

**SURVEY OF THE LABOR MARKET  
FOR NEW PH.D. HIRES IN ECONOMICS  
2024-2025**



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*Center for Business & Economic Research*

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FOR NEW PH.D. HIRES IN ECONOMICS  
2024-25**

**SUMMARY OF RESULTS**

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**SURVEY OF THE LABOR MARKET  
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2024-25**

This year, the survey questionnaire was sent to 549 organizations. Questionnaires were returned by 136 organizations (24.8 percent). Of this year's responses, 80 (58.8 percent) were from those who responded to the last survey conducted for the 2023-24 academic year. Among the academic institutions responding, the distribution of highest degrees offered was as follows: Ph.D.—44.9 percent; Master's—8.1 percent and Bachelor's—45.6 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 2023-24**

Fifty-two departments reported 410 new Ph.D.s who sought employment for the 2023-24 academic year. Of these job seekers, 383 (93.4 percent) were successful. Within the reported supply, 175 (45.7 percent) were from 12 of the Top 30 departments responding to the question. Among the successful job seekers, 57.7 percent found employment in academic institutions as compared to 47.8 percent in the 2022-23 year. The COVID-19 pandemic saw 7 institutions, 5.1 percent of responding institutions, report that they had fewer hires than they anticipated prior to COVID. 64.7 percent of job seekers for the 2023-24 academic year were male and 96.2 percent found employment while 35.3 percent of job seekers were female and 95.1 percent of them found employment. 43.2 percent of the job seekers were Asian and 36.8 percent were white and their employment success rates were 94.6 percent and 96 percent, respectively. See Table 9 for details.

Of the 136 responding institutions, 76 reported hiring 142 new tenure track Ph.D.s for the 2023-24 academic year. Table 1 shows the number hired by each of the 76 institutions hiring tenure track Ph.Ds. As seen in Table 2, 17.6 percent of the new tenure track hires in 2023-24 had specialties in macro/monetary economics, followed by labor & demographic Economics (11.3%), and math & quantitative methods (7.7%). Table 3 shows the degree granting institutions of the new tenure track Ph.D.s hired for 2023-24. Table 4 shows the demographics of the newly hired tenure track economists. 64.5 percent of the new hires were male, and 35.5 percent were female. Of the new tenure track hires, 39.3 percent were Asian, and 32.8 percent were white. Table 5 shows that 42 institutions reported hiring 60 new non-tenure track Ph.D.s for the 2023-24 academic year. As seen in Table 6, 21.7 percent of the new non-tenure track hires in 2023-24 had specialized in general economics, 18.3 percent had specialties in macro/monetary economics, and 13.3 percent had specialties in microeconomics. Table 7 shows the degree granting institutions of the new non-tenure track Ph.D.s hired for 2023-24. Table 8 shows the demographics of the newly hired non-tenure track economists. 63 percent of the new hires were male, and 37 percent were female. Of the new non-tenure track hires, 54.2 percent were white, and 29.2 percent were Asian.

**Table 1**  
**New Tenure Track Ph.D.s Hired for 2023-24 by Hiring Institution**

Board of Governors of the Federal Reserve System	22	Eastern Michigan University	1
Georgia Institute of Technology	4	Fordham University	1
University of Pittsburgh	4	Goucher College	1
Binghamton University	3	Haverford College	1
Hamilton College	3	Hillsdale College	1
Middlebury College	3	Hope College	1
University of California-Los Angeles	3	Howard University	1
University of Michigan	3	Iowa State University	1
University of Richmond	3	Kenyon College	1
Wesleyan University	3	Lewis & Clark College	1
Allegheny College	2	Miami University	1
Brandeis University	2	North Carolina State University	1
Colgate University	2	Northwestern University	1
Columbia University	2	Reed College	1
Emory University	2	Southern Methodist University	1
Florida State University	2	State University of New York-Binghamton	1
Georgetown University	2	U.S. Naval Academy	1
Georgia College & State University	2	University Of North Carolina-Asheville	1
Louisiana State University-Shreveport	2	University of Alabama-Tuscaloosa	1
Massachusetts Institute of Technology	2	University of Alberta	1
Michigan State University	2	University of Arkansas	1
Oberlin College	2	University of California-San Diego	1
Ohio State University	2	University of California-Santa Barbara	1
Skidmore College	2	University of Central Florida	1
South Dakota State University	2	University of Connecticut	1
State University of New York-Buffalo	2	University of Dallas	1
Temple University	2	University of Mississippi	1
Texas Tech University	2	University of North Carolina-Chapel Hill	1
University of Delaware	2	University of Northern Iowa	1
University of Georgia	2	University of Rhode Island	1
University of Toronto	2	University of South Florida	1
University of Virginia	2	University of Utah	1
University of Wisconsin-Madison	2	University of Wisconsin-La Crosse	1
Virginia Polytechnic Institute and State University	2	Wake Forest University	1
Williams College	2	Washington and Lee University	1
Bowdoin College	1	West Virginia University	1
Bucknell University	1	Western Michigan University	1
Clark University	1		
East Carolina University	1	Total	142

\*Number of institutions responding, 136; number of institutions hiring, 76; number of hires, 142

**Table 2**  
**New Tenure Track Ph.D.s Hired for 2023-24**  
**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	0	0	2	2	1.4%
2. Method and History of Thought	0	0	0	0	0.0%
3. Math. & Quantitative Methods	8	3	1	11	7.7%
4. Microeconomics	9	1	2	11	7.7%
5. Macro/Monetary Economics	7	3	12	25	17.6%
6. International Economics	4	2	4	9	6.3%
7. Financial Economics	1	0	1	9	6.3%
8. Public Economics	1	0	3	4	2.8%
9. Health, Education, & Welfare Economics	7	1	2	11	7.7%
10. Labor & Demographic Economics	12	6	3	16	11.3%
11. Law & Economics	0	0	1	1	0.7%
12. Industrial Organization	5	1	1	8	5.6%
13. Business Administration	0	0	0	0	0.0%
14. Economic History	1	1	2	3	2.1%
15. Economic Development	2	1	2	4	2.8%
16. Economic Systems	0	0	0	0	0.0%
17. Agricultural & Natural Resource	2	1	4	6	4.2%
18. Urban, Rural, & Regional Economics	1	0	1	2	1.4%
19. Other Special Topics	2	1	4	6	4.2%
Not report	11	5	2	14	9.9%
Total	73	26	47	142	

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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 2023-24**

Barcelona School of Economics	1	University of California-Berkeley	4
Boston College	1	University of California-Irvine	1
Carnegie Mellon University	1	University of California-Los Angeles	3
Catholic University of Louvain	1	University of California-San Diego	2
Clemson University	3	University of California-Santa Barbara	1
Columbia University	4	University of Chicago	3
Cornell University	1	University of Colorado-Boulder	2
European University Institute	1	University of Connecticut	1
Florida State University	1	University of Florida	1
George Mason University	2	University of Glasgow	1
Georgetown University	1	University of Illinois-Urbana Champaign	1
Harvard University	4	University of Konstanz	1
Indiana University	1	University of Louisville	1
Laval University	1	University of Maryland-College Park	2
Massachusetts Institute of Technology	2	University of Massachusetts-Amherst	1
Michigan State University	2	University of Michigan	1
University of California-Davis	1	University of Minnesota	2
Northwestern University	5	University of Missouri - Kansas City	1
Ohio State University	2	University of Notre Dame	2
Old Dominion University	1	University of Oregon	3
Pennsylvania State University	4	University of Pennsylvania	5
Princeton University	1	University of Pittsburgh	1
Queen's University-Kingston	1	University of Texas-Dallas	1
Stanford University	4	University of Toronto	1
State University of New York-Albany	1	University of Utah	1
Temple University	1	University of Virginia	1
Texas A&M University	2	University of Washington	2
Texas Tech University	1	University of Wisconsin-Madison	3
The George Washington University	1	University of British Columbia	2
Tulane University	1	Vanderbilt University	2
University Charles III of Madrid	1	Washington University-St. Louis	2
University College London	1	Yale University	4
University of Arizona	1	York University	1
University of Bonn	2		

**Table 4**  
**Demographics of New Tenure Track Ph.D.s Hired for 2023-24 By Type of Hiring Institution**

Demographic Category	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	All Institutions	Total
Male	64.5%	66.7%	56.8%	61.7%	79
Female	35.5%	33.3%	43.2%	38.3%	49
American Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0
Asian	39.3%	35.0%	33.3%	37.0%	44
Black or African American	6.6%	10.0%	8.3%	7.6%	9
Hispanic or Latino	14.8%	15.0%	13.9%	14.3%	17
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0
White	32.8%	30.0%	41.7%	36.1%	43
Other race or ethnicity	6.6%	10.0%	2.8%	5.0%	6

\*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 2023-24 by Hiring Institution**

Binghamton University	1	RAND Corporation	5
Boise State University	1	Sacred Heart University	1
Bucknell University	2	State University of New York- Buffalo	1
Centre College	1	Stony Brook University	1
Colgate University	2	Texas Tech University	1
College of the Holy Cross	2	University of Arkansas	3
Columbia University	1	University of California-San Diego	1
Creighton University	1	University of Dallas	1
Dickinson College	2	University of Maryland-College Park	1
Emory University	2	University of Massachusetts- Lowell	1
Florida International University	1	University of Minnesota-Twin Cities	1
Florida State University	1	University of Mississippi	1
Fordham University	2	University of North Carolina- Chapel Hill	1
Georgetown University	1	University of Pittsburgh	3
Georgia College & State University	1	University of Tennessee-Knoxville	1
Georgia State University	1	University of Toronto	1
Iowa State University	1	University of Utah	1
Miami University	1	University of Wisconsin-La Crosse	1
North Carolina State University	1	Wesleyan University	3
Northwestern University	1	Whittier College	1
Oberlin College	1	Williams College	3
		Total	60

\*Number of institutions responding, 136; number of institutions hiring, 42; number of hires, 60.



