American Statistical Association
2020 Work and Salary Survey

This report presents findings of the American Statistical Association’s 2020 Work and Salary survey, conducted July 20-Aug. 10, 2020. Following an announcement from ASA Executive Director Ron Wasserstein, the survey invitation was sent July 20 to 11,514 ASA members, with reminder emails sent July 27, Aug. 3 and Aug. 6. Invitations were not extended to student or developing country members. Surveys were completed by 2,727 members, of whom 287 were ineligible due to being full-time students, retired or unemployed/furloughed in 2019. Results are reported among the 2,438 eligible respondents who were employed in 2019.

The data were not weighted. Participation by gender, race/ethnicity, academic degree, employment sector and membership type were largely reflective of the full population. See Appendix A for comparisons of the characteristics of responding vs. invited members.

Employment status and sector

Ninety-three percent of responding members held a full-time position in 2019. This includes 78 percent who held that one full-time job, and 15 percent who held a full-time position while also doing part-time and/or freelance/consulting work. Of the rest, three percent held multiple part-time positions; an additional 3 percent held one part-time position.

Fifty-three percent worked in academia or education. A quarter (24 percent) worked in business/industry, 11 percent in government, 7 percent in the nonprofit sector and 5 percent as independent/consulting workers. While the study was open to part-time students also working for pay, no participating ASA members met those criteria.

Among the 47 percent of participating ASA members employed outside academia/education, a majority reported working for a for-profit business, 51 percent, followed by 19 percent in the federal government and 16 percent for nonprofits. Fewer were self-employed/private consultants (8 percent) or employed in other fields. Unlike the vast majority of other respondents, two-thirds of self-employed consultants reported having more than one job.

Few, 9 percent, were members of a union or an employee association in 2019. That includes 18 percent of those working in federal, state or local government and 13 percent in academia, with single-digit shares in other industries.

Members in academia
Ninety-six percent of those working in the academia/education sector were employed in academia, while 4 percent held other education-related positions. Three-quarters of those in academia (76 percent) worked at a doctoral university (Research 1), 11 percent at another research university, 9 percent at a liberal arts college, 1 percent at an associates or community college and 3 percent something else.

Departmental breakdowns of those in academia were 29 percent in biostatistics, 21 percent in statistics and 16 percent in mathematical sciences. One percent were in non-departmental administration. A third identified another type of department, listed in Appendix E (attached).

Thirty-six percent were professors, 19 percent associate professors and 24 percent assistant professors. Three percent were postdocs, 2 percent were instructors and 2 percent identified themselves as lecturers. One percent apiece were visiting professors and adjuncts. An additional 13 percent reported some other job title (see Appendix E).

More men than women were full professors, 43 vs. 25 percent, though rates at the associate and assistant levels were more comparable.

Forty-five percent of those in academia were tenured in 2019, with another two in 10 on the tenure track. Thirty-five percent held non-tenure track positions. Fifty-five percent of men were fully tenured, compared with 32 percent of women.

Salaries

Surveyed members were asked to provide both their base salary from their primary employer and, if applicable, total employment income, including bonuses or salary from any additional jobs. Summary statistics for income and salary exclude respondents who provided a salary range rather than their specific salary (n=26) or did not provide any salary data (n=7).

Among all members who participated, the median reported base salary for 2019 was $125,000, ranging from $96,000 among those with five or fewer years of experience to $166,500 among those with more than 25 years. Including other sources of income, median total employment income was $132,462, with a range of $100,000 to $175,000 by experience level. (See Appendix B for tables among full-time employees by selected groups.)

Employees at for-profit businesses had the highest median base salaries, $155,000. Federal employees reported a median base salary of $130,000; nonprofits, $120,000; and academia, $113,500. (Self-employed consultants had the lowest median base salary, $103,000, however, 63 percent of them reported working multiple part-time jobs, and this measure reflects only the base salary from what they considered their primary job.)

Total employment income from all sources likewise was highest among those working in for-profit businesses, with a median of $173,200, followed by the federal government, $133,500; nonprofit organizations, $125,000; and academia and self-employed consultants, both $120,000.
Women tend to make less, both in base salary and total employment income, with gaps growing wider through mid-career. While the difference in base pay narrows or reverses among those with the most work experience, women are outnumbered by men at that level by more than 2-1. However, in a regression, when controlling for characteristics such as educational attainment, years of experience, race, sector and whether or not one is in a management position, gender is not a significant independent predictor of total employment income. (See Appendix C).

