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Jebaraj, M., & Kali, R. (2019). Survey of the Labor Market for New Ph.D. Hires in Economics 2019-2020. *Labor Market Survey*. Retrieved from <https://scholarworks.uark.edu/labor-market/2>

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**SURVEY OF THE LABOR MARKET
FOR NEW PH.D. HIRES IN ECONOMICS
2019-2020**



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
2019-20**

SUMMARY OF RESULTS

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January 5, 2019**

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**SURVEY OF THE LABOR MARKET
FOR NEW PH.D. HIRES IN ECONOMICS
2019-20**

This year, the survey questionnaire was sent to 380 organizations. Questionnaires were returned by 136 organizations (35.8 percent). Of this year's responses, 83 (61.0 percent) were from those who responded to the last survey conducted for the 2018-19 academic year. Among the academic institutions responding, the distribution of highest degrees offered was as follows: Ph.D.—52.2 percent; Master—12.5 percent and Bachelor—33.8 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 or Master 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 granting schools. They are referred to as the Top 30.

I. Outcomes of the Labor Market for New Ph.D.s in 2018-19

Sixty one departments reported 463 new Ph.D.s who sought employment for the 2018-19 academic year. Of these job seekers, 422 (91.1 percent) were successful. Within the reported supply, 144 (31.1 percent) were from the 11 Top 30 departments responding to the question. Among the successful job seekers, 53.6 percent found employment in academic institutions as compared to 58.5 percent in the 2017-18 year. 66.5 percent of job seekers for the 2018-19 academic year were male and 92.5 percent found employment while 27.7 percent of job seekers were female and 93.8 percent of them found employment. 30.2 percent of the job seekers were Asian and 24.2 percent were white and their employment success rates were 92.9 percent and 98.2 percent, respectively. See Table 9 for details.

Of the 136 responding institutions, 67 reported hiring 135 new tenure track Ph.D.s for the 2018-19 academic year. Table 1 shows the number hired by each of the 67 institutions hiring tenure track Ph.Ds. As seen in Table 2, 27.4 percent of the new tenure track hires in 2018-19 had specialties in macro/monetary economics, followed by international economics (11.1 percent), and math and quantitative economics at 10.4 percent. Table 3 shows the degree granting institutions of the new tenure track Ph.D.s hired for 2018-19. Table 4 shows the demographics of the newly hired tenure track economists. 47.4 percent of the new hires were male and 34.8 percent were female. Of the new tenure track hires, 36.3 percent were white and 23.7 percent were Asian. 44 institutions reported hiring 90 new non-tenure track Ph.D.s for the 2018-19 academic year. Table 5 shows the number hired by each of the 44 institutions hiring non-tenure track Ph.Ds. As seen in Table 6, 11.9 percent of the new non-tenure track hires in 2018-19 had specialties in macro/monetary economics and 10.4 percent specialized in general economics. Table 7 shows the degree granting institutions of the new non-tenure track Ph.D.s hired for 2018-19. Table 8 shows the demographics of the newly hired non-tenure track economists. 61.1 percent of the new hires were male and 32.2 percent were female. Of the new tenure track hires, 46.7 percent were white and 15.6 percent were Asian.

Table 1
New Tenure Track Ph.D.s Hired for 2018-19 by Hiring Institution

| | | | |
|--|----|---|-----|
| Board of Governors of the Federal Reserve System | 20 | Iowa State University | 1 |
| Yale University | 4 | Binghamton University | 1 |
| Howard University | 4 | Florida State University | 1 |
| University of Alabama | 4 | George Washington University | 1 |
| Pennsylvania State University | 3 | Georgia Institute of Technology | 1 |
| Tulane University | 3 | Lehigh University | 1 |
| University of Arizona | 3 | Mississippi State University | 1 |
| University of North Carolina | 3 | Oklahoma State University | 1 |
| University of Virginia | 3 | Purdue University | 1 |
| Virginia Tech | 3 | Stony Brook University | 1 |
| University of Nevada-Las Vegas | 3 | University of Arkansas | 1 |
| Amherst College | 3 | University of California-Santa Barbara | 1 |
| Bucknell University | 3 | University of California-Santa Cruz | 1 |
| Canisius College | 3 | University of Colorado-Boulder | 1 |
| Colby College | 3 | University of Houston | 1 |
| Marshall University | 3 | University of North Carolina-Greensboro | 1 |
| Columbia University | 2 | University of Oklahoma | 1 |
| Emory University | 2 | University of Tennessee | 1 |
| State University of New York-Albany | 2 | University of Washington | 1 |
| Texas A&M University | 2 | East Carolina University | 1 |
| Tufts University | 2 | Eastern Michigan University | 1 |
| University of California-Irvine | 2 | University of Massachusetts-Boston | 1 |
| University of Hawaii-Manoa | 2 | University of Wisconsin-La Crosse | 1 |
| University of South Carolina | 2 | Western Kentucky University | 1 |
| University of Wisconsin-Milwaukee | 2 | Case Western Reserve University | 1 |
| Wayne State University | 2 | Ithaca College | 1 |
| Michigan Technological University | 2 | Saint Vincent College | 1 |
| Rensselaer Polytechnic Institute | 2 | State University of New York-Fredonia | 1 |
| San Francisco State University | 2 | Trinity University | 1 |
| Furman University | 2 | University of Richmond | 1 |
| James Madison University | 2 | University of Wisconsin-Parkside | 1 |
| Skidmore College | 2 | Wake Forest University | 1 |
| California Institute of Technology | 1 | Wesleyan University | 1 |
| Duke University | 1 | Total | 135 |

*Number of institutions responding, 136; number of institutions hiring, 67; number of hires, 135.

Table 2
New Tenure Track Ph.D.s Hired for 2018-19
By Type of Hiring Institution and Field of Specialization

| Field of Specialization | PhD Granting Institution | Top 30* | Bachelor & Master Degree Granting Institutions | Total |
|---|--------------------------------|---------|---|-------|
| 1. General Economics | 0 | 0 | 0 | 1 |
| 2. Method and History of Thought | 13 | 0 | 1 | 1 |
| 3. Math. & Quantitative Methods | 9 | 2 | 1 | 14 |
| 4. Microeconomics | 16 | 1 | 2 | 11 |
| 5. Macro/Monetary Economics | 2 | 2 | 13 | 37 |
| 6. International Economics | 0 | 0 | 3 | 15 |
| 7. Financial Economics | 5 | 0 | 1 | 1 |
| 8. Public Economics | 6 | 0 | 2 | 7 |
| 9. Health, Education, & Welfare Economics | 3 | 0 | 2 | 8 |
| 10. Labor & Demographic Economics | 0 | 0 | 3 | 7 |
| 11. Law & Economics | 4 | 0 | 1 | 1 |
| 12. Industrial Organization | 0 | 0 | 0 | 5 |
| 13. Business Administration | 0 | 0 | 0 | 0 |
| 14. Economic History | 4 | 0 | 0 | 0 |
| 15. Economic Development | 0 | 1 | 2 | 6 |
| 16. Economic Systems | 0 | 0 | 0 | 0 |
| 17. Agricultural & Natural Resource | 1 | 0 | 2 | 2 |
| 18. Urban, Rural, & Regional Economics | 3 | 0 | 4 | 5 |
| 19. Other Special Topics | 1 | 2 | 2 | 5 |
| Not reported | 4 | 4 | 5 | 9 |
| Total | 71 | 12 | 44 | 135 |

*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 2018-19

| | | | |
|---------------------------------------|---|--|---|
| Harvard University | 8 | Cass Business School | 1 |
| University of Michigan | 6 | Chapman University | 1 |
| Pennsylvania State University | 4 | City University of New York | 1 |
| Syracuse University | 3 | Colorado State University | 1 |
| University of California-Los Angeles | 3 | European University Institute | 1 |
| University of Chicago | 3 | Goethe University | 1 |
| University of Illinois | 3 | John Hopkins University | 1 |
| University of Virginia | 3 | London School of Economics | 1 |
| University of Wisconsin-Madison | 3 | Ohio State University | 1 |
| Columbia University | 2 | Purdue University | 1 |
| Duke University | 2 | Stockholm School of Economics | 1 |
| Georgia State University | 2 | University of Alabama | 1 |
| Indiana University | 2 | University of British Columbia | 1 |
| Johns Hopkins University | 2 | University of California-Riverside | 1 |
| Massachusetts Institute of Technology | 2 | University of California-San Diego | 1 |
| New York University | 2 | University of California-Santa Barbara | 1 |
| Northwestern University | 2 | University of Illinois-Chicago | 1 |
| Princeton University | 2 | University of Iowa | 1 |
| Tilburg University | 2 | University of London | 1 |
| University of California-Berkeley | 2 | University of Minnesota | 1 |
| University of California-Davis | 2 | University of Oklahoma | 1 |
| University of Delaware | 2 | University of Oxford | 1 |
| University of Kansas | 2 | University of Pittsburgh | 1 |
| University of Maryland | 2 | University of Rochester | 1 |
| University of Massachusetts-Amherst | 2 | University of Southern California | 1 |
| University of Oregon | 2 | University of Texas-Austin | 1 |
| University of Pennsylvania | 2 | University of Vienne | 1 |
| University of Washington | 2 | University of Warwick | 1 |
| Aarhus University | 1 | University of Wisconsin-Milwaukee | 1 |
| American University | 1 | Vanderbilt University | 1 |

Table 4
Demographics of New Tenure Track Ph.D.s Hired for 2018-19 By Type of Hiring Institution

| Demographic Category | PhD Granting Institution | Top 30* | Bachelor & Master Degree Granting Institutions | All Institutions | Total |
|---|--------------------------|---------|--|------------------|-------|
| Male | 64.8% | 66.7% | 40.9% | 47.4% | 64 |
| Female | 35.2% | 33.3% | 50.0% | 34.8% | 47 |
| American Indian or Alaska Native | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| Asian | 26.8% | 33.3% | 29.5% | 23.7% | 32 |
| Black or African American | 7.0% | 8.3% | 6.8% | 5.9% | 8 |
| Hispanic or Latino | 4.2% | 0.0% | 2.3% | 3.0% | 4 |
| Native Hawaiian or Other Pacific Islander | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| White | 40.8% | 25.0% | 45.5% | 36.3% | 49 |
| Other race or ethnicity | 1.4% | 0.0% | 4.5% | 2.2% | 3 |

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

Table 5
New Non-Tenure Track Ph.D.s Hired for 2018-19 by Hiring Institution

| | | | |
|-------------------------------|----|-----------------------------------|----|
| Tufts University | 14 | George Washington University | 1 |
| University of Maryland | 7 | Georgia Institute of Technology | 1 |
| University of Chicago | 4 | Iowa State University | 1 |
| Binghamton University | 3 | Rensselaer Polytechnic Institute | 1 |
| Colgate University | 3 | Rutgers University | 1 |
| Grand Valley State University | 3 | Stanford University | 1 |
| Montana State University | 3 | Stony Brook University | 1 |
| University of Arizona | 3 | The Ohio State University | 1 |
| University of Florida | 3 | Tulane University | 1 |
| University of Tampa | 3 | University of Arkansas | 1 |
| Wake Forest University | 3 | University of Colorado-Boulder | 1 |
| Duke University | 2 | University of Delaware | 1 |
| Florida State University | 2 | University of Houston | 1 |
| RAND Corporation | 2 | University of New Hampshire | 1 |
| Skidmore College | 2 | University of Richmond | 1 |
| Temple University | 2 | University of Toledo | 1 |
| University of Hawaii-Manoa | 2 | University of Toronto | 1 |
| University of Kansas | 2 | University of Wisconsin-La Crosse | 1 |
| Wesleyan University | 2 | Ursinus College | 1 |
| American University | 1 | Virginia Tech | 1 |
| Claremont Graduate University | 1 | Wabash College | 1 |
| Emory University | 1 | Yale University | 1 |
| | | Total | 90 |

*Number of institutions responding, 136; number of institutions hiring, 44; number of hires, 90.

