3%
N=	42	8	21	64
Mean Amount	\$10,000	\$0	\$0	\$21,250
N=	1	-	-	2

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

Q7. Does your university or institution offer the TIAA-CREF pension plan?

Percent "Yes"	73.8%	87.5%	95.0%	79.4%
N=	42	8	20	63

Q8. What percentage of the new tenure track assistant professor salary is required as a contribution to your university's pension plan by:

a. The university or institution:

Percent	7.9%	10.0%	8.9%	8.3%
N=	33	6	16	50

b. The new employee:

Percent	4.7%	3.4%	4.2%	4.6%
N=	31	5	15	47

Q9. When does full vesting occur in this pension plan?

a. At time of hire [ ] or later?

Percent at time of hire	52.6%	42.9%	41.2%	48.2%
N=	38	7	17	56

b. If later, when? \_\_\_\_\_ years.

Mean years when later	3.7	6.5	2.4	3.1
N=	11	2	8	20

Q10. Does your institution offer a term life insurance package at no cost to the new tenure track assistant professor?

Percent "Yes"	62.5%	62.5%	73.7%	66.7%
N=	40	8	19	40

a. If YES, what is its face value?

Mean Face Value	\$91,444	\$50,000	\$84,167	\$93,000
N=	9	1	6	16

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

Q11. a. Does your institution permit faculty to stop the tenure clock if a faculty member has a baby or adopts?

Percent "Yes, for birth of child"	5.6%	7.7%	1.5%	8.8%
Percent "Yes, for birth or adoption of child"	82.1%	85.7%	88.9%	84.2%
N=	39	7	18	57

a. \_\_\_\_ women stopped the tenure clock in the past 10 years out of the \_\_\_\_ who have been eligible to do so.

Stopped Clock/Eligible	49/90	8/15	11/36	60/126
N=	31	6	15	46

a. \_\_\_\_ men stopped the tenure clock in the past 10 years out of the \_\_\_\_ who have been eligible to do so.

Stopped Clock/Eligible	64/167	11/33	9/58	73/225
N=	29	4	15	44

b. If faculty have the option to stop the tenure clock, is it a [ ] formal policy or an [ ] informal policy?

Percent "formal policy"	100.0%	100.0%	88.9%	96.2%
N=	34	7	18	52

c. If your institution has a stop the clock policy, what is the maximum number of times the clock can be stopped?

Average times	2.2	2.0	1.5	2.0
No maximum	25.9%	20.0%	40.0%	29.7%
N=	27	7	18	52

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

d. If the tenure clock is stopped, tenure review committee members are:

☐ instructed to make their evaluation based on the actual number of years the candidate was on probation.

☐ instructed to make their evaluation based on the actual number of years of probation minus the number of years that the clock was stopped.

☐ allowed to use their own judgment on how to factor a stopped tenure clock into their evaluation.

Percent "actual number of years of probation"	0.0%	0.0%	7.1%	2.2%
Percent "actual number of years minus stopped clock"	62.5%	80.0%	35.7%	54.3%
Percent "use own judgment"	37.5%	20.0%	57.1%	43.5%
N=	32	5	14	46

Q12. What is the normal teaching load in total courses for the academic year (quarter system course-loads converted to semesters)?

Mean Courses per Year	4	3	5	4
N=	35	7	19	54

a. Does your institution have a semester, quarter, or trimester system?

Percent Semester System	87.2%	71.4%	95.2%	90.0%
Percent Quarter System	12.8%	28.6%	0.0%	8.3%
Percent Trimester System	0.0%	0.0%	4.8%	1.7%
N=	39	7	21	60

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

Q13. Does an incoming junior tenure track faculty member typically get any reduction from this normal load?

Percent "Yes"	92.3%	100.0%	50.0%	78.0%
N=	39	7	20	59

a. Number of courses reduced?

Mean Courses Reduced	1	1	1	1
N=	36	7	9	45

b. For how many years?

Mean Number of Years	2	3	3	3
N=	35	6	9	44

## II. Hiring and Compensation in the Market for New Non-Tenure Track Ph.Ds. in the Labor Market for 2019-20

Q14. How many new non-tenure track Ph.D. candidates did you hire for appointment in the 2019-20 academic year?

New Hires for 2019-20	50	5	37	91
N Hiring=	25	3	26	52

See Table 5 for distribution of hires by hiring institution.

Q15. Breakdown by institution of origin and **primary** field of specialization.

See Table 6 for distribution of new hires by primary field of specialization.

See Table 7 for distribution of degree granting institutions of new hires.

See Table 8 for demographics of new hires by institution



Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

Q16. For a new non-tenure track Ph.D. with degree-in-hand, what DID you offer as a 9-month salary for appointment in the 2019-20 academic year? If this varied across people, please give an average.

