

**SURVEY OF THE LABOR MARKET  
FOR NEW PH.D. HIRES IN ECONOMICS  
2023-2024**



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**Sam M. Walton**  
**College of Business**  
*Center for Business & Economic Research*

**SURVEY OF THE LABOR MARKET  
FOR NEW PH.D. HIRES IN ECONOMICS  
2023-24**

**SUMMARY OF RESULTS**

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**SURVEY OF THE LABOR MARKET  
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2023-24**

This year, the survey questionnaire was sent to 358 organizations. Questionnaires were returned by 146 organizations (39.6 percent). Of this year's responses, 86 (59 percent) were from those who responded to the last survey conducted for the 2022-23 academic year. Among the academic institutions responding, the distribution of highest degrees offered was as follows: Ph.D.—49.3 percent; Master's—10.3 percent and Bachelor's—39 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 2022-23**

Sixty departments reported 522 new Ph.D.s who sought employment for the 2022-23 academic year. Of these job seekers, 483 (92.5 percent) were successful. Within the reported supply, 249 (47.7 percent) were from 18 of the Top 30 departments responding to the question. Among the successful job seekers, 47.8 percent found employment in academic institutions as compared to 54 percent in the 2021-22 year. The COVID-19 pandemic saw 8 institutions, 5.5 percent of responding institutions, report that they had fewer hires than they anticipated prior to COVID. 66.3 percent of job seekers for the 2022-23 academic year were male and 89.9 percent found employment while 33.7 percent of job seekers were female and 92.5 percent of them found employment. 41.4 percent of the job seekers were Asian and 40.4 percent were white and their employment success rates were 93.6 percent and 88.2 percent, respectively. See Table 9 for details.

Of the 146 responding institutions, 73 reported hiring 138 new tenure track Ph.D.s for the 2022-23 academic year. Table 1 shows the number hired by each of the 73 institutions hiring tenure track Ph.D.s. As seen in Table 2, 18.8 percent of the new tenure track hires in 2022-23 had specialties in macro/monetary economics, followed by microeconomics (8.0%), and math & quantitative methods (5.8%). Table 3 shows the degree granting institutions of the new tenure track Ph.D.s hired for 2022-23. Table 4 shows the demographics of the newly hired tenure track economists. 63.8 percent of the new hires were male and 36.2 percent were female. Of the new tenure track hires, 25.9 percent were Asian and 41.9 percent were white. Table 5 shows that 59 institutions reported hiring 98 new non-tenure track Ph.D.s for the 2022-23 academic year. As seen in Table 6, 19.4 percent of the new non-tenure track hires in 2022-23 had specialized in general economics, 11.2 percent had specialties in microeconomics, and 6.1 percent had specialties in labor & demographic economics. Table 7 shows the degree granting institutions of the new non-tenure track Ph.D.s hired for 2022-23. Table 8 shows the demographics of the newly hired non-tenure track economists. 67.5 percent of the new hires were male and 32.5 percent were female. Of the new non-tenure track hires, 44.8 percent were white and 37.3 percent were Asian.

**Table 1**  
**New Tenure Track Ph.D.s Hired for 2022-23 by Hiring Institution**

Board of Governors of the Federal Reserve System	29	George Fox University	1
Florida State University	4	Gonzaga University	1
University of Delaware	4	Grinnell College	1
Bowdoin College	3	Hamilton College	1
Columbia University	3	Kenyon College	1
Purdue university	3	Massachusetts Institute of Technology	1
University of Wisconsin-La Crosse	3	Mississippi State University	1
University of Wisconsin-Madison	3	New York University	1
Brown University	2	North Carolina State University	1
City University of New York-Queens College	2	Northwestern University	1
College of the Holy Cross	2	Ohio State University	1
Emory University	2	Skidmore College	1
Georgetown University	2	Southern Methodist University	1
Georgia Institute of Technology	2	Swarthmore College	1
Gettysburg College	2	Tennessee Technological University	1
Johns Hopkins University	2	The University of Texas Rio Grande Valley	1
Loyola Marymount University	2	University of Akron	1
Oregon State University	2	University of Alberta	1
Union College	2	University of Arkansas	1
University of Arizona	2	University of California-Los Angeles	1
University of California-Davis	2	University of Florida	1
University of California-San Diego	2	University of Hawaii-Manoa	1
University of California-Santa Barbara	2	University of Illinois Urbana-Champaign	1
University of Mississippi	2	University of Maryland College Park	1
University of Montreal	2	University of Massachusetts-Amherst	1
University of North Carolina-Chapel Hill	2	University of Missouri	1
University of Oklahoma	2	University of Nevada-Las Vegas	1
University of Utah	2	University of Notre Dame	1
Virginia Polytechnic Institute and State University	2	University of Pennsylvania	1
American University	1	University of South Carolina	1
Baylor University	1	University of Texas - Arlington	1
Boston University	1	University of Toronto	1
Bucknell University	1	University of Wisconsin-Oshkosh	1
Colby College	1	Washington University-St. Louis	1
College of Wooster	1	Wellesley College	1
Cornell University	1	West Virginia University	1
Fordham University	1	Total	138

\*Number of institutions responding, 146; number of institutions hiring, 73; number of hires, 138

**Table 2**  
**New Tenure Track Ph.D.s Hired for 2022-23**  
**By Type of Hiring Institution and Field of Specialization**

Field of Specialization	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	Total	Percent of Total
1. General Economics	0	0	1	1	0.7%
2. Method and History of Thought	0	0	1	1	0.7%
3. Math. & Quantitative Methods	8	3	0	8	5.8%
4. Microeconomics	8	7	3	11	8.0%
5. Macro/Monetary Economics	6	3	8	26	18.8%
6. International Economics	3	0	2	7	5.1%
7. Financial Economics	0	0	2	12	8.7%
8. Public Economics	5	1	1	7	5.1%
9. Health, Education, & Welfare Economics	12	0	2	15	10.9%
10. Labor & Demographic Economics	1	0	3	5	3.6%
11. Law & Economics	1	0	0	1	0.7%
12. Industrial Organization	6	2	1	8	5.8%
13. Business Administration	0	0	0	0	0.0%
14. Economic History	2	1	1	3	2.2%
15. Economic Development	6	1	3	9	6.5%
16. Economic Systems	0	0	0	0	0.0%
17. Agricultural & Natural Resource	1	0	2	3	2.2%
18. Urban, Rural, & Regional Economics	2	0	1	3	2.2%
19. Other Special Topics	6	0	2	9	6.5%
Not reported	6	4	3	9	6.5%
<b>Total</b>	<b>73</b>	<b>22</b>	<b>36</b>	<b>138</b>	

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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 2022-23**

Northwestern University	6	Massachusetts Institute of Technology	1
University of Michigan	6	McGill University	1
Duke University	4	Oklahoma State University	1
University of Chicago	4	Oxford University	1
Pennsylvania State University	3	Princeton University	1
Stanford University	3	Purdue University	1
Toulouse School of Economics	3	State University of New York-Binghamton	1
University of Maryland	3	Stony Brook University	1
Texas A&M University	3	Syracuse University	1
Yale University	3	Texas Tech University	1
Columbia University	3	Tilburg University	1
University of California-Berkeley	2	University of California-Riverside	1
Indiana University	2	University of California-Santa Barbara	1
Michigan State University	2	University of Arizona	1
Pompeu Fabra University	2	University of British Columbia	1
City University of New York	2	University of California-Davis	1
University of Notre Dame	2	University of California-Santa Cruz	1
University of Minnesota	2	University of Helsinki	1
University of Wisconsin–Madison	2	University of Illinois Urbana-Champaign	1
West Virginia University	2	University of Kentucky	1
New York University	2	University of Massachusetts Amherst	1
Carnegie Mellon University	2	University of Missouri-Kansas City	1
Cornell University	2	University of North Carolina	1
London Business School	2	University of Pennsylvania	1
Queen's University-Kingston	2	University of Pittsburgh	1
University of Texas at Austin	2	University of Rochester	1
Brown University	1	University of Utah	1
Emory University	1	University of Virginia	1
University of Georgia	1	University of Zurich	1
National Taiwan University	1	Washington State University	1
University of Alabama	1	University of Oxford	1
University of Oslo	1	European University Institute	1
Arizona State University	1	University of Amsterdam	1
Cambridge University	1	University of California-San Diego	1
Colorado State University	1	University of Barcelona	1
George Mason University	1	University of North Carolina-Chapel Hill	1

Georgetown University	1	University of Houston	1
Harvard University	1	Bocconi University	1
London School of Economics and Political Science	1	Catholic University of America	1

**Table 4**  
**Demographics of New Tenure Track Ph.D.s Hired for 2022-23 By Type of Hiring Institution**

Demographic Category	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	All Institutions	Total
Male	67.7%	81.8%	44.4%	63.8%	83
Female	32.3%	18.2%	55.6%	36.2%	47
American Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0
Asian	28.1%	21.1%	20.0%	25.9%	30
Black or African American	0.0%	0.0%	3.3%	0.9%	1
Hispanic or Latino	15.8%	5.3%	16.7%	17.2%	20
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0
White	49.1%	68.4%	46.7%	49.1%	57
Other race or ethnicity	7.0%	5.3%	13.3%	6.9%	8

\*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 2022-23 by Hiring Institution**

Washington College	9	Georgia State University	1
RAND Corporation	4	Grand Valley State University	1
Skidmore College	4	Grinnell College	1
Allegheny College	3	Indiana State University	1
Colgate University	3	Indiana University	1
College of Wooster	3	Iowa State University	1
Fordham University	3	Lewis & Clark College	1
Oberlin College	3	Miami University	1
Purdue university	3	Michigan State University	1
University of Richmond	3	North Carolina State University	1
Colby College	2	Reed College	1
Columbia University	2	The University of Texas Rio Grande Valley	1
Emory University	2	University of Akron	1
Franklin and Marshall college	2	University of Arkansas	1
Georgia College & State University	2	University of California-Los Angeles	1
Loyola Marymount University	2	University of California-San Diego	1
Texas A&M University	2	University of Connecticut	1
University of Colorado	2	University of Delaware	1
University of Pittsburgh	2	University of Mississippi	1
Virginia Polytechnic Institute and State University	2	University of Missouri	1
Williams College	2	University of New Hampshire	1
Augustana University	1	University of North Carolina-Asheville	1
Baylor University	1	University of North Carolina-Chapel Hill	1
Boise State University	1	University of Notre Dame	1
Boston University	1	University of South Carolina	1
Bucknell University	1	University of Texas at San Antonio	1
Case Western Reserve University	1	University of Wisconsin-Oshkosh	1
College of the Holy Cross	1	Ursinus College	1
Florida State University	1	West Virginia University	1
George Mason University	1	Total	98

\*Number of institutions responding, 146; number of institutions hiring, 59; number of hires, 98.

