

Starting Salary Survey of the 2002–2003 U.S. Doctoral Recipients

The starting salary figures for 2003 were compiled from information gathered on the EENDR questionnaires sent to individuals who received doctoral degrees in the mathematical sciences during the 2002–2003 academic year from universities in the United States (see previous section for more details).

The questionnaires were distributed to 910 recipients of degrees using addresses provided by the departments granting the degrees; 551 individuals responded between late October and April. Responses with insufficient data or from individuals who indicated they had part-time or non-U.S. employment were excluded. 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.

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 denote the survey cycle in which the doctorate was received. For example: survey cycle July 1, 2002–June 30, 2003 is designated as 2003. Salaries are those reported for the fall immediately following the survey cycle. M and F are male and female respectively. Some persons receiving a doctoral degree had been employed in their present position for several years, so those who had “one year or less experience” were analyzed separately from the total. Male and female figures are not provided when the number of salaries available for

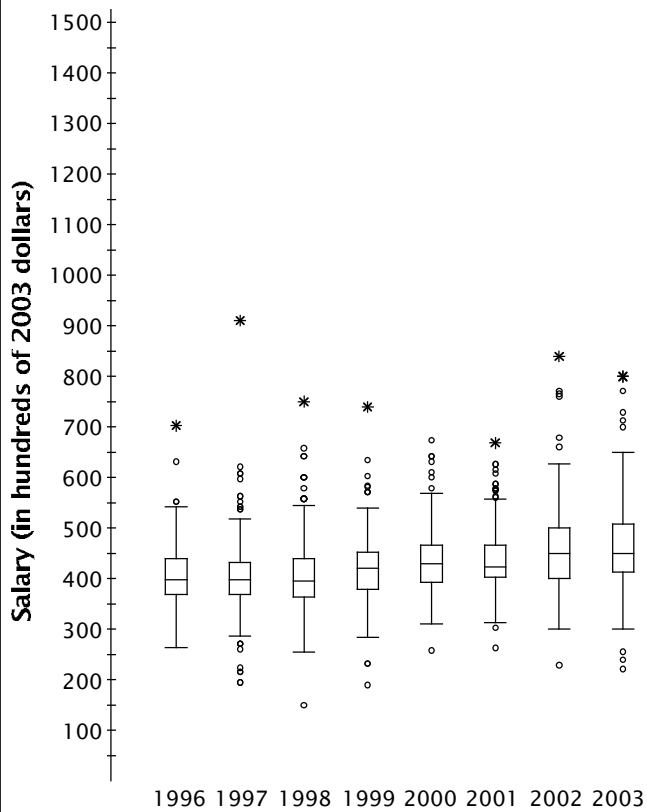
analysis in a particular category was five or fewer. Also, quartile figures are not available for 1970 through 1980. All categories of “Teaching/Teaching and Research” and “Research Only” contain those recipients employed at academic institutions only. The “Academic Research Only, 9–10-Month Salaries” category was dropped from the published analyses in 1998 because so few recipients respond in this category that the data were not considered meaningful. Starting salaries for those reporting a 9–10-month salary postdoctoral position are available for a sixth year. These salaries are also included within the “Academic Teaching/Teaching and Research, 9–10-Month Salaries” table and boxplot on page 797.

Graphs. The graphs show standard boxplots summarizing salary distribution information for the years 1996 through 2003. Values plotted for 1996 through 2002 are converted to 2003 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.

