

**SURVEY OF THE LABOR MARKET  
FOR NEW PH.D. HIRES IN ECONOMICS  
2021-2022**



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**SURVEY OF THE LABOR MARKET  
FOR NEW PH.D. HIRES IN ECONOMICS  
2021-22**

**SUMMARY OF RESULTS**

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**SURVEY OF THE LABOR MARKET  
FOR NEW PH.D. HIRES IN ECONOMICS  
2020-21**

This year, the survey questionnaire was sent to 368 organizations. Questionnaires were returned by 144 organizations (39.1 percent). Of this year's responses, 53 (36.8 percent) were from those who responded to the last survey conducted for the 2020-21 academic year. Among the academic institutions responding, the distribution of highest degrees offered was as follows: Ph.D.—51.4 percent; Master's—11.8 percent and Bachelor's—35.4 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 2020-21**

Sixty-seven departments reported 522 new Ph.D.s who sought employment for the 2020-21 academic year. Of these job seekers, 472 (90.4 percent) were successful. Within the reported supply, 223 (42.7 percent) were from the 16 Top 30 departments responding to the question. Among the successful job seekers, 51.7 percent found employment in academic institutions as compared to 55.6 percent in the 2020-21 year. 63.7 percent of job seekers for the 2020-21 academic year were male and 86.6 percent found employment while 36.3 percent of job seekers were female and 88.9 percent of them found employment. 40.8 percent of the job seekers were Asian and 42.1 percent were white and their employment success rates were 89.1 percent and 97.0 percent, respectively. See Table 9 for details.

Of the 144 responding institutions, 65 reported hiring 109.5 new tenure track Ph.D.s for the 2020-21 academic year. Table 1 shows the number hired by each of the 65 institutions hiring tenure track Ph.Ds. As seen in Table 2, 22.8 percent of the new tenure track hires in 2020-21 had specialties in macro/monetary economics, followed by labor & demographic economics (11.0 percent) and microeconomics (9.1 percent). Table 3 shows the degree granting institutions of the new tenure track Ph.D.s hired for 2020-21. Table 4 shows the demographics of the newly hired tenure track economists. 68.9 percent of the new hires were male and 31.1 percent were female. Of the new tenure track hires, 46.8 percent were white and 35.1 percent were Asian. 25 institutions reported hiring 42 new non-tenure track Ph.D.s for the 2020-21 academic year. Table 5 shows the number hired by each of the 25 institutions hiring non-tenure track Ph.Ds. As seen in Table 6, 21.4 percent of the new non-tenure track hires in 2020-21 had specialized in general economics and 16.7 percent had specialties in macro/monetary economics. Table 7 shows the degree granting institutions of the new non-tenure track Ph.D.s hired for 2020-21. Table 8 shows the demographics of the newly hired non-tenure track economists. 51.5 percent of the new hires were male and 48.5 percent were female. Of the new non-tenure track hires, 75.0 percent were white and 9.4 percent were Asian.

**Table 1**  
**New Tenure Track Ph.D.s Hired for 2020-21 by Hiring Institution**

|                                                  |     |                                          |       |
|--------------------------------------------------|-----|------------------------------------------|-------|
| Board of Governors of the Federal Reserve System | 12  | College of William & Mary                | 1     |
| University of California-San Diego               | 6   | Cornell University                       | 1     |
| University of Pittsburgh                         | 4   | Fordham University                       | 1     |
| University of Toronto                            | 4   | Iowa State University                    | 1     |
| American University                              | 2   | Michigan State University                | 1     |
| Brown University                                 | 2   | Middlebury College                       | 1     |
| Bucknell University                              | 2   | Mississippi State University             | 1     |
| Colgate University                               | 2   | Oregon State University                  | 1     |
| Duke University                                  | 2   | Saint Mary's College of California       | 1     |
| Georgia College & State University               | 2   | Southern Methodist University            | 1     |
| Georgia Institute of Technology                  | 2   | State University of New York-Binghamton  | 1     |
| Grand Valley State University                    | 2   | The Ohio State University                | 1     |
| Harvard University                               | 2   | Trinity University                       | 1     |
| Montana State University                         | 2   | Union College                            | 1     |
| Reed College                                     | 2   | University of Arkansas                   | 1     |
| Rutgers University                               | 2   | University of Colorado-Boulder           | 1     |
| The University of Akron                          | 2   | University of Connecticut                | 1     |
| University of Delaware                           | 2   | University of Illinois-Chicago           | 1     |
| University of Florida                            | 2   | University of Illinois-Urbana Champaign  | 1     |
| University of Kansas                             | 2   | University of Iowa                       | 1     |
| University of Massachusetts-Boston               | 2   | University of Memphis                    | 1     |
| University of Notre Dame                         | 2   | University of Michigan                   | 1     |
| University of Tennessee                          | 2   | University of Missouri-St. Louis         | 1     |
| University of Texas-Austin                       | 2   | University of Nevada-Las Vegas           | 1     |
| University of Wisconsin-Madison                  | 2   | University of North Carolina-Chapel Hill | 1     |
| Whitman College                                  | 2   | University of Oregon                     | 1     |
| University of California-Berkeley                | 1.5 | University of Richmond                   | 1     |
| Auburn University                                | 1   | University of South Alabama              | 1     |
| Bates College                                    | 1   | University of Wisconsin-Parkside         | 1     |
| Boston University                                | 1   | Ursinus College                          | 1     |
| Brandeis University                              | 1   | Wesleyan University                      | 1     |
| California State University-Sacramento           | 1   | West Virginia University                 | 1     |
| Colby College                                    | 1   | Total                                    | 109.5 |

\*Number of institutions responding, 144; number of institutions hiring, 65; number of hires, 109.5.

**Table 2**  
**New Tenure Track Ph.D.s Hired for 2020-21**  
**By Type of Hiring Institution and Field of Specialization**

| Field of Specialization                   | PhD<br>Granting<br>Institution | Top 30* | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total | Percent<br>of<br>Total |
|-------------------------------------------|--------------------------------|---------|----------------------------------------------------------------|-------|------------------------|
| 1. General Economics                      | 0                              | 0       | 1                                                              | 1     | 0.9%                   |
| 2. Method and History of Thought          | 1                              | 1       | 1                                                              | 2     | 1.8%                   |
| 3. Math. & Quantitative Methods           | 4                              | 2       | 0                                                              | 4     | 3.7%                   |
| 4. Microeconomics                         | 7                              | 3       | 3                                                              | 10    | 9.1%                   |
| 5. Macro/Monetary Economics               | 8                              | 1       | 9                                                              | 25    | 22.8%                  |
| 6. International Economics                | 3                              | 3       | 2                                                              | 5     | 4.6%                   |
| 7. Financial Economics                    | 0                              | 0       | 0                                                              | 3     | 2.7%                   |
| 8. Public Economics                       | 5                              | 1       | 3                                                              | 8     | 7.3%                   |
| 9. Health, Education, & Welfare Economics | 4                              | 0       | 1                                                              | 5     | 4.6%                   |
| 10. Labor & Demographic Economics         | 9                              | 4       | 2                                                              | 12    | 11.0%                  |
| 11. Law & Economics                       | 0                              | 0       | 0                                                              | 0     | 0.0%                   |
| 12. Industrial Organization               | 4                              | 0       | 1                                                              | 5     | 4.6%                   |
| 13. Business Administration               | 0                              | 0       | 0                                                              | 0     | 0.0%                   |
| 14. Economic History                      | 0.5                            | 0.5     | 0                                                              | 0.5   | 0.5%                   |
| 15. Economic Development                  | 4                              | 1       | 5                                                              | 9     | 8.2%                   |
| 16. Economic Systems                      | 0                              | 0       | 0                                                              | 0     | 0.0%                   |
| 17. Agricultural & Natural Resource       | 2                              | 1       | 3                                                              | 5     | 4.6%                   |
| 18. Urban, Rural, & Regional Economics    | 2                              | 1       | 0                                                              | 2     | 1.8%                   |
| 19. Other Special Topics                  | 7                              | 5       | 2                                                              | 9     | 8.2%                   |
| Not reported                              | 4                              | 0       | 0                                                              | 4     | 3.7%                   |
| Total                                     | 64.5                           | 23.5    | 33                                                             | 109.5 |                        |

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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 2020-21**

|                                        |   |                                          |   |
|----------------------------------------|---|------------------------------------------|---|
| University of California-Berkeley      | 4 | Pompeu Fabra University                  | 1 |
| Princeton University                   | 4 | University of Western Ontario            | 1 |
| Massachusetts Institute of Technology  | 4 | Lehigh University                        | 1 |
| University of Chicago                  | 3 | American University                      | 1 |
| Indiana University-Bloomington         | 3 | Brown University                         | 1 |
| New York University                    | 3 | Carnegie Mellon University               | 1 |
| Duke University                        | 3 | George Washington University             | 1 |
| Columbia University                    | 3 | Georgetown University                    | 1 |
| Michigan State University              | 3 | Johns Hopkins University                 | 1 |
| Northwestern University                | 3 | Kansas State University                  | 1 |
| University of California-San Diego     | 3 | Rutgers University                       | 1 |
| University of Minnesota                | 3 | Syracuse University                      | 1 |
| University of Maryland                 | 3 | Texas A&M University                     | 1 |
| Boston University                      | 2 | The City University of New York          | 1 |
| University of Pennsylvania             | 2 | The Ohio State University                | 1 |
| Harvard University                     | 2 | Tulane University                        | 1 |
| Cornell University                     | 2 | University of California-Irvine          | 1 |
| Florida State University               | 2 | University of Montreal                   | 1 |
| London School of Economics             | 2 | University of North Carolina-Chapel Hill | 1 |
| Stanford University                    | 2 | University of Ottawa                     | 1 |
| University of California-Los Angeles   | 2 | University of Rochester                  | 1 |
| University of California-Santa Barbara | 2 | University of Sienna                     | 1 |
| University of Massachusetts-Amherst    | 2 | University of Stockholm                  | 1 |
| University of Michigan                 | 2 | University of Washington                 | 1 |
| University of Southern California      | 2 | West Virginia University                 | 1 |
| University of Texas-Austin             | 1 | Yale University                          | 1 |
| Pennsylvania State University          | 1 |                                          |   |

**Table 4**  
**Demographics of New Tenure Track Ph.D.s Hired for 2020-21 By Type of Hiring Institution**

| Demographic Category                      | PhD Granting Institution | Top 30* | Bachelor's & Master's Degree Granting Institutions | All Institutions | Total |
|-------------------------------------------|--------------------------|---------|----------------------------------------------------|------------------|-------|
| Male                                      | 66.7%                    | 69.8%   | 72.7%                                              | 68.9%            | 63    |
| Female                                    | 33.3%                    | 30.2%   | 27.3%                                              | 31.1%            | 28.5  |
| American Indian or Alaska Native          | 0.0%                     | 0.0%    | 0.0%                                               | 0.0%             | 0     |
| Asian                                     | 36.7%                    | 41.0%   | 32.3%                                              | 35.1%            | 30    |
| Black or African American                 | 2.8%                     | 2.6%    | 0.0%                                               | 1.8%             | 1.5   |
| Hispanic or Latino                        | 12.8%                    | 15.4%   | 12.9%                                              | 12.9%            | 11    |
| Native Hawaiian or Other Pacific Islander | 0.0%                     | 0.0%    | 0.0%                                               | 0.0%             | 0     |
| White                                     | 45.9%                    | 41.0%   | 48.4%                                              | 46.8%            | 40    |
| Other race or ethnicity                   | 1.8%                     | 0.0%    | 6.5%                                               | 3.5%             | 3     |

\*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 2020-21 by Hiring Institution**

|                                    |   |                                         |    |
|------------------------------------|---|-----------------------------------------|----|
| Colgate University                 | 5 | Brandeis University                     | 1  |
| RAND Corporation                   | 3 | College of Charleston                   | 1  |
| University of Toronto              | 3 | Georgia Institute of Technology         | 1  |
| University of Wisconsin-La Crosse  | 3 | Grand Valley State University           | 1  |
| Bates College                      | 2 | Harvard University                      | 1  |
| Brown University                   | 2 | Illinois State University               | 1  |
| Oberlin College                    | 2 | North Dakota State University           | 1  |
| Saint Mary's College of California | 2 | State University of New York-Binghamton | 1  |
| Union College                      | 2 | University of New Hampshire             | 1  |
| University of Connecticut          | 2 | Weber State University                  | 1  |
| University of Richmond             | 2 | West Virginia University                | 1  |
| Baylor University                  | 1 | Whitman College                         | 1  |
| Boston University                  | 1 | Total                                   | 42 |

\*Number of institutions responding, 142; number of institutions hiring, 25; number of hires, 42.