**Table 6**  
**New Non-Tenure Track Ph.D.s Hired for 2022-23**  
**By Type of Hiring Institution and Field of Specialization**

Field of Specialization	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	Total	
1. General Economics	7	1	12	19	19.4%
2. Method and History of Thought	0	0	0	0	0.0%
3. Math. & Quantitative Methods	3	1	2	5	5.1%
4. Microeconomics	4	3	6	11	11.2%
5. Macro/Monetary Economics	7	1	7	15	15.3%
6. International Economics	0	0	2	2	2.0%
7. Financial Economics	1	0	3	4	4.1%
8. Public Economics	2	0	1	3	3.1%
9. Health, Education, & Welfare Economics	1	0	1	4	4.1%
10. Labor & Demographic Economics	3	1	3	6	6.1%
11. Law & Economics	0	0	0	0	0.0%
12. Industrial Organization	0	0	1	1	1.0%
13. Business Administration	0	0	0	0	0.0%
14. Economic History	0	0	0	0	0.0%
15. Economic Development	0	0	3	3	3.1%
16. Economic Systems	0	0	0	0	0.0%
17. Agricultural & Natural Resource	2	1	0	2	2.0%
18. Urban, Rural, & Regional Economics	0	0	1	1	1.0%
19. Other Special Topics	0	0	1	1	1.0%
Not reported	9	2	12	21	21.4%
<b>Total</b>	<b>39</b>	<b>10</b>	<b>55</b>	<b>98</b>	

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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 2022-23**

Southern Illinois University	3	Michigan State University	1
Texas Tech University	3	North Carolina State University	2
University of Connecticut	3	Northwestern University	1
Fordham University	1	Purdue University	1
Queens College	1	State University of New York-Buffalo	1
Colorado State University	2	University of California-Berkeley	1
University of Pennsylvania	1	University of California-San Diego	1
University of Pittsburgh	2	University of Allahabad	1
University of Alabama-Tuscaloosa	2	University of Colorado	1
University of New Mexico	1	University of Florida	1
Temple University	1	University of Georgia	1
University of Oregon	2	University of Illinois-Urbana Champaign	1
University of Texas-Austin	1	University of Kentucky	1
University of Notre Dame	2	University of Missouri - Kansas City	2
University of Utah	2	University of Maryland	1
Washington State University	2	University of Massachusetts	1
Atilim University-Turkey	1	University of Miami	1
Auburn University	1	University of Nottingham	1
City University of New York	2	University of Tennessee	1
Claremont Graduate University	1	University of Wisconsin-Milwaukee	1
Clemson University	1	University of Wisconsin–Madison	1
Cornell University	1	Virginia Polytechnic Institute and State University	1
Duke University	1	West Virginia University	2
Florida State University	1	Total	64

**Table 8**  
**Demographics of New Non-Tenure Track Ph.D.s Hired for 2022-23 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%	60.0%	56.4%	67.5%	54
Female	33.3%	40.0%	21.8%	32.5%	26
American Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0
Asian	34.5%	22.2%	25.5%	37.3%	25
Black or African American	3.4%	11.1%	1.8%	3.0%	2
Hispanic or Latino	3.4%	11.1%	7.3%	7.5%	5
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0
White	55.2%	55.6%	21.8%	44.8%	30
Other race or ethnicity	3.4%	0.0%	5.5%	7.5%	5

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

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

**Table 9**  
**Demographics of New Ph.D.s Who Sought Employment in 2022-23 Academic Year**

Demographic Category	Number Who Sought Employment	Percent Who Sought Employment	Number Who Found Employment	Percent Who Found Employment
Male	317	66.3%	285	89.9%
Female	161	33.7%	149	92.5%
American Indian or Alaska Native	6	1.4%	0	0.0%
Asian	173	41.4%	162	93.6%
Black or African American	22	5.3%	22	100.0%
Hispanic or Latino	29	6.9%	27	93.1%
Native Hawaiian or Other Pacific Islander	1	0.2%	1	0.0%
White	169	40.4%	149	88.2%
Other race or ethnicity	18	4.3%	15	83.3%

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

**2022-23 Salary Offers for New Tenure Track Ph.Ds.—Expected vs. Actual.** Respondents to the survey conducted in the fall of 2021 reported a mean *expected* salary offer of \$143,250 for academic year 2022-23. Respondents to the current survey report a mean *actual* salary for the 2022-23 academic year of \$143,069 which is very similar to what was expected. Panel A of Table 10, shows the difference between actual and expected salary offers by type of institution. The differences in actual and expected offers may be a result of compositional differences between the two samples. See Figure 1 for salary distributions.

Panel B of Table 10 shows the mean *expected* offer for 2022-23, as reported in the survey conducted in the fall of 2021, and the *actual* offer, as reported in the current survey, for the 62 institutions that responded to both surveys. Top 30 institutions made actual offers 10.20 percent above what was expected. For all 62 respondents, the average actual offer was 0.36 percent lower than the average expected offer. See Figure 2 for salary distributions.

**2022-23 Salary Offers for New Non-Tenure Track Ph.Ds.—Expected vs. Actual.** Respondents to the survey conducted in the fall of 2021 reported a mean *expected* salary offer of \$86,250 for academic year 2022-23. Respondents to the current survey report a mean *actual* salary for the 2022-23 academic year of \$85,823 or 0.5 percent lower than what was expected. Panel A of Table 11, shows the difference between actual and expected salary offers by type of institution. The differences in actual and expected offers may be a result of compositional differences between the two samples. See Figure 3 for salary distributions.

Panel B of Table 11 shows the mean *expected* offer for 2022-23, as reported in the survey conducted in the fall of 2021, and the *actual* offer, as reported in the current survey, for the 30 institutions that responded to both surveys. Ph.D. institutions made actual offers 13.45 percent above what was expected while Bachelor's and Master's Degree granting schools made offers 3.86 percent above what was expected. For all 30 respondents, the average actual offer was 10 percent higher than the average expected offer. See Figure 4 for salary distributions.

## **II. Demand and Supply of New Ph.Ds. for 2023-24**

70 of the institutions responding to the current survey are expecting to hire 141 new tenure track Ph.Ds. for the 2023-24 academic year. Meanwhile, 44 of the institutions responding to the current survey are expecting to hire 67 new non-tenure track Ph.Ds. for the 2023-24 academic year. See Tables 12, 13, and 14.

The most common reason reported by the other institutions for not hiring for the 2023-24 academic year was due to a lack of vacant positions (56.1 percent). COVID-19 is expected to impact hiring for about 1 hiring cycles, as reported at 60 percent of responding institutions. See Questions 26 and 26a in the Summary of Findings.

53 of the Ph.D. Degree granting institutions responding to the survey report that they will have a total of 439 new Ph.Ds. seeking employment for the 2023-24 academic year. About 8 percent of the job seekers are holdovers from the 2022-23 market. Top 30 schools account for 49.2 percent

of the total reported supply. Ph.D. granting institutions reported that that 65.7 percent of the candidates seeking employment in the 2023-24 are male and 34.3 percent are female. 48.3 percent of the candidates are Asian, 33.9 percent of them are white, and 8 percent are Hispanic or Latino. See Table 15 for details. Table 16 shows the supply of new Ph.Ds. by field of specialization and type of Ph.D. Degree granting institution. Job seekers with specialties in general economics (10.9 percent) constitute the greatest share of the supply followed by macro/monetary economics (16.6 percent), labor & demographic economics (11.4 percent) and microeconomics (10.9 percent).

**Table 10**  
**Expected and Actual Offers for New Tenure Track Ph.Ds. the 2022-23 Academic Year**

	All Ph.D. Degree Granting Institutions	N	Top 30*	N	Bachelor & Master Degree Granting Institutions	N	All Respondents	N
Panel A: Complete results of Fall 2022 survey compared with complete results of Fall 2021 Survey. (Expected Hires=138; Actual Hires=138)								
Mean Actual Offer (2022 Survey)	\$148,047	27	\$183,875	8	\$104,579	19	\$97,215	57
Mean Expected Offer (2021 Survey)	\$143,250	39	\$166,857	7	\$98,933	15	\$67,604	55
Actual Less Expected	\$4,797		\$17,018		\$5,646		\$29,611	
Percent Difference	3.35%		10.20%		5.71%		43.80%	
Panel B: 62 Respondents to the Fall 2022 survey who also responded to the Fall 2021 Survey. (Expected Hires=99; Actual Hires=94)								
Mean Actual Offer (2022 Survey)	\$142,244	23	\$175,200	5	\$107,600	10	\$131,746	33
Mean Expected Offer (2021 Survey)	\$145,962	20	\$179,000	6	\$97,875	8	\$132,223	28
Actual Less Expected	(\$3,718)		(\$3,800)		\$9,725		(\$477)	
Percent Difference	-2.55%		-2.12%		9.94%		-0.36%	