**Table 6**  
**New Non-Tenure Track Ph.D.s Hired for 2023-24**  
**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	10	2	3	13	21.7%
2. Method and History of Thought	0	0	0	0	0.0%
3. Math. & Quantitative Methods	4	2	1	5	8.3%
4. Microeconomics	3	1	2	8	13.3%
5. Macro/Monetary Economics	5	0	5	11	18.3%
6. International Economics	1	1	2	4	6.7%
7. Financial Economics	0	0	1	1	1.7%
8. Public Economics	0	0	0	0	0.0%
9. Health, Education, & Welfare Economics	0	0	1	1	1.7%
10. Labor & Demographic Economics	2	2	3	5	8.3%
11. Law & Economics	0	0	0	0	0.0%
12. Industrial Organization	2	0	1	3	5.0%
13. Business Administration	0	0	0	0	0.0%
14. Economic History	0	0	0	0	0.0%
15. Economic Development	1	1	1	2	3.3%
16. Economic Systems	0	0	0	0	0.0%
17. Agricultural & Natural Resource	0	0	1	1	1.7%
18. Urban, Rural, & Regional Economics	0	0	1	1	1.7%
19. Other Special Topics	0	0	1	1	1.7%
Not reported	2	1	2	4	6.7%
Total	30	10	25	60	

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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 2023-24**

Boston University	1	University of California-San Diego	1
Claremont Graduate University	1	University of Delaware	1
Clark University	2	University of Illinois-Urbana Champaign	1
Clemson University	3	University of Minnesota	1
Colorado State University	1	University of Missouri - Kansas City	1
Columbia University	1	University of New Hampshire	1
Cornell University	2	University of New Mexico	2
Duke University	1	University of North Carolina-Chapel Hill	1
Fordham University	2	University of Notre Dame	2
Harvard University	1	University of Oregon	1
Kansas State University	1	University of Pittsburgh	1
Massachusetts Institute of Technology	1	University of Southern California	1
Princeton University	1	University of Tennessee	2
Purdue University	2	University of Texas-Austin	1
Southern Illinois University	2	University of Utah	1
Stanford University	1	University of Wyoming	1
Swansea University	1	University of Kansas	1
Texas Tech University	1	Vilanova University	1
University of Arkansas	2	West Texas A&M University	1
University of California-Berkeley	1		
University of California-Riverside	1	Total	51

**Table 8**  
**Demographics of New Non-Tenure Track Ph.D.s Hired for 2023-24 By Type of Hiring Institution**

Demographic Category	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	All Institutions	Total
Male	63.0%	66.7%	60.0%	64.8%	35
Female	37.0%	33.3%	28.0%	35.2%	19
American Indian or Alaska Native	0.0%	0.0%	4.0%	2.1%	1
Asian	29.2%	28.6%	36.0%	35.4%	17
Black or African American	4.2%	14.3%	12.0%	8.3%	4
Hispanic or Latino	0.0%	0.0%	8.0%	4.2%	2
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0
White	54.2%	57.1%	12.0%	41.7%	20
Other race or ethnicity	12.5%	0.0%	4.0%	8.3%	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 9**  
**Demographics of New Ph.D.s Who Sought Employment in 2023-24 Academic Year**

Demographic Category	Number Who Sought Employment	Percent Who Sought Employment	Number Who Found Employment	Percent Who Found Employment
Male	260	64.7%	250	96.2%
Female	142	35.3%	135	95.1%
American Indian or Alaska Native	1	0.3%	1	0.0%
Asian	147	43.2%	139	94.6%
Black or African American	15	4.4%	13	86.7%
Hispanic or Latino	34	10.0%	34	100.0%
Native Hawaiian or Other Pacific Islander	1	0.3%	1	0.0%
White	125	36.8%	120	96.0%
Other race or ethnicity	17	5.0%	15	88.2%

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

**2023-24 Salary Offers for New Tenure Track Ph.Ds.—Expected vs. Actual.** Respondents to the survey conducted in the fall of 2022 reported a mean *expected* salary offer of \$147,700 for academic year 2023-24. Respondents to the current survey report a mean *actual* salary for the 2023-24 academic year of \$145,045 which is very similar to 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 2023-24, as reported in the survey conducted in the fall of 2022, and the *actual* offer, as reported in the current survey, for the 62 institutions that responded to both surveys. The top 30 institutions made actual offers 4.36 percent below what was expected. For all 62 respondents, the average actual offer was 4.36 percent higher than the average expected offer. See Figure 2 for salary distributions.

**2023-24 Salary Offers for New Non-Tenure Track Ph.Ds.—Expected vs. Actual.** Respondents to the survey conducted in the fall of 2022 reported a mean *expected* salary offer of \$89,571 for academic year 2023-24. Respondents to the current survey report a mean *actual* salary for the 2023-24 academic year of \$85,853 or 3.6 percent lower than 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 2023-24, as reported in the survey conducted in the fall of 2022, and the *actual* offer, as reported in the current survey, for the 30 institutions that responded to both surveys. Ph.D. institutions made actual offers 0.01 percent below what was expected while Bachelor's and Master's Degree granting schools made offers 7.9 percent below what was expected. For all 36 respondents, the average actual offer was 6.6 percent higher than the average expected offer. See Figure 4 for salary distributions.

## **II. Demand and Supply of New Ph.Ds. for 2024-25**

52 of the institutions responding to the current survey are expecting to hire 92 new tenure track Ph.Ds. for the 2024-25 academic year. Meanwhile, 36 of the institutions responding to the current survey are expecting to hire 54 new non-tenure track Ph.Ds. for the 2024-25 academic year. See Tables 12, 13, and 14.

The most common reason reported by the other institutions for not hiring for the 2023-24 academic year was due to a lack of vacant positions (56.8 percent). COVID-19 is expected to impact hiring for about 3 hiring cycles, as reported at 1.4 percent of responding institutions. See Questions 26 and 26a in the Summary of Findings.

48 of the Ph.D. Degree granting institutions responding to the survey report that they will have a total of 367 new Ph.Ds. seeking employment for the 2024-25 academic year. About 2.5 percent of the job seekers are holdovers from the 2023-24 market. Top 30 schools account for 46 percent

of the total reported supply. Ph.D. granting institutions reported that that 61 percent of the candidates seeking employment in the 2024-25 are male and 39 percent are female. 53.2 percent of the candidates are Asian, 30.8 percent of them are white, and 11.4 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 (18.2 percent) constitute the greatest share of the supply followed by labor & demographic economics (12.8 percent), macro/monetary economics (11.2 percent) and microeconomics (8.6 percent).

**Table 10**  
**Expected and Actual Offers for New Tenure Track Ph.Ds. the 2023-24 Academic Year**

	All Ph.D. Degree Granting Institutions	N	Top 30*	N	Bachelor & Master Degree Granting Institutions	N	All Respondents	N
Panel A: Complete results of Fall 2023 survey compared with complete results of Fall 2022 Survey. (Expected Hires=141; Actual Hires=144)								
Mean Actual Offer (2023 Survey)	\$145,045	27	\$174,220	10	\$97,933	22	\$126,481	61
Mean Expected Offer (2022 Survey)	\$147,700	25	\$182,167	6	\$100,476	19	\$128,034	45
Actual Less Expected	(\$2,655)		(\$7,947)		(\$2,543)		(\$1,553)	
Percent Difference	-1.80%		-4.36%		-2.53%		-1.21%	
Panel B: 62 Respondents to the Fall 2023 survey who also responded to the Fall 2022 Survey. (Expected Hires=65; Actual Hires=105)								
Mean Actual Offer (2023 Survey)	\$130,544	30	\$142,655	11	\$77,041	13	\$132,915	37
Mean Expected Offer (2022 Survey)	\$147,700	15	\$182,167	6	\$96,855	10	\$127,362	25
Actual Less Expected	(\$17,156)		(\$39,512)		(\$19,814)		\$5,553	
Percent Difference	-11.62%		-21.69%		-20.46%		4.36%	