**Table 6**  
**New Non-Tenure Track Ph.D.s Hired for 2020-21**  
**By Type of Hiring Institution and Field of Specialization**

| Field of Specialization                   | PhD<br>Granting<br>Institution | Top 30* | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total |       |
|-------------------------------------------|--------------------------------|---------|----------------------------------------------------------------|-------|-------|
| 1. General Economics                      | 6                              | 1       | 3                                                              | 9     | 21.4% |
| 2. Method and History of Thought          | 0                              | 0       | 0                                                              | 0     | 0.0%  |
| 3. Math. & Quantitative Methods           | 1                              | 0       | 1                                                              | 2     | 4.8%  |
| 4. Microeconomics                         | 0                              | 0       | 1                                                              | 1     | 2.4%  |
| 5. Macro/Monetary Economics               | 3                              | 2       | 4                                                              | 7     | 16.7% |
| 6. International Economics                | 0                              | 0       | 0                                                              | 0     | 0.0%  |
| 7. Financial Economics                    | 0                              | 0       | 0                                                              | 0     | 0.0%  |
| 8. Public Economics                       | 1                              | 0       | 0                                                              | 1     | 2.4%  |
| 9. Health, Education, & Welfare Economics | 1                              | 0       | 0                                                              | 1     | 2.4%  |
| 10. Labor & Demographic Economics         | 0                              | 0       | 0                                                              | 2     | 4.8%  |
| 11. Law & Economics                       | 0                              | 0       | 1                                                              | 1     | 2.4%  |
| 12. Industrial Organization               | 0                              | 0       | 0                                                              | 0     | 0.0%  |
| 13. Business Administration               | 0                              | 0       | 0                                                              | 0     | 0.0%  |
| 14. Economic History                      | 0                              | 0       | 0                                                              | 0     | 0.0%  |
| 15. Economic Development                  | 1                              | 0       | 2                                                              | 3     | 7.1%  |
| 16. Economic Systems                      | 0                              | 0       | 0                                                              | 0     | 0.0%  |
| 17. Agricultural & Natural Resource       | 0                              | 0       | 2                                                              | 2     | 4.8%  |
| 18. Urban, Rural, & Regional Economics    | 1                              | 0       | 0                                                              | 2     | 4.8%  |
| 19. Other Special Topics                  | 0                              | 0       | 1                                                              | 1     | 2.4%  |
| Not reported                              | 0                              | 0       | 10                                                             | 10    | 23.8% |
| Total                                     | 14                             | 3       | 25                                                             | 42    |       |

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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 2020-21**

|                                    |   |                                                     |   |
|------------------------------------|---|-----------------------------------------------------|---|
| Southern Illinois University       | 2 | The University of Warwick                           | 1 |
| University of California-San Diego | 2 | University of Illinois-Chicago                      | 1 |
| Harvard University                 | 1 | University of Massachusetts-Lowell                  | 1 |
| University of Michigan             | 1 | University of New Hampshire                         | 1 |
| University of Minnesota            | 1 | University of Notre Dame                            | 1 |
| Georgia State University           | 1 | University of Oregon                                | 1 |
| Iowa State University              | 1 | University of South Florida                         | 1 |
| Northern Illinois University       | 1 | University of Toronto                               | 1 |
| Purdue University                  | 1 | University of Wisconsin-Milwaukee                   | 1 |
| Simon Fraser University            | 1 | Virginia Polytechnic Institute and State University | 1 |
| Texas Tech University              | 1 |                                                     |   |

**Table 8**  
**Demographics of New Non-Tenure Track Ph.D.s Hired for 2020-21 By Type of Hiring Institution**

| Demographic Category                      | PhD Granting Institution | Top 30* | Bachelor's & Master's Degree Granting Institutions | All Institutions | Total |
|-------------------------------------------|--------------------------|---------|----------------------------------------------------|------------------|-------|
| Male                                      | 33.3%                    | 100.0%  | 61.1%                                              | 51.5%            | 17    |
| Female                                    | 66.7%                    | 0.0%    | 38.9%                                              | 48.5%            | 16    |
| American Indian or Alaska Native          | 0.0%                     | 0.0%    | 0.0%                                               | 0.0%             | 0     |
| Asian                                     | 0.0%                     | 0.0%    | 16.7%                                              | 9.4%             | 3     |
| Black or African American                 | 0.0%                     | 0.0%    | 5.6%                                               | 3.1%             | 1     |
| Hispanic or Latino                        | 0.0%                     | 0.0%    | 0.0%                                               | 0.0%             | 0     |
| Native Hawaiian or Other Pacific Islander | 0.0%                     | 0.0%    | 0.0%                                               | 0.0%             | 0     |
| White                                     | 90.9%                    | 100.0%  | 66.7%                                              | 75.0%            | 24    |
| Other race or ethnicity                   | 9.1%                     | 0.0%    | 11.1%                                              | 12.5%            | 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 2020-21 Academic Year**

| Demographic Category                      | Number Who Sought Employment | Percent Who Sought Employment | Number Who Found Employment | Percent Who Found Employment |
|-------------------------------------------|------------------------------|-------------------------------|-----------------------------|------------------------------|
| Male                                      | 269                          | 63.7%                         | 233                         | 86.6%                        |
| Female                                    | 153                          | 36.3%                         | 136                         | 88.9%                        |
| American Indian or Alaska Native          | 1                            | 0.3%                          | 1                           | 100.0%                       |
| Asian                                     | 129                          | 40.8%                         | 115                         | 89.1%                        |
| Black or African American                 | 18                           | 5.7%                          | 16                          | 88.9%                        |
| Hispanic or Latino                        | 15                           | 4.7%                          | 14                          | 93.3%                        |
| Native Hawaiian or Other Pacific Islander | 0                            | 0.0%                          | 0                           | 0.0%                         |
| White                                     | 133                          | 42.1%                         | 129                         | 97.0%                        |
| Other race or ethnicity                   | 20                           | 6.3%                          | 15                          | 75.0%                        |

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

**2020-21 Salary Offers for New Tenure Track Ph.Ds.—Expected vs. Actual.** Respondents to the survey conducted in the fall of 2019 reported a mean *expected* salary offer of \$120,943 for academic year 2020-21. Respondents to the current survey report a mean *actual* salary for the 2020-21 academic year of \$120,373 or 0.5 percent lower 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 2020-21, as reported in the survey conducted in the fall of 2019, and the *actual* offer, as reported in the current survey, for the 53 institutions that responded to both surveys. Top 30 institutions made actual offers 10.1 percent above what was expected. For all 53 respondents, the average actual offer was 2.4 percent higher the average expected offer. See Figure 2 for salary distributions.

**2020-21 Salary Offers for New Non-Tenure Track Ph.Ds.—Expected vs. Actual.** Respondents to the survey conducted in the fall of 2019 reported a mean *expected* salary offer of \$80,000 for academic year 2020-21. Respondents to the current survey report a mean *actual* salary for the 2020-21 academic year of \$79,338 or 0.8 percent below 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 2020-21, as reported in the survey conducted in the fall of 2019, and the *actual* offer, as reported in the current survey, for the 52 institutions that responded to both surveys. Ph.D. institutions made actual offers 4.8 percent below what was expected while Bachelor’s and Master’s Degree granting schools made offers 7.0 percent below what was expected. For all 66 respondents, the average actual offer was similar to the average expected offer. See Figure 4 for salary distributions.

## **II. Demand and Supply of New Ph.Ds. for 2021-22**

39 of the institutions responding to the current survey are expecting to hire 74 new tenure track Ph.Ds. for the 2021-22 academic year. Meanwhile, 26 of the institutions responding to the current survey are expecting to hire 35 new non-tenure track Ph.Ds. for the 2021-22 academic year. See Tables 12, 13, and 14.

The most common reason reported by the other institutions for not hiring for the 2021-22 academic year was due to temporary budgetary limits due to COVID-19 (47.3 percent). COVID-19 is expected to impact hiring for about 2 hiring cycles (average 1.7 years). See Questions 26 and 26a in the Summary of Findings.

50 of the Ph.D. Degree granting institutions responding to the survey report that they will have a total of 360 new Ph.Ds. seeking employment for the 2021-22 academic year. About 6.6 percent of the job seekers are holdovers from the 2020-21 market. Top 30 schools account for 37.8

percent of the total reported supply. Ph.D. granting institutions reported that that 65.6 percent of the candidates seeking employment in the 2021-22 are male and 34.4 percent are female. 42.9 percent of the candidates are Asian, 39.5 percent of them are white, and 7.1 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 macro/monetary economics (19.7 percent) constitute the greatest share of the supply followed by labor & demographic economics (14.4 percent) and economic development (8.6 percent).

**Table 10**  
**Expected and Actual Offers for New Tenure Track Ph.Ds. the 2020-21 Academic Year**

|                                                                                                                                            | All Ph.D.<br>Degree<br>Granting<br>Institutions | N  | Top 30*   | N | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | N  | All<br>Respondents | N  |
|--------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|----|-----------|---|----------------------------------------------------------------|----|--------------------|----|
| Panel A: Complete results of Fall 2020 survey compared with complete results of Fall 2019 survey. (Expected Hires=132; Actual Hires=109.5) |                                                 |    |           |   |                                                                |    |                    |    |
| Mean Actual Offer (2020 Survey)                                                                                                            | \$134,892                                       | 34 | \$150,833 | 9 | \$94,412                                                       | 19 | \$120,373          | 54 |
| Mean Expected Offer (2019 Survey)                                                                                                          | \$136,712                                       | 26 | \$142,500 | 6 | \$96,882                                                       | 17 | \$120,943          | 44 |
| Actual Less Expected                                                                                                                       | (\$1,820)                                       |    | \$8,333   |   | (\$2,471)                                                      |    | (\$570)            |    |
| Percent Difference                                                                                                                         | -1.33%                                          |    | 5.85%     |   | -2.55%                                                         |    | -0.47%             |    |
| Panel B: 53 Respondents to the Fall 2020 survey who also responded to the Fall 2019 survey. (Expected Hires=87; Actual Hires=80.5)         |                                                 |    |           |   |                                                                |    |                    |    |
| Mean Actual Offer (2020 Survey)                                                                                                            | \$133,347                                       | 24 | \$146,786 | 7 | \$97,987                                                       | 15 | \$119,753          | 40 |
| Mean Expected Offer (2019 Survey)                                                                                                          | \$129,000                                       | 14 | \$133,333 | 3 | \$95,375                                                       | 8  | \$116,913          | 23 |
| Actual Less Expected                                                                                                                       | \$4,347                                         |    | \$13,452  |   | \$2,612                                                        |    | \$2,840            |    |
| Percent Difference                                                                                                                         | 3.37%                                           |    | 10.09%    |   | 2.74%                                                          |    | 2.43%              |    |

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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 2020-21 Academic Year**