Table 6
New Non-Tenure Track Ph.D.s Hired for 2018-19
By Type of Hiring Institution and Field of Specialization

| Field of Specialization | PhD Granting Institution | Top 30* | Bachelor & Master Degree Granting Institutions | Total |
|---|--------------------------------|---------|---|-------|
| 1. General Economics | 7 | 0 | 7 | 14 |
| 2. Method and History of Thought | 0 | 0 | 0 | 0 |
| 3. Math. & Quantitative Methods | 2 | 0 | 0 | 2 |
| 4. Microeconomics | 6 | 2 | 1 | 7 |
| 5. Macro/Monetary Economics | 12 | 1 | 4 | 16 |
| 6. International Economics | 2 | 0 | 3 | 5 |
| 7. Financial Economics | 1 | 1 | 1 | 2 |
| 8. Public Economics | 3 | 0 | 0 | 4 |
| 9. Health, Education, & Welfare Economics | 3 | 0 | 0 | 3 |
| 10. Labor & Demographic Economics | 3 | 1 | 0 | 3 |
| 11. Law & Economics | 1 | 0 | 0 | 1 |
| 12. Industrial Organization | 0 | 0 | 1 | 1 |
| 13. Business Administration | 0 | 0 | 0 | 0 |
| 14. Economic History | 1 | 0 | 0 | 1 |
| 15. Economic Development | 3 | 1 | 1 | 4 |
| 16. Economic Systems | 0 | 0 | 0 | 0 |
| 17. Agricultural & Natural Resource | 5 | 2 | 1 | 6 |
| 18. Urban, Rural, & Regional Economics | 0 | 0 | 0 | 0 |
| 19. Other Special Topics | 4 | 0 | 1 | 6 |
| Not reported | 10 | 8 | 5 | 15 |
| Total | 63 | 16 | 25 | 90 |

*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 2018-19

| | | | |
|--|---|------------------------------------|---|
| American University | 2 | Princeton University | 1 |
| Florida State University | 2 | Southern Illinois University | 1 |
| University of Florida | 2 | Temple University | 1 |
| University of Kansas | 2 | University College London | 1 |
| University of Minnesota | 2 | University of Arkansas | 1 |
| University of North Carolina-Chapel Hill | 2 | University of Barcelona | 1 |
| University of South Florida | 2 | University of California-Berkeley | 1 |
| Washington State University | 2 | University of California-Davis | 1 |
| West Virginia University | 2 | University of California-Riverside | 1 |
| Western Michigan University | 2 | University of California-San Diego | 1 |
| Yale University | 2 | University of Chicago | 1 |
| Boston University | 1 | University of Connecticut | 1 |
| City University of New York | 1 | University of Delaware | 1 |
| Claremont Graduate University | 1 | University of Houston | 1 |
| Clemson University | 1 | University of Michigan | 1 |
| Colorado State University | 1 | University of Missouri-Kansas City | 1 |
| George Mason University | 1 | University of New Hampshire | 1 |
| Georgia Institute of Technology | 1 | University of Oklahoma | 1 |
| Indiana University | 1 | University of Tennessee | 1 |
| Iowa State University | 1 | University of Texas-Dallas | 1 |
| New York University | 1 | University of Virginia | 1 |
| Northwestern University | 1 | University of Wisconsin-Madison | 1 |
| Ohio State University | 1 | University of Zurich | 1 |
| | | University Wisconsin-Milwaukee | 1 |

Table 8
Demographics of New Non-Tenure Track Ph.D.s Hired for 2018-19 By Type of Hiring Institution

| Demographic Category | PhD Granting Institution | Top 30* | Bachelor & Master Degree Granting Institutions | All Institutions | Total |
|---|--------------------------|---------|--|------------------|-------|
| Male | 55.6% | 43.8% | 72.0% | 61.1% | 55 |
| Female | 39.7% | 56.3% | 16.0% | 32.2% | 29 |
| American Indian or Alaska Native | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| Asian | 15.9% | 0.0% | 16.0% | 15.6% | 14 |
| Black or African American | 1.6% | 6.3% | 12.0% | 4.4% | 4 |
| Hispanic or Latino | 6.3% | 0.0% | 4.0% | 5.6% | 5 |
| Native Hawaiian or Other Pacific Islander | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| White | 44.4% | 37.5% | 48.0% | 46.7% | 42 |
| Other race or ethnicity | 4.8% | 0.0% | 0.0% | 3.3% | 3 |

*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 2018-19 Academic Year

| Demographic Category | Number Who Sought Employment | Percent Who Sought Employment | Number Who Found Employment | Percent Who Found Employment |
|--|------------------------------------|-------------------------------------|-----------------------------------|------------------------------------|
| Male | 308 | 66.5% | 285 | 92.5% |
| Female | 129 | 27.9% | 121 | 93.8% |
| American Indian or Alaska Native | 0 | 0.0% | 0 | 0.0% |
| Asian | 140 | 30.2% | 130 | 92.9% |
| Black or African American | 15 | 3.2% | 14 | 93.3% |
| Hispanic or Latino | 26 | 5.6% | 25 | 96.2% |
| Native Hawaiian or Other Pacific Islander | 0 | 0.0% | 0 | 0.0% |
| White | 112 | 24.2% | 110 | 98.2% |
| Other race or ethnicity | 26 | 5.6% | 25 | 96.2% |

2018-19 Salary Offers for New Tenure Track Ph.Ds.—Expected vs. Actual. Respondents to the survey conducted in the fall of 2017 reported a mean *expected* salary offer of \$114,748 for academic year 2018-19. Respondents to the current survey report a mean *actual* salary for the 2018-19 academic year of \$116,443 or 1.5 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 2018-19, as reported in the survey conducted in the fall of 2017, and the *actual* offer, as reported in the current survey, for the 83 institutions that responded to both surveys. Top 30 institutions made actual offers 14.4 percent above what was expected. For all 83 respondents, the average actual offer was 3.1 percent higher the average expected offer. See Figure 2 for salary distributions.

2018-19 Salary Offers for New Non-Tenure Track Ph.Ds.—Expected vs. Actual. Respondents to the survey conducted in the fall of 2017 reported a mean *expected* salary offer of \$87,588 for academic year 2018-19. Respondents to the current survey report a mean *actual* salary for the 2018-19 academic year of \$80,773 or 7.8 percent lower than 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 2018-19, as reported in the survey conducted in the fall of 2017, and the *actual* offer, as reported in the current survey, for the 83 institutions that responded to both surveys. Top 30 institutions made actual offers 17.9 percent below what was expected while Bachelor and Master degree granting schools made offers 8.3 percent under what was expected. For all 83 respondents, the average actual offer was 2.9 percent under the average expected offer. See Figure 4 for salary distributions.

II. Demand and Supply of New Ph.Ds. for 2019-20

71 of the institutions responding to the current survey are expecting to hire 137 new tenure track Ph.Ds. for the 2019-20 academic year. Meanwhile, 27 of the institutions responding to the current survey are expecting to hire 39 new non-tenure track Ph.Ds. for the 2019-20 academic year. See Tables 12, 13, and 14.

The most common reason reported by the other institutions for not hiring for the 2019-20 academic year was lack of a vacancy (54.1 percent).

Forty nine of the Ph.D. degree granting institutions responding to the survey report that they will have a total of 374 new Ph.Ds. seeking employment for the 2019-20 academic year. About 5.6 percent of the job seekers are holdovers from the 2018-19 market. Top 30 schools account for 29.7 percent of the total reported supply. Ph.D. granting institutions reported that that 61.0 percent of the candidates seeking employment in the 2019-20 are male and 30.2 percent are

female. 38.2 percent of the candidates are Asian, 22.2 percent of them are white, and 3.7 percent are Black or African American. 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 (13.6 percent) constitute the greatest share of the supply followed by general economics (12.0 percent) and microeconomics (9.9 percent).

Table 10
Expected and Actual Offers for New Tenure Track Ph.Ds. the 2018-19 Academic Year

| | All Ph.D. Degree Granting Institutions | N | Top 30* | N | Bachelor & Master Degree Granting Institutions | N | All Respondents | N |
|--|---|----|-----------|---|---|----|--------------------|----|
| Panel A: Complete results of Fall 2018 survey compared with complete results of Fall 2017 survey. (Expected Hires=147; Actual Hires=135) | | | | | | | | |
| Mean Actual Offer (2018 Survey) | \$128,701 | 36 | \$169,750 | 5 | \$91,938 | 18 | \$116,443 | 55 |
| Mean Expected Offer (2017 Survey) | \$123,541 | 34 | \$141,663 | 8 | \$89,708 | 12 | \$114,748 | 47 |
| Actual Less Expected | \$5,160 | | \$28,087 | | \$2,230 | | \$1,695 | |
| Percent Difference | 4.2% | | 19.8% | | 2.5% | | 1.5% | |
| Panel B: 83 Respondents to the Fall 2018 survey who also responded to the Fall 2017 survey. (Expected Hires=104; Actual Hires=105) | | | | | | | | |
| Mean Actual Offer (2018 Survey) | \$126,670 | 28 | \$167,083 | 3 | \$90,034 | 11 | \$116,334 | 40 |
| Mean Expected Offer (2017 Survey) | \$122,308 | 24 | \$146,075 | 4 | \$87,000 | 9 | \$112,784 | 34 |
| Actual Less Expected | \$4,363 | | \$21,008 | | \$3,034 | | \$3,550 | |
| Percent Difference | 3.6% | | 14.4% | | 3.5% | | 3.1% | |

*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 2018-19 Academic Year

| | All Ph.D. Degree Granting Institutions | N | Top 30* | N | Bachelor & Master Degree Granting Institutions | N | All Respondents | N |
|--|---|----|------------|---|---|---|--------------------|----|
| Panel A: Complete results of Fall 2018 survey compared with complete results of Fall 2017 survey. (Expected Hires=34; Actual Hires=90) | | | | | | | | |
| Mean Actual Offer (2018 Survey) | \$84,993 | 25 | \$110,365 | 5 | \$63,620 | 8 | \$80,773 | 34 |
| Mean Expected Offer (2017 Survey) | \$84,083 | 12 | \$93,333 | 6 | \$91,500 | 4 | \$87,588 | 27 |
| Actual Less Expected | \$910 | | \$17,032 | | (\$27,880) | | (\$6,815) | |
| Percent Difference | 1.1% | | 18.2% | | (30.5%) | | (7.8%) | |
| Panel B: 83 Respondents to the Fall 2018 survey who also responded to the Fall 2017 survey. (Expected Hires=17; Actual Hires=47) | | | | | | | | |
| Mean Actual Offer (2018 Survey) | \$83,129 | 18 | \$88,941 | 3 | \$77,960 | 1 | \$84,339 | 20 |
| Mean Expected Offer (2017 Survey) | \$82,667 | 6 | \$108,333 | 3 | \$85,000 | 1 | \$86,875 | 8 |
| Actual Less Expected | \$462 | | (\$19,392) | | (\$7,040) | | (\$2,536) | |
| Percent Difference | 0.5% | | (17.9%) | | (8.3%) | | (2.9%) | |