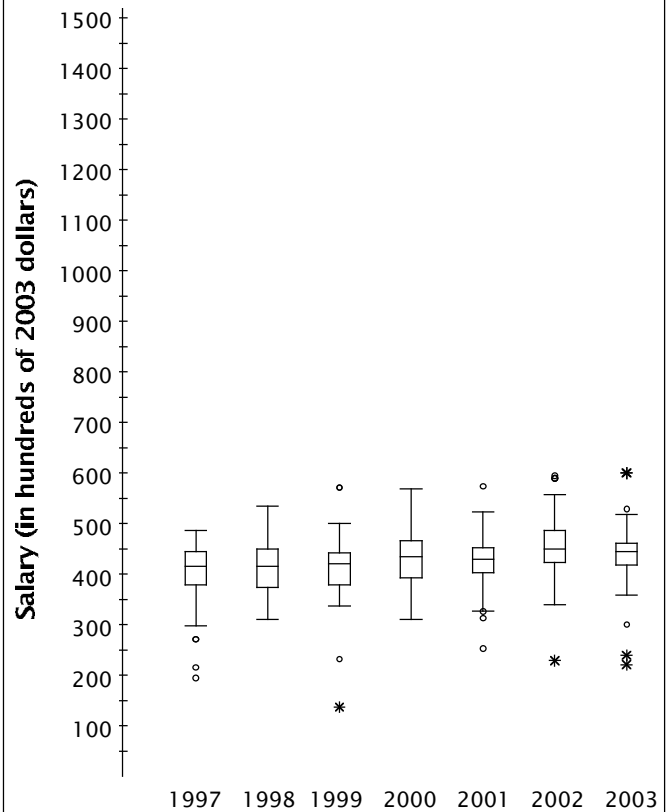
**Academic Teaching/Teaching and Research
9-10-Month Salaries
(in hundreds of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2003 \$
1970	85	---	110	---	195	422
1975	90	120	128	135	173	356
1980	105	155	171	185	250	334
1985	170	230	250	270	380	379
1990	230	305	320	350	710	414
1995	220	320	350	382	640	402
1996	240	333	360	400	636	405
1997	180	340	366	400	840	405
1998	140	340	370	410	700	405
1999	180	360	400	430	700	432
2000	250	380	415	450	650	439
2001	259	400	420	461	660	434
2002	230	400	450	500	840	457
2003	220	415	450	510	920	450
1999 M	220	370	400	430	700	
1999 F	180	350	390	420	540	
2000 M	250	380	415	450	650	
2000 F	321	380	413	450	620	
2001 M	259	400	430	475	660	
2001 F	310	390	413	443	620	
2002 M	230	420	450	500	840	
2002 F	300	400	441	498	610	
Total (168 male/72 female)						
2003 M	220	420	450	509	855	
2003 F	359	414	444	512	920	
One year or less experience (143 male/54 female)						
2003 M	220	420	450	505	855	
2003 F	359	411	434	501	700	



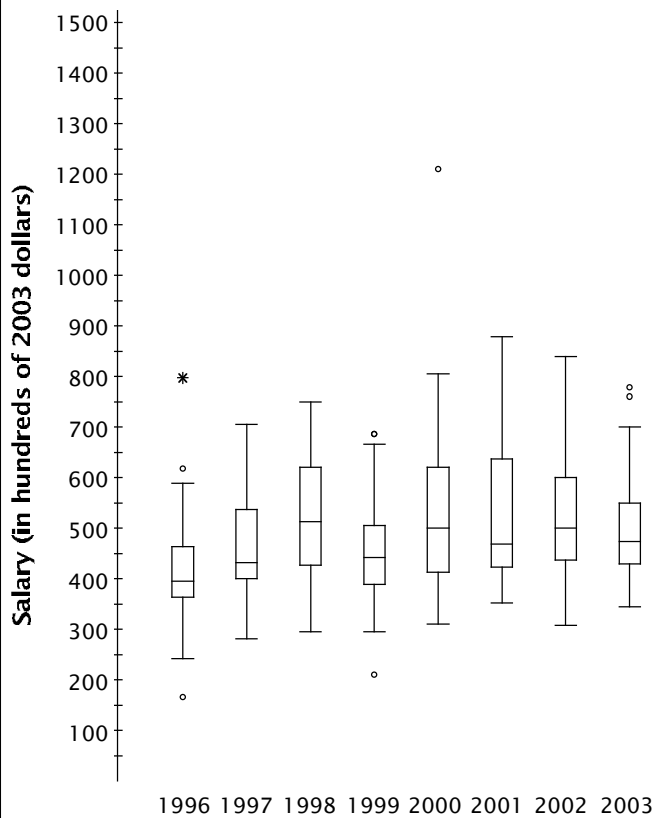
**Academic Postdoctorates
9-10-Month Salaries
(in hundreds of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2003 \$
1997	180	350	385	410	450	399
1998	290	350	390	420	500	399
1999	130	365	400	418	540	404
2000	300	385	420	450	550	415
2001	250	400	425	450	566	410
2002	230	425	450	487	595	430
2003	240	420	450	480	600	450
1999 M	220	373	400	428	540	
1999 F	130	350	390	410	475	
2000 M	300	390	420	450	550	
2000 F	360	389	448	458	544	
2001 M	250	400	430	454	566	
2001 F	310	395	421	438	490	
2002 M	230	425	450	488	595	
2002 F	380	430	450	485	589	
Total (67 male/16 female)						
2003 M	240	420	450	485	600	
2003 F	359	408	449	459	510	



