

**SURVEY OF THE LABOR MARKET  
FOR NEW PH.D. HIRES IN ECONOMICS  
2025-2026**



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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  
2025-26**

**SUMMARY OF RESULTS**

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**SURVEY OF THE LABOR MARKET  
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2025-26**

This year, the survey questionnaire was sent to 478 organizations. Questionnaires were returned by 145 organizations (30.3 percent). Of this year's responses, 78 (53.8 percent) were from those who responded to the last survey conducted for the 2024-25 academic year. Among the academic institutions responding, the distribution of highest degrees offered was as follows: Ph.D.—43.4 percent; Master's—11 percent and Bachelor's—44.8 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 2024-25**

Fifty-five departments reported 416 new Ph.D.s who sought employment for the 2024-25 academic year. Of these job seekers, 384 (92.3 percent) were successful. Within the reported supply, 207 (53.9 percent) were from 16 of the Top 30 departments responding to the question. Among the successful job seekers, 50.8 percent found employment in academic institutions as compared to 57.7 percent in the 2023-24 year. 60.1 percent of job seekers for the 2024-25 academic year were male and 90.6 percent found employment while 39.9 percent of job seekers were female and 92.9 percent of them found employment. 45.5 percent of the job seekers were Asian, and 35.3 percent were White, and their employment success rates were 83.8 percent and 97 percent, respectively. See Table 9 for details.

Of the 145 responding institutions, 59 reported hiring 112 new tenure track Ph.D.s for the 2024-25 academic year. Table 1 shows the number hired by each of the 59 institutions hiring tenure track Ph.D.s. As seen in Table 2, 21.4 percent of the new tenure track hires in 2024-25 had specialties in macro/monetary economics, followed by labor & demographic Economics (11.6%), and microeconomics and math & quantitative methods (both 8.9%). Table 3 shows the degree granting institutions of the new tenure track Ph.D.s hired for 2024-25. Table 4 shows the demographics of the newly hired tenure track economists. 69.9 percent of the new hires were male, and 30.1 percent were female. Of the new tenure track hires, 32.6 percent were Asian, and 47.4 percent were White. Table 5 shows that 38 institutions reported hiring 55 new non-tenure track Ph.D.s for the 2024-25 academic year. As seen in Table 6, 27.3 percent of the new non-tenure track hires in 2024-25 had specialized in general economics, 14.5 percent had specialties in macro/monetary economics, and 10.9 percent had specialties in microeconomics. Table 7 shows the degree granting institutions of the new non-tenure track Ph.D.s hired for 2024-25. Table 8 shows the demographics of the newly hired non-tenure track economists. 57.4 percent of the new hires were male, and 42.6 percent were female. Of the new non-tenure track hires, 50 percent were White, and 34.1 percent were Asian.

**Table 1**  
**New Tenure Track Ph.D.s Hired for 2024-25 by Hiring Institution**

Alabama State University	2	St. Olaf College	1
Amherst College	1	Stony Brook University	1
Board of Governors of the Federal Reserve System	6	Texas Tech University	3
Boston University	2	Tufts University	1
Bryn Mawr College	1	Tulane University	1
Bucknell University	1	University of Akron	1
Claremont McKenna College	2	University of Alabama	1
Clark University	1	University of Alberta	1
Clemson University	3	University of Arkansas	1
College of the Holy Cross	2	University of British Columbia	3
College of Wooster	1	University of California-Davis	1
Denison University	3	University of California-Riverside	4
Emory University	4	University of California-San Diego	1
Fordham University	1	University of Cincinnati	1
Georgia Institute of Technology	1	University of Delaware	2
Georgia State University	2	University of Kentucky	2
Grand Valley State University	2	University of Maryland-College Park	2
Howard University	1	University of Michigan-Ann Arbor	5
Illinois State University	1	University of Missouri-Columbia	1
Indiana University-Bloomington	1	University of Missouri-Kansas City	1
Ithaca College	1	University of North Carolina-Chapel Hill	3
Loyola Marymount University	1	University of Northern Iowa	1
Miami University	1	University of South Florida	1
Michigan State University	2	University of Toronto	5
Northwestern University	1	University of Virginia	5
Ohio State University	1	University of Washington	3
Pacific Lutheran University	1	University of Wisconsin-Madison	4
Reed College	1	Vassar College	2
Southern Methodist University	2	Wake Forest University	3
Southwestern University	2	Total	112

\*Number of institutions responding, 145; number of institutions hiring, 59; number of hires, 112

**Table 2**  
**New Tenure Track Ph.D.s Hired for 2024-25**  
**By Type of Hiring Institution and Field of Specialization**

Field of Specialization	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	Total	Percent of Total
1. General Economics	0	0	2	2	1.8%
2. Method and History of Thought	0	0	0	0	0.0%
3. Math. & Quantitative Methods	9	1	1	10	8.9%
4. Microeconomics	8	4	2	10	8.9%
5. Macro/Monetary Economics	17	8	4	24	21.4%
6. International Economics	4	2	3	9	8.0%
7. Financial Economics	4	1	0	5	4.5%
8. Public Economics	4	1	0	4	3.6%
9. Health, Education, & Welfare Economics	3	2	3	6	5.4%
10. Labor & Demographic Economics	9	5	4	13	11.6%
11. Law & Economics	1	0	0	1	0.9%
12. Industrial Organization	3	2	2	5	4.5%
13. Business Administration	0	0	0	0	0.0%
14. Economic History	0	0	0	0	0.0%
15. Economic Development	4	2	1	5	4.5%
16. Economic Systems	0	0	0	0	0.0%
17. Agricultural & Natural Resource	0	0	2	2	1.8%
18. Urban, Rural, & Regional Economics	2	0	1	3	2.7%
19. Other Special Topics	3	2	1	4	3.6%
Not report	4	1	5	9	8.0%
<b>Total</b>	<b>75</b>	<b>31</b>	<b>31</b>	<b>112</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 2024-25**

Arizona State University	1	University of California-Berkeley	5
Auburn University	2	University of California-Los Angeles	1
Brown University	1	University of California-San Diego	3
California Institute of Technology	2	University of California-Santa Cruz	1
Clark University	1	University of Chicago	2
Columbia University	2	University of Colorado-Boulder	1
Cornell University	3	University of Kansas	1
Duke University	3	University of Michigan	3
Georgia Institute of Technology	1	University of Montreal	1
Georgia State University	1	University of Oregon	2
Massachusetts Institute of Technology	7	University of California-Davis	2
Harvard University	3	University of Rochester	2
Michigan State University	1	University of Tennessee - Knoxville	2
New York University	2	University of Texas-Austin	3
Northwestern University	2	University of Rome-La Sapienza	1
Peking University	1	Johns Hopkins University	1
Pennsylvania State University	1	University of Utah	2
Princeton University	2	University of Wisconsin - Madison	6
Stanford University	3	University of Pennsylvania	3
State University of New York-Binghamton	1	University of Zurich	2
Stockholm School of Economics	1	University of Minnesota	5
Texas A&M University	2	Vanderbilt University	1
University of Amsterdam	1	West Virginia University	1
University of Arkansas	1	Yale University	2
University of British Columbia	1	Total	99

**Table 4**  
**Demographics of New Tenure Track Ph.D.s Hired for 2024-25 By Type of Hiring Institution**

Demographic Category	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	All Institutions	Total
Male	76.4%	74.2%	52.0%	69.9%	72
Female	23.6%	25.8%	48.0%	30.1%	31
American Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0
Asian	26.2%	21.4%	50.0%	32.6%	31
Black or African American	1.5%	0.0%	4.2%	2.1%	2
Hispanic or Latino	10.8%	10.7%	8.3%	10.5%	10
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0
White	53.8%	60.7%	33.3%	47.4%	45
Other race or ethnicity	7.7%	7.1%	4.2%	7.4%	7

\*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 2024-25 by Hiring Institution**

Agnes Scott College	1	Rollins College	1
Amherst College	1	Southern Methodist University	2
Auburn University	1	St. Lawrence University	2
Barnard College	1	St. Olaf College	4
Binghamton University	1	Texas Tech University	1
Boston College	4	Union College	1
Bowdoin College	1	University of Akron	1
Centre College	2	University of Arkansas	2
City University of New York-Queens College	1	University of California-Riverside	2
College of the Holy Cross	2	University of Dallas	1
College of William & Mary	1	University of Delaware	2
Fordham University	1	University of Florida	2
Georgia State University	1	University of Michigan-Dearborn	1
Grand Valley State University	1	University of New Mexico	1
Illinois State University	2	University of North Carolina-Chapel Hill	1
Ithaca College	2	University of Washington	1
Lehigh University	1	Western Washington University	1
Oakland University	1	Willamette University	1
Ohio State University	2	Total	55

\*Number of institutions responding, 145; number of institutions hiring, 38; number of hires, 55.