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

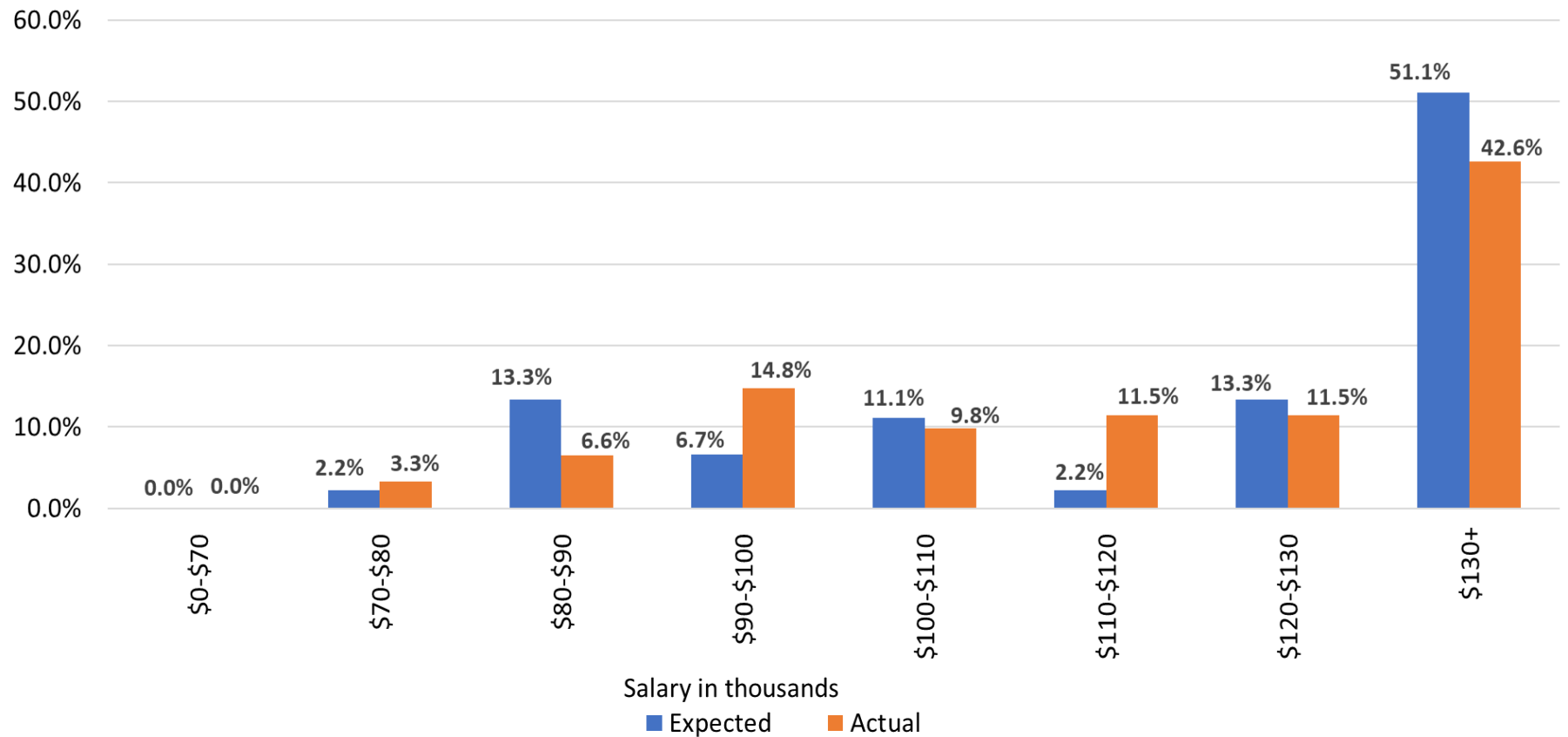
**Table 11**  
**Expected and Actual Offers for New Non-Tenure Track Ph.Ds. the 2023-24 Academic Year**

	All Ph.D. Degree Granting Institutions	N	Top 30*	N	Bachelor & Master Degree Granting Institutions	N	All Respondents	N
Panel A: Complete results of Fall 2023 survey compared with complete results of Fall 2022 Survey. (Expected Hires=67; Actual Hires=60)								
Mean Actual Offer (2023 Survey)	\$85,853	24	\$75,078	7	\$57,400	15	\$88,529	33
Mean Expected Offer (2022 Survey)	\$89,067	15	\$94,750	4	\$74,329	14	\$81,952	29
Actual Less Expected	(\$3,214)		(\$19,672)		(\$16,929)		\$6,577	
Percent Difference	-3.61%		-20.76%		-22.78%		8.03%	
Panel B: 36 Respondents to the Fall 2023 survey who also responded to the Fall 2022 Survey. (Expected Hires=35; Actual Hires=43)								
Mean Actual Offer (2023 Survey)	\$89,564	15	\$80,109	5	\$70,600	10	\$89,107	23
Mean Expected Offer (2022 Survey)	\$89,571	7	\$98,333	3	\$76,667	6	\$83,615	13
Actual Less Expected	(\$7)		(\$18,224)		(\$6,067)		\$5,492	
Percent Difference	-0.01%		-18.5%		-7.91%		6.57%	

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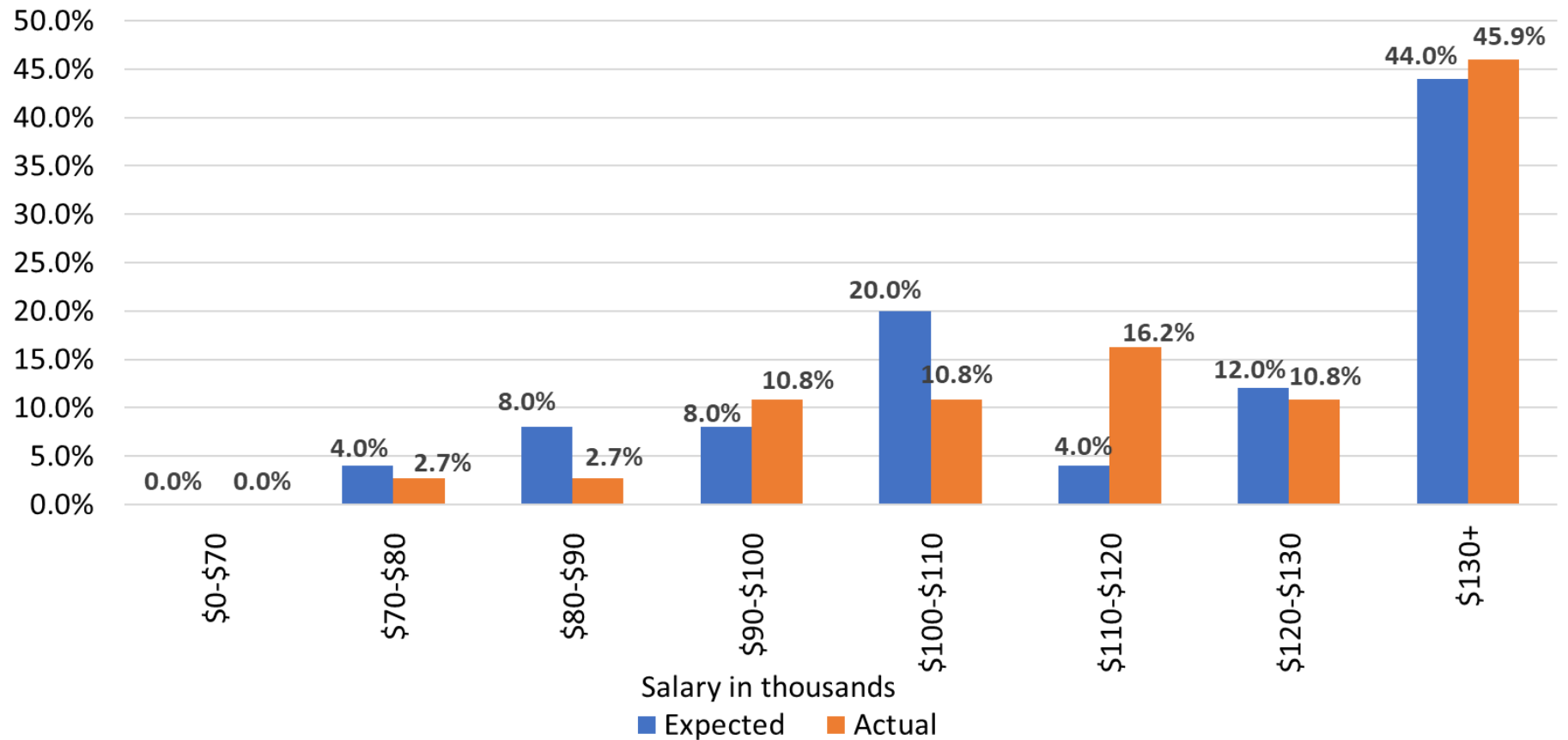
\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.