Median total employment incomes are $133,100 for whites, $135,200 for Asians and $121,000 for members of other racial and ethnic backgrounds. These results are influenced by the fact that minorities as a group have less experience in the field. When evaluated by experience level, Asians report the highest incomes in each category (save entry-level), and the difference between whites and others narrows considerably or reverses. Being Asian is a significant predictor of higher incomes when experience is taken into account, controlling for characteristics such as educational achievement (which is higher for Asians). (See Appendix C.)

**Additional pay**

Additional pay from a primary employer on top of a base salary, such as a performance bonus or compensation for extra work, varied by industry. Sixty-nine percent of respondents in academia and 74 percent of those at nonprofits did not receive any additional pay in 2019. By contrast, 77 percent of those working for a for-profit business did receive additional pay, primarily performance bonuses, as did 52 percent of federal workers. Additional pay is included in total employment income figures.

**Managerial duties**

Just fewer than half, 45 percent, held supervisory or managerial responsibilities in 2019. Rates were similar by race and gender, and were higher among members with PhDs than among those with a master’s degree, 48 vs. 37 percent.

Supervisory responsibilities were more common among respondents with more professional experience, including 59 percent of those with 16 to 25 years of experience and 52 percent of those with 26 or more years, vs. 43 percent of those with 6 to 15 years of experience and 23 percent of those with five years of experience or fewer.
Reflecting their longer tenure, those with these roles also reported higher salaries, with median total employment income of $160,000, compared with $119,100 among those without them.

**COVID-19 impacts and salary expectations**

Seven in 10 members in the survey say the COVID-19 pandemic has been disruptive to their work, including 22 percent who say it's been “very disruptive.” A similar share, 20 percent, have had their personal income reduced as a result of the outbreak, and 23 percent of employed members are concerned they may either lose their job or be furloughed without pay because of the pandemic.

Members employed in academia have been particularly affected, with 79 percent saying it's been at least somewhat disruptive to their work, compared with about six in 10 of those working in federal government or nonprofit sectors, 55 percent in business/industry and 44 percent who are self-employed/independent consultants. Just 7 percent overall say the outbreak has been “not at all disruptive” to their work.

<table>
<thead>
<tr>
<th></th>
<th>% saying the coronavirus outbreak has been very or somewhat disruptive to their work</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>All</strong></td>
<td>68%</td>
</tr>
<tr>
<td><strong>Academia</strong></td>
<td>79</td>
</tr>
<tr>
<td><strong>Federal government</strong></td>
<td>62</td>
</tr>
<tr>
<td><strong>Nonprofit</strong></td>
<td>60</td>
</tr>
<tr>
<td><strong>Business/industry</strong></td>
<td>55</td>
</tr>
<tr>
<td><strong>Consultant/self-employed</strong></td>
<td>44</td>
</tr>
</tbody>
</table>

While disruptions abound, just 2 percent of members employed in 2019 currently are either not employed by choice (1 percent) or have lost their job or been furloughed without pay (1 percent). Among them (note, n=49), 35 percent were previously employed in academia or education, 33 percent in business/industry. Fewer, 14 percent, were employed in government and 8 percent in independent/consulting and nonprofit sectors alike.

Two in 10 members have had their personal income reduced as a result of the pandemic, as previously noted. That includes 10 percent who say it's been reduced a little, 8 percent somewhat and 2 percent “a great deal.”

In terms of expectations, despite the pandemic, more ASA members think their personal employment income from all sources this year will be higher than their 2019 income, 31 vs. 16 percent. Fifty-three percent expect their income to stay about the same.

Similarly, when asked about their total household employment income – including that of other members of their immediate household – 27 percent expect a higher income vs. 19 percent lower. A plurality, 43 percent, anticipates no change.
Work satisfaction

More than half the members surveyed (55 percent) say they were very satisfied with their primary job in 2019. An additional 36 percent were somewhat satisfied; 7 percent, not so satisfied; and 1 percent, not at all satisfied.

Being very satisfied reaches 78 percent among those who are self-employed or independent consultants, 19 to 24 percentage points higher than in any other sector. It’s also higher among those with the most professional experience, peaking at 64 percent among those who’ve been working for 26 or more years, and higher among white respondents, 58 percent, compared with 49 percent among racial and ethnic minorities.