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

Figure 1
Expected and Actual Salary Tenure Track Offers 2018-2019-- All Respondents
Fall 2017 Average Reported Expected Offer: \$114,748
Fall 2018 Average Reported Actual Offer: \$116,443

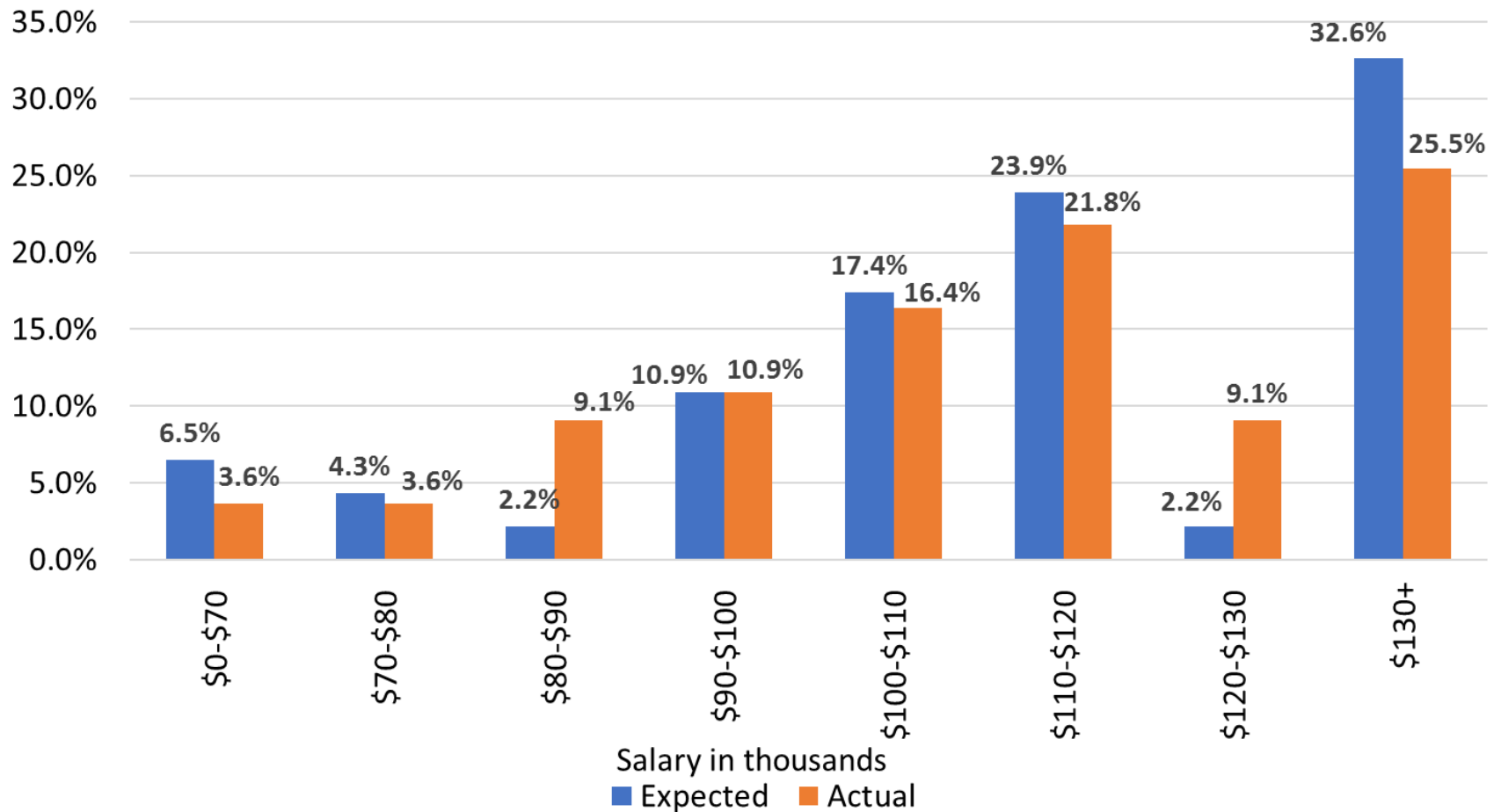


Figure 2:
Expected and Actual Tenure-Track Salary Offers 2018-2019--Matched Subsample
Fall 2017 Average Reported Expected Offer: \$112,784
Fall 2018 Average Reported Actual Offer: \$116,334

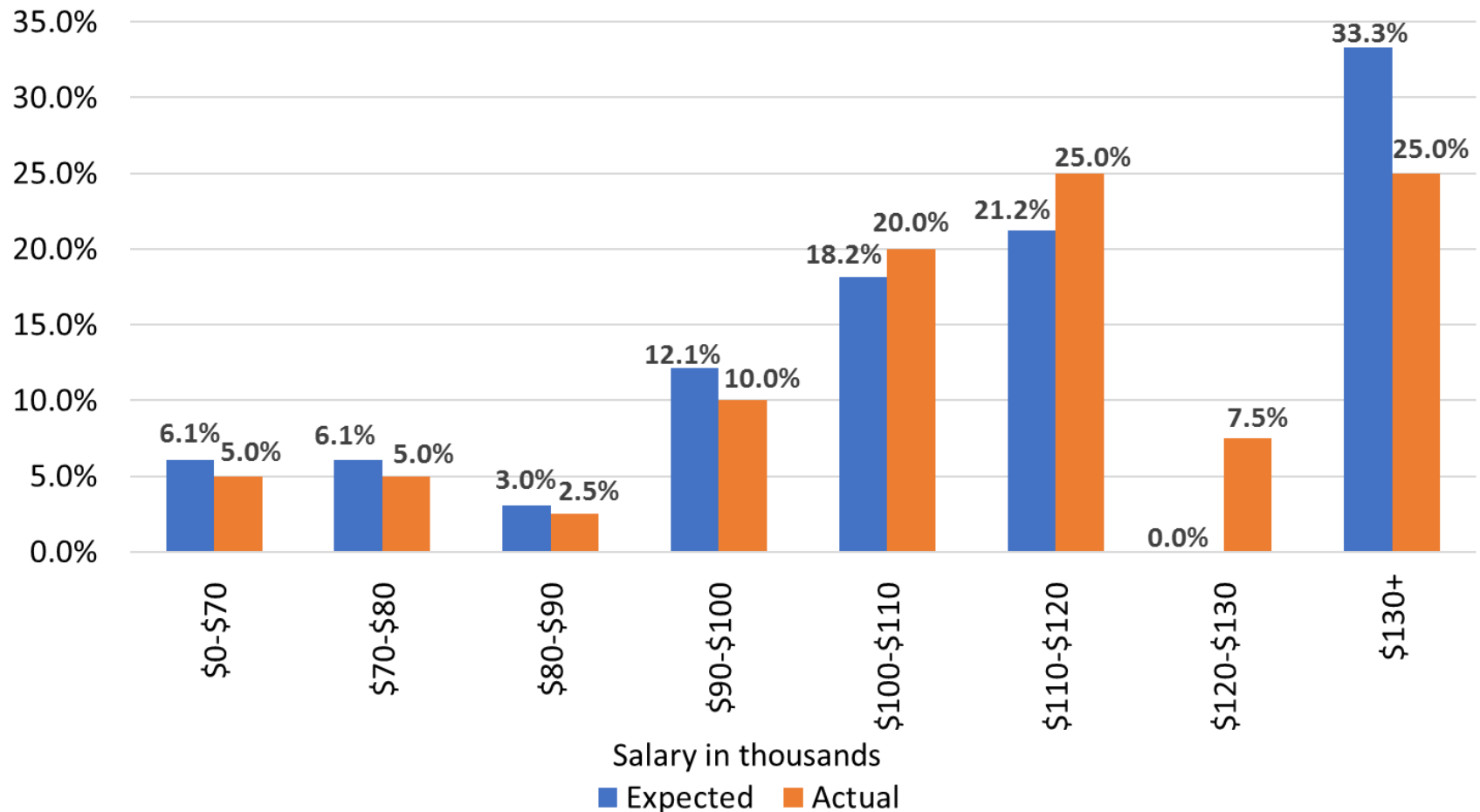


Figure 3
Expected and Actual Salary Non-Tenure Track Offers 2018-2019-- All Respondents
Fall 2017 Average Reported Expected Offer: \$87,588
Fall 2018 Average Reported Actual Offer: \$80,773

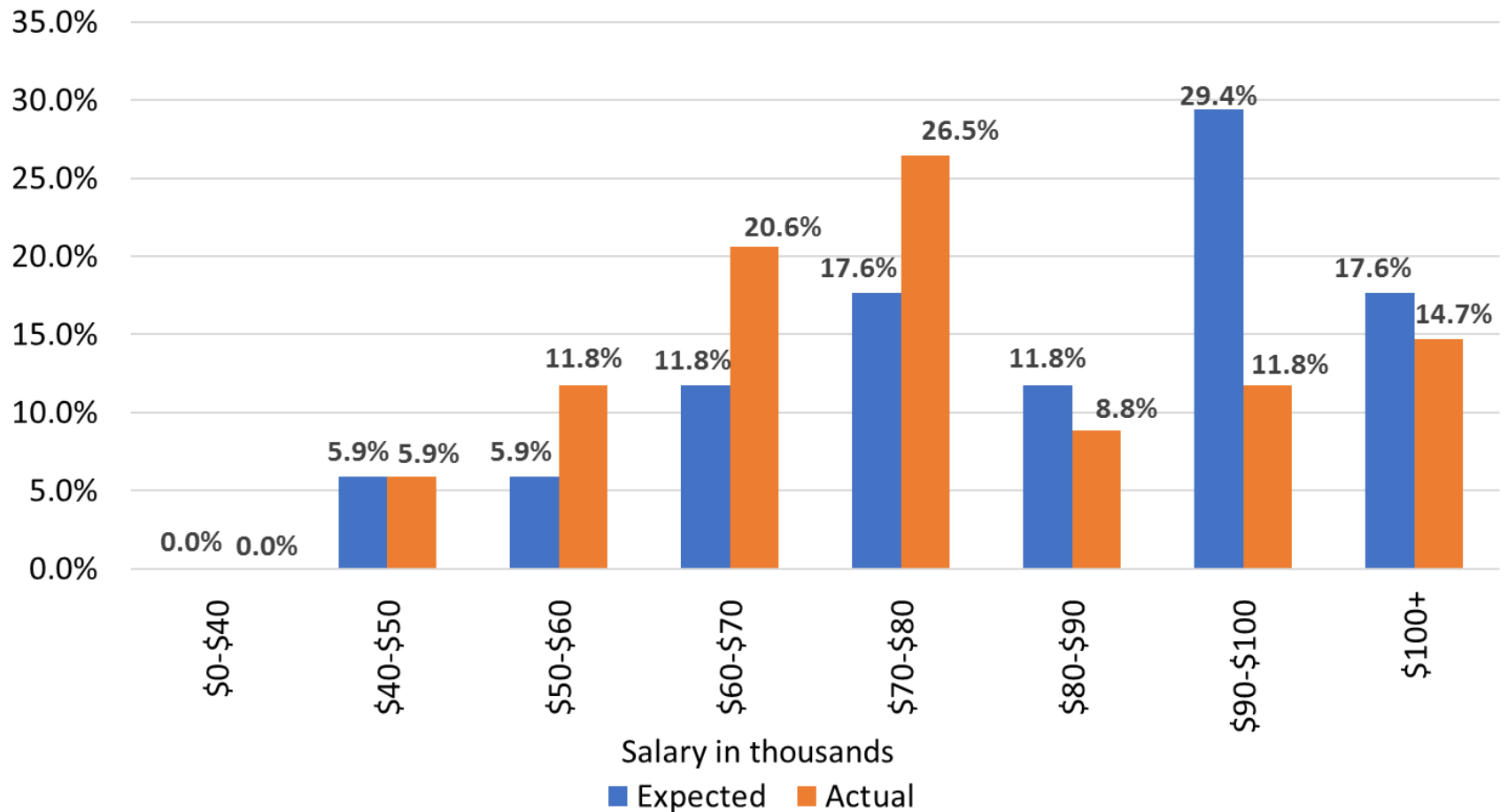


Figure 4
Expected and Actual Salary Non-Tenure Track Offers 2018-2019-- Matched
Subsample