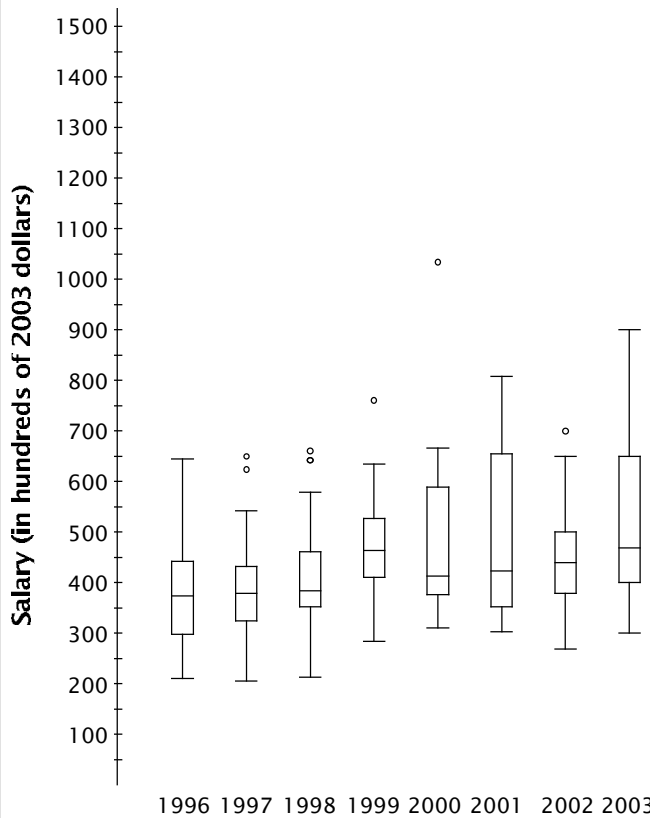
**Academic Teaching/Teaching and Research
11-12-Month Salaries
(in hundreds of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2003 \$
1970	95	---	128	---	200	491
1975	87	---	145	---	204	403
1980	143	---	195	---	350	381
1985	220	230	273	300	470	414
1990	225	318	365	404	670	473
1995	300	354	410	478	600	470
1996	150	302	340	390	720	383
1997	260	370	400	497	650	443
1998	275	405	480	575	700	526
1999	200	374	420	469	650	453
2000	300	400	485	600	1170	512
2001	350	420	465	615	870	480
2002	310	439	500	597	840	508
2003	345	438	475	550	780	475
1999 M	280	370	420	458	650	
1999 F	200	393	435	590	630	
2000 M	300	390	460	650	1170	
2000 F	395	465	500	570	750	
2001 M	350	420	443	498	870	
2001 F	380	465	588	658	750	
2002 M	310	420	485	595	840	
2002 F	400	453	500	558	700	
Total (28 male/12 female)						
2003 M	397	440	490	555	780	
2003 F	345	400	440	513	620	
One year or less experience (21 male/10 female)						
2003 M	397	440	470	520	700	
2003 F	345	400	433	455	620	



