

**SURVEY OF THE LABOR MARKET  
FOR NEW PH.D. HIRES IN ECONOMICS  
2022-2023**



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*Center for Business & Economic Research*

**SURVEY OF THE LABOR MARKET  
FOR NEW PH.D. HIRES IN ECONOMICS  
2022-23**

**SUMMARY OF RESULTS**

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**SURVEY OF THE LABOR MARKET  
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2021-22**

This year, the survey questionnaire was sent to 369 organizations. Questionnaires were returned by 144 organizations (39.0 percent). Of this year's responses, 86 (59.7 percent) were from those who responded to the last survey conducted for the 2021-22 academic year. Among the academic institutions responding, the distribution of highest degrees offered was as follows: Ph.D.—56.3 percent; Master's—8.3 percent and Bachelor's—34.7 percent.

The responses are reported for all respondents, and separately for Ph.D. Degree granting institutions and for schools whose highest degree offered is the Bachelor's or Master's Degree. Data for the top 30 institutions in the revised National Research Council's *Research Doctorate Report*, 2011, are reported as a subset of Ph.D. Degree granting schools. They are referred to as the Top 30.

**I. Outcomes of the Labor Market for New Ph.D.s in 2021-22**

Seventy-four departments reported 586 new Ph.D.s who sought employment for the 2021-22 academic year. Of these job seekers, 513 (87.5 percent) were successful. Within the reported supply, 174 (29.7 percent) were from 14 of the Top 30 departments responding to the question. Among the successful job seekers, 54.0 percent found employment in academic institutions as compared to 51.7 percent in the 2020-21 year. The COVID-19 pandemic saw 8 institutions, 16.7 percent of responding institutions, report that they had fewer hires than they anticipated prior to COVID. 65.2 percent of job seekers for the 2021-22 academic year were male and 84.5 percent found employment while 34.8 percent of job seekers were female and 86.0 percent of them found employment. 44.9 percent of the job seekers were Asian and 39.1 percent were white and their employment success rates were 78.7 percent and 86.6 percent, respectively. See Table 9 for details.

Of the 144 responding institutions, 54 reported hiring 101 new tenure track Ph.D.s for the 2021-22 academic year. Table 1 shows the number hired by each of the 54 institutions hiring tenure track Ph.D.s. As seen in Table 2, 9.9 percent of the new tenure track hires in 2021-22 had specialties in macro/monetary economics, followed by microeconomics (9.9%), and math & quantitative methods (8.9%). Table 3 shows the degree granting institutions of the new tenure track Ph.D.s hired for 2021-22. Table 4 shows the demographics of the newly hired tenure track economists. 71.9 percent of the new hires were male and 28.1 percent were female. Of the new tenure track hires, 36.8 percent were Asian and 36.0 percent were white. 39 institutions reported hiring 62 new non-tenure track Ph.D.s for the 2021-22 academic year. Table 5 shows the number hired by each of the 39 institutions hiring non-tenure track Ph.D.s. As seen in Table 6, 22.6 percent of the new non-tenure track hires in 2021-22 had specialized in general economics, 9.7 percent had specialties in microeconomics, and 9.7 percent had specialties in labor & demographic economics. Table 7 shows the degree granting institutions of the new non-tenure track Ph.D.s hired for 2021-22. Table 8 shows the demographics of the newly hired non-tenure track

economists. 60.7 percent of the new hires were male and 39.3 percent were female. Of the new non-tenure track hires, 54.9 percent were white and 23.5 percent were Asian.

**Table 1**  
**New Tenure Track Ph.D.s Hired for 2021-22 by Hiring Institution**

Board of Governors of the Federal Reserve System	22	George Mason University	1
Brown University	6	Howard University	1
University of North Carolina-Greensboro	3	Lehigh University	1
North Dakota State University	3	New York University-Stern	1
Cornell University	2	State University of New York-Albany	1
Duke University	2	Texas A&M University	1
Northwestern University	2	University of Alabama	1
Pennsylvania State University	2	University of California-Davis	1
University of California-San Diego	2	University of Connecticut	1
University of Pittsburgh	2	University of Florida	1
Boston University	2	University of Iowa	1
Emory University	2	University of Kentucky	1
Georgia Institute of Technology	2	University of Nebraska-Lincoln	1
Michigan State University	2	University of New Mexico	1
Purdue University	2	University of Notre Dame	1
Southern Illinois University	2	University of Oklahoma	1
Universite de Montreal	2	University of Toronto	1
University of British Columbia	2	University of Western Ontario	1
University of Nevada-Las Vegas	2	West Virginia University	1
Colgate University	2	Boise State University	1
St Mary's College of Maryland	2	Appalachian State University	1
Auburn University	1	Dickinson College	1
Harvard University	1	Indiana State University	1
Massachusetts Institute of Technology	1	Mississippi State University	1
Syracuse University	1	Reed College	1
Washington University-St. Louis	1	University of Richmond	1
Boston College	1		
Brandeis University	1	Total	101

\*Number of institutions responding, 144; number of institutions hiring, 5; number of hires, 101.

**Table 2**  
**New Tenure Track Ph.D.s Hired for 2021-22**  
**By Type of Hiring Institution and Field of Specialization**

Field of Specialization	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	Total	Percent of Total
1. General Economics	1	0	0	1	1.0%
2. Method and History of Thought	0	0	0	0	0.0%
3. Math. & Quantitative Methods	9	2	0	9	8.9%
4. Microeconomics	9	3	1	10	9.9%
5. Macro/Monetary Economics	8	2	2	10	9.9%
6. International Economics	1	0	0	1	1.0%
7. Financial Economics	1	0	0	1	1.0%
8. Public Economics	3	1	1	4	4.0%
9. Health, Education, & Welfare Economics	3	1	2	5	5.0%
10. Labor & Demographic Economics	4	3	0	4	4.0%
11. Law & Economics	1	0	0	1	1.0%
12. Industrial Organization	3	1	1	4	4.0%
13. Business Administration	0	0	0	0	0.0%
14. Economic History	3	0	0	3	3.0%
15. Economic Development	4	2	0	4	4.0%
16. Economic Systems	0	0	0	0	0.0%
17. Agricultural & Natural Resource	0	0	0	0	0.0%
18. Urban, Rural, & Regional Economics	2	0	0	2	2.0%
19. Other Special Topics	4	1	1	5	5.0%
Not reported	7	7	8	37	36.6%
Total	63	23	16	101	

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\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.

**Table 3**  
**Degree Granting Institutions of New Tenure Track Ph.D.s Hired for 2021-22**

University of Chicago	6	Massachusetts Institute of Technology	1
Stanford University	3	National University of Singapore	1
University of Minnesota	3	Pennsylvania State University	1
University of Pennsylvania	3	Cornell University	1
University of Virginia	3	Sungkyunkwan University	1
University of California-Berkeley	3	Tel Aviv University	1
Boston University	2	University of Arkansas	1
Harvard University	2	University of British Columbia	1
University of Illinois-Urbana Champaign	2	University of California-Los Angeles	1
Yale University	2	University of Mississippi	1
Princeton University	2	University of North Carolina-Chapel Hill	1
Harvard University	1	University of Pennsylvania-Wharton	1
University of Michigan	1	University of Pittsburgh	1
Columbia University	1	University of Tennessee	1
Duke University	1	University of Texas-Austin	1
Florida State University	1	University of Western Ontario	1
Indiana University	1	University of Wisconsin-Madison	1
Indiana University - Purdue University Indianapolis	1	Vanderbilt University	1
London School of Economics and Political Science	1		

**Table 4**  
**Demographics of New Tenure Track Ph.D.s Hired for 2021-22 By Type of Hiring Institution**

Demographic Category	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	All Institutions	Total
Male	73.2%	75.0%	62.5%	71.9%	46
Female	26.8%	25.0%	37.5%	28.1%	18
American Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0
Asian	34.7%	41.7%	50.0%	36.8%	21
Black or African American	6.1%	0.0%	12.5%	7.0%	4
Hispanic or Latino	14.3%	16.7%	0.0%	12.3%	7
Native Hawaiian or Other Pacific Islander	1.0%	4.2%	0.0%	0.9%	0.5
White	35.7%	29.2%	37.5%	36.0%	20.5
Other race or ethnicity	8.2%	8.3%	0.0%	7.0%	4

\*The gender and racial/ethnic compositions only span the respondents who provided this information.

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\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.



**Table 5**  
**New Non-Tenure Track Ph.D.s Hired for 2021-22 by Hiring Institution**

University of California-Davis	7	Indiana University	1
Trinity University	3	Lehigh University	1
University of Pittsburgh	3	Montana State University	1
Colgate University	2	New York University-Stern	1
Johns Hopkins University	2	Oberlin College	1
Meredith College	2	Pennsylvania State University	1
Northwestern University	2	Skidmore College	1
Stony Brook University	2	Southern Methodist University	1
University of California-Irvine	2	State University of New York-Binghamton	1
University of Nevada-Las Vegas	2	Swarthmore College	1
University of North Carolina-Chapel Hill	2	University of Alabama	1
University of Notre Dame	2	University of Arkansas	1
University of Oklahoma	2	University of California-Los Angeles	1
University of Toronto	2	University of Colorado-Boulder	1
University of Wisconsin-La Crosse	2	University of Dallas	1
Wesleyan University	2	University of Houston	1
Auburn University	1	University of Michigan	1
Boston University	1	West Virginia University	1
Brandeis University	1	Western Michigan University	1
Georgia Institute of Technology	1	Total	62

\*Number of institutions responding, 137; number of institutions hiring, 39; number of hires, 62.

**Table 6**  
**New Non-Tenure Track Ph.D.s Hired for 2021-22**  
**By Type of Hiring Institution and Field of Specialization**

Field of Specialization	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	Total	
1. General Economics	14	2	0	14	22.6%
2. Method and History of Thought	0	0	0	0	0.0%
3. Math. & Quantitative Methods	2	0	0	2	3.2%
4. Microeconomics	4	2	2	6	9.7%
5. Macro/Monetary Economics	3	1	1	4	6.5%
6. International Economics	1	1	1	2	3.2%
7. Financial Economics	0	0	0	0	0.0%
8. Public Economics	1	0	2	3	4.8%
9. Health, Education, & Welfare Economics	4	0	0	4	6.5%
10. Labor & Demographic Economics	2	0	4	6	9.7%
11. Law & Economics	0	0	1	1	1.6%
12. Industrial Organization	1	1	1	2	3.2%
13. Business Administration	0	0	0	0	0.0%
14. Economic History	0	0	1	1	1.6%
15. Economic Development	3	1	1	4	6.5%
16. Economic Systems	0	0	0	0	0.0%
17. Agricultural & Natural Resource	2	0	2	4	6.5%
18. Urban, Rural, & Regional Economics	2	0	0	2	3.2%
19. Other Special Topics	1	0	1	2	3.2%
Not reported	3	0	2	5	8.1%
Total	43	8	19	62	

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\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.

