

Starting Salary Survey of New Doctoral Recipients

The salary figures for 1999 were compiled from information gathered on the EENDR questionnaires sent to individuals who received doctoral degrees in the mathematical sciences during the 1998-99 academic year from universities in the United States.

The questionnaires were distributed to 977 recipients of degrees using addresses provided by the departments granting the degrees; 590 individuals responded between late October and April. Responses with insufficient data or from individuals who indicated they had part-time employment were considered unusable. Numbers of usable responses for each salary category are reported in the following tables.

Readers should be warned that the data in this report are obtained from a self-selected sample, and inferences from them may not be representative of the population. [Also note that no projections have been made with this salary data. The salaries of the responding new doctoral recipients have simply been summarized in the various categories into which they fall.]

Key to Tables. Salaries are listed in hundreds of dollars. Nine-month salaries are based on 9-10 months' teaching and/or research, not adding extra stipends for summer grants or summer teaching or the equivalent. Years listed are the academic year in which the doctorate was received. M and F are male and female respectively. Some persons receiving a doctoral degree had been employed in their present position for several years. Quartile figures are given only in cases where the number of responses is large enough to make them meaningful. All categories of "Teaching or Teaching and Research" and "Research" contain only those recipients employed at academic institutions. The "Re-

search, 9-10-Month Salaries" table was dropped as of last year because so few recipients respond in this category that the data was not considered meaningful. Starting salaries for those reporting a postdoctoral position are available for a third year in the table below on this page. These salaries are also included within the academic tables and box plots on the following pages.

Note that salaries for teaching or teaching and research have yet to return to their high point of 1970, although considerable progress has been made since 1980.

Graphs. The graphs show standard box plots summarizing salary distribution information for the years 1994 through 1999. Values plotted for 1994 through 1998 are converted to 1999 dollars using the implicit price deflator prepared annually by the Bureau of Economic Analysis, U.S. Department of Commerce.

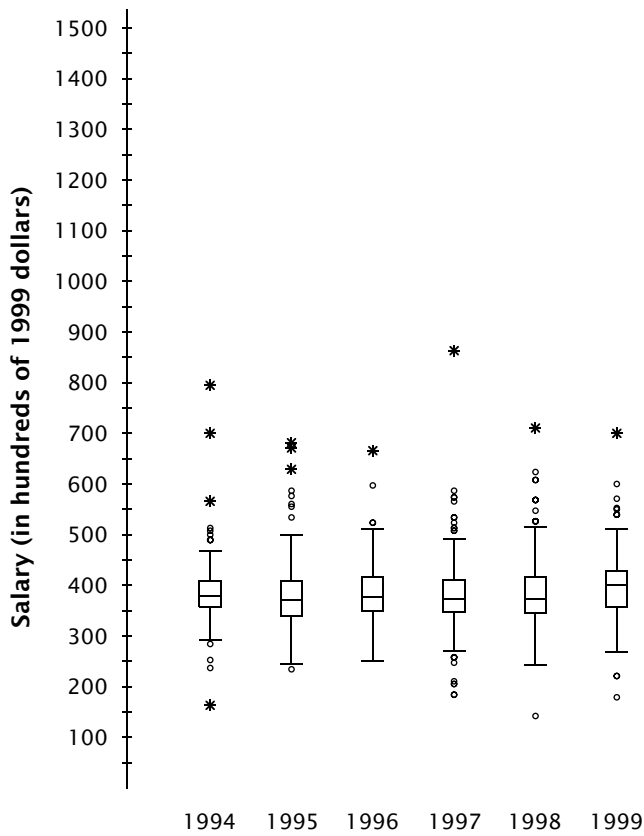
For each boxplot, the box shows the first quartile (Q1), the median (M), and the third quartile (Q3). The interquartile range (IQR) is defined as $Q3 - Q1$. Think of constructing invisible fences $1.5 \times IQR$ below Q1 and $1.5 \times IQR$ above Q3. Whiskers are drawn from Q3 to the largest observation that falls below the upper invisible fence and from Q1 to the smallest observation that falls above the lower invisible fence. Think of constructing two more invisible fences, each falling $1.5 \times IQR$ above or below the existing invisible fences. Any observation that falls between the fences on each end of the boxplots is called an outlier and is plotted as \circ in the boxplots. Any observation that falls outside of both fences either above or below the box in the boxplot is called an extreme outlier and is marked as $*$ in the boxplot.