<table>
<thead>
<tr>
<th>% very satisfied with their primary job</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
</tr>
<tr>
<td>Consultant/self-employed</td>
</tr>
<tr>
<td>Nonprofit</td>
</tr>
<tr>
<td>Federal government</td>
</tr>
<tr>
<td>Academia</td>
</tr>
<tr>
<td>Business/industry</td>
</tr>
</tbody>
</table>

In terms of individual factors in their primary jobs, strong satisfaction is highest in terms of work flexibility and job security. More than half also were very satisfied with having interesting work that they enjoy, benefits (such as leave, health insurance and retirement benefits), work that makes a positive contribution, opportunity to exercise job-related expertise and judgment, and their working relationships.

<table>
<thead>
<tr>
<th>Very satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work flexibility</td>
</tr>
<tr>
<td>Job security</td>
</tr>
<tr>
<td>Interesting work that I enjoy</td>
</tr>
<tr>
<td>Benefits</td>
</tr>
<tr>
<td>Work that makes a positive contribution</td>
</tr>
<tr>
<td>Opportunity to exercise job-related expertise and judgment</td>
</tr>
<tr>
<td>Working relationship with coworkers and supervisors</td>
</tr>
<tr>
<td>Opportunity for work-life balance</td>
</tr>
<tr>
<td>Pay</td>
</tr>
<tr>
<td>Learning and development opportunities</td>
</tr>
<tr>
<td>Opportunity for advancement</td>
</tr>
<tr>
<td>Your level of job stress</td>
</tr>
</tbody>
</table>

Satisfaction is lowest in terms of job stress. Essentially as many are not so or not at all satisfied (27 percent) as very satisfied (26 percent). The plurality, 46 percent were somewhat satisfied with the level of job stress at their primary position in 2019.
Relevant to the role ASA can play in members’ careers, satisfaction with learning and development opportunities (e.g., training, continuing professional education) also is comparatively low; 37 percent are very satisfied.

There also is room for improvement in satisfaction with career mentoring and skills development opportunities available through the workplace for those in their early career. Those early in their careers and veterans alike express less than top-level satisfaction with these opportunities. Just 26 percent of those who have worked for five years or fewer say they’re very satisfied, as do 28 percent of those with more experience, when looking back on their early careers. A quarter of those in their early careers and three in 10 of those looking back report being not so or not at all satisfied. That leaves half and four in 10, respectively, as somewhat satisfied.

**Importance of work attributes**

As well as their satisfaction with aspects of their work, members were asked about the importance they place on these factors. Several factors are highly important – most acutely, interesting work that they enjoy, followed by work that makes a positive contribution. Next are the opportunity for work-life balance, opportunity to exercise job-related expertise and judgment, working relationships with coworkers and supervisors, benefits, work flexibility and job security.

<table>
<thead>
<tr>
<th>Very important</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Interesting work that I enjoy</td>
<td>83%</td>
</tr>
<tr>
<td>Work that makes a positive contribution</td>
<td>73</td>
</tr>
<tr>
<td>Opportunity for work-life balance</td>
<td>66</td>
</tr>
<tr>
<td>Opportunity to exercise job-related expertise and judgment</td>
<td>64</td>
</tr>
<tr>
<td>Working relationships with coworkers and supervisors</td>
<td>61</td>
</tr>
<tr>
<td>Benefits</td>
<td>58</td>
</tr>
<tr>
<td>Work flexibility</td>
<td>58</td>
</tr>
<tr>
<td>Job security</td>
<td>57</td>
</tr>
<tr>
<td>Your level of job stress</td>
<td>46</td>
</tr>
<tr>
<td>Learning and development opportunities</td>
<td>43</td>
</tr>
<tr>
<td>Pay</td>
<td>38</td>
</tr>
<tr>
<td>Opportunity for advancement</td>
<td>36</td>
</tr>
</tbody>
</table>

Fewer rate levels of job stress, learning and development opportunities, pay or opportunity for advancement as very important. Still, the first three of these are seen as at least somewhat important by 86 percent or more. Opportunity for advancement is very or somewhat important to 76 percent, reduced to some extent by the share of members later in their careers.