**Table 6**  
**New Non-Tenure Track Ph.D.s Hired for 2024-25**  
**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	5	1	10	15	27.3%
2. Method and History of Thought	0	0	2	2	3.6%
3. Math. & Quantitative Methods	3	1	0	3	5.5%
4. Microeconomics	5	1	1	6	10.9%
5. Macro/Monetary Economics	5	1	3	8	14.5%
6. International Economics	1	1	0	1	1.8%
7. Financial Economics	0	0	1	1	1.8%
8. Public Economics	1	0	0	1	1.8%
9. Health, Education, & Welfare Economics	1	0	1	2	3.6%
10. Labor & Demographic Economics	0	0	4	4	7.3%
11. Law & Economics	0	0	1	1	1.8%
12. Industrial Organization	0	0	0	0	0.0%
13. Business Administration	0	0	1	1	1.8%
14. Economic History	0	0	0	0	0.0%
15. Economic Development	0	0	2	2	3.6%
16. Economic Systems	0	0	0	0	0.0%
17. Agricultural & Natural Resource	0	0	0	0	0.0%
18. Urban, Rural, & Regional Economics	0	0	0	0	0.0%
19. Other Special Topics	0	0	1	1	1.8%
Not report	4	1	3	7	12.7%
Total	25	6	30	55	

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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 2024-25**

Addis Ababa University	1	Texas A&M University	1
Auburn University	1	University of Arizona	2
California Intercontinental University	1	University of Arkansas	1
Centre College	2	University of British Columbia	1
Clark University	1	University of Chicago	1
Fordham University	1	University of Colorado-Boulder	1
George Mason University	1	University of Delaware	2
George Washington University	1	University of Florida	1
Iowa State University	2	University of Houston	2
New School for Social Research	1	University of Kansas	1
Northern Illinois University	2	University of Massachusetts-Amherst	1
Odesa University	1	University of Michigan- Ann Arbor	1
Purdue University	1	University of Missouri-Columbia	1
Rutgers University	1	University of Oregon	2
Shanghai University of Finance and Economics	1	University of Missouri-Kansas City	1
State University of New York-Binghamton	2	University of Wyoming	1
State University of New York-Buffalo	1	Yale University	1
Syracuse University	2	Total	45
Virginia Tech	1		

**Table 8**  
**Demographics of New Non-Tenure Track Ph.D.s Hired for 2024-25 By Type of Hiring Institution**

Demographic Category	PhD Granting Institution	Top 30*	Bachelor's & Master's Degree Granting Institutions	All Institutions	Total
Male	42.1%	20.0%	63.3%	57.4%	27
Female	57.9%	80.0%	30.0%	42.6%	20
American Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0
Asian	41.2%	33.3%	26.7%	34.1%	15
Black or African American	5.9%	0.0%	6.7%	6.8%	3
Hispanic or Latino	5.9%	0.0%	0.0%	2.3%	1
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0
White	35.3%	33.3%	53.3%	50.0%	22
Other race or ethnicity	11.8%	33.3%	3.3%	6.8%	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 9**  
**Demographics of New Ph.D.s Who Sought Employment in 2024-25 Academic Year**

Demographic Category	Number Who Sought Employment	Percent Who Sought Employment	Number Who Found Employment	Percent Who Found Employment
Male	212	60.2%	192	90.6%
Female	140	39.8%	130	92.9%
American Indian or Alaska Native	1	0.5%	0	0.0%
Asian	111	51.4%	93	83.8%
Black or African American	13	6.0%	12	92.3%
Hispanic or Latino	13	6.0%	13	100.0%
Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%
White	66	30.6%	64	97.0%
Other race or ethnicity	12	5.6%	9	75.0%

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

**2024-25 Salary Offers for New Tenure Track Ph.Ds.—Expected vs. Actual.** Respondents to the survey conducted in the fall of 2023 reported a mean *expected* salary offer of \$136,617 for academic year 2024-25. Respondents to the current survey report a mean *actual* salary for the 2024-25 academic year of \$134,951 which is 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 2024-25, as reported in the survey conducted in the fall of 2023, and the *actual* offer, as reported in the current survey, for the 52 institutions that responded to both surveys. The top 30 institutions made actual offers 3.61 percent below what was expected. For all 52 respondents, the average actual offer was 3.86 percent lower than the average expected offer. See Figure 2 for salary distributions.

**2024-25 Salary Offers for New Non-Tenure Track Ph.Ds.—Expected vs. Actual.** Respondents to the survey conducted in the fall of 2023 reported a mean *expected* salary offer of \$89,000 for academic year 2024-25. Respondents to the current survey report a mean *actual* salary for the 2024-25 academic year of \$91,644 or 2.97 percent higher 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 2024-25, as reported in the survey conducted in the fall of 2023, and the *actual* offer, as reported in the current survey, for the 36 institutions that responded to both surveys. Ph.D. institutions made actual offers 5.3 percent above what was expected while Bachelor’s and Master’s Degree granting schools made offers 7 percent above what was expected. For all 36 respondents, the average actual offer was 5.8 percent higher than the average expected offer. See Figure 4 for salary distributions.

## **II. Demand and Supply of New Ph.Ds. for 2025-26**

67 of the institutions responding to the current survey are expecting to hire 118 new tenure track Ph.Ds. for the 2024-25 academic year. Meanwhile, 30 of the institutions responding to the current survey are expecting to hire 37 new non-tenure track Ph.Ds. for the 2024-25 academic year. See Tables 12, 13, and 14.

The most common reason reported by the other institutions for not hiring for the 2024-25 academic year was due to a lack of vacant positions (55.8 percent) while long-term budget problem was cited by 28.6 percent of the institutions. See Question 26 in the Summary of Findings.

42 of the Ph.D. Degree granting institutions responding to the survey report that they will have a total of 321 new Ph.Ds. seeking employment for the 2025-26 academic year. About 7.2 percent of the job seekers are holdovers from the 2024-25 market. Top 30 schools account for 53.3

percent of the total reported supply. Ph.D. granting institutions reported that that 60.1 percent of the candidates seeking employment in the 2025-26 are male and 39.9 percent are female. 45.5 percent of the candidates are Asian, 35.3 percent of them are white, and 7.2 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 labor & demographic economics (15 percent) constitute the greatest share of the supply followed by macro/monetary economics (14.6 percent), health, education, & welfare Economics (8.4 percent) and public economics and general economics (both 7.5 percent).

**Table 10**  
**Expected and Actual Offers for New Tenure Track Ph.Ds. the 2024-25 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 2024 survey compared with complete results of Fall 2023 Survey. (Expected Hires=92; Actual Hires=112)								
Mean Actual Offer (2024 Survey)	\$151,023	31	\$169,889	13	\$101,980	15	\$134,951	47
Mean Expected Offer (2023 Survey)	\$154,450	20	\$177,143	7	\$104,682	11	\$136,617	32
Actual Less Expected	(\$3,427)		(\$7,254)		(\$2,701)		(\$1,667)	
Percent Difference	-2.22%		-4.10%		-2.58%		-1.22%	
Panel B: 52 Respondents to the Fall 2024 survey who also responded to the Fall 2023 Survey. (Expected Hires=73; Actual Hires=64)								
Mean Actual Offer (2024 Survey)	\$149,998	19	\$170,283	9	\$102,813	8	\$136,018	27
Mean Expected Offer (2023 Survey)	\$153,750	11	\$176,667	6	\$107,750	4	\$141,483	15
Actual Less Expected	(\$3,752)		(\$6,383)		(\$4,937)		(\$5,466)	
Percent Difference	-2.44%		-3.61%		-4.58%		-3.86%	

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

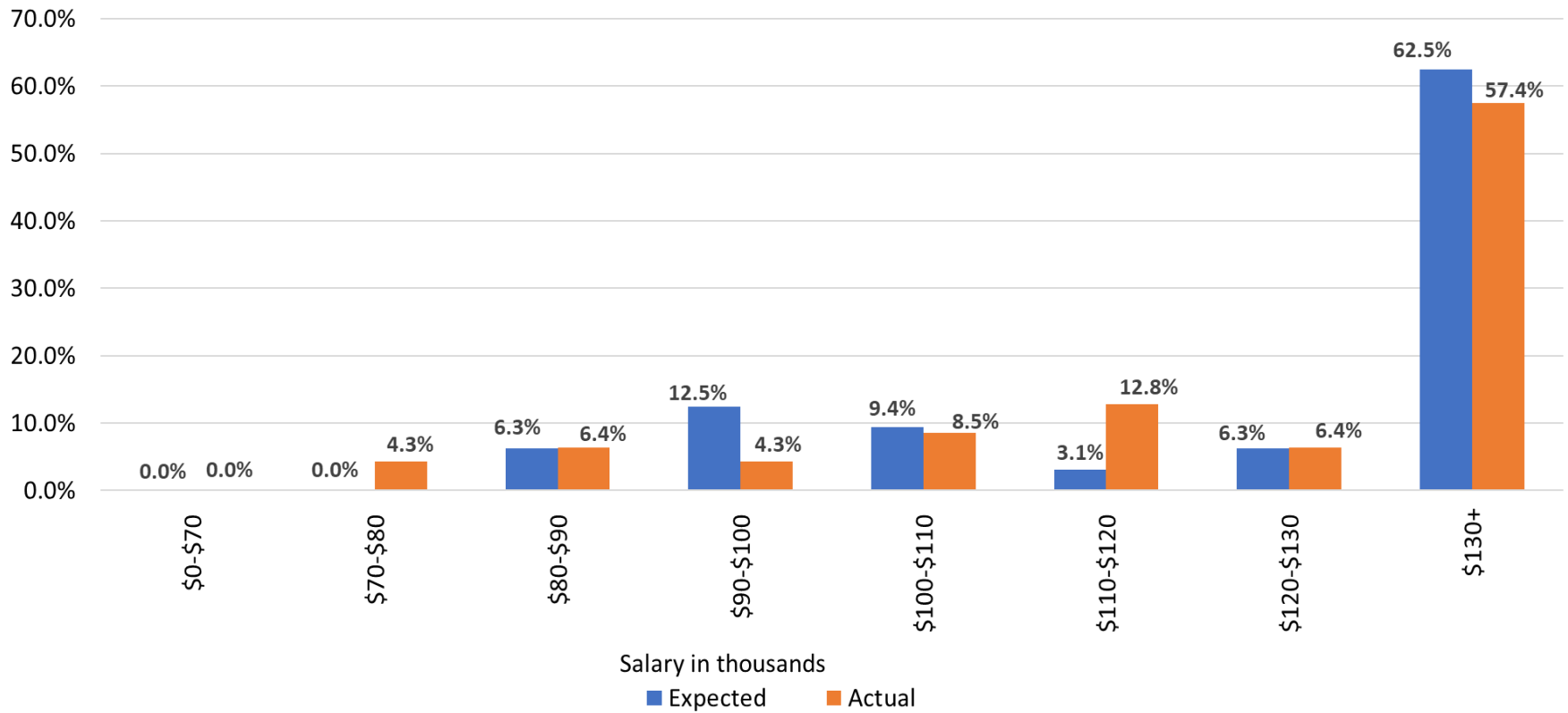
**Table 11**  
**Expected and Actual Offers for New Non-Tenure Track Ph.Ds. the 2024-25 Academic Year**

