

## Starting Salary Survey of the 2007–2008 Doctoral Recipients

The starting salary figures for 2008 were compiled from information gathered on the EENDR questionnaires sent to individuals who received doctoral degrees in the mathematical sciences during the 2007–2008 academic year from universities in the United States (see previous section for more details).

The questionnaires were distributed to 1,235 recipients of degrees using addresses provided by the departments granting the degrees; 557 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 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, 2007–June 30, 2008, is designated as 2008. 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 2001 through 2008. Values plotted for 2001 through 2007 are converted to 2008 dollars using the implicit price deflator prepared annually by the Bureau of Economic Analysis, U.S. 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.

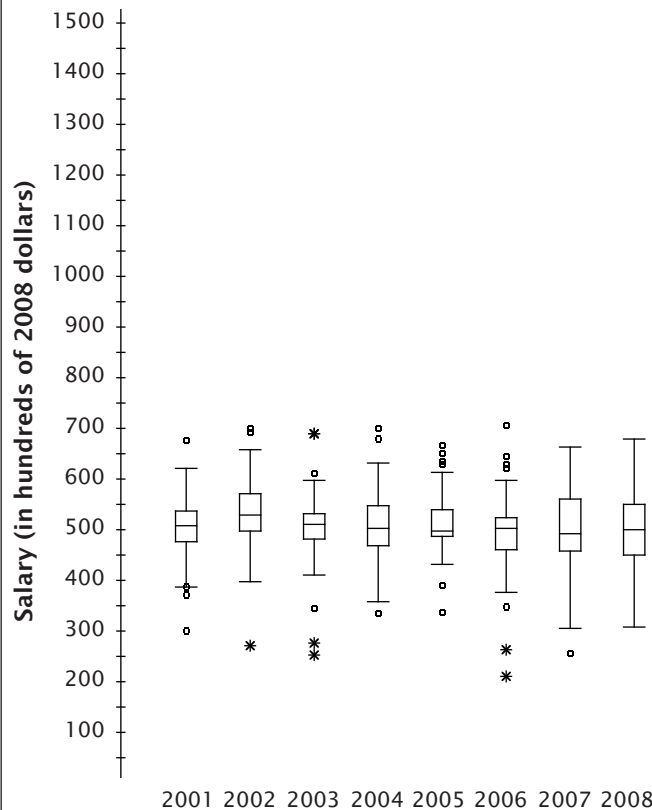
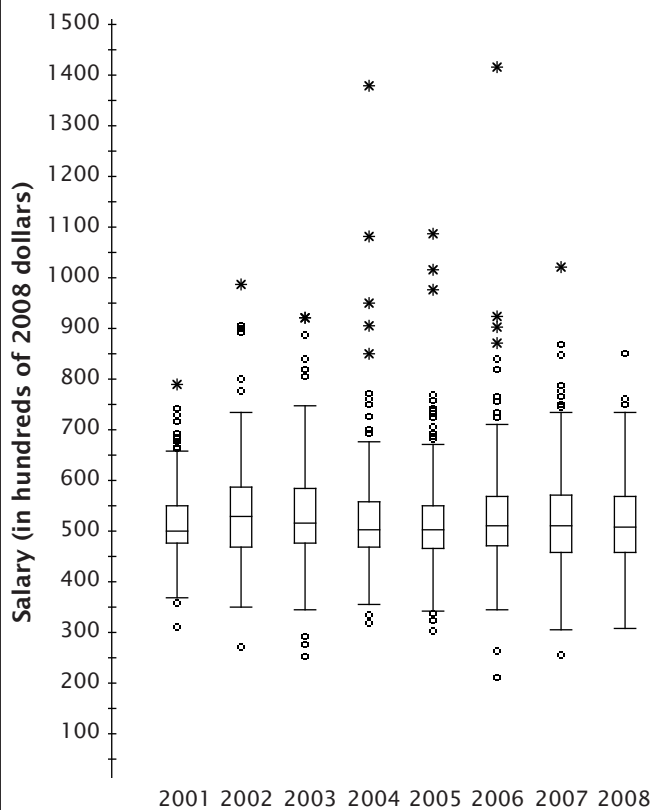
For each boxplot the box shows the first quartile (Q1), the median (M), and the third quartile (Q3). The interquartile range (IQR) is defined as  $Q3 - Q1$ . Think of constructing invisible fences 1.5 IQR below Q1 and 1.5 IQR above Q3. Whiskers are drawn from Q3 to the largest observation that falls 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 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 ° 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 Starting Salaries\***  
(in hundreds of dollars)