Fall 2017 Average Reported Expected Offer: \$86,875

Fall 2018 Average Reported Actual Offer: \$84,339

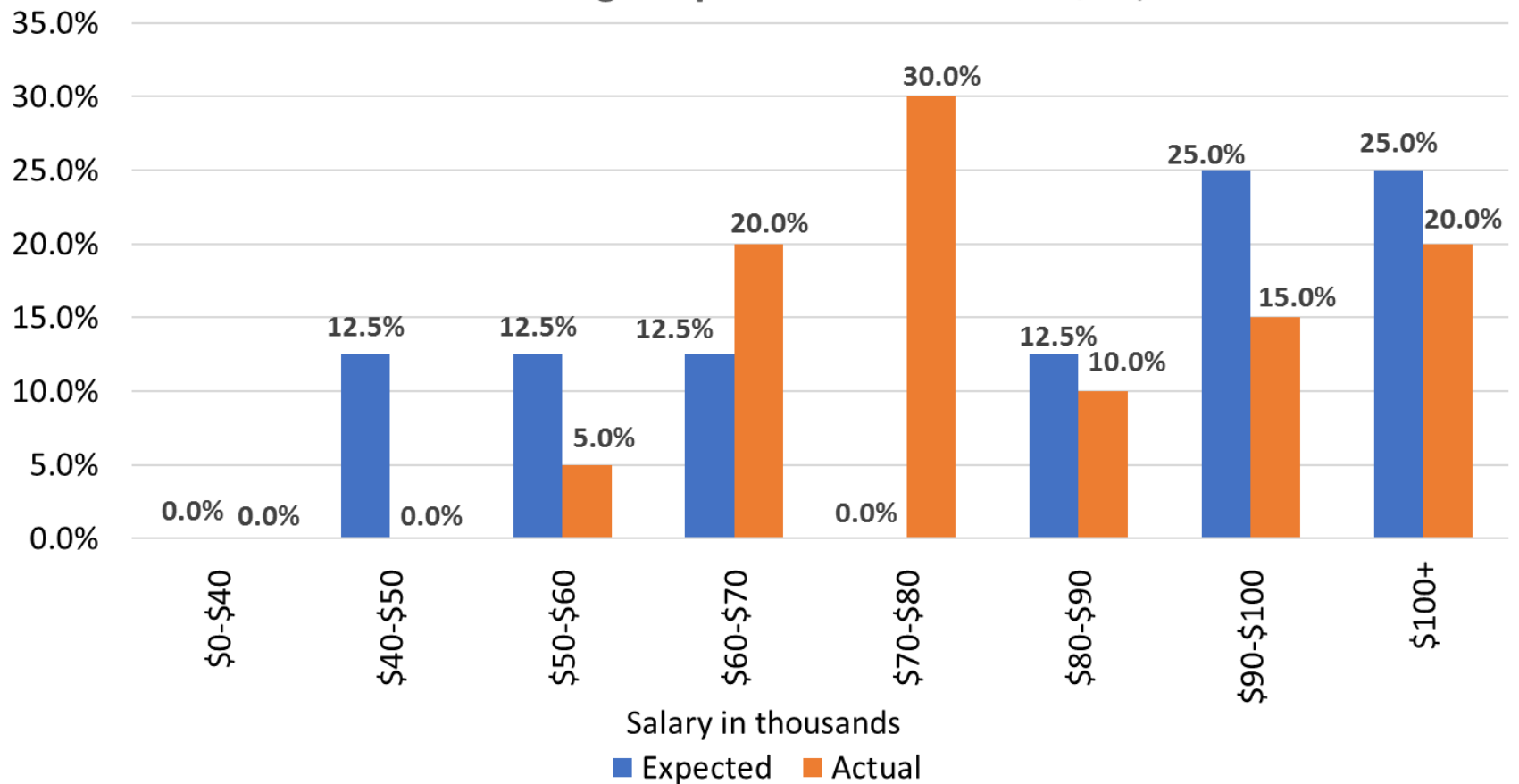


Table 12
Supply of and Demand for New Ph.D.s by Respondents
for the 2019-20 Academic Year

| Field of Specialization | Tenure-Track Demand for 2019-2020 | Non-Tenure Track Demand for 2019-2020 | Percent of Demand | Supply for 2019-2020 | Percent of Supply |
|---|---|--|----------------------|-------------------------|----------------------|
| 1. General Economics | 12 | 21 | 18.8% | 45 | 12.0% |
| 2. Method and History of Thought | 0.5 | 0 | 0.3% | 1 | 0.3% |
| 3. Math. & Quantitative Methods | 11 | 0 | 6.3% | 23 | 6.1% |
| 4. Microeconomics | 18 | 4 | 12.5% | 37 | 9.9% |
| 5. Macro/Monetary Economics | 14.5 | 5 | 11.1% | 51 | 13.6% |
| 6. International Economics | 10 | 0 | 5.7% | 30 | 8.0% |
| 7. Financial Economics | 13 | 1 | 8.0% | 12 | 3.2% |
| 8. Public Economics | 6 | 1 | 4.0% | 21 | 5.6% |
| 9. Health, Education, & Welfare Economics | 5 | 2 | 4.0% | 30 | 8.0% |
| 10. Labor & Demographic Economics | 7 | 1 | 4.5% | 30 | 8.0% |
| 11. Law & Economics | 0 | 0 | 0.0% | 1 | 0.3% |
| 12. Industrial Organization | 7.5 | 0 | 4.3% | 29 | 7.8% |
| 13. Business Administration | 0 | 0 | 0.0% | 0 | 0.0% |
| 14. Economic History | 0.5 | 0 | 0.3% | 2 | 0.5% |
| 15. Economic Development | 6 | 0 | 3.4% | 24 | 6.4% |
| 16. Economic Systems | 0 | 0 | 0.0% | 1 | 0.3% |
| 17. Agricultural & Natural Resource | 8 | 1 | 5.1% | 13 | 3.5% |
| 18. Urban, Rural, & Regional Economics | 2 | 0 | 1.1% | 8 | 2.1% |
| 19. Other Special Topics | 0 | 0 | 0.0% | 16 | 4.3% |
| Not Reported | 16 | 3 | 10.8% | | |
| Total | 137 | 39 | 100.0% | 374 | 100.0% |

Table 13
Expected Tenure Track Hires for 2019-20 by Type of Institution and Field of Specialization

| | Ph.D. Degree Granting Institutions | Top 30* | Bachelor & Master Degree Granting Institutions | All Institutions |
|---|------------------------------------|---------|--|------------------|
| 1. General Economics | 7 | 0 | 9 | 12 |
| 2. Method & History of Thought | 7 | 0 | 9 | 0.5 |
| 3. Math. & Quantitative Methods | 7 | 0 | 9 | 11 |
| 4. Microeconomics | 7 | 0 | 9 | 18 |
| 5. Macro/Monetary Economics | 7 | 0 | 9 | 14.5 |
| 6. International | 7 | 0 | 9 | 10 |
| 7. Financial Economics | 7 | 0 | 9 | 13 |
| 8. Public Economics | 7 | 0 | 9 | 6 |
| 9. Health, Education, & Welfare Economics | 7 | 0 | 9 | 5 |
| 10. Labor & Demographic Economics | 7 | 0 | 9 | 7 |
| 11. Law & Economics | 7 | 0 | 9 | 0 |
| 12. Industrial Organization | 7 | 0 | 9 | 7.5 |
| 13. Business Administration | 7 | 0 | 9 | 0 |
| 14. Economic History | 7 | 0 | 9 | 0.5 |
| 15. Economic Development | 7 | 0 | 9 | 6 |
| 16. Economic Systems | 7 | 0 | 9 | 0 |
| 17. Agricultural & Natural Resource Economics | 7 | 0 | 9 | 8 |
| 18. Urban, Rural, & Regional Economics | 7 | 0 | 9 | 2 |
| 19. Other Special Topics | 7 | 0 | 9 | 0 |
| Not Reported | 15 | 11 | 1 | 16 |
| Total | 90 | 29 | 33 | 137 |

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

Table 14
Expected Non-Tenure Track Hires for 2019-20 by Type of Institution and Field of Specialization

| | Ph.D. Degree Granting Institutions | Top 30* | Bachelor & Master Degree Granting Institutions | Total |
|---|------------------------------------|---------|--|-------|
| 1. General Economics | 13 | 1 | 8 | 21 |
| 2. Method & History of Thought | 0 | 0 | 0 | 0 |
| 3. Math. & Quantitative Methods | 0 | 0 | 0 | 0 |
| 4. Microeconomics | 1 | 0 | 1 | 4 |
| 5. Macro/Monetary Economics | 2 | 2 | 3 | 5 |
| 6. International | 0 | 0 | 0 | 0 |
| 7. Financial Economics | 1 | 0 | 0 | 1 |
| 8. Public Economics | 0 | 0 | 1 | 1 |
| 9. Health, Education, & Welfare Economics | 0 | 0 | 0 | 2 |
| 10. Labor & Demographic Economics | 0 | 0 | 0 | 1 |
| 11. Law & Economics | 0 | 0 | 0 | 0 |
| 12. Industrial Organization | 0 | 0 | 0 | 0 |
| 13. Business Administration | 0 | 0 | 0 | 0 |
| 14. Economic History | 0 | 0 | 0 | 0 |
| 15. Economic Development | 0 | 0 | 0 | 0 |
| 16. Economic Systems | 0 | 0 | 0 | 0 |
| 17. Agricultural & Natural Resource Economics | 0 | 0 | 1 | 1 |
| 18. Urban, Rural, & Regional Economics | 0 | 0 | 0 | 0 |
| 19. Other Special Topics | 0 | 0 | 0 | 0 |
| Not Reported | 3 | 3 | 0 | 3 |
| Total | 20 | 6 | 14 | 39 |

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

Table 15
Demographics of New Ph.D.s Seeking Employment in 2019-20 Academic Year

| Demographic Category | Number Seeking Employment | Percent Seeking Employment |
|---|---------------------------|----------------------------|
| Male | 228 | 61.0% |
| Female | 113 | 30.2% |
| American Indian or Alaska Native | 0 | 0.0% |
| Asian | 143 | 38.2% |
| Black or African American | 14 | 3.7% |
| Hispanic or Latino | 16 | 4.3% |
| Native Hawaiian or Other Pacific Islander | 0 | 0.0% |
| White | 83 | 22.2% |
| Other race or ethnicity | 28 | 7.5% |

Table 16
New Ph.D.s Seeking Employment for 2019-20
By Type of Degree Granting Institution and Field of Specialization¹

| | Other Ph.D. Degree Granting Institutions | Top 30 | All Institutions | Percent of Supply |
|---|--|--------|---------------------|----------------------|
| 1. General Economics | 37 | 8 | 45 | 12.0% |
| 2. Method & History of Thought | 1 | 0 | 1 | 0.3% |
| 3. Math. & Quantitative Methods | 20 | 3 | 23 | 6.1% |
| 4. Microeconomics | 17 | 20 | 37 | 9.9% |
| 5. Macro/Monetary Economics | 32 | 19 | 51 | 13.6% |
| 6. International | 22 | 8 | 30 | 8.0% |
| 7. Financial Economics | 7 | 5 | 12 | 3.2% |
| 8. Public Economics | 15 | 6 | 21 | 5.6% |
| 9. Health, Education, & Welfare Economics | 26 | 4 | 30 | 8.0% |
| 10. Labor & Demographic Economics | 17 | 13 | 30 | 8.0% |
| 11. Law & Economics | 1 | 0 | 1 | 0.3% |
| 12. Industrial Organization | 18 | 11 | 29 | 7.8% |
| 13. Business Administration | 0 | 0 | 0 | 0.0% |
| 14. Economic History | 1 | 1 | 2 | 0.5% |
| 15. Economic Development | 15 | 9 | 24 | 6.4% |
| 16. Economic Systems | 0 | 1 | 1 | 0.3% |
| 17. Agricultural & Natural Resource Economics | 10 | 3 | 13 | 3.5% |
| 18. Urban, Rural, & Regional Economics | 8 | 0 | 8 | 2.1% |
| 19. Other Special Topics | 16 | 0 | 16 | 4.3% |
| Total | 263 | 111 | 374 | 100% |

¹ Number of institutions responding 49; number of Top 30 institutions responding, 9.