	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 2024 survey compared with complete results of Fall 2023 Survey. (Expected Hires=54; Actual Hires=55)								
Mean Actual Offer (2024 Survey)	\$91,644	16	\$92,625	4	\$72,852	12	\$83,590	28
Mean Expected Offer (2023 Survey)	\$89,000	11	\$82,500	2	\$73,533	15	\$80,077	26
Actual Less Expected	\$2,644		\$10,125		(\$682)		\$3,513	
Percent Difference	2.97%		12.27%		-0.93%		4.39%	
Panel B: 36 Respondents to the Fall 2024 survey who also responded to the Fall 2023 Survey. (Expected Hires=23; Actual Hires=27)								
Mean Actual Offer (2024 Survey)	\$85,471	10	\$85,000	2	\$76,680	5	\$82,540	15
Mean Expected Offer (2023 Survey)	\$81,167	6	\$85,000	2	\$71,667	3	\$78,000	9
Actual Less Expected	\$4,304		\$0		\$5,013		\$4,540	
Percent Difference	5.30%		0.0%		7.00%		5.82%	

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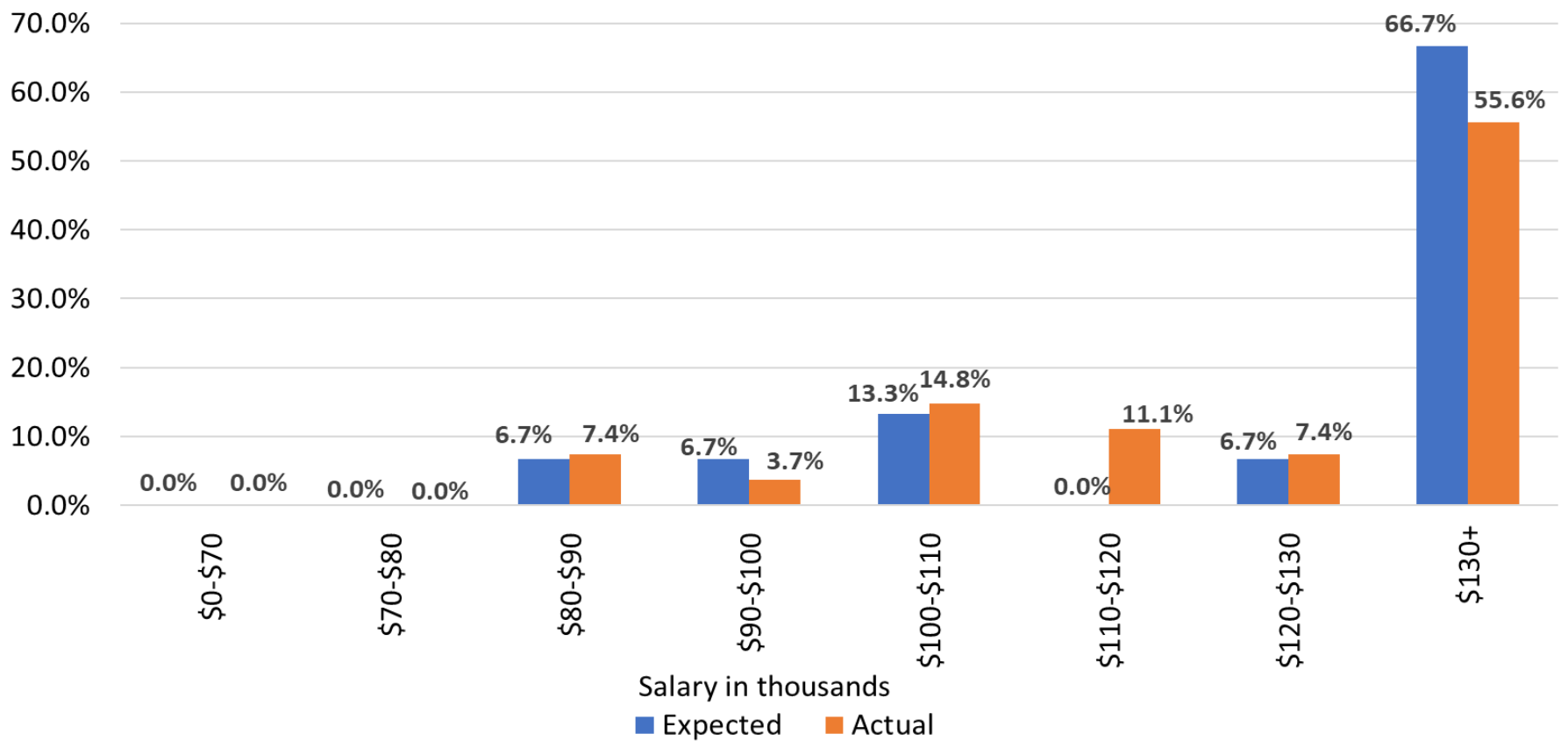
\*The Top 30 represent a subset of the Ph.D. Degree Granting Institutions.

**Figure 1**  
**Expected and Actual Salary Tenure Track Offers 2024-2025-- All Respondents**  
**Fall 2023 Average Reported Expected Offer: \$136,617**  
**Fall 2024 Average Reported Actual Offer: \$134,951**