Some of these views vary by gender. Seventy-four percent of women rate work-life balance as very important, compared with 62 percent of men, a result that holds across most experience
levels. It’s similar for work flexibility, though the widest gender gap, 17 points, is among mid-career women and men (those who have been working for 16 to 25 years). There’s also a gender gap in the importance of working relationships with coworkers and supervisors, sharper in this case among those with less experience, rather than more.

**Statistics or data science?**

Eighty-two percent of members surveyed were employed primarily in the statistics or data science field in 2019. Seventeen percent were employed in some other field, listed in Appendix E. From these responses, it was determined that 5 percent worked in biostatistics.

Seventy-four percent of those in statistics or data science prefer to be known professionally as a statistician, compared with 7 percent who prefer to be known as a data scientist. It makes no difference to 14 percent, and 5 percent prefer to be known as some other title (see Appendix E).

A vast majority, 92 percent, say that if asked for career advice they would encourage a young person to take up statistics or data science as a profession. Just 7 percent would neither encourage nor discourage this and fewer than half a percent would discourage it.
Appendix A: Demographic Comparison of Study Participants and Invited Members

<table>
<thead>
<tr>
<th></th>
<th>Study Participants</th>
<th>Membership Invited to Participate</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sex</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>59.7%</td>
<td>66.1%</td>
<td>-6.4 pts</td>
</tr>
<tr>
<td>Female</td>
<td>40.3</td>
<td>33.9</td>
<td>6.4</td>
</tr>
<tr>
<td><strong>Race/ethnicity</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White alone</td>
<td>75.2</td>
<td>64.8</td>
<td>10.4</td>
</tr>
<tr>
<td>Black/African American alone</td>
<td>1.8</td>
<td>2.4</td>
<td>-0.6</td>
</tr>
<tr>
<td>American Indian/Alaska Native alone</td>
<td>0.0</td>
<td>0.1</td>
<td>-0.1</td>
</tr>
<tr>
<td>Asian alone</td>
<td>16.0</td>
<td>26.8</td>
<td>-10.8</td>
</tr>
<tr>
<td>Hispanic/Latino/Latina</td>
<td>2.7</td>
<td>3.5</td>
<td>-0.8</td>
</tr>
<tr>
<td>Other race alone</td>
<td>0.4</td>
<td>0.9</td>
<td>-0.5</td>
</tr>
<tr>
<td>Multiple races</td>
<td>3.9</td>
<td>1.4</td>
<td>2.5</td>
</tr>
<tr>
<td><strong>Academic degree</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate degree</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>1.3</td>
<td>1.8</td>
<td>-0.5</td>
</tr>
<tr>
<td>Master’s</td>
<td>22.8</td>
<td>21.9</td>
<td>0.9</td>
</tr>
<tr>
<td>Doctoral</td>
<td>75.8</td>
<td>75.8</td>
<td>0.0</td>
</tr>
<tr>
<td>Other</td>
<td>0.2</td>
<td>0.4</td>
<td>-0.2</td>
</tr>
<tr>
<td><strong>Employment sector (if employed)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic</td>
<td>54.4</td>
<td>50.6</td>
<td>3.8</td>
</tr>
<tr>
<td>Business/industry</td>
<td>27.1</td>
<td>31.3</td>
<td>-4.2</td>
</tr>
<tr>
<td>Government</td>
<td>11.1</td>
<td>9.6</td>
<td>1.5</td>
</tr>
<tr>
<td>Consultant/self-employed</td>
<td>3.7</td>
<td>4.7</td>
<td>-1.0</td>
</tr>
<tr>
<td>Other</td>
<td>3.7</td>
<td>3.9</td>
<td>-0.2</td>
</tr>
<tr>
<td><strong>Membership type</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular</td>
<td>71.9</td>
<td>67.5</td>
<td>4.4</td>
</tr>
<tr>
<td>Senior</td>
<td>3.9</td>
<td>12.8</td>
<td>-8.9</td>
</tr>
<tr>
<td>Postgraduate</td>
<td>18.0</td>
<td>12.6</td>
<td>5.4</td>
</tr>
<tr>
<td>Family</td>
<td>0.7</td>
<td>0.9</td>
<td>-0.2</td>
</tr>
<tr>
<td>Life</td>
<td>5.2</td>
<td>5.9</td>
<td>-0.7</td>
</tr>
<tr>
<td>Institutional representative/faculty</td>
<td>0.3</td>
<td>0.3</td>
<td>0.0</td>
</tr>
<tr>
<td>Corporate</td>
<td>0.1</td>
<td>0.1</td>
<td>0.0</td>
</tr>
</tbody>
</table>

For purposes of this comparison, missing data were percentaged out of each base.
Appendix B: Salary Tables

Groups with fewer than 10 responding members are not presented.

