Starting Salaries of the 2010-2011 Doctoral Recipients

The starting salary figures were compiled from information gathered on the EENDR questionnaires sent to 1,289 individuals using addresses provided by the departments granting the degrees; 699 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 full 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, 2010–June 30, 2011, is designated as 2011. 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 2004 through 2011. Values plotted for 2004 through 2011 are converted to 2011 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.

Starting salary information starts on page 2.
### Academic Teaching/Teaching and Research

9–10-Month Starting Salaries*  
(in thousands of dollars)

<table>
<thead>
<tr>
<th>Ph.D. Year</th>
<th>Min</th>
<th>Q1</th>
<th>Median</th>
<th>Q3</th>
<th>Max</th>
<th>2011 $</th>
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### Academic Postdoctorates Only*  
9–10-Month Starting Salaries  
(in thousands of dollars)

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<th>Median</th>
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<th>Max</th>
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Total (165 male/73 female):
- 2011 M: 30.0 48.0 52.0 59.0 142.0 52.0
- 2011 F: 36.0 46.0 51.0 65.0 142.0 52.0

One year or less experience (165 male/73 female):
- 2011 M: 30.0 48.0 52.0 59.0 142.0 52.0
- 2011 F: 36.0 46.0 51.0 65.0 142.0 52.0

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* Postdoctoral salaries are included from 1998 forward.

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* 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)

<table>
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<tr>
<th>Ph.D. Year</th>
<th>Min</th>
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<th>Q3</th>
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#### Males vs. Females
- **2007**:
  - M: 36.0, 40.0, 47.0, 60.0, 97.0
  - F: 34.0, 46.5, 48.0, 50.4, 100.3
- **2008**:
  - M: 30.5, 45.0, 50.0, 55.0, 100.0
  - F: 37.0, 46.5, 50.0, 67.5, 920.3
- **2009**:
  - M: 25.0, 42.0, 50.0, 60.0, 110.0
  - F: 36.0, 40.0, 49.0, 55.0, 86.0

#### Total (165 male/73 female)
- **2011**: M: 28.8, 45.0, 50.0, 57.0, 197.0
- **2011**: F: 36.0, 46.0, 51.0, 60.0, 154.0

#### One year or less experience (43 male/17 female)
- **2011**: M: 35.0, 45.0, 50.0, 57.0, 183.0
- **2011**: F: 35.0, 46.0, 51.0, 60.0, 115.0

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

<table>
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<th>Median</th>
<th>Q3</th>
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#### Males vs. Females
- **2007**: M: 36.0, 40.0, 47.0, 60.0, 97.0
- **2007**: F: 34.0, 46.5, 48.0, 50.4, 100.3
- **2008**: M: 30.5, 45.0, 50.0, 55.0, 100.0
- **2008**: F: 37.0, 46.5, 50.0, 67.5, 920.3
- **2009**: M: 25.0, 42.0, 50.0, 60.0, 110.0
- **2009**: F: 36.0, 40.0, 49.0, 55.0, 86.0

#### Total (39 male/12 female)
- **2011**: M: 28.8, 45.0, 50.0, 57.0, 197.0
- **2011**: F: 36.0, 46.0, 51.0, 60.0, 154.0

#### One year or less experience (32 male/10 female)
- **2011**: M: 35.0, 45.0, 50.0, 57.0, 183.0
- **2011**: F: 35.0, 46.0, 51.0, 60.0, 115.0

* Postdoctoral salaries are included from 1998 forward.
## Government 11–12-Month Starting Salaries (in thousands of dollars)

<table>
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<th>Ph.D. Year</th>
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<th>Median</th>
<th>Q3</th>
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**2007 M** 48.0 50.0 69.5 81.3 104.0

**2007 F** To few women to report separately.

<table>
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<th>Median</th>
<th>Q3</th>
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**Total (18 male/14 female)**

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**One year or less experience (17 male/11 female)**