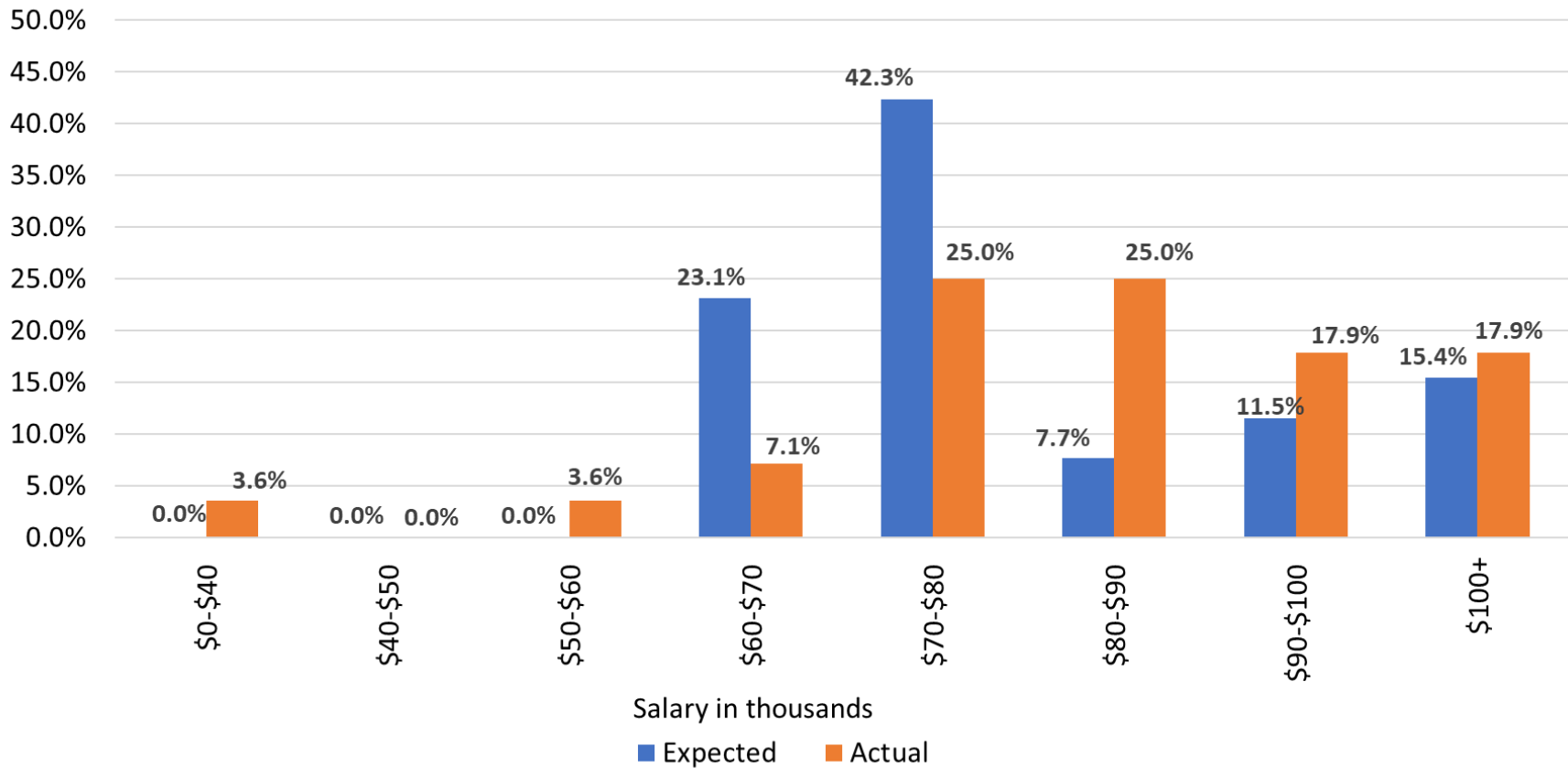




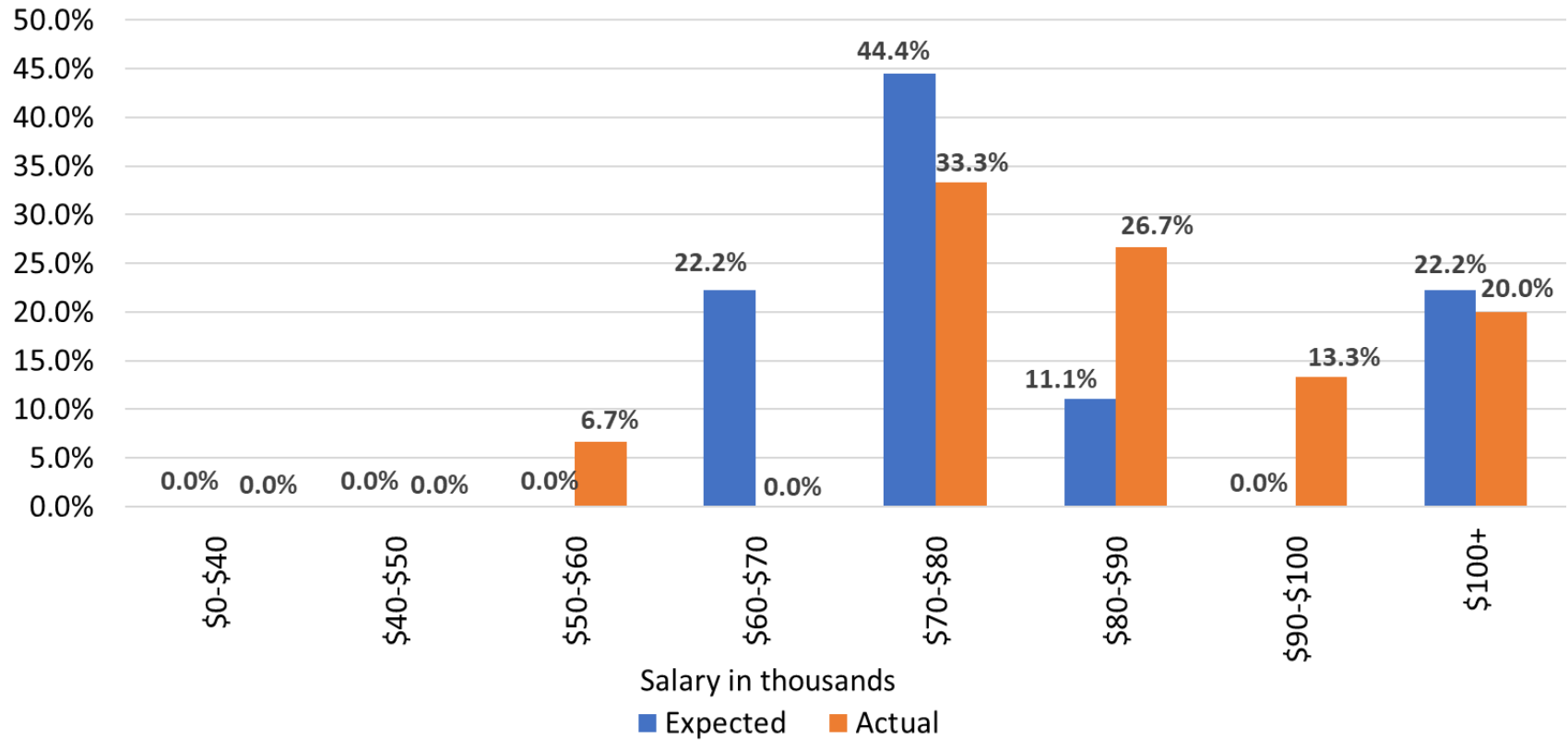
**Figure 2:**  
**Expected and Actual Tenure-Track Salary Offers 2024-2025-Matched Subsample**  
**Fall 2023 Average Reported Expected Offer: \$141,483**  
**Fall 2024 Average Reported Actual Offer: \$136,018**



**Figure 3**  
**Expected and Actual Salary Non-Tenure Track Offers 2024-2025-- All Respondents**  
**Fall 2023 Average Reported Expected Offer: \$80,077**  
**Fall 2024 Average Reported Actual Offer: \$83,590**



**Figure 4**  
**Expected and Actual Salary Non-Tenure Track Offers 2024-2025-- Matched Subsample**  
**Fall 2023 Average Reported Expected Offer: \$78,000**  
**Fall 2024 Average Reported Actual Offer: \$82,540**



**Table 12**  
**Supply of and Demand for New Ph.D.s by Respondents**  
**for the 2025-26 Academic Year**

Field of Specialization	Tenure-Track Demand for 2025-2026	Non-Tenure Track Demand for 2025-2026	Percent of Demand	Supply for 2025-2026	Percent of Supply
1. General Economics	10	19	18.7%	24	7.5%
2. Method and History of Thought	0	0	0.0%	5	1.6%
3. Math. & Quantitative Methods	8	0	5.2%	15	4.7%
4. Microeconomics	15	5	12.9%	23	7.2%
5. Macro/Monetary Economics	24	6	19.4%	47	14.6%
6. International Economics	4	0	2.6%	13	4.0%
7. Financial Economics	6	0	3.9%	10	3.1%
8. Public Economics	4	1	3.2%	24	7.5%
9. Health, Education, & Welfare Economics	3	0	1.9%	27	8.4%
10. Labor & Demographic Economics	8	1	5.8%	48	15.0%
11. Law & Economics	0	0	0.0%	0	0.0%
12. Industrial Organization	7	0	4.5%	19	5.9%
13. Business Administration	1	1	1.3%	0	0.0%
14. Economic History	0	1	0.6%	10	3.1%
15. Economic Development	3	0	1.9%	22	6.9%
16. Economic Systems	0	0	0.0%	0	0.0%
17. Agricultural & Natural Resource	2	1	1.9%	10	3.1%
18. Urban, Rural, & Regional Economics	7	0	4.5%	5	1.6%
19. Other Special Topics	4	0	2.6%	19	5.9%
Not Reported	12	2	9.0%	-	-
<b>Total</b>	<b>118</b>	<b>37</b>	<b>100.0%</b>	<b>321</b>	<b>100.0%</b>

**Table 13**  
**Expected Tenure Track Hires for 2025-26 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	9	3	1	10
2. Method & History of Thought	0	0	0	0
3. Math. & Quantitative Methods	7	1	1	8
4. Microeconomics	9	1	6	15
5. Macro/Monetary Economics	12	2	9	21
6. International	2	1	0	2
7. Financial Economics	0	0	2	2
8. Public Economics	2	2	2	4
9. Health, Education, & Welfare Economics	2	0	1	3
10. Labor & Demographic Economics	7	3	1	8
11. Law & Economics	0	0	0	0
12. Industrial Organization	5	2	0	5
13. Business Administration	0	0	1	1
14. Economic History	0	0	0	0
15. Economic Development	0	0	3	3
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource Economics	1	0	1	2
18. Urban, Rural, & Regional Economics	1	0	4	5
19. Other Special Topics	3	0	1	4
Not Reported	8	7	4	12
<b>Total</b>	<b>68</b>	<b>22</b>	<b>37</b>	<b>105</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 2025-26 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	10	4	9	19
2. Method & History of Thought	0	0	0	0
3. Math. & Quantitative Methods	0	0	0	0
4. Microeconomics	1	0	4	5
5. Macro/Monetary Economics	1	0	5	6
6. International	0	0	0	0
7. Financial Economics	0	0	0	0
8. Public Economics	0	0	1	1
9. Health, Education, & Welfare Economics	0	0	0	0
10. Labor & Demographic Economics	0	0	1	1
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	1	1
15. Economic Development	0	0	0	0
16. Economic Systems	0	0	0	0
17. Agricultural & Natural Resource Economics	0	0	1	1
18. Urban, Rural, & Regional Economics	0	0	0	0
19. Other Special Topics	0	0	0	0
Not Reported	1	1	1	2
<b>Total</b>	<b>13</b>	<b>5</b>	<b>24</b>	<b>37</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 2025-26 Academic Year**

Demographic Category	Number Seeking Employment	Percent Seeking Employment
Male	200	60.1%
Female	133	39.9%
American Indian or Alaska Native	0	0.0%
Asian	107	45.5%
Black or African American	12	5.1%
Hispanic or Latino	17	7.2%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	83	35.3%
Other race or ethnicity	16	6.8%

