

Starting Salary Survey of the 2003–2004 U.S. Doctoral Recipients

The starting salary figures for 2004 were compiled from information gathered on the EENDR questionnaires sent to individuals who received doctoral degrees in the mathematical sciences during the 2003–2004 academic year from universities in the United States (see previous section for more details).

The questionnaires were distributed to 914 recipients of degrees using addresses provided by the departments granting the degrees; 525 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 and Graphs. 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, 2003–June 30, 2004, is designated as 2004. 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

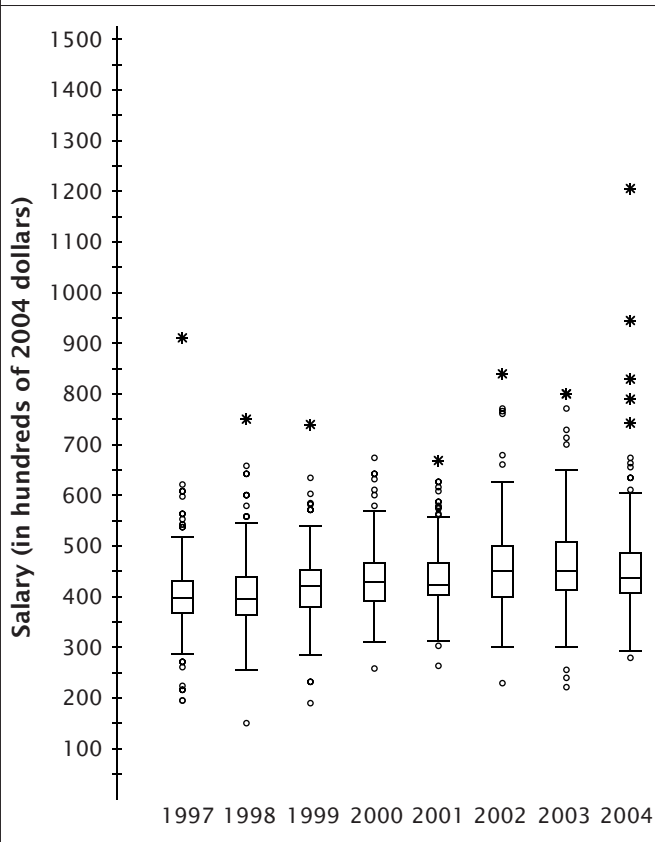
provided when the number of salaries available for analysis in a particular category was five or fewer. Also, quartile figures are not available for 1970 through 1980. All categories of “Teaching/Teaching and Research” and “Research Only” contain those recipients employed at academic institutions only. The “Academic Research Only, 9–10-Month Salaries” category was dropped from the published analyses in 1998 because so few recipients responded 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 an eighth year. These salaries are also included within the “Academic Teaching/Teaching and Research, 9–10-Month Salaries” table and boxplot on page 753.

Graphs. The graphs show standard boxplots summarizing salary distribution information for the years 1997 through 2004. Values plotted for 1997 through 2003 are converted to 2004 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 $1.5 \times \text{IQR}$ below Q1 and $1.5 \times \text{IQR}$ 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 $1.5 \times \text{IQR}$ 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.