**Table 7**  
**Degree Granting Institutions of New Non-Tenure Track Ph.D.s Hired for 2021-22**

Stanford University	2	Southern Illinois University	1
University of Colorado-Boulder	2	Texas A&M University	1
University of Delaware	2	Truman State University	1
University of Michigan	2	University of Alabama	1
University of Tennessee	2	University of Arizona	1
University of Texas-Dallas	2	University of California-Davis	1
Northwestern University	1	University of Connecticut	1
Kansas State University	1	University of Massachusetts	1
Brandeis University	1	University of Oklahoma	1
Claremont Graduate University	1	University of Utah	1
Florida State University	1	Virginia Polytechnic Institute and State University	1
Harvard University	1	Washington State University	1
McMaster University	1	Washington and Lee University	1
Michigan State University	1	West Virginia University	1
Santa Clara University	1		

**Table 8**  
**Demographics of New Non-Tenure Track Ph.D.s Hired for 2021-22 By Type of Hiring Institution**

Demographic Category	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	All Institutions	Total
Male	59.0%	42.9%	57.9%	60.7%	34
Female	41.0%	57.1%	31.6%	39.3%	22
American Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0
Asian	22.9%	28.6%	21.1%	23.5%	12
Black or African American	11.4%	28.6%	0.0%	7.8%	4
Hispanic or Latino	2.9%	0.0%	5.3%	3.9%	2
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0
White	54.3%	28.6%	47.4%	54.9%	28
Other race or ethnicity	8.6%	14.3%	10.5%	9.8%	5

\*The gender and racial/ethnic compositions only span the respondents who provided this information.

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\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.

**Table 9**  
**Demographics of New Ph.D.s Who Sought Employment in 2021-22 Academic Year**

Demographic Category	Number Who Sought Employment	Percent Who Sought Employment	Number Who Found Employment	Percent Who Found Employment
Male	349	65.2%	295	84.5%
Female	186	34.8%	160	86.0%
American Indian or Alaska Native	0	0.0%	0	0.0%
Asian	188	44.9%	148	78.7%
Black or African American	21	5.0%	18	85.7%
Hispanic or Latino	26	6.2%	18	69.2%
Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%
White	164	39.1%	142	86.6%
Other race or ethnicity	20	4.8%	14	70.0%

\*The gender and racial/ethnic compositions only span the respondents who provided this information.

**2021-22 Salary Offers for New Tenure Track Ph.Ds.—Expected vs. Actual.** Respondents to the survey conducted in the fall of 2020 reported a mean *expected* salary offer of \$119,981 for academic year 2021-22. Respondents to the current survey report a mean *actual* salary for the 2021-22 academic year of \$135,775 or 13.2 percent higher than what was expected. Panel A of Table 10, shows the difference between actual and expected salary offers by type of institution. The differences in actual and expected offers may be a result of compositional differences between the two samples. See Figure 1 for salary distributions.

Panel B of Table 10 shows the mean *expected* offer for 2021-22, as reported in the survey conducted in the fall of 2020, and the *actual* offer, as reported in the current survey, for the 86 institutions that responded to both surveys. Top 30 institutions made actual offers 12.7 percent above what was expected. For all 86 respondents, the average actual offer was 7.5 percent higher the average expected offer. See Figure 2 for salary distributions.

**2021-22 Salary Offers for New Non-Tenure Track Ph.Ds.—Expected vs. Actual.** Respondents to the survey conducted in the fall of 2020 reported a mean *expected* salary offer of \$75,281 for academic year 2021-22. Respondents to the current survey report a mean *actual* salary for the 2021-22 academic year of \$82,137 or 9.1 percent above what was expected. Panel A of Table 11, shows the difference between actual and expected salary offers by type of institution. The differences in actual and expected offers may be a result of compositional differences between the two samples. See Figure 3 for salary distributions.

Panel B of Table 11 shows the mean *expected* offer for 2021-22, as reported in the survey conducted in the fall of 2020, and the *actual* offer, as reported in the current survey, for the 86 institutions that responded to both surveys. Ph.D. institutions made actual offers 3.6 percent below what was expected while Bachelor’s and Master’s Degree granting schools made offers 18.2 percent above what was expected. For all 86 respondents, the average actual offer was similar, 0.2 percent below, to the average expected offer. See Figure 4 for salary distributions.

## **II. Demand and Supply of New Ph.Ds. for 2022-23**

72 of the institutions responding to the current survey are expecting to hire 138 new tenure track Ph.Ds. for the 2022-23 academic year. Meanwhile, 43 of the institutions responding to the current survey are expecting to hire 56 new non-tenure track Ph.Ds. for the 2022-23 academic year. See Tables 12, 13, and 14.

The most common reason reported by the other institutions for not hiring for the 2022-23 academic year was due to a lack of vacant positions (45.5 percent). COVID-19 is expected to impact hiring for about 1 hiring cycles, as reported at 77.8 percent of responding institutions. See Questions 26 and 26a in the Summary of Findings.

53 of the Ph.D. Degree granting institutions responding to the survey report that they will have a total of 460 new Ph.Ds. seeking employment for the 2022-23 academic year. About 4.3 percent of the job seekers are holdovers from the 2021-22 market. Top 30 schools account for 34.1

percent of the total reported supply. Ph.D. granting institutions reported that that 66.4 percent of the candidates seeking employment in the 2022-23 are male and 33.6 percent are female. 39.2 percent of the candidates are Asian, 38.1 percent of them are white, and 6.8 percent are Hispanic or Latino. See Table 15 for details. Table 16 shows the supply of new Ph.Ds. by field of specialization and type of Ph.D. Degree granting institution. Job seekers with specialties in general economics (18.7 percent) constitute the greatest share of the supply followed by macro/monetary economics (18.5 percent), labor & demographic economics (12.2 percent) and microeconomics (9.1 percent).

**Table 10**  
**Expected and Actual Offers for New Tenure Track Ph.Ds. the 2021-22 Academic Year**

	All Ph.D. Degree Granting Institutions	N	Top 30*	N	Bachelor's & Master's Degree Granting Institutions	N	All Respondents	N
Panel A: Complete results of Fall 2021 survey compared with complete results of Fall 2020 survey. (Expected Hires=74; Actual Hires=101)								
Mean Actual Offer (2021 Survey)	\$139,293	37	\$159,111	9	\$107,176	4	\$135,775	42
Mean Expected Offer (2020 Survey)	\$131,333	18	\$141,250	4	\$85,921	6	\$119,981	25
Actual Less Expected	\$7,960		\$17,861		\$21,255		\$15,794	
Percent Difference	6.06%		12.65%		24.74%		13.16%	
Panel B: 86 Respondents to the Fall 2021 survey who also responded to the Fall 2020 survey. (Expected Hires=62; Actual Hires=72)								
Mean Actual Offer (2021 Survey)	\$142,103	22	\$160,250	8	\$114,902	3	\$138,114	26
Mean Expected Offer (2020 Survey)	\$137,800	10	\$163,333	3	\$100,175	3	\$128,466	14
Actual Less Expected	\$4,303		(\$3,083)		\$14,727		\$9,648	
Percent Difference	3.12%		-1.89%		14.70%		7.51%	

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\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.



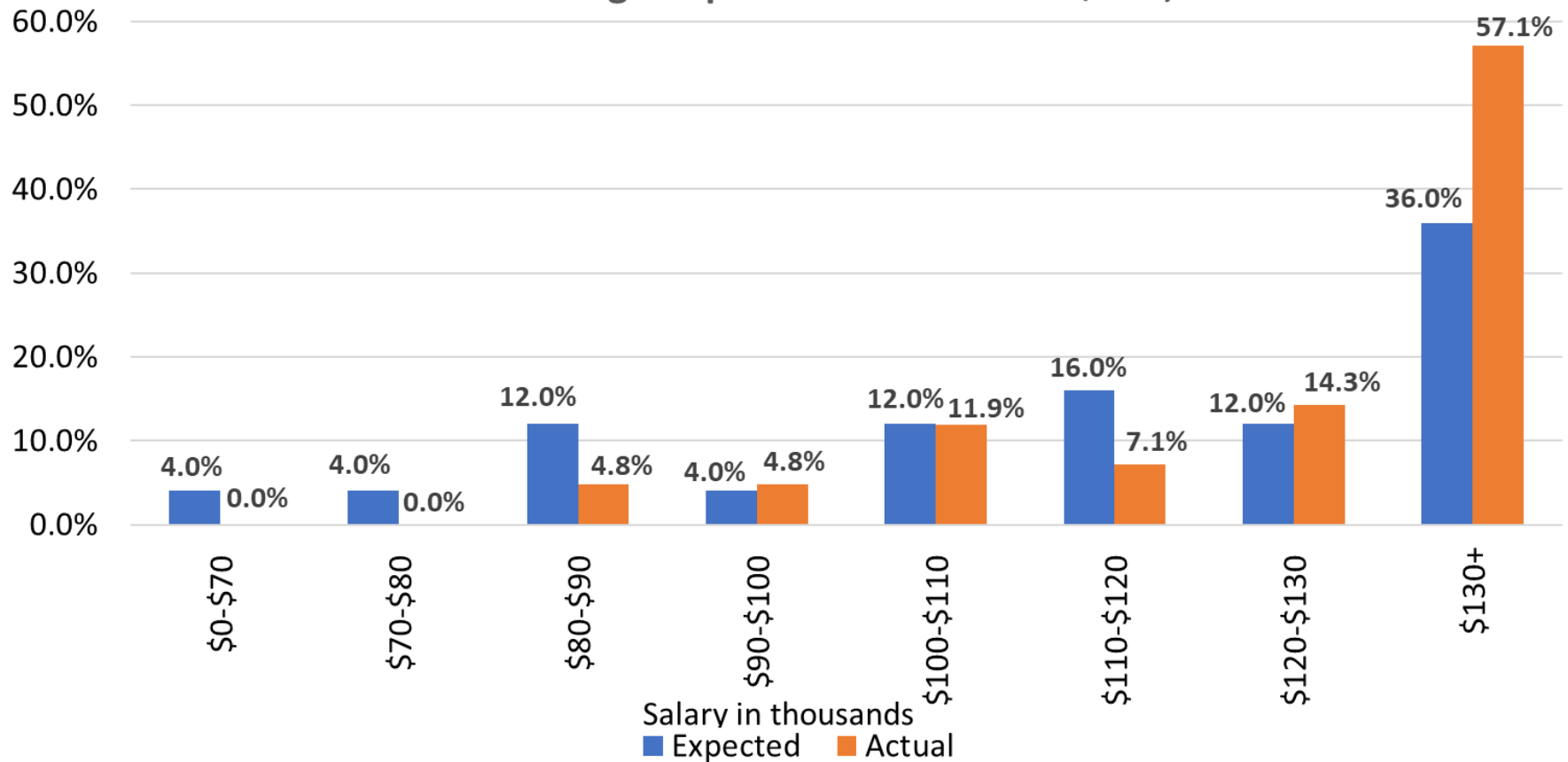
**Table 11**  
**Expected and Actual Offers for New Non-Tenure Track Ph.Ds. the 2021-22 Academic Year**

