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**SURVEY OF THE LABOR MARKET
FOR NEW PH.D. HIRES IN ECONOMICS
2018-2019**



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

**SURVEY OF THE LABOR MARKET
FOR NEW PH.D. HIRES IN ECONOMICS
2018-19**

SUMMARY OF RESULTS

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<http://cber.uark.edu>

**SURVEY OF THE LABOR MARKET
FOR NEW PH.D. HIRES IN ECONOMICS
2018-19**

This year, the survey questionnaire was sent to 373 organizations. Questionnaires were returned by 135 organizations (36.2 percent). Of this year's responses, 80 (59.3 percent) were from those who responded to the last survey conducted for the 2017-18 academic year. Among the academic institutions responding, the distribution of highest degrees offered was as follows: Ph.D.—56.3 percent; Master—9.6 percent and Bachelor—32.6 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 2017-18

Seventy departments reported 506 new Ph.D.s who sought employment for the 2017-18 academic year. Of these job seekers, 484 (95.7 percent) were successful. Within the reported supply, 159 (31.8 percent) were from the 10 Top 30 departments responding to the question. Among the successful job seekers, 58.5 percent found employment in academic institutions as compared to 58.6 percent in the 2015-16 year. 64.0 percent of job seekers for the 2017-18 academic year were male and 96.0 percent found employment while 31.0 percent of job seekers were female and 96.8 percent of them found employment. 40.5 percent of the job seekers were Asian and 29.1 percent were white and their employment success rates were 86.3 percent and 91.8 percent, respectively. See Table 9 for details.

Of the 135 responding institutions, 71 reported hiring 132 new tenure track Ph.D.s for the 2017-18 academic year. Table 1 shows the number hired by each of the 71 institutions hiring tenure track Ph.Ds. As seen in Table 2, 18.9 percent of the new tenure track hires in 2017-18 had specialties in macro/monetary economics, followed by microeconomics (11.4 percent), and public economics and international economics both at 8.3 percent. Table 3 shows the degree granting institutions of the new tenure track Ph.D.s hired for 2017-18. Table 4 shows the demographics of the newly hired tenure track economists. 62.1 percent of the new hires were male and 25.8 percent were female. Of the new tenure track hires, 44.7 percent were white and 17.4 percent were Asian. 44 institutions reported hiring 79 new non-tenure track Ph.D.s for the 2017-18 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, 13.6 percent of the new non-tenure track hires in 2017-18 had specialties in macro/monetary economics and 5.3 percent specialized in microeconomics. Table 7 shows the degree granting institutions of the new non-tenure track Ph.D.s hired for 2017-18. Table 8 shows the demographics of the newly hired non-tenure track economists. 50.6 percent of the new hires were male and 30.4 percent were female. Of the new tenure track hires, 34.2 percent were white and 20.3 percent were Asian.

Table 1
New Tenure Track Ph.D.s Hired for 2017-18 by Hiring Institution

University of California-Davis	7	Brown University	1
Yale University	5	University of California-San Diego	1
Board of Governors of the Federal Reserve System	5	University of Maryland	1
The Ohio State University	4	Iowa State University	1
University of Notre Dame	4	Binghamton University	1
University of Chicago	3	Boston College	1
Washington University-St. Louis	3	Florida State University	1
Cornell University	3	Louisiana State University	1
University of Pittsburgh	3	McMaster University	1
Pennsylvania State University	3	Northern Illinois University	1
University of North Carolina-Chapel Hill	3	Stony Brook University	1
University of Oregon	3	Temple University	1
University of Toronto	3	University of Alberta	1
Virginia Tech	3	University of Arizona	1
Rensselaer Polytechnic Institute	3	University of California-Los Angeles	1
University of Southern California	2	University of California-Riverside	1
Boston University	2	University of Iowa	1
Brandeis University	2	University of New Mexico	1
Colorado School of Mines	2	University of Oklahoma	1
George Washington University	2	University of Tennessee	1
Howard University	2	University of Washington	1
Michigan State University	2	West Virginia University	1
Rutgers University	2	Bentley University	1
Southern Methodist University	2	Eastern Michigan University	1
State University of New York-Albany	2	Illinois State University	1
University of Colorado-Boulder	2	Bucknell University	1
University of Delaware	2	Colby College	1
University of Hawaii-Manoa	2	Franklin & Marshall College	1
University of Virginia	2	Hamilton College	1
Western University	2	Mount Holyoke College	1
Appalachian State University	2	Sacred Heart University	1
Claremont McKenna College	2	Saint Mary's College of California	1
Colgate University	2	Smith College	1
Furman University	2	University of Richmond	1
Oberlin College	2	Whitman College	1
Weber State University	2	Total	132

*Number of institutions responding, 135; number of institutions hiring, 71; number of hires, 132.

Table 2
New Tenure Track Ph.D.s Hired for 2017-18
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	2	0	1	3
2. Method and History of Thought	1	0	1	2
3. Math. & Quantitative Methods	7	0	0	7
4. Microeconomics	13	7	2	15
5. Macro/Monetary Economics	17	3	4	25
6. International Economics	8	1	3	11
7. Financial Economics	3	0	0	4
8. Public Economics	8	1	3	11
9. Health, Education, & Welfare Economics	4	2	6	10
10. Labor & Demographic Economics	10	5	0	10
11. Law & Economics	0	0	0	0
12. Industrial Organization	4	2	0	4
13. Business Administration	0	0	0	0
14. Economic History	2	0	0	2
15. Economic Development	7	1	2	9
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource	4	1	4	8
18. Urban, Rural, & Regional Economics	0	0	1	1
19. Other Special Topics	1	0	0	1
Not reported	8	5	1	9
Total	99	28	28	132

*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 2017-18

University of Minnesota	8	Duke University	1
Massachusetts Institute of Technology	7	Einaudi Institute for Economics and Finance	1
University of California-San Diego	6	Emory University	1
University of Michigan	5	Erasmus University Rotterdam	1
Yale University	5	ETH Zurich	1
New York University	4	Georgetown University	1
University of Chicago	4	Goethe Universitat	1
Columbia University	3	Indiana University	1
University of Wisconsin-Madison	3	Miami University	1
California Institute of Technology	2	Michigan State University	1
Cornell University	2	North Carolina State University	1
Harvard University	2	Norwegian School of Economics	1
Howard University	2	Ohio State University	1
Princeton University	2	Oxford University	1
Stanford University	2	Pennsylvania State University	1
Texas A&M University	2	Toulouse School of Economics	1
University College London	2	Universitat Pompeu Fabra	1
University of Arizona	2	University of Bonn	1
University of California-Davis	2	University of British Columbia	1
University of California-Los Angeles	2	University of California at San Diego	1
University of California-Santa Barbara	2	University of California-Berkeley	1
University of Kentucky	2	University of Colorado-Boulder	1
University of Maryland	2	University of Florida	1
University of Pennsylvania	2	University of Illinois	1
University of Southern California	2	University of Iowa	1
West Virginia University	2	University of Massachusetts-Amherst	1
Brown University	1	University of Montreal	1
University of California-Los Angeles	1	University of Texas-Austin	1
Aarhus University	1	University of Toronto	1
Boston University	1	University of Virginia	1
Brown University	1	University of Wyoming	1
City University of New York	1	Washington University-St. Louis	1
Drexel University	1	World Bank	1

Table 4
Demographics of New Tenure Track Ph.D.s Hired for 2017-18 By Type of Hiring Institution

Demographic Category	PhD Granting Institution	Top 30*	Bachelor & Master Degree Granting Institutions	All Institutions	Total
Male	67.7%	64.3%	53.6%	62.1%	82
Female	23.2%	17.9%	39.3%	25.8%	34
American Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0
Asian	18.2%	17.9%	17.9%	17.4%	23
Black or African American	3.0%	0.0%	0.0%	2.3%	3
Hispanic or Latino	11.1%	3.6%	7.1%	9.8%	13
Native Hawaiian or Other Pacific Islander	1.0%	3.6%	0.0%	0.8%	1
White	45.5%	50.0%	50.0%	44.7%	59
Other race or ethnicity	1.0%	0.0%	3.6%	1.5%	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 2016-17 by Hiring Institution

Louisiana State University	6	Colorado School of Mines	1
Northeastern University	6	George Washington University	1
University of Chicago	4	Oklahoma State University	1
RAND Corporation	4	Southern Methodist University	1
Tulane University	3	Stony Brook University	1
Amherst College	3	University of California-Los Angeles	1
Bucknell University	3	University of Colorado-Boulder	1
Colby College	3	University of Delaware	1
University of Southern California	2	University of Notre Dame	1
University of Maryland	2	Virginia Tech	1
Binghamton University	2	Wayne State University	1
Georgia State University	2	Bentley University	1
Temple University	2	University of Nevada-Las Vegas	1
University of Arizona	2	Case Western Reserve University	1
University of California-Irvine	2	Franklin & Marshall College	1
University of Iowa	2	Grinnell College	1
University of South Carolina	2	Ithaca College	1
Appalachian State University	2	Mount Holyoke College	1
State University of New York-Fredonia	2	Pitzer College	1
University of California-San Diego	1	Union College	1
University of Pittsburgh	1	University of Wisconsin-La Crosse	1
Brandeis University	1	University of Wisconsin-Parkside	1
		Total	79

*Number of institutions responding, 135; number of institutions hiring, 44; number of hires, 79.