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

**Table 16**  
**New Ph.D.s Seeking Employment for 2025-26**  
**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	8	16	24	7.5%
2. Method & History of Thought	5	0	5	1.6%
3. Math. & Quantitative Methods	6	9	15	4.7%
4. Microeconomics	9	14	23	7.2%
5. Macro/Monetary Economics	21	26	47	14.6%
6. International	4	9	13	4.0%
7. Financial Economics	8	2	10	3.1%
8. Public Economics	6	18	24	7.5%
9. Health, Education, & Welfare Economics	23	4	27	8.4%
10. Labor & Demographic Economics	18	30	48	15.0%
11. Law & Economics	0	0	0	0.0%
12. Industrial Organization	8	11	19	5.9%
13. Business Administration	0	0	0	0.0%
14. Economic History	7	3	10	3.1%
15. Economic Development	9	13	22	6.9%
16. Economic Systems	0	0	0	0.0%
17. Agricultural & Natural Resource Economics	5	5	10	3.1%
18. Urban, Rural, & Regional Economics	4	1	5	1.6%
19. Other Special Topics	9	10	19	5.9%
More than 1 Specialization	0	0	0	0%
Total	150	171	321	100%

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



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

**Expected Salary Offer for 2025-26.** Responses from 43 institutions indicate that the average expected salary offer for new tenure track Ph.Ds. for the 2025-26 academic year is \$130,956, a 3 percent decrease from the actual offer for the 2024-25 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 21 institutions indicate that the average expected salary offer for new non-tenure track Ph.Ds. for the 2025-26 academic year is \$87,118, a 4.2 percent increase from the actual offer for the 2024-25 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, 96.2 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., 88.9 percent of expected offers are above \$80,000; while for institutions offering Bachelor's and Master's degrees, 66.7 percent of expected offers to new non-tenure track Ph.Ds. exceed \$80,000.

**2024-25 Research Support in the Market for New Tenure Track Ph.Ds.** For tenure track assistant professors hired for the 2024-25 academic year, summer support was available more often from Top 30 and all Ph.D. Degree granting institutions than from others (76.9 percent by Top 30 Institutions, 77.8 percent all Ph.D granting institutions vs. 47.4 percent Bachelor's & Master's Degree Granting Institutions). The average summer support as a percentage of nine-month salary offers (15.6 percent by Top 30 Institutions, 13.5 percent All Ph.D. Degree Granting Institutions vs. 5.6 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 91.4 percent of all Ph.D. Degree granting institutions, 92.3 percent for Top 30 Institutions and was offered by 73.7 percent of other Institutions and 85.5 percent for all institutions. The average startup package at Ph.D. Degree granting institutions was \$63,219, \$87,500 by Top 30 institutions and was \$10,771 at other institutions. The average teaching load is lower in Ph.D. Degree granting institutions compared to non-Ph.D. Degree granting institutions (3 vs. 5 semester courses per year). New faculty members are more likely to get a teaching load reduction in Ph.D. Degree granting institutions compared to non-Ph.D. Degree granting institutions (91.2 percent vs. 57.9 percent).

**2024-25 Research Support in the Market for New Non-Tenure Track Ph.Ds.** For non-tenure track assistant professors hired for the 2024-25 academic year, a startup package was offered by 25 percent of responding institutions. The average startup package at Ph.D. Degree granting institutions was \$3,500.

**2024-25 Other Support of New Tenure Track Ph.Ds.** Moving expenses were paid by 96.4 percent of all respondents, but housing allowances are offered by only 14.8 percent of respondents.

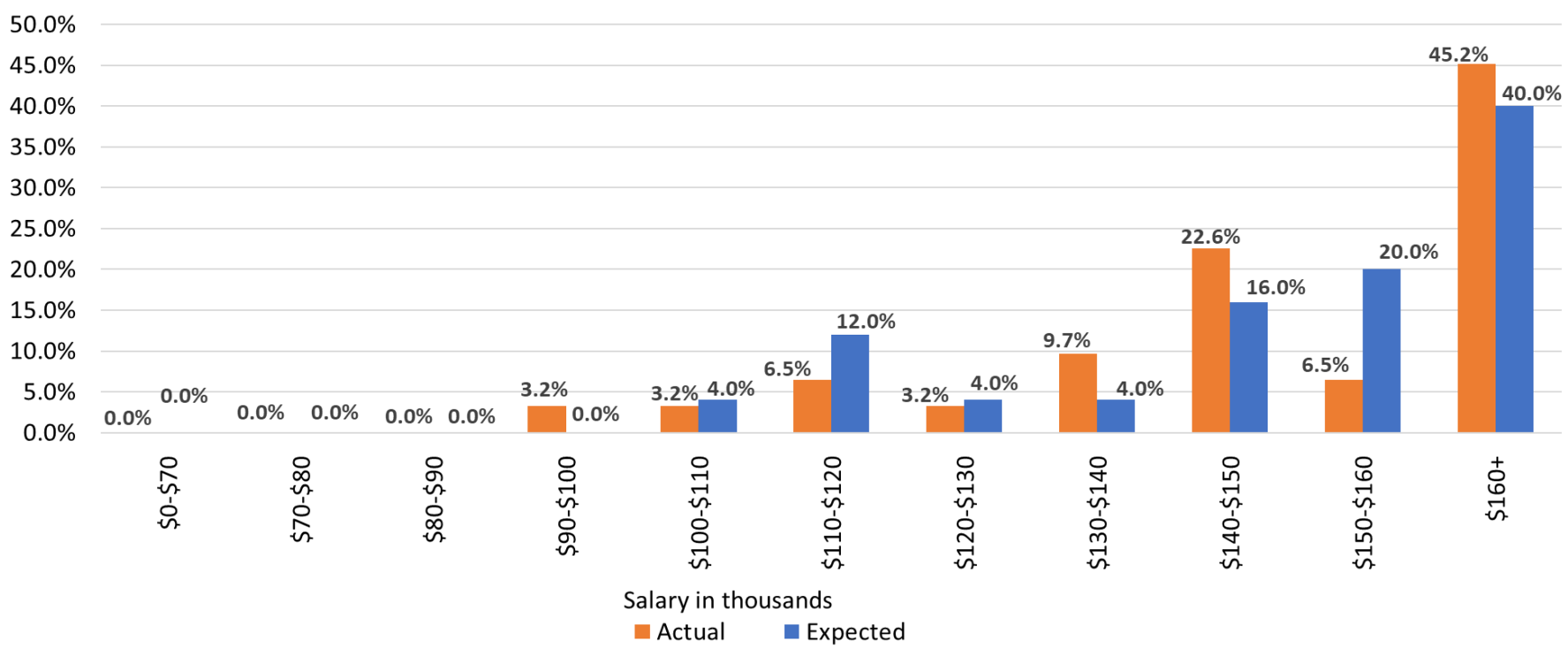
Of the institutions responding, 64.3 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 7.8 percent by the employer and 5.2 percent by the employee. Full vesting at the time of hire occurs 47.8 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average wait of 3.8 years. No cost life insurance, with an average face value of \$112,308 was offered by 78.4 percent of the employers.

The tenure clock was permitted to be stopped for the birth or adoption of a child by 82.4 percent of respondents and for the birth only by an additional 9.8 percent of the respondents. For 93.3 percent of the departments that stop the tenure clock, it is a formal policy. A lower percentage of Bachelor's and Master's Degree granting institutions stop the tenure clock than do Ph.D. Degree granting institutions (77.8 percent vs. 84.8 percent).

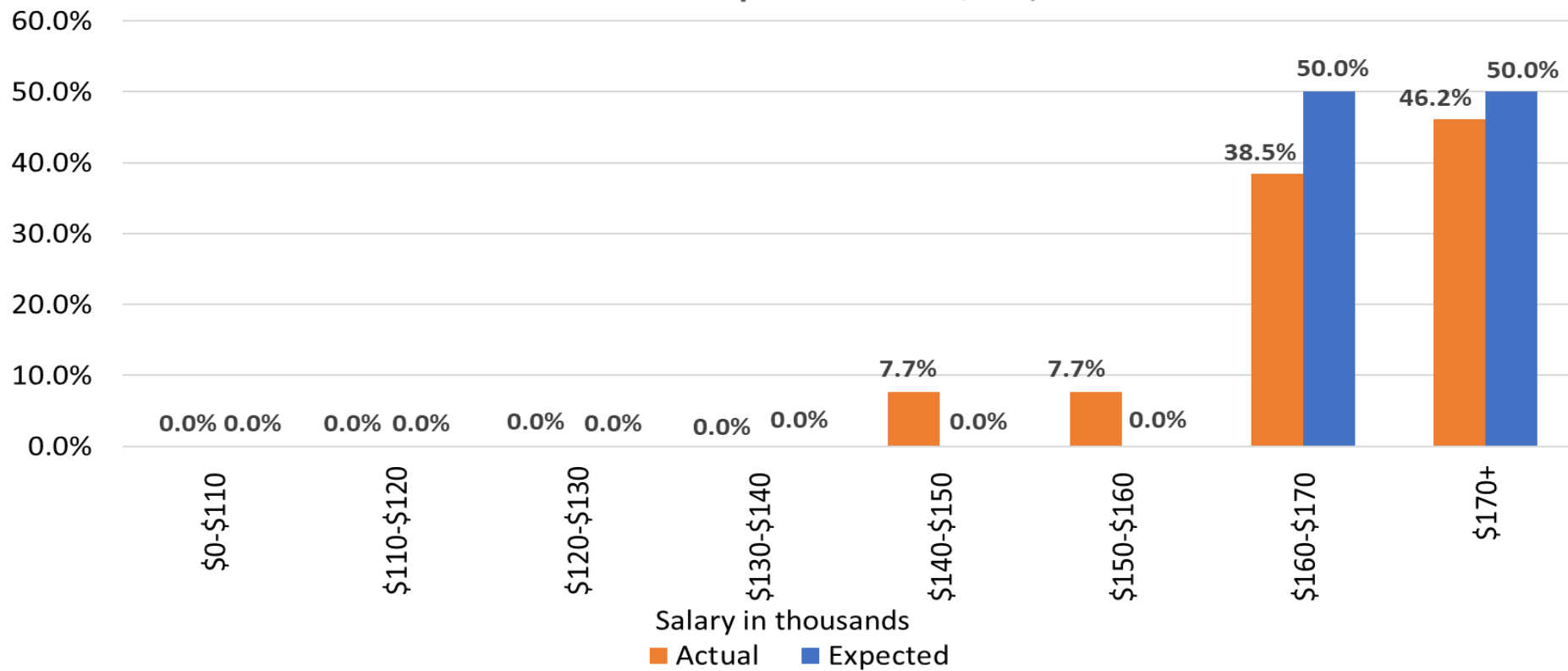
**2024-25 Other Support of New Non-Tenure Track Ph.Ds.** Moving expenses were paid by 45.7 percent of all respondents, but housing allowances were offered by only 5.7 percent of the respondents.