	All Ph.D. Degree Granting Institutions	N	Top 30*	N	Bachelor's & Master's Degree Granting Institutions	N	All Respondents	N
Panel A: Complete results of Fall 2021 survey compared with complete results of Fall 2020 Survey. (Expected Hires=33; Actual Hires=62)								
Mean Actual Offer (2021 Survey)	\$84,360	24	\$87,600	5	\$76,211	9	\$82,137	33
Mean Expected Offer (2020 Survey)	\$80,417	12	\$87,500	2	\$66,476	7	\$75,281	19
Actual Less Expected	\$3,943		\$100		\$9,735		\$6,857	
Percent Difference	4.90%		0.11%		14.64%		9.11%	
Panel B: 86 Respondents to the Fall 2021 survey who also responded to the Fall 2020 Survey. (Expected Hires=23; Actual Hires=46)								
Mean Actual Offer (2021 Survey)	\$80,258	18	\$78,250	4	\$77,986	7	\$79,621	25
Mean Expected Offer (2020 Survey)	\$83,250	8	\$87,500	2	\$66,000	2	\$79,800	10
Actual Less Expected	(\$2,992)		(\$9,250)		\$11,986		(\$179)	
Percent Difference	-3.59%		-10.6%		18.16%		-0.22%	

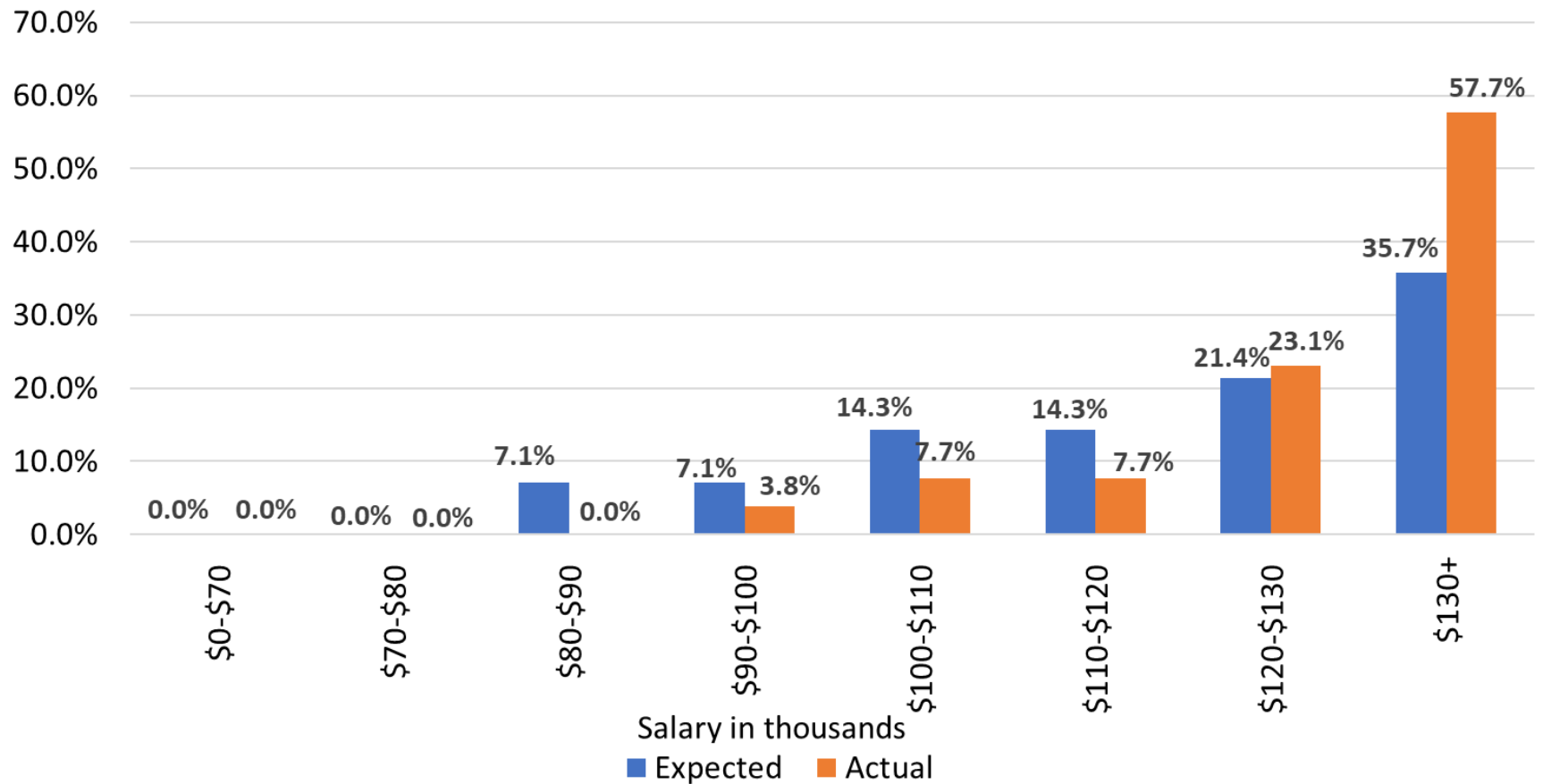
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\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.

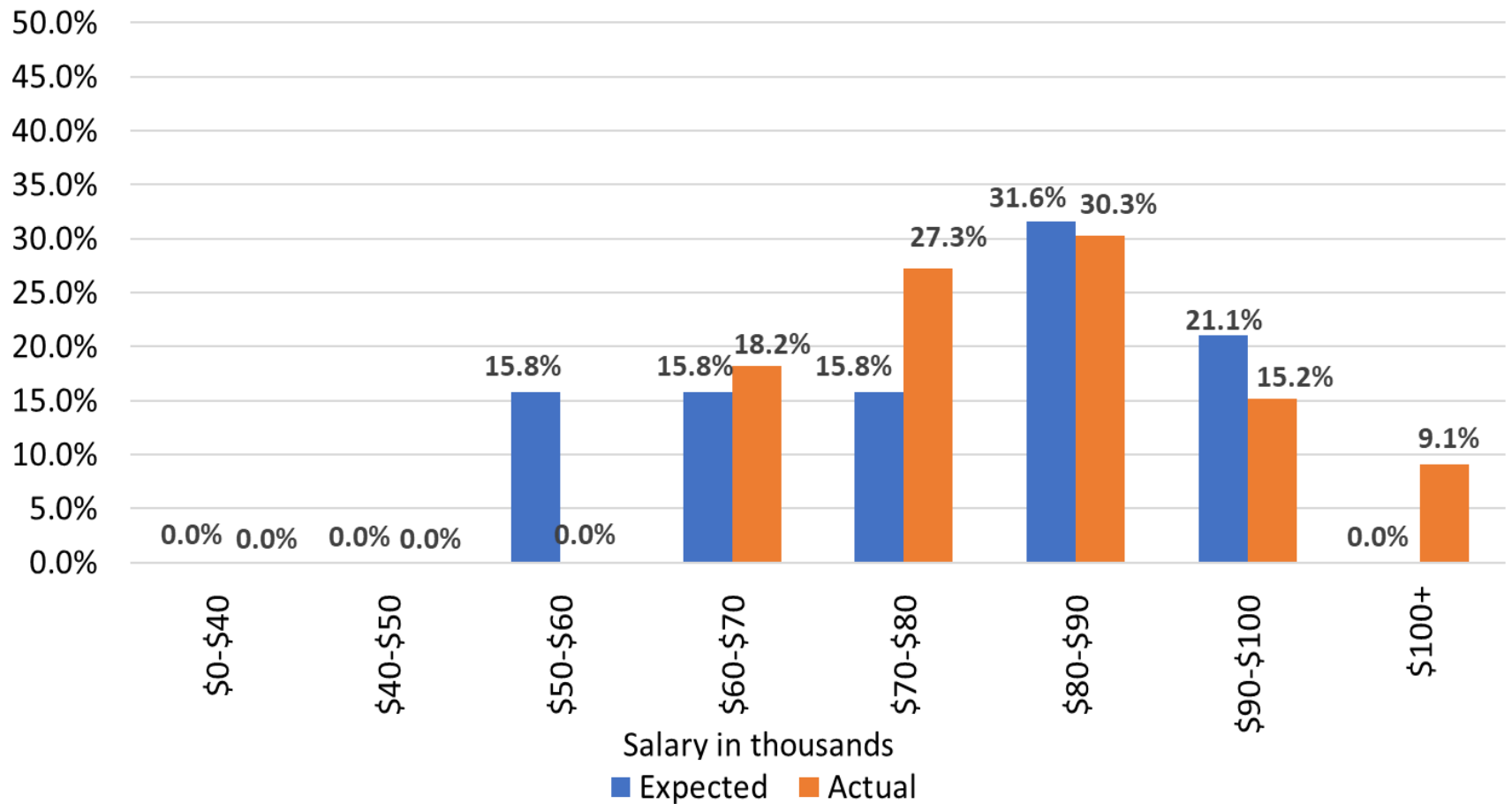
**Figure 1**  
**Expected and Actual Salary Tenure Track Offers 2021-2022-- All Respondents**  
**Fall 2020 Average Reported Expected Offer: \$119,981**  
**Fall 2021 Average Reported Actual Offer: \$135,775**