Table 6
New Non-Tenure Track Ph.D.s Hired for 2017-16
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	13	0	2	15
2. Method and History of Thought	0	0	2	2
3. Math. & Quantitative Methods	2	1	0	2
4. Microeconomics	4	0	3	7
5. Macro/Monetary Economics	11	7	7	18
6. International Economics	2	0	1	3
7. Financial Economics	0	0	1	1
8. Public Economics	1	0	1	3
9. Health, Education, & Welfare Economics	1	0	0	2
10. Labor & Demographic Economics	1	0	1	4
11. Law & Economics	0	0	1	1
12. Industrial Organization	2	0	1	3
13. Business Administration	0	0	0	0
14. Economic History	0	0	0	0
15. Economic Development	2	0	0	2
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource	1	0	2	3
18. Urban, Rural, & Regional Economics	0	0	0	0
19. Other Special Topics	0	0	0	0
Not reported	11	2	1	13
Total	51	10	24	79

*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 2017-18

University of Wisconsin-Madison	3	Simon Fraser University	1
University of Delaware	2	Southern Methodist University	1
University of Michigan	2	Temple University	1
University of Missouri-Kansas City	2	University College London	1
Auburn University	1	University of Arizona	1
Binghamton University	1	University of California-Irvine	1
California Institute of Technology	1	University of California-San Diego	1
Carnegie Mellon University	1	University of California-Santa Barbara	1
Colorado State University	1	University of Chicago	1
Columbia University	1	University of Connecticut	1
Cornell University	1	University of Iowa	1
Duke University	1	University of Kansas	1
Emory University	1	University of Kentucky	1
Franklin and Marshall College	1	University of Mississippi	1
Georgia Institute of Technology	1	University of North Carolina-Chapel Hill	1
Harvard University	1	University of Oklahoma	1
Indiana University	1	University of Southern California	1
Kansas State University	1	University of Toronto	1
New York University	1	University of Wisconsin-Milwaukee	1
North Carolina State University	1	Washington State University	1
Ohio State University	1	Wayne State University	1
Oklahoma State University	1	Wesleyan University	1
Pennsylvania State University	1	West Virginia University	1
Rutgers University	1		

Table 8
Demographics of New Non-Tenure Track Ph.D.s Hired for 2017-18 By Type of Hiring Institution

Demographic Category	PhD Granting Institution	Top 30*	Bachelor & Master Degree Granting Institutions	All Institutions	Total
Male	45.1%	40.0%	62.5%	50.6%	40
Female	31.4%	40.0%	25.0%	30.4%	24
American Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0
Asian	19.6%	20.0%	25.0%	20.3%	16
Black or African American	3.9%	0.0%	4.2%	3.8%	3
Hispanic or Latino	2.0%	0.0%	4.2%	2.5%	2
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	4.2%	1.3%	1
White	29.4%	30.0%	33.3%	34.2%	27
Other race or ethnicity	0.0%	0.0%	4.2%	1.3%	1

*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 2017-18 Academic Year

Demographic Category	Number Who Sought Employment	Percent Who Sought Employment	Number Who Found Employment	Percent Who Found Employment
Male	324	64.0%	311	96.0%
Female	157	31.0%	152	96.8%
American Indian or Alaska Native	0		0	
Asian	205	40.5%	177	86.3%
Black or African American	13	2.6%	11	84.6%
Hispanic or Latino	20	4.0%	20	100.0%
Native Hawaiian or Other Pacific Islander	0		0	
White	147	29.1%	135	91.8%
Other race or ethnicity	29	5.7%	28	96.6%

2017-18 Salary Offers for New Tenure Track Ph.Ds.—Expected vs. Actual. Respondents to the survey conducted in the fall of 2016 reported a mean *expected* salary offer of \$111,244 for academic year 2017-18. Respondents to the current survey report a mean *actual* salary for the 2017-18 academic year of \$118,589 or 6.2 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 2017-18, as reported in the survey conducted in the fall of 2016, and the *actual* offer, as reported in the current survey, for the 80 institutions that responded to both surveys. Top 30 institutions made actual offers 3.0 percent above what was expected. For all 80 respondents, the average actual offer was 1.9 percent below the average expected offer. See Figure 2 for salary distributions.

2017-18 Salary Offers for New Non-Tenure Track Ph.Ds.—Expected vs. Actual. Respondents to the survey conducted in the fall of 2016 reported a mean *expected* salary offer of \$86,141 for academic year 2017-18. Respondents to the current survey report a mean *actual* salary for the 2017-18 academic year of \$80,088 or 7.0 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 2017-18, as reported in the survey conducted in the fall of 2016, and the *actual* offer, as reported in the current survey, for the 80 institutions that responded to both surveys. Top 30 institutions made actual offers 19.2 percent below what was expected while Bachelor and Master degree granting schools made offers 7.0 percent under what was expected. For all 80 respondents, the average actual offer was 12.6 percent under the average expected offer. See Figure 4 for salary distributions.

II. Demand and Supply of New Ph.Ds. for 2018-19

76 of the institutions responding to the current survey are expecting to hire 147 new tenure track Ph.Ds. for the 2018-19 academic year. Meanwhile, 25 of the institutions responding to the current survey are expecting to hire 34 new non-tenure track Ph.Ds. for the 2018-19 academic year. The greatest demand is for the field of macro/monetary economics at 19.9 percent, followed by general economics at 12.7 percent, and microeconomics at 12.2 percent. See Tables 12, 13, and 14.

The most common reason reported by the other institutions for not hiring for the 2018-19 academic year was lack of a vacancy (60.7 percent).

Sixty of the Ph.D. degree granting institutions responding to the survey report that they will have a total of 439 new Ph.Ds. seeking employment for the 2018-19 academic year. About 3.6 percent of the job seekers are holdovers from the 2017-18 market. Top 30 schools account for 34.4

percent of the total reported supply. Ph.D. granting institutions reported that that 66.1 percent of the candidates seeking employment in the 2018-19 are male and 29.2 percent are female. 42.1 percent of the candidates are Asian, 37.6 percent of them are white, and 3.6 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 (16.4 percent) constitute the greatest share of the supply followed by labor and demographic economics (16.2 percent) and microeconomics (10.9 percent).

Table 10
Expected and Actual Offers for New Tenure Track Ph.Ds. the 2017-18 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 2017 survey compared with complete results of Fall 2016 survey. (Expected Hires=128; Actual Hires=132)								
Mean Actual Offer (2017 Survey)	\$127,809	43	\$146,097	10	\$92,313	15	\$118,589	59
Mean Expected Offer (2016 Survey)	\$123,113	41	\$141,563	8	\$85,368	19	\$111,244	61
Actual Less Expected	\$4,696		\$4,534		\$6,945		\$7,345	
Percent Difference	3.8%		3.2%		8.1%		6.2%	
Panel B: 80 Respondents to the Fall 2017 survey who also responded to the Fall 2016 survey. (Expected Hires=100; Actual Hires=84)								
Mean Actual Offer (2017 Survey)	\$124,460	26	\$147,524	7	\$86,130	10	\$113,879	37
Mean Expected Offer (2016 Survey)	\$125,967	30	\$143,214	7	\$86,400	10	\$116,079	41
Actual Less Expected	(\$1,507)		\$4,310		(\$270)		(\$2,200)	
Percent Difference	(1.2%)		3.0%		(0.3%)		(1.9%)	

*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 2017-18 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 2017 survey compared with complete results of Fall 2016 survey. (Expected Hires=41; Actual Hires=79)								
Mean Actual Offer (2017 Survey)	\$80,837	23	\$93,500	4	\$75,500	10	\$80,088	34
Mean Expected Offer (2016 Survey)	\$91,540	20	\$94,200	5	\$70,714	7	\$86,141	27
Actual Less Expected	(\$10,703)		(\$700)		\$4,786		(\$6,053)	
Percent Difference	(11.6%)		(0.7%)		6.8%		(7.0%)	
Panel B: 80 Respondents to the Fall 2017 survey who also responded to the Fall 2016 survey. (Expected Hires=29; Actual Hires=57)								
Mean Actual Offer (2017 Survey)	\$80,458	18	\$79,000	3	\$69,750	8	\$77,163	26
Mean Expected Offer (2016 Survey)	\$90,813	16	\$97,750	4	\$75,000	3	\$88,316	19
Actual Less Expected	(\$10,355)		(\$18,750)		(\$5,250)		(\$11,153)	
Percent Difference	(11.4%)		(19.2%)		(7.0%)		(12.6%)	

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

Figure 1
Expected and Actual Salary Tenure Track Offers 2017-2018-- All Respondents
Fall 2016 Average Reported Expected Offer: \$111,244
Fall 2017 Average Reported Actual Offer: \$118,589