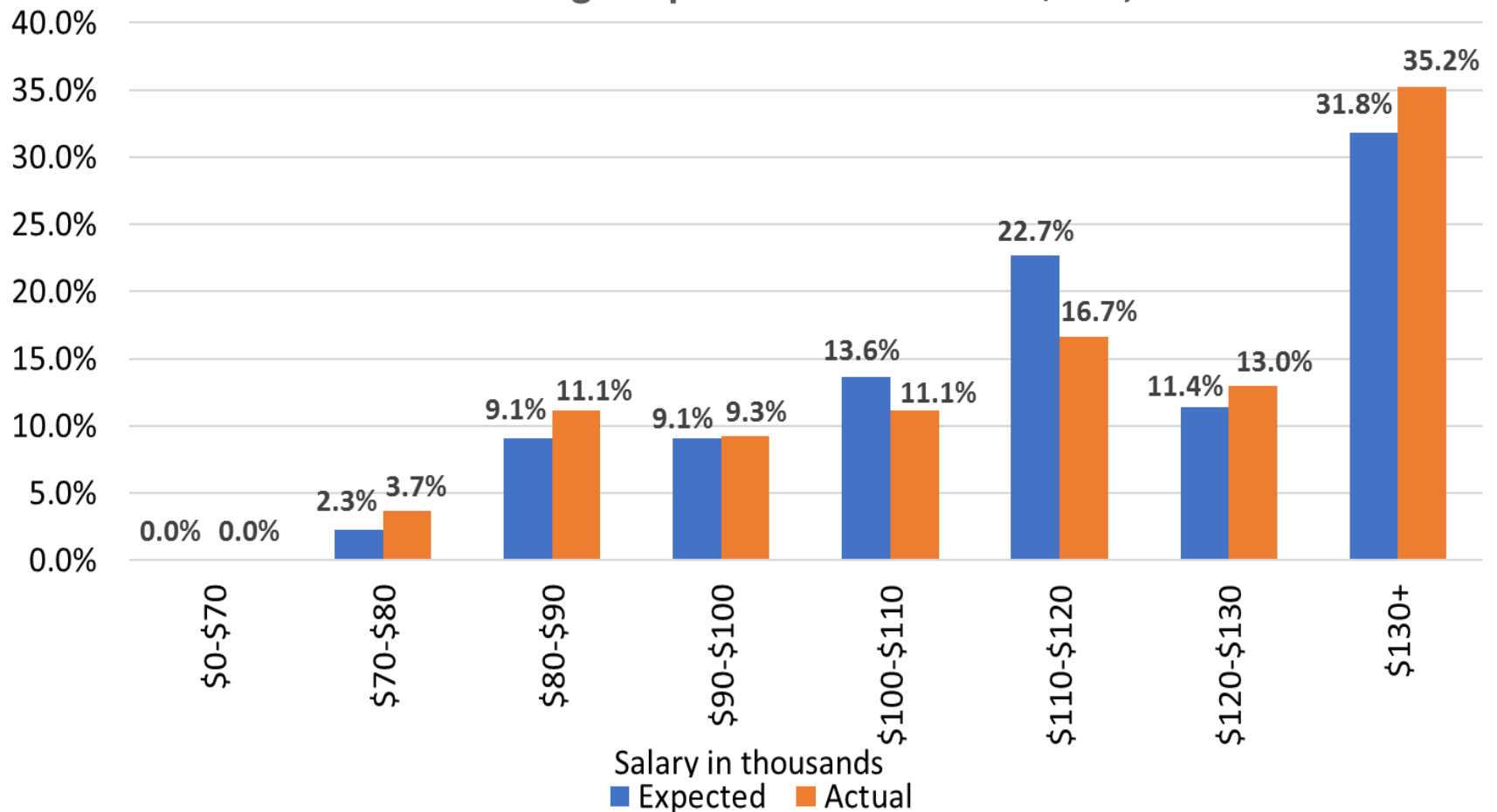
|                                                                                                                                        | All Ph.D.<br>Degree<br>Granting<br>Institutions | N | Top 30*  | N | Bachelor's &<br>Master's Degree<br>Granting<br>Institutions | N | All<br>Respondents | N  |
|----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|---|----------|---|-------------------------------------------------------------|---|--------------------|----|
| Panel A: Complete results of Fall 2020 survey compared with complete results of Fall 2019 Survey. (Expected Hires=42; Actual Hires=42) |                                                 |   |          |   |                                                             |   |                    |    |
| Mean Actual Offer (2020 Survey)                                                                                                        | \$81,770                                        | 8 | \$94,000 | 1 | \$70,321                                                    | 7 | \$79,338           | 16 |
| Mean Expected Offer (2019 Survey)                                                                                                      | \$79,286                                        | 7 | \$80,000 | 1 | \$75,714                                                    | 7 | \$80,000           | 15 |
| Actual Less Expected                                                                                                                   | \$2,484                                         |   | \$14,000 |   | (\$5,394)                                                   |   | (\$662)            |    |
| Percent Difference                                                                                                                     | 3.13%                                           |   | 17.50%   |   | -7.12%                                                      |   | -0.83%             |    |
| Panel B: 53 Respondents to the Fall 2020 survey who also responded to the Fall 2019 Survey. (Expected Hires=17; Actual Hires=27)       |                                                 |   |          |   |                                                             |   |                    |    |
| Mean Actual Offer (2020 Survey)                                                                                                        | \$88,860                                        | 6 | -        | 0 | \$72,041                                                    | 6 | \$80,450           | 12 |
| Mean Expected Offer (2019 Survey)                                                                                                      | \$93,333                                        | 3 | -        | 0 | \$77,500                                                    | 2 | \$87,000           | 5  |
| Actual Less Expected                                                                                                                   | (\$4,474)                                       |   | -        |   | (\$5,459)                                                   |   | (\$6,550)          |    |
| Percent Difference                                                                                                                     | -4.79%                                          |   | -        |   | -7.04%                                                      |   | -7.53%             |    |

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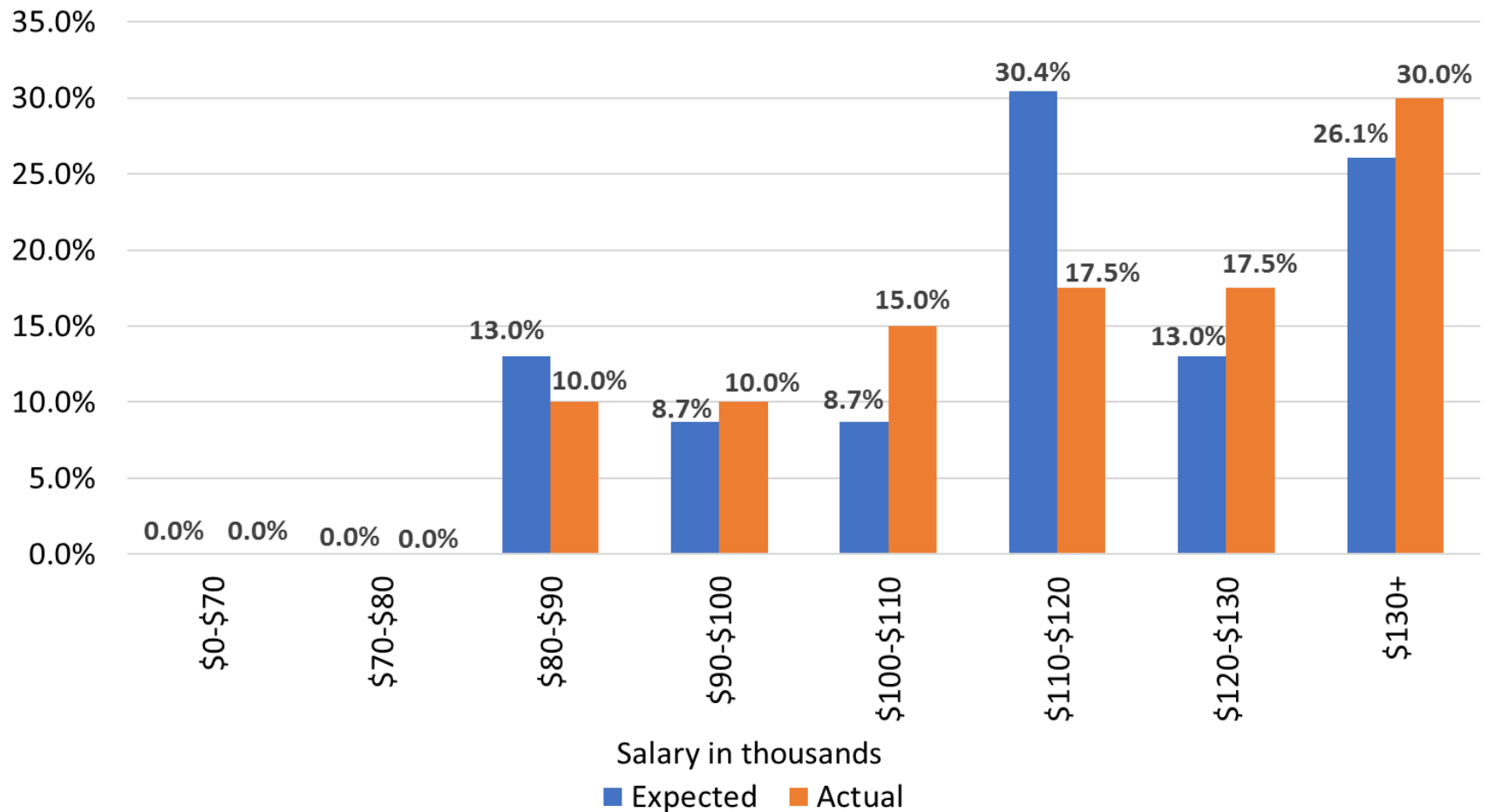
\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.



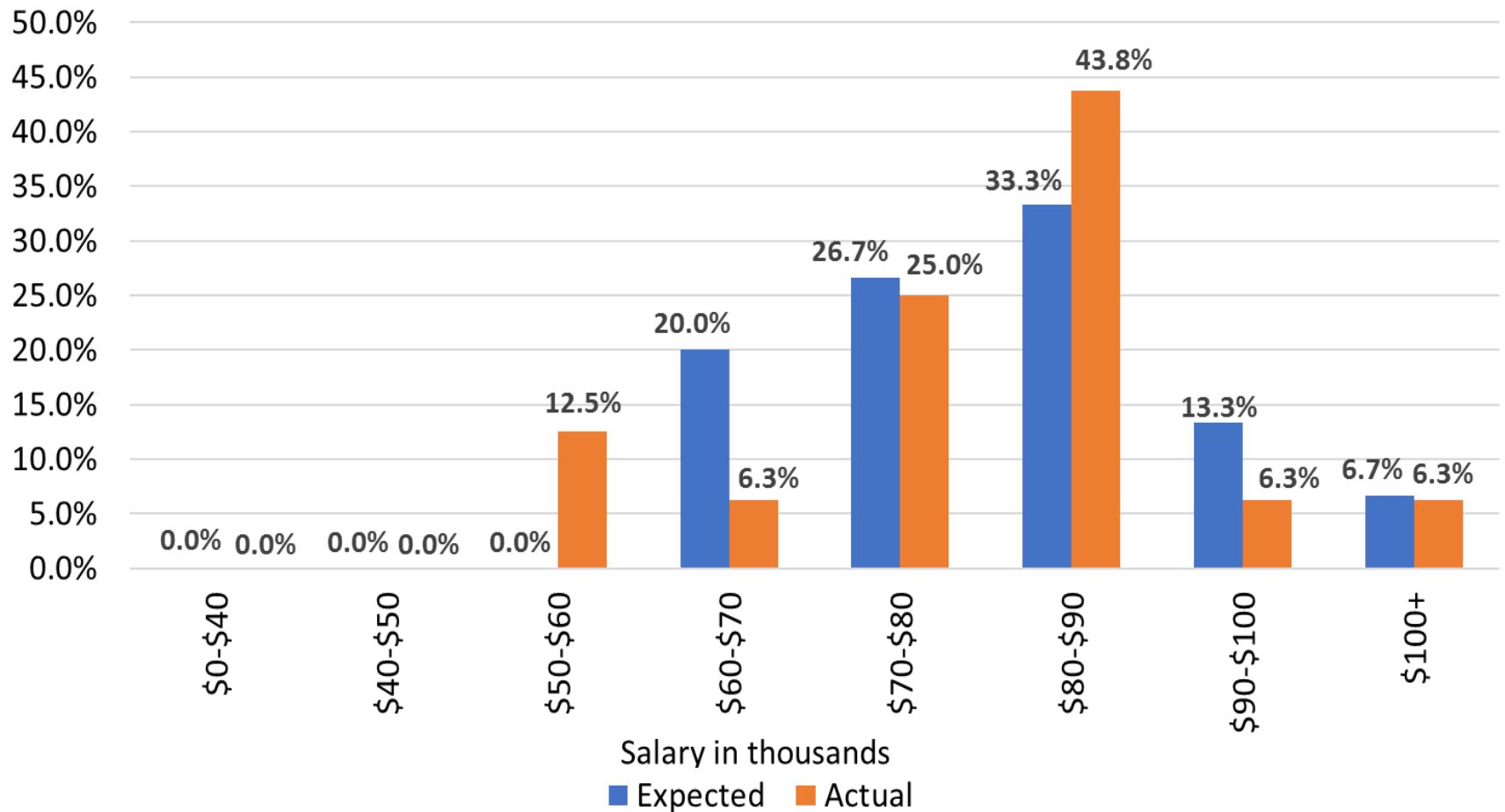
**Figure 1**  
**Expected and Actual Salary Tenure Track Offers 2020-2021-- All Respondents**  
**Fall 2019 Average Reported Expected Offer: \$120,943**  
**Fall 2020 Average Reported Actual Offer: \$120,373**