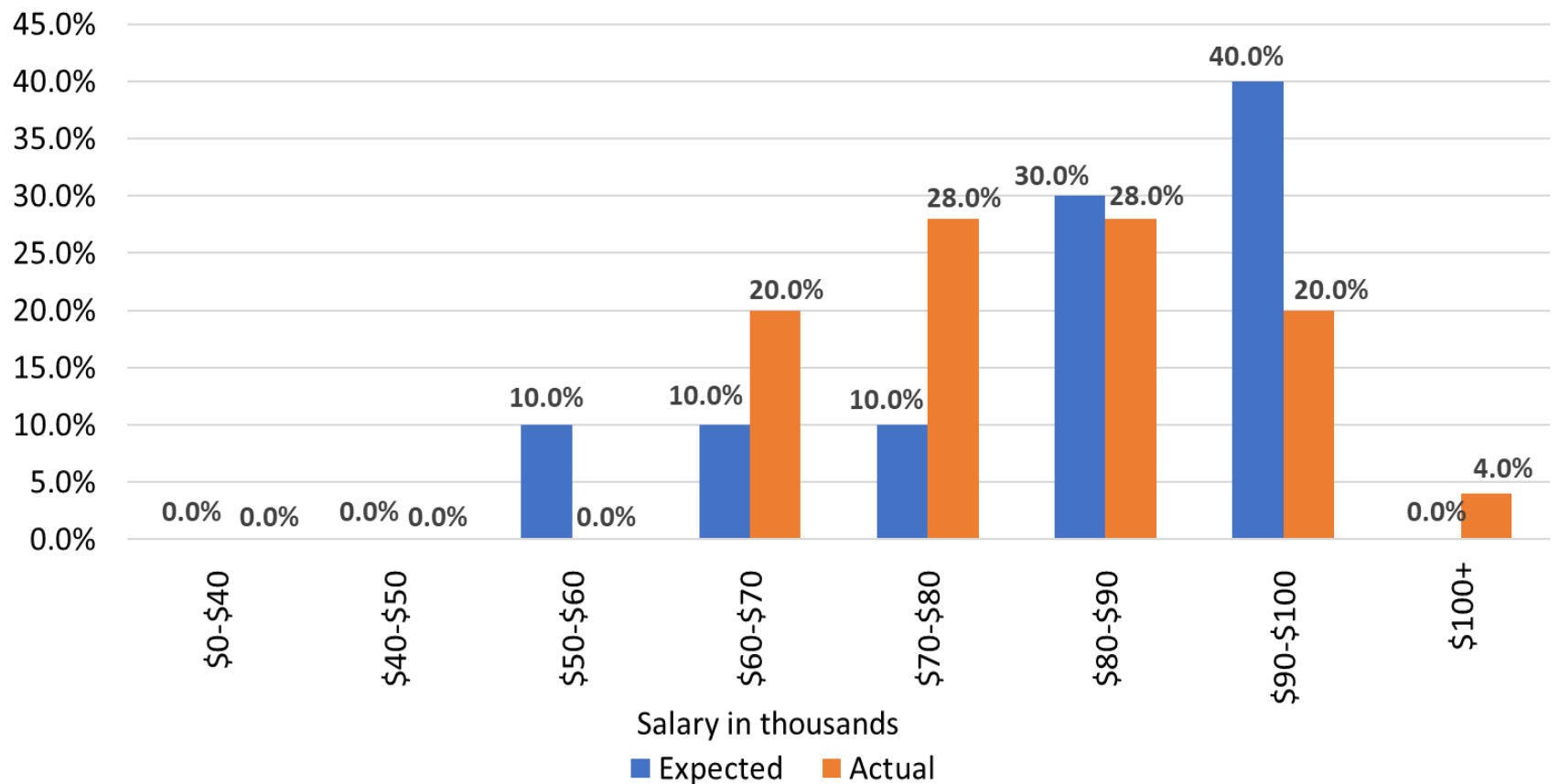
**Figure 2:**  
**Expected and Actual Tenure-Track Salary Offers 2021-2022-Matched Subsample**  
**Fall 2020 Average Reported Expected Offer: \$128,466**  
**Fall 2021 Average Reported Actual Offer: \$138,114**



**Figure 3**  
**Expected and Actual Salary Non-Tenure Track Offers 2021-2022-- All Respondents**  
**Fall 2020 Average Reported Expected Offer: \$75,281**  
**Fall 2021 Average Reported Actual Offer: \$82,137**



**Figure 4**  
**Expected and Actual Salary Non-Tenure Track Offers 2021-2022-- Matched Subsample**  
**Fall 2020 Average Reported Expected Offer: \$79,800**  
**Fall 2021 Average Reported Actual Offer: \$79,621**



**Table 12**  
**Supply of and Demand for New Ph.D.s by Respondents**  
**for the 2022-23 Academic Year**

Field of Specialization	Tenure-Track Demand for 2022-2023	Non-Tenure Track Demand for 2022-2023	Percent of Demand	Supply for 2022-2023	Percent of Supply
1. General Economics	20	26.5	24.0%	86	18.7%
2. Method and History of Thought	1	0	0.5%	9	2.0%
3. Math. & Quantitative Methods	6.5	4.5	5.7%	26	5.7%
4. Microeconomics	13	4	8.8%	42	9.1%
5. Macro/Monetary Economics	18	11	14.9%	85	18.5%
6. International Economics	5	0	2.6%	29	6.3%
7. Financial Economics	5	1	3.1%	7	1.5%
8. Public Economics	2.5	0	1.3%	18	3.9%
9. Health, Education, & Welfare Economics	7.5	1	4.4%	37	8.0%
10. Labor & Demographic Economics	8	0	4.1%	56	12.2%
11. Law & Economics	1	1	1.0%	2	0.4%
12. Industrial Organization	7	0	3.6%	23	5.0%
13. Business Administration	0	2	1.0%	0	0.0%
14. Economic History	0	1	0.5%	4	0.9%
15. Economic Development	2.5	1	1.8%	33	7.2%
16. Economic Systems	0	0	0.0%	0	0.0%
17. Agricultural & Natural Resource	4.5	0	2.3%	13	2.8%
18. Urban, Rural, & Regional Economics	2.5	0	1.3%	8	1.7%
19. Other Special Topics	2	1	1.5%	15	3.3%
Not Reported	32	2	17.5%	-	-
Total	138	56	100.0%	460	100.0%

**Table 13**  
**Expected Tenure Track Hires for 2022-23 by Type of Institution and Field of Specialization**

	Ph.D. Degree Granting Institutions	Top 30*	Bachelor's & Master's Degree Granting Institutions	All Institutions
1. General Economics	15	6	5	20
2. Method & History of Thought	0	0	1	1
3. Math. & Quantitative Methods	6.5	2	0	6.5
4. Microeconomics	12	2	1	13
5. Macro/Monetary Economics	12	3	6	18
6. International	3	0	2	5
7. Financial Economics	3	0	2	5
8. Public Economics	1.5	1	1	2.5
9. Health, Education, & Welfare Economics	6.5	0	1	7.5
10. Labor & Demographic Economics	6	1	2	8
11. Law & Economics	1	0	0	1
12. Industrial Organization	5	1	2	7
13. Business Administration	0	0	0	0
14. Economic History	0	0	0	0
15. Economic Development	2.5	0	0	2.5
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource Economics	4.5	0	0	4.5
18. Urban, Rural, & Regional Economics	1.5	0	1	2.5
19. Other Special Topics	2	0	0	2
Not Reported	7	4	0	32
Total	89	20	24	138

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\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.

**Table 14**  
**Expected Non-Tenure Track Hires for 2022-23 by Type of Institution and Field of Specialization**

	Ph.D. Degree Granting Institutions	Top 30*	Bachelor's & Master's Degree Granting Institutions	Total
1. General Economics	17.5	2.5	9	26.5
2. Method & History of Thought	0	0	0	0
3. Math. & Quantitative Methods	2.5	1.5	2	4.5
4. Microeconomics	2	0	2	4
5. Macro/Monetary Economics	8	0	3	11
6. International	0	0	0	0
7. Financial Economics	0	0	1	1
8. Public Economics	0	0	0	0
9. Health, Education, & Welfare Economics	1	0	0	1
10. Labor & Demographic Economics	0	0	0	0
11. Law & Economics	0	0	1	1
12. Industrial Organization	0	0	0	0
13. Business Administration	0	0	2	2
14. Economic History	1	0	0	1
15. Economic Development	0	0	1	1
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource Economics	0	0	0	0
18. Urban, Rural, & Regional Economics	0	0	0	0
19. Other Special Topics	1	0	0	1
Not Reported	2	1	0	2
Total	35	5	21	56

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\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.



**Table 15**  
**Demographics of New Ph.D.s Seeking Employment in 2022-23 Academic Year**

Demographic Category	Number Seeking Employment	Percent Seeking Employment
Male	304	66.4%
Female	154	33.6%
American Indian or Alaska Native	0	0.0%
Asian	145	39.2%
Black or African American	21	5.7%
Hispanic or Latino	25	6.8%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	141	38.1%
Other race or ethnicity	38	10.3%

\*The gender and racial/ethnic compositions only span the respondents who provided this information.

**Table 16**  
**New Ph.D.s Seeking Employment for 2022-23**  
**By Type of Degree Granting Institution and Field of Specialization<sup>1</sup>**

	Other Ph.D. Degree Granting Institutions	Top 30	All Institutions	Percent of Supply
1. General Economics	51	35	86	18.7%
2. Method & History of Thought	1	8	9	2.0%
3. Math. & Quantitative Methods	18	8	26	5.7%
4. Microeconomics	33	9	42	9.1%
5. Macro/Monetary Economics	63	22	85	18.5%
6. International	17	12	29	6.3%
7. Financial Economics	6	1	7	1.5%
8. Public Economics	12	6	18	3.9%
9. Health, Education, & Welfare Economics	34	3	37	8.0%
10. Labor & Demographic Economics	36	20	56	12.2%
11. Law & Economics	1	1	2	0.4%
12. Industrial Organization	16	7	23	5.0%
13. Business Administration	0	0	0	0.0%
14. Economic History	3	1	4	0.9%
15. Economic Development	24	9	33	7.2%
16. Economic Systems	0	0	0	0.0%
17. Agricultural & Natural Resource Economics	6	7	13	2.8%
18. Urban, Rural, & Regional Economics	7	1	8	1.7%
19. Other Special Topics	4	11	15	3.3%
More than 1 Specialization*	29	4	33	
Total	303	157	460	100%

\* Fields 1-19 sum to an amount greater than the Total; More than 1 Specialization accounts for this disparity (ie. Total = sum of Fields 1 to 19 minus More than 1 Specialization).

<sup>1</sup> Number of institutions responding 53; number of Top 30 institutions responding, 10.

### **III. Salary, Research, and Other Financial Support**

**Expected Salary Offer for 2022-23.** Responses from 42 institutions indicate that the average expected salary offer for new tenure track Ph.Ds. for the 2022-23 academic year is \$143,250 a 2.8 percent increase from the actual offer for the 2021-22 academic year for the sample of institutions. See Figures 5, 6, 7, 8 for a distribution of salary offers by type of institution.