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

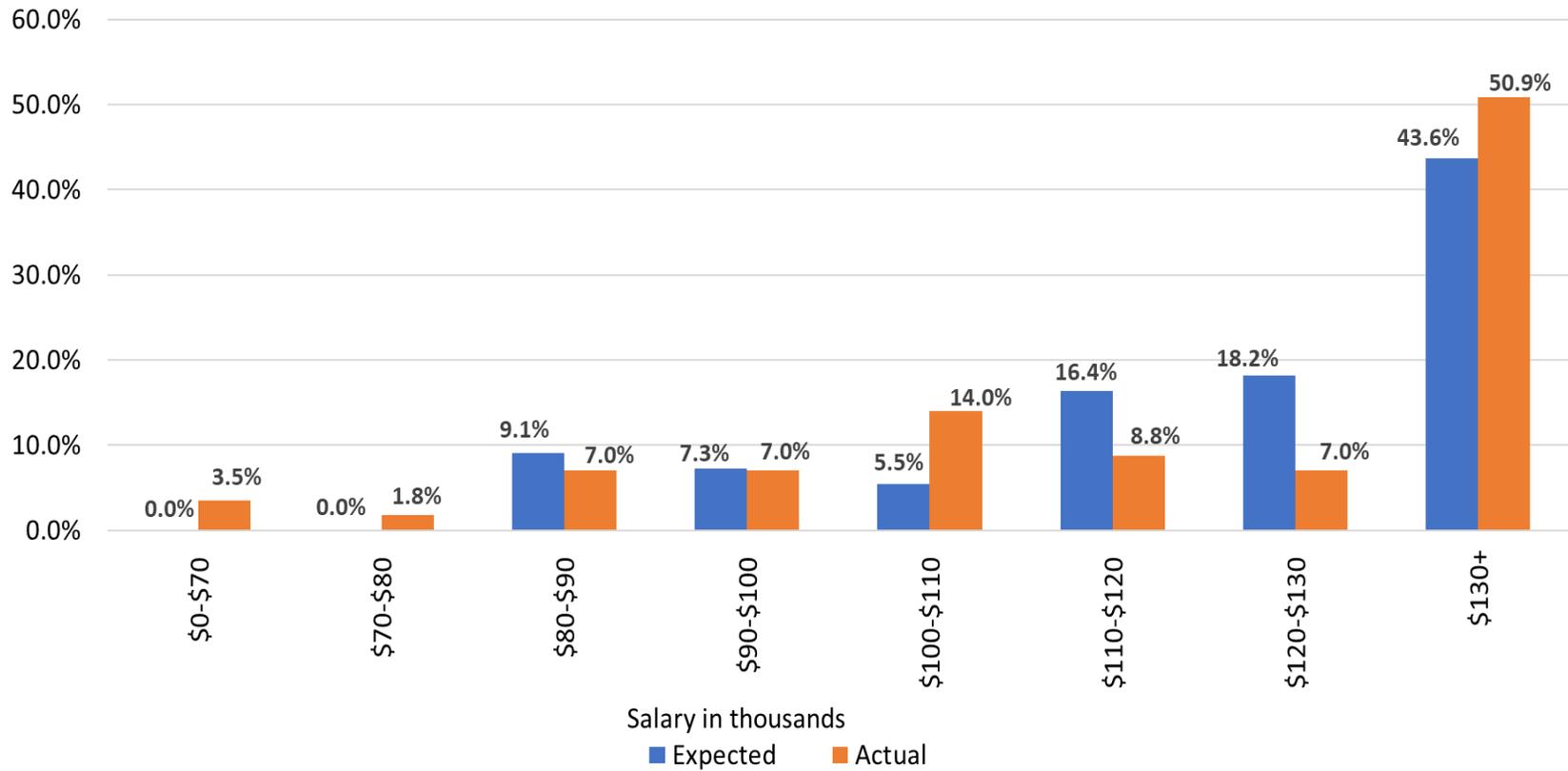
**Table 11**  
**Expected and Actual Offers for New Non-Tenure Track Ph.Ds. the 2022-23 Academic Year**

	All Ph.D. Degree Granting Institutions	N	Top 30*	N	Bachelor & Master Degree Granting Institutions	N	All Respondents	N
Panel A: Complete results of Fall 2022 survey compared with complete results of Fall 2021 Survey. (Expected Hires=56; Actual Hires=98)								
Mean Actual Offer (2022 Survey)	\$95,170	24	\$101,924	6	\$73,361	18	\$85,823	37
Mean Expected Offer (2021 Survey)	\$92,263	19	\$100,000	1	\$75,864	11	\$86,250	30
Actual Less Expected	\$2,907		\$1,924		(\$2,503)		(\$427)	
Percent Difference	3.15%		1.92%		-3.30%		-0.50%	
Panel B: 62 Respondents to the Fall 2022 survey who also responded to the Fall 2021 Survey. (Expected Hires=38; Actual Hires=65)								
Mean Actual Offer (2022 Survey)	\$95,674	17	\$99,309	5	\$75,299	10	\$88,127	27
Mean Expected Offer (2021 Survey)	\$84,333	9	\$87,000	1	\$72,500	5	\$80,107	14
Actual Less Expected	\$11,340		\$12,309		\$2,799		\$8,020	
Percent Difference	13.45%		14.1%		3.86%		10.01%	

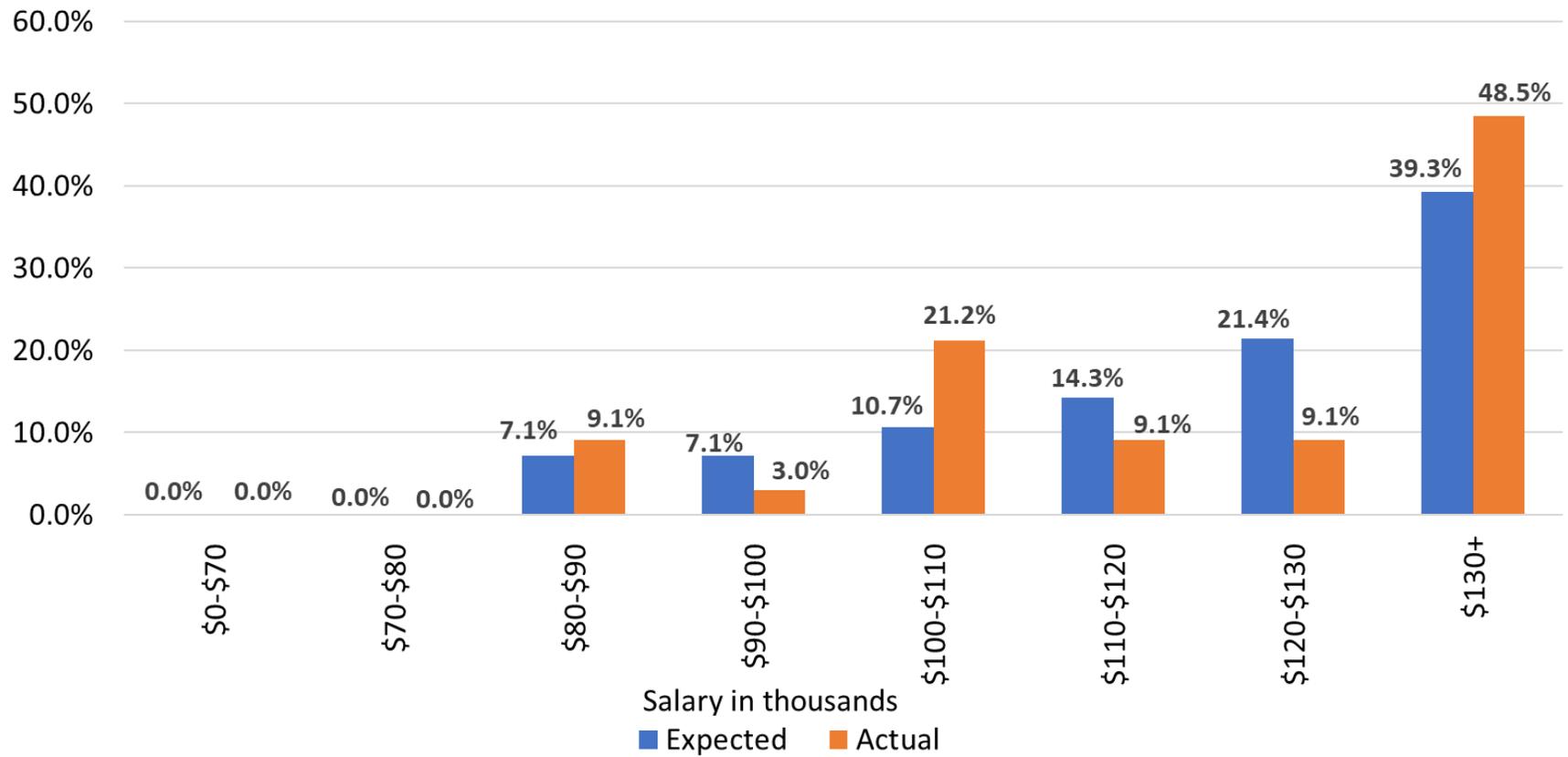
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\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.