Academic Postdoctorates 9-10-Month Salaries (in hundreds of dollars)

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 1999 \$
1997	180	350	385	410	450	395
1998	290	350	390	420	500	396
1999	130	365	400	418	540	400
1997M	250	350	380	405	446	-----
1997F	180	350	385	408	450	-----
1998M	290	340	390	430	500	-----
1998F	310	361	375	390	436	-----
Total (54 men/25 women)						
1999M	220	373	400	428	540	
1999F	130	350	390	410	475	

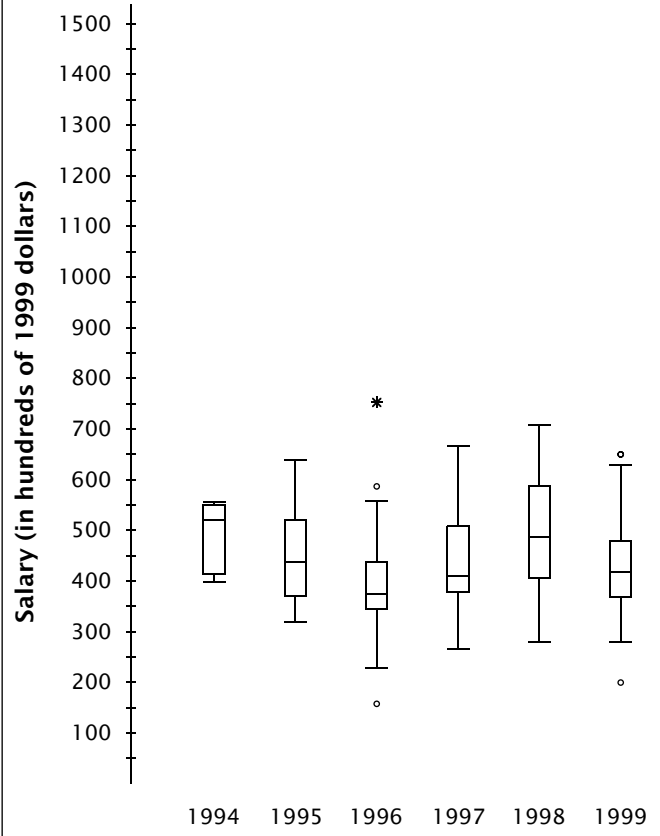
**Academic Teaching/Teaching and Research
9-10-Month Salaries
(in hundreds of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 1999 \$
1965	70		80		105	352
1970	85		110		195	396
1975	90	120	128	135	173	335
1980	105	155	171	185	250	314
1985	170	230	250	270	380	355
1990	230	305	320	350	710	387
1994	150	330	350	375	730	381
1995	220	320	350	382	640	373
1996	240	333	360	400	636	377
1997	180	340	366	400	840	376
1998	140	340	370	410	700	375
1999	180	360	400	430	700	400
1995M	220	320	350	388	640	----
1995F	240	323	350	380	525	----
1996M	240	330	360	400	636	----
1996F	270	345	365	399	500	----
1997M	180	340	367	400	571	----
1997F	180	340	366	396	840	----
1998M	140	340	370	411	700	----
1998F	250	350	377	409	600	----
Total (172 men/70 women)						
1999M	220	370	400	430	700	
1999F	180	350	390	420	540	
One year or less experience (147 men/67 women)						
1999M	220	365	400	430	700	
1999F	180	355	390	420	540	