III. Salary, Research, and Other Financial Support

Expected Salary Offer for 2019-20. Responses from 46 institutions indicate that the average expected salary offer for new tenure track Ph.Ds. for the 2019-20 academic year is \$117,218, a 0.7 percent increase from the actual offer for the 2018-19 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 2019-20 academic year is \$85,000, a 5.2 percent increase from the actual offer for the 2018-19 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 and Master degrees, only 71.4 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., 75.0 percent of expected offers are above \$80,000; while for institutions offering Bachelor and Master degrees, 14.3 percent of expected offers to new non-tenure track Ph.Ds. exceed \$80,000.

2018-19 Research Support in the Market for New Tenure Track Ph.Ds. For tenure track assistant professors hired for the 2018-19 academic year, summer support was available more often from Ph.D. degree granting institutions than from others (87.5 percent vs. 54.2 percent). The average summer support as a percentage of nine-month salary offers (13.3 percent vs. 10.0 percent) was also higher for Ph.D. degree granting institutions. A startup package was offered by 97.4 percent of Ph.D. degree granting institutions, and was offered by 60.9 percent of other institutions. The average startup package at Ph.D. degree granting institutions was \$45,045 and was \$17,375 at other institutions. The average teaching load is lower in Ph.D. degree granting institutions compared to non-Ph.D. degree granting institutions (3 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 (79.5 percent vs. 58.3 percent).

2018-19 Research Support in the Market for New Non-Tenure Track Ph.Ds. For non-tenure track assistant professors hired for the 2018-19 academic year, a startup package was offered by 31.0 percent of Ph.D. degree granting institutions, and was offered by 8.3 percent of other institutions. The average startup package at Ph.D. degree granting institutions was \$14,929.

2018-19 Other Support of New Tenure Track Ph.Ds. Moving expenses were paid by 96.9 percent of all respondents, but housing allowances are offered by only 14.8 percent of respondents.

Of the institutions responding, 82.8 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 7.7 percent by the employer and 5.1 percent by the employee. Full vesting at the time of hire occurs 50.0 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average

wait of 3.7 years. No cost life insurance, with an average face value of \$75,913 was offered by 60.0 percent of the employers.

The tenure clock was stopped for the birth or adoption of a child by 85.0 percent and for the birth only by an additional 6.7 percent of the respondents. For 88.9 percent of the departments that stop the tenure clock, it is a formal policy. A higher percentage of Ph.D. degree granting institutions stop the tenure clock than do Bachelor and Master degree granting institutions (97.3 percent vs. 82.6 percent).

2018-19 Other Support of New Non-Tenure Track Ph.Ds. Moving expenses were paid by 46.5 percent of all respondents, but housing allowances are only offered by 4.8 percent of the respondents.

Of the institutions responding, 81.0 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 6.8 percent by the employer and 4.0 percent by the employee. Full vesting at the time of hire occurs 45.2 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 \$47,923 was offered by 61.1 percent of the employers.

Figure 5
Actual Salary Offers for 2018-19 & Expected Salary Offers for 2019-20
for New Tenure Track Ph.Ds.
All Ph.D. Degree Granting Institutions
Mean Actual Offer: \$128,701
Mean Expected Offer: \$129,671

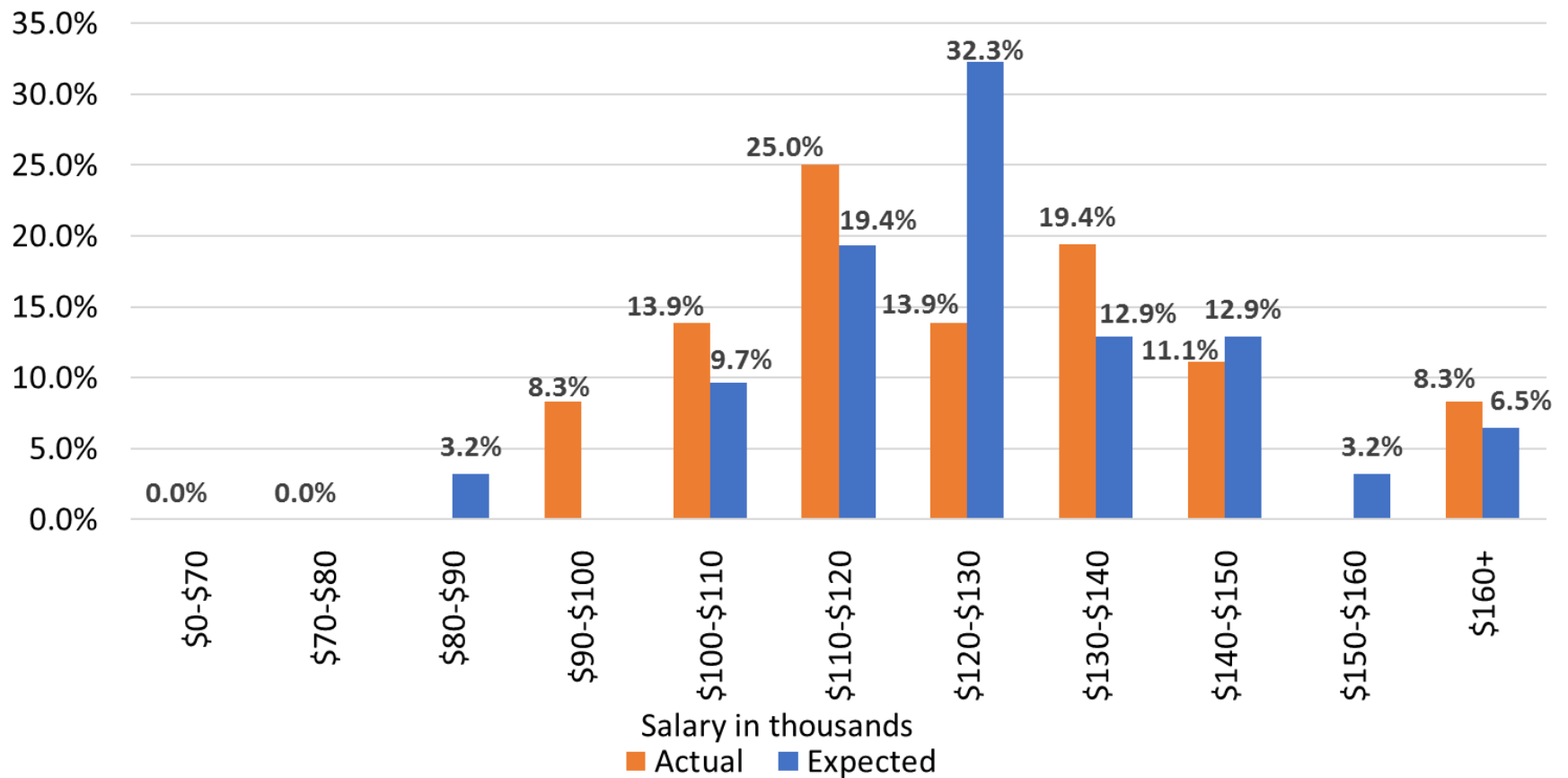


Figure 6
Actual Salary Offers for 2018-19 & Expected Salary Offers for 2019-20
for New Tenure Track Ph.Ds.
Top 30 Institutions
Mean Actual Offer: \$169,750
Mean Expected Offer: \$136,329

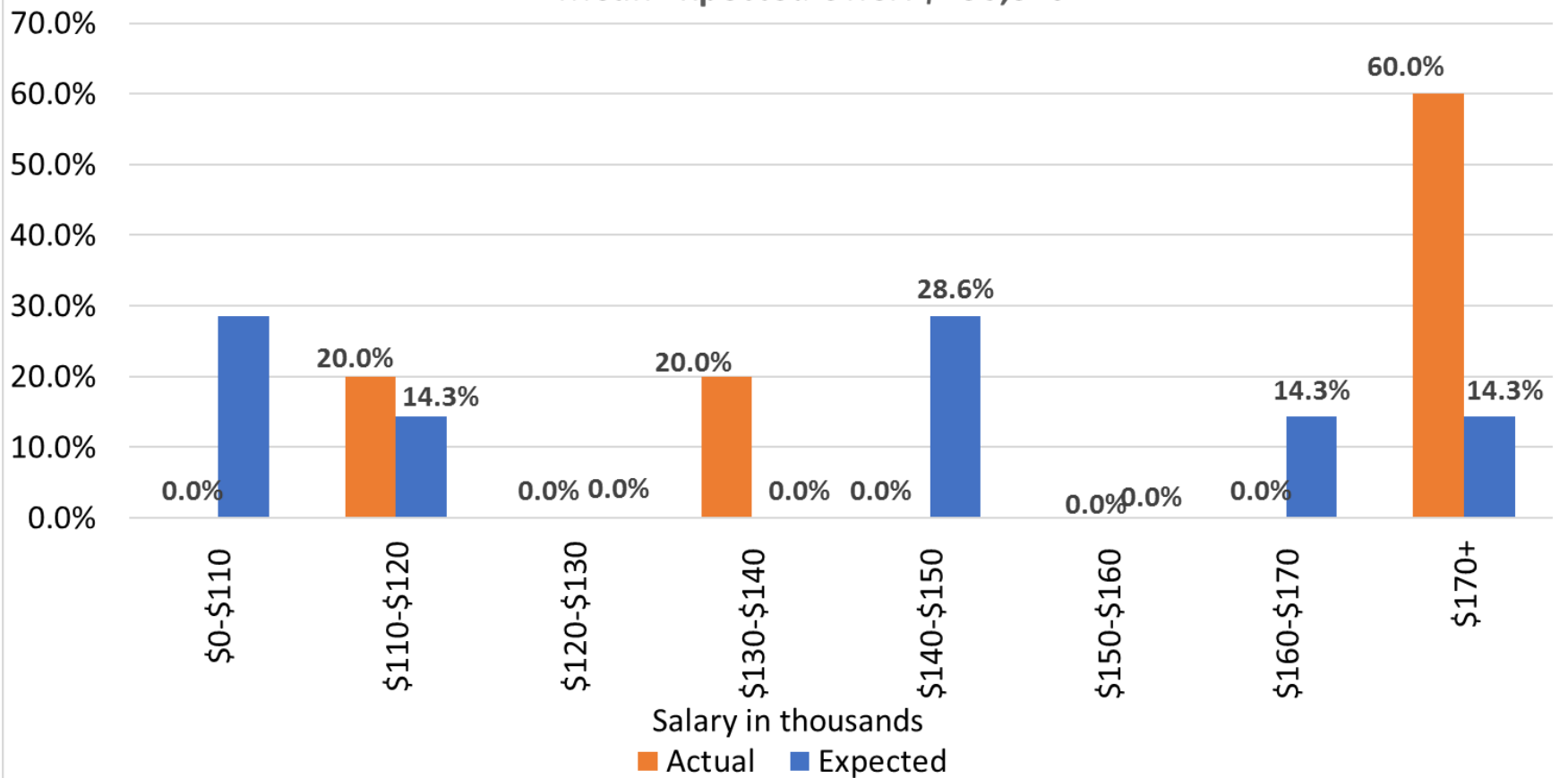


Figure 7
Actual Salary Offers for 2018-19 & Expected Salary Offers for 2019-20
for New Tenure Track Ph.Ds.
Bachelor and Master Degree Granting Institutions
Mean Actual Offer: \$91,938
Mean Expected Offer: \$89,714