Responses from 30 institutions indicate that the average expected salary offer for new non tenure track Ph.Ds. for the 2022-23 academic year is \$86,250, a 5.0 percent increase from the actual offer for the 2021-22 academic year for the sample of institutions. See Figure 9 for distribution of salary offers.

For Ph.D. Degree granting institutions, 100.0 percent of expected offers to new tenure track Ph.Ds. are above \$80,000; while for institutions offering Bachelor's and Master's degrees, 87.5 percent of expected offers to new tenure track Ph.Ds. exceed \$80,000. On the other hand, for Ph.D. Degree granting institutions hiring new non-tenure track Ph.Ds., 75.0 percent of expected offers are above \$80,000; while for institutions offering Bachelor's and Master's degrees, 27.3 percent of expected offers to new non-tenure track Ph.Ds. exceed \$80,000.

**2021-22 Research Support in the Market for New Tenure Track Ph.Ds.** For tenure track assistant professors hired for the 2021-22 academic year, summer support was available more often from Ph.D. Degree granting institutions than from others (77.5 percent vs. 66.7 percent). The average summer support as a percentage of nine-month salary offers (13.7 percent vs. 12.9 percent) was also higher for Ph.D. Degree granting institutions. A startup package was offered by 84.6 percent of Ph.D. Degree granting institutions and was offered by 83.3 percent of other institutions. The average startup package at Ph.D. Degree granting institutions was \$31,871 and was \$26,650 at other institutions. The average teaching load is lower in Ph.D. Degree granting institutions compared to non-Ph.D. Degree granting institutions (3 vs. 5 semester courses per year). New faculty members are more likely to get a teaching load reduction in Ph.D. Degree granting institutions compared to non-Ph.D. Degree granting institutions (89.7 percent vs. 42.9 percent).

**2021-22 Research Support in the Market for New Non-Tenure Track Ph.Ds.** For non-tenure track assistant professors hired for the 2021-22 academic year, a startup package was offered by 35.1 percent of responding institutions. The average startup package at Ph.D. Degree granting institutions was \$9,400.

**2021-22 Other Support of New Tenure Track Ph.Ds.** Moving expenses were paid by 93.2 percent of all respondents, but housing allowances are offered by only 15.9 percent of respondents.

Of the institutions responding, 66.7 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 7.6 percent by the employer and 5.0 percent by the employee. Full vesting at the time of hire occurs 43.9 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average

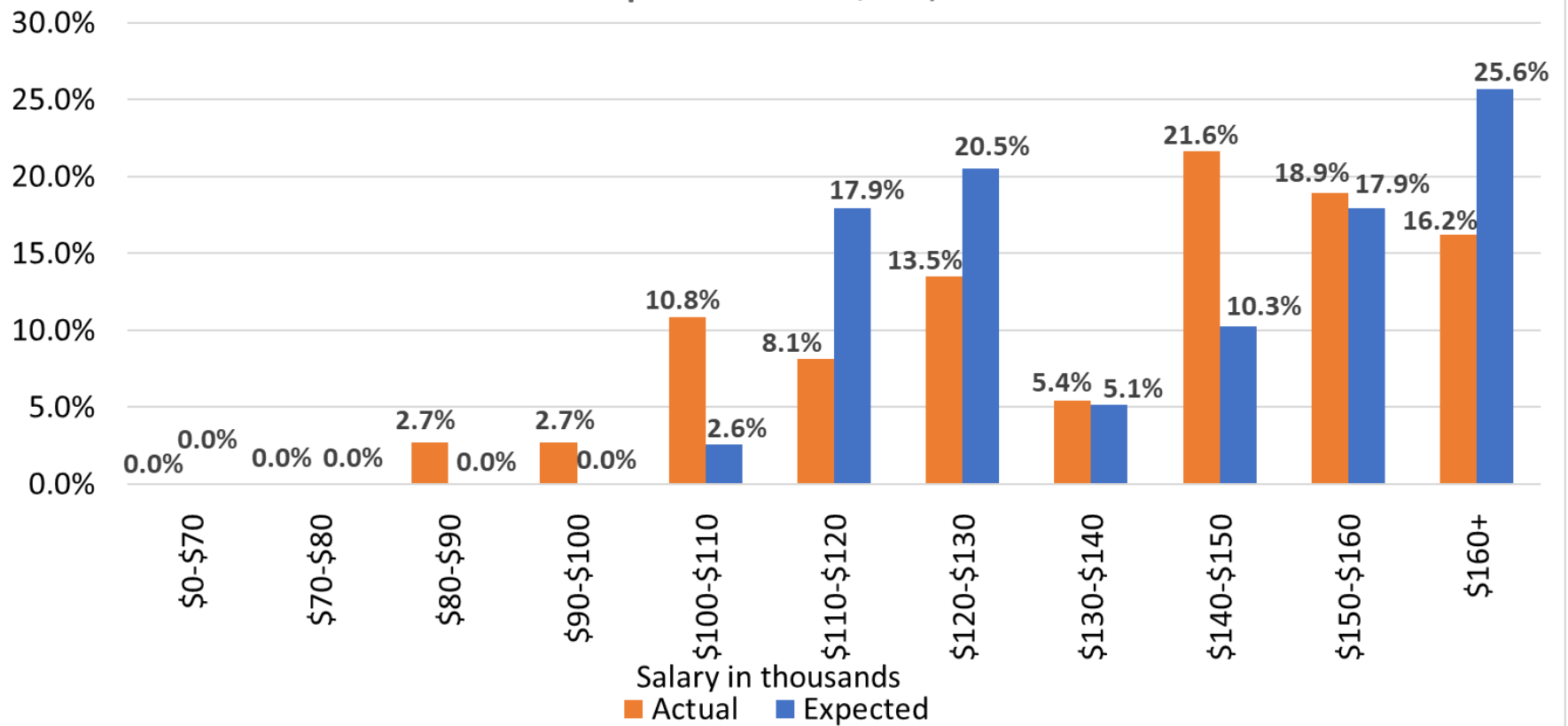
wait of 3.8 years. No cost life insurance, with an average face value of \$168,500 was offered by 69.0 percent of the employers.

The tenure clock was permitted to be stopped for the birth or adoption of a child by 95.7 percent of respondents and for the birth only by an additional 2.2 percent of the respondents. For 95.3 percent of the departments that stop the tenure clock, it is a formal policy. A higher percentage of Bachelor's and Master's Degree granting institutions stop the tenure clock than do Ph.D. Degree granting institutions (100.0 percent vs. 96.1 percent).

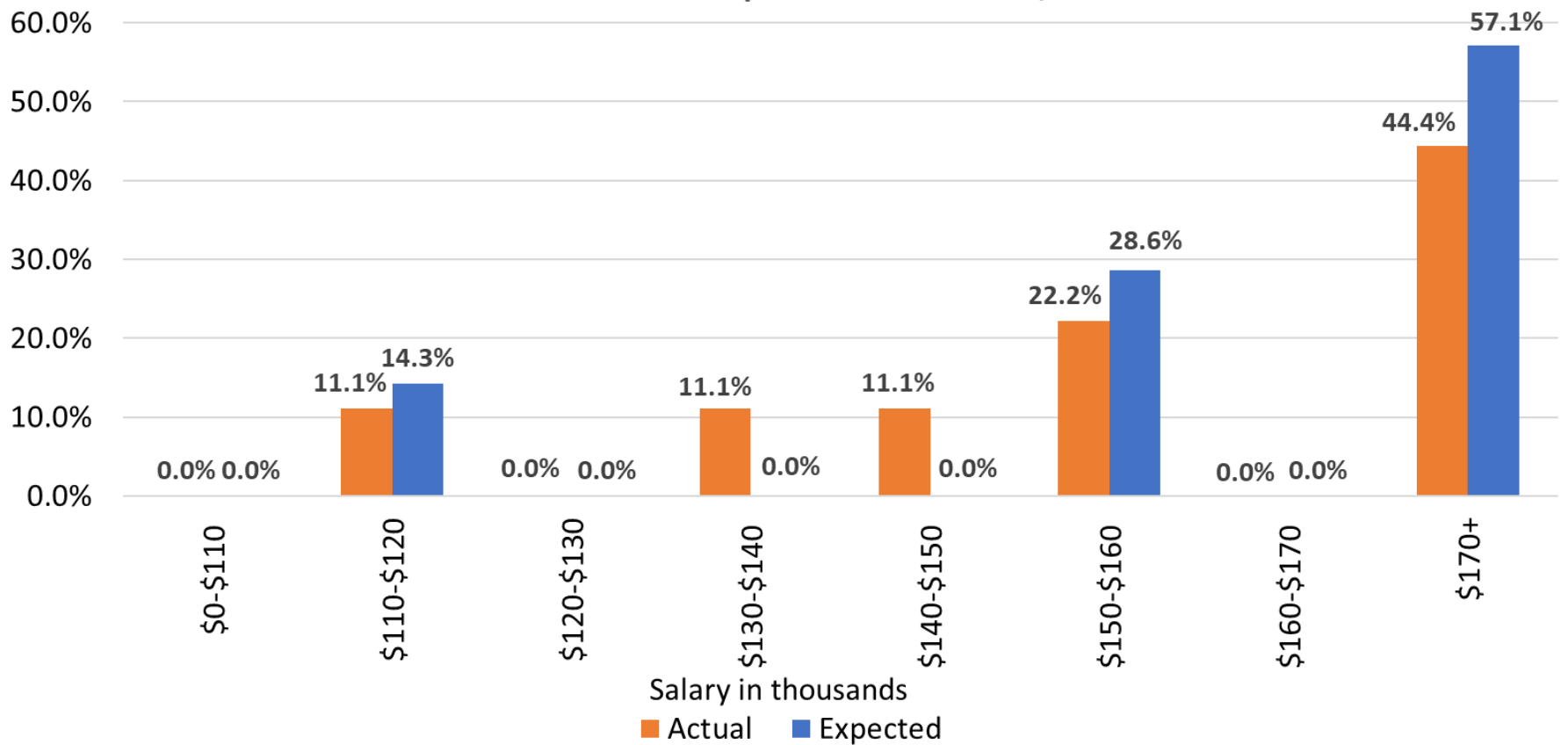
**2021-22 Other Support of New Non-Tenure Track Ph.Ds.** Moving expenses were paid by 56.8 percent of all respondents, but only housing allowances were only offered by 2.8 percent of respondents.

Of the institutions responding, 77.8 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 8.1 percent by the employer and 4.6 percent by the employee. Full vesting at the time of hire occurs 50.0 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average wait of 3.6 years. No cost life insurance, with an average face value of \$108,133 was offered by 61.8 percent of the employers.