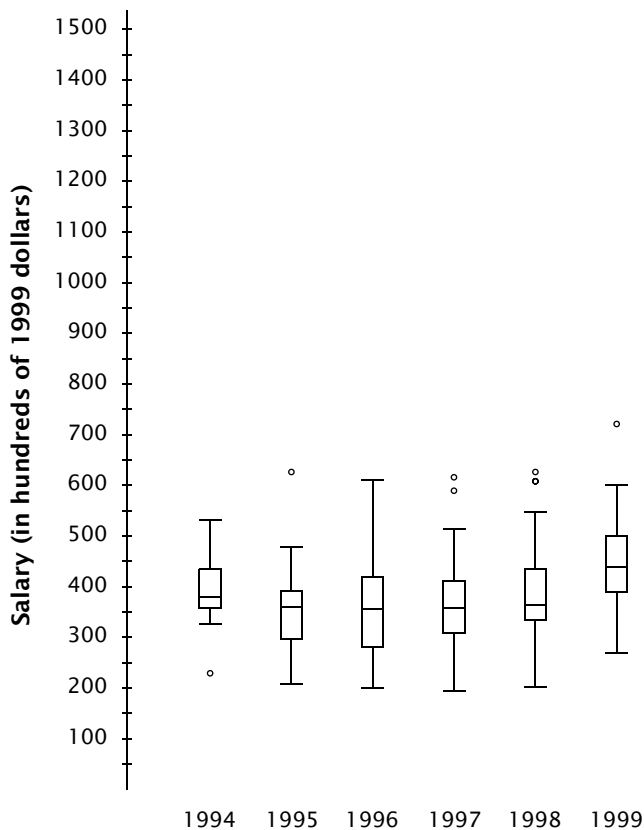
**Academic Teaching/Teaching and Research
11-12-Month Salaries
(in hundreds of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 1999 \$
1965	78		104		121	532
1970	95		128		200	720
1975	87		145		204	533
1980	143		195		350	642
1985	220	230	273	300	470	667
1990	225	318	365	404	670	810
1994	365	391	480	503	510	556
1995	300	354	410	478	600	640
1996	150	302	340	390	720	753
1997	260	370	400	497	650	667
1998	275	403	480	578	700	710
1999	200	374	420	469	650	420
1995M	300	380	420	490	600	----
1995F	----	----	----	----	----	----
1996M	150	280	330	460	720	----
1996F	330	340	358	368	400	----
1997M	260	360	400	420	635	----
1997F	260	393	447	505	650	----
1998M	275	410	495	573	700	----
1998F	300	395	464	575	630	----
Total (30 men/14 women)						
1999M	280	370	420	458	650	
1999F	200	393	435	590	630	
One year or less experience (25 men/10 women)						
1999M	280	370	420	450	650	
1999F	200	379	425	533	630	