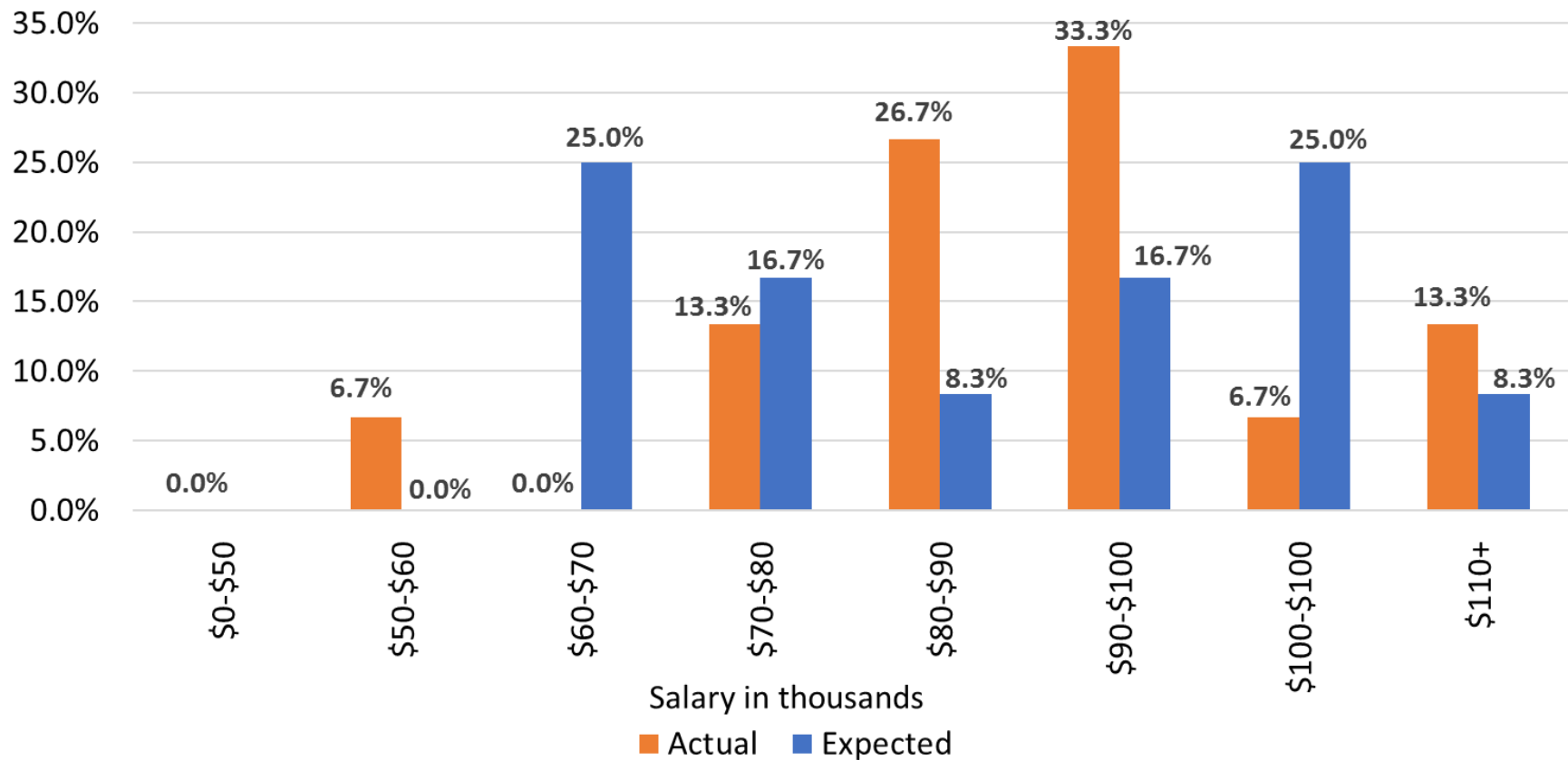


Figure 8
Actual Salary Offers for 2018-19 & Expected Salary Offers for 2019-20
for New Tenure Track Ph.Ds.
All Institutions
Mean Actual Offer: \$116,443
Mean Expected Offer: \$117,218

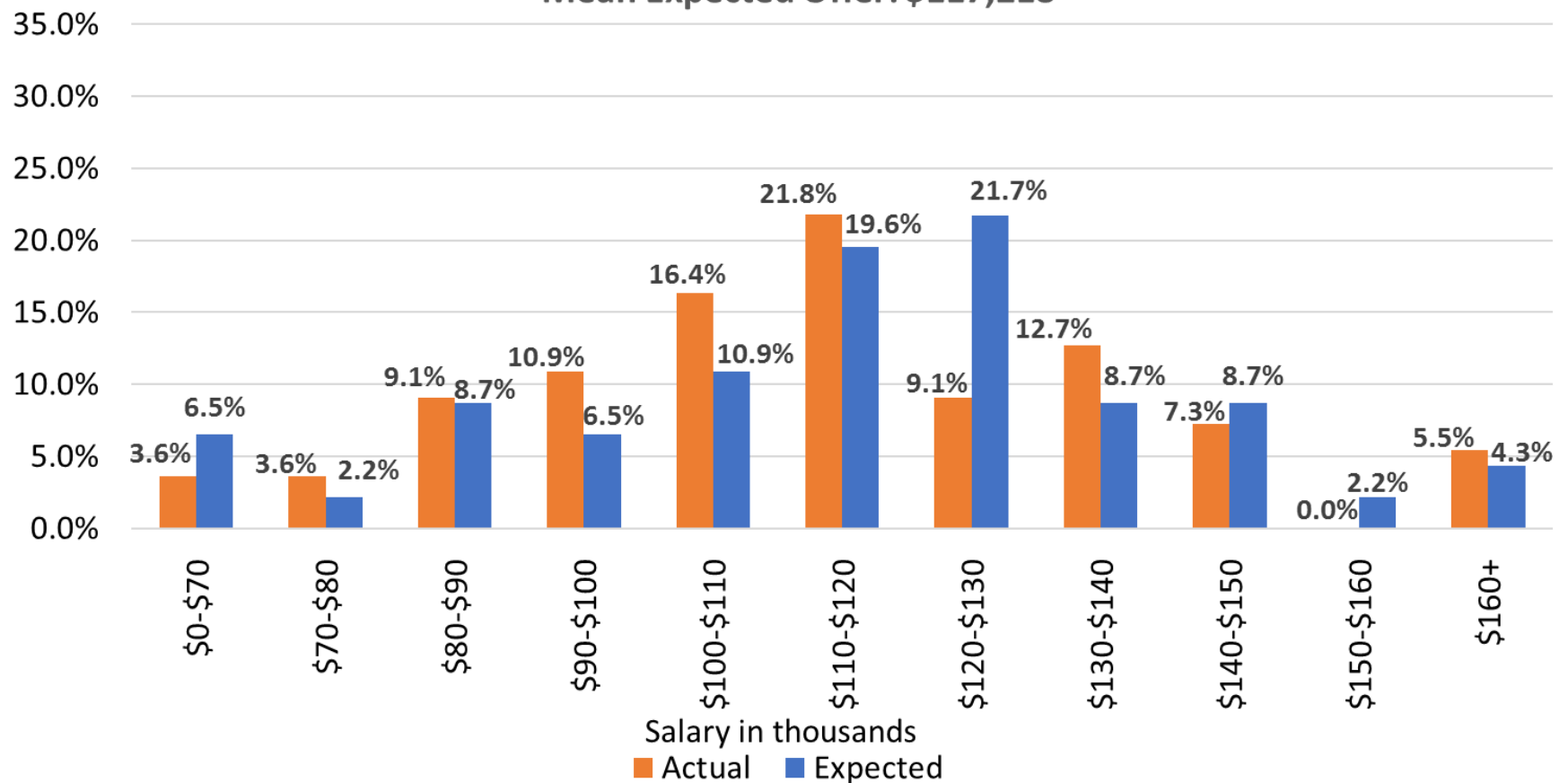
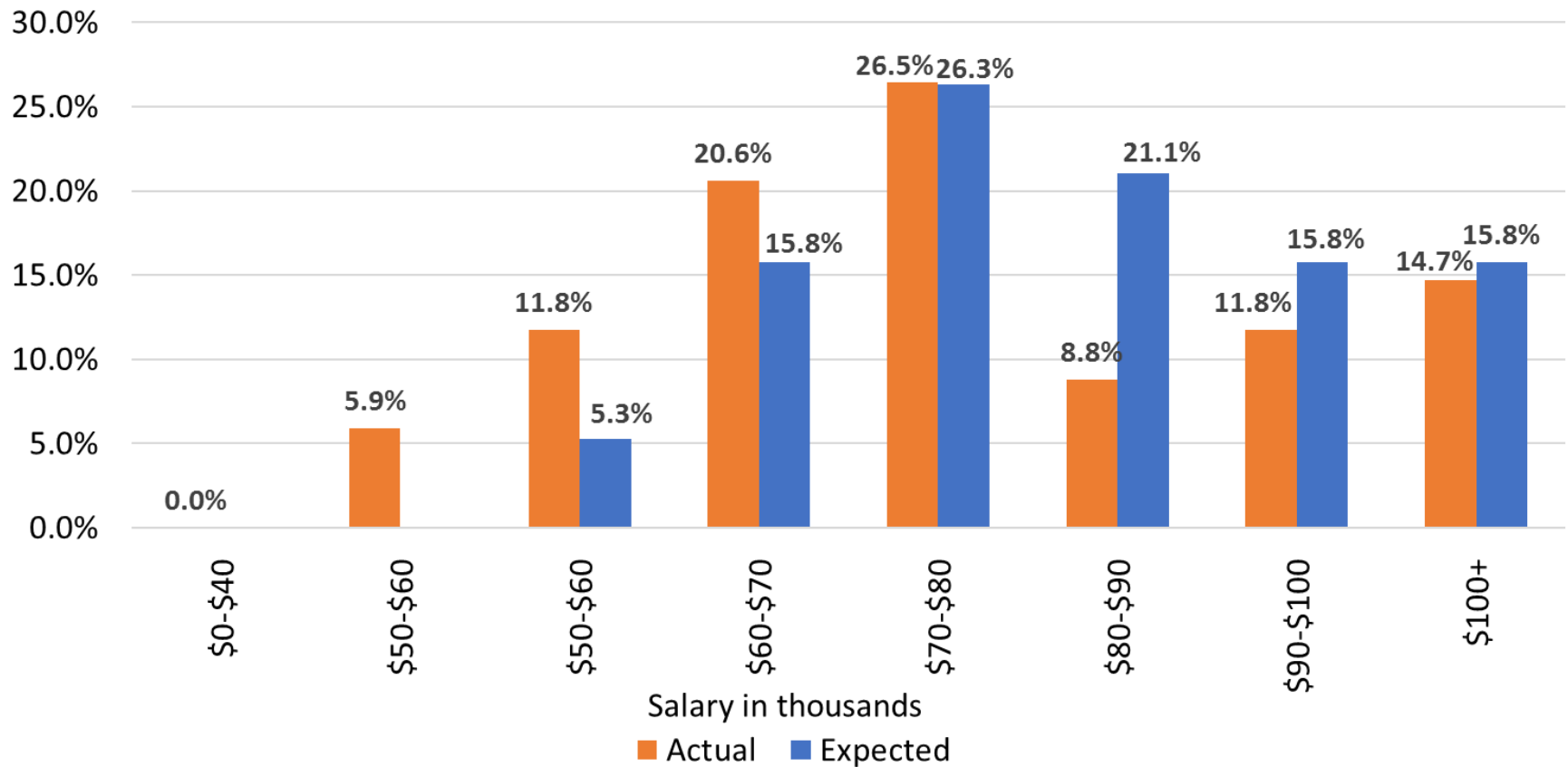


Figure 9
Actual Salary Offers for 2018-19 & Expected Salary Offers for 2019-20
for New Non-Tenure Track Ph.Ds.