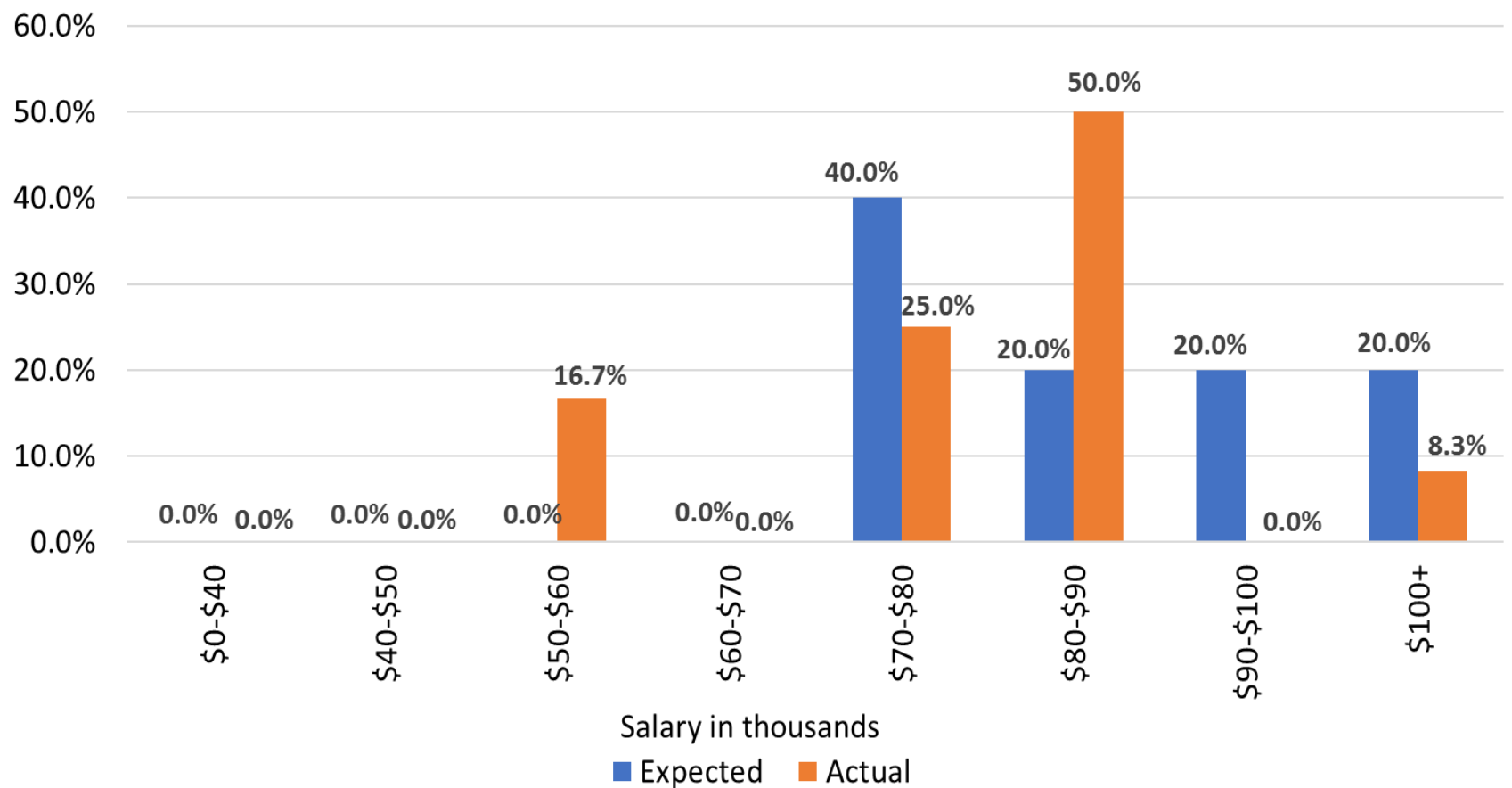
**Figure 2:**  
**Expected and Actual Tenure-Track Salary Offers 2020-2021--Matched Subsample**  
**Fall 2019 Average Reported Expected Offer: \$116,913**  
**Fall 2020 Average Reported Actual Offer: \$119,753**



**Figure 3**  
**Expected and Actual Salary Non-Tenure Track Offers 2020-2021-- All Respondents**  
**Fall 2019 Average Reported Expected Offer: \$80,000**  
**Fall 2020 Average Reported Actual Offer: \$79,338**



**Figure 4**  
**Expected and Actual Salary Non-Tenure Track Offers 2020-2021-- Matched Subsample**  
**Fall 2019 Average Reported Expected Offer: \$87,000**  
**Fall 2020 Average Reported Actual Offer: \$80,450**



**Table 12**  
**Supply of and Demand for New Ph.D.s by Respondents**  
**for the 2021-22 Academic Year**

| Field of Specialization                   | Tenure-Track<br>Demand for<br>2021-2022 | Non-Tenure<br>Track<br>Demand for<br>2021-2022 | Percent of<br>Demand | Supply for<br>2021-2022 | Percent of<br>Supply |
|-------------------------------------------|-----------------------------------------|------------------------------------------------|----------------------|-------------------------|----------------------|
| 1. General Economics                      | 9                                       | 12                                             | 19.3%                | 6                       | 1.7%                 |
| 2. Method and History of Thought          | 1                                       | 0                                              | 0.9%                 | 2                       | 0.6%                 |
| 3. Math. & Quantitative Methods           | 3                                       | 1                                              | 3.7%                 | 21                      | 5.8%                 |
| 4. Microeconomics                         | 8                                       | 4                                              | 11.0%                | 30                      | 8.3%                 |
| 5. Macro/Monetary Economics               | 14                                      | 5                                              | 17.4%                | 71                      | 19.7%                |
| 6. International Economics                | 0                                       | 1                                              | 0.9%                 | 18                      | 5.0%                 |
| 7. Financial Economics                    | 6                                       | 0                                              | 5.5%                 | 12                      | 3.3%                 |
| 8. Public Economics                       | 1                                       | 0                                              | 0.9%                 | 18                      | 5.0%                 |
| 9. Health, Education, & Welfare Economics | 2.5                                     | 2                                              | 4.1%                 | 26                      | 7.2%                 |
| 10. Labor & Demographic Economics         | 7.5                                     | 1                                              | 7.8%                 | 52                      | 14.4%                |
| 11. Law & Economics                       | 0                                       | 0                                              | 0.0%                 | 3                       | 0.8%                 |
| 12. Industrial Organization               | 3                                       | 1                                              | 3.7%                 | 26                      | 7.2%                 |
| 13. Business Administration               | 0                                       | 0                                              | 0.0%                 | 0                       | 0.0%                 |
| 14. Economic History                      | 0                                       | 1                                              | 0.9%                 | 5                       | 1.4%                 |
| 15. Economic Development                  | 1                                       | 1                                              | 1.8%                 | 31                      | 8.6%                 |
| 16. Economic Systems                      | 0                                       | 0                                              | 0.0%                 | 4                       | 1.1%                 |
| 17. Agricultural & Natural Resource       | 2                                       | 0                                              | 1.8%                 | 9                       | 2.5%                 |
| 18. Urban, Rural, & Regional Economics    | 0                                       | 0                                              | 0.0%                 | 5                       | 1.4%                 |
| 19. Other Special Topics                  | 4                                       | 2                                              | 5.5%                 | 7                       | 1.9%                 |
| Not Reported                              | 12                                      | 4                                              | 14.7%                | 14                      | 3.9%                 |
| Total                                     | 74                                      | 35                                             | 100.0%               | 360                     | 100.0%               |

**Table 13**  
**Expected Tenure Track Hires for 2021-22 by Type of Institution and Field of Specialization**

|                                               | Ph.D. Degree<br>Granting<br>Institutions | Top 30* | Bachelor's &<br>Master's Degree<br>Granting<br>Institutions | All<br>Institutions |
|-----------------------------------------------|------------------------------------------|---------|-------------------------------------------------------------|---------------------|
| 1. General Economics                          | 8                                        | 5       | 1                                                           | 9                   |
| 2. Method & History of Thought                | 1                                        | 1       | 0                                                           | 1                   |
| 3. Math. & Quantitative Methods               | 3                                        | 0       | 0                                                           | 3                   |
| 4. Microeconomics                             | 5                                        | 1       | 1                                                           | 8                   |
| 5. Macro/Monetary Economics                   | 7                                        | 2       | 1                                                           | 14                  |
| 6. International                              | 0                                        | 0       | 0                                                           | 0                   |
| 7. Financial Economics                        | 0                                        | 0       | 0                                                           | 6                   |
| 8. Public Economics                           | 1                                        | 1       | 0                                                           | 1                   |
| 9. Health, Education, & Welfare Economics     | 0.5                                      | 0       | 2                                                           | 2.5                 |
| 10. Labor & Demographic Economics             | 4.5                                      | 2       | 1                                                           | 7.5                 |
| 11. Law & Economics                           | 0                                        | 0       | 0                                                           | 0                   |
| 12. Industrial Organization                   | 2                                        | 1       | 1                                                           | 3                   |
| 13. Business Administration                   | 0                                        | 0       | 0                                                           | 0                   |
| 14. Economic History                          | 0                                        | 0       | 0                                                           | 0                   |
| 15. Economic Development                      | 1                                        | 1       | 0                                                           | 1                   |
| 16. Economic Systems                          | 0                                        | 0       | 0                                                           | 0                   |
| 17. Agricultural & Natural Resource Economics | 2                                        | 2       | 0                                                           | 2                   |
| 18. Urban, Rural, & Regional Economics        | 0                                        | 0       | 0                                                           | 0                   |
| 19. Other Special Topics                      | 3                                        | 1       | 1                                                           | 4                   |
| Not Reported                                  | 5                                        | 3       | 7                                                           | 12                  |
| Total                                         | 43                                       | 20      | 15                                                          | 74                  |

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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 2021-22 by Type of Institution and Field of Specialization**

|                                               | Ph.D. Degree<br>Granting<br>Institutions | Top 30* | Bachelor's &<br>Master's Degree<br>Granting<br>Institutions | Total |
|-----------------------------------------------|------------------------------------------|---------|-------------------------------------------------------------|-------|
| 1. General Economics                          | 5                                        | 1       | 7                                                           | 12    |
| 2. Method & History of Thought                | 0                                        | 0       | 0                                                           | 0     |
| 3. Math. & Quantitative Methods               | 0                                        | 0       | 1                                                           | 1     |
| 4. Microeconomics                             | 2                                        | 0       | 2                                                           | 4     |
| 5. Macro/Monetary Economics                   | 2                                        | 0       | 3                                                           | 5     |
| 6. International                              | 0                                        | 0       | 1                                                           | 1     |
| 7. Financial Economics                        | 0                                        | 0       | 0                                                           | 0     |
| 8. Public Economics                           | 0                                        | 0       | 0                                                           | 0     |
| 9. Health, Education, & Welfare Economics     | 1                                        | 0       | 0                                                           | 2     |
| 10. Labor & Demographic Economics             | 0                                        | 0       | 0                                                           | 1     |
| 11. Law & Economics                           | 0                                        | 0       | 0                                                           | 0     |
| 12. Industrial Organization                   | 1                                        | 0       | 0                                                           | 1     |
| 13. Business Administration                   | 0                                        | 0       | 0                                                           | 0     |
| 14. Economic History                          | 0                                        | 0       | 1                                                           | 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       | 1                                                           | 2     |
| Not Reported                                  | 4                                        | 1       | 0                                                           | 4     |
| Total                                         | 16                                       | 2       | 17                                                          | 35    |

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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 2021-22 Academic Year**

| Demographic Category                      | Number Seeking Employment | Percent Seeking Employment |
|-------------------------------------------|---------------------------|----------------------------|
| Male                                      | 236                       | 65.6%                      |
| Female                                    | 124                       | 34.4%                      |
| American Indian or Alaska Native          | 0                         | 0.0%                       |
| Asian                                     | 127                       | 42.9%                      |
| Black or African American                 | 15                        | 5.1%                       |
| Hispanic or Latino                        | 21                        | 7.1%                       |
| Native Hawaiian or Other Pacific Islander | 0                         | 0.0%                       |
| White                                     | 117                       | 39.5%                      |
| Other race or ethnicity                   | 16                        | 5.4%                       |