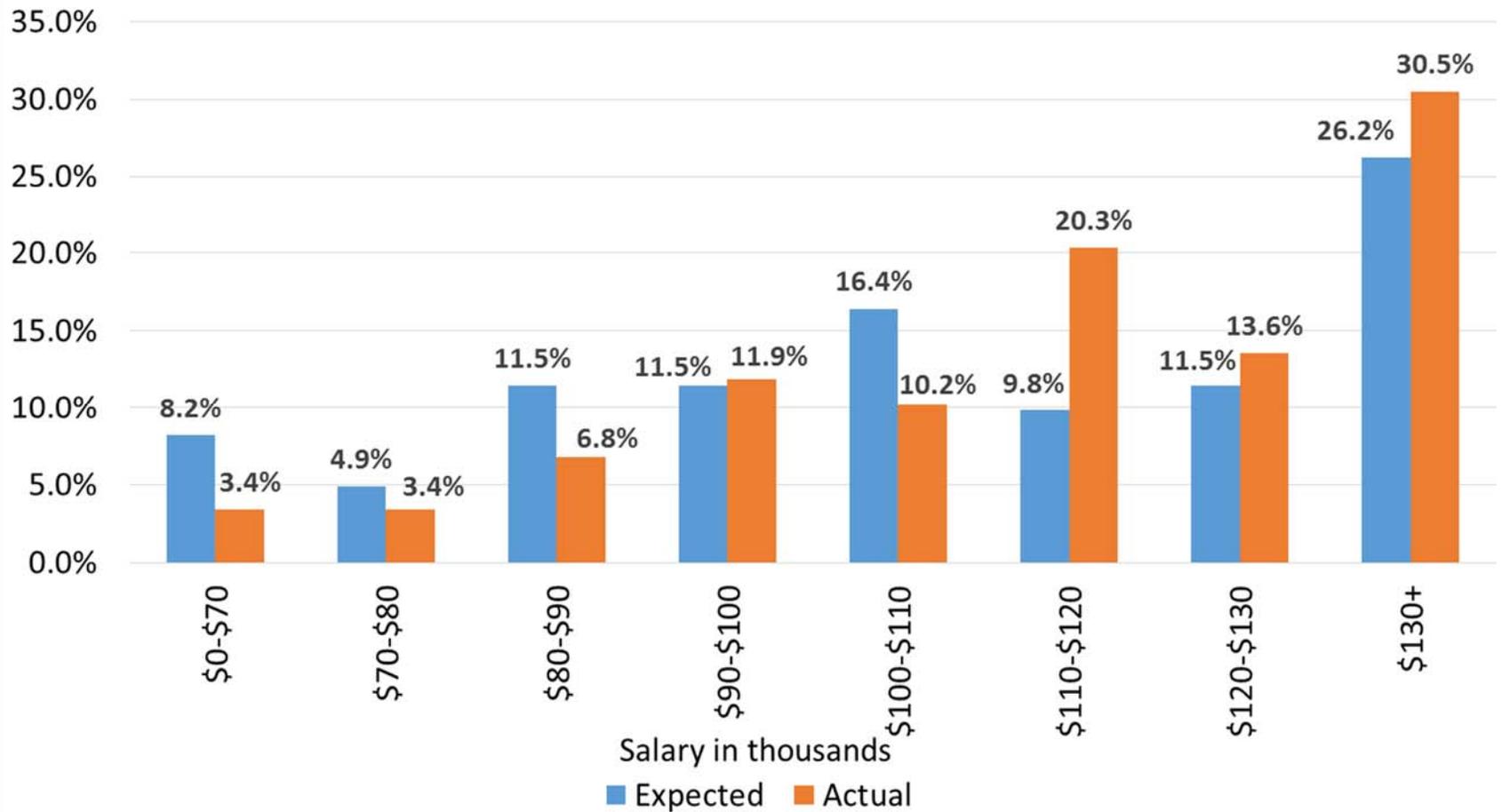


Figure 2:
Expected and Actual Tenure-Track Salary Offers 2017-2018--Matched Subsample
Fall 2016 Average Reported Expected Offer: \$116,079
Fall 2017 Average Reported Actual Offer: \$113,879

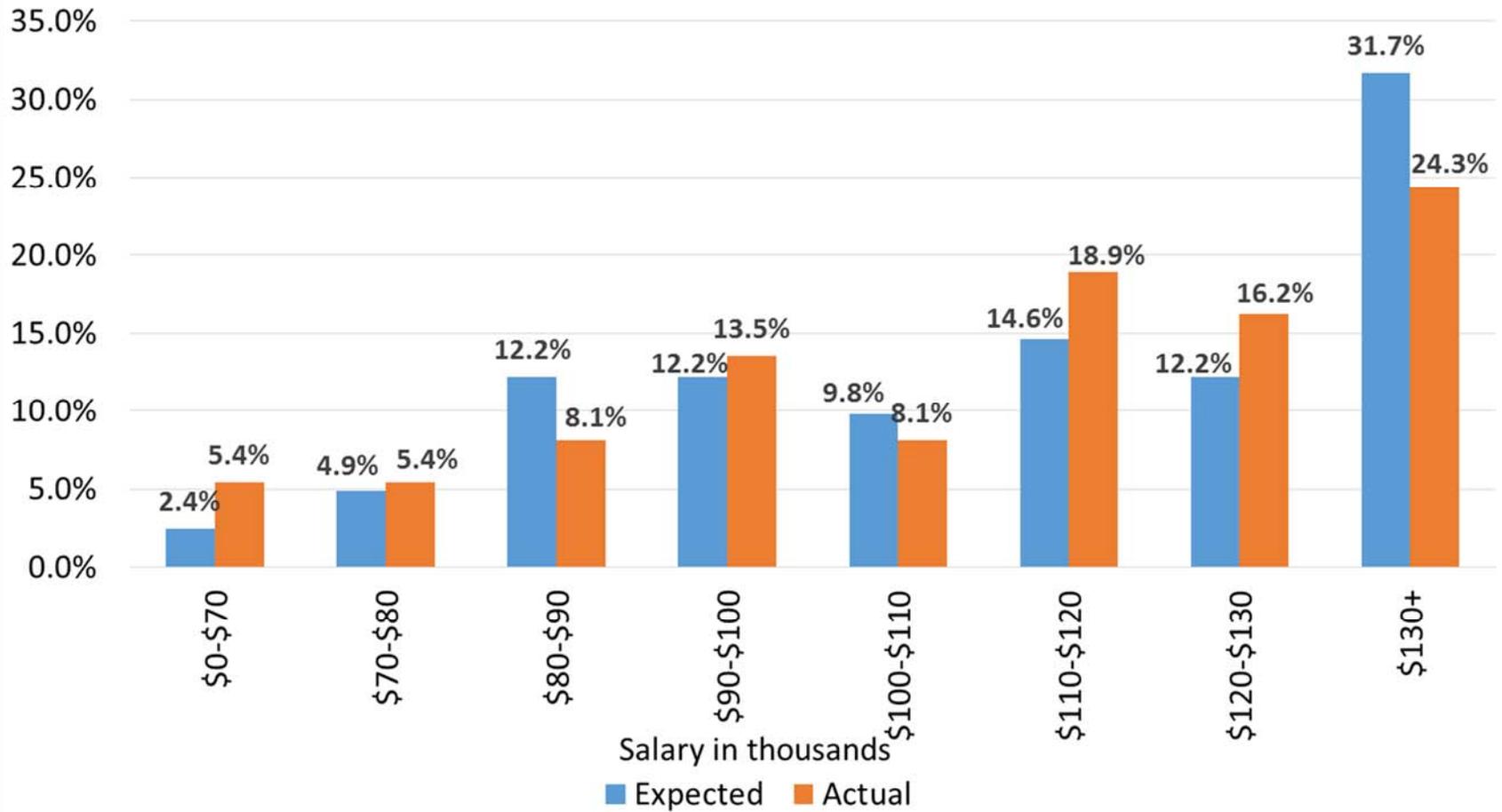


Figure 3
Expected and Actual Salary Non-Tenure Track Offers 2017-2018-- All Respondents
Fall 2016 Average Reported Expected Offer: \$86,141
Fall 2017 Average Reported Actual Offer: \$80,088