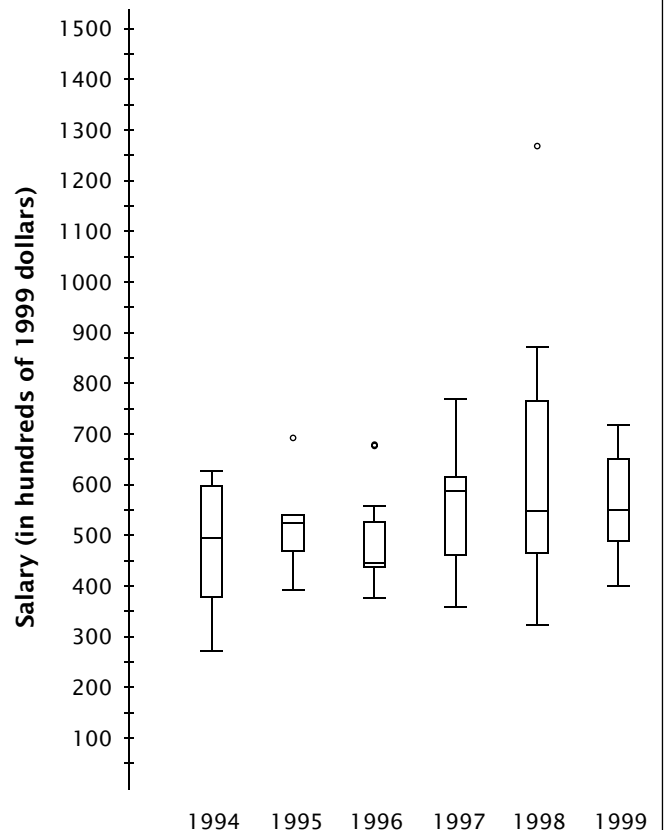
**Academic Research Only
11-12-Month Salaries
(in hundreds of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 1999 \$
1965	81		93		107	409
1970	90		120		205	432
1975	90		119		180	311
1980	120		180		321	330
1985	190	295	342	400	520	485
1990	180	280	300	365	546	363
1994	210	330	350	400	490	381
1995	196	280	340	370	587	363
1996	192	270	330	400	585	345
1997	190	300	350	400	600	359
1998	200	333	360	428	617	465
1999	270	390	440	500	720	440
1995M	196	280	350	370	587	----
1995F	200	----	287	----	400	----
1996M	210	273	330	360	585	----
1996F	192	265	390	455	500	----
1997M	210	300	350	406	500	----
1997F	190	313	350	386	600	----
1998M	200	340	360	400	600	----
1998F	285	330	360	540	617	----
Total (22 men/8 women)						
1999M	270	383	400	493	600	
1999F	340	468	530	581	720	
One year or less experience (21 men/4 women)						
1999M	270	390	400	500	600	
1999F	----	----	----	----	----	



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

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 1999 \$
1965	70		126		160	554
1970	100		150		223	540
1975	78		182		247	476
1980	156		244		501	447
1985	263	294	325	381	440	461
1990	320	345	378	430	587	457
1994	250	355	455	530	576	496
1995	370	440	494	507	650	527
1996	360	420	427	504	650	447
1997	350	454	573	600	750	588
1998	320	475	540	736	1250	548
1999	400	495	550	651	720	550
1995M	440	----	499	----	650	----
1995F	----	----	----	----	----	----
1996M	360	405	427	500	650	----
1996F	----	----	----	----	----	----
1997M	370	476	573	608	750	----
1997F	350	465	560	586	680	----
1998M	320	500	568	756	1250	----
1998F	----	----	----	----	----	----
Total (15 men/4 women)						
1999M	400	495	540	587	720	
1999F	----	----	----	----	----	
One year or less experience (11 men/1 women)						
1999M	400	495	540	565	720	
1999F	----	----	----	----	----	



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

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 1999 \$
1965	100		136		180	598
1970	96		170		235	612
1975	114		187		240	489
1980	190		284		400	521
1985	260	360	400	420	493	568
1990	320	438	495	533	700	599
1994	200	418	525	600	750	572
1995	288	480	568	690	1250	606
1996	250	510	580	610	1000	607
1997	300	483	600	658	1000	616
1998	240	550	650	750	2250	660
1999	360	600	680	761	2450	680
1995M	288	480	550	690	1250	-----
1995F	397	550	630	680	1000	-----
1996M	250	480	580	610	1000	-----
1996F	520	-----	590	-----	650	-----
1997M	300	490	600	670	1000	-----
1997F	400	460	540	620	900	-----
1998M	240	550	650	750	1250	-----
1998F	305	565	662	765	2250	-----
Total (70 men/22 women)						
1999M	360	626	700	763	2450	
1999F	440	580	644	676	1100	
One year or less experience (47 men/21 women)						
1999M	450	625	700	755	1350	
1999F	440	580	640	660	1000	