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



**Table 16**  
**New Ph.D.s Seeking Employment for 2021-22**  
**By Type of Degree Granting Institution and Field of Specialization<sup>1</sup>**

|                                               | Other<br>Ph.D.<br>Degree<br>Granting<br>Institutions | Top 30 | All<br>Institutions | Percent of<br>Supply |
|-----------------------------------------------|------------------------------------------------------|--------|---------------------|----------------------|
| 1. General Economics                          | 6                                                    | 0      | 6                   | 1.7%                 |
| 2. Method & History of Thought                | 2                                                    | 0      | 2                   | 0.6%                 |
| 3. Math. & Quantitative Methods               | 13                                                   | 8      | 21                  | 5.8%                 |
| 4. Microeconomics                             | 17                                                   | 13     | 30                  | 8.3%                 |
| 5. Macro/Monetary Economics                   | 47                                                   | 24     | 71                  | 19.7%                |
| 6. International                              | 8                                                    | 10     | 18                  | 5.0%                 |
| 7. Financial Economics                        | 5                                                    | 7      | 12                  | 3.3%                 |
| 8. Public Economics                           | 14                                                   | 4      | 18                  | 5.0%                 |
| 9. Health, Education, & Welfare Economics     | 20                                                   | 6      | 26                  | 7.2%                 |
| 10. Labor & Demographic Economics             | 33                                                   | 19     | 52                  | 14.4%                |
| 11. Law & Economics                           | 3                                                    | 0      | 3                   | 0.8%                 |
| 12. Industrial Organization                   | 10                                                   | 16     | 26                  | 7.2%                 |
| 13. Business Administration                   | 0                                                    | 0      | 0                   | 0.0%                 |
| 14. Economic History                          | 4                                                    | 1      | 5                   | 1.4%                 |
| 15. Economic Development                      | 23                                                   | 8      | 31                  | 8.6%                 |
| 16. Economic Systems                          | 3                                                    | 1      | 4                   | 1.1%                 |
| 17. Agricultural & Natural Resource Economics | 6                                                    | 3      | 9                   | 2.5%                 |
| 18. Urban, Rural, & Regional Economics        | 4                                                    | 1      | 5                   | 1.4%                 |
| 19. Other Special Topics                      | 6                                                    | 1      | 7                   | 1.9%                 |
| Not Reported                                  | 0                                                    | 14     | 14                  | 3.9%                 |
| Total                                         | 224                                                  | 136    | 360                 | 100%                 |

<sup>1</sup> Number of institutions responding 56; number of Top 30 institutions responding, 10.

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

**Expected Salary Offer for 2021-22.** Responses from 25 institutions indicate that the average expected salary offer for new tenure track Ph.Ds. for the 2021-22 academic year is \$119,981 a 0.3 percent decrease from the actual offer for the 2020-21 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 19 institutions indicate that the average expected salary offer for new non-tenure track Ph.Ds. for the 2021-22 academic year is \$75,281, a 3.0 percent decrease from the actual offer for the 2020-21 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, only 66.7 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., 66.7 percent of expected offers are above \$80,000; while for institutions offering Bachelor's and Master's degrees, 28.6 percent of expected offers to new non-tenure track Ph.Ds. exceed \$80,000.

**2020-21 Research Support in the Market for New Tenure Track Ph.Ds.** For tenure track assistant professors hired for the 2020-21 academic year, summer support was available more often from Ph.D. Degree granting institutions than from others (91.7 percent vs. 48.0 percent). The average summer support as a percentage of nine-month salary offers (16.8 percent vs. 14.2 percent) was also higher for Ph.D. Degree granting institutions. A startup package was offered by 88.6 percent of Ph.D. Degree granting institutions and was offered by 66.7 percent of other institutions. The average startup package at Ph.D. Degree granting institutions was \$30,313 and was \$29,125 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 (97.1 percent vs. 58.3 percent).

**2020-21 Research Support in the Market for New Non-Tenure Track Ph.Ds.** For non-tenure track assistant professors hired for the 2020-21 academic year, a startup package was offered by 30.0 percent of Ph.D. Degree granting institutions and was not offered by any of the other institutions. The average startup package at Ph.D. Degree granting institutions was \$5,000.

**2020-21 Other Support of New Tenure Track Ph.Ds.** Moving expenses were paid by 91.7 percent of all respondents, but housing allowances are offered by only 13.1 percent of respondents.

Of the institutions responding, 74.6 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 7.9 percent by the employer and 7.8 percent by the employee. Full vesting at the time of hire occurs 54.5 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average

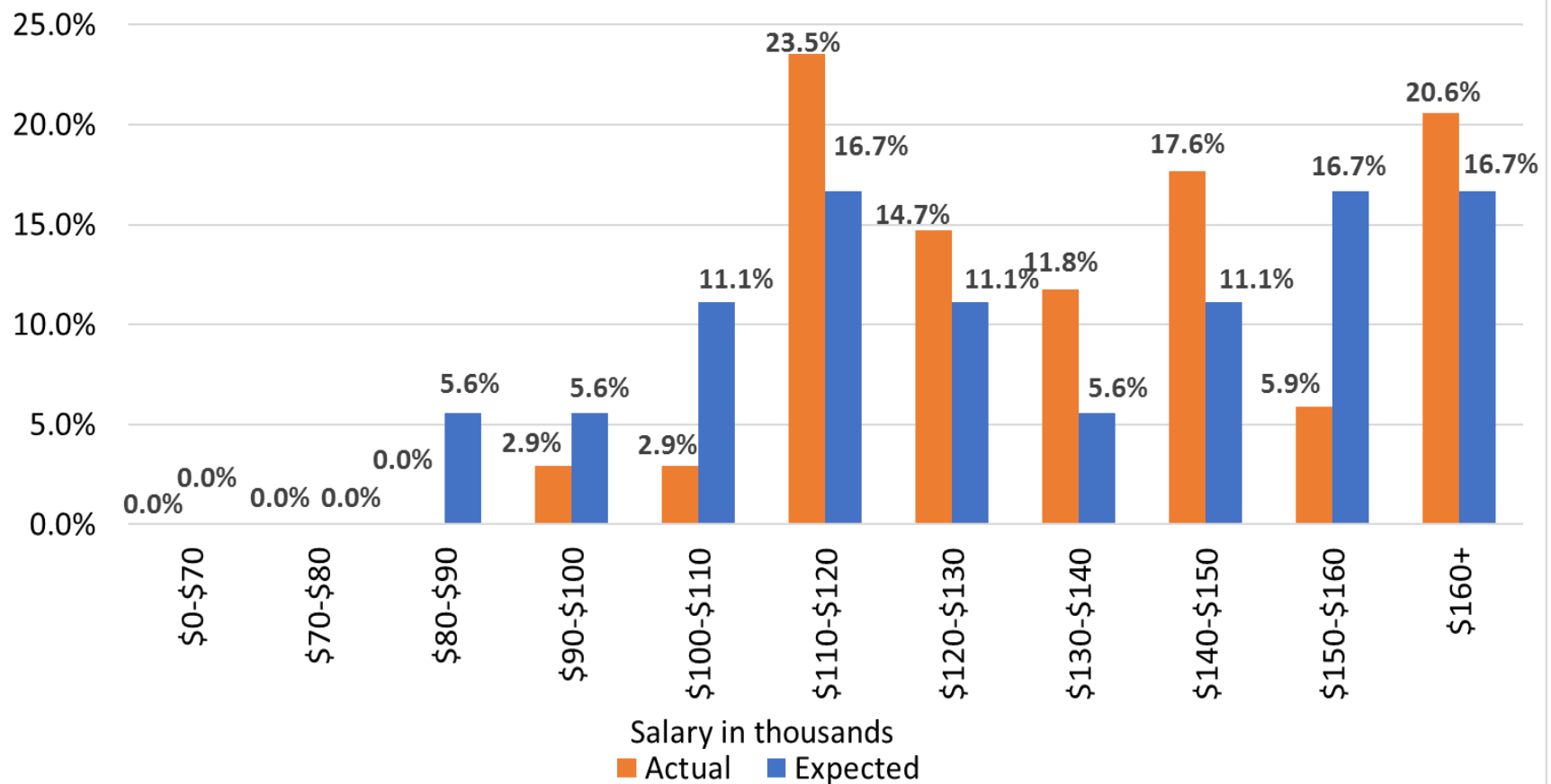
wait of 4.2 years. No cost life insurance, with an average face value of \$98,917 was offered by 59.0 percent of the employers.

The tenure clock was stopped for the birth or adoption of a child by 91.9 percent and for the birth only by an additional 6.5 percent of the respondents. For 92.7 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 (90.9 percent vs. 97.3 percent).

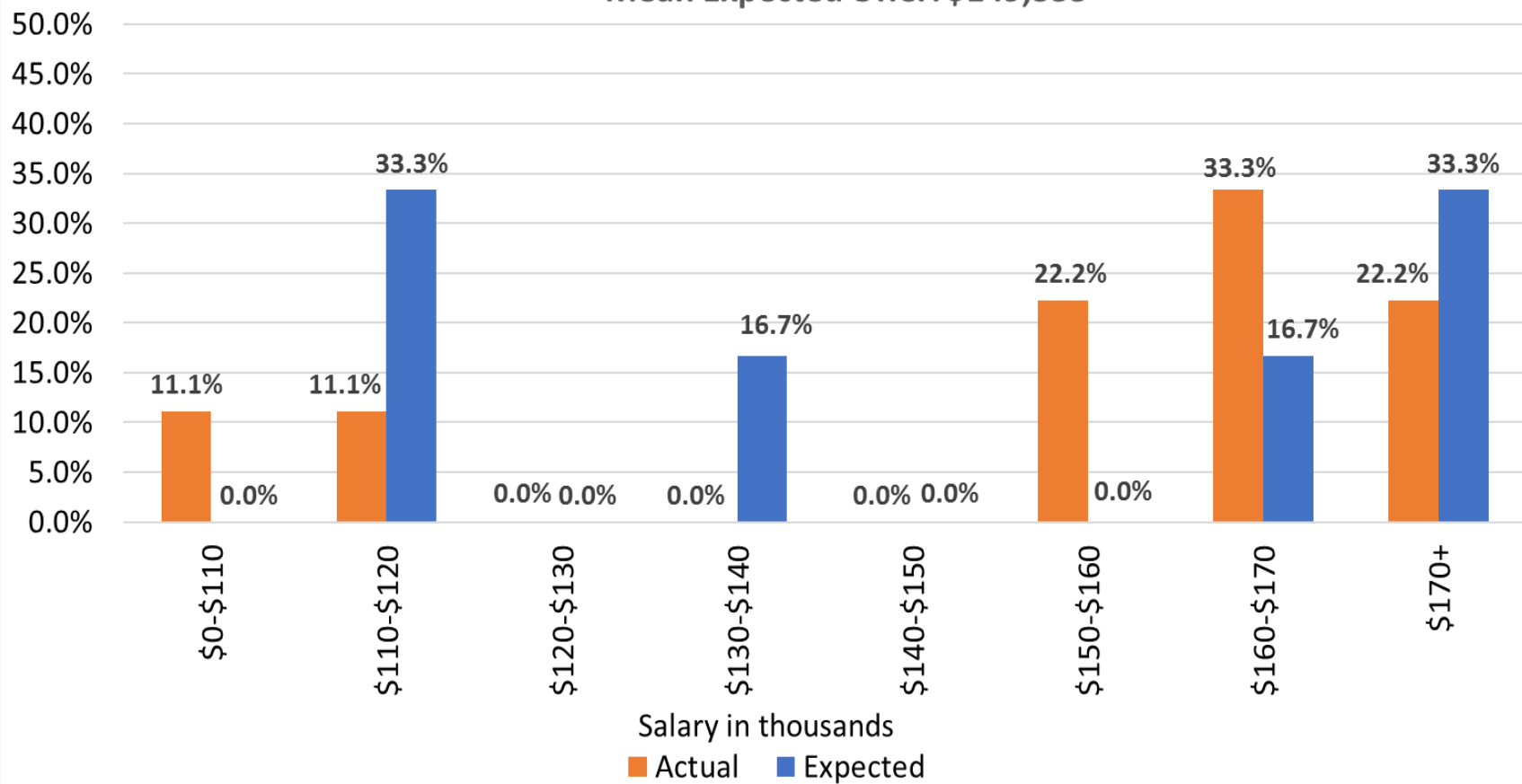
**2020-21 Other Support of New Non-Tenure Track Ph.Ds.** Moving expenses were paid by 43.5 percent of all respondents, but housing allowances were not offered by any of the respondents.

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 5.8 percent by the employer and 2.2 percent by the employee. Full vesting at the time of hire occurs 43.8 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average wait of 3.5 years. No cost life insurance, with an average face value of \$103,000 was offered by 50.0 percent of the employers.