<table>
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<tr>
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<td>84.1</td>
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</tr>
<tr>
<td>2011 F</td>
<td>52.0</td>
<td>63.9</td>
<td>70.0</td>
<td>80.0</td>
<td>105.0</td>
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</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Ph.D. Year</th>
<th>Min</th>
<th>Q1</th>
<th>Median</th>
<th>Q3</th>
<th>Max</th>
<th>Median in 2011 $</th>
</tr>
</thead>
<tbody>
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<td>32.0</td>
<td>43.8</td>
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<td>53.3</td>
<td>70.0</td>
<td>77.7</td>
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<td>150.0</td>
<td>92.1</td>
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<tr>
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<td>73.4</td>
<td>78.0</td>
<td>85.0</td>
<td>140.0</td>
<td>96.0</td>
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<tr>
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<td>30.0</td>
<td>70.0</td>
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<td>125.0</td>
<td>96.4</td>
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<tr>
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<td>87.0</td>
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</tr>
<tr>
<td>2007</td>
<td>40.0</td>
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<td>90.0</td>
<td>100.0</td>
<td>250.0</td>
<td>96.0</td>
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<td>78.0</td>
<td>90.0</td>
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</tr>
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<td>2009</td>
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<td>74.6</td>
<td>90.0</td>
<td>100.0</td>
<td>235.0</td>
<td>93.0</td>
</tr>
<tr>
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<td>75.0</td>
<td>90.0</td>
<td>100.0</td>
<td>155.0</td>
<td>91.9</td>
</tr>
<tr>
<td>2011</td>
<td>50.0</td>
<td>85.0</td>
<td>94.3</td>
<td>102.3</td>
<td>190.0</td>
<td>94.3</td>
</tr>
</tbody>
</table>

**2007 M** 40.0 76.0 92.0 100.0 250.0

**2007 F** 71.0 80.0 85.5 95.0 127.0

<table>
<thead>
<tr>
<th>Ph.D. Year</th>
<th>Min</th>
<th>Q1</th>
<th>Median</th>
<th>Q3</th>
<th>Max</th>
<th>Median in 2011 $</th>
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<tbody>
<tr>
<td>2008</td>
<td>51.8</td>
<td>76.8</td>
<td>81.3</td>
<td>91.0</td>
<td>101.3</td>
<td>170.0</td>
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<tr>
<td>2008 F</td>
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<td>90.0</td>
<td>95.5</td>
<td>125.0</td>
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<tr>
<td>2009</td>
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</tr>
<tr>
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<td>72.9</td>
<td>90.0</td>
<td>96.8</td>
<td>120.0</td>
<td></td>
</tr>
</tbody>
</table>

**Total (60 male/18 female)**

<table>
<thead>
<tr>
<th>Ph.D. Year</th>
<th>Min</th>
<th>Q1</th>
<th>Median</th>
<th>Q3</th>
<th>Max</th>
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</tr>
</thead>
<tbody>
<tr>
<td>2011 M</td>
<td>65.0</td>
<td>90.0</td>
<td>95.0</td>
<td>100.1</td>
<td>190.0</td>
<td></td>
</tr>
<tr>
<td>2011 F</td>
<td>50.0</td>
<td>85.0</td>
<td>92.0</td>
<td>105.5</td>
<td>165.0</td>
<td></td>
</tr>
</tbody>
</table>

**One year or less experience (54 male/15 female)**

<table>
<thead>
<tr>
<th>Ph.D. Year</th>
<th>Min</th>
<th>Q1</th>
<th>Median</th>
<th>Q3</th>
<th>Max</th>
<th>Median in 2011 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011 M</td>
<td>65.0</td>
<td>90.0</td>
<td>95.0</td>
<td>100.0</td>
<td>190.0</td>
<td></td>
</tr>
<tr>
<td>2011 F</td>
<td>50.0</td>
<td>85.0</td>
<td>92.0</td>
<td>105.5</td>
<td>165.0</td>
<td></td>
</tr>
</tbody>
</table>

### Graphs

- **Salary (in hundreds of 2011 dollars)**
  - Government 11–12-Month Starting Salaries
  - Business and Industry 11–12-Month Starting Salaries