Ph.D. Year	Min	Q <sub>1</sub>	Median	Q <sub>3</sub>	Max	Reported Median in 2008 \$
1980	105	155	171	185	250	387
1985	170	230	250	270	380	439
1990	230	305	320	350	710	480
1995	220	320	350	382	640	465
1998*	140	340	370	410	700	469
2000	250	380	415	450	650	508
2002	230	400	450	500	840	529
2003	220	415	450	510	920	518
2004	285	420	450	500	1234	503
2005	280	430	465	506	1002	504
2006	200	450	490	550	1350	515
2007	250	450	500	560	1000	511
2008	310	460	510	569	850	510
2004 M	285	420	450	490	850	
2004 F	300	421	450	500	1234	
2005 M	300	430	465	510	710	
2005 F	280	430	467	501	1002	
2006 M	200	450	499	550	880	
2006 F	270	450	480	520	1350	
2007 M	320	450	500	558	1000	
2007 F	250	438	490	560	830	
Total (163 male/79 female)						
2008 M	310	460	515	573	850	
2008 F	380	455	500	550	760	
One year or less experience (138 male/60 female)						
2008 M	316	453	508	570	850	
2008 F	380	458	500	550	680	

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

Ph.D. Year	Min	Q <sub>1</sub>	Median	Q <sub>3</sub>	Max	Median in 2008 \$
1997	180	350	385	410	450	494
1998	290	350	390	420	500	495
1999	130	365	400	418	540	450
2000	300	385	420	450	550	514
2001	250	400	425	450	566	508
2002	230	425	450	487	595	529
2003	240	420	450	480	600	518
2004	300	420	450	490	625	503
2005	310	450	460	500	615	498
2006	200	441	480	500	670	504
2007	250	450	483	550	650	494
2008	310	450	500	550	680	500
2004 M	300	420	450	480	625	
2004 F	400	440	470	500	606	
2005 M	310	450	470	500	615	
2005 F	400	437	450	471	500	
2006 M	200	450	483	523	670	
2006 F	330	413	464	500	590	
2007 M	360	450	490	575	650	
2007 F	250	425	470	515	650	
Total (67 male/18 female)						
2008 M	310	450	500	553	655	
2008 F	400	460	505	542	680	
One year or less experience (64 male/18 female)						
2008 M	354	450	505	555	655	
2008 F	400	460	505	542	680	