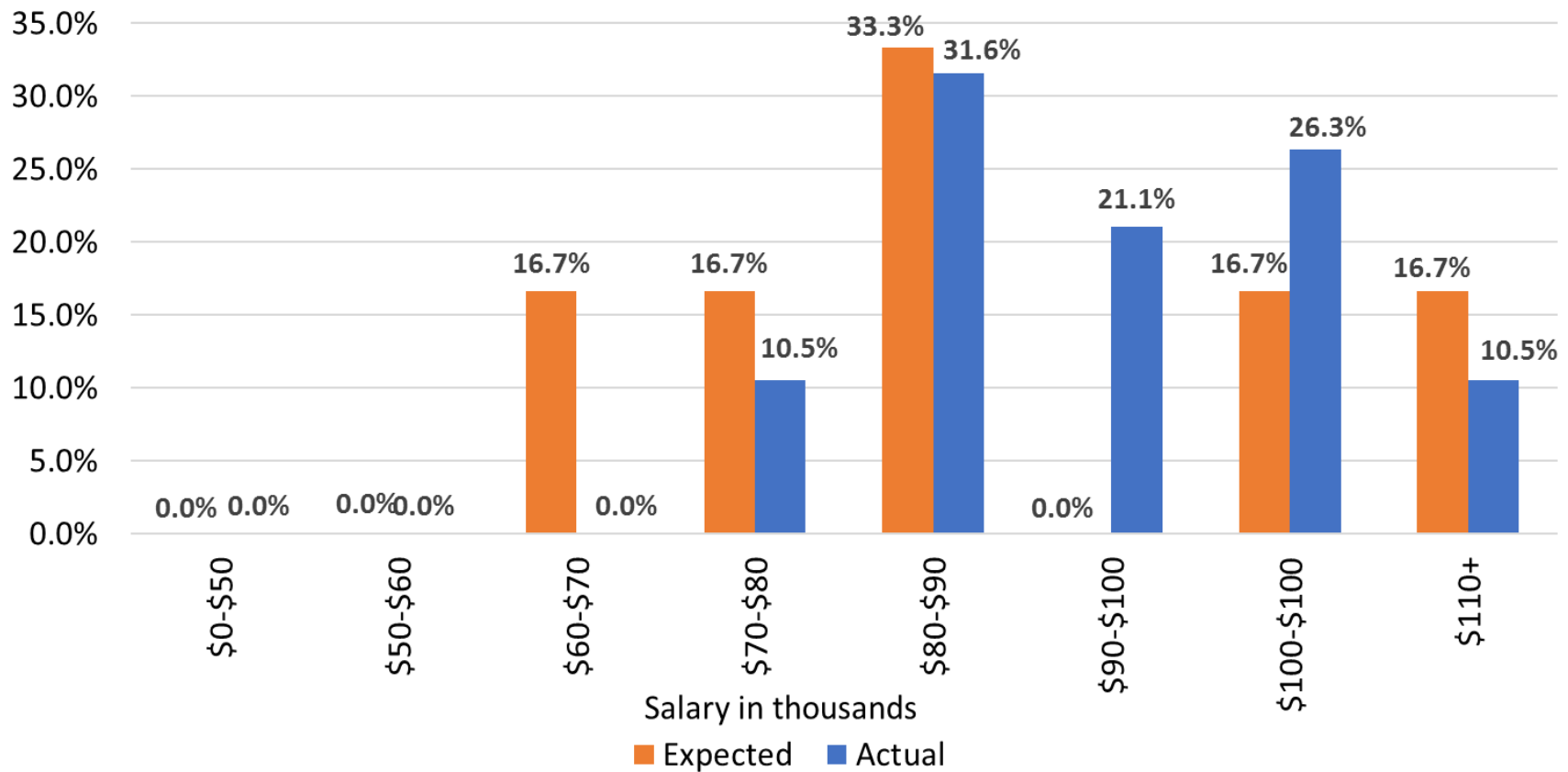
**Figure 5**  
**Actual Salary Offers for 2020-21 & Expected Salary Offers for 2021-22**  
**for New Tenure Track Ph.Ds.**  
**All Ph.D. Degree Granting Institutions**  
**Mean Actual Offer: \$134,892**  
**Mean Expected Offer: \$131,333**



**Figure 6**  
**Actual Salary Offers for 2020-21 & Expected Salary Offers for 2021-22**  
**for New Tenure Track Ph.Ds.**  
**Top 30 Institutions**  
**Mean Actual Offer: \$150,833**  
**Mean Expected Offer: \$149,333**



**Figure 7**  
**Actual Salary Offers for 2020-21 & Expected Salary Offers for 2021-22**  
**for New Tenure Track Ph.Ds.**  
**Bachelor and Master Degree Granting Institutions**  
**Mean Actual Offer: \$94,412**  
**Mean Expected Offer: \$85,921**

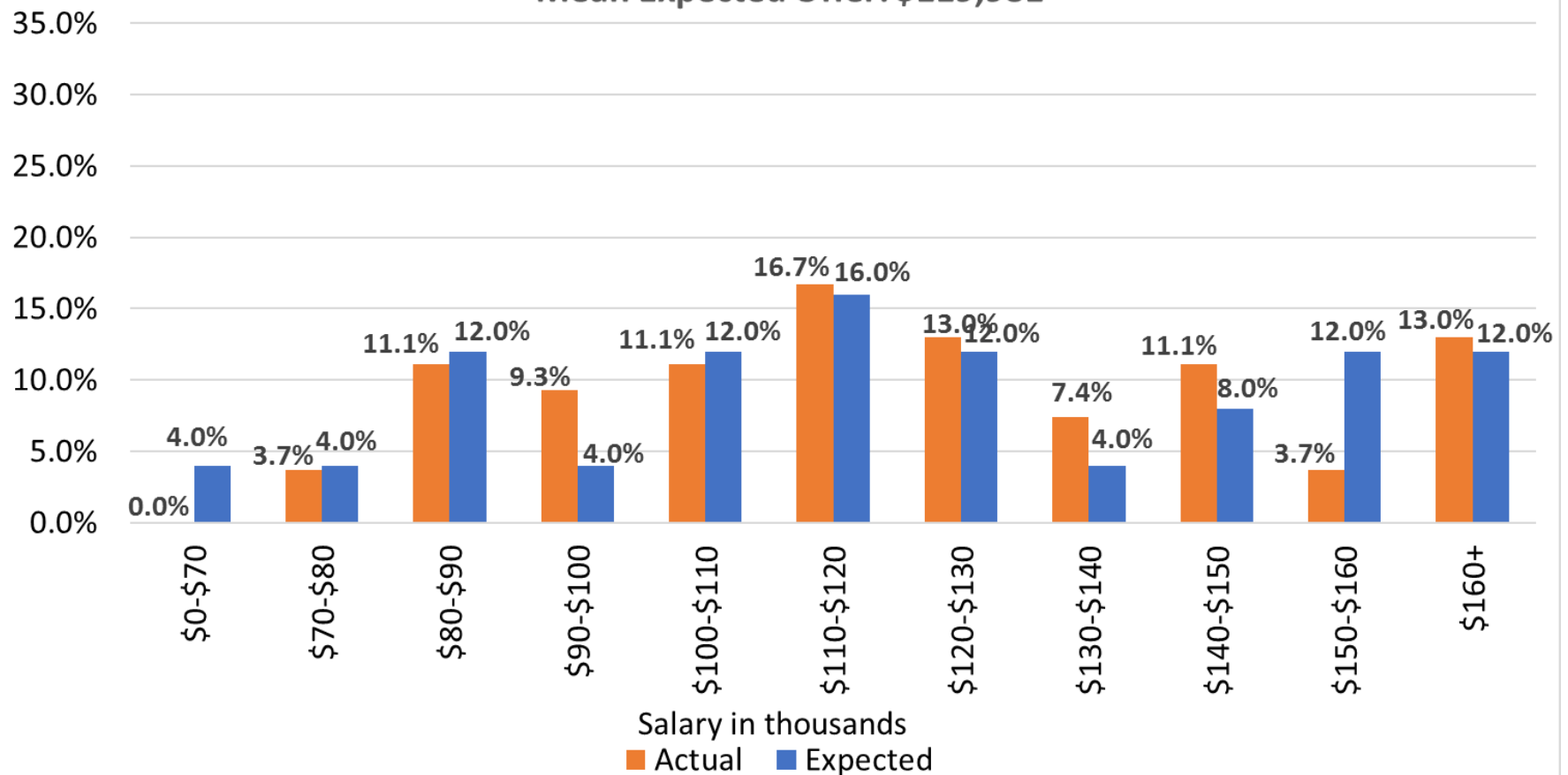


**Figure 8**  
**Actual Salary Offers for 2020-21 & Expected Salary Offers for 2021-22**  
**for New Tenure Track Ph.Ds.**

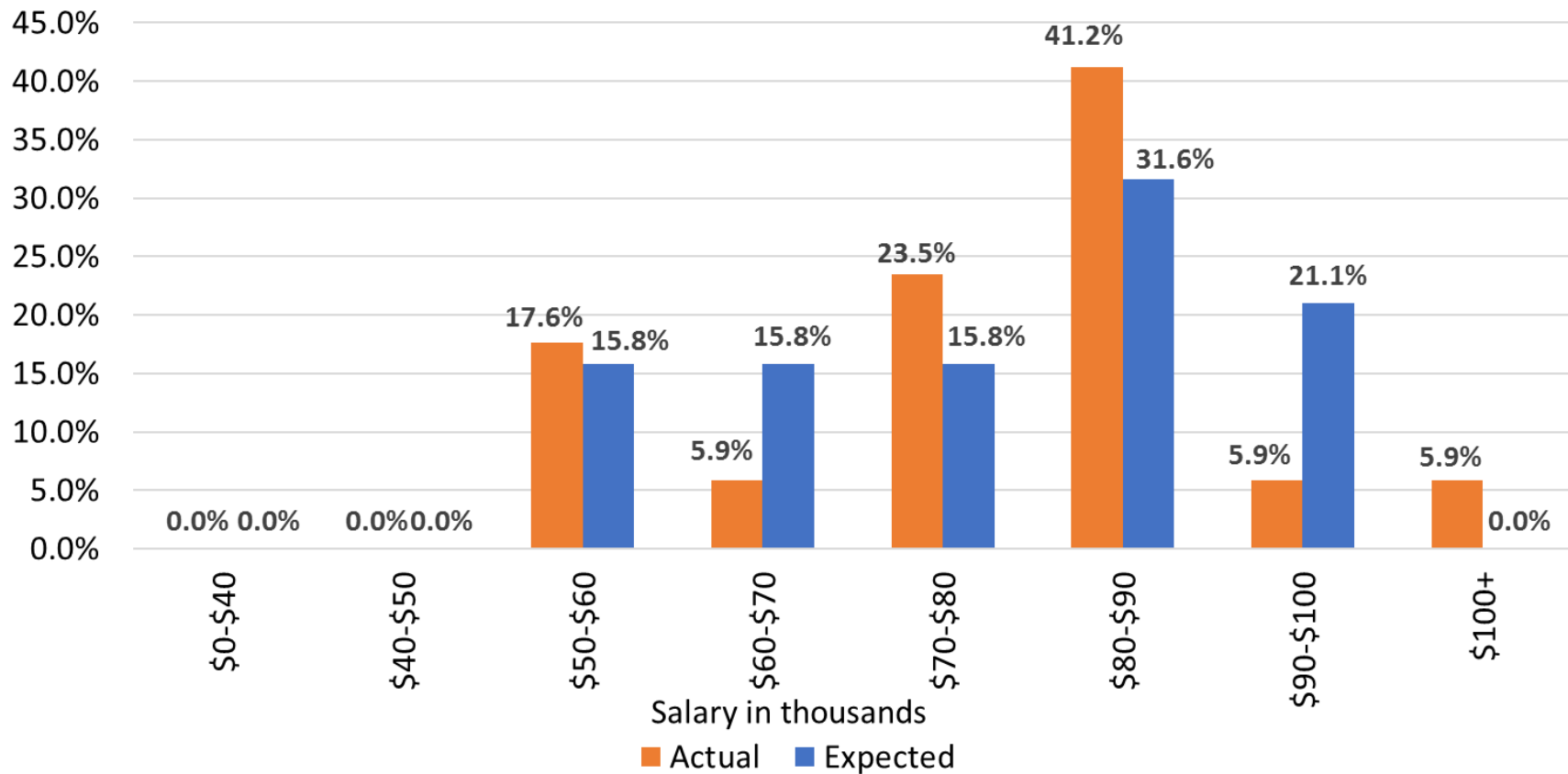
**All Institutions**

**Mean Actual Offer: \$120,373**

**Mean Expected Offer: \$119,981**



**Figure 9**  
**Actual Salary Offers for 2020-21 & Expected Salary Offers for 2021-22**  
**for New Non-Tenure Track Ph.Ds.**  
**All Institutions**  
**Mean Actual Offer: \$77,612**  
**Mean Expected Offer: \$75,281**





## 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.<br>Degree<br>Granting<br>Institutions | Top 30<br>Institutions | Bachelor’s &<br>Master’s<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|------------------------|----------------------------------------------------------------|------------------------------------------------------------|

#### Distribution of Respondent Institutions by Highest Degree Offered:

|                                      |    |    |    |     |
|--------------------------------------|----|----|----|-----|
| Number of<br>Questionnaires Returned | 74 | 17 | 68 | 144 |
|--------------------------------------|----|----|----|-----|

### I. Hiring and Compensation in the Market for New Tenure Track Ph.Ds. in the Labor Market for 2020-21

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

|               |       |      |       |       |
|---------------|-------|------|-------|-------|
| Percent “Yes” | 20.3% | 0.0% | 38.2% | 28.5% |
| N=            | 74    | 17   | 68    | 144   |

Q2. How many new tenure track Ph.D. candidates did you hire for appointment in the 2020-21 academic year?

|                       |      |    |    |       |
|-----------------------|------|----|----|-------|
| New Hires for 2020-21 | 64.5 | 17 | 33 | 109.5 |
| N Hiring=             | 39   | 11 | 25 | 65    |

See Table 1 for distribution of hires by hiring institution.