**Figure 1**  
**Expected and Actual Salary Tenure Track Offers 2023-2024-- All Respondents**  
**Fall 2022 Average Reported Expected Offer: \$128,034**  
**Fall 2023 Average Reported Actual Offer: \$126,481**

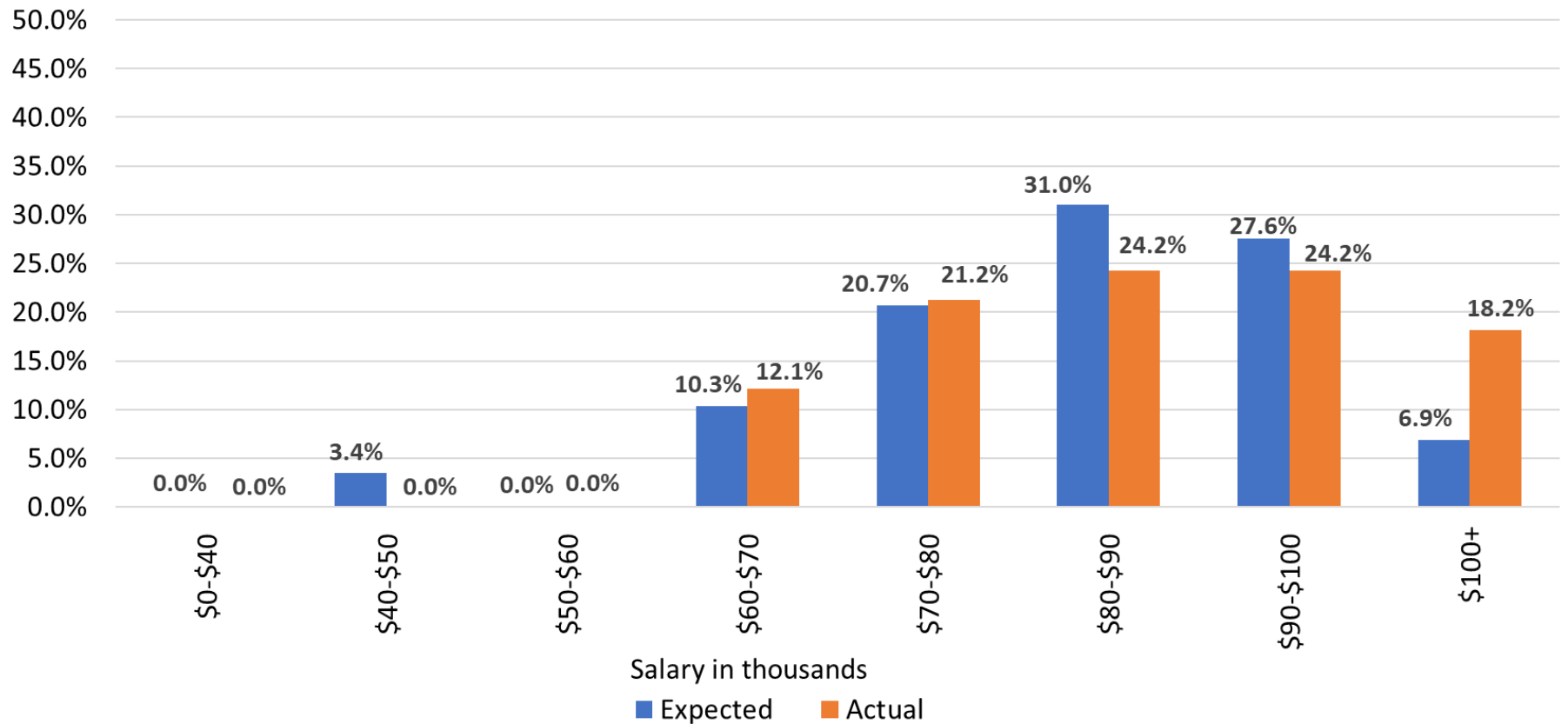




**Figure 2:**  
**Expected and Actual Tenure-Track Salary Offers 2023-2024-Matched Subsample**  
**Fall 2022 Average Reported Expected Offer: \$127,362**  
**Fall 2023 Average Reported Actual Offer: \$132,915**

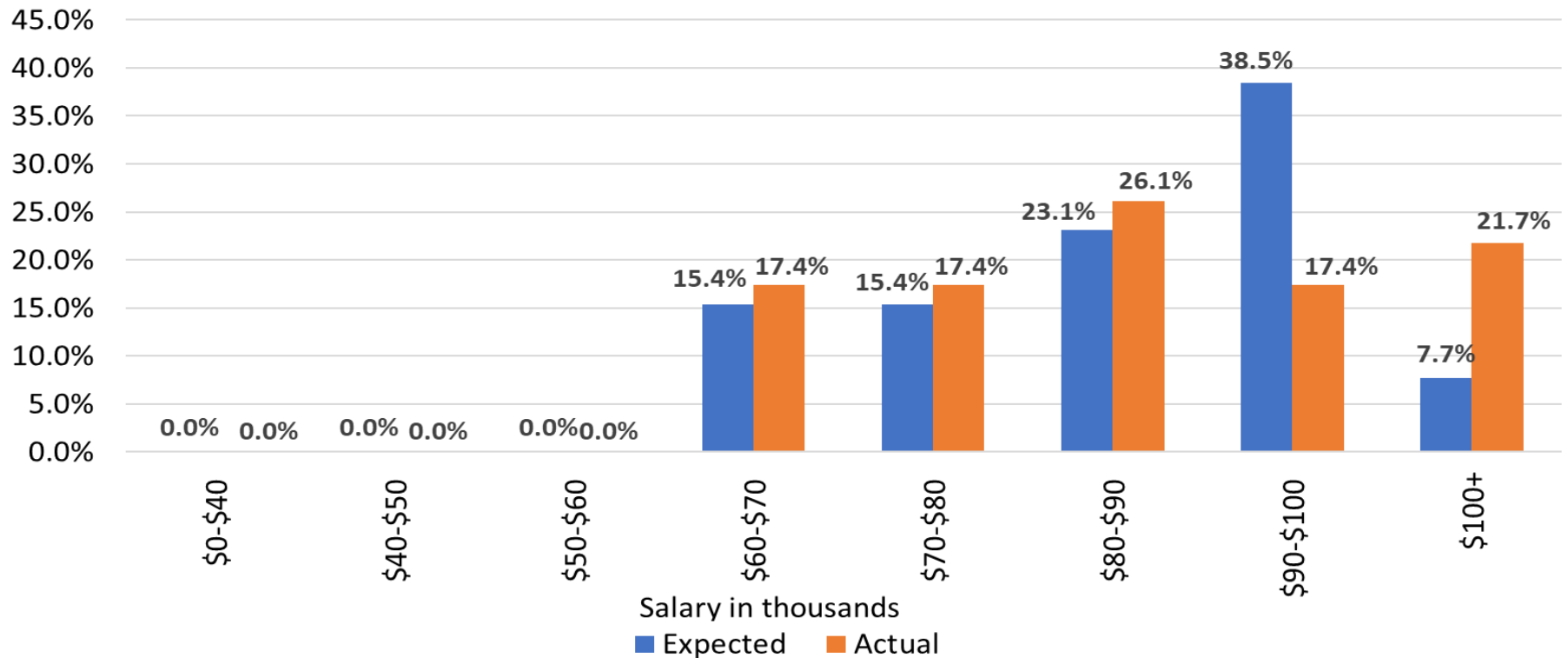


**Figure 3**  
**Expected and Actual Salary Non-Tenure Track Offers 2023-2024-- All Respondents**  
**Fall 2022 Average Reported Expected Offer: \$81,952**  
**Fall 2023 Average Reported Actual Offer: \$88,529**



**Figure 4**

**Expected and Actual Salary Non-Tenure Track Offers 2023-2024-- Matched Subsample**  
**Fall 2022 Average Reported Expected Offer: \$83,615**  
**Fall 2023 Average Reported Actual Offer: \$89,107**



**Table 12**  
**Supply of and Demand for New Ph.D.s by Respondents**  
**for the 2024-25 Academic Year**

Field of Specialization	Tenure-Track Demand for 2024-2025	Non-Tenure Track Demand for 2024-2025	Percent of Demand	Supply for 2024-2025	Percent of Supply
1. General Economics	12	26	26.0%	70	18.2%
2. Method and History of Thought	0	0	0.0%	3	0.8%
3. Math. & Quantitative Methods	7	4	7.5%	15	3.9%
4. Microeconomics	11	3	9.6%	33	8.6%
5. Macro/Monetary Economics	21	7	19.2%	43	11.2%
6. International Economics	8	1	6.2%	21	5.5%
7. Financial Economics	4	1	3.4%	7	1.8%
8. Public Economics	2	0	1.4%	21	5.5%
9. Health, Education, & Welfare Economics	4	4	5.5%	25	6.5%
10. Labor & Demographic Economics	4	3	4.8%	49	12.8%
11. Law & Economics	1	0	0.7%	4	1.0%
12. Industrial Organization	3	0	2.1%	30	7.8%
13. Business Administration	0	0	0.0%	1	0.3%
14. Economic History	0	0	0.0%	3	0.8%
15. Economic Development	2	0	1.4%	14	3.6%
16. Economic Systems	0	0	0.0%	0	0.0%
17. Agricultural & Natural Resource	1	1	1.4%	12	3.1%
18. Urban, Rural, & Regional Economics	3	0	2.1%	10	2.6%
19. Other Special Topics	8	2	6.8%	23	6.0%
Not Reported	1	2	2.1%	-	-
Total	92	54	100.0%	384	100.0%

**Table 13**  
**Expected Tenure Track Hires for 2024-25 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	10	4	2	12
2. Method & History of Thought	0	0	0	0
3. Math. & Quantitative Methods	6	1	1	7
4. Microeconomics	9	2	1	11
5. Macro/Monetary Economics	11	3	8	21
6. International	4	3	2	8
7. Financial Economics	2	0	1	4
8. Public Economics	0	0	2	2
9. Health, Education, & Welfare Economics	2	2	2	4
10. Labor & Demographic Economics	3	2	1	4
11. Law & Economics	1	0	0	1
12. Industrial Organization	3	3	0	3
13. Business Administration	0	0	0	0
14. Economic History	0	0	0	0
15. Economic Development	1	0	1	2
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource Economics	1	1	0	1
18. Urban, Rural, & Regional Economics	2	0	1	3
19. Other Special Topics	6	3	2	8
Not Reported	1	0	0	1
Total	62	24	24	92