Academic Salaries

Statistics department academic positions, full-time, by rank

<table>
<thead>
<tr>
<th>Rank</th>
<th>N</th>
<th>1st Quartile</th>
<th>Median</th>
<th>3rd Quartile</th>
<th>90th Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>123</td>
<td>$137,000</td>
<td>$175,000</td>
<td>$225,000</td>
<td>$316,000</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>47</td>
<td>$98,900</td>
<td>$120,000</td>
<td>$148,000</td>
<td>$197,600</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>47</td>
<td>$94,807</td>
<td>$104,000</td>
<td>$120,000</td>
<td>$137,680</td>
</tr>
<tr>
<td>Instructor or Lecturer</td>
<td>15</td>
<td>$75,900</td>
<td>$95,500</td>
<td>$121,000</td>
<td>$213,000</td>
</tr>
<tr>
<td>All Ranks</td>
<td>252</td>
<td>$102,000</td>
<td>$131,500</td>
<td>$186,500</td>
<td>$251,940</td>
</tr>
</tbody>
</table>

Statistics department academic positions, full-time, by rank and gender identity

<table>
<thead>
<tr>
<th>Rank</th>
<th>Gender ID</th>
<th>N</th>
<th>1st Quartile</th>
<th>Median</th>
<th>3rd Quartile</th>
<th>90th Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>Woman</td>
<td>24</td>
<td>$138,778</td>
<td>$200,000</td>
<td>$237,500</td>
<td>$320,000</td>
</tr>
<tr>
<td></td>
<td>Man</td>
<td>95</td>
<td>$136,500</td>
<td>$172,948</td>
<td>$220,000</td>
<td>$321,600</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>Woman</td>
<td>26</td>
<td>$96,220</td>
<td>$117,048</td>
<td>$126,035</td>
<td>$202,900</td>
</tr>
<tr>
<td></td>
<td>Man</td>
<td>19</td>
<td>$104,000</td>
<td>$138,000</td>
<td>$188,000</td>
<td>$200,000</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>Woman</td>
<td>16</td>
<td>$92,655</td>
<td>$102,500</td>
<td>$118,750</td>
<td>$125,130</td>
</tr>
<tr>
<td></td>
<td>Man</td>
<td>30</td>
<td>$96,362</td>
<td>$104,500</td>
<td>$125,161</td>
<td>$156,650</td>
</tr>
</tbody>
</table>

Statistics department academic positions, full-time, by rank and race

<table>
<thead>
<tr>
<th>Rank</th>
<th>Race</th>
<th>N</th>
<th>1st Quartile</th>
<th>Median</th>
<th>3rd Quartile</th>
<th>90th Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>White</td>
<td>84</td>
<td>$146,554</td>
<td>$186,236</td>
<td>$237,250</td>
<td>$335,000</td>
</tr>
<tr>
<td></td>
<td>Racial/ethnic minority</td>
<td>38</td>
<td>$122,250</td>
<td>$160,000</td>
<td>$192,500</td>
<td>$255,000</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>White</td>
<td>32</td>
<td>$97,875</td>
<td>$120,000</td>
<td>$144,000</td>
<td>$195,500</td>
</tr>
<tr>
<td></td>
<td>Racial/ethnic minority</td>
<td>14</td>
<td>$99,156</td>
<td>$124,570</td>
<td>$160,000</td>
<td>$985,000</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>White</td>
<td>32</td>
<td>$94,250</td>
<td>$109,632</td>
<td>$123,411</td>
<td>$152,950</td>
</tr>
<tr>
<td></td>
<td>Racial/ethnic minority</td>
<td>14</td>
<td>$91,394</td>
<td>$99,500</td>
<td>$105,150</td>
<td>$125,550</td>
</tr>
</tbody>
</table>

*One minority associate professor reported an income of $1,700,000.