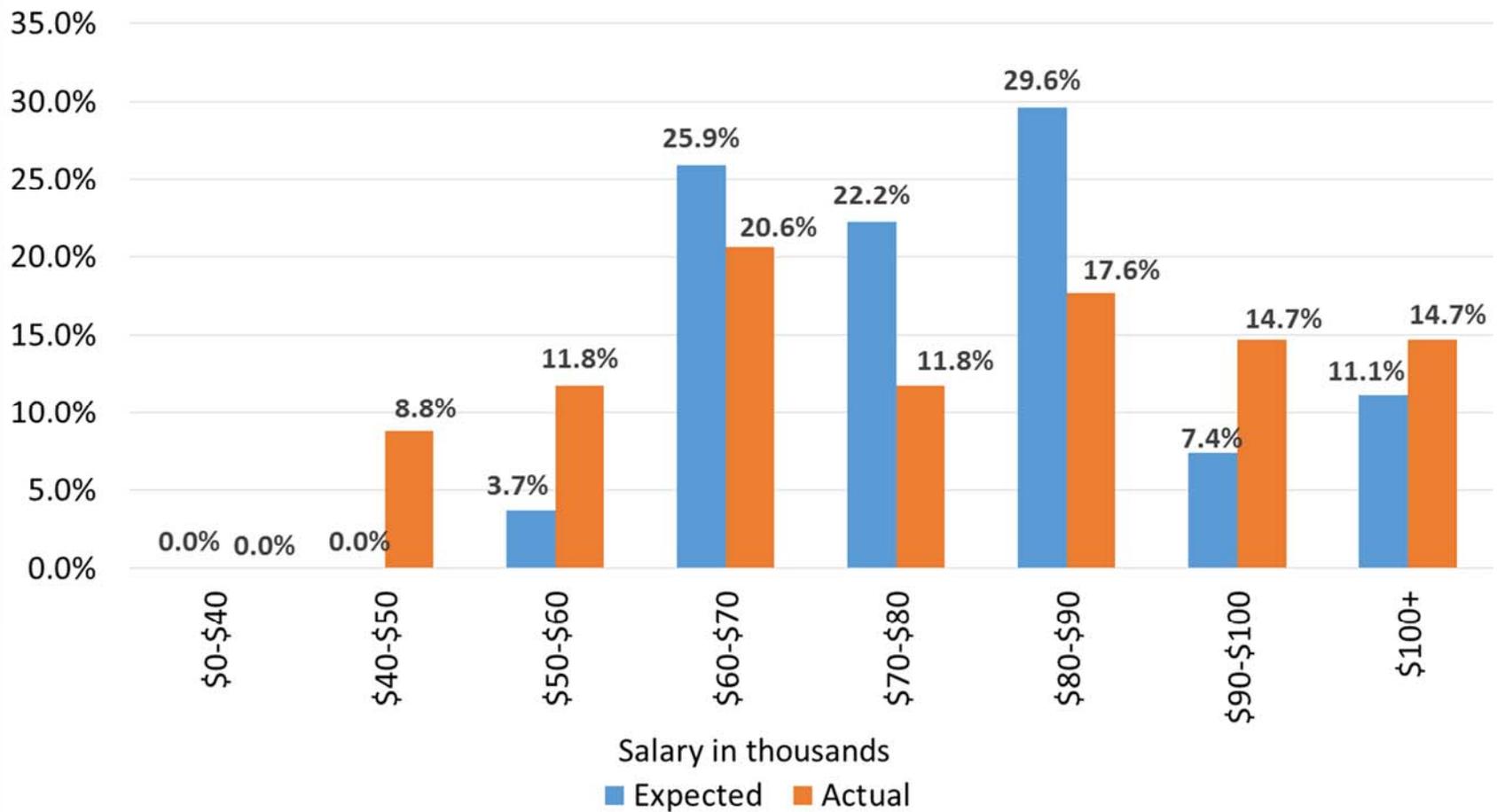


Figure 4
Expected and Actual Salary Non-Tenure Track Offers 2017-2018-- Matched
Subsample

Fall 2016 Average Reported Expected Offer: \$88,316

Fall 2017 Average Reported Actual Offer: \$77,163

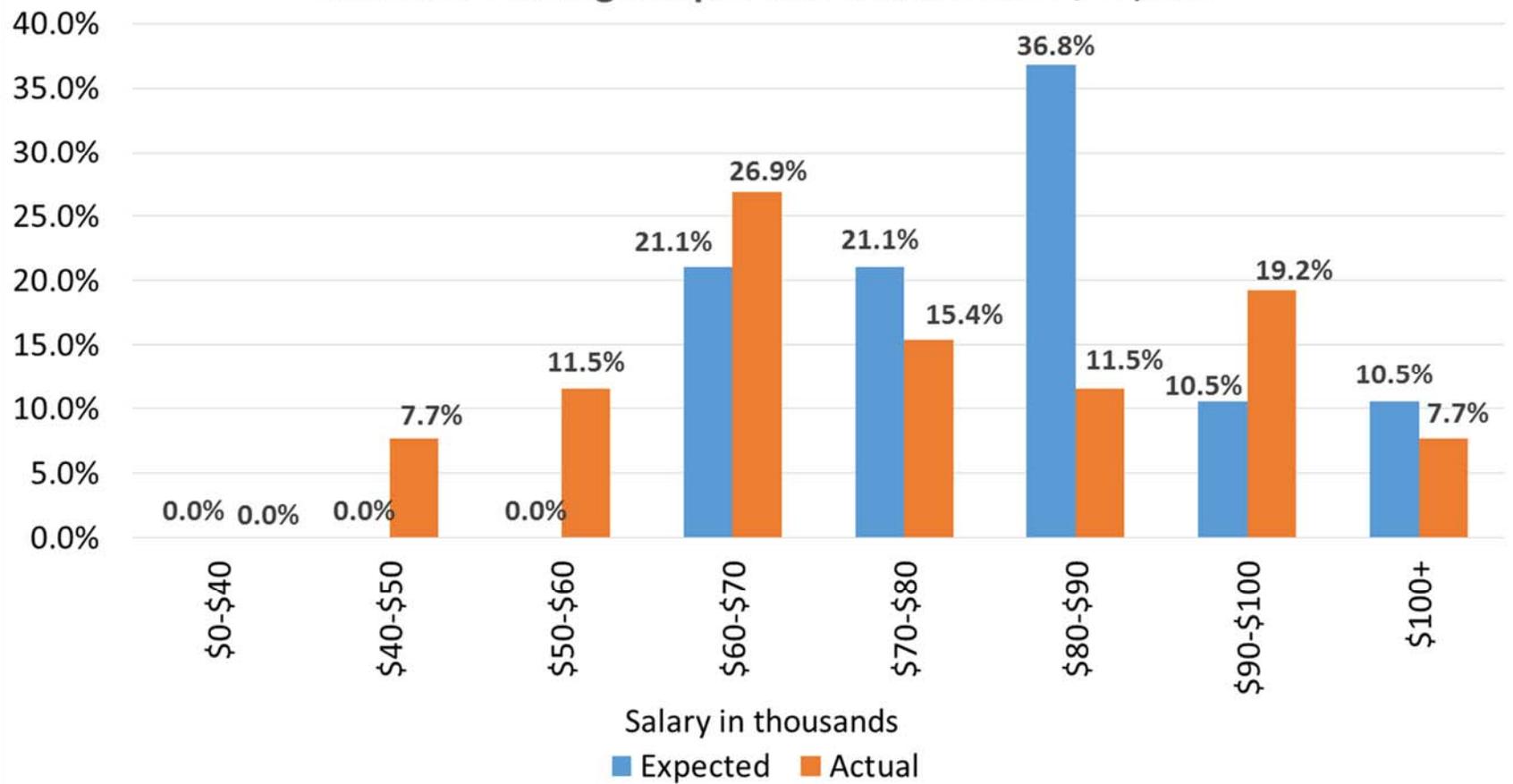


Table 12
Supply of and Demand for New Ph.D.s by Respondents
for the 2018-19 Academic Year

Field of Specialization	Tenure-Track Demand for 2018-2019	Non-Tenure Track Demand for 2018-2019	Percent of Demand	Supply for 2018-2019	Percent of Supply
1. General Economics	10	13	12.7%	9	2.1%
2. Method and History of Thought	2	0	1.1%	2	0.5%
3. Math. & Quantitative Methods	11	4	8.3%	14	3.2%
4. Microeconomics	19	3	12.2%	48	10.9%
5. Macro/Monetary Economics	33	3	19.9%	72	16.4%
6. International Economics	6	2	4.4%	30	6.8%
7. Financial Economics	8	1	5.0%	26	5.9%
8. Public Economics	9	2	6.1%	21	4.8%
9. Health, Education, & Welfare Economics	4	1	2.8%	35	8.0%
10. Labor & Demographic Economics	8	1	5.0%	71	16.2%
11. Law & Economics	1	0	0.6%	0	0.0%
12. Industrial Organization	6	1	3.9%	41	9.3%
13. Business Administration	0	0	0.0%	0	0.0%
14. Economic History	0	0	0.0%	4	0.9%
15. Economic Development	5	0	2.8%	26	5.9%
16. Economic Systems	0	0	0.0%	0	0.0%
17. Agricultural & Natural Resource	4	1	2.8%	20	4.6%
18. Urban, Rural, & Regional Economics	6	0	3.3%	4	0.9%
19. Other Special Topics	9	0	5.0%	16	3.6%
Not Reported	5	2	4.5%		
Total	147	34	100.0%	439	100.0%