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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 2024-25 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	13	7	12	25
2. Method & History of Thought	0	0	0	0
3. Math. & Quantitative Methods	1	0	3	4
4. Microeconomics	1	0	2	3
5. Macro/Monetary Economics	3	1	4	7
6. International	1	1	0	1
7. Financial Economics	0	0	1	1
8. Public Economics	0	0	0	0
9. Health, Education, & Welfare Economics	0	0	2	4
10. Labor & Demographic Economics	0	0	1	3
11. Law & Economics	0	0	0	0
12. Industrial Organization	0	0	0	0
13. Business Administration	0	0	0	0
14. Economic History	0	0	0	0
15. Economic Development	0	0	0	0
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource Economics	0	0	1	1
18. Urban, Rural, & Regional Economics	0	0	0	0
19. Other Special Topics	2	1	0	2
Not Reported	1	0	2	3
Total	22	10	28	54

---

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

**Table 15**  
**Demographics of New Ph.D.s Seeking Employment in 2024-25 Academic Year**

Demographic Category	Number Seeking Employment	Percent Seeking Employment
Male	236	61.0%
Female	151	39.0%
American Indian or Alaska Native	0	0.0%
Asian	159	53.2%
Black or African American	10	3.3%
Hispanic or Latino	34	11.4%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	92	30.8%
Other race or ethnicity	4	1.3%

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

**Table 16**  
**New Ph.D.s Seeking Employment for 2024-25**  
**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	34	36	70	18.2%
2. Method & History of Thought	1	2	3	0.8%
3. Math. & Quantitative Methods	5	10	15	3.9%
4. Microeconomics	21	10	33	8.6%
5. Macro/Monetary Economics	16	23	43	11.2%
6. International	12	9	21	5.5%
7. Financial Economics	3	4	7	1.8%
8. Public Economics	11	8	21	5.5%
9. Health, Education, & Welfare Economics	20	5	25	6.5%
10. Labor & Demographic Economics	25	19	49	12.8%
11. Law & Economics	4	0	4	1.0%
12. Industrial Organization	14	13	30	7.8%
13. Business Administration	1	0	1	0.3%
14. Economic History	3	0	3	0.8%
15. Economic Development	4	9	14	3.6%
16. Economic Systems	0	0	0	0.0%
17. Agricultural & Natural Resource Economics	7	5	12	3.1%
18. Urban, Rural, & Regional Economics	9	1	10	2.6%
19. Other Special Topics	8	15	23	6.0%
More than 1 Specialization	0	0	0	0%
Total	198	169	367	100%

<sup>1</sup> Number of institutions responding 45; number of Top 30 institutions responding, 11.



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

**Expected Salary Offer for 2024-25.** Responses from 32 institutions indicate that the average expected salary offer for new tenure track Ph.Ds. for the 2024-25 academic year is \$136,617, a 7.3% percent increase from the actual offer for the 2023-24 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 26 institutions indicate that the average expected salary offer for new non tenure track Ph.Ds. for the 2024-25 academic year is \$80,077, a 9.5 percent decrease from the actual offer for the 2023-24 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, 90.9 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., 54.5 percent of expected offers are above \$80,000; while for institutions offering Bachelor's and Master's degrees, 13.3 percent of expected offers to new non-tenure track Ph.Ds. exceed \$80,000.

**2023-24 Research Support in the Market for New Tenure Track Ph.Ds.** For tenure track assistant professors hired for the 2023-24 academic year, summer support was available more often from Top 30 and all Ph.D. Degree granting institutions than from others (91.7 percent by Top 30 Institutions, 76.9% all Ph.D granting institutions vs. 48.1 percent Bachelor's & Master's Degree Granting Institutions ). The average summer support as a percentage of nine-month salary offers (10.5 percent by Top 30 Institutions, 11.9 percent All Ph.D. Degree Granting Institutions vs. 9.8 percent for Bachelor's & Master's Degree Granting Institutions) was also higher for Top 30 Institutions and Ph.D. Degree granting institutions. A startup package was offered by 89.5 percent of all Ph.D. Degree granting institutions, 90.9 percent for Top 30 Institutions and was offered by 83.3 percent of other Institutions and 87 percent for all institutions. The average startup package at Ph.D. Degree granting institutions was \$49,026, \$88,333 by Top 30 institutions and was \$23,286 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 (91.7 percent vs. 56.7 percent).

**2023-24 Research Support in the Market for New Non-Tenure Track Ph.Ds.** For non-tenure track assistant professors hired for the 2023-24 academic year, a startup package was offered by 31.6 percent of responding institutions. The average startup package at Ph.D. Degree granting institutions was \$4,375.

**2023-24 Other Support of New Tenure Track Ph.Ds.** Moving expenses were paid by 97.1 percent of all respondents, but housing allowances are offered by only 13 percent of respondents.

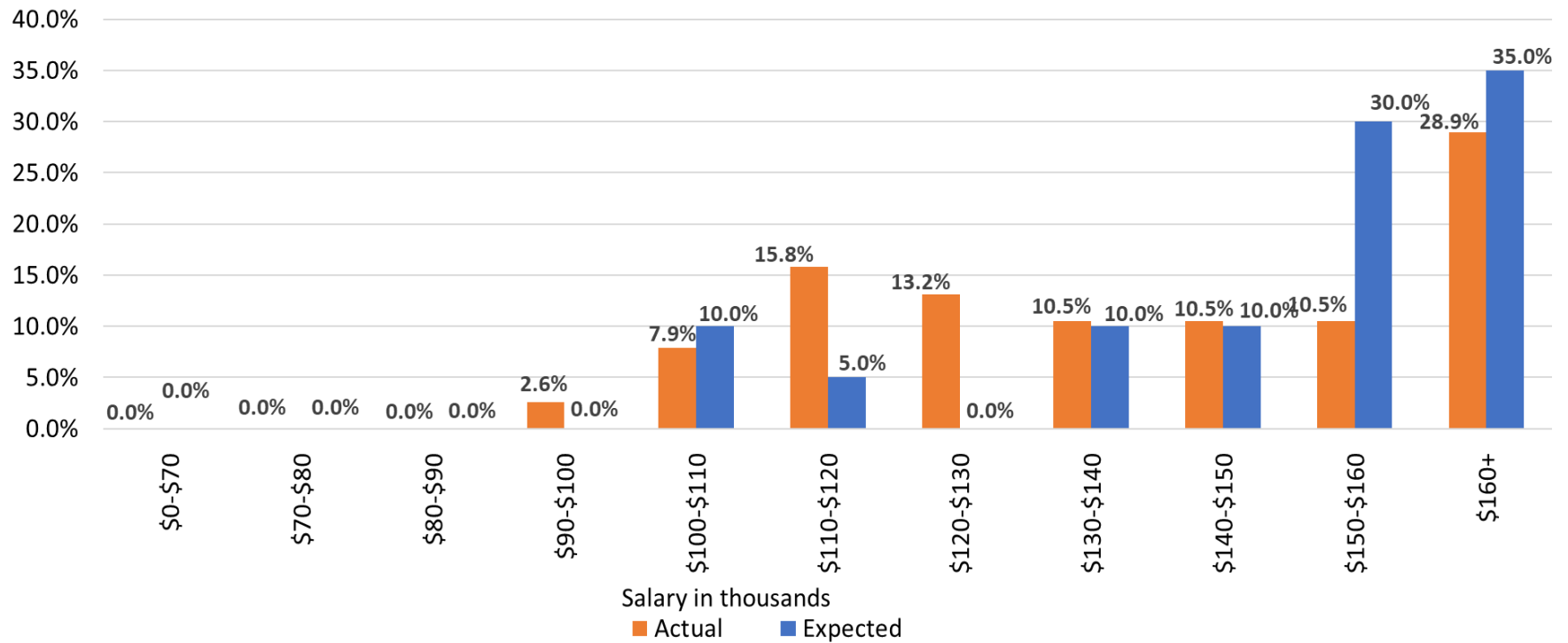
Of the institutions responding, 76.1 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 8.2 percent by the employer and 5.3 percent by the employee. Full vesting at the time of hire occurs 39.3 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average wait of 4.6 years. No cost life insurance, with an average face value of \$91,698 was offered by 75 percent of the employers.

The tenure clock was permitted to be stopped for the birth or adoption of a child by 89.1 percent of respondents and for the birth only by an additional 4.7 percent of the respondents. For 98.3 percent of the departments that stop the tenure clock, it is a formal policy. A lower percentage of Bachelor's and Master's Degree granting institutions stop the tenure clock than do Ph.D. Degree granting institutions (78.6 percent vs. 97.2 percent).