<\$45,000	0	0	0	0
>\$45,000 to \$50,000	0	0	1	1
>\$50,000 to \$55,000	0	0	0	0
>\$55,000 to \$60,000	2	0	1	3
>\$60,000 to \$65,000	0	0	2	2
>\$65,000 to \$70,000	2	0	0	2
>\$70,000 to \$75,000	5	1	6	11
>\$75,000 to \$80,000	3	1	0	3
>\$80,000 to \$85,000	3	0	5	8
>\$85,000 to \$90,000	1	0	0	1
>\$90,000 to \$95,000	1	0	1	2
>\$95,000 to \$100,000	1	0	0	1
>\$100,000	2	0	0	3
MEAN	\$80,371	\$76,500	\$74,431	\$78,657
STD DEV	\$13,228	\$4,950	\$11,628	\$13,753
MIN	\$57,500	\$73,000	\$50,000	\$50,000
MAX	\$110,000	\$80,000	\$92,500	\$112,000

Also see Figure 9.

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

Q17. For new non-tenure track assistant professors hired for the 2019-20 academic year, did you offer:

d. Moving expenses to your university?

Percent "Yes"	36.0%	33.3%	50.0%	44.0%
N=	25	3	24	50
Mean Amount	\$8,167	\$2,000	\$2,400	\$5,013
N=	6	1	8	15

e. A startup package?

Percent "Yes"	20.0%	0.0%	8.7%	14.3%
N=	25	3	23	49
Mean Amount	\$4,000	-	\$3,250	\$3,700
N=	3	-	2	5

f. Housing allowance or any other type of housing or home purchase subsidy?

Percent "Yes"	4.0%	0.0%	0.0%	2.0%
N=	25	3	24	50
Mean Amount	-	-	-	-
N=	-	-	-	-

Q18. Does your university or institution offer the TIAA-CREF pension plan?

Percent "Yes"	72.0%	66.7%	79.2%	74.0%
N=	25	3	24	50

Q19. What percentage of the new non-tenure track assistant professor salary is required as a contribution to your university's pension plan by:

c. The university or institution:

Percent	8.5%	9.3%	7.4%	7.9%
N=	19	1	21	41

d. The new employee:

Percent	5.2%	6.3%	4.2%	4.6%
N=	20	2	20	41

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

Q20. When does full vesting occur in this pension plan?

c. At time of hire [ ] or later?

Percent at time of hire	61.9%	33.3%	55.0%	57.1%
N=	21	3	20	42

d. If later, when? \_\_\_\_\_ years.

Mean years when later	4.0	5.0	2.4	3.1
N=	5	1	8	14

Q21. Does your institution offer a term life insurance package at no cost to the new non-tenure track assistant professor?

Percent "Yes"	60.9%	66.7%	54.5%	58.7%
N=	23	3	22	46

b. If YES, what is its face value?

Mean Face Value	\$92,000	\$50,000	\$40,000	\$72,308
N=	5	2	7	13

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

### III. Demand for Ph.Ds. for 2020-21

Q22. Please estimate the number of **new tenure track Ph.Ds.** you expect to hire for the **2020-21 academic year.**

a. Total expected new Ph.D. hires.

Total Expected Hires	76	29	43	132
N Hiring	42	10	29	72

b. Distribution of new Ph.D. hires by primary field of specialization.

See Tables 12 and 13 for the distribution of expected hires by primary field of specialization.

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

Q23. For a **new tenure track Ph.D. with degree-in-hand**, what is the 9-month salary you **EXPECT** to offer **for the 2020-21 academic year**?

<\$60,000	0	0	0	0
>\$60,000 to \$65,000	0	0	0	0
>\$65,000 to \$70,000	0	0	0	0
>\$70,000 to \$75,000	0	0	1	1
>\$75,000 to \$80,000	0	0	1	1
>\$80,000 to \$85,000	0	0	2	2
>\$85,000 to \$90,000	0	0	3	3
>\$90,000 to \$95,000	0	0	2	2
>\$95,000 to \$100,000	1	0	2	3
>\$100,000 to \$105,000	0	0	3	3
>\$105,000 to \$110,000	3	1	0	3
>\$110,000 to \$115,000	5	1	1	6
>\$115,000 to \$120,000	0	0	1	2
>\$120,000 to \$125,000	3	1	1	4
>\$125,000 to \$130,000	0	0	0	0
>\$130,000 to \$135,000	2	0	0	2
>\$135,000 to \$140,000	1	0	0	1
>\$140,000 to \$145,000	2	0	0	2
>\$145,000 to \$150,000	3	1	0	3
>\$150,000 to \$155,000	1	0	0	1
>\$155,000 to \$160,000	1	0	0	1
>\$160,000 to \$165,000	0	0	0	0
>\$165,000 to \$170,000	0	0	0	0
>\$170,000	4	2	0	4
MEAN	\$136,712	\$142,500	\$96,882	\$120,943
STD DEV	\$24,786	\$30,455	\$13,318	\$28,327
MIN	\$100,000	\$110,000	\$75,000	\$75,000
MAX	\$190,000	\$180,000	\$121,000	\$190,000

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

Q24. Please estimate the number of **new non-tenure track Ph.Ds.** you expect to hire for the **2019-20 academic year.**

a. Total expected new Ph.D. hires.