All Institutions

Mean Actual Offer: \$80,773

Mean Expected Offer: \$85,000



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 & Master Degree Granting Institutions | Total (Including Non- Academic & Unclassified) |
|------|---|------------------------|--|--|
|------|---|------------------------|--|--|

Distribution of Respondent Institutions by Highest Degree Offered:

| | | | | |
|--------------------------------------|----|----|----|-----|
| Number of Questionnaires Returned | 71 | 13 | 63 | 136 |
|--------------------------------------|----|----|----|-----|

I. Hiring and Compensation in the Market for New Tenure Track Ph.Ds. in the Labor Market for 2018-19

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

| | | | | |
|---------------|-------|------|-------|-------|
| Percent “Yes” | 25.4% | 0.0% | 47.6% | 35.3% |
| N= | 71 | 13 | 63 | 136 |

Q2. How many new tenure track Ph.D. candidates did you hire for appointment in the 2017-18 academic year?

| | | | | |
|-----------------------|----|----|----|-----|
| New Hires for 2017-18 | 71 | 12 | 44 | 135 |
| N Hiring= | 40 | 6 | 26 | 67 |

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 & Master 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 2018-19 academic year? If this varied across people, please give an average.

| | | | | |
|-------------------------|-----------|-----------|-----------|-----------|
| <\$60,000 | 0 | 0 | 0 | 0 |
| >\$60,000 to \$65,000 | 0 | 0 | 1 | 1 |
| >\$65,000 to \$70,000 | 0 | 0 | 1 | 1 |
| >\$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 | 1 | 0 | 3 | 4 |
| >\$95,000 to \$100,000 | 2 | 0 | 0 | 2 |
| >\$100,000 to \$105,000 | 1 | 0 | 3 | 4 |
| >\$105,000 to \$110,000 | 4 | 0 | 1 | 5 |
| >\$110,000 to \$115,000 | 5 | 1 | 1 | 6 |
| >\$115,000 to \$120,000 | 4 | 0 | 1 | 6 |
| >\$120,000 to \$125,000 | 4 | 0 | 0 | 4 |
| >\$125,000 to \$130,000 | 1 | 0 | 0 | 1 |
| >\$130,000 to \$135,000 | 4 | 0 | 0 | 4 |
| >\$135,000 to \$140,000 | 3 | 1 | 0 | 3 |
| >\$140,000 to \$145,000 | 3 | 0 | 0 | 3 |
| >\$145,000 to \$150,000 | 1 | 0 | 0 | 1 |
| >\$150,000 to \$155,000 | 0 | 0 | 0 | 0 |
| >\$155,000 to \$160,000 | 0 | 0 | 0 | 0 |
| >\$160,000 to \$165,000 | 0 | 0 | 0 | 0 |
| >\$165,000 to \$170,000 | 0 | 0 | 0 | 0 |
| >\$170,000 | 3 | 3 | 0 | 3 |
| MEAN | \$128,701 | \$169,750 | \$91,938 | \$116,443 |
| STD DEV | \$27,295 | \$49,422 | \$14,330 | \$29,119 |
| MIN | \$93,000 | \$115,000 | \$65,000 | \$65,000 |
| MAX | \$246,250 | \$246,250 | \$116,500 | \$246,250 |

Also see Figures 1 through 8.

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

Q5. For new tenure track assistant professors hired for the 2018-19 academic year, did you offer summer research support?

a. Yes [] No []

| | | | | |
|--------------------------|-------|--------|-------|-------|
| Percent offering support | 87.5% | 100.0% | 54.2% | 75.0% |
| N= | 40 | 6 | 24 | 64 |

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

| | | | | |
|------------------------|-----|-----|-----|-----|
| Average No. of Summers | 2.4 | 3.2 | 2.0 | 2.3 |
| N= | 32 | 5 | 12 | 44 |

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

| | | | | |
|--------------------------|-------|-------|-------|-------|
| As a percent of 9 months | 13.3% | 11.0% | 10.0% | 11.7% |
| N= | 8 | 1 | 7 | 15 |

Q6. For new tenure track assistant professors hired for the 2018-19 academic year, did you offer:

a. Moving expenses to your university?

| | | | | |
|---------------|---------|---------|---------|---------|
| Percent "Yes" | 100.0% | 100.0% | 91.3% | 96.9% |
| N= | 40 | 6 | 23 | 64 |
| Mean Amount | \$6,075 | \$4,600 | \$3,682 | \$5,625 |
| N= | 20 | 5 | 11 | 32 |

b. A startup package?

| | | | | |
|---------------|----------|----------|----------|----------|
| Percent "Yes" | 97.4% | 100.0% | 60.9% | 84.1% |
| N= | 39 | 6 | 23 | 63 |
| Mean Amount | \$45,045 | \$87,680 | \$17,375 | \$35,945 |
| N= | 20 | 5 | 8 | 29 |

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

| | | | | |
|---------------|----------|----------|----------|----------|
| Percent "Yes" | 13.2% | 33.3% | 13.6% | 14.8% |
| N= | 38 | 6 | 22 | 61 |
| Mean Amount | \$47,500 | \$30,000 | \$10,000 | \$35,000 |
| N= | 2 | 1 | 1 | 3 |

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

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

| | | | | |
|---------------|-------|-------|-------|-------|
| Percent "Yes" | 85.0% | 83.3% | 82.6% | 82.8% |
| N= | 40 | 6 | 23 | 64 |

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 | 7.8% | 5.8% | 7.8% | 7.7% |
| N= | 29 | 4 | 17 | 47 |

b. The new employee:

| | | | | |
|---------|------|------|------|------|
| Percent | 5.4% | 4.3% | 4.7% | 5.1% |
| N= | 25 | 3 | 18 | 43 |

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

a. At time of hire [] or later?

| | | | | |
|-------------------------|-------|-------|-------|-------|
| Percent at time of hire | 52.8% | 60.0% | 47.4% | 50.0% |
| N= | 36 | 5 | 9 | 56 |

b. If later, when? _____ years.

| | | | | |
|-----------------------|-----|-----|-----|-----|
| Mean years when later | 3.5 | 4.0 | 3.0 | 3.4 |
| N= | 14 | 2 | 9 | 24 |

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

| | | | | |
|---------------|-------|-------|-------|-------|
| Percent "Yes" | 62.2% | 66.7% | 54.5% | 60.0% |
| N= | 37 | 4 | 22 | 60 |

a. If YES, what is its face value?

| | | | | |
|-----------------|----------|-----------|----------|----------|
| Mean Face Value | \$87,846 | \$127,500 | \$43,333 | \$75,913 |
| N= | 13 | 2 | 6 | 20 |

| Item | All Ph.D. Degree Granting Institutions | Top 30* Institutions | Bachelor & Master 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" | 5.4% | 0.0% | 8.7% | 6.7% |
| Percent "Yes, for birth or adoption of child" | 91.9% | 100.0% | 73.9% | 85.0% |
| N= | 37 | 6 | 23 | 60 |

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

| | | | | |
|------------------------|-------|-----|-------|--------|
| Stopped Clock/Eligible | 45/82 | 4/7 | 12/31 | 57/113 |
| N= | 32 | 4 | 17 | 49 |

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

| | | | | |
|------------------------|--------|-------|------|--------|
| Stopped Clock/Eligible | 54/186 | 12/20 | 9/29 | 63/215 |
| N= | 28 | 3 | 16 | 44 |

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

| | | | | |
|-------------------------|-------|--------|-------|-------|
| Percent "formal policy" | 88.9% | 100.0% | 88.9% | 88.9% |
| N= | 36 | 5 | 18 | 54 |

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

| | | | | |
|---------------|-------|-------|-------|-------|
| Average times | 1.6 | 1.5 | 1.6 | 1.6 |
| No maximum | 38.1% | 33.3% | 30.0% | 35.5% |
| N= | 21 | 3 | 10 | 31 |

| Item | All Ph.D. Degree Granting Institutions | Top 30* Institutions | Bachelor & Master 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” | 11.1% | 0.0% | 6.3% | 9.6% |
| Percent “actual number of years minus stopped clock” | 44.4% | 50.0% | 50.0% | 46.2% |
| Percent “use own judgment” | 44.4% | 50.0% | 43.8% | 44.2% |
| N= | 36 | 6 | 16 | 52 |

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 | 3 | 3 | 5 | 4 |
| N= | 34 | 6 | 23 | 57 |

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

| | | | | |
|--------------------------|-------|-------|--------|-------|
| Percent Semester System | 87.5% | 83.3% | 100.0% | 92.2% |
| Percent Quarter System | 12.5% | 16.7% | 0.0% | 7.8% |
| Percent Trimester System | 0% | 0% | 0% | 0% |
| N= | 40 | 3 | 24 | 64 |

| Item | All Ph.D. Degree Granting Institutions | Top 30* Institutions | Bachelor & Master 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" | 79.5% | 83.3% | 58.3% | 71.4% |
| N= | 39 | 6 | 24 | 63 |

a. Number of courses reduced?

| | | | | |
|----------------------|----|---|----|----|
| Mean Courses Reduced | 1 | 1 | 1 | 1 |
| N= | 31 | 5 | 14 | 45 |

b. For how many years?

| | | | | |
|----------------------|----|---|----|----|
| Mean Number of Years | 2 | 2 | 2 | 2 |
| N= | 31 | 5 | 14 | 45 |

II. Hiring and Compensation in the Market for New Non-Tenure Track Ph.Ds. in the Labor Market for 2018-19

Q14. How many new non-tenure track Ph.D. candidates did you hire for appointment in the 2018-19 academic year?

| | | | | |
|-----------------------|----|----|----|----|
| New Hires for 2017-18 | 63 | 16 | 25 | 90 |
| N Hiring= | 30 | 6 | 13 | 44 |

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 & Master 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 2018-19 academic year? If this varied across people, please give an average.

| | | | | |
|------------------------|-----------|-----------|----------|-----------|
| <\$45,000 | 1 | 0 | 0 | 1 |
| >\$45,000 to \$50,000 | 0 | 0 | 1 | 1 |
| >\$50,000 to \$55,000 | 0 | 0 | 2 | 2 |
| >\$55,000 to \$60,000 | 1 | 0 | 1 | 2 |
| >\$60,000 to \$65,000 | 4 | 0 | 1 | 5 |
| >\$65,000 to \$70,000 | 2 | 0 | 0 | 2 |
| >\$70,000 to \$75,000 | 4 | 0 | 1 | 5 |
| >\$75,000 to \$80,000 | 2 | 0 | 2 | 4 |
| >\$80,000 to \$85,000 | 1 | 1 | 0 | 1 |
| >\$85,000 to \$90,000 | 2 | 1 | 0 | 2 |
| >\$90,000 to \$95,000 | 2 | 2 | 0 | 2 |
| >\$95,000 to \$100,000 | 2 | 0 | 0 | 2 |
| >\$100,000 | 4 | 1 | 0 | 5 |
| MEAN | \$84,993 | \$110,365 | \$63,620 | \$80,773 |
| STD DEV | \$27,921 | \$44,829 | \$12,052 | \$26,704 |
| MIN | \$45,000 | \$82,000 | \$46,000 | \$45,000 |
| MAX | \$190,000 | \$190,000 | \$78,000 | \$190,000 |

Also see Figure 9.