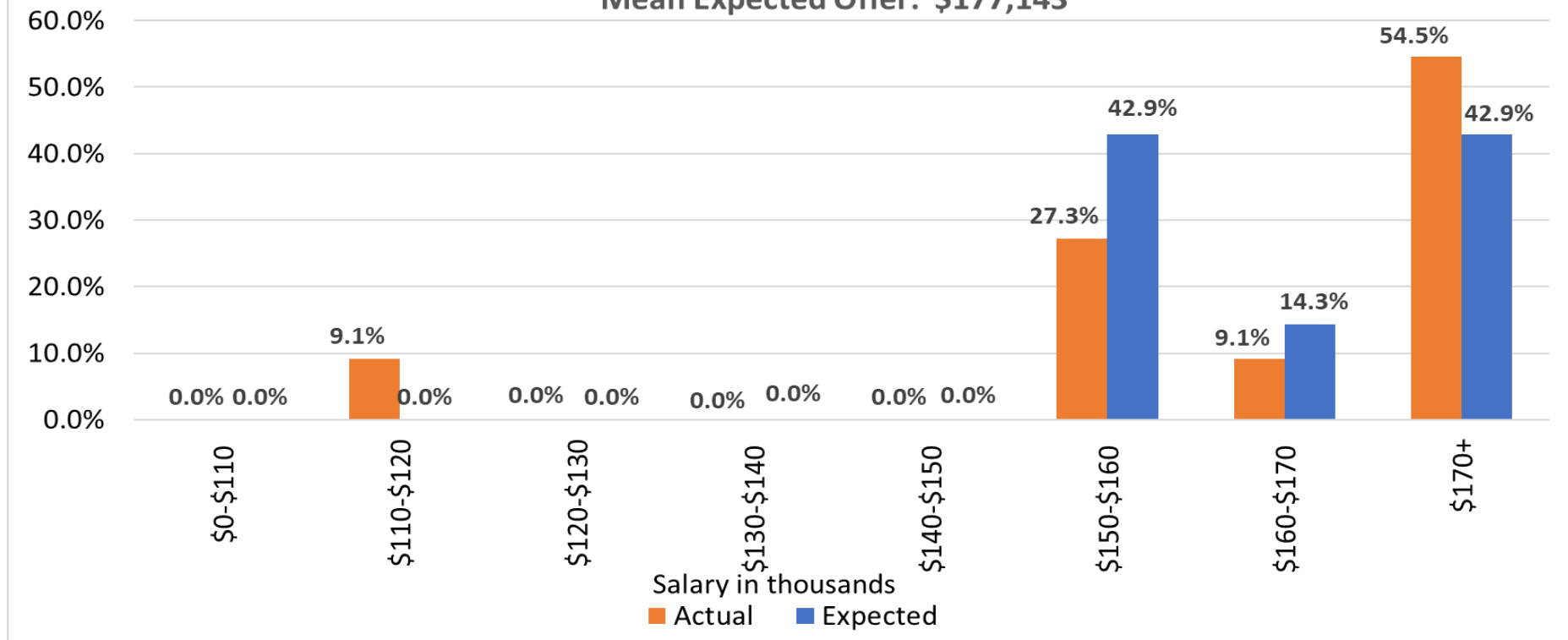
**2023-24 Other Support of New Non-Tenure Track Ph.Ds.** Moving expenses were paid by 69.2 percent of all respondents, but housing allowances were offered by none of the respondents.

Of the institutions responding, 76.9 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 7.7 percent by the employer and 4.7 percent by the employee. Full vesting at the time of hire occurs 36.1 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average wait of 2.9 years. No cost life insurance, with an average face value of \$86,455 was offered by 71.4 percent of the employers.

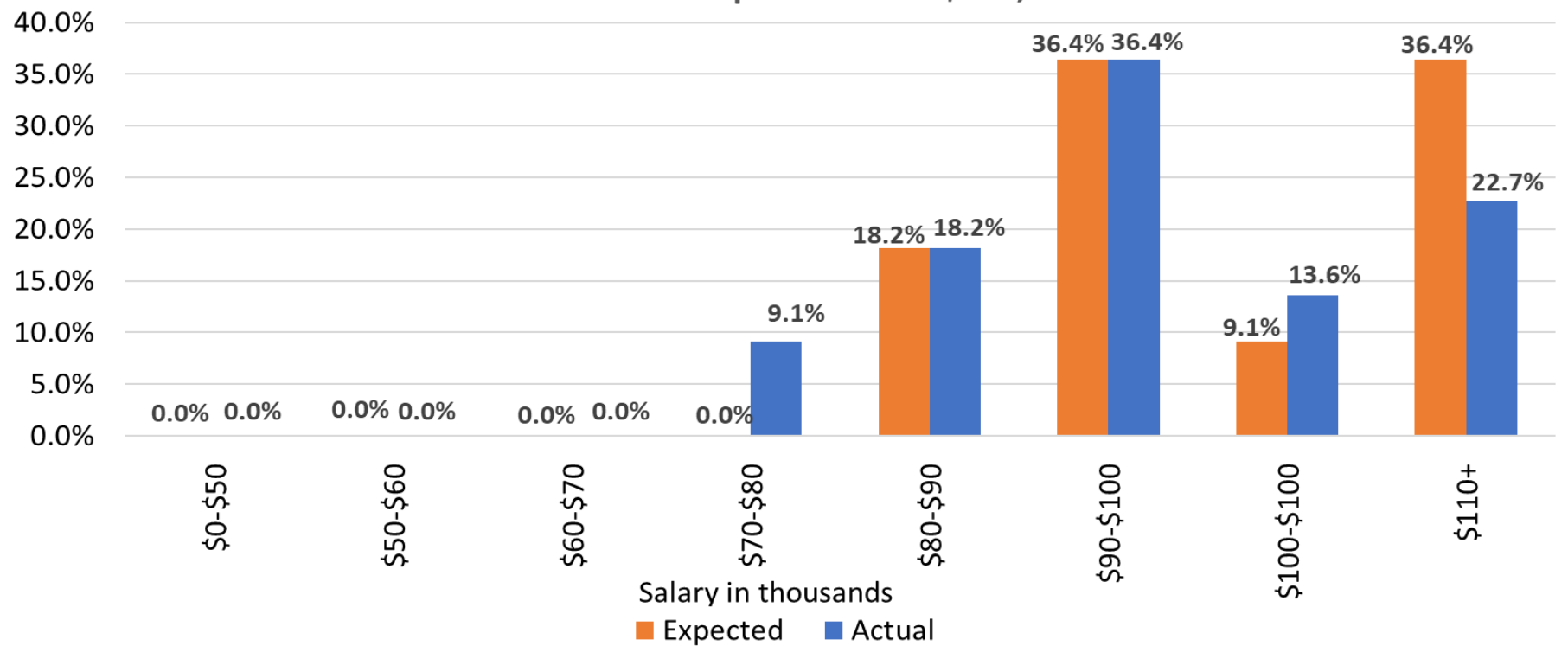
**Figure 5**  
**Actual Salary Offers for 2023-24 & Expected Salary Offers for 2024-25**  
**for New Tenure Track Ph.Ds.**  
**All Ph.D. Degree Granting Institutions**  
**Mean Actual Offer: \$142,883**  
**Mean Expected Offer: \$154,450**



**Figure 6**  
**Actual Salary Offers for 2023-24 & Expected Salary Offers for 2024-25**  
**for New Tenure Track Ph.Ds.**  
**Top 30 Institutions**  
**Mean Actual Offer: \$172,018**  
**Mean Expected Offer: \$177,143**



**Figure 7**  
**Actual Salary Offers for 2023-24 & Expected Salary Offers for 2024-25**  
**for New Tenure Track Ph.Ds.**  
**Bachelor and Master Degree Granting Institutions**  
**Mean Actual Offer: \$97,933**  
**Mean Expected Offer: \$104,682**

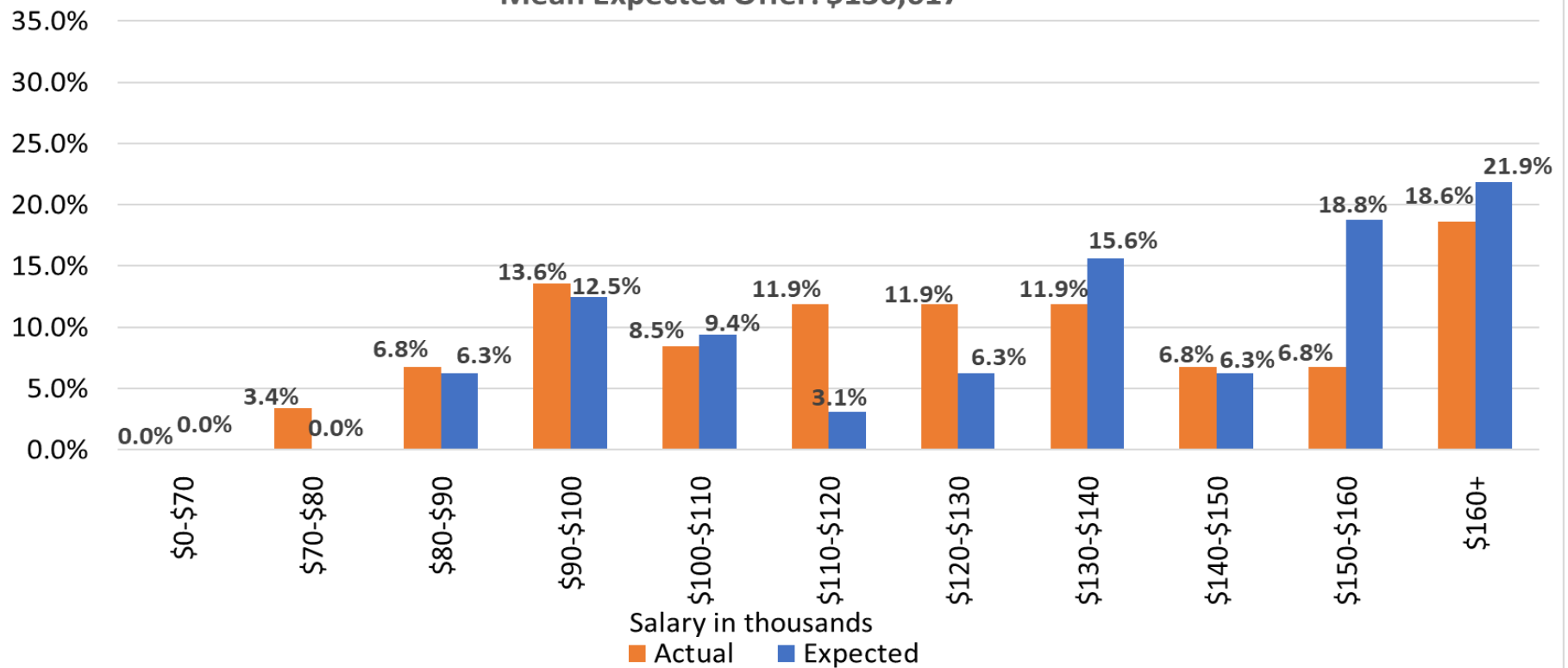


**Figure 8**  
**Actual Salary Offers for 2023-24 & Expected Salary Offers for 2024-25**  
**for New Tenure Track Ph.Ds.**