Table 13
Expected Tenure Track Hires for 2018-19 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	6	3	4	10
2. Method & History of Thought	0	0	2	2
3. Math. & Quantitative Methods	10	2	1	11
4. Microeconomics	12	3	5	19
5. Macro/Monetary Economics	17	3	8	33
6. International	4	1	2	6
7. Financial Economics	1	0	1	8
8. Public Economics	7	1	2	9
9. Health, Education, & Welfare Economics	1	0	3	4
10. Labor & Demographic Economics	5	1	1	8
11. Law & Economics	1	0	0	1
12. Industrial Organization	5	1	1	6
13. Business Administration	0	0	0	0
14. Economic History	0	0	0	0
15. Economic Development	4	2	1	5
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource Economics	2	0	2	4
18. Urban, Rural, & Regional Economics	3	0	3	6
19. Other Special Topics	6	0	3	9
Not Reported	5	4	1	6
Total	89	21	40	147

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

Table 14
Expected Non-Tenure Track Hires for 2018-19 by Type of Institution and Field of Specialization

	Ph.D. Degree Granting Institutions	Top 30*	Bachelor & Master Degree Granting Institutions	Total
1. General Economics	9	3	4	13
2. Method & History of Thought	0	0	0	0
3. Math. & Quantitative Methods	3	1	1	4
4. Microeconomics	2	0	1	3
5. Macro/Monetary Economics	2	0	1	3
6. International	0	0	1	2
7. Financial Economics	0	0	1	1
8. Public Economics	1	1	0	2
9. Health, Education, & Welfare Economics	0	0	0	1
10. Labor & Demographic Economics	0	0	0	1
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	0
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource Economics	1	1	0	1
18. Urban, Rural, & Regional Economics	0	0	0	0
19. Other Special Topics	0	0	0	0
Not Reported	1	6	1	2
Total	20	6	10	34

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

Table 15
Demographics of New Ph.D.s Seeking Employment in 2018-19 Academic Year

Demographic Category	Number Seeking Employment	Percent Seeking Employment
Male	290	66.1%
Female	128	29.2%
American Indian or Alaska Native	0	0.0%
Asian	185	42.1%
Black or African American	16	3.6%
Hispanic or Latino	12	2.7%
Native Hawaiian or Other Pacific Islander	1	0.2%
White	165	37.6%

Table 16
New Ph.D.s Seeking Employment for 2018-19
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	9	0	9	2.1%
2. Method & History of Thought	2	0	2	0.5%
3. Math. & Quantitative Methods	11	3	14	3.2%
4. Microeconomics	25	23	48	10.9%
5. Macro/Monetary Economics	50	22	72	16.4%
6. International	18	12	30	6.8%
7. Financial Economics	12	14	26	5.9%
8. Public Economics	14	7	21	4.8%
9. Health, Education, & Welfare Economics	28	7	35	8.0%
10. Labor & Demographic Economics	43	28	71	16.2%
11. Law & Economics	0	0	0	0.0%
12. Industrial Organization	31	10	41	9.3%
13. Business Administration	0	0	0	0.0%
14. Economic History	3	1	4	0.9%
15. Economic Development	19	7	26	5.9%
16. Economic Systems	0	0	0	0.0%
17. Agricultural & Natural Resource Economics	12	8	20	4.6%
18. Urban, Rural, & Regional Economics	2	2	4	0.9%
19. Other Special Topics	9	7	16	3.6%
Total	288	151	439	100%

¹ Number of institutions responding 60; number of Top 30 institutions responding, 9.

III. Salary, Research, and Other Financial Support

Expected Salary Offer for 2018-19. Responses from 76 institutions indicate that the average expected salary offer for new tenure track Ph.Ds. for the 2017-18 academic year is \$114,748, a 3.2 percent decrease from the actual offer for the 2017-18 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 25 institutions indicate that the average expected salary offer for new non-tenure track Ph.Ds. for the 2018-19 academic year is \$87,588, a 9.3 percent increase from the actual offer for the 2017-18 academic year for the sample of institutions. See Figure 9 for distribution of salary offers.

For Ph.D. degree granting institutions, 97.1 percent of expected offers to new tenure track Ph.Ds. are above \$80,000; while for institutions offering Bachelor and Master degrees, only 58.3 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., 50.0 percent of expected offers are above \$80,000; while for institutions offering Bachelor and Master degrees, 75.0 percent of expected offers to new non-tenure track Ph.Ds. exceed \$80,000.

2017-18 Research Support in the Market for New Tenure Track Ph.Ds. For tenure track assistant professors hired for the 2017-18 academic year, summer support was available more often from Ph.D. degree granting institutions than from others (76.6 percent vs. 52.6 percent). The average summer support as a percentage of nine-month salary offers (14.9 percent vs. 9.8 percent) was also higher for Ph.D. degree granting institutions. A startup package was offered by 93.6 percent of Ph.D. degree granting institutions, and was offered by 55.6 percent of other institutions. The average startup package at Ph.D. degree granting institutions was \$34,160 and was \$19,500 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 (93.6 percent vs. 33.3 percent).

2017-18 Research Support in the Market for New Non-Tenure Track Ph.Ds. For non-tenure track assistant professors hired for the 2017-18 academic year, a startup package was offered by 32.0 percent of Ph.D. degree granting institutions, and was offered by 7.7 percent of other institutions. The average startup package at Ph.D. degree granting institutions was \$3,250.

2017-18 Other Support of New Tenure Track Ph.Ds. Moving expenses were paid by 92.4 percent of all respondents, but housing allowances are offered by only 6.2 percent of respondents.

Of the institutions responding, 79.7 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 5.2 percent by the employee. Full vesting at the time of hire occurs 55.7 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average

wait of 3.6 years. No cost life insurance, with an average face value of \$125,330 was offered by 66.7 percent of the employers.

The tenure clock was stopped for the birth or adoption of a child by 87.3 percent and for the birth only by an additional 7.3 percent of the respondents. For 86.9 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 (95.6 percent vs. 94.4 percent).

2017-18 Other Support of New Non-Tenure Track Ph.Ds. Moving expenses were paid by 48.7 percent of all respondents, but housing allowances are only offered by none of the respondents.

Of the institutions responding, 80.0 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 6.9 percent by the employer and 4.3 percent by the employee. Full vesting at the time of hire occurs 48.1 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average wait of 2.5 years. No cost life insurance, with an average face value of \$102,500 was offered by 35.3 percent of the employers.

Figure 5
Actual Salary Offers for 2017-18 & Expected Salary Offers for 2018-19
for New Tenure Track Ph.Ds.
All Ph.D. Degree Granting Institutions
Mean Actual Offer: \$127,809
Mean Expected Offer: \$123,541