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

Q17. For new non-tenure track assistant professors hired for the 2018-19 academic year, did you offer:

d. Moving expenses to your university?

| | | | | |
|---------------|---------|---------|---------|---------|
| Percent "Yes" | 46.7% | 50.0% | 41.7% | 46.5% |
| N= | 30 | 6 | 12 | 43 |
| Mean Amount | \$3,900 | \$3,750 | \$2,690 | \$3,497 |
| N= | 10 | 2 | 5 | 15 |

e. A startup package?

| | | | | |
|---------------|----------|---------|---------|----------|
| Percent "Yes" | 31.0% | 66.7% | 8.3% | 23.8% |
| N= | 29 | 6 | 12 | 42 |
| Mean Amount | \$14,929 | \$9,667 | \$4,000 | \$13,563 |
| N= | 7 | 3 | 1 | 8 |

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

| | | | | |
|---------------|----------|----------|----|----------|
| Percent "Yes" | 6.9% | 33.3% | - | 4.8% |
| N= | 29 | 6 | 12 | 42 |
| Mean Amount | \$30,000 | \$30,000 | - | \$30,000 |
| N= | 1 | 1 | - | 1 |

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

| | | | | |
|---------------|-------|-------|-------|-------|
| Percent "Yes" | 83.3% | 66.7% | 81.8% | 81.0% |
| N= | 30 | 6 | 11 | 42 |

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 | 6.7% | 5% | 7.2% | 6.8% |
| N= | 18 | 4 | 6 | 25 |

d. The new employee:

| | | | | |
|---------|------|------|------|------|
| Percent | 3.9% | 3.3% | 5.0% | 4.0% |
| N= | 18 | 4 | 6 | 25 |

| Item | All Ph.D. Degree Granting Institutions | Top 30* Institutions | Bachelor & Master 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 | 59.1% | 20.0% | 12.5% | 45.2% |
| N= | 22 | 5 | 8 | 31 |

d. If later, when? _____ years.

| | | | | |
|-----------------------|-----|-----|-----|-----|
| Mean years when later | 3.1 | 5.3 | 2.9 | 3.1 |
| N= | 7 | 3 | 7 | 15 |

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

| | | | | |
|---------------|-------|-------|-------|-------|
| Percent "Yes" | 58.3% | 60.0% | 63.6% | 61.1% |
| N= | 24 | 5 | 11 | 36 |

b. If YES, what is its face value?

| | | | | |
|-----------------|----------|----------|----------|----------|
| Mean Face Value | \$50,800 | \$93,500 | \$38,333 | \$47,923 |
| N= | 10 | 2 | 3 | 13 |

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

III. Demand for Ph.Ds. for 2019-20

Q22. Please estimate the number of **new tenure track Ph.Ds.** you expect to hire for the **2019-20 academic year.**

a. Total expected new Ph.D. hires.

| | | | | |
|----------------------|----|----|----|-----|
| Total Expected Hires | 90 | 29 | 33 | 137 |
| N Hiring | 70 | 13 | 60 | 132 |

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 & Master 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 2019-20 academic year**?

| | | | | |
|-------------------------|-----------|-----------|-----------|-----------|
| <\$60,000 | 0 | 0 | 3 | 3 |
| >\$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 | 0 | 0 |
| >\$85,000 to \$90,000 | 1 | 1 | 3 | 4 |
| >\$90,000 to \$95,000 | 0 | 0 | 2 | 2 |
| >\$95,000 to \$100,000 | 0 | 0 | 1 | 1 |
| >\$100,000 to \$105,000 | 0 | 0 | 2 | 2 |
| >\$105,000 to \$110,000 | 3 | 1 | 0 | 3 |
| >\$110,000 to \$115,000 | 2 | 0 | 0 | 2 |
| >\$115,000 to \$120,000 | 4 | 1 | 2 | 7 |
| >\$120,000 to \$125,000 | 6 | 0 | 0 | 6 |
| >\$125,000 to \$130,000 | 4 | 0 | 0 | 4 |
| >\$130,000 to \$135,000 | 2 | 0 | 0 | 2 |
| >\$135,000 to \$140,000 | 2 | 0 | 0 | 2 |
| >\$140,000 to \$145,000 | 2 | 1 | 0 | 2 |
| >\$145,000 to \$150,000 | 2 | 1 | 0 | 2 |
| >\$150,000 to \$155,000 | 1 | 0 | 0 | 1 |
| >\$155,000 to \$160,000 | 0 | 0 | 0 | 0 |
| >\$160,000 to \$165,000 | 0 | 0 | 0 | 0 |
| >\$165,000 to \$170,000 | 1 | 1 | 0 | 1 |
| >\$170,000 | 1 | 1 | 0 | 1 |
| MEAN | \$129,671 | \$136,329 | \$89,714 | \$117,218 |
| STD DEV | \$18,066 | \$32,033 | \$20,204 | \$26,033 |
| MIN | \$90,000 | \$90,000 | \$55,000 | \$55,000 |
| MAX | \$177,000 | \$177,000 | \$120,000 | \$177,000 |

| Item | All Ph.D. Degree Granting Institutions | Top 30* Institutions | Bachelor & Master 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 **2018-19 academic year.**

a. Total expected new Ph.D. hires.

| | | | | |
|----------------------|----|---|----|----|
| Total Expected Hires | 20 | 6 | 14 | 39 |
| N Hiring | 15 | 4 | 11 | 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 2019-20 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 | 0 | 0 | 1 | 1 |
| >\$60,000 to \$65,000 | 1 | 0 | 2 | 3 |
| >\$65,000 to \$70,000 | 0 | 0 | 0 | 0 |
| >\$70,000 to \$75,000 | 0 | 0 | 2 | 2 |
| >\$75,000 to \$80,000 | 2 | 0 | 1 | 3 |
| >\$80,000 to \$85,000 | 2 | 1 | 0 | 2 |
| >\$85,000 to \$90,000 | 2 | 1 | 0 | 2 |
| >\$90,000 to \$95,000 | 1 | 0 | 0 | 1 |
| >\$95,000 to \$100,000 | 1 | 1 | 1 | 2 |
| >\$100,000 | 3 | 0 | 0 | 3 |
| MEAN | \$92,250 | \$90,667 | \$72,571 | \$85,000 |
| STD DEV | \$15,604 | \$9,018 | \$14,258 | \$17,654 |
| MIN | \$65,000 | \$82,000 | \$57,000 | \$57,000 |
| MAX | \$120,000 | \$100,000 | \$100,000 | \$120,000 |

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

Q26. If you are not hiring **new Ph.Ds. for the 2017-18 academic year**, please indicate the **primary reason** why you are not hiring.

| | | | | |
|----------------------|-------|-------|-------|-------|
| No Vacant Positions | 44.1% | 50.0% | 62.5% | 54.1% |
| Budget Problems | 23.5% | 0.0% | 20.0% | 21.6% |
| Falling Enrollments | 0.0% | 0.0% | 5.0% | 2.7% |
| Seeking Senior Hires | 23.5% | 0.0% | 3.6% | 10.8% |
| Other | 8.8% | 25.0% | 12.5% | 10.8% |
| N | 34 | 4 | 40 | 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 2018-19 New Ph.D. Market and Expected Supply for 2019-20.

Q28. How many candidates from your department sought employment for the 2018-19 academic year (or, for the year 2018)?

| | | | | |
|-----------------------|-----|-----|--|-----|
| Number of Job Seekers | 463 | 144 | | 463 |
| From Number of Depts. | 65 | 11 | | 65 |

Q29. Of the Ph.D. candidates from your department who sought employment for the 2018-19 academic year (or for 2018), how many actually found employment by August 31, 2018?

| | | | | |
|------------------------|-------|-------|--|-------|
| Number | 422 | 138 | | 422 |
| Percent of Job Seekers | 91.1% | 95.8% | | 95.8% |
| From Number of Depts. | 65 | 11 | | 65 |

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

| | | | | |
|--------------|-------|-------|--|-------|
| Academic | 53.6% | 63.5% | | 53.6% |
| Non-Academic | 46.4% | 54.3% | | 46.4% |

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

Demographics of candidates who sought and found employment in the 2018-2019 academic year. Presented as Number Successful Employed/ Number Who Sought Employment. Also see Table 9.

| | | | | |
|---|---------|---------|--|---------|
| Male | 285/308 | 107/109 | | 285/308 |
| Female | 121/129 | 31/32 | | 121/129 |
| American Indian or Alaska Native | -/- | -/- | | -/- |
| Asian | 130/140 | 51/52 | | 130/140 |
| Black or African American | 14/15 | 2/2 | | 14/15 |
| Hispanic or Latino | 25/26 | 16/16 | | 25/26 |
| Native Hawaiian or Other Pacific Islander | -/- | -/- | | -/- |
| White | 110/112 | 39/41 | | 110/112 |
| Other race or ethnicity | 25/26 | 6/6 | | 25/26 |

- Q31. Please estimate the number of Ph.D. candidates from your department who will be seeking employment for the 2019-20 academic year.

| | | | | |
|-----------------------|-----|-----|--|-----|
| Number of Job Seekers | 374 | 111 | | 374 |
| From Number of Depts. | 49 | 9 | | 59 |

| | | | | |
|---|-------|-------|--|-------|
| Male | 61.0% | 64.0% | | 61.0% |
| Female | 30.2% | 18.0% | | 30.2% |
| American Indian or Alaska Native | 0.0% | 0.0% | | 0.0% |
| Asian | 38.2% | 43.2% | | 38.2% |
| Black or African American | 3.7% | 0.9% | | 3.7% |
| Hispanic or Latino | 4.3% | 6.3% | | 4.3% |
| Native Hawaiian or Other Pacific Islander | 0.0% | 0.0% | | 0.0% |
| White | 22.2% | 27.0% | | 22.2% |
| Other race or ethnicity | 7.5% | 4.5% | | 7.5% |

- Q32. How many of the candidates listed above are holdovers from the 2017-18 market who could not get a permanent position?

| | | | | |
|------------------------|------|------|--|------|
| Number of Holdovers | 21 | 2 | | 21 |
| Percent of Job Seekers | 5.6% | 1.8% | | 5.6% |