



1995–2016 Starting Salaries of New Doctoral Recipients

Remarks on Starting Salaries

Key to Tables and Graphs. Salaries are those reported for the fall immediately following the survey cycle. Years listed denote the survey cycle in which the doctorate was received—for example, survey cycle July 1, 2015–June 30, 2016 is designated as 2016. Salaries reported as 9–10 months exclude stipends for summer grants or summer teaching or the equivalent. M and F are male and female, respectively. Male and female figures are not provided when the number of salaries available for analysis in a particular category was five or fewer. All categories of “Teaching/Teaching and Research” and “Research Only” contain those recipients employed at academic institutions only.

Graphs. The graphs show standard boxplots summarizing salary distribution information for the years 2009 through 2016. Values plotted for 2009 through 2015 are converted to 2016 dollars using the implicit price deflator prepared annually by the Bureau of Economic Analysis, US Department of Commerce. These categories are based on work activities reported in EENDR. Salaries of postdoctorates are shown separately. They are also

included in other academic categories with matching work activities.

For each boxplot the box shows the first quartile (Q_1), the median (M), and the third quartile (Q_3). Upper whiskers extend from Q_3 to the largest data value below $Q_3+1.5IQR$, and lower whiskers from Q_1 down to the smallest data value above $Q_1-1.5IQR$. Data points falling between $Q_3+1.5IQR$ and Q_3+3IQR or $Q_1-1.5IQR$ and Q_1-3IQR are designated as outliers and plotted as circles (o). Data outside the range Q_1-3IQR to Q_3+3IQR are designated as extreme outliers and plotted as stars (*).

Starting salary information starts on page 2.

ANNUAL SURVEY

**Academic Teaching/Teaching and Research
9-10-Month Starting Salaries*
(in thousands of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2015 \$
1995	22.0	23.0	35.0	38.2	64.0	53.7
1998*	14.0	34.0	37.0	41.0	70.0	54.2
2000	25.0	38.0	41.5	45.0	65.0	58.6
2005	28.0	43.0	46.5	50.6	100.2	58.4
2008	31.0	46.0	51.0	56.9	85.0	59.4
2009	32.0	46.9	51.5	58.0	100.0	59.5
2010	29.0	45.0	51.5	58.0	157.0	58.7
2011	28.8	45.0	50.0	57.0	197.0	55.8
2012	21.0	47.0	51.5	58.0	105.0	56.5
2013	20.0	48.0	53.2	60.0	156.2	57.4
2014	25.0	48.0	54.0	60.0	160.0	57.3
2015	24.0	50.0	55.0	62.0	110.0	57.7
2016	30.0	50.0	55.0	62.1	99.0	55.0
2012 M	28.0	48.0	52.0	58.1	105.0	
2012 F	21.0	47.0	51.0	56.0	78.0	
2013 M	20.0	47.9	53.0	60.0	156.2	
2013 F	30.0	50.0	54.9	61.9	105.0	
2014 M	36.0	48.0	53.0	60.0	160.0	
2014 F	25.0	50.0	54.8	60.0	85.0	
2015 M	24.0	50.0	54.0	60.0	101.0	
2015 F	32.0	50.0	57.0	65.5	110.0	
Total (148 male/95 female/1 neither)						
2016 M	30.0	50.0	55.5	63.0	99.0	
2016 F	35.0	50.0	55.0	60.5	82.0	
2016 N	too few to report					
One year or less experience (130 male/84 female/1 neither)						
2016 M	30.0	50.0	55.0	63.0	99.0	
2016 F	35.0	50.0	55.0	60.0	77.0	
2016 N	too few to report					

* Postdoctoral salaries are included from 1998 forward.