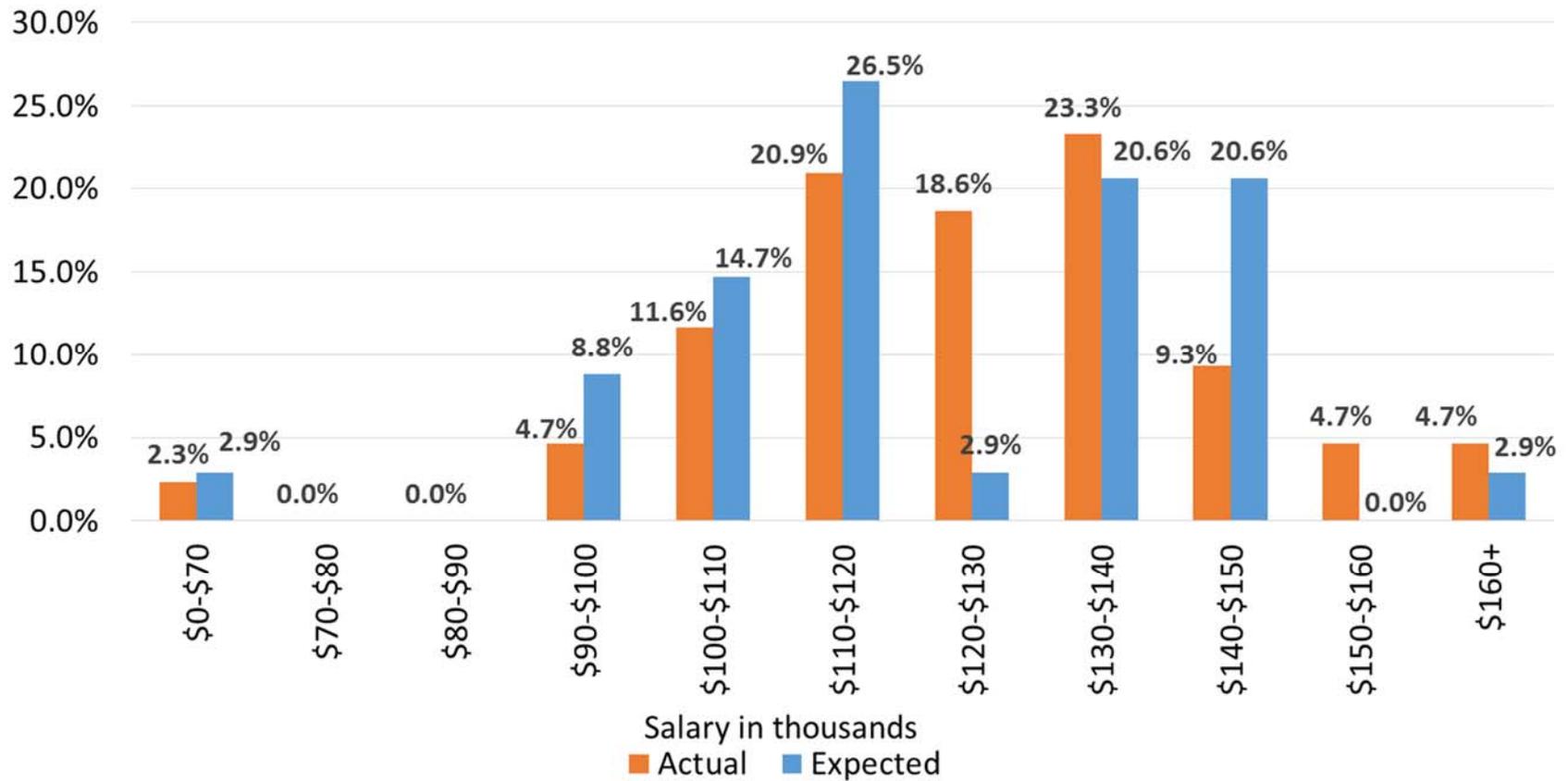


Figure 6
Actual Salary Offers for 2017-18 & Expected Salary Offers for 2018-19
for New Tenure Track Ph.Ds.
Top 30 Institutions
Mean Actual Offer: \$146,097
Mean Expected Offer: \$141,663



Figure 7
Actual Salary Offers for 2017-18 & Expected Salary Offers for 2018-19
for New Tenure Track Ph.Ds.
Bachelor and Master Degree Granting Institutions
Mean Actual Offer: \$92,313
Mean Expected Offer: \$89,708

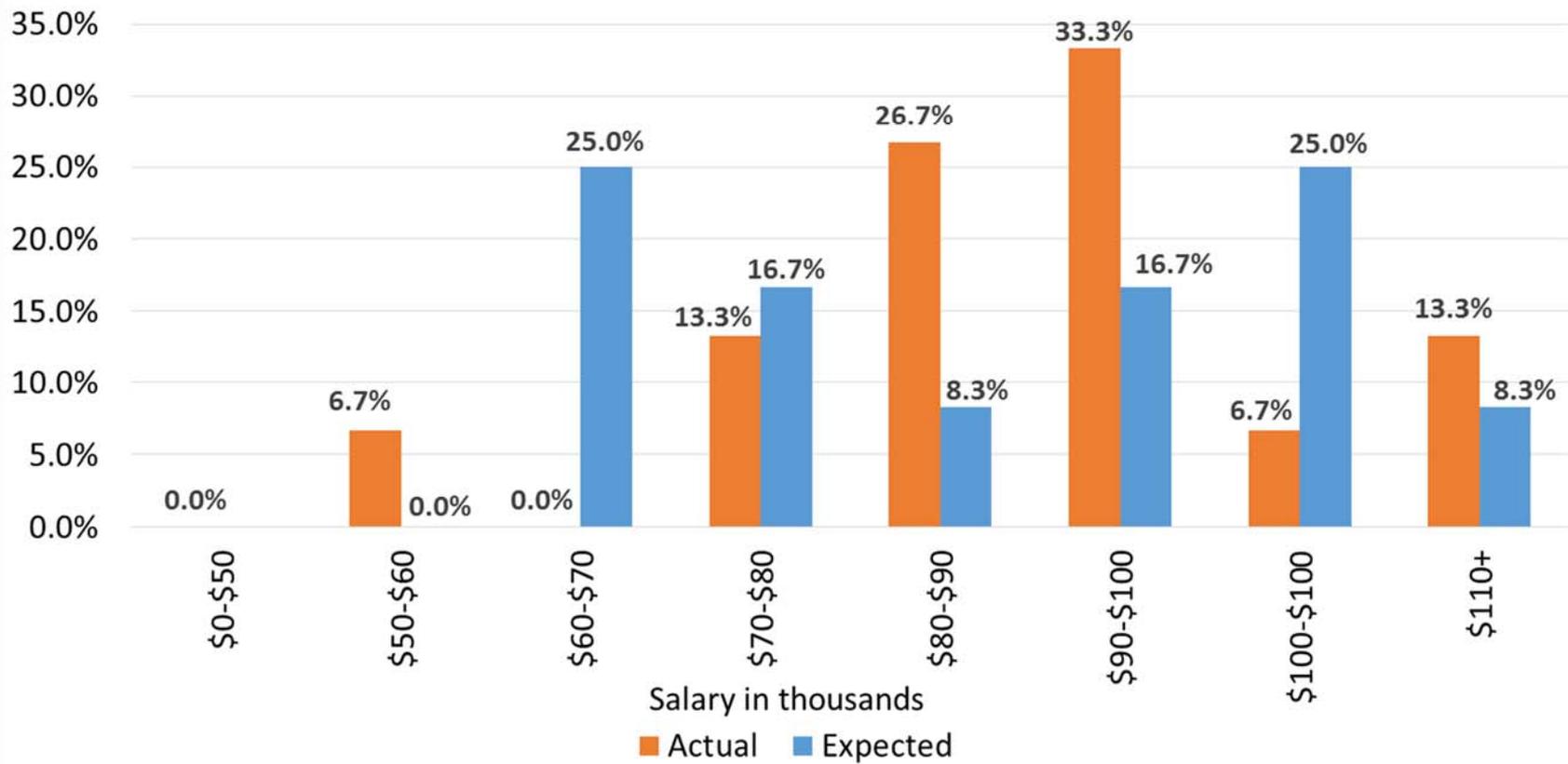


Figure 8
Actual Salary Offers for 2017-18 & Expected Salary Offers for 2018-19
for New Tenure Track Ph.Ds.
All Institutions
Mean Actual Offer: \$118,589
Mean Expected Offer: \$114,748