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.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

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 2020-21 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         | 1         | 1         |
| >\$75,000 to \$80,000   | 0         | 0         | 3         | 3         |
| >\$80,000 to \$85,000   | 0         | 0         | 1         | 1         |
| >\$85,000 to \$90,000   | 0         | 0         | 3         | 3         |
| >\$90,000 to \$95,000   | 1         | 0         | 2         | 3         |
| >\$95,000 to \$100,000  | 0         | 0         | 3         | 3         |
| >\$100,000 to \$105,000 | 0         | 0         | 3         | 3         |
| >\$105,000 to \$110,000 | 4         | 1         | 1         | 5         |
| >\$110,000 to \$115,000 | 3         | 1         | 1         | 4         |
| >\$115,000 to \$120,000 | 3         | 0         | 1         | 5         |
| >\$120,000 to \$125,000 | 4         | 0         | 0         | 4         |
| >\$125,000 to \$130,000 | 2         | 0         | 0         | 2         |
| >\$130,000 to \$135,000 | 1         | 0         | 0         | 1         |
| >\$135,000 to \$140,000 | 3         | 0         | 0         | 3         |
| >\$140,000 to \$145,000 | 3         | 0         | 0         | 3         |
| >\$145,000 to \$150,000 | 2         | 1         | 0         | 2         |
| >\$150,000 to \$155,000 | 1         | 1         | 0         | 1         |
| >\$155,000 to \$160,000 | 3         | 2         | 0         | 3         |
| >\$160,000 to \$165,000 | 1         | 1         | 0         | 1         |
| >\$165,000 to \$170,000 | 1         | 1         | 0         | 1         |
| >\$170,000              | 2         | 1         | 0         | 2         |
| MEAN                    | \$134,892 | \$150,833 | \$94,412  | \$120,373 |
| STD DEV                 | \$21,257  | \$23,417  | \$12,780  | \$26,714  |
| MIN                     | \$95,000  | \$108,500 | \$75,000  | \$75,000  |
| MAX                     | \$175,000 | \$175,000 | \$120,000 | \$175,000 |

Also see Figures 1 through 8.

| Item | All Ph.D.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

Q5. For new tenure track assistant professors hired for the 2020-21 academic year, did you offer summer research support?

a. Yes [ ] No [ ]

|                          |       |       |       |       |
|--------------------------|-------|-------|-------|-------|
| Percent offering support | 91.7% | 90.0% | 48.0% | 73.8% |
| N=                       | 36    | 10    | 25    | 61    |

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

|                        |     |     |     |     |
|------------------------|-----|-----|-----|-----|
| Average No. of Summers | 2.5 | 2.3 | 2.7 | 2.6 |
| N=                     | 30  | 8   | 10  | 40  |

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

|                          |       |       |       |       |
|--------------------------|-------|-------|-------|-------|
| As a percent of 9 months | 16.8% | 10.0% | 14.2% | 15.7% |
| N=                       | 7     | 1     | 5     | 12    |

Q6. For new tenure track assistant professors hired for the 2020-21 academic year, did you offer:

a. Moving expenses to your university?

|               |         |         |         |         |
|---------------|---------|---------|---------|---------|
| Percent "Yes" | 91.7%   | 90.0%   | 91.7%   | 91.8%   |
| N=            | 36      | 10      | 24      | 61      |
| Mean Amount   | \$5,353 | \$3,833 | \$4,182 | \$5,345 |
| N=            | 17      | 3       | 11      | 29      |

b. A startup package?

|               |          |          |          |          |
|---------------|----------|----------|----------|----------|
| Percent "Yes" | 88.6%    | 100.0%   | 66.7%    | 80.0%    |
| N=            | 35       | 10       | 24       | 60       |
| Mean Amount   | \$30,313 | \$32,000 | \$29,125 | \$28,820 |
| N=            | 16       | 4        | 8        | 25       |

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

|               |         |       |       |          |
|---------------|---------|-------|-------|----------|
| Percent "Yes" | 8.3%    | 30.0% | 16.7% | 13.1%    |
| N=            | 36      | 10    | 24    | 61       |
| Mean Amount   | \$6,000 | \$0   | \$0   | \$13,167 |
| N=            | 1       | 0     | 0     | 3        |

| Item | All Ph.D.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

Q7. Does your university or institution offer the TIAA-CREF pension plan?

|               |       |       |       |       |
|---------------|-------|-------|-------|-------|
| Percent "Yes" | 75.0% | 80.0% | 76.9% | 74.6% |
| N=            | 36    | 10    | 26    | 63    |

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 | 9.3% | 6.2% | 6.6% | 7.9% |
| N=      | 24   | 5    | 22   | 47   |

b. The new employee:

|         |       |      |      |      |
|---------|-------|------|------|------|
| Percent | 10.8% | 4.7% | 4.8% | 7.8% |
| N=      | 24    | 4    | 22   | 47   |

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

a. At time of hire [ ] or later?

|                         |       |       |       |       |
|-------------------------|-------|-------|-------|-------|
| Percent at time of hire | 48.4% | 25.0% | 65.2% | 54.5% |
| N=                      | 31    | 8     | 23    | 55    |

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

|                       |     |     |     |     |
|-----------------------|-----|-----|-----|-----|
| Mean years when later | 4.3 | 7.0 | 3.8 | 4.2 |
| N=                    | 9   | 4   | 6   | 16  |

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

|               |       |       |       |       |
|---------------|-------|-------|-------|-------|
| Percent "Yes" | 54.3% | 44.4% | 64.0% | 59.0% |
| N=            | 35    | 9     | 25    | 61    |

a. If YES, what is its face value?

|                 |           |   |          |          |
|-----------------|-----------|---|----------|----------|
| Mean Face Value | \$149,250 | - | \$77,143 | \$98,917 |
| N=              | 4         | 0 | 7        | 12       |

| Item | All Ph.D.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

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"             | 2.7%  | 0.0%   | 2.9%  | 6.5%  |
| Percent "Yes, for birth or adoption of child" | 94.6% | 100.0% | 88.0% | 91.9% |
| N=                                            | 37    | 11     | 25    | 62    |

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

|                        |       |       |      |       |
|------------------------|-------|-------|------|-------|
| Stopped Clock/Eligible | 48/64 | 10/16 | 9/20 | 57/84 |
| N=                     | 27    | 4     | 16   | 43    |

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

|                        |        |       |      |        |
|------------------------|--------|-------|------|--------|
| Stopped Clock/Eligible | 61/155 | 15/54 | 3/40 | 64/195 |
| N=                     | 25     | 3     | 16   | 41     |

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

|                         |       |       |       |       |
|-------------------------|-------|-------|-------|-------|
| Percent "formal policy" | 93.9% | 88.9% | 90.9% | 92.7% |
| N=                      | 33    | 9     | 22    | 55    |

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    | 16.7% | 16.7% | 53.8% | 29.7% |
| N=            | 24    | 9     | 22    | 55    |

| Item | All Ph.D.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

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"        | 9.4%  | 12.5% | 17.6% | 12.2% |
| Percent "actual number of years minus stopped clock" | 65.6% | 62.5% | 70.6% | 67.3% |
| Percent "use own judgment"                           | 25.0% | 25.0% | 11.8% | 20.4% |
| N=                                                   | 32    | 8     | 17    | 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 | 3  | 3 | 5  | 4  |
| N=                    | 32 | 7 | 22 | 54 |

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

|                          |       |       |       |       |
|--------------------------|-------|-------|-------|-------|
| Percent Semester System  | 94.3% | 90.0% | 87.5% | 91.5% |
| Percent Quarter System   | 5.7%  | 10.0% | 8.3%  | 6.8%  |
| Percent Trimester System | 0.0%  | 0.0%  | 4.2%  | 1.7%  |
| N=                       | 35    | 10    | 24    | 59    |

| Item | All Ph.D.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

Q13. Does an incoming junior tenure track faculty member typically get any reduction from this normal load?

|               |       |       |       |       |
|---------------|-------|-------|-------|-------|
| Percent "Yes" | 97.1% | 88.9% | 58.3% | 81.0% |
| N=            | 34    | 9     | 24    | 58    |

a. Number of courses reduced?

|                      |    |   |    |    |
|----------------------|----|---|----|----|
| Mean Courses Reduced | 1  | 1 | 1  | 1  |
| N=                   | 32 | 7 | 14 | 46 |

b. For how many years?

|                      |    |   |    |    |
|----------------------|----|---|----|----|
| Mean Number of Years | 2  | 2 | 1  | 2  |
| N=                   | 29 | 5 | 14 | 43 |

## II. Hiring and Compensation in the Market for New Non-Tenure Track Ph.Ds. in the Labor Market for 2020-21

Q14. How many new non-tenure track Ph.D. candidates did you hire for appointment in the 2020-21 academic year?

|                       |    |   |    |    |
|-----------------------|----|---|----|----|
| New Hires for 2020-21 | 14 | 3 | 25 | 42 |
| N Hiring=             | 10 | 2 | 14 | 25 |

See Table 5 for distribution of hires by hiring institution.

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.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

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 2020-21 academic year? If this varied across people, please give an average.

|                        |          |          |          |           |
|------------------------|----------|----------|----------|-----------|
| <\$45,000              | 0        | 0        | 0        | 0         |
| >\$45,000 to \$50,000  | 0        | 0        | 1        | 1         |
| >\$50,000 to \$55,000  | 0        | 0        | 0        | 0         |
| >\$55,000 to \$60,000  | 0        | 0        | 3        | 3         |
| >\$60,000 to \$65,000  | 0        | 0        | 0        | 0         |
| >\$65,000 to \$70,000  | 2        | 0        | 0        | 2         |
| >\$70,000 to \$75,000  | 0        | 0        | 2        | 2         |
| >\$75,000 to \$80,000  | 2        | 0        | 0        | 2         |
| >\$80,000 to \$85,000  | 1        | 0        | 2        | 3         |
| >\$85,000 to \$90,000  | 2        | 0        | 0        | 2         |
| >\$90,000 to \$95,000  | 1        | 1        | 0        | 1         |
| >\$95,000 to \$100,000 | 0        | 0        | 0        | 0         |
| >\$100,000             | 0        | 0        | 0        | 1         |
| MEAN                   | \$81,770 | \$94,000 | \$67,781 | \$77,612  |
| STD DEV                | \$8,572  | -        | \$12,995 | \$17,081  |
| MIN                    | \$70,000 | \$94,000 | \$50,000 | \$50,000  |
| MAX                    | \$94,000 | \$94,000 | \$84,911 | \$123,000 |

Also see Figure 9.



| Item | All Ph.D.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

Q17. For new non-tenure track assistant professors hired for the 2020-21 academic year, did you offer:

d. Moving expenses to your university?