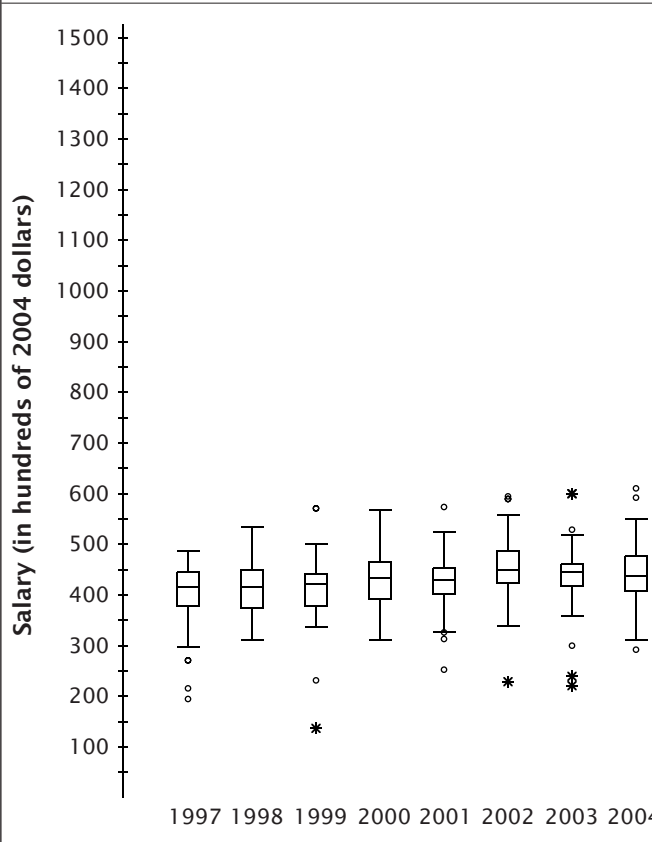
**Academic Teaching/Teaching and Research
9-10-Month Salaries
(in hundreds of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2004 \$
1975	90	120	128	135	173	365
1980	105	155	171	185	250	343
1985	170	230	250	270	380	388
1990	230	305	320	350	710	425
1995	220	320	350	382	640	411
1996	240	333	360	400	636	415
1997	180	340	366	400	840	415
1998	140	340	370	410	700	415
1999	180	360	400	430	700	442
2000	250	380	415	450	650	449
2001	259	400	420	461	660	444
2002	230	400	450	500	840	468
2003	220	415	450	510	920	460
2004	285	420	450	500	1234	450
2000 M	250	380	415	450	650	
2000 F	321	380	413	450	620	
2001 M	259	490	430	475	660	
2001 F	310	390	413	443	620	
2002 M	230	420	450	500	840	
2002 F	300	400	441	498	610	
2003 M	220	420	450	509	855	
2003 F	359	414	444	512	920	
Total (146 male/78 female)						
2004 M	285	420	450	490	850	
2004 F	300	421	450	500	1234	
One year or less experience (123 male/58 female)						
2004 M	300	420	450	490	850	
2004 F	300	420	450	490	1234	



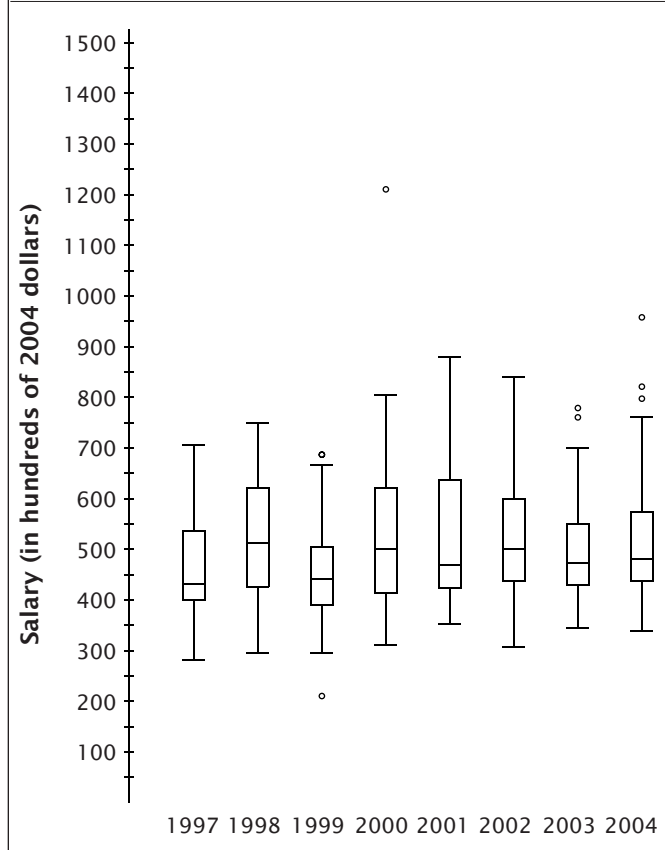
**Academic Postdoctorates
9-10-Month Salaries
(in hundreds of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2004 \$
1997	180	350	385	410	450	437
1998	290	350	390	420	500	438
1999	130	365	400	418	540	442
2000	300	385	420	450	550	455
2001	250	400	425	450	566	449
2002	230	425	450	487	595	468
2003	240	420	450	480	600	460
2004	300	420	450	490	625	450
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	
2002 M	230	425	450	488	595	
2002 F	380	430	450	485	589	
2003 M	220	420	450	509	855	
2003 F	359	414	444	512	920	
Total (55 male/20 female)						
2004 M	300	420	450	480	625	
2004 F	400	440	470	500	606	