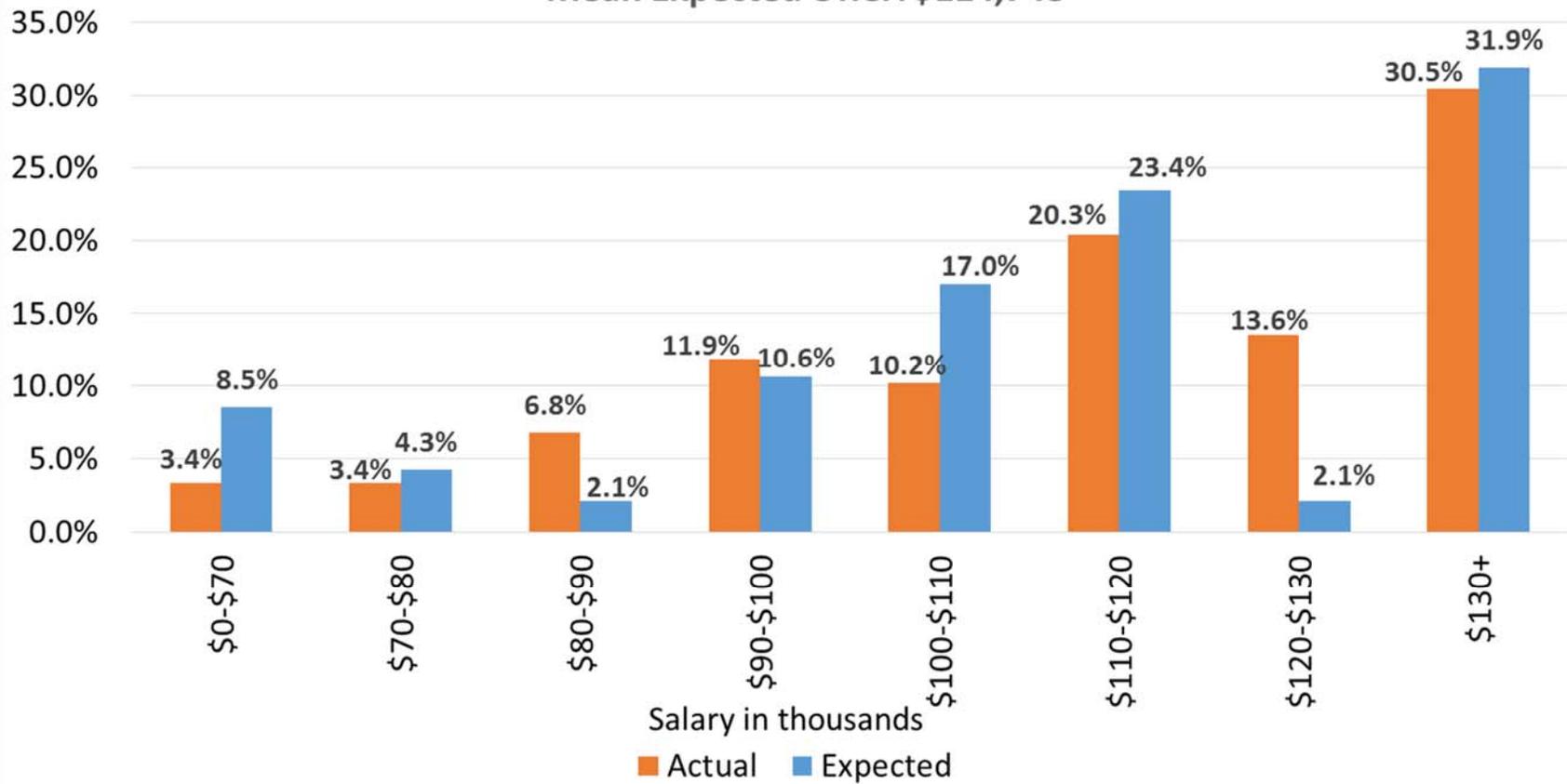
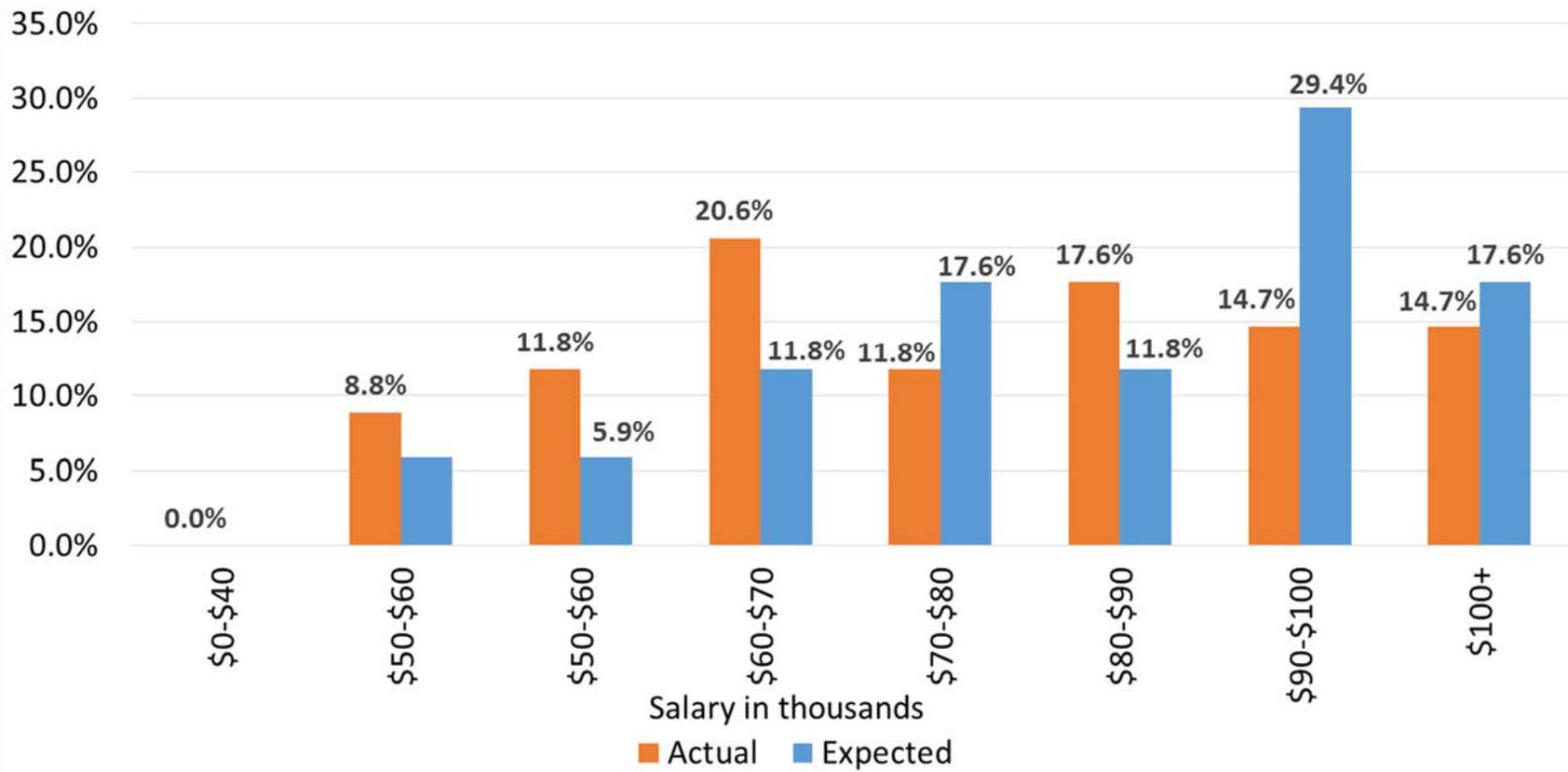


Figure 9
Actual Salary Offers for 2017-18 & Expected Salary Offers for 2018-19
for New Non-Tenure Track Ph.Ds.
All Institutions
Mean Actual Offer: \$80,088
Mean Expected Offer: \$87,588



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)
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Distribution of Respondent Institutions by Highest Degree Offered:

Number of Questionnaires Returned	76	13	57	135
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I. Hiring and Compensation in the Market for New Tenure Track Ph.Ds. in the Labor Market for 2017-18

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

Percent “Yes”	19.7%	0.0%	35.1%	25.9%
N=	76	13	57	135

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	99	28	28	132
N Hiring=	50	12	20	71

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)
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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 2017-18 academic year? If this varied across people, please give an average.

<\$60,000	1	0	1	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	2	2
>\$80,000 to \$85,000	0	0	0	0
>\$85,000 to \$90,000	0	0	4	4
>\$90,000 to \$95,000	2	0	4	6
>\$95,000 to \$100,000	0	0	1	1
>\$100,000 to \$105,000	2	0	0	2
>\$105,000 to \$110,000	3	0	1	4
>\$110,000 to \$115,000	6	1	1	7
>\$115,000 to \$120,000	3	0	1	5
>\$120,000 to \$125,000	1	0	0	1
>\$125,000 to \$130,000	7	1	0	7
>\$130,000 to \$135,000	4	1	0	4
>\$135,000 to \$140,000	6	2	0	6
>\$140,000 to \$145,000	3	2	0	3
>\$145,000 to \$150,000	1	1	0	1
>\$150,000 to \$155,000	1	0	0	1
>\$155,000 to \$160,000	1	1	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	\$127,809	\$146,097	\$92,313	\$118,589
STD DEV	\$29,954	\$26,219	\$14,881	\$30,739
MIN	\$93,000	\$112,000	\$55,000	\$55,000
MAX	\$216,000	\$212,000	\$116,500	\$216,000

Also see Figures 1 through 9.

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor & Master Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q5. For new tenure track assistant professors hired for the 2017-18 academic year, did you offer summer research support?

a. Yes [] No []

Percent offering support	76.6%	90.9%	52.6%	69.7%
N=	47	11	19	66

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

Average No. of Summers	2.6	3.3	2.7	2.6
N=	29	8	9	38

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

As a percent of 9 months	14.9%	18.1%	9.8%	13.7%
N=	13	5	4	17

Q6. For new tenure track assistant professors hired for the 2017-18 academic year, did you offer:

a. Moving expenses to your university?

Percent "Yes"	91.5%	90.9%	94.4%	92.4%
N=	47	11	18	66
Mean Amount	\$6,043	\$7,333	\$3,750	\$5,844
N=	23	6	8	32

b. A startup package?

Percent "Yes"	93.6%	100.0%	55.6%	83.1%
N=	47	11	18	65
Mean Amount	\$34,160	\$54,792	\$19,500	\$31,339
N=	27	8	4	32

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

Percent "Yes"	0.0%	0.0%	15.8%	6.2%
N=	45	11	19	65
Mean Amount	-	-	\$3,000	\$3,000
N=	-	-	1	1

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor & Master Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q7. Does your university or institution offer the TIAA-CREF pension plan?

Percent "Yes"	76.1%	90.9%	94.1%	79.7%
N=	46	11	17	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	7.7%	8.7%	8.8%	7.9%
N=	40	10	16	57

b. The new employee:

Percent	6.1%	7.6%	3.4%	5.2%
N=	40	11	16	57

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

a. At time of hire [] or later?

Percent at time of hire	52.3%	45.5%	64.7%	55.7%
N=	44	11	17	61

b. If later, when? _____ years.

Mean years when later	4.2	5.0	2.2	3.6
N=	13	3	6	19

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

Percent "Yes"	62.2%	72.7%	77.8%	66.7%
N=	45	11	18	63

a. If YES, what is its face value?