Of the institutions responding, 68.6 percent offer the TIAA-CREF retirement plan, with the average required contribution (as a percent of the faculty member's salary) of 7 percent by the employer and 4 percent by the employee. Full vesting at the time of hire occurs 45.2 percent of the time. When vesting does not occur at the time of hire, full vesting occurs after an average wait of 2.1 years. No cost life insurance, with an average face value of \$81,500 was offered by 66.7 percent of the employers.

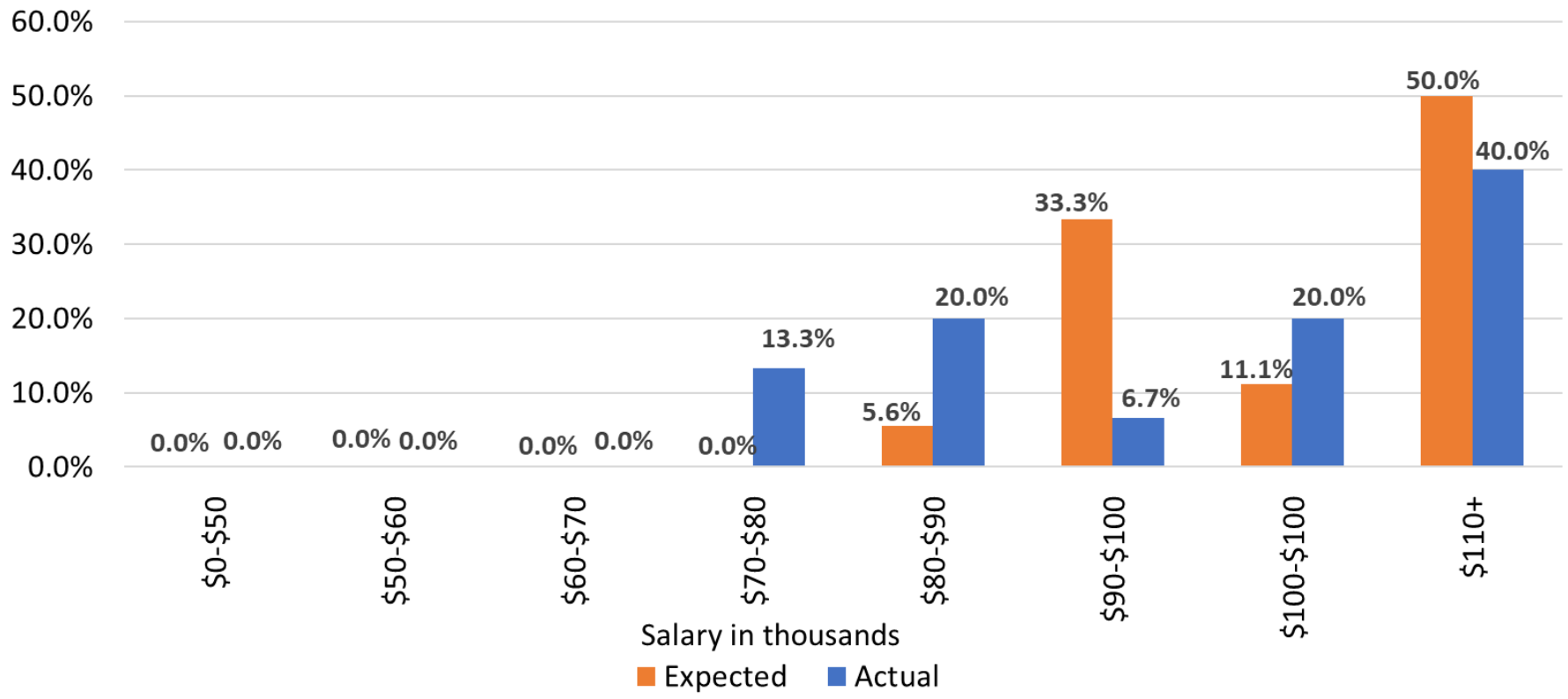
**Figure 5**  
**Actual Salary Offers for 2024-25 & Expected Salary Offers for 2025-26**  
**for New Tenure Track Ph.Ds.**  
**All Ph.D. Degree Granting Institutions**  
**Mean Actual Offer: \$151,023**  
**Mean Expected Offer: \$148,940**



**Figure 6**  
**Actual Salary Offers for 2024-25 & Expected Salary Offers for 2025-26**  
**for New Tenure Track Ph.Ds.**  
**Top 30 Institutions**  
**Mean Actual Offer: \$169,889**  
**Mean Expected Offer: \$172,917**



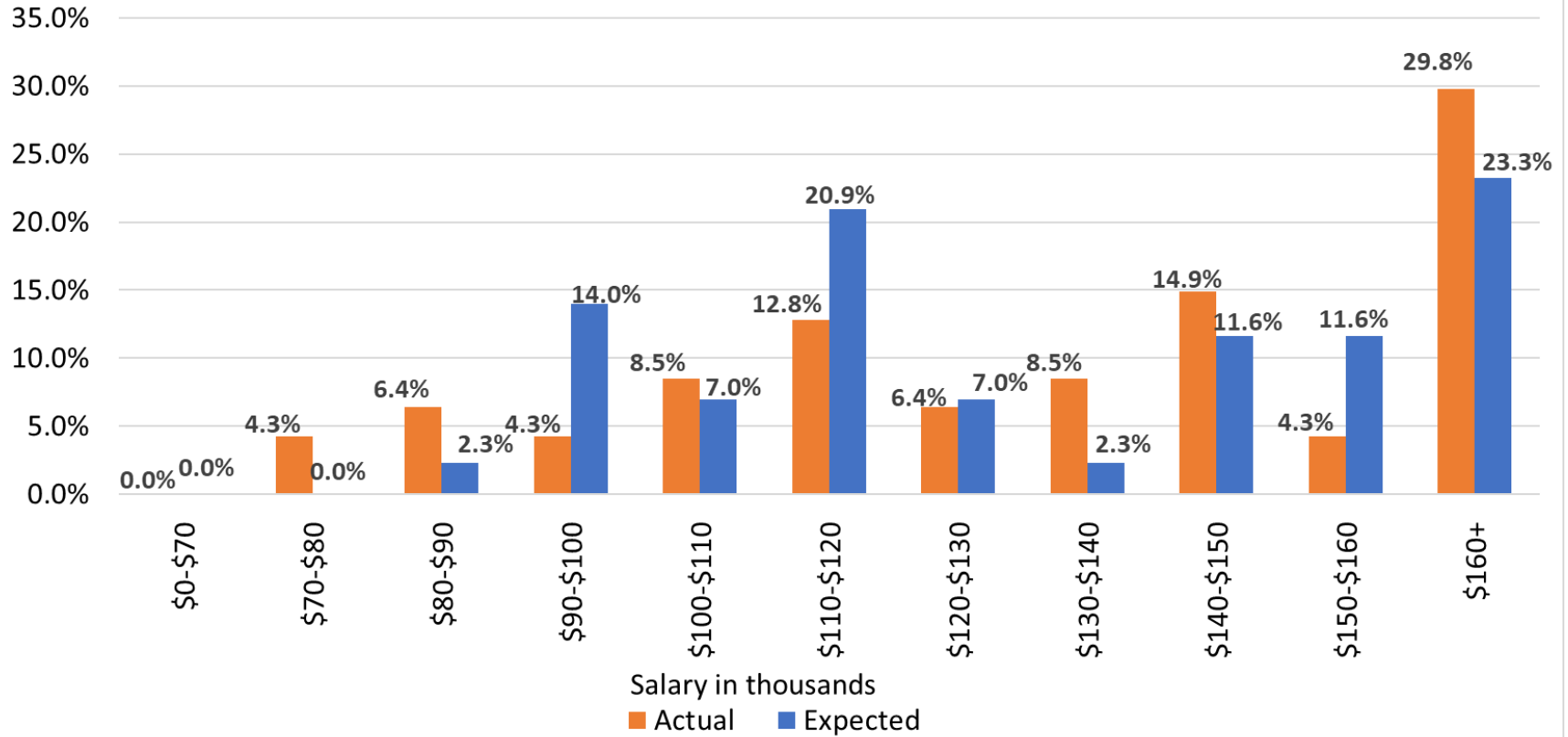
**Figure 7**  
**Actual Salary Offers for 2024-25 & Expected Salary Offers for 2025-26**  
**for New Tenure Track Ph.Ds.**  
**Bachelor and Master Degree Granting Institutions**  
**Mean Actual Offer: \$101,980**  
**Mean Expected Offer: \$105,978**