**Academic Postdoctorates Only*
9-10-Month Starting Salaries
(in thousands of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2016 \$
2000	30.0	38.5	42.0	45.0	55.0	59.3
2005	31.0	45.0	46.0	50.0	61.5	57.8
2006	20.0	44.1	48.0	50.0	67.0	58.5
2007	25.0	45.0	48.3	55.0	65.0	57.3
2008	31.0	45.0	50.0	55.0	68.0	58.2
2009	36.0	47.9	51.5	57.1	68.0	59.5
2010	29.0	48.0	51.0	56.5	72.0	58.1
2011	30.0	48.0	52.0	59.0	142.0	58.1
2012	27.0	49.9	52.3	58.0	76.4	57.3
2013	30.0	48.0	53.0	60.0	76.0	57.2
2014	30.0	48.9	53.8	60.0	85.0	57.0
2015	33.6	51.3	57.0	63.4	84.0	59.8
2016	30.0	50.0	55.0	62.0	81.0	55.0
2012 M	49.5	50.0	55.1	60.0	76.4	
2012 F	27.0	43.0	47.0	53.0	67.0	
2013 M	30.0	48.0	53.0	60.0	76.0	
2013 F	30.0	49.3	52.0	59.3	70.0	
2014 M	40.0	50.0	55.0	60.0	76.0	
2014 F	30.0	46.0	51.5	55.0	85.0	
2015 M	33.6	50.0	57.0	60.3	84.0	
2015 F	40.0	54.0	61.0	69.6	80.0	
Total (64 male/25 female/0 neither)						
2016 M	30.0	49.3	55.0	61.3	81.0	
2016 F	45.0	53.5	55.0	62.6	78.0	
2016 N	none to report					
One year or less experience (59 male/23 female/0 neither)						
2016 M	30.0	49.2	55.0	60.5	81.0	
2016 F	45.0	54.3	59.0	62.8	78.0	
2016 N	none to report					

* A postdoctoral appointment is a temporary position primarily intended to provide an opportunity to extend graduate training or to further research experience.

**Academic Teaching/Teaching and Research
11-12-Month Starting Salaries*
(in thousands of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2016 \$
1995	30.0	35.4	41.0	47.8	60.0	62.9
1998*	27.5	40.5	48.0	57.5	70.0	70.3
2000	30.0	40.0	48.5	60.0	117.0	68.4
2005	27.0	45.0	50.0	61.5	90.2	62.8
2008	40.0	50.0	56.0	75.3	140.0	65.2
2009	35.0	49.9	60.0	68.0	177.2	69.3
2010	38.0	50.0	57.0	80.0	120.0	65.0
2011	35.0	51.4	55.0	65.5	183.0	61.4
2012	30.0	50.0	60.0	65.0	120.0	65.8
2013	25.0	51.3	60.0	67.5	105.0	64.7
2014	39.0	48.0	54.0	65.0	87.0	57.3
2015	42.0	53.3	58.0	66.3	150.0	60.8
2016	43.7	53.8	58.1	77.0	150.0	58.1
2012 M	30.0	50.0	60.0	68.0	120.0	
2012 F	39.0	50.8	60.0	62.0	82.0	
2013 M	25.0	54.5	60.0	68.0	105.0	
2013 F	39.2	50.3	55.0	65.8	105.0	
2014 M	30.0	52.0	60.0	65.5	166.0	
2014 F	50.0	55.0	65.0	80.0	100.0	
2015 M	42.0	52.3	56.5	64.3	150.0	
2015 F	42.1	55.0	60.0	80.0	106.7	
Total (25 male/15 female/1 neither)						
2016 M	48.0	55.0	60.0	80.7	150.0	
2016 F	43.7	47.5	55.0	71.5	140.0	
2016 N	too few to report					
One year or less experience (25 male/14 female/1 neither)						
2016 M	48.0	55.0	58.7	73.5	106.0	
2016 F	43.7	50.0	55.0	73.3	140.0	
2016 N	too few to report					

**Academic Research Only
11-12-Month Starting Salaries
(in thousands of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2016 \$
2000	30.0	36.5	40.0	52.9	100.0	56.4
2005	35.0	40.0	47.5	57.0	86.0	59.7
2006	30.0	45.0	50.0	60.0	84.0	60.9
2007	34.0	41.5	48.0	54.0	100.3	57.0
2008	30.5	45.0	50.0	57.7	100.0	58.2
2009	25.0	41.0	50.0	60.0	110.0	57.8
2010	30.0	44.0	51.5	61.5	105.5	58.7
2011	35.0	45.0	55.0	60.0	110.0	61.4
2012	28.0	46.0	55.0	60.6	112.2	60.3
2013	35.0	45.0	54.0	61.0	96.0	58.3
2014	39.0	48.0	55.0	65.0	103.0	58.3
2015	30.0	48.5	58.5	65.0	105.0	61.4
2016	42.0	50.0	60.0	63.7	94.0	60.0
2012 M	30.0	46.5	54.5	60.0	87.0	
2012 F	28.0	46.5	55.0	80.0	112.2	
2013 M	35.0	45.0	52.8	60.3	95.0	
2013 F	41.0	45.0	55.0	65.0	96.0	
2014 M	39.0	48.0	54.0	65.0	103.0	
2014 F	42.0	48.0	55.0	61.6	87.0	
2015 M	30.0	49.0	60.0	68.0	100.0	
2015 F	43.0	49.0	55.0	62.5	105.0	
Total (42 male/14 female/0 neither)						
2016 M	43.0	52.6	60.0	63.2	92.5	
2016 F	42.0	45.3	51.3	79.8	94.0	
2016 N	none to report					
One year or less experience (40 male/13 female/0 neither)						
2016 M	43.0	51.9	60.0	61.8	92.5	
2016 F	42.0	46.0	51.3	63.3	78.0	
2016 N	none to report					

* Postdoctoral salaries are included from 1998 forward.