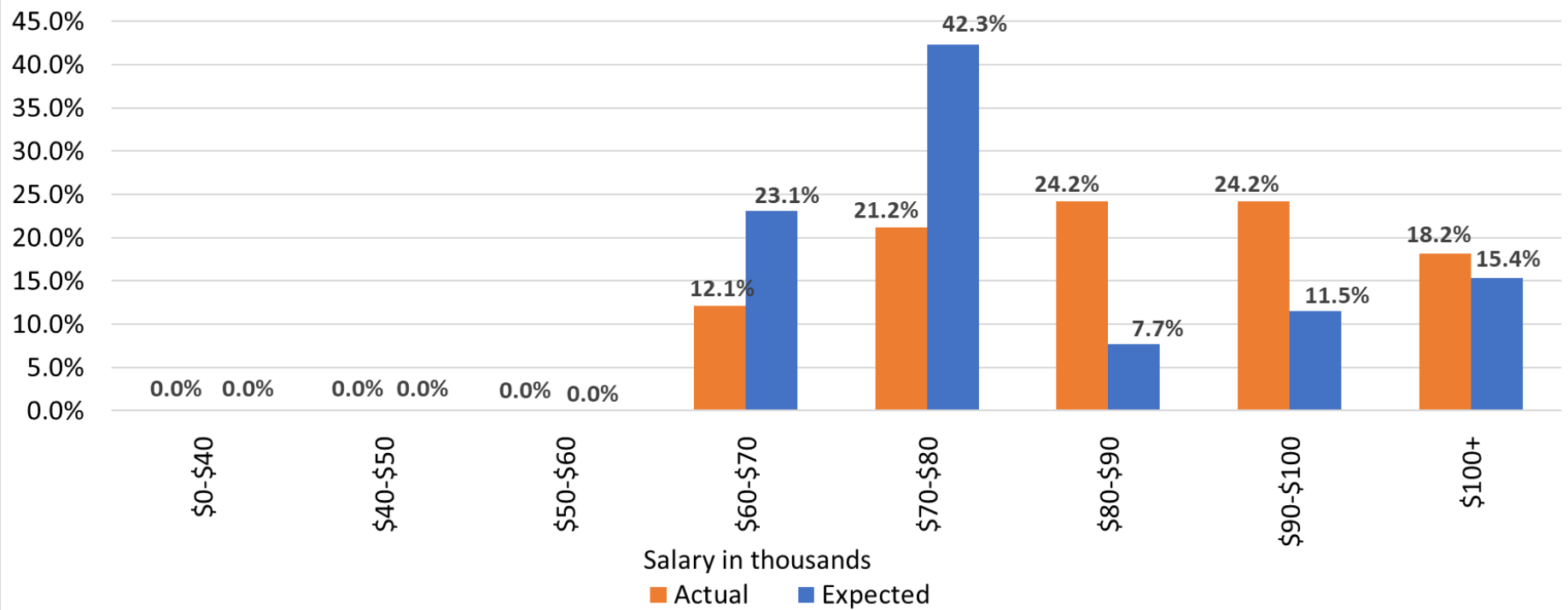
**All Institutions**

**Mean Actual Offer: \$127,308**

**Mean Expected Offer: \$136,617**



**Figure 9**  
**Actual Salary Offers for 2023-24 & Expected Salary Offers for 2024-25**  
**for New Non-Tenure Track Ph.Ds.**  
**All Institutions**  
**Mean Actual Offer: \$88,529**  
**Mean Expected Offer: \$80,077**



## 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	61	15	73	136
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### I. Hiring and Compensation in the Market for New Tenure Track Ph.Ds. in the Labor Market for 2023-24

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

Percent “Yes”	19.7%	6.7%	39.7%	30.4%
N=	12	1	29	41

Q2. a. How many new tenure track Ph.D. candidates did you hire for appointment in the 2023-24 academic year?

New Hires for 2023-24	73	26	47	142
N Hiring=	43	13	32	76

See Table 1 for distribution of hires by hiring 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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b. Did COVID-19 impact the number of new tenure track Ph.D.s or Ph.D. candidates hire for appointment in the 2023-2024 academic year?

Yes, more hires occurred than anticipated prior to COVID	0%	0%	0%	0%
Yes, fewer hires occurred than anticipated prior to COVID	15.4%	16.7%	3.1%	9.7%
No	84.6%	83.3%	96.9%	90.3%
N =	39	12	32	72

- 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 2023-24 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	1	1
>\$70,000 to \$75,000	0	0	0	0
>\$75,000 to \$80,000	0	0	1	1
>\$80,000 to \$85,000	0	0	2	2
>\$85,000 to \$90,000	0	0	5	5
>\$90,000 to \$95,000	0	0	2	2
>\$95,000 to \$100,000	2	0	4	6
>\$100,000 to \$105,000	1	0	2	3
>\$105,000 to \$110,000	5	0	1	6
>\$110,000 to \$115,000	1	0	0	1
>\$115,000 to \$120,000	5	1	2	7
>\$120,000 to \$125,000	1	0	0	1
>\$125,000 to \$130,000	1	0	1	2
>\$130,000 to \$135,000	2	0	1	4
>\$135,000 to \$140,000	1	0	0	1
>\$140,000 to \$145,000	3	0	0	3
>\$145,000 to \$150,000	3	2	0	3
>\$150,000 to \$155,000	2	1	0	2
>\$155,000 to \$160,000	0	0	0	0
>\$160,000 to \$165,000	1	1	0	1
>\$165,000 to \$170,000	3	1	0	3
>\$170,000	7	5	0	7
MEAN	\$142,883	\$172,018	\$97,933	\$126,481
STD DEV	\$31,653	\$29,435	\$15,917	\$34,294
MIN	\$96,571	\$118,500	\$70,000	\$70,000
MAX	\$215,000	\$215,000	\$131,000	\$215,000

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 2023-24 academic year, did you offer summer research support?

a. Yes ☐ No ☐

Percent offering support	76.9%	91.7%	48.1%	65.2%
N=	39	12	27	66

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

Average No. of Summers	3.1	3.8	2.6	2.9
N=	27	9	10	37

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

As a percent of 9 months	11.9%	10.5%	9.8%	11.1%
N=	9	4	5	14

Q6. For new tenure track assistant professors hired for the 2023-24 academic year, did you offer:

a. Moving expenses to your university?

Percent "Yes"	100%	100%	93.3%	97.1%
N=	38	11	30	69
Mean Amount	\$6,455	\$5,900	\$4,412	\$5,564
N=	22	5	17	39

b. A startup package?

Percent "Yes"	89.5%	90.9%	83.3%	87.0%
N=	38	11	30	69
Mean Amount	\$49,026	\$88,333	\$23,286	\$37,059
N=	19	3	14	34

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

Percent "Yes"	10.5%	18.2%	13.3%	13.0%
N=	38	11	30	69
Mean Amount	\$78,900	\$0	\$4,000	\$41,450
N=	1	-	1	2

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"	73.7%	90.9%	81.3%	76.1%
N=	38	11	32	71

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%	8.9%	9.3%	8.2%
N=	33	8	22	55

b. The new employee:

Percent	5.8%	6.7%	4.5%	5.3%
N=	32	8	22	54

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

a. At time of hire [ ] or later?

Percent at time of hire	37.8%	27.3%	43.5%	39.3%
N=	37	11	23	61

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

Mean years when later	4.2	3.0	5.2	4.6
N=	16	3	11	27

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

Percent "Yes"	74.3%	80.0%	76.0%	75.0%
N=	35	10	25	60

a. If YES, what is its face value?

Mean Face Value	\$123,938	\$183,333	\$36,429	\$91,698
N=	12	3	7	19

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"	1.6%	0%	2.7%	4.7%
Percent "Yes, for birth or adoption of child"	97.2%	100%	78.6%	89.1%
N=	36	11	28	64

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

Stopped Clock/Eligible	57/114	21/41	20/36	77/150
N=	33	8	20	136

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

Stopped Clock/Eligible	72/201	40/87	17/47	89/248
N=	33	8	20	136

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

Percent "formal policy"	97.2%	100.0%	100.0%	98.3%
N=	36	11	24	60

e. 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	0.0%	0.0%	0.0%	0.0%
N=	14	11	24	60

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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f. 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"	12.9%	10.0%	5.6%	10.2%
Percent "actual number of years minus stopped clock"	64.5%	70.0%	55.6%	61.2%
Percent "use own judgment"	22.6%	20.0%	38.9%	28.6%
N=	31	10	18	49

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	4	3	5	4
N=	31	8	25	56

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

Percent Semester System	89.2%	72.7%	100.0%	94.0%
Percent Quarter System	10.8%	27.3%	0.0%	6.0%
Percent Trimester System	0.0%	0.0%	0.0%	0.0%
N=	37	11	30	67

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

<b>Percent "Yes"</b>	<b>91.7%</b>	<b>90.0%</b>	<b>56.7%</b>	<b>75.8%</b>
<b>N=</b>	<b>36</b>	<b>10</b>	<b>30</b>	<b>66</b>

a. Number of courses reduced?