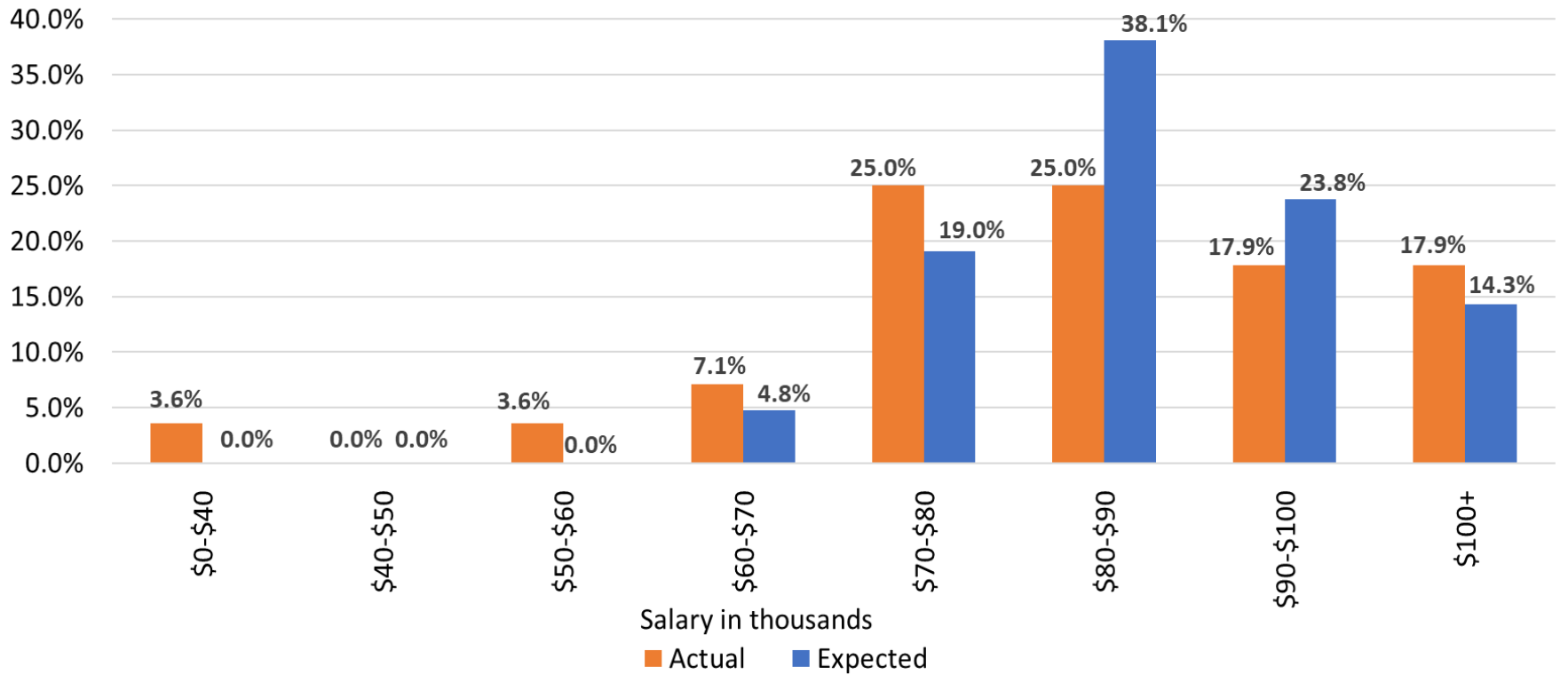
**Figure 8**  
**Actual Salary Offers for 2024-25 & Expected Salary Offers for 2025-26**  
**for New Tenure Track Ph.Ds.**

**All Institutions**

**Mean Actual Offer: \$134,951**  
**Mean Expected Offer: \$130,956**



**Figure 9**  
**Actual Salary Offers for 2024-25 & Expected Salary Offers for 2025-26**  
**for New Non-Tenure Track Ph.Ds.**  
**All Institutions**  
**Mean Actual Offer: \$83,590**  
**Mean Expected Offer: \$87,118**



## 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	63	17	81	145
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### I. Hiring and Compensation in the Market for New Tenure Track Ph.Ds. in the Labor Market for 2024-25

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

Percent “Yes”	23.8%	11.8%	37%	31%
N=	15	2	30	45

Q2. How many new tenure track Ph.D. candidates did you hire for appointment in the 2024-25 academic year?

New Hires for 2024-25	75	31	31	112
N Hiring=	37	13	21	59

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. 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 2024-25 academic year? If this varied across people, please give an average.

<\$60,000	0	0	0	0
>\$60,000 to \$65,000	0	0	0	0
>\$65,000 to \$70,000	0	0	0	0
>\$70,000 to \$75,000	0	0	0	0
>\$75,000 to \$80,000	0	0	3	3
>\$80,000 to \$85,000	0	0	0	0
>\$85,000 to \$90,000	1	0	2	3
>\$90,000 to \$95,000	0	0	0	0
>\$95,000 to \$100,000	0	0	1	1
>\$100,000 to \$105,000	1	0	1	2
>\$105,000 to \$110,000	1	0	3	4
>\$110,000 to \$115,000	1	0	1	2
>\$115,000 to \$120,000	0	0	3	3
>\$120,000 to \$125,000	1	0	1	2
>\$125,000 to \$130,000	1	0	0	1
>\$130,000 to \$135,000	1	0	0	2
>\$135,000 to \$140,000	3	0	0	3
>\$140,000 to \$145,000	5	1	0	5
>\$145,000 to \$150,000	0	0	0	0
>\$150,000 to \$155,000	2	1	0	2
>\$155,000 to \$160,000	4	4	0	4
>\$160,000 to \$165,000	1	0	0	1
>\$165,000 to \$170,000	2	1	0	2
>\$170,000	7	6	0	7
MEAN	\$151,023	\$169,889	\$101,980	\$134,951
STD DEV	\$25,887	\$16,829	\$16,318	\$32,357
MIN	\$90,000	\$143,550	\$76,000	\$76,000
MAX	\$210,000	\$210,000	\$125,000	\$210,000

Also see Figures 1 through 8.

Item	All Ph.D. Degree Granting Institutions	Top 30* Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q5. For new tenure track assistant professors hired for the 2024-25 academic year, did you offer summer research support?

a. Yes [ ] No [ ]

Percent offering support	77.8%	76.9%	47.4%	67.3%
N=	36	13	19	55

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

Average No. of Summers	2.8	2.9	1.9	2.5
N=	21	9	7	28

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

As a percent of 9 months	13.5%	15.6%	5.6%	11.9%
N=	8	5	2	10

Q6. For new tenure track assistant professors hired for the 2024-25 academic year, did you offer:

a. Moving expenses to your university?

Percent "Yes"	100%	100%	89.5%	96.4%
N=	36	13	19	56
Mean Amount	\$14,471	\$22,125	\$4,125	\$11,160
N=	17	8	8	25

b. A startup package?

Percent "Yes"	91.4%	92.3%	73.7%	85.5%
N=	35	13	19	55
Mean Amount	\$63,219	\$87,500	\$10,771	\$47,257
N=	16	9	7	23

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

Percent "Yes"	8.8%	8.3%	21.1%	14.8%
N=	34	12	19	54
Mean Amount	\$75,000	\$0	\$0	\$75,000
N=	2	-	-	2

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

Percent "Yes"	68.6%	61.5%	60.0%	64.3%
N=	35	13	20	56

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%	8.0%	8.4%	7.8%
N=	28	11	11	39

b. The new employee:

Percent	5.7%	6.4%	4.4%	5.2%
N=	28	11	11	40

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

a. At time of hire [ ] or later?

Percent at time of hire	60.0%	75.0%	26.7%	47.8%
N=	30	12	15	46

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

Mean years when later	4.6	3.7	2.0	3.8
N=	10	3	5	16

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

Percent "Yes"	81.8%	83.3%	70.6%	78.4%
N=	33	12	17	51

a. If YES, what is its face value?

Mean Face Value	\$99,000	\$109,000	\$156,667	\$112,308
N=	10	5	3	13

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

Percent "Yes, for birth of child"	6.3%	5.9%	1.2%	9.8%
Percent "Yes, for birth or adoption of child"	84.8%	91.7%	77.8%	82.4%
N=	33	12	18	51

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

Stopped Clock/Eligible	50/98	25/37	14/20	64/118
N=	29	11	14	145

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

Stopped Clock/Eligible	75/185	54/83	11/19	86/204
N=	29	11	13	145

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

Percent "formal policy"	100%	100%	78.6%	93.3%
N=	31	12	14	45

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

Average times	2.2	2.2	1.7	2.0
No maximum	0.0%	0.0%	0.0%	0.0%
N=	14	12	14	45

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

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

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

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

Percent "actual number of years of probation"	20.0%	25.0%	16.7%	19.0%
Percent "actual number of years minus stopped clock"	63.3%	50.0%	50.0%	59.5%
Percent "use own judgment"	16.7%	25.0%	33.3%	21.4%
N=	30	12	12	42

Q12. a. 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=	26	12	15	41

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

Percent Semester System	85.3%	69.2%	100.0%	90.6%
Percent Quarter System	14.7%	30.8%	0.0%	9.4%
Percent Trimester System	0.0%	0.0%	0.0%	0.0%
N=	34	13	19	53

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

Percent "Yes"	91.2%	84.6%	57.9%	79.2%
N=	34	13	19	53

a. Number of courses reduced?