Biostatistics department academic positions, full-time, by rank

<table>
<thead>
<tr>
<th>Rank</th>
<th>N</th>
<th>1st Quartile</th>
<th>Median</th>
<th>3rd Quartile</th>
<th>90th Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>120</td>
<td>$190,150</td>
<td>$219,000</td>
<td>$264,750</td>
<td>$324,700</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>73</td>
<td>$134,000</td>
<td>$151,000</td>
<td>$165,000</td>
<td>$191,200</td>
</tr>
</tbody>
</table>
Assistant Professor | 83 | $109,000 | $117,000 | $126,812 | $136,200
All Ranks | 336 | $112,375 | $142,465 | $200,075 | $264,300

Biostatistics department academic positions, full-time, by rank and gender identity

<table>
<thead>
<tr>
<th>Rank</th>
<th>Gender ID</th>
<th>N</th>
<th>1st Quartile</th>
<th>Median</th>
<th>3rd Quartile</th>
<th>90th Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>Woman</td>
<td>44</td>
<td>$192,500</td>
<td>$213,651</td>
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<tr>
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<td>$193,000</td>
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Biostatistics department academic positions, full-time, by rank and race

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<th>Rank</th>
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<th>N</th>
<th>1st Quartile</th>
<th>Median</th>
<th>3rd Quartile</th>
<th>90th Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
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<td>82</td>
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<td>$123,500</td>
<td>$131,000</td>
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</table>

Mathematical sciences department academic positions, full-time, by rank

<table>
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<tr>
<th>Rank</th>
<th>N</th>
<th>1st Quartile</th>
<th>Median</th>
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<th>90th Percentile</th>
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</thead>
<tbody>
<tr>
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Mathematical sciences department academic positions, full-time, by rank and gender ID

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<th>Rank</th>
<th>Gender ID</th>
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<th>1st Quartile</th>
<th>Median</th>
<th>3rd Quartile</th>
<th>90th Percentile</th>
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</thead>
<tbody>
<tr>
<td>Professor</td>
<td>Woman</td>
<td>15</td>
<td>$105,000</td>
<td>$124,000</td>
<td>$156,427</td>
<td>$166,800</td>
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<td>$99,750</td>
<td>$120,000</td>
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<tr>
<td>Associate Professor</td>
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<td>15</td>
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<td>$99,000</td>
<td>$105,000</td>
<td>$122,000</td>
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<tr>
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<td>$93,000</td>
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<td>$138,200</td>
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<td>$72,250</td>
<td>$84,908</td>
<td>$97,750</td>
<td>$105,700</td>
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<tr>
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<td>Man</td>
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Mathematical sciences department academic positions, full-time only, by rank and race

<table>
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<tr>
<th>Rank</th>
<th>Race</th>
<th>N</th>
<th>1st Quartile</th>
<th>Median</th>
<th>3rd Quartile</th>
<th>90th Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>White</td>
<td>42</td>
<td>$104,750</td>
<td>$127,500</td>
<td>$156,820</td>
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</tr>
<tr>
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<td>$151,500</td>
<td>$241,600</td>
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<tr>
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<td>$84,569</td>
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<td>$108,625</td>
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</tr>
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<td>Racial/ethnic minority</td>
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<td>$108,000</td>
<td>$138,000</td>
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<tr>
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<td>$97,160</td>
<td>$124,800</td>
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<tr>
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<td>18</td>
<td>$74,000</td>
<td>$87,750</td>
<td>$98,875</td>
<td>$124,800</td>
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</table>

Other department academic positions, full-time, by rank

<table>
<thead>
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<th>Rank</th>
<th>N</th>
<th>1st Quartile</th>
<th>Median</th>
<th>3rd Quartile</th>
<th>90th Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>115</td>
<td>$146,000</td>
<td>$188,000</td>
<td>$250,000</td>
<td>$325,000</td>
</tr>
<tr>
<td>Associate Professor</td>
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<td>$125,000</td>
<td>$157,750</td>
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</tr>
<tr>
<td>Assistant Professor</td>
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<td>$101,972</td>
<td>$124,000</td>
<td>$146,299</td>
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Other department academic positions, full-time, by rank and gender identity