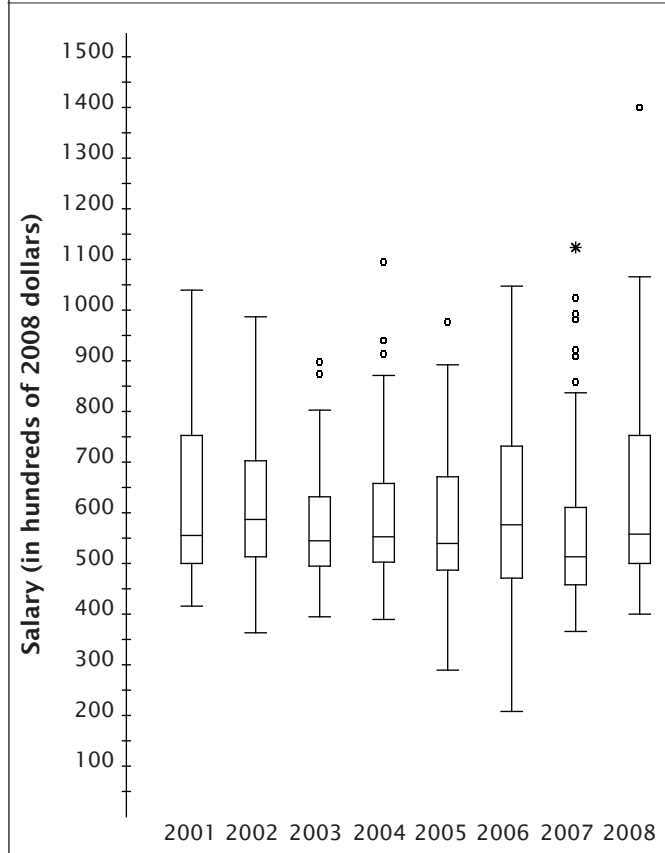


\* Postdoctoral salaries are included from 1998 forward.

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

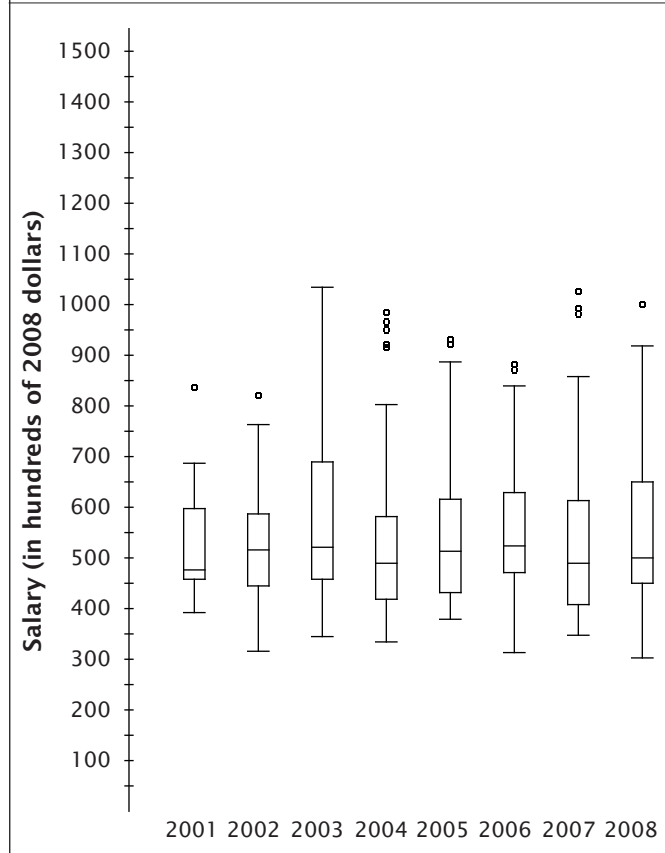
**Academic Teaching/Teaching and Research  
11-12-Month Starting Salaries\***  
(in hundreds of dollars)

Ph.D. Year	Min	Q <sub>1</sub>	Median	Q <sub>3</sub>	Max	Reported Median in 2007 \$
1985	220	230	273	300	470	479
1990	225	318	365	404	670	548
1995	300	354	410	478	600	545
1998*	275	405	480	575	700	609
2000	300	400	485	600	1170	594
2002	310	439	500	597	840	587
2003	345	438	475	550	780	546
2004	350	450	495	583	980	554
2005	270	450	500	615	900	542
2006	200	450	550	700	1000	578
2007	340	450	504	600	1100	515
2008	400	500	560	753	1400	560
2004 M	350	448	487	533	980	
2004 F	380	465	545	605	650	
2005 M	270	455	490	549	900	
2005 F	420	450	570	753	824	
2006 M	300	450	535	685	900	
2006 F	200	520	600	850	1000	
2007 M	360	440	500	600	1100	
2007 F	340	480	529	703	1003	
Total (33 male/16 female)						
2008 M	419	530	560	750	1400	
2008 F	400	498	540	757	1067	
One year or less experience (28 male/10 female)						
2008 M	435	523	560	638	985	
2008 F	400	475	500	530	752	