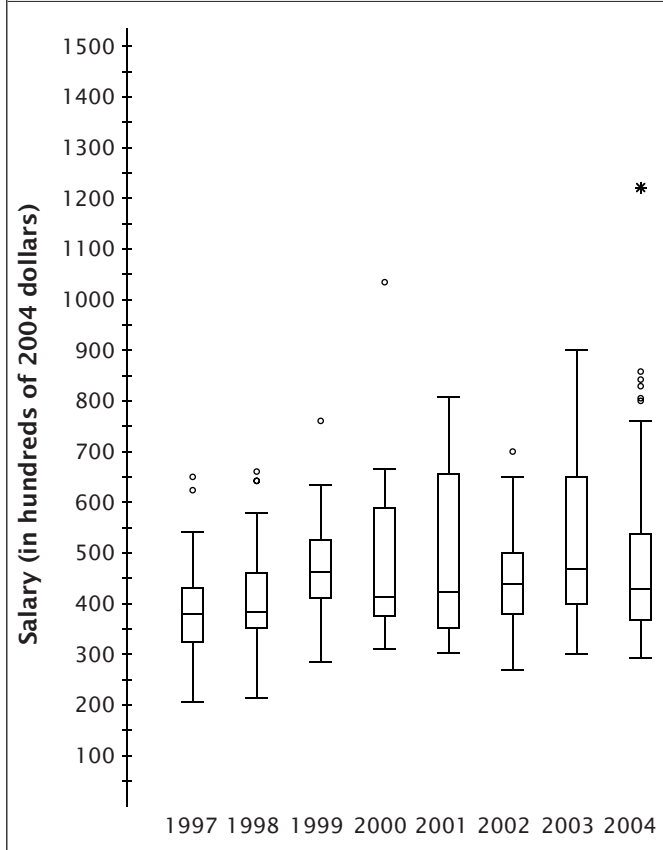
**Academic Teaching/Teaching and Research
11-12-Month Salaries
(in hundreds of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2004 \$
1975	87	---	145	---	204	413
1980	143	---	195	---	350	391
1985	220	230	273	300	470	424
1990	225	318	365	404	670	484
1995	300	354	410	478	600	482
1996	150	302	340	390	720	392
1997	260	370	400	497	650	454
1998	275	405	480	575	700	539
1999	200	374	420	469	650	465
2000	300	400	485	600	1170	525
2001	350	420	465	615	870	492
2002	310	439	500	597	840	520
2003	345	438	475	550	780	485
2004	350	450	495	583	980	495
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	
2003 M	397	440	490	555	780	
2003 F	345	400	440	513	620	
Total (32 male/8 female)						
2004 M	350	448	487	533	980	
2004 F	380	465	545	605	650	
One year or less experience (28 male/8 female)						
2004 M	350	440	483	520	980	
2004 F	380	465	545	605	650	