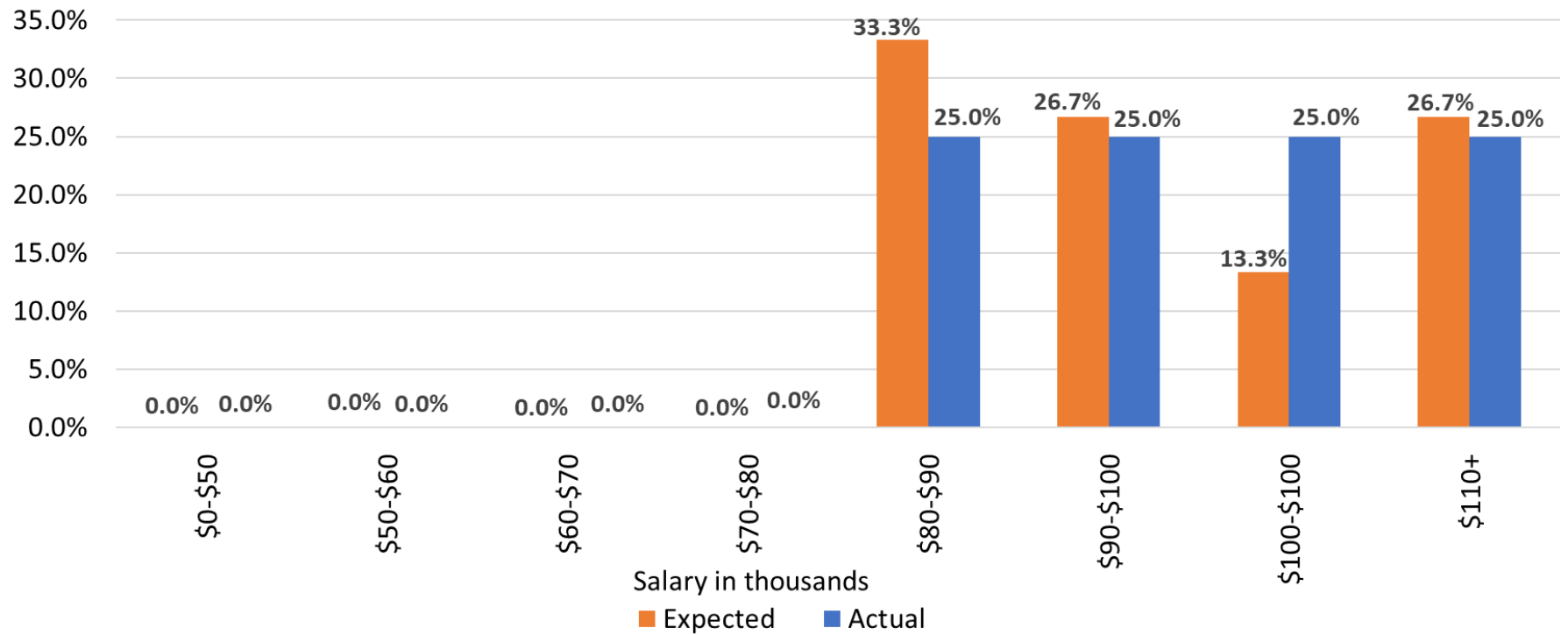
**Figure 5**  
**Actual Salary Offers for 2021-22 & Expected Salary Offers for 2022-23**  
**for New Tenure Track Ph.Ds.**  
**All Ph.D. Degree Granting Institutions**  
**Mean Actual Offer: \$139,293**  
**Mean Expected Offer: \$143,250**



**Figure 6**  
**Actual Salary Offers for 2021-22 & Expected Salary Offers for 2022-23**  
**for New Tenure Track Ph.Ds.**  
**Top 30 Institutions**  
**Mean Actual Offer: \$159,111**  
**Mean Expected Offer: \$169,857**



**Figure 7**  
**Actual Salary Offers for 2021-22 & Expected Salary Offers for 2022-23**  
**for New Tenure Track Ph.Ds.**  
**Bachelor and Master Degree Granting Institutions**  
**Mean Actual Offer: \$107,176**  
**Mean Expected Offer: \$98,933**

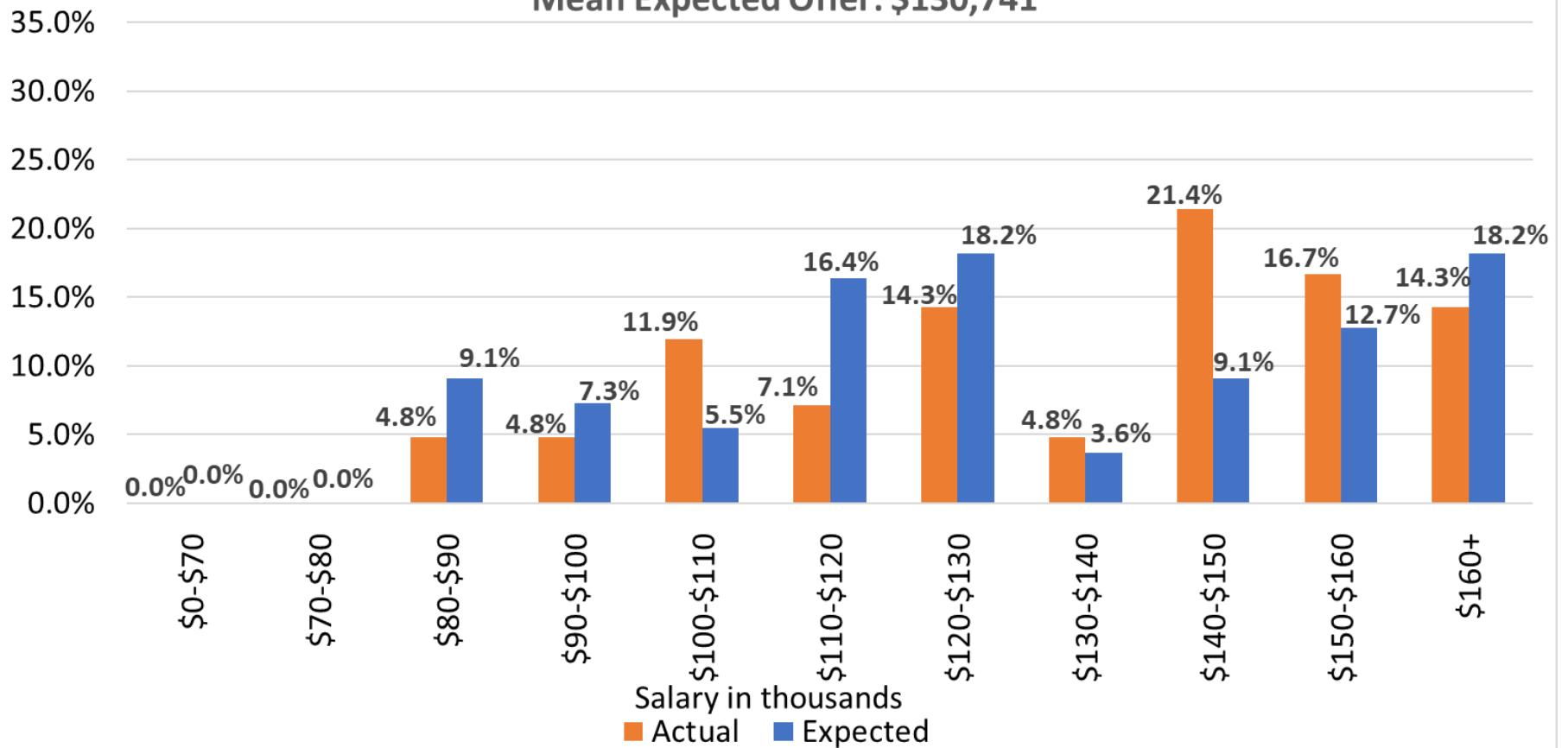


**Figure 8**  
**Actual Salary Offers for 2021-22 & Expected Salary Offers for 2022-23**  
**for New Tenure Track Ph.Ds.**

**All Institutions**

**Mean Actual Offer: \$135,775**

**Mean Expected Offer: \$130,741**



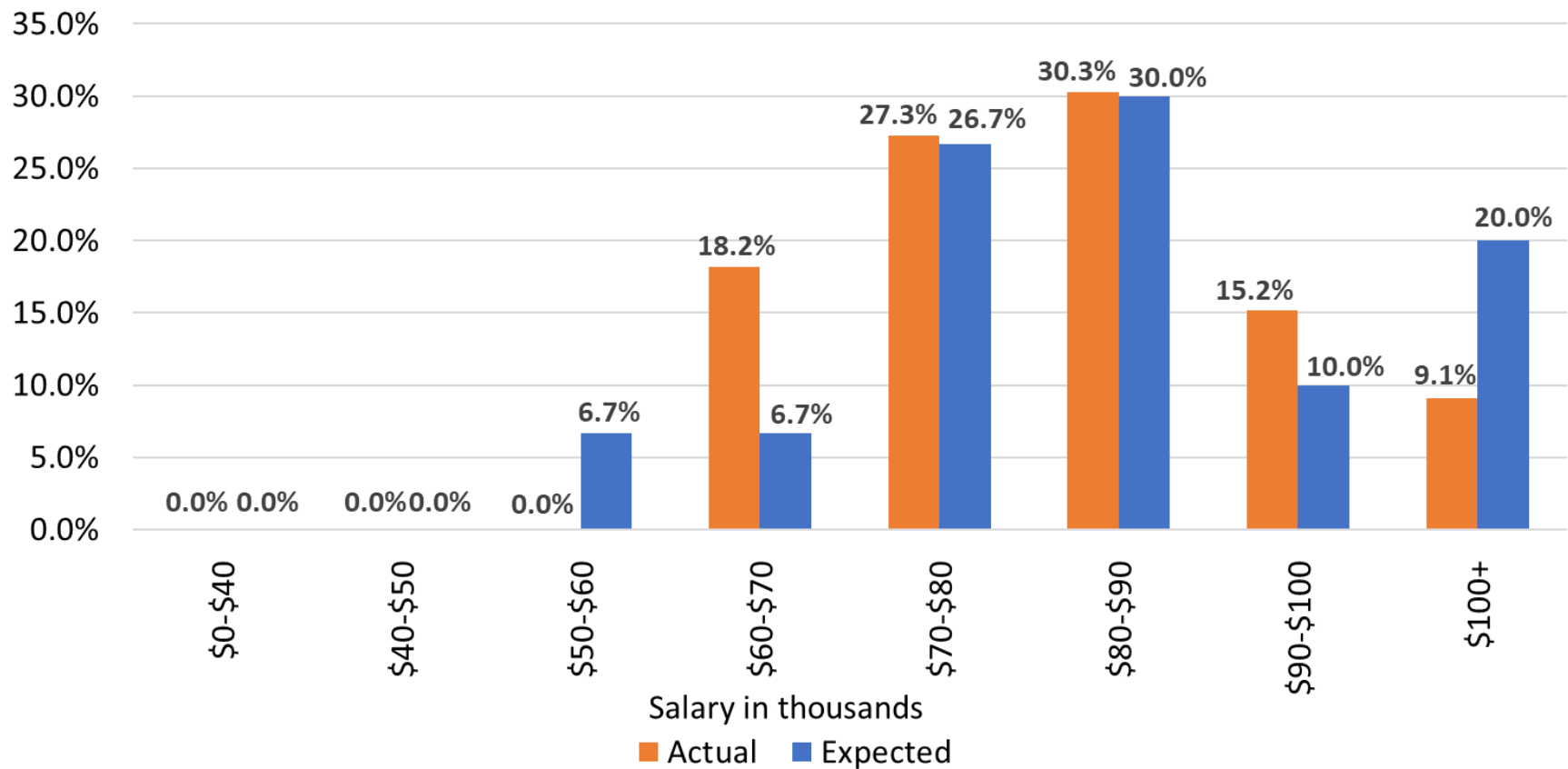


**Figure 9**  
**Actual Salary Offers for 2021-22 & Expected Salary Offers for 2022-23**  
**for New Non-Tenure Track Ph.Ds.**