|               |         |       |         |         |
|---------------|---------|-------|---------|---------|
| Percent "Yes" | 30.0%   | 50.0% | 50.0%   | 43.5%   |
| N=            | 10      | 2     | 12      | 23      |
| Mean Amount   | \$6,750 | -     | \$2,583 | \$3,972 |
| N=            | 2       | 0     | 4       | 6       |

e. A startup package?

|               |         |      |      |         |
|---------------|---------|------|------|---------|
| Percent "Yes" | 30.0%   | 0.0% | 0.0% | 13.0%   |
| N=            | 10      | 2    | 12   | 23      |
| Mean Amount   | \$5,000 | -    | -    | \$5,000 |
| N=            | 2       | 0    | 0    | 2       |

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

|               |      |      |      |      |
|---------------|------|------|------|------|
| Percent "Yes" | 0.0% | 0.0% | 0.0% | 0.0% |
| N=            | 10   | 2    | 12   | 23   |
| Mean Amount   | -    | -    | -    | -    |
| N=            | 0    | 0    | 0    | 0    |

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

|               |       |        |       |       |
|---------------|-------|--------|-------|-------|
| Percent "Yes" | 66.7% | 100.0% | 71.4% | 66.7% |
| N=            | 9     | 2      | 14    | 24    |

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% | - | 4.9% | 5.8% |
| N=      | 5    | 0 | 10   | 16   |

d. The new employee:

|         |      |   |      |      |
|---------|------|---|------|------|
| Percent | 4.8% | - | 1.1% | 2.2% |
| N=      | 5    | 0 | 10   | 16   |

| Item | All Ph.D.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

Q20. When does full vesting occur in this pension plan?

c. At time of hire [ ] or later?

|                         |       |      |       |       |
|-------------------------|-------|------|-------|-------|
| Percent at time of hire | 62.5% | 0.0% | 28.6% | 43.8% |
| N=                      | 8     | 1    | 7     | 16    |

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

|                       |     |   |     |     |
|-----------------------|-----|---|-----|-----|
| Mean years when later | 2.0 | - | 4.0 | 3.5 |
| N=                    | 1   | 0 | 3   | 4   |

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

|               |       |   |       |       |
|---------------|-------|---|-------|-------|
| Percent "Yes" | 50.0% | - | 45.5% | 50.0% |
| N=            | 8     | 0 | 11    | 20    |

b. If YES, what is its face value?

|                 |          |   |           |           |
|-----------------|----------|---|-----------|-----------|
| Mean Face Value | \$85,000 | - | \$115,000 | \$103,000 |
| N=              | 2        | 0 | 3         | 5         |

| Item | All Ph.D.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

### III. Demand for Ph.Ds. for 2021-22

Q22. Please estimate the number of **new tenure track Ph.Ds.** you expect to hire for the **2021-22 academic year.**

a. Total expected new Ph.D. hires.

|                      |    |    |    |    |
|----------------------|----|----|----|----|
| Total Expected Hires | 43 | 20 | 15 | 74 |
| N Hiring             | 30 | 12 | 8  | 39 |

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.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

Q23. For a **new tenure track Ph.D. with degree-in-hand**, what is the 9-month salary you **EXPECT** to offer for the **2021-22 academic year**?

|                         |           |           |           |           |
|-------------------------|-----------|-----------|-----------|-----------|
| <\$60,000               | 0         | 0         | 0         | 0         |
| >\$60,000 to \$65,000   | 0         | 0         | 1         | 1         |
| >\$65,000 to \$70,000   | 0         | 0         | 0         | 0         |
| >\$70,000 to \$75,000   | 0         | 0         | 1         | 1         |
| >\$75,000 to \$80,000   | 1         | 0         | 1         | 2         |
| >\$80,000 to \$85,000   | 0         | 0         | 0         | 0         |
| >\$85,000 to \$90,000   | 0         | 0         | 1         | 1         |
| >\$90,000 to \$95,000   | 1         | 0         | 0         | 1         |
| >\$95,000 to \$100,000  | 1         | 0         | 0         | 1         |
| >\$100,000 to \$105,000 | 1         | 0         | 1         | 2         |
| >\$105,000 to \$110,000 | 2         | 1         | 1         | 3         |
| >\$110,000 to \$115,000 | 1         | 1         | 0         | 1         |
| >\$115,000 to \$120,000 | 1         | 0         | 0         | 2         |
| >\$120,000 to \$125,000 | 1         | 0         | 0         | 1         |
| >\$125,000 to \$130,000 | 0         | 0         | 0         | 0         |
| >\$130,000 to \$135,000 | 1         | 1         | 0         | 1         |
| >\$135,000 to \$140,000 | 1         | 0         | 0         | 1         |
| >\$140,000 to \$145,000 | 1         | 0         | 0         | 1         |
| >\$145,000 to \$150,000 | 3         | 0         | 0         | 3         |
| >\$150,000 to \$155,000 | 0         | 0         | 0         | 0         |
| >\$155,000 to \$160,000 | 1         | 1         | 0         | 1         |
| >\$160,000 to \$165,000 | 0         | 0         | 0         | 0         |
| >\$165,000 to \$170,000 | 0         | 0         | 0         | 0         |
| >\$170,000              | 2         | 2         | 0         | 2         |
| MEAN                    | \$131,333 | \$149,333 | \$85,921  | \$119,981 |
| STD DEV                 | \$31,001  | \$36,560  | \$18,359  | \$33,729  |
| MIN                     | \$80,000  | \$110,000 | \$60,000  | \$60,000  |
| MAX                     | \$200,000 | \$200,000 | \$110,000 | \$200,000 |

| Item | All Ph.D.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

Q24. Please estimate the number of **new non-tenure track Ph.Ds.** you expect to hire for the **2021-22 academic year.**

a. Total expected new Ph.D. hires.

|                      |    |   |    |    |
|----------------------|----|---|----|----|
| Total Expected Hires | 16 | 2 | 17 | 35 |
| N Hiring             | 14 | 2 | 11 | 26 |

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 2021-22 academic year?**

|                        |          |          |          |          |
|------------------------|----------|----------|----------|----------|
| <\$45,000              | 0        | 0        | 0        | 0        |
| >\$45,000 to \$50,000  | 0        | 0        | 2        | 2        |
| >\$50,000 to \$55,000  | 0        | 0        | 0        | 0        |
| >\$55,000 to \$60,000  | 2        | 0        | 1        | 3        |
| >\$60,000 to \$65,000  | 0        | 0        | 1        | 1        |
| >\$65,000 to \$70,000  | 0        | 0        | 0        | 0        |
| >\$70,000 to \$75,000  | 1        | 0        | 1        | 2        |
| >\$75,000 to \$80,000  | 2        | 0        | 0        | 2        |
| >\$80,000 to \$85,000  | 3        | 1        | 2        | 5        |
| >\$85,000 to \$90,000  | 3        | 1        | 0        | 3        |
| >\$90,000 to \$95,000  | 1        | 0        | 0        | 1        |
| >\$95,000 to \$100,000 | 0        | 0        | 0        | 0        |
| >\$100,000             | 0        | 0        | 0        | 0        |
| MEAN                   | \$80,417 | \$87,500 | \$66,476 | \$75,281 |
| STD DEV                | \$11,196 | -        | \$14,538 | \$13,957 |
| MIN                    | \$60,000 | \$85,000 | \$50,000 | \$50,000 |
| MAX                    | \$95,000 | \$90,000 | \$85,000 | \$95,000 |

| Item | All Ph.D.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

Q26. If you are not hiring **new Ph.Ds. for the 2021-22 academic year**, please indicate the **primary reason** why you are not hiring.

|                                            |       |       |       |       |
|--------------------------------------------|-------|-------|-------|-------|
| No Vacant Positions                        | 14.3% | 16.7% | 49.0% | 33.3% |
| Budget problems (long-term)                | 11.9% | 0.0%  | 13.7% | 12.9% |
| Temporary budgetary limits due to COVID-19 | 69.0% | 83.3% | 29.4% | 47.3% |
| Falling Enrollments                        | 0.0%  | 0.0%  | 5.9%  | 3.2%  |
| Seeking Senior Hires                       | 2.4%  | 0.0%  | 0.0%  | 1.1%  |
| Other                                      | 2.4%  | 0.0%  | 2.0%  | 2.2%  |
| N                                          | 42    | 6     | 51    | 93    |

a. How many years do you expect COVID to impact hiring? [Enter 1 year if only the 2021-2022 academic year will be impacted]

|                          |       |       |       |       |
|--------------------------|-------|-------|-------|-------|
| 1 Year                   | 42.9% | 50.0% | 28.6% | 38.1% |
| 2 Years                  | 53.6% | 50.0% | 50.0% | 52.4% |
| 3 or more Years          | 3.6%  | 0.0%  | 21.4% | 9.5%  |
| N                        | 28    | 4     | 14    | 42    |
| Average Duration (Years) | 1.6   | 1.5   | 1.9   | 1.7   |

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

#### IV. Results of the 2020-21 New Ph.D. Market and Expected Supply for 2021-22.

Q28. How many candidates from your department sought employment for the 2020-21 academic year (or, for the year 2020)?

|                       |     |     |  |     |
|-----------------------|-----|-----|--|-----|
| Number of Job Seekers | 522 | 223 |  | 522 |
| From Number of Depts. | 67  | 16  |  | 67  |

Q29. Of the Ph.D. candidates from your department who sought employment for the 2020-21 academic year (or for 2020), how many actually found employment by August 31, 2020?

|                        |       |       |  |       |
|------------------------|-------|-------|--|-------|
| Number                 | 472   | 215   |  | 472   |
| Percent of Job Seekers | 90.4% | 96.4% |  | 90.4% |
| From Number of Depts.  | 67    | 16    |  | 67    |

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

|              |       |       |  |       |
|--------------|-------|-------|--|-------|
| Academic     | 51.7% | 49.8% |  | 51.7% |
| Non-Academic | 48.3% | 50.2% |  | 48.3% |

| Item | All Ph.D.<br>Degree<br>Granting<br>Institutions | Top 30*<br>Institutions | Bachelor's &<br>Master's<br>Degree<br>Granting<br>Institutions | Total<br>(Including<br>Non-<br>Academic &<br>Unclassified) |
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|
|------|-------------------------------------------------|-------------------------|----------------------------------------------------------------|------------------------------------------------------------|

Demographics of candidates who sought and found employment in the 2020-2021 academic year. Presented as Number Successful Employed/ Number Who Sought Employment. Also see Table 9.

|                                           |         |         |  |         |
|-------------------------------------------|---------|---------|--|---------|
| Male                                      | 233/269 | 114/117 |  | 233/269 |
| Female                                    | 136/153 | 44/44   |  | 136/153 |
| American Indian or Alaska Native          | 1/1     | -/-     |  | 1/1     |
| Asian                                     | 115/129 | 60/62   |  | 115/129 |
| Black or African American                 | 16/18   | -/-     |  | 16/18   |
| Hispanic or Latino                        | 14/15   | 3/6     |  | 14/15   |
| Native Hawaiian or Other Pacific Islander | -/-     | -/-     |  | -/-     |
| White                                     | 129/133 | 57/58   |  | 129/133 |
| Other race or ethnicity                   | 15/20   | 4/4     |  | 15/20   |

Q31. Please estimate the number of Ph.D. candidates from your department who will be seeking employment for the 2021-22 academic year.

|                       |     |     |  |     |
|-----------------------|-----|-----|--|-----|
| Number of Job Seekers | 360 | 136 |  | 360 |
| From Number of Depts. | 50  | 11  |  | 50  |

|                                           |       |       |  |       |
|-------------------------------------------|-------|-------|--|-------|
| Male                                      | 65.6% | 69.9% |  | 65.6% |
| Female                                    | 34.4% | 30.1% |  | 34.4% |
| American Indian or Alaska Native          | 0.0%  | 0.0%  |  | 0.0%  |
| Asian                                     | 42.9% | 47.2% |  | 42.9% |
| Black or African American                 | 5.1%  | 0.0%  |  | 5.1%  |
| Hispanic or Latino                        | 7.1%  | 11.2% |  | 7.1%  |
| Native Hawaiian or Other Pacific Islander | 0.0%  | 0.0%  |  | 0.0%  |
| White                                     | 39.5% | 36.8% |  | 39.5% |
| Other race or ethnicity                   | 5.4%  | 4.8%  |  | 5.4%  |

Q32. How many of the candidates listed above are holdovers from the 2020-21 market who could not get a permanent position?

|                        |      |      |  |      |
|------------------------|------|------|--|------|
| Number of Holdovers    | 23   | 6    |  | 23   |
| Percent of Job Seekers | 6.6% | 4.9% |  | 6.6% |