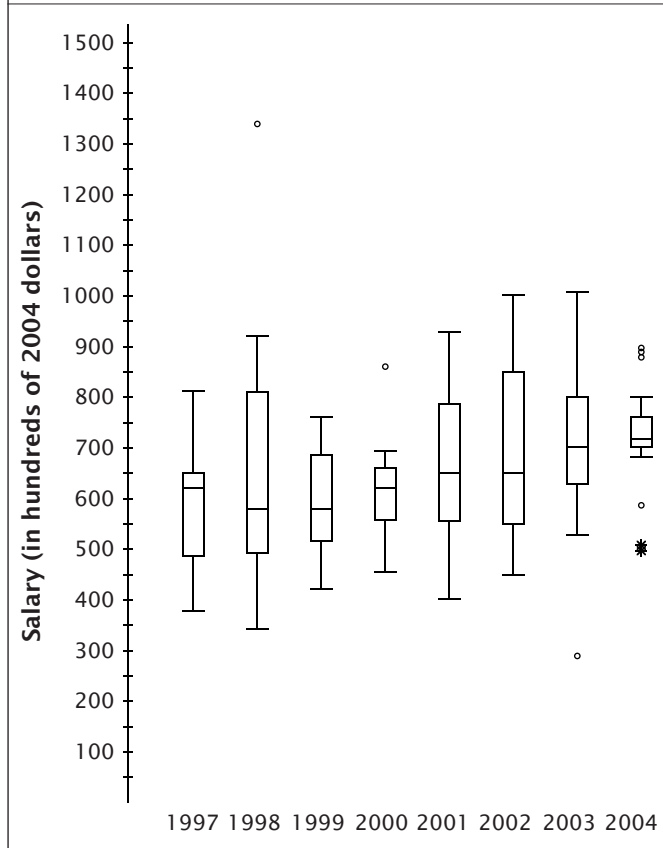
**Academic Research Only
11-12-Month Salaries
(in hundreds of dollars)**

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2004 \$
1975	90	---	119	---	180	339
1980	120	---	180	---	321	361
1985	190	295	342	400	520	531
1990	180	280	300	365	546	398
1995	196	280	340	370	587	400
1996	192	270	330	400	585	381
1997	190	300	350	400	600	397
1998	200	333	360	428	617	404
1999	270	390	440	500	720	487
2000	300	384	400	555	1000	433
2001	300	367	420	625	800	444
2002	270	380	440	500	700	457
2003	300	415	470	613	900	480
2004	300	384	440	543	1250	440
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	
2003 M	300	420	450	510	820	
2003 F	310	390	480	650	900	
Total (37 male/19 female)						
2004 M	300	385	440	660	1250	
2004 F	350	383	440	495	820	
One year or less experience (31 male/16 female)						
2004 M	300	368	440	560	863	
2004 F	350	378	410	452	780	



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

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2004 \$
1975	78	---	182	---	247	518
1980	156	---	244	---	501	489
1985	263	294	325	381	440	505
1990	320	345	378	430	587	501
1995	370	440	494	507	650	581
1996	360	420	427	504	650	492
1997	350	454	573	600	750	650
1998	320	475	540	736	1250	606
1999	400	495	550	651	720	608
2000	440	540	600	640	830	649
2001	400	580	644	758	920	681
2002	450	551	650	775	1005	676
2003	290	668	705	763	1008	720
2004	510	720	738	780	920	738
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	
2003 M	290	648	710	788	830	
2003 F	600	683	695	723	1008	
Total (9 male/8 female)						
2004 M	520	700	730	740	910	
2004 F	510	733	749	790	920	
One year or less experience (8 male/5 female)						
2004 M	520	675	732	780	910	
2004 F	510	720	738	743	820	



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

Ph.D. Year	Min	Q ₁	Median	Q ₃	Max	Reported Median in 2004 \$
1975	114	---	187	---	240	533
1980	190	---	284	---	400	569
1985	260	360	400	420	493	621
1990	320	438	495	533	700	657
1995	288	480	568	690	1250	667
1996	250	510	580	610	1000	669
1997	300	483	600	658	1000	681
1998	240	550	650	750	2250	729
1999	360	600	680	761	2450	752
2000	200	640	720	800	1500	779
2001	475	716	770	865	1850	814
2002	325	734	780	850	1400	811
2003	300	700	800	900	1250	817
2004	400	728	817	900	1800	817
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	
2003 M	550	725	840	920	1250	
2003 F	300	628	780	816	900	
Total (33 male/11 female)						
2004 M	400	710	813	900	1800	
2004 F	480	789	850	900	1100	
One year or less experience (21 male/9 female)						
2004 M	500	680	800	850	1000	
2004 F	400	615	800	900	1100	