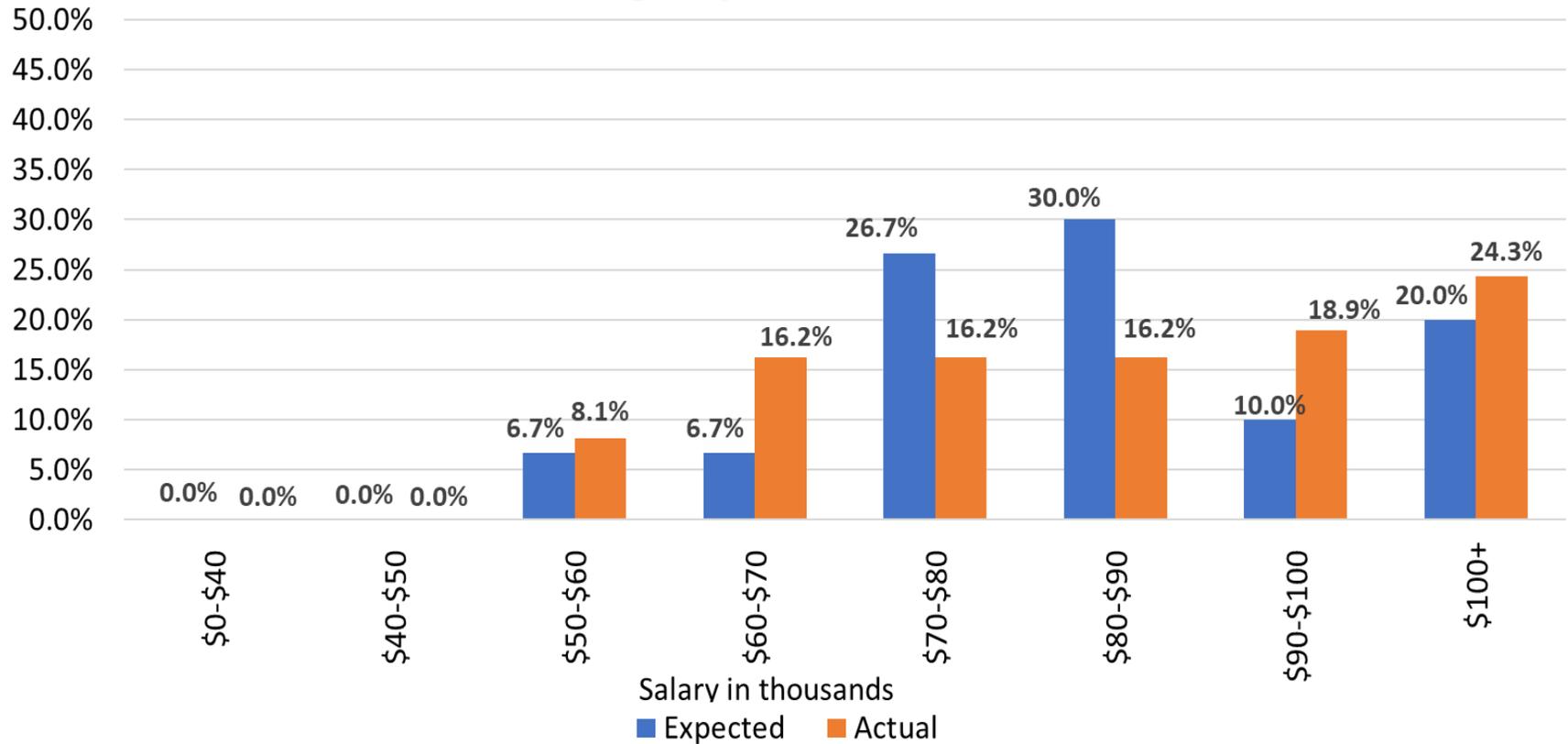
**Figure 1**  
**Expected and Actual Salary Tenure Track Offers 2022-2023-- All Respondents**  
**Fall 2021 Average Reported Expected Offer: \$130,741**  
**Fall 2022 Average Reported Actual Offer: \$130,109**



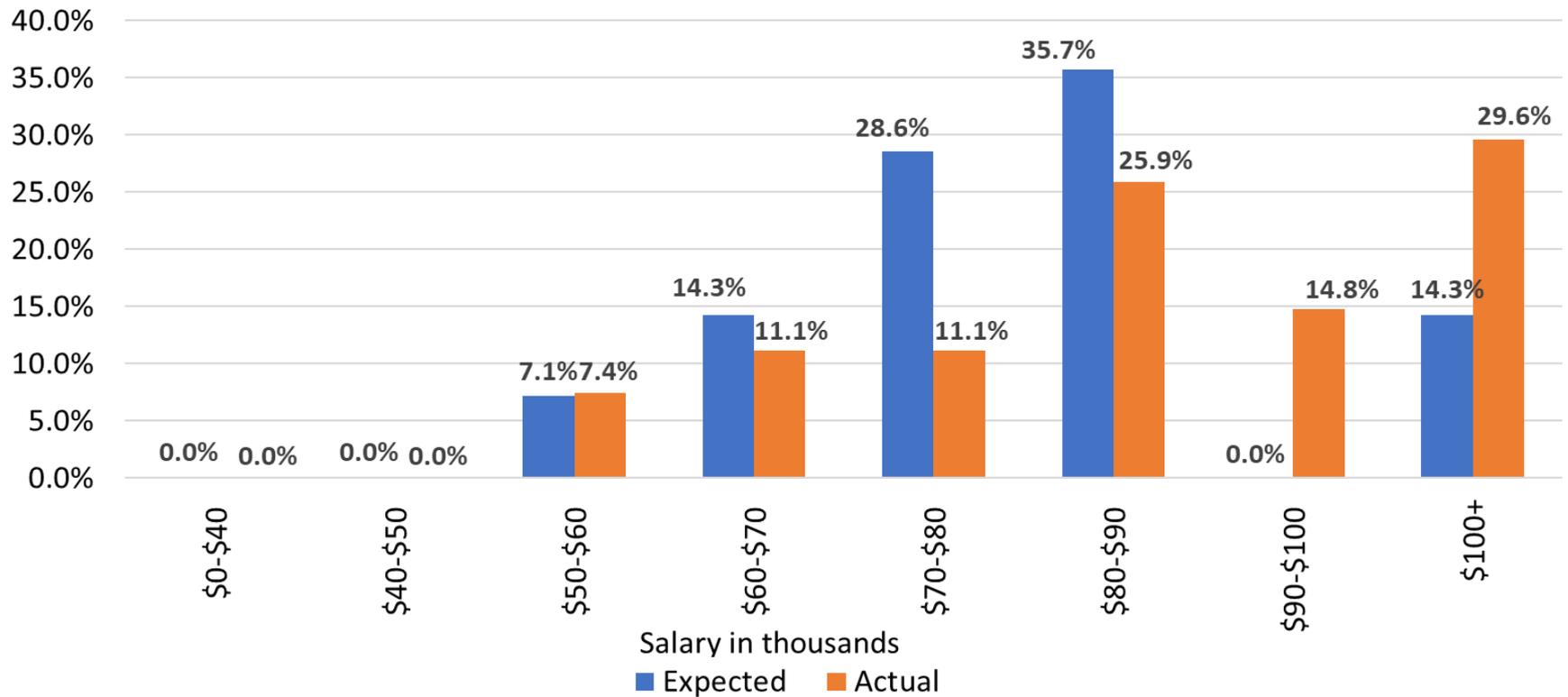
**Figure 2:**  
**Expected and Actual Tenure-Track Salary Offers 2022-2023-Matched Subsample**  
**Fall 2021 Average Reported Expected Offer: \$132,223**  
**Fall 2022 Average Reported Actual Offer: \$131,746**



**Figure 3**  
**Expected and Actual Salary Non-Tenure Track Offers 2022-2023-- All Respondents**  
**Fall 2021 Average Reported Expected Offer: \$86,250**  
**Fall 2022 Average Reported Actual Offer: \$85,823**



**Figure 4**  
**Expected and Actual Salary Non-Tenure Track Offers 2022-2023-- Matched Subsample**  
**Fall 2021 Average Reported Expected Offer: \$80,107**  
**Fall 2022 Average Reported Actual Offer: \$88,127**



**Table 12**  
**Supply of and Demand for New Ph.D.s by Respondents**  
**for the 2023-24 Academic Year**

Field of Specialization	Tenure-Track Demand for 2023-2024	Non-Tenure Track Demand for 2023-2024	Percent of Demand	Supply for 2023-2024	Percent of Supply
1. General Economics	8	28	17.3%	48	10.9%
2. Method and History of Thought	0	0	0.0%	2	0.5%
3. Math. & Quantitative Methods	7	1	3.8%	27	6.2%
4. Microeconomics	17	9	12.5%	48	10.9%
5. Macro/Monetary Economics	32	9	19.7%	73	16.6%
6. International Economics	9	2	5.3%	29	6.6%
7. Financial Economics	9	0	4.3%	10	2.3%
8. Public Economics	8	0	3.8%	28	6.4%
9. Health, Education, & Welfare Economics	6	3	4.3%	30	6.8%
10. Labor & Demographic Economics	4	2	2.9%	50	11.4%
11. Law & Economics	1	0	0.5%	1	0.2%
12. Industrial Organization	8	0	3.8%	18	4.1%
13. Business Administration	1	1	1.0%	0	0.0%
14. Economic History	0	0	0.0%	4	0.9%
15. Economic Development	5	0	2.4%	24	5.5%
16. Economic Systems	0	0	0.0%	8	1.8%
17. Agricultural & Natural Resource	5	2	3.4%	20	4.6%
18. Urban, Rural, & Regional Economics	5	0	2.4%	12	2.7%
19. Other Special Topics	6	0	2.9%	7	1.6%
Not Reported	10	10	9.6%	-	-
<b>Total</b>	<b>141</b>	<b>67</b>	<b>100.0%</b>	<b>439</b>	<b>100.0%</b>

**Table 13**  
**Expected Tenure Track Hires for 2023-24 by Type of Institution and Field of Specialization**

	Ph.D. Degree Granting Institutions	Top 30*	Bachelor's & Master's Degree Granting Institutions	All Institutions
1. General Economics	6	4	2	8
2. Method & History of Thought	0	0	0	0
3. Math. & Quantitative Methods	7	1	0	7
4. Microeconomics	11	5	4	17
5. Macro/Monetary Economics	16	3	10	32
6. International	2	0	7	9
7. Financial Economics	2	0	1	9
8. Public Economics	2	1	6	8
9. Health, Education, & Welfare Economics	4	0	2	6
10. Labor & Demographic Economics	2	1	0	4
11. Law & Economics	0	0	1	1
12. Industrial Organization	5	3	3	8
13. Business Administration	0	0	1	1
14. Economic History	0	0	0	0
15. Economic Development	4	1	1	5
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource Economics	3	1	2	5
18. Urban, Rural, & Regional Economics	4	0	1	5
19. Other Special Topics	6	3	0	6
Not Reported	9	4	1	10
<b>Total</b>	<b>83</b>	<b>27</b>	<b>42</b>	<b>141</b>

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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 2023-24 by Type of Institution and Field of Specialization**

	Ph.D. Degree Granting Institutions	Top 30*	Bachelor's & Master's Degree Granting Institutions	Total
1. General Economics	8	4	20	28
2. Method & History of Thought	0	0	0	0
3. Math. & Quantitative Methods	1	0	0	1
4. Microeconomics	4	1	2	9
5. Macro/Monetary Economics	7	1	2	9
6. International	0	0	2	2
7. Financial Economics	0	0	0	0
8. Public Economics	0	0	0	0
9. Health, Education, & Welfare Economics	0	0	1	3
10. Labor & Demographic Economics	1	0	1	2
11. Law & Economics	0	0	0	0
12. Industrial Organization	0	0	0	0
13. Business Administration	0	0	1	1
14. Economic History	0	0	0	0
15. Economic Development	0	0	0	0
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource Economics	1	1	1	2
18. Urban, Rural, & Regional Economics	0	0	0	0
19. Other Special Topics	0	0	0	0
Not Reported	5	4	5	10
<b>Total</b>	<b>27</b>	<b>11</b>	<b>35</b>	<b>67</b>