**All Institutions**

**Mean Actual Offer: \$82,137**

**Mean Expected Offer: \$86,250**



## Summary of Findings

### Explanatory Notes

1. The response rate varies by question. The number responding to a given question is reported, where appropriate as “Number Responding” or “N=”.
2. Twelve-month salary data were converted to nine-month equivalents. Non-U.S. salaries are expressed in U.S. dollars.
3. Where denoted by ‘\*’, Top 30 institutions represent a subset of the Ph.D. Degree Granting Institutions
4. The Journal of Economic Literature subject index was used to classify areas of specialization. When combined fields of specialization were cited (e.g., micro/industrial organization/labor), the fields were given split values.

Item	All Ph.D. Degree Granting Institutions	Top 30 Institutions	Bachelor’s & Master’s Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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#### Distribution of Respondent Institutions by Highest Degree Offered:

Number of Questionnaires Returned	81	18	62	144
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### I. Hiring and Compensation in the Market for New Tenure Track Ph.Ds. in the Labor Market for 2021-22

Q1. Is your economics department lodged within a business school or college of business?

Percent “Yes”	22.2%	5.6%	30.6%	25.7%
N=	81	18	62	144

Q2. How many new tenure track Ph.D. candidates did you hire for appointment in the 2021-22 academic year?

New Hires for 2021-22	63	18	16	101
N Hiring=	42	12	11	54

See Table 1 for distribution of hires by hiring institution.

b. Did COVID-19 impact the number of new tenure track Ph.D.s or Ph.D. candidates hires for appointment in the 2021-2022 academic year?

Yes, more hires occurred than anticipated prior to COVID	0%	0%	0%	0%
Yes, fewer hires occurred than anticipated prior to COVID	20%	27.3%	0%	16.7%
No	80%	73.7%	100%	83.3%
N =	40	11	8	48

- Q3. Breakdown by institution of origin and **primary** field of specialization.  
 See Table 2 for distribution of new hires by primary field of specialization.  
 See Table 3 for distribution of degree granting institutions of new hires.  
 See Table 4 for demographics of new hires by institution

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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- Q4. For a new tenure track Ph.D. with degree-in-hand, what DID you offer as a 9-month salary for appointment in the 2021-22 academic year? If this varied across people, please give an average.

<\$60,000	0	0	0	0
>\$60,000 to \$65,000	0	0	0	0
>\$65,000 to \$70,000	0	0	0	0
>\$70,000 to \$75,000	0	0	0	0
>\$75,000 to \$80,000	0	0	0	0
>\$80,000 to \$85,000	0	0	1	1
>\$85,000 to \$90,000	1	0	0	1
>\$90,000 to \$95,000	0	0	0	0
>\$95,000 to \$100,000	2	0	1	3
>\$100,000 to \$105,000	2	0	0	2
>\$105,000 to \$110,000	1	0	1	2
>\$110,000 to \$115,000	3	1	0	3
>\$115,000 to \$120,000	1	0	0	2
>\$120,000 to \$125,000	3	0	0	3
>\$125,000 to \$130,000	2	0	0	2
>\$130,000 to \$135,000	1	1	0	1
>\$135,000 to \$140,000	2	0	0	2
>\$140,000 to \$145,000	5	1	1	6
>\$145,000 to \$150,000	6	2	0	6

>\$150,000 to \$155,000	2	0	0	2
>\$155,000 to \$160,000	0	0	0	0
>\$160,000 to \$165,000	0	0	0	0
>\$165,000 to \$170,000	0	0	0	0
>\$170,000	6	4	0	6
MEAN	\$139,293	\$159,111	\$107,176	\$135,775
STD DEV	\$27,540	\$26,849	\$24,281	\$28,393
MIN	\$89,000	\$115,000	\$84,000	\$84,000
MAX	\$200,000	\$195,000	\$140,500	\$200,000

Also see Figures 1 through 8.

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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Q5. For new tenure track assistant professors hired for the 2021-22 academic year, did you offer summer research support?

a. Yes [ ] No [ ]

Percent offering support	77.5%	90.0%	66.7%	76.1%
N=	40	10	6	46

b. If YES, for how many summers was support offered?

Average No. of Summers	2.7	3.9	2.7	2.7
N=	26	7	3	29

c. For any summer research support, what percentage of the academic year salary was offered?

As a percent of 9 months	13.7%	14.2%	12.9%	13.5%
N=	11	3	3	14

Q6. For new tenure track assistant professors hired for the 2021-22 academic year, did you offer:

a. Moving expenses to your university?

Percent "Yes"	94.7%	100.0%	83.3%	93.2%
N=	38	9	6	44
Mean Amount	\$6,159	\$6,214	\$5,400	\$6,019
N=	22	7	5	27

b. A startup package?

Percent "Yes"	84.6%	100.0%	83.3%	84.4%
N=	39	9	6	45
Mean Amount	\$31,871	\$69,000	\$26,650	\$30,783
N=	19	5	5	24

c. Housing allowance or any other type of housing or home purchase subsidy?

Percent "Yes"	13.2%	33.3%	33.3%	15.9%
N=	38	9	6	44
Mean Amount	\$36,667	\$0	\$0	\$25,000
N=	3	-	-	5

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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Q7. Does your university or institution offer the TIAA-CREF pension plan?

Percent "Yes"	61.5%	77.8%	100.0%	66.7%
N=	39	9	6	45

Q8. What percentage of the new tenure track assistant professor salary is required as a contribution to your university's pension plan by:

a. The university or institution:

Percent	7.5%	6.3%	8.2%	7.6%
N=	32	7	5	37

b. The new employee:

Percent	5.4%	4.2%	2.6%	5.0%
N=	30	6	5	35

Q9. When does full vesting occur in this pension plan?

a. At time of hire [ ] or later?

Percent at time of hire	45.7%	33.3%	33.3%	43.9%
N=	35	9	6	41

b. If later, when? \_\_\_\_\_ years.

Mean years when later	4.0	2.7	2.8	3.8
N=	16	5	4	20

Q10. Does your institution offer a term life insurance package at no cost to the new tenure track assistant professor?

Percent "Yes"	66.7%	87.5%	83.3%	69.0%
N=	36	8	6	42

a. If YES, what is its face value?

Mean Face Value	\$168,500	\$157,500	-	\$168,500
N=	13	5	0	13

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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Q11. a. Does your institution permit faculty to stop the tenure clock if a faculty member has a baby or adopts?

Percent "Yes, for birth of child"	1.2%	5.6%	0.0%	2.2%
Percent "Yes, for birth or adoption of child"	94.9%	90.0%	100.0%	95.7%
N=	39	10	7	46

a. \_\_\_\_ women stopped the tenure clock in the past 10 years out of the \_\_\_\_ who have been eligible to do so.

Stopped Clock/Eligible	62/110	22/44	3/3	65/113
N=	33	9	4	37

a. \_\_\_\_ men stopped the tenure clock in the past 10 years out of the \_\_\_\_ who have been eligible to do so.

Stopped Clock/Eligible	69/216	16/63	9/16	78/232
N=	32	8	4	36

b. If faculty have the option to stop the tenure clock, is it a [ ] formal policy or an [ ] informal policy?

Percent "formal policy"	94.6%	88.9%	100.0%	95.3%
N=	37	9	6	43

c. If your institution has a stop the clock policy, what is the maximum number of times the clock can be stopped?

Average times	2.2	2.2	1.7	2.0
No maximum	21.7%	0.0%	0.0%	20.8%
N=	23	9	6	43

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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d. If the tenure clock is stopped, tenure review committee members are:

☐ instructed to make their evaluation based on the actual number of years the candidate was on probation.

☐ instructed to make their evaluation based on the actual number of years of probation minus the number of years that the clock was stopped.

☐ allowed to use their own judgment on how to factor a stopped tenure clock into their evaluation.

Percent "actual number of years of probation"	8.1%	22.2%	25.0%	9.8%
Percent "actual number of years minus stopped clock"	56.8%	55.6%	25.0%	53.7%
Percent "use own judgment"	35.1%	22.2%	50.0%	36.6%
N=	37	9	4	41

Q12. What is the normal teaching load in total courses for the academic year (quarter system course-loads converted to semesters)?

Mean Courses per Year	3	3	5	4
N=	32	7	6	38

a. Does your institution have a semester, quarter, or trimester system?

Percent Semester System	89.7%	77.8%	100.0%	91.3%
Percent Quarter System	7.7%	22.2%	0.0%	6.5%
Percent Trimester System	2.6%	0.0%	0.0%	2.2%
N=	39	9	7	46



Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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Q13. Does an incoming junior tenure track faculty member typically get any reduction from this normal load?

Percent "Yes"	89.7%	100.0%	42.9%	82.6%
N=	39	9	7	46

a. Number of courses reduced?

Mean Courses Reduced	1	1	1	1
N=	35	9	3	38

b. For how many years?

Mean Number of Years	3	3	1	2
N=	34	9	3	37

## II. Hiring and Compensation in the Market for New Non-Tenure Track Ph.Ds. in the Labor Market for 2021-22

Q14. How many new non-tenure track Ph.D. candidates did you hire for appointment in the 2021-22 academic year?

New Hires for 2021-22	43	8	19	62
N Hiring=	27	5	12	39

See Table 5 for distribution of hires by hiring institution.

b. Did COVID-19 impact the number of new non-tenure track Ph.D.s or Ph.D. candidates hires for appointment in the 2021-2022 academic year?