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

Ph.D. Year	Min	Q <sub>1</sub>	Median	Q <sub>3</sub>	Max	Reported Median in 2007 \$
1997	190	300	350	400	600	449
1998	200	333	360	428	617	457
1999	270	380	400	480	720	500
2000	300	365	400	529	1000	490
2001	300	350	400	575	796	478
2002	270	380	440	500	700	517
2003	300	405	455	600	900	523
2004	300	378	440	510	880	492
2005	350	400	475	570	860	515
2006	300	450	500	600	840	525
2007	340	415	480	540	1003	491
2008	305	450	500	577	1000	500
2004 M	300	380	440	560	880	
2004 F	350	378	430	493	820	
2005 M	350	420	480	580	860	
2005 F	350	400	475	529	850	
2006 M	350	450	500	600	830	
2006 F	300	455	540	680	840	
2007 M	360	400	470	600	970	
2007 F	340	465	480	504	1003	
Total (29 male/11 female)						
2008 M	305	450	500	550	1000	
2008 F	370	465	500	675	920	
One year or less experience (27 male/8 female)						
2008 M	305	450	500	550	1000	
2008 F	420	478	500	739	920	



\* Postdoctoral salaries are included from 1998 forward.

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

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

Ph.D. Year	Min	Q <sub>1</sub>	Median	Q <sub>3</sub>	Max	Reported Median in 2007 \$
1985	263	294	325	381	440	571
1990	320	345	378	430	587	567
1995	370	440	494	507	650	657
2000	440	540	600	640	830	734
2001	400	580	644	758	920	770
2002	450	551	650	775	1005	764
2003	290	668	705	763	1008	811
2004	510	720	738	780	920	825
2005	480	610	752	848	972	815
2006	400	678	800	961	1140	840
2007	480	500	690	800	1040	706
2008	480	750	815	900	1240	815
2004 M	520	700	730	740	910	
2004 F	510	733	749	790	920	
2005 M	500	668	790	902	955	
2005 F	480	540	750	770	972	
2006 M	500	660	800	960	1000	
2006 F	400	775	790	1043	1140	
2007 M	480	500	695	813	1040	
2007 F	To few women to report separately.					
Total (9 male/12 female)						
2008 M	600	790	830	982	1240	
2008 F	480	720	810	863	930	
One year or less experience (7 male/9 female)						
2008 M	600	784	810	921	1080	
2008 F	700	720	837	900	930	

Ph.D. Year	Min	Q <sub>1</sub>	Median	Q <sub>3</sub>	Max	Reported Median in 2007 \$
1985	260	360	400	420	493	702
1990	320	438	495	533	700	743
1995	288	480	568	690	1250	755
2000	200	640	720	800	1500	881
2001	475	716	770	865	1850	920
2002	325	734	780	850	1400	916
2003	300	700	800	900	1250	920
2004	400	728	817	900	1800	914
2005	510	755	870	978	2000	942
2006	340	800	900	1000	1550	945
2007	400	780	900	1000	2500	921
2008	518	780	900	1000	1700	900
2004 M	400	710	813	900	1800	
2004 F	480	789	850	900	1100	
2005 M	510	760	930	1005	2000	
2005 F	600	745	860	890	1100	
2006 M	340	750	890	1000	1450	
2006 F	500	850	900	960	1550	
2007 M	400	760	920	1000	2500	
2007 F	710	800	855	950	1270	
Total (56 male/19 female)						
2008 M	518	768	910	1013	1700	
2008 F	700	800	900	955	1250	
One year or less experience (40 male/14 female)						
2008 M	518	768	900	1000	1600	
2008 F	700	800	900	958	1250	