Mean Face Value	\$147,571	\$135,200	\$82,143	\$125,330
N=	14	5	7	22

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor & Master Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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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"	8.9%	0.0%	5.6%	7.9%
Percent "Yes, for birth or adoption of child"	86.7%	100.0%	88.9%	87.3%
N=	45	10	18	63

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

Stopped Clock/Eligible	60/87	12/20	5/13	65/100
N=	37	8	13	50

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

Stopped Clock/Eligible	75/198	25/81	2/32	77/230
N=	35	7	12	47

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

Percent "formal policy"	86.4%	90.9%	88.2%	86.9%
N=	44	11	17	61

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

Average times	1.8	2..	1.4	1.7
No maximum	45.2%	50.0%	0.0%	36.8%
N=	31	8	7	38

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor & Master Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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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”	4.9%	0.0%	0.0%	3.8%
Percent “actual number of years minus stopped clock”	58.5%	60.0%	58.3%	58.5%
Percent “use own judgment”	36.6%	40.0%	41.7%	37.7%
N=	41	10	12	53

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=	43	11	18	61

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

Percent Semester System	87.2%	81.8%	100.0%	90.8%
Percent Quarter System	12.8%	18.2%	0.0%	9.2%
Percent Trimester System	0%	0%	0%	0%
N=	47	11	18	65

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor & Master Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q13. Does an incoming junior tenure track faculty member typically get any reduction from this normal load?

Percent "Yes"	93.6%	100.0%	33.3%	76.9%
N=	47	11	18	65

a. Number of courses reduced?

Mean Courses Reduced	1	1	1	1
N=	44	11	6	50

b. For how many years?

Mean Number of Years	2	2	2	2
N=	44	11	6	50

II. Hiring and Compensation in the Market for New Non-Tenure Track Ph.Ds. in the Labor Market for 2017-18

Q14. How many new non-tenure track Ph.D. candidates did you hire for appointment in the 2017-18 academic year?

New Hires for 2017-18	51	10	24	79
N Hiring=	27	5	16	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)
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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 2017-18 academic year? If this varied across people, please give an average.

<\$45,000	0	0	0	0
>\$45,000 to \$50,000	3	0	0	3
>\$50,000 to \$55,000	0	0	1	1
>\$55,000 to \$60,000	1	0	2	3
>\$60,000 to \$65,000	3	0	1	4
>\$65,000 to \$70,000	1	1	2	3
>\$70,000 to \$75,000	1	1	0	1
>\$75,000 to \$80,000	3	0	0	3
>\$80,000 to \$85,000	3	0	2	5
>\$85,000 to \$90,000	1	0	0	1
>\$90,000 to \$95,000	3	1	0	3
>\$95,000 to \$100,000	1	0	1	2
>\$100,000	3	1	1	5
MEAN	\$80,837	\$93,500	\$75,500	\$80,088
STD DEV	\$22,305	\$31,172	\$19,352	\$21,575
MIN	\$48,000	\$69,000	\$55,000	\$48,000
MAX	\$137,000	\$137,000	\$112,000	\$137,000

Also see Figure 9.

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor & Master Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q17. For new non-tenure track assistant professors hired for the 2017-18 academic year, did you offer:

d. Moving expenses to your university?

Percent "Yes"	50.0%	50.0%	42.9%	48.7%
N=	24	4	14	39
Mean Amount	\$4,889	\$6,250	\$2,800	\$4,509
N=	9	2	2	11

e. A startup package?

Percent "Yes"	32.0%	50.0%	7.7%	23.1!
N=	25	4	13	39
Mean Amount	\$13,583	\$26,500	-	\$13,583
N=	6	2	-	6

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

Percent "Yes"	-	-	-	-
N=	25	4	13	39
Mean Amount	-	-	-	-
N=	-	-	-	-

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

Percent "Yes"	80.0%	75.0%	78.6%	80.0%
N=	25	4	14	40

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	7.6%	9.9%	6.0%	6.9%
N=	18	3	10	29

d. The new employee:

Percent	4.8%	4.5%	3.3%	4.3%
N=	19	4	9	29

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor & Master Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q20. When does full vesting occur in this pension plan?

c. At time of hire [] or later?

Percent at time of hire	50.0%	25.0%	50.0%	48.1%
N=	20	4	6	27

d. If later, when? _____ years.

Mean years when later	3.0	3.0	2.0	2.5
N=	3	1	3	6

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

Percent "Yes"	43.5%	75.0%	20.0%	35.3%
N=	23	3	10	34

b. If YES, what is its face value?

Mean Face Value	\$102,500	\$50,000	-	\$102,500
N=	6	3	-	6

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor & Master Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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III. Demand for Ph.Ds. for 2018-19

Q22. Please estimate the number of **new tenure track Ph.Ds.** you expect to hire for the **2018-19 academic year.**

a. Total expected new Ph.D. hires.

Total Expected Hires	89	21	40	147
N Hiring	52	10	23	76

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)
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Q23. For a **new tenure track Ph.D. with degree-in-hand**, what is the 9-month salary you **EXPECT** to offer for the **2018-19 academic year**?

<\$60,000	1	0	0	1
>\$60,000 to \$65,000	0	0	1	1
>\$65,000 to \$70,000	0	0	2	2
>\$70,000 to \$75,000	0	0	2	2
>\$75,000 to \$80,000	0	0	0	0
>\$80,000 to \$85,000	0	0	0	0
>\$85,000 to \$90,000	0	0	1	1
>\$90,000 to \$95,000	1	0	1	2
>\$95,000 to \$100,000	2	0	1	3
>\$100,000 to \$105,000	0	0	1	1
>\$105,000 to \$110,000	5	1	2	7
>\$110,000 to \$115,000	4	1	0	4
>\$115,000 to \$120,000	5	0	1	7
>\$120,000 to \$125,000	1	0	0	1
>\$125,000 to \$130,000	0	0	0	0
>\$130,000 to \$135,000	3	0	0	3
>\$135,000 to \$140,000	4	1	0	4
>\$140,000 to \$145,000	3	1	0	3
>\$145,000 to \$150,000	4	3	0	4
>\$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	1	1	0	1
MEAN	\$123,541	\$141,663	\$89,708	\$114,748
STD DEV	\$27,120	\$22,065	\$18,682	\$28,842
MIN	\$95,000	\$110,000	\$65,000	\$65,000
MAX	\$180,000	\$180,000	\$116,500	\$180,000

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor & Master Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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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	10	34
N Hiring	17	6	7	25

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 **2018-19 academic year?**

<\$45,000	0	0	0	0
>\$45,000 to \$50,000	1	0	0	1
>\$50,000 to \$55,000	0	0	0	0
>\$55,000 to \$60,000	1	0	0	1
>\$60,000 to \$65,000	1	0	0	1
>\$65,000 to \$70,000	1	1	0	1
>\$70,000 to \$75,000	1	1	1	2
>\$75,000 to \$80,000	1	0	0	1
>\$80,000 to \$85,000	0	0	1	1
>\$85,000 to \$90,000	1	1	0	1
>\$90,000 to \$95,000	2	2	1	3
>\$95,000 to \$100,000	2	0	0	2
>\$100,000	1	1	1	3
MEAN	\$84,083	\$93,333	\$91,500	\$87,588
STD DEV	\$23,271	\$22,949	\$17,000	\$21,980
MIN	\$48,000	\$70,000	\$75,000	\$48,000
MAX	\$135,000	\$135,000	\$115,000	\$135,000

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor & Master Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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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	42.4%	60.0%	82.1%	60.7%
Budget Problems	27.3%	20.0%	7.1%	18.0%
Falling Enrollments	-	-	7.1%	3.3%
Seeking Senior Hires	18.2%	0.0%	3.6%	11.5%
Other	12.1%	20.0%	0.0%	6.6%
N	33	5	28	61

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

IV. Results of the 2017-18 New Ph.D. Market and Expected Supply for 2018-19.

Q28. How many candidates from your department sought employment for the 2017-18 academic year (or, for the year 2017)?

Number of Job Seekers	506	161		506
From Number of Depts.	70	11		70

Q29. Of the Ph.D. candidates from your department who sought employment for the 2017-18 academic year (or for 2017), how many actually found employment by August 31, 2017?

Number	484	159		484
Percent of Job Seekers	95.7%	98.8%		95.7%
From Number of Depts.	70	11		70

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

Academic	58.5%	63.5%		58.5%
Non-Academic	40.9%	36.5%		40.9%

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor & Master Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Demographics of candidates who sought and found employment in the 2017-2018 academic year. Presented as Number Successful Employed/ Number Who Sought Employment. Also see Table 9.

Male	311/324	115/115		311/324
Female	152/157	44/46		152/157
American Indian or Alaska Native	-/-	-/-		-/-
Asian	177/205	62/64		177/205
Black or African American	11/13	-/-		11/13
Hispanic or Latino	20/20	9/9		20/20
Native Hawaiian or Other Pacific Islander	-/-	-/-		-/-
White	135/147	54/61		135/147
Other race or ethnicity	28/29	23/23		28/29

Q31. Please estimate the number of Ph.D. candidates from your department who will be seeking employment for the 2018-19 academic year.

Number of Job Seekers	439	151		439
From Number of Depts.	60	9		60

Male	66.1%	71.5%		66.1%
Female	29.2%	16.6%		29.2%
American Indian or Alaska Native	0.0%	0.0%		0.0%
Asian	42.1%	37.7%		42.1%
Black or African American	3.6%	0.0%		3.6%
Hispanic or Latino	2.7%	3.3%		2.7%
Native Hawaiian or Other Pacific Islander	0.2%	0.0%		0.2%
White	37.6%	44.4%		37.6%

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	16	0		16
Percent of Job Seekers	3.6%	-		3.6%