ANNUAL SURVEY

**Government
11-12-Month Starting Salaries
(in thousands of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2016 \$
1995	37.0	44.0	49.4	50.7	65.0	75.8
2000	44.0	54.0	60.0	64.0	83.0	84.7
2005	48.0	61.0	75.2	84.8	97.2	94.5
2006	40.0	67.8	80.0	96.1	114.0	97.5
2007	48.0	50.0	69.0	80.0	104.0	81.9
2008	48.0	75.0	81.5	90.0	124.0	94.9
2009	40.0	69.6	82.5	90.3	117.0	95.3
2010	42.0	69.0	80.0	89.5	124.5	91.2
2011	50.0	64.0	70.0	96.9	115.7	78.2
2012	44.0	70.1	82.0	90.0	130.0	89.9
2013	46.0	75.1	87.0	102.5	154.0	93.9
2014	47.0	70.0	82.5	97.5	150.0	87.5
2015	47.0	77.5	93.5	107.5	130.0	98.1
2016	57.0	76.0	89.0	107.0	130.0	89.0
2012 M	60.0	71.5	82.0	89.6	130.0	
2012 F	44.0	68.3	81.2	91.5	116.0	
2013 M	25.0	54.5	60.0	68.0	105.0	
2013 F	39.2	50.3	55.0	65.8	105.0	
2014 M	60.0	75.0	88.2	99.0	150.0	
2014 F	47.0	58.0	70.0	84.9	105.0	
2015 M	47.0	80.8	94.3	110.0	116.0	
2015 F	58.6	61.7	89.0	93.8	130.0	
Total (23 male/14 female/0 neither)						
2016 M	57.0	74.8	85.7	93.3	130.0	
2016 F	68.5	86.8	98.2	101.1	112.0	
2016 N	none to report					
One year or less experience (20 male/9 female/0 neither)						
2016 M	77.0	74.5	85.4	97.0	130.0	
2016 F	68.5	81.0	98.0	98.2	112.0	
2016 N	none to report					

**Business and Industry
11-12-Month Starting Salaries
(in thousands of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2016 \$
1995	28.8	48.0	56.8	69.0	125.0	87.1
2000	20.0	64.0	72.0	80.0	150.0	101.6
2005	51.0	75.5	87.0	97.8	200.0	109.3
2006	34.0	80.0	90.0	100.0	155.0	109.7
2007	40.0	78.0	90.0	100.0	250.0	106.8
2008	51.8	78.0	90.0	100.0	170.0	104.8
2009	42.0	74.6	90.0	100.0	235.0	104.0
2010	28.0	75.0	90.0	100.0	155.0	102.6
2011	50.0	85.0	94.3	102.3	190.0	105.3
2012	52.5	76.5	95.0	120.0	200.0	104.2
2013	30.0	85.0	100.0	110.0	280.0	107.9
2014	50.0	83.0	100.0	115.0	300.0	106.0
2015	60.0	92.5	110.0	125.0	170.0	115.4
2016	36.0	88.3	110.0	125.0	175.0	110.0
2012 M	58.5	85.0	100.0	120.0	145.0	
2012 F	52.5	68.5	81.3	94.8	105.0	
2013 M	35.0	45.0	52.8	60.3	95.0	
2013 F	41.0	45.0	55.0	65.0	96.0	
2014 M	56.0	86.2	100.0	120.0	300.0	
2014 F	50.0	80.0	91.0	101.0	140.0	
2015 M	60.0	94.8	111.0	125.0	160.0	
2015 F	60.0	87.5	106.0	120.0	170.0	
Total (102 male/49 female/0 neither)						
2016 M	36.0	86.8	110.0	125.0	175.0	
2016 F	65.0	89.5	107.0	125.0	160.0	
2016 N	none to report					
One year or less experience (76 male/39 female/0 neither)						
2016 M	45.0	84.2	106.5	125.0	175.0	
2016 F	70.0	91.5	105.4	125.0	143.0	
2016 N	none to report					