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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 2023-24 Academic Year**

Demographic Category	Number Seeking Employment	Percent Seeking Employment
Male	239	65.7%
Female	125	34.3%
American Indian or Alaska Native	2	0.6%
Asian	158	48.3%
Black or African American	17	5.2%
Hispanic or Latino	26	8.0%
Native Hawaiian or Other Pacific Islander	1	0.3%
White	111	33.9%
Other race or ethnicity	12	3.7%

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

**Table 16**  
**New Ph.D.s Seeking Employment for 2023-24**  
**By Type of Degree Granting Institution and Field of Specialization<sup>1</sup>**

	Other Ph.D. Degree Granting Institutions	Top 30	All Institutions	Percent of Supply
1. General Economics	19	29	48	10.9%
2. Method & History of Thought	2	0	2	0.5%
3. Math. & Quantitative Methods	13	14	27	6.2%
4. Microeconomics	27	21	48	10.9%
5. Macro/Monetary Economics	36	37	73	16.6%
6. International	14	15	29	6.6%
7. Financial Economics	4	6	10	2.3%
8. Public Economics	7	21	28	6.4%
9. Health, Education, & Welfare Economics	21	9	30	6.8%
10. Labor & Demographic Economics	29	21	50	11.4%
11. Law & Economics	1	0	1	0.2%
12. Industrial Organization	10	8	18	4.1%
13. Business Administration	0	0	0	0.0%
14. Economic History	3	1	4	0.9%
15. Economic Development	13	11	24	5.5%
16. Economic Systems	1	7	8	1.8%
17. Agricultural & Natural Resource Economics	9	11	20	4.6%
18. Urban, Rural, & Regional Economics	7	5	12	2.7%
19. Other Special Topics	7	0	7	1.6%
More than 1 Specialization*	0	0	0	
<b>Total</b>	<b>223</b>	<b>216</b>	<b>439</b>	<b>100%</b>

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

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

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

**Expected Salary Offer for 2023-24.** Responses from 45 institutions indicate that the average expected salary offer for new tenure track Ph.Ds. for the 2023-24 academic year is \$128,034 a 1.6% percent decrease from the actual offer for the 2022-23 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 29 institutions indicate that the average expected salary offer for new non tenure track Ph.Ds. for the 2023-24 academic year is \$81,952 a 4.5 percent decrease from the actual offer for the 2022-23 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, 89.5 percent of expected offers to new tenure track Ph.Ds. exceed \$80,000. On the other hand, for Ph.D. Degree granting institutions hiring new non-tenure track Ph.Ds., 80 percent of expected offers are above \$80,000; while for institutions offering Bachelor's and Master's degrees, 21.4 percent of expected offers to new non-tenure track Ph.Ds. exceed \$80,000.

**2022-23 Research Support in the Market for New Tenure Track Ph.Ds.** For tenure track assistant professors hired for the 2022-23 academic year, summer support was available more often from Top 30 and all Ph.D. Degree granting institutions than from others (92.9 percent by Top 30 Institutions, 84.1% all Ph.D granting institutions vs. 58.3 percent Bachelor's & Master's Degree Granting Institutions ). The average summer support as a percentage of nine-month salary offers (18.4 percent by Top 30 Institutions, 17.6 percent All Ph.D. Degree Granting Institutions vs. 5.7 percent for Bachelor's & Master's Degree Granting Institutions) was also higher for Top 30 Institutions and Ph.D. Degree granting institutions. A startup package was offered by 88.1 percent of all Ph.D. Degree granting institutions, 84.6 percent for Top 30 Institutions and was offered by 76 percent of other Institutions and 83.8 percent for all institutions. The average startup package at Ph.D. Degree granting institutions was \$42,476, \$71,875 by Top 30 institutions and was \$13,214 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 (94.9 percent vs. 69.2 percent).

**2022-23 Research Support in the Market for New Non-Tenure Track Ph.Ds.** For non-tenure track assistant professors hired for the 2022-23 academic year, a startup package was offered by 21.2 percent of responding institutions. The average startup package at Ph.D. Degree granting institutions was \$5,833.

**2022-23 Other Support of New Tenure Track Ph.Ds.** Moving expenses were paid by 97.1 percent of all respondents, but housing allowances are offered by only 11.9% percent of respondents.

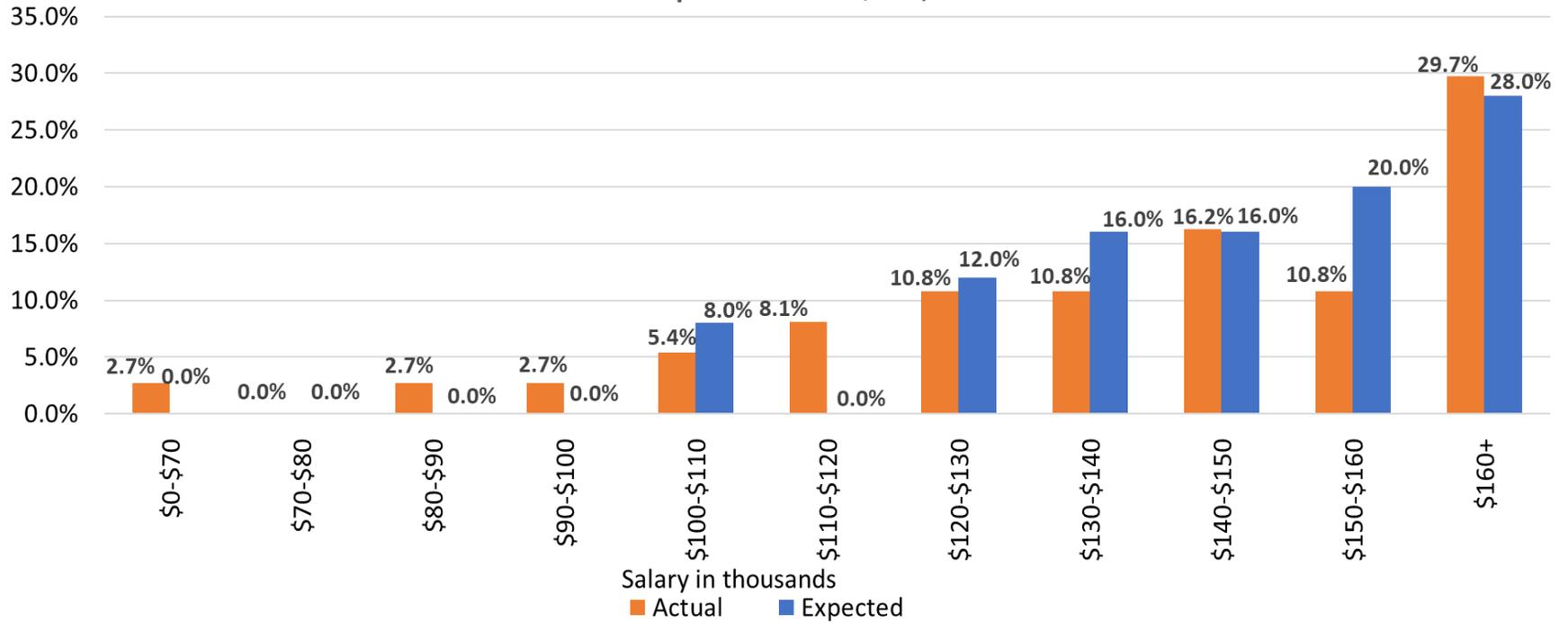
Of the institutions responding, 71 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 8.2 percent by the employer and 4.8 percent by the employee. Full vesting at the time of hire occurs 44.6 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average wait of 3.2 years. No cost life insurance, with an average face value of \$121,325 was offered by 64.2 percent of the employers.

The tenure clock was permitted to be stopped for the birth or adoption of a child by 83.6 percent of respondents and for the birth only by an additional 10.4 percent of the respondents. For 93.4 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 (76.9 percent vs. 87.8 percent

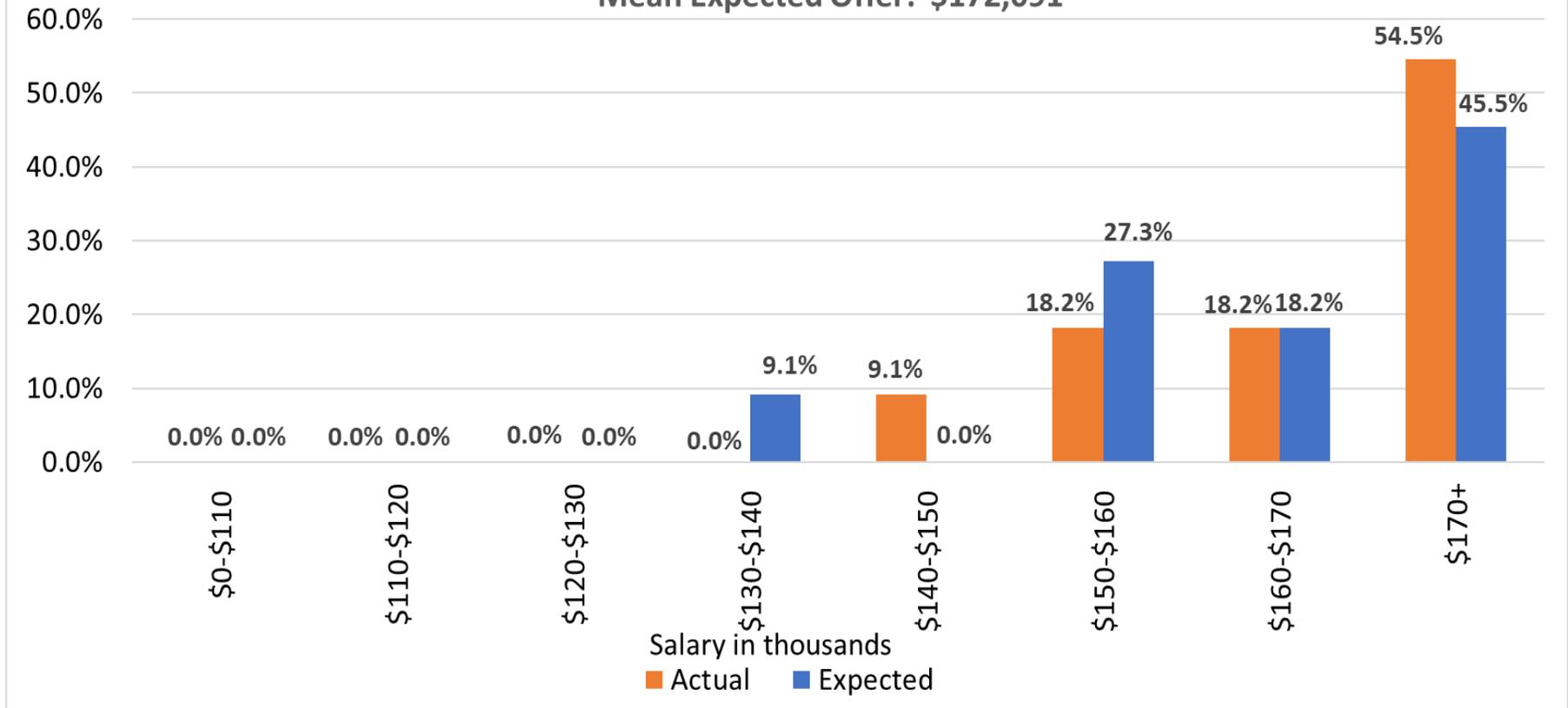
**2022-23 Other Support of New Non-Tenure Track Ph.Ds.** Moving expenses were paid by 59.6 percent of all respondents, but only housing allowances were only offered by 3.8 percent of respondents.