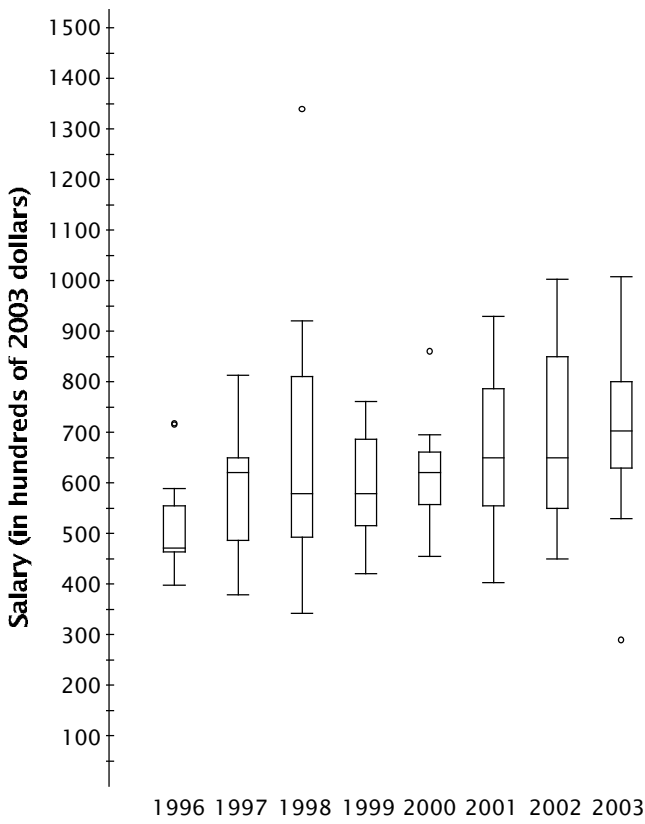
**Academic Research Only
11-12-Month Salaries
(in hundreds of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2003 \$
1970	90	---	120	---	205	461
1975	90	---	119	---	180	331
1980	120	---	180	---	321	352
1985	190	295	342	400	520	518
1990	180	280	300	365	546	389
1995	196	280	340	370	587	390
1996	192	270	330	400	585	372
1997	190	300	350	400	600	388
1998	200	333	360	428	617	394
1999	270	390	440	500	720	475
2000	300	384	400	555	1000	423
2001	300	367	420	625	800	434
2002	270	380	440	500	700	447
2003	300	415	470	613	900	470
1999 M	270	383	400	493	600	
1999 F	340	468	530	581	720	
2000 M	300	390	400	486	1000	
2000 F	300	360	410	580	630	
2001 M	300	348	425	655	800	
2001 F	342	400	420	588	700	
2002 M	270	388	440	500	650	
2002 F	310	350	440	505	700	
Total (29 male/19 female)						
2003 M	300	420	450	510	820	
2003 F	310	390	480	650	900	
One year or less experience (24 male/16 female)						
2003 M	300	400	440	496	770	
2003 F	330	405	470	613	720	



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

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2003 \$
1970	100	---	150	---	223	576
1975	78	---	182	---	247	506
1980	156	---	244	---	501	477
1985	263	294	325	381	440	493
1990	320	345	378	430	587	490
1995	370	440	494	507	650	567
1996	360	420	427	504	650	481
1997	350	454	573	600	750	635
1998	320	475	540	736	1250	591
1999	400	495	550	651	720	594
2000	440	540	600	640	830	634
2001	400	580	644	758	920	665
2002	450	551	650	775	1005	661
2003	290	668	705	763	1008	705
1999 M	400	495	540	587	720	
1999 F	---	---	---	---	---	
2000 M	440	563	620	649	830	
2000 F	530	545	566	593	650	
2001 M	400	590	647	780	920	
2001 F	450	550	630	670	896	
2002 M	450	551	642	725	1005	
2002 F	540	600	700	850	880	
Total (10 male/6 female)						
2003 M	290	648	710	788	830	
2003 F	600	683	695	723	1008	
One year or less experience (9 male/5 female)						
2003 M	290	630	710	750	830	
2003 F	600	680	690	700	730	



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

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2003 \$
1970	96	---	170	---	235	653
1975	114	---	187	---	240	520
1980	190	---	284	---	400	555
1985	260	360	400	420	493	606
1990	320	438	495	533	700	641
1995	288	480	568	690	1250	652
1996	250	510	580	610	1000	653
1997	300	483	600	658	1000	665
1998	240	550	650	750	2250	712
1999	360	600	680	761	2450	734
2000	200	640	720	800	1500	761
2001	475	716	770	865	1850	795
2002	325	734	780	850	1400	793
2003	300	700	800	900	1250	800
1999 M	360	626	700	763	2450	
1999 F	440	580	644	676	1100	
2000 M	200	640	730	800	1500	
2000 F	200	645	690	788	980	
2001 M	520	717	788	875	1700	
2001 F	475	710	750	850	1850	
2002 M	325	738	782	858	1100	
2002 F	600	713	768	838	1400	
Total (32 male/15 female)						
2003 M	550	725	840	920	1250	
2003 F	300	628	780	816	900	
One year or less experience (24 male/11 female)						
2003 M	550	719	815	905	1250	
2003 F	300	610	702	805	880	