<b>Mean Courses Reduced</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>N=</b>	<b>33</b>	<b>9</b>	<b>16</b>	<b>49</b>

b. For how many years?

<b>Mean Number of Years</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>2</b>
<b>N=</b>	<b>33</b>	<b>9</b>	<b>16</b>	<b>49</b>

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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## II. Hiring and Compensation in the Market for New Non-Tenure Track Ph.Ds. in the Labor Market for 2023-24

Q14. How many new non-tenure track Ph.D. candidates did you hire for appointment in the 2023-24 academic year?

New Hires for 2023-24	30	10	25	60
N Hiring=	24	8	17	42

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 2023-2024 academic year?

Yes, more hires occurred than anticipated prior to COVID	8.7%	0%	5.9%	7.3%
Yes, fewer hires occurred than anticipated prior to COVID	4.3%	14.3%	5.9%	4.9%
No	87.0%	85.7%	88.2%	87.8%
N =	23	7	17	41

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 2023-24 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	0	0	0	0
>\$60,000 to \$65,000	0	0	2	2
>\$65,000 to \$70,000	3	0	1	4
>\$70,000 to \$75,000	1	0	3	4
>\$75,000 to \$80,000	2	0	1	3
>\$80,000 to \$85,000	3	1	1	4
>\$85,000 to \$90,000	5	1	1	6
>\$90,000 to \$95,000	2	1	2	4
>\$95,000 to \$100,000	0	0	0	0
>\$100,000	5	3	0	6
MEAN	\$92,164	\$103,424	\$82,167	\$88,529
STD DEV	\$20,491	\$17,815	\$17,045	\$19,651
MIN	\$68,000	\$84,000	\$64,000	\$64,000
MAX	\$150,000	\$125,000	\$125,000	\$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 2023-24 academic year, did you offer:

a. Moving expenses to your university?

Percent "Yes"	59.1%	57.1%	81.3%	69.2%
N=	22	7	16	39
Mean Amount	\$5,550	\$4,750	\$2,571	\$4,324
N=	10	2	7	17

b. A startup package?

Percent "Yes"	36.4%	57.1%	26.7%	31.6%
N=	22	7	15	38
Mean Amount	\$4,375	-	\$1,000	\$3,700
N=	4	-	1	5

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

Percent "Yes"	0.0%	0.0%	0.0%	0.0%
N=	22	7	15	38
Mean Amount	-	-	-	-
N=	-	-	-	-

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

Percent "Yes"	82.6%	85.7%	73.3%	76.9%
N=	23	7	15	39

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	8.0%	8.7%	7.4%	7.7%
N=	21	6	13	35

d. The new employee:

Percent	5.0%	4.7%	4.6%	4.7%
N=	20	6	13	34

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	36.4%	28.6%	38.5%	36.1%
N=	22	7	13	36

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

Mean years when later	3.0	3.0	2.6	2.9
N=	10	3	8	19

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

Percent "Yes"	66.7%	71.4%	76.9%	71.4%
N=	21	7	13	35

g. If YES, what is its face value?

Mean Face Value	\$112,167	\$250,000	\$55,600	\$86,455
N=	6	1	5	11

### III. Demand for Ph.Ds. for 2024-25

Q22. Please estimate the number of **new tenure track Ph.Ds.** you expect to hire for the **2024-25 academic year.**

a. Total expected new Ph.D. hires.

Total Expected Hires	62	24	24	92
N Hiring	34	12	17	52

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 **2024-25 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	1	1
>\$80,000 to \$85,000	0	0	1	1
>\$85,000 to \$90,000	0	0	0	0
>\$90,000 to \$95,000	0	0	2	2
>\$95,000 to \$100,000	1	0	3	4
>\$100,000 to \$105,000	1	0	0	1
>\$105,000 to \$110,000	0	0	0	0
>\$110,000 to \$115,000	1	0	0	1
>\$115,000 to \$120,000	0	0	2	2
>\$120,000 to \$125,000	0	0	0	0
>\$125,000 to \$130,000	1	0	1	2
>\$130,000 to \$135,000	1	0	1	3
>\$135,000 to \$140,000	1	0	0	1
>\$140,000 to \$145,000	1	0	0	1
>\$145,000 to \$150,000	2	1	0	2
>\$150,000 to \$155,000	4	2	0	4
>\$155,000 to \$160,000	1	0	0	1
>\$160,000 to \$165,000	1	1	0	1
>\$165,000 to \$170,000	0	0	0	0
>\$170,000	5	3	0	5
MEAN	\$154,450	\$177,143	\$104,682	\$136,617
STD DEV	\$31,738	\$30,394	\$18,216	\$35,950
MIN	\$100,000	\$150,000	\$80,000	\$80,000
MAX	\$220,000	\$220,000	\$134,000	\$220,000

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 **2024-25 academic year.**

a. Total expected new Ph.D. hires.

Total Expected Hires	22	10	28	54
N Hiring	15	5	20	36

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 2024-25 academic year?**

<\$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	0	0	1	1
>\$60,000 to \$65,000	1	0	3	4
>\$65,000 to \$70,000	2	1	3	5
>\$70,000 to \$75,000	1	0	5	6
>\$75,000 to \$80,000	1	0	1	2
>\$80,000 to \$85,000	1	0	0	1
>\$85,000 to \$90,000	0	0	1	1
>\$90,000 to \$95,000	2	1	0	2
>\$95,000 to \$100,000	2	0	1	3
>\$100,000	1	0	0	1
MEAN	\$89,000	\$82,500	\$73,533	\$80,077
STD DEV	\$23,983	-	\$10,225	\$18,691
MIN	\$65,000	\$70,000	\$60,000	\$60,000
MAX	\$150,000	\$95,000	\$100,000	\$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 2023-24 academic year**, please indicate the **primary reason** why you are not hiring.

No Vacant Positions	60.0%	100.0%	55.1%	56.8%
Budget problems (long-term)	4.0%	0.0%	22.4%	16.2%
Temporary budgetary limits due to COVID-19	4.0%	0.0%	0.0%	1.4%
Falling Enrollments	8.0%	0.0%	12.2%	10.8%
Seeking Senior Hires	16.0%	0.0%	2.0%	6.8%
Other	8.0%	0.0%	8.2%	8.1%
N	25	1	49	74

a. How many years do you expect COVID to impact hiring? [Enter 1 year if only the 2023-2024 academic year will be impacted]

1 Year: 2023-2024	0.0%	N/A	N/A	0.0%
2 Years: 2023 to 2025	0.0%	N/A	N/A	0.0%
3 or more Years: 2026+	100.0%	N/A	N/A	100.0%
N	1	0	0	1

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

#### IV. Results of the 2023-24 New Ph.D. Market and Expected Supply for 2024-25.

Q28. How many candidates from your department sought employment for the 2023-24 academic year (or, for the year 2023)?

Number of Job Seekers	410	175	-	410
From Number of Depts.	52	12	-	52

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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Q29. Of the Ph.D. candidates from your department who sought employment for the 2023-24 academic year (or for 2023), how many actually found employment by August 31, 2023?

Number	383	166	-	383
Percent of Job Seekers	93.4%	94.9%	-	93.4%
From Number of Depts.	52	12	-	52

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

Academic	57.7%	59.0%	-	57.7%
Non-Academic	42.3%	41.0%	-	42.3%

Q31. Demographics of candidates who sought and found employment in the 2023-2024 academic year. Presented as Number Successful Employed/ Number Who Sought Employment. Also see Table 9.

Male	246/256	108/114	-/-	246/256
Female	134/141	58/61	-/-	134/141
American Indian or Alaska Native	1/1	-/-	-/-	1/1
Asian	137/145	56/58	-/-	137/145
Black or African American	13/15	-/-	-/-	13/15
Hispanic or Latino	33/33	2/6	-/-	33/33
Native Hawaiian or Other Pacific Islander	1/1	-/-	-/-	1/1
White	118/123	36/41	-/-	118/123
Other race or ethnicity	15/17	3/3	-/-	15/17

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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Q32. Please estimate the number of Ph.D. candidates from your department who will be seeking employment for the 2024-25 academic year.

Number of Job Seekers	367	169	-	384
From Number of Depts.	48	11	-	48

Male	61.4%	62.9%	236	61.0%
Female	38.6%	37.1%	151	39.0%
American Indian or Alaska Native	0.0%	0.0%	0	0.0%
Asian	53.2%	53.1%	159	53.2%
Black or African American	3.5%	0.0%	10	3.3%
Hispanic or Latino	9.9%	14.6%	34	11.4%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0	0.0%
White	31.9%	30.2%	92	30.8%
Other race or ethnicity	1.4%	2.1%	4	1.3%

Q33. How many of the candidates listed above are holdovers from the 2023-24 market who could not get a permanent position?

Number of Holdovers	9	1	-	9
Percent of Job Seekers	2.3%	0.6%	-	2.5%