Of the institutions responding, 74.1 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 9.5 percent by the employer and 4.5 percent by the employee. Full vesting at the time of hire occurs 40.0 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average wait of 3.1 years. No cost life insurance, with an average face value of \$59,929 was offered by 62.5 percent of the employers.

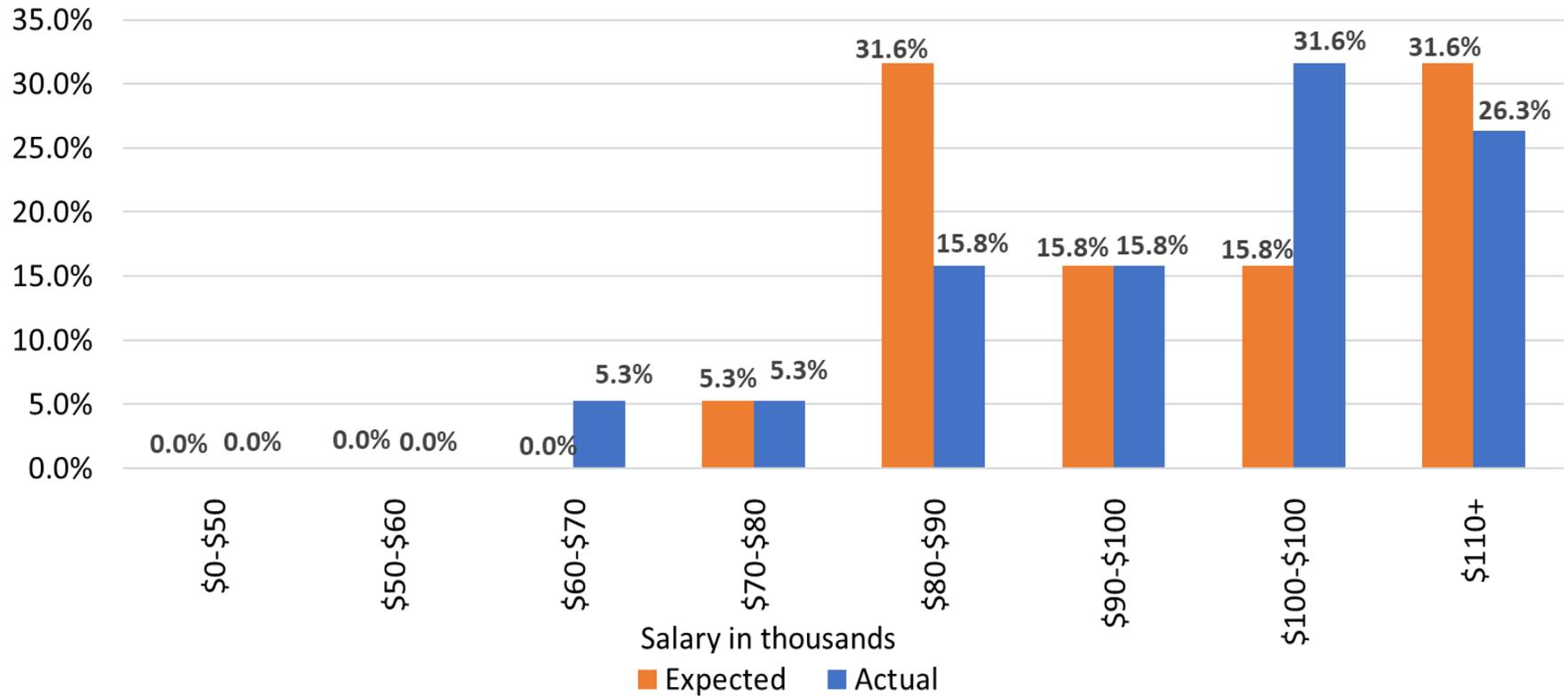
**Figure 5**  
**Actual Salary Offers for 2022-23 & Expected Salary Offers for 2023-24**  
**for New Tenure Track Ph.D.s.**  
**All Ph.D. Degree Granting Institutions**  
**Mean Actual Offer: \$143,069**  
**Mean Expected Offer: \$149,000**



**Figure 6**  
**Actual Salary Offers for 2022-23 & Expected Salary Offers for 2023-24**  
**for New Tenure Track Ph.Ds.**  
**Top 30 Institutions**  
**Mean Actual Offer: \$176,000**  
**Mean Expected Offer: \$172,091**

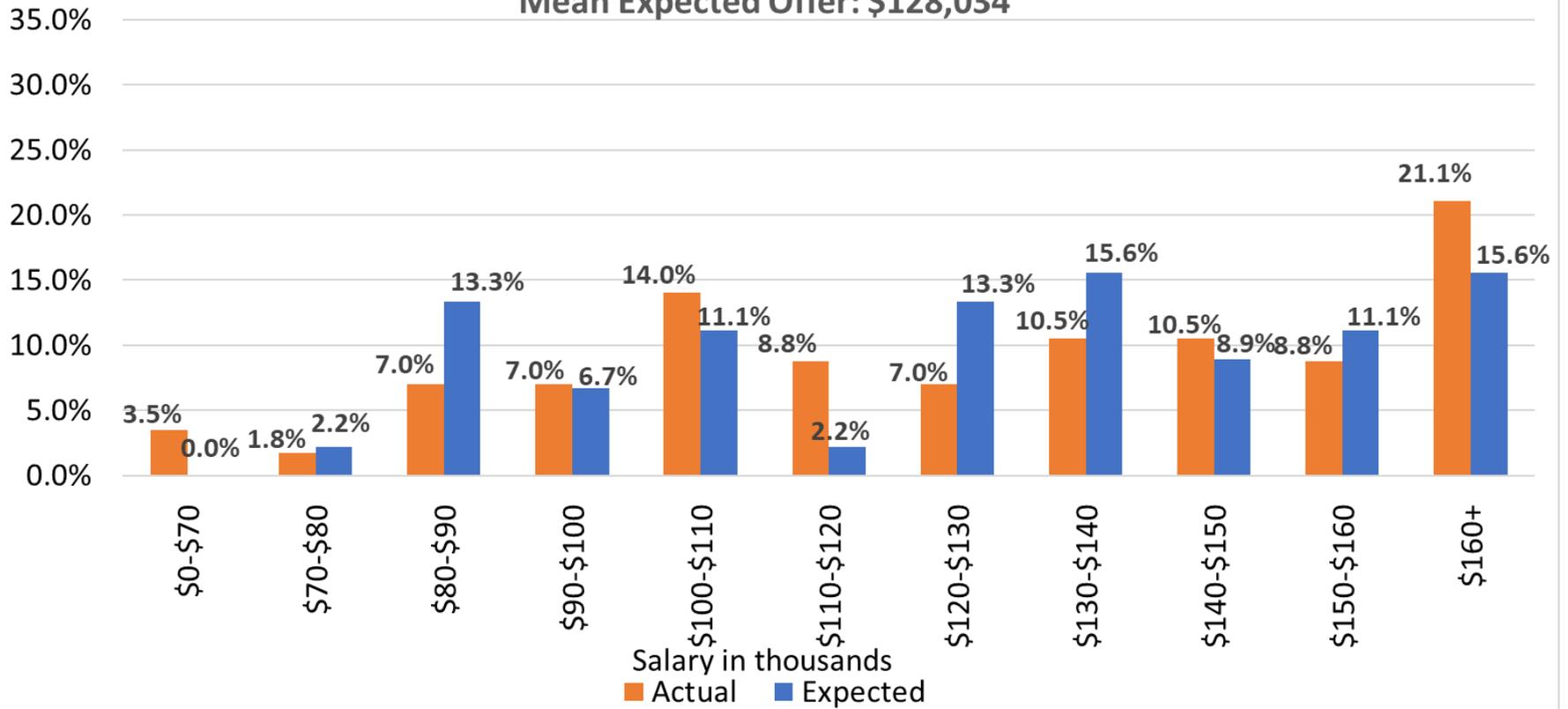


**Figure 7**  
**Actual Salary Offers for 2022-23 & Expected Salary Offers for 2023-24**  
**for New Tenure Track Ph.Ds.**  
**Bachelor and Master Degree Granting Institutions**  
**Mean Actual Offer: \$104,579**  
**Mean Expected Offer: \$100,476**