Mean Courses Reduced	1	1	1	1
N=	31	11	11	42

b. For how many years?

Mean Number of Years	1	2	0	1
N=	60	15	73	134

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 2024-25**

Q14. How many new non-tenure track Ph.D. candidates did you hire for appointment in the 2024-25 academic year?

New Hires for 2024-25	25	6	30	55
N Hiring=	16	4	22	38

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. 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 2024-25 academic year? If this varied across people, please give an average.

<\$45,000	0	0	1	1
>\$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	0	0
>\$60,000 to \$65,000	0	0	1	1
>\$65,000 to \$70,000	4	1	1	5
>\$70,000 to \$75,000	0	0	1	1
>\$75,000 to \$80,000	2	0	1	3
>\$80,000 to \$85,000	0	0	4	4
>\$85,000 to \$90,000	2	0	2	4
>\$90,000 to \$95,000	0	0	0	0
>\$95,000 to \$100,000	5	2	0	5
>\$100,000	3	1	0	3
MEAN	\$91,644	\$92,625	\$72,852	\$83,590
STD DEV	\$20,697	\$15,315	\$16,334	\$20,889
MIN	\$70,000	\$70,000	\$35,000	\$35,000
MAX	\$152,000	\$103,500	\$88,000	\$152,000

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 2024-25 academic year, did you offer:

a. Moving expenses to your university?

Percent "Yes"	50.0%	50.0%	42.1%	45.7%
N=	16	4	19	35
Mean Amount	\$4,071	\$4,000	\$2,250	\$3,525
N=	7	2	3	10

b. A startup package?

Percent "Yes"	29.4%	25.0%	21.1%	25.0%
N=	17	4	19	36
Mean Amount	\$3,500	-	\$2,100	\$2,800
N=	2	-	2	4

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

Percent "Yes"	6.3%	0.0%	5.3%	5.7%
N=	16	4	19	35
Mean Amount	-	-	-	-
N=	-	-	-	-

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

Percent "Yes"	81.3%	100%	57.9%	68.6%
N=	16	4	19	35

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

a. The university or institution:

Percent	8.1%	7.4%	5.7%	7.0%
N=	14	3	12	26

b. The new employee:

Percent	5.0%	6.0%	2.6%	4.0%
N=	14	3	10	24

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?

a. At time of hire [ ] or later?

Percent at time of hire	53.3%	100%	37.5%	45.2%
N=	15	3	16	31

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

Mean years when later	2.0	N/A	2.1	2.1
N=	6	0	7	13

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

Percent "Yes"	80.0%	66.7%	55.6%	66.7%
N=	15	3	18	33

g. If YES, what is its face value?

Mean Face Value	\$89,000	\$130,000	\$69,000	\$81,500
N=	5	2	3	8

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

Q22. Please estimate the number of **new tenure track Ph.Ds.** you expect to hire for the **2025-26 academic year.**

a. Total expected new Ph.D. hires.

Total Expected Hires	68	22	37	118
N Hiring	36	11	30	67

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 **2025-26 academic year**?

<\$60,000	0	0	0	0
>\$60,000 to \$65,000	0	0	0	0
>\$65,000 to \$70,000	0	0	0	0
>\$70,000 to \$75,000	0	0	0	0
>\$75,000 to \$80,000	0	0	1	1
>\$80,000 to \$85,000	0	0	0	0
>\$85,000 to \$90,000	0	0	3	3
>\$90,000 to \$95,000	0	0	2	2
>\$95,000 to \$100,000	1	0	2	3
>\$100,000 to \$105,000	0	0	1	1
>\$105,000 to \$110,000	0	0	3	3
>\$110,000 to \$115,000	3	0	0	3
>\$115,000 to \$120,000	1	0	3	4
>\$120,000 to \$125,000	0	0	1	1
>\$125,000 to \$130,000	0	0	1	1
>\$130,000 to \$135,000	1	0	0	1
>\$135,000 to \$140,000	3	0	1	4
>\$140,000 to \$145,000	1	0	0	1
>\$145,000 to \$150,000	4	0	0	4
>\$150,000 to \$155,000	1	0	0	1
>\$155,000 to \$160,000	1	1	0	1
>\$160,000 to \$165,000	3	1	0	3
>\$165,000 to \$170,000	4	2	0	4
>\$170,000	2	2	0	2
MEAN	\$148,940	\$172,917	\$105,978	\$130,956
STD DEV	\$23,295	\$11,876	\$15,604	\$29,471
MIN	\$100,000	\$160,000	\$80,000	\$80,000
MAX	\$190,000	\$190,000	\$140,000	\$190,000

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 **2025-26 academic year.**

a. Total expected new Ph.D. hires.

Total Expected Hires	13	5	24	37
N Hiring	13	5	17	30

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 **2025-26 academic year?**

<\$45,000	0	0	0	0
>\$45,000 to \$50,000	0	0	0	0
>\$50,000 to \$55,000	0	0	0	0
>\$55,000 to \$60,000	0	0	0	0
>\$60,000 to \$65,000	0	0	0	0
>\$65,000 to \$70,000	1	1	1	2
>\$70,000 to \$75,000	0	0	3	3
>\$75,000 to \$80,000	1	1	0	1
>\$80,000 to \$85,000	2	0	4	6
>\$85,000 to \$90,000	0	0	3	3
>\$90,000 to \$95,000	1	0	0	1
>\$95,000 to \$100,000	3	2	1	4
>\$100,000	1	0	0	1
MEAN	\$92,461	\$86,288	\$83,110	\$87,118
STD DEV	\$15,811	\$13,666	\$9,159	\$12,985
MIN	\$70,000	\$70,000	\$67,320	\$67,320
MAX	\$125,000	\$98,150	\$100,000	\$125,000

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 2024-25 academic year**, please indicate the **primary reason** why you are not hiring.

No Vacant Positions	66.7%	50.0%	48.9%	55.8%
Budget problems (long-term)	20.0%	33.3%	34.0%	28.6%
Temporary budgetary limits due to COVID-19	0.0%	0.0%	2.1%	1.3%
Falling Enrollments	3.3%	0.0%	10.6%	7.8%
Seeking Senior Hires	3.3%	16.7%	2.1%	2.6%
Other	6.7%	0.0%	2.1%	3.9%
N	30	6	47	77

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

**IV. Results of the 2024-25 New Ph.D. Market and Expected Supply for 2025-26.**

Q28. How many candidates from your department sought employment for the 2024-25 academic year (or, for the year 2024)?

Number of Job Seekers	416	207	-	416
From Number of Depts.	55	16	-	55

Item	All Ph.D. Degree Granting Institutions	Top 30 Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q29. Of the Ph.D. candidates from your department who sought employment for the 2024-25 academic year (or for 2024), how many actually found employment by August 31, 2024?

Number	384	200	-	384
Percent of Job Seekers	92.3%	96.6%	-	92.3%
From Number of Depts.	55	16	-	55

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

Academic	50.8%	54.0%	-	50.8%
Non-Academic	49.2%	46.0%	-	49.2%

Q31. Demographics of candidates who sought and found employment in the 2024-2025 academic year. Presented as Number Successful Employed/ Number Who Sought Employment. Also see Table 9.

Male	192/212	96/101	-/-	192/212
Female	130/140	68/73	-/-	130/140
American Indian or Alaska Native	0/1	-/-	-/-	0/1
Asian	93/111	42/49	-/-	93/111
Black or African American	12/13	-/-	-/-	12/13
Hispanic or Latino	13/13	3/5	-/-	13/13
Native Hawaiian or Other Pacific Islander	-/-	-/-	-/-	-/-
White	64/66	18/17	-/-	64/66
Other race or ethnicity	9/12	3/3	-/-	9/12

Item	All Ph.D. Degree Granting Institutions	Top 30 Institutions	Bachelor's & Master's Degree Granting Institutions	Total (Including Non-Academic & Unclassified)
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Q32. Please estimate the number of Ph.D. candidates from your department who will be seeking employment for the 2025-26 academic year.

Number of Job Seekers	321	171	-	321
From Number of Depts.	42	12	-	42

Male	60.1%	55.1%	200	60.1%
Female	39.9%	44.9%	133	39.9%
American Indian or Alaska Native	0.0%	0.0%	0	0.0%
Asian	45.5%	48.6%	107	45.5%
Black or African American	5.1%	1.9%	12	5.1%
Hispanic or Latino	7.2%	4.8%	17	7.2%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0	0.0%
White	35.3%	30.5%	83	35.3%
Other race or ethnicity	6.8%	14.3%	16	6.8%

Q33. How many of the candidates listed above are holdovers from the 2024-25 market who could not get a permanent position?

Number of Holdovers	23	7	-	23
Percent of Job Seekers	7.2%	4.1%	-	7.2%