Total Expected Hires	22	1	16	42
N Hiring	14	1	12	27

a. Distribution of new Ph.D. hires by primary field of specialization.

See Tables 12 and 14 for the distribution of expected hires by primary field of specialization.

Q25. For a **new non-tenure track Ph.D. with degree-in-hand**, what is the 9-month salary you **EXPECT** to offer **for the 2020-21 academic year?**

<\$45,000	0	0	0	0
>\$45,000 to \$50,000	0	0	0	0
>\$50,000 to \$55,000	0	0	0	0
>\$55,000 to \$60,000	1	0	0	1
>\$60,000 to \$65,000	0	0	2	2
>\$65,000 to \$70,000	1	0	0	1
>\$70,000 to \$75,000	1	0	1	2
>\$75,000 to \$80,000	2	1	2	4
>\$80,000 to \$85,000	0	0	1	1
>\$85,000 to \$90,000	0	0	1	1
>\$90,000 to \$95,000	2	0	0	2
>\$95,000 to \$100,000	0	0	0	0
>\$100,000	0	0	0	1
MEAN	\$79,286	\$80,000	\$75,714	\$80,000
STD DEV	\$12,724	-	\$9,268	\$14,253
MIN	\$60,000	\$80,000	\$62,000	\$60,000
MAX	\$95,000	\$80,000	\$86,000	\$115,000

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

Q26. If you are not hiring **new Ph.Ds. for the 2020-21 academic year**, please indicate the **primary reason** why you are not hiring.

No Vacant Positions	42.9%	25.0%	61.5%	52.7%
Budget Problems	20.0%	25.0%	17.9%	18.9%
Falling Enrollments	2.9%	0.0%	7.7%	5.4%
Seeking Senior Hires	17.1%	0.0%	2.6%	9.5%
Other	17.1%	50.0%	10.3%	13.5%
N	35	4	39	74

Q27. What is the highest degree offered by your institution?  
See **Distribution of Respondent Institutions by Highest Degree Offered**, above.

#### IV. Results of the 2019-20 New Ph.D. Market and Expected Supply for 2020-21.

Q28. How many candidates from your department sought employment for the 2019-20 academic year (or, for the year 2019)?

Number of Job Seekers	518	152		518
From Number of Depts.	65	11		65

Q29. Of the Ph.D. candidates from your department who sought employment for the 2019-20 academic year (or for 2019), how many actually found employment by August 31, 2019?

Number	480	147		480
Percent of Job Seekers	92.7%	96.7%		92.7%
From Number of Depts.	62	11		62

Q30. What was the distribution of employment across academic and non-academic positions?

Academic	55.6%	57.1%		55.6%
Non-Academic	44.4%	42.9%		44.4%

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
------	---	-------------------------	--	--

Demographics of candidates who sought and found employment in the 2019-2020 academic year. Presented as Number Successful Employed/ Number Who Sought Employment. Also see Table 9.

Male	299/342	104/108		299/342
Female	144/154	42/43		144/154
American Indian or Alaska Native	-/-	-/-		-/-
Asian	159/173	67/71		159/173
Black or African American	12/14	-/-		12/14
Hispanic or Latino	16/21	5/6		16/21
Native Hawaiian or Other Pacific Islander	-/-	-/-		-/-
White	145/172	43/53		145/172
Other race or ethnicity	24/27	6/7		24/27

- Q31. Please estimate the number of Ph.D. candidates from your department who will be seeking employment for the 2020-21 academic year.

Number of Job Seekers	473	143		473
From Number of Depts.	56	10		56

Male	62.6%	73.4%		62.6%
Female	33.4%	27.3%		33.4%
American Indian or Alaska Native	0.2%	0.0%		0.2%
Asian	36.6%	42.7%		36.6%
Black or African American	2.7%	2.8%		2.7%
Hispanic or Latino	5.5%	7.0%		5.5%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%		0.0%
White	41.4%	46.2%		41.4%
Other race or ethnicity	3.6%	0.7%		3.6%

- Q32. How many of the candidates listed above are holdovers from the 2019-20 market who could not get a permanent position?

Number of Holdovers	18	0		18
Percent of Job Seekers	3.8%	0.0%		3.8%