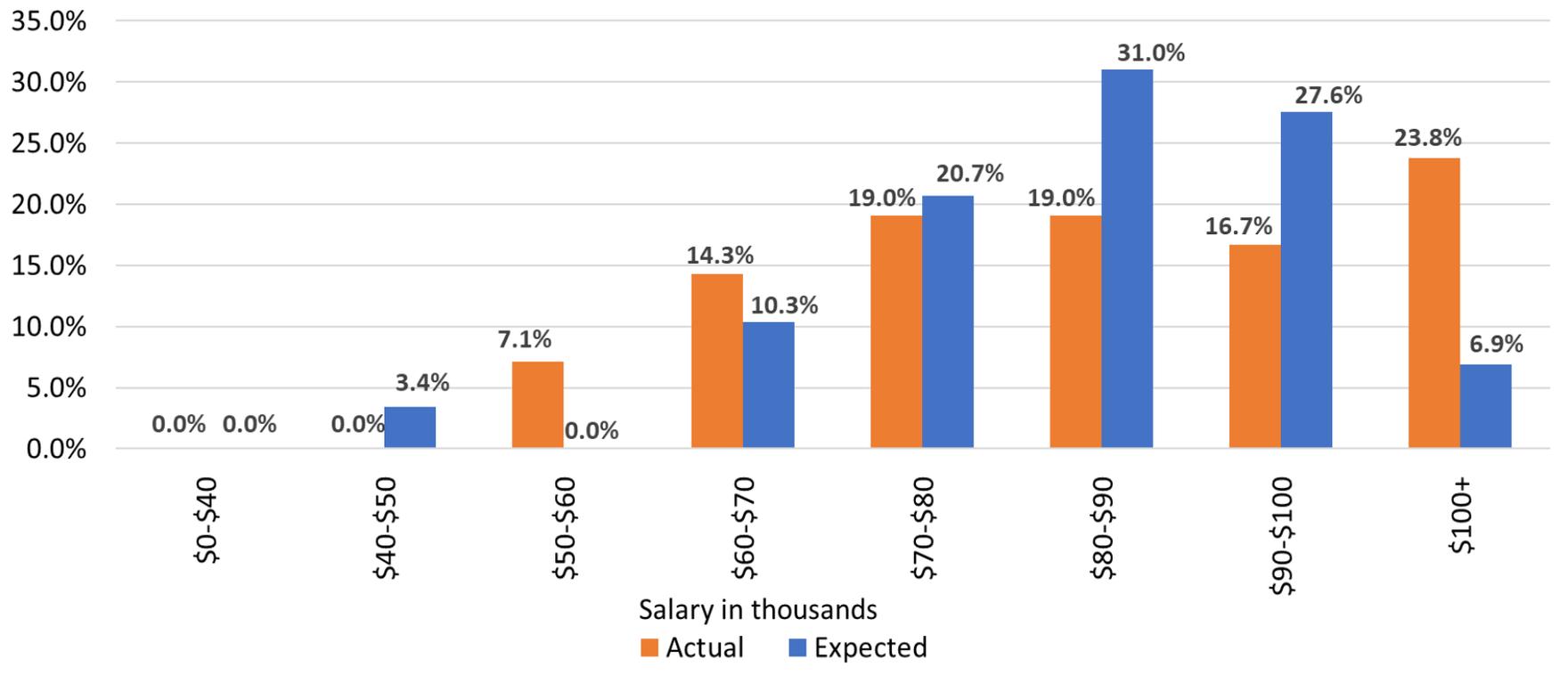


**Figure 8**  
**Actual Salary Offers for 2022-23 & Expected Salary Offers for 2023-24**  
**for New Tenure Track Ph.Ds.**  
**All Institutions**

**Mean Actual Offer: \$130,109**  
**Mean Expected Offer: \$128,034**



**Figure 9**  
**Actual Salary Offers for 2022-23 & Expected Salary Offers for 2023-24**  
**for New Non-Tenure Track Ph.Ds.**  
**All Institutions**  
**Mean Actual Offer: \$85,823**  
**Mean Expected Offer: \$81,952**



## Summary of Findings

### Explanatory Notes

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

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

Number of Questionnaires Returned	72	20	72	146
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### I. Hiring and Compensation in the Market for New Tenure Track Ph.D.s. in the Labor Market for 2022-23

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

Percent “Yes”	12.5%	5%	38.9%	25.3%
N=	9	1	28	37

Q2. How many new tenure track Ph.D. candidates did you hire for appointment in the 2022-23 academic year?

New Hires for 2022-23	73	22	36	138
N Hiring=	46	15	26	73

See Table 1 for distribution of hires by hiring institution.

b. Did COVID-19 impact the number of new tenure track Ph.D.s or Ph.D. candidates hires for appointment in the 2022-2023 academic year?

Item	All Ph.D. Degree Granting Institutions	Top 30 Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
Yes, more hires occurred than anticipated prior to COVID	4.8%	0%	0%	3.1%
Yes, fewer hires occurred than anticipated prior to COVID	16.7%	26.7%	4.3%	12.3%
No	78.6%	73.3%	95.7%	84.6%
N =	42	15	23	65

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

Item	All Ph.D. Degree Granting Institutions	Top 30 Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q4. For a new tenure track Ph.D. with degree-in-hand, what DID you offer as a 9-month salary for appointment in the 2022-23 academic year? If this varied across people, please give an average.

<\$60,000	0	0	0	0
>\$60,000 to \$65,000	1	0	1	2
>\$65,000 to \$70,000	0	0	0	0
>\$70,000 to \$75,000	0	0	0	0
>\$75,000 to \$80,000	0	0	2	2
>\$80,000 to \$85,000	0	0	1	1
>\$85,000 to \$90,000	1	0	2	3
>\$90,000 to \$95,000	1	0	1	2
>\$95,000 to \$100,000	0	0	2	2
>\$100,000 to \$105,000	1	0	1	2
>\$105,000 to \$110,000	3	0	5	8
>\$110,000 to \$115,000	0	0	1	1
>\$115,000 to \$120,000	1	0	0	1
>\$120,000 to \$125,000	3	0	0	3
>\$125,000 to \$130,000	3	0	1	4
>\$130,000 to \$135,000	1	0	0	1
>\$135,000 to \$140,000	5	0	0	6
>\$140,000 to \$145,000	2	1	0	2
>\$145,000 to \$150,000	3	1	1	4
>\$150,000 to \$155,000	1	1	0	1
>\$155,000 to \$160,000	2	1	0	2
>\$160,000 to \$165,000	1	1	0	1
>\$165,000 to \$170,000	0	0	1	1
>\$170,000	8	6	0	8
MEAN	\$143,069	\$176,000	\$104,579	\$130,109
STD DEV	\$33,874	\$26,702	\$24,851	\$35,621
MIN	\$63,750	\$145,000	\$65,000	\$63,750
MAX	\$235,000	\$235,000	\$170,000	\$235,000

Also see Figures 1 through 8.

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q6. For new tenure track assistant professors hired for the 2022-23 academic year, did you offer:

a. Moving expenses to your university?

Percent "Yes"	97.6%	92.3%	96.0%	97.1%
N=	42	13	25	68
Mean Amount	\$7,640	\$10,300	\$3,275	\$6,774
N=	25	5	10	36

b. A startup package?

Percent "Yes"	88.1%	84.6%	76.0%	83.8%
N=	42	13	25	68
Mean Amount	\$42,476	\$71,875	\$13,214	\$34,579
N=	23	8	7	31

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

Percent "Yes"	12.2%	23.1%	8.0%	11.9%
N=	41	13	25	67
Mean Amount	\$100,000	\$0	\$0	\$66,250
N=	1	-	-	2

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

Percent "Yes"	61.9%	78.6%	88.5%	71.0%
N=	42	14	26	69

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

a. The university or institution:

Percent	7.6%	5.9%	9.4%	8.2%
N=	35	12	21	57

b. The new employee:

Percent	4.8%	3.3%	4.7%	4.8%
N=	34	10	18	52

Item	All Ph.D. Degree Granting Institutions	Top 30 Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q9. When does full vesting occur in this pension plan?

a. At time of hire [ ] or later?

Percent at time of hire	41.0%	30.8%	52.0%	44.6%
N=	39	13	25	65

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

Mean years when later	3.7	3.0	2.0	3.2
N=	16	7	9	26

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

Percent "Yes"	57.5%	64.3%	73.1%	64.2%
N=	40	14	26	67

a. If YES, what is its face value?

Mean Face Value	\$143,473	\$176,667	\$78,333	\$121,325
N=	11	6	6	18

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"	4.2%	10.0%	5.6%	10.4%
Percent "Yes, for birth or adoption of child"	87.8%	85.7%	76.9%	83.6%
N=	41	14	26	67

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

Stopped Clock/Eligible	59/100	22/36	14/31	73/131
N=	33	11	17	50

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

Stopped Clock/Eligible	80/229	35/102	12/43	92/272
N=	33	11	18	51

Item	All Ph.D. Degree Granting Institutions	Top 30 Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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b. If faculty have the option to stop the tenure clock, is it a  formal policy or an  informal policy?

Percent "formal policy"	100.0%	100.0%	83.3%	93.4%
N=	37	13	24	61

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

Average times	2.2	2.2	1.7	2.0
No maximum	21.9%	33.3%	30.8%	24.4%
N=	32	13	24	61

d. If the tenure clock is stopped, tenure review committee members are:

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

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

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

Percent "actual number of years of probation"	8.3%	8.3%	23.8%	14.0%
Percent "actual number of years minus stopped clock"	63.9%	50.0%	52.4%	59.6%
Percent "use own judgment"	27.8%	41.7%	23.8%	26.3%
N=	36	12	21	57

<b>Item</b>	<b>All Ph.D. Degree Granting Institutions</b>	<b>Top 30 Institutions</b>	<b>Bachelor's &amp; Master's Degree Granting Institutions</b>	<b>Total (Including Non-Academic &amp; Unclassified)</b>
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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=	35	10	22	57

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

Percent Semester System	92.3%	76.9%	92.3%	92.3%
Percent Quarter System	7.7%	23.1%	3.8%	6.2%
Percent Trimester System	0.0%	0.0%	3.8%	1.5%
N=	39	13	26	65

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

Percent "Yes"	94.9%	100.0%	69.2%	84.6%
N=	39	13	26	65

a. Number of courses reduced?

Mean Courses Reduced	1	1	1	1
N=	36	13	18	54

b. For how many years?