Yes, more hires occurred than anticipated prior to COVID	3.7%	0%	17%	7.7%
Yes, fewer hires occurred than anticipated prior to COVID	25.9%	16.7%	33.3%	28.2%
No	70.4%	83.3%	49.7%	61.5%
N =	27	6	12	39

Q15. Breakdown by institution of origin and **primary** field of specialization.

See Table 6 for distribution of new hires by primary field of specialization.

See Table 7 for distribution of degree granting institutions of new hires.

See Table 8 for demographics of new hires by institution

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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Q16. For a new non-tenure track Ph.D. with degree-in-hand, what DID you offer as a 9-month salary for appointment in the 2021-22 academic year? If this varied across people, please give an average.

<\$45,000	0	0	0	0
>\$45,000 to \$50,000	0	0	0	0
>\$50,000 to \$55,000	0	0	0	0
>\$55,000 to \$60,000	2	1	0	2
>\$60,000 to \$65,000	2	0	0	2
>\$65,000 to \$70,000	0	0	5	5
>\$70,000 to \$75,000	2	0	1	3
>\$75,000 to \$80,000	7	1	1	8
>\$80,000 to \$85,000	4	1	0	4
>\$85,000 to \$90,000	3	1	1	4
>\$90,000 to \$95,000	1	0	0	1
>\$95,000 to \$100,000	1	0	1	2
>\$100,000	2	1	0	2
MEAN	\$84,360	\$87,600	\$76,211	\$82,137
STD DEV	\$19,560	\$23,797	\$10,918	\$17,843
MIN	\$60,000	\$60,000	\$67,000	\$60,000
MAX	\$150,000	\$125,000	\$98,400	\$150,000

Also see Figure 9.

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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Q17. For new non-tenure track assistant professors hired for the 2021-22 academic year, did you offer:

d. Moving expenses to your university?

Percent "Yes"	57.7%	80.0%	54.5%	56.8%
N=	26	5	11	37
Mean Amount	\$4,150	\$4,250	\$2,980	\$3,760
N=	10	4	5	15

e. A startup package?

Percent "Yes"	46.2%	40.0%	9.1%	35.1%
N=	26	5	11	37
Mean Amount	\$9,714	-	\$7,200	\$9,400
N=	7	-	1	8

f. Housing allowance or any other type of housing or home purchase subsidy?

Percent "Yes"	4.0%	0.0%	0.0%	2.8%
N=	25	5	11	36
Mean Amount	-	-	-	-
N=	-	-	-	-

Q18. Does your university or institution offer the TIAA-CREF pension plan?

Percent "Yes"	72.0%	100.0%	90.9%	77.8%
N=	25	5	11	36

Q19. What percentage of the new non-tenure track assistant professor salary is required as a contribution to your university's pension plan by:

c. The university or institution:

Percent	7.6%	6.2%	9.4%	8.1%
N=	22	3	7	29

d. The new employee:

Percent	4.4%	4.3%	5.1%	4.6%
N=	22	3	7	29

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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Q20. When does full vesting occur in this pension plan?

c. At time of hire [ ] or later?

Percent at time of hire	54.2%	25.0%	40.0%	50.0%
N=	24	4	10	34

d. If later, when? \_\_\_\_\_ years.

Mean years when later	4.6	3.0	2.3	3.6
N=	8	2	6	14

Q21. Does your institution offer a term life insurance package at no cost to the new non-tenure track assistant professor?

Percent "Yes"	65.2%	100.0%	54.5%	61.8%
N=	23	4	11	34

b. If YES, what is its face value?

Mean Face Value	\$118,500	\$88,750	\$66,667	\$108,133
N=	12	4	3	15

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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### III. Demand for Ph.Ds. for 2022-23

Q22. Please estimate the number of **new tenure track Ph.Ds.** you expect to hire for the **2022-23 academic year.**

a. Total expected new Ph.D. hires.

Total Expected Hires	89	20	24	138
N Hiring	53	12	18	72

b. Distribution of new Ph.D. hires by primary field of specialization.

See Tables 12 and 13 for the distribution of expected hires by primary field of specialization.

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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Q23. For a **new tenure track Ph.D. with degree-in-hand**, what is the 9-month salary you **EXPECT** to offer **for the 2022-23 academic year**?

<\$60,000	0	0	0	0
>\$60,000 to \$65,000	0	0	0	0
>\$65,000 to \$70,000	0	0	0	0
>\$70,000 to \$75,000	0	0	0	0
>\$75,000 to \$80,000	0	0	2	2
>\$80,000 to \$85,000	0	0	2	2
>\$85,000 to \$90,000	0	0	2	2
>\$90,000 to \$95,000	0	0	3	3
>\$95,000 to \$100,000	0	0	0	0
>\$100,000 to \$105,000	1	0	2	3
>\$105,000 to \$110,000	4	0	2	6
>\$110,000 to \$115,000	3	1	0	3
>\$115,000 to \$120,000	4	0	1	5
>\$120,000 to \$125,000	4	0	1	5
>\$125,000 to \$130,000	1	0	0	1
>\$130,000 to \$135,000	1	0	0	1
>\$135,000 to \$140,000	1	0	0	1
>\$140,000 to \$145,000	3	0	1	4
>\$145,000 to \$150,000	7	2	0	7
>\$150,000 to \$155,000	0	0	0	0
>\$155,000 to \$160,000	2	0	0	2
>\$160,000 to \$165,000	0	0	0	0
>\$165,000 to \$170,000	0	0	0	0
>\$170,000	8	4	0	8
MEAN	\$143,250	\$166,857	\$100,250	\$130,741
STD DEV	\$28,119	\$30,454	\$17,916	\$32,157
MIN	\$105,000	\$115,000	\$80,000	\$80,000
MAX	\$200,000	\$200,000	\$145,000	\$200,000

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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Q24. Please estimate the number of **new non-tenure track Ph.Ds.** you expect to hire for the **2022-23 academic year.**

a. Total expected new Ph.D. hires.

Total Expected Hires	35	5	21	56
N Hiring	27	4	16	43

b. Distribution of new Ph.D. hires by primary field of specialization.

See Tables 12 and 14 for the distribution of expected hires by primary field of specialization.

Q25. For a **new non-tenure track Ph.D. with degree-in-hand**, what is the 9-month salary you **EXPECT** to offer **for the 2022-23 academic year?**

<\$45,000	0	0	0	0
>\$45,000 to \$50,000	1	0	0	1
>\$50,000 to \$55,000	1	0	0	1
>\$55,000 to \$60,000	0	0	0	0
>\$60,000 to \$65,000	1	0	1	2
>\$65,000 to \$70,000	0	0	3	3
>\$70,000 to \$75,000	1	0	3	4
>\$75,000 to \$80,000	3	0	1	4
>\$80,000 to \$85,000	2	0	1	3
>\$85,000 to \$90,000	2	0	2	4
>\$90,000 to \$95,000	2	0	0	2
>\$95,000 to \$100,000	2	1	0	2
>\$100,000	4	0	0	4
MEAN	\$92,263	\$100,000	\$75,864	\$86,250
STD DEV	\$27,533	-	\$7,804	\$23,583
MIN	\$50,000	\$100,000	\$65,000	\$50,000
MAX	\$150,000	\$100,000	\$90,000	\$150,000

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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Q26. If you are not hiring **new Ph.Ds. for the 2022-23 academic year**, please indicate the **primary reason** why you are not hiring.

No Vacant Positions	43.8%	50.0%	47.1%	45.5%
Budget problems (long-term)	21.9%	0.0%	20.6%	21.2%
Temporary budgetary limits due to COVID-19	21.9%	50.0%	5.9%	13.6%
Falling Enrollments	0.0%	0.0%	8.8%	4.5%
Seeking Senior Hires	9.4%	0.0%	0.0%	4.5%
Other	3.1%	0.0%	17.6%	10.6%
N	32	4	34	66

a. How many years do you expect COVID to impact hiring? [Enter 1 year if only the 2022-2023 academic year will be impacted]

1 Year: 2022-2023	71.4%	100.0%	100.0%	77.8%
2 Years: 2022 to 2024	14.3%	0.0%	0.0%	11.1%
3 or more Years: 2025+	14.3%	0.0%	0.0%	11.1%
N	7	2	2	9

Q27. What is the highest degree offered by your institution?  
See **Distribution of Respondent Institutions by Highest Degree Offered**, above.

#### IV. Results of the 2021-22 New Ph.D. Market and Expected Supply for 2022-23.

Q28. How many candidates from your department sought employment for the 2021-22 academic year (or, for the year 2020)?

Number of Job Seekers	586	174		586
From Number of Depts.	74	14		74

Q29. Of the Ph.D. candidates from your department who sought employment for the 2021-22 academic year (or for 2020), how many actually found employment by August 31, 2020?

Number	513	161		513
Percent of Job Seekers	87.5%	92.5%		87.5%
From Number of Depts.	74	14		74



Q30. What was the distribution of employment across academic and non-academic positions?

Academic	54.0%	54.7%		54.0%
Non-Academic	46.0%	45.3%		46.0%

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non- Academic & Unclassified)
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Demographics of candidates who sought and found employment in the 2021-2022 academic year. Presented as Number Successful Employed/ Number Who Sought Employment. Also see Table 9.

Male	295/349	100/111		295/349
Female	160/186	41/48		160/186
American Indian or Alaska Native	-/-	-/-		-/-
Asian	148/188	44/45		148/188
Black or African American	18/21	-/-		18/21
Hispanic or Latino	18/26	3/4		18/26
Native Hawaiian or Other Pacific Islander	-/-	-/-		-/-
White	142/164	37/38		142/164
Other race or ethnicity	14/20	4/4		14/20

Q31. Please estimate the number of Ph.D. candidates from your department who will be seeking employment for the 2022-23 academic year.

Number of Job Seekers	460	157		460
From Number of Depts.	53	10		53

Male	66.1%	48.4%	304	66.1%
Female	33.5%	27.4%	154	33.5%
American Indian or Alaska Native	0.0%	0.0%	0	0.0%
Asian	31.5%	19.7%	145	31.5%
Black or African American	4.6%	0.6%	21	4.6%
Hispanic or Latino	5.4%	5.1%	25	5.4%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0	0.0%
White	30.7%	13.4%	141	30.7%
Other race or ethnicity	8.3%	10.2%	38	8.3%

Q32. How many of the candidates listed above are holdovers from the 2021-22 market who could not get a permanent position?

Number of Holdovers	20	4		20
Percent of Job Seekers	4.3%	2.5%		4.3%