Mean Number of Years	3	3	2	2
N=	36	13	18	54

Item	All Ph.D. Degree Granting Institutions	Top 30 Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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**II. Hiring and Compensation in the Market for New Non-Tenure Track Ph.Ds. in the Labor Market for 2022-23**

Q14. How many new non-tenure track Ph.D. candidates did you hire for appointment in the 2022-23 academic year?

New Hires for 2021-22	39	10	55	98
N Hiring=	29	8	29	59

See Table 5 for distribution of hires by hiring institution.

b. Did COVID-19 impact the number of new non-tenure track Ph.D.s or Ph.D. candidates hires for appointment in the 2022-2023 academic year?

Yes, more hires occurred than anticipated prior to COVID	10.7%	12.5%	14.3%	12.3%
Yes, fewer hires occurred than anticipated prior to COVID	10.7%	12.5%	0%	5.3%
No	78.6%	75.0%	85.7%	82.5%
N =	28	8	28	57

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

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

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

See Table 8 for demographics of new hires by institution

Item	All Ph.D. Degree Granting Institutions	Top 30 Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q16. For a new non-tenure track Ph.D. with degree-in-hand, what DID you offer as a 9-month salary for appointment in the 2022-23 academic year? If this varied across people, please give an average.

<\$45,000	0	0	0	0
>\$45,000 to \$50,000	0	0	0	0
>\$50,000 to \$55,000	0	0	1	1
>\$55,000 to \$60,000	0	0	4	4
>\$60,000 to \$65,000	2	0	0	2
>\$65,000 to \$70,000	2	0	1	3
>\$70,000 to \$75,000	0	0	4	4
>\$75,000 to \$80,000	0	0	5	5
>\$80,000 to \$85,000	2	1	1	3
>\$85,000 to \$90,000	6	2	0	6
>\$90,000 to \$95,000	3	1	1	4
>\$95,000 to \$100,000	0	0	0	0
>\$100,000	8	3	2	10
MEAN	\$93,715	\$100,935	\$76,269	\$85,823
STD DEV	\$18,911	\$18,180	\$17,787	\$20,200
MIN	\$64,000	\$85,000	\$52,000	\$52,000
MAX	\$135,000	\$135,000	\$128,625	\$135,000

Also see Figure 9.

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q17. For new non-tenure track assistant professors hired for the 2022-23 academic year, did you offer:

a. Moving expenses to your university?

Percent "Yes"	66.7%	62.5%	51.9%	59.6%
N=	24	8	27	52
Mean Amount	\$5,889	\$4,833	\$2,250	\$4,769
N=	9	3	4	13

b. A startup package?

Percent "Yes"	40.0%	37.5%	3.8%	21.2%
N=	25	8	26	52
Mean Amount	\$6,400	-	\$3,000	\$5,833
N=	5	-	1	6

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

Percent "Yes"	4.0%	0.0%	3.7%	3.8%
N=	25	8	27	53
Mean Amount	-	-	-	-
N=	-	-	-	-

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

Percent "Yes"	72.0%	75.0%	78.6%	74.1%
N=	25	8	28	54

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	11.7%	5.6%	6.9%	9.5%
N=	23	7	18	42

d. The new employee:

Percent	4.6%	4.0%	4.7%	4.5%
N=	23	6	17	41

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

c. At time of hire [ ] or later?

Percent at time of hire	48.0%	12.5%	31.6%	40.0%
N=	25	8	19	45

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

Mean years when later	3.9	3.6	2.2	3.1
N=	12	7	10	22

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

Percent "Yes"	60.0%	75.0%	63.6%	62.5%
N=	25	8	22	48

b. If YES, what is its face value?

Mean Face Value	\$56,750	\$88,667	\$64,167	\$59,929
N=	8	3	6	14

### III. Demand for Ph.Ds. for 2023-24

Q22. Please estimate the number of **new tenure track Ph.Ds.** you expect to hire for the **2023-24 academic year.**

a. Total expected new Ph.D. hires.

Total Expected Hires	83	27	42	141
N Hiring	42	16	27	70

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

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

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q23. For a **new tenure track Ph.D. with degree-in-hand**, what is the 9-month salary you **EXPECT** to offer for the **2023-24 academic year**?

<\$60,000	0	0	0	0
>\$60,000 to \$65,000	0	0	0	0
>\$65,000 to \$70,000	0	0	0	0
>\$70,000 to \$75,000	0	0	1	1
>\$75,000 to \$80,000	0	0	1	1
>\$80,000 to \$85,000	0	0	3	3
>\$85,000 to \$90,000	0	0	2	2
>\$90,000 to \$95,000	0	0	3	3
>\$95,000 to \$100,000	1	0	2	3
>\$100,000 to \$105,000	1	0	1	2
>\$105,000 to \$110,000	0	0	1	1
>\$110,000 to \$115,000	0	0	0	0
>\$115,000 to \$120,000	2	0	1	3
>\$120,000 to \$125,000	0	0	1	1
>\$125,000 to \$130,000	5	1	4	9
>\$130,000 to \$135,000	0	0	0	0
>\$135,000 to \$140,000	2	0	0	2
>\$140,000 to \$145,000	2	0	0	2
>\$145,000 to \$150,000	5	3	0	5
>\$150,000 to \$155,000	0	0	0	0
>\$155,000 to \$160,000	2	2	0	2
>\$160,000 to \$165,000	0	0	0	0
>\$165,000 to \$170,000	0	0	0	0
>\$170,000	5	5	0	5
MEAN	\$149,000	\$172,091	\$101,827	\$128,034
STD DEV	\$30,902	\$30,448	\$18,929	\$35,179
MIN	\$100,000	\$130,000	\$75,000	\$75,000
MAX	\$235,000	\$235,000	\$130,000	\$235,000

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q24. Please estimate the number of **new non-tenure track Ph.Ds.** you expect to hire for the **2023-24 academic year.**

a. Total expected new Ph.D. hires.

Total Expected Hires	27	11	35	67
N Hiring	21	10	22	44

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 **2023-24 academic year**?

<\$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	1	1
>\$60,000 to \$65,000	0	0	1	1
>\$65,000 to \$70,000	1	0	1	2
>\$70,000 to \$75,000	1	0	4	5
>\$75,000 to \$80,000	1	0	3	4
>\$80,000 to \$85,000	4	3	1	5
>\$85,000 to \$90,000	5	2	2	7
>\$90,000 to \$95,000	1	1	0	1
>\$95,000 to \$100,000	0	0	0	0
>\$100,000	2	2	0	2
MEAN	\$89,067	\$94,875	\$74,329	\$81,952
STD DEV	\$12,516	-	\$12,051	\$14,210
MIN	\$68,000	\$84,000	\$45,000	\$45,000
MAX	\$115,000	\$115,000	\$90,000	\$115,000

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

No Vacant Positions	46.7%	57.1%	63.9%	56.1%
Budget problems (long-term)	10.0%	0.0%	19.4%	15.2%
Temporary budgetary limits due to COVID-19	20.0%	0.0%	0.0%	9.1%
Falling Enrollments	6.7%	14.3%	16.7%	12.1%
Seeking Senior Hires	16.7%	28.6%	0.0%	7.6%
Other	0.0%	0.0%	0.0%	0.0%
N	30	7	36	66

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

1 Year: 2022-2023	60.0%	N/A	N/A	60.0%
2 Years: 2022 to 2024	20.0%	N/A	N/A	20%
3 or more Years: 2025+	20.0%	N/A	N/A	20%
N	5	0	0	5

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

#### IV. Results of the 2022-23 New Ph.D. Market and Expected Supply for 2023-24.

Q28. How many candidates from your department sought employment for the 2022-23 academic year (or, for the year 2022)?

Number of Job Seekers	522	249		522
From Number of Depts.	60	18		60

<b>Item</b>	<b>All Ph.D. Degree Granting Institutions</b>	<b>Top 30 Institutions</b>	<b>Bachelor's &amp; Master's Degree Granting Institutions</b>	<b>Total (Including Non-Academic &amp; Unclassified)</b>
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Q29. Of the Ph.D. candidates from your department who sought employment for the 2022-23 academic year (or for 2022), how many actually found employment by August 31, 2022?

Number	483	224		483
Percent of Job Seekers	92.5%	90.0%		92.5%
From Number of Depts.	60	18		60

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

Academic	47.8%	42.0%		47.8%
Non-Academic	52.2%	58.0%		52.2%

<b>Item</b>	<b>All Ph.D. Degree Granting Institutions</b>	<b>Top 30* Institutions</b>	<b>Bachelor's &amp; Master's Degree Granting Institutions</b>	<b>Total (Including Non-Academic &amp; Unclassified)</b>
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Demographics of candidates who sought and found employment in the 2022-2023 academic year. Presented as Number Successful Employed/ Number Who Sought Employment. Also see Table 9.

Male	285/317	142/157		285/317
Female	149/161	56/64		149/161
American Indian or Alaska Native	0/6	0/6		0/6
Asian	162/173	82/84		162/173
Black or African American	22/22	-/-		22/22
Hispanic or Latino	27/29	4/10		27/29
Native Hawaiian or Other Pacific Islander	1/1	-/-		1/1
White	149/169	66/76		149/169
Other race or ethnicity	15/18	4/4		15/18

Item	All Ph.D. Degree Granting Institutions	Top 30 Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q31. Please estimate the number of Ph.D. candidates from your department who will be seeking employment for the 2023-24 academic year.

Number of Job Seekers	439	216		439
From Number of Depts.	53	15		53

Male	65.7%	69.0%	239	65.7%
Female	34.3%	31.0%	125	34.3%
American Indian or Alaska Native	0.6%	0.0%	2	0.6%
Asian	48.3%	45.9%	158	48.3%
Black or African American	5.2%	0.0%	17	5.2%
Hispanic or Latino	8.0%	13.5%	26	8.0%
Native Hawaiian or Other Pacific Islander	0.3%	0.0%	1	0.3%
White	33.9%	38.3%	111	33.9%
Other race or ethnicity	3.7%	2.3%	12	3.7%

Q32. How many of the candidates listed above are holdovers from the 2022-23 market who could not get a permanent position?

Number of Holdovers	35	27		35
Percent of Job Seekers	8.0%	12.5%		8.0%