<table>
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<th>1st Quartile</th>
<th>Median</th>
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<th>90th Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>Woman</td>
<td>36</td>
<td>$138,250</td>
<td>$178,500</td>
<td>$210,569</td>
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</tr>
<tr>
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<td>Man</td>
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<td>$353,000</td>
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<tr>
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<td>$148,000</td>
<td>$176,129</td>
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<tr>
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<td>$99,000</td>
<td>$135,000</td>
<td>$160,000</td>
<td>$183,600</td>
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<tr>
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<td>Woman</td>
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<td>$146,000</td>
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Other department academic positions, full-time, by rank and race

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<th>N</th>
<th>1st Quartile</th>
<th>Median</th>
<th>3rd Quartile</th>
<th>90th Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>White</td>
<td>87</td>
<td>$150,000</td>
<td>$188,000</td>
<td>$250,000</td>
<td>$325,000</td>
</tr>
<tr>
<td></td>
<td>Racial/ethnic minority</td>
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<tr>
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<td>$126,000</td>
<td>$159,250</td>
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<td>$124,000</td>
<td>$161,000</td>
<td>$173,925</td>
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<tr>
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<td>$125,500</td>
<td>$160,000</td>
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<tr>
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<td>$138,575</td>
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**Non-academic salaries**

**Full-time, non-academic salaries by groups**

<table>
<thead>
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<th>N</th>
<th>1st Q</th>
<th>Median</th>
<th>3rd Q</th>
<th>90th P</th>
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<td><strong>Total sample</strong></td>
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</tr>
<tr>
<td>Federal government</td>
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<td>$117,000</td>
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<td>$250,000</td>
</tr>
<tr>
<td>Nonprofit organization</td>
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<td>$95,946</td>
<td>$125,000</td>
<td>$154,750</td>
</tr>
<tr>
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<td>$186,750</td>
<td>$355,000</td>
</tr>
<tr>
<td>Other</td>
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<td>$82,000</td>
<td>$108,500</td>
<td>$161,250</td>
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<tr>
<td><strong>Managerial responsibility</strong></td>
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<td>Yes</td>
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<td>$130,000</td>
<td>$172,000</td>
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<tr>
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<tr>
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<td>$162,000</td>
<td>$225,000</td>
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<td>$200,000</td>
</tr>
<tr>
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<td>$150,000</td>
<td>$230,000</td>
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<td><strong>Highest degree</strong></td>
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<td></td>
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<tr>
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<tr>
<td>Doctorate</td>
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<td>$230,125</td>
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<tr>
<td><strong>Years of experience</strong></td>
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<tr>
<td>0-5</td>
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<td>125</td>
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<td>$187,500</td>
</tr>
<tr>
<td>16-25</td>
<td>219</td>
<td>$133,000</td>
<td>$175,000</td>
<td>$250,000</td>
</tr>
<tr>
<td>26+</td>
<td>276</td>
<td>$153,010</td>
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<td>$271,500</td>
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Managerial responsibility by experience by highest degree, full time

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<thead>
<tr>
<th>Experience</th>
<th>Highest degree</th>
<th>N</th>
<th>1&lt;sup&gt;st&lt;/sup&gt; Q</th>
<th>Median</th>
<th>3&lt;sup&gt;rd&lt;/sup&gt; Q</th>
<th>90&lt;sup&gt;th&lt;/sup&gt; P</th>
</tr>
</thead>
<tbody>
<tr>
<td>No managerial responsibility</td>
<td>Master’s/PhD cand.</td>
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<td>$160,000</td>
<td>$194,500</td>
</tr>
<tr>
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<td>Master’s/PhD cand.</td>
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<td>$94,606</td>
<td>$108,000</td>
<td>$125,488</td>
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<td>$177,500</td>
<td>$240,000</td>
</tr>
<tr>
<td>11-15</td>
<td>Master’s/PhD cand.</td>
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<td>$98,061</td>
<td>$120,500</td>
<td>$140,000</td>
<td>$188,500</td>
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<td>$126,250</td>
<td>$155,000</td>
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<td>Master’s/PhD cand.</td>
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<td>$153,920</td>
<td>$176,410</td>
<td>$229,125</td>
<td>$286,910</td>
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Managerial responsibility

<table>
<thead>
<tr>
<th>Experience</th>
<th>Highest degree</th>
<th>N</th>
<th>1&lt;sup&gt;st&lt;/sup&gt; Q</th>
<th>Median</th>
<th>3&lt;sup&gt;rd&lt;/sup&gt; Q</th>
<th>90&lt;sup&gt;th&lt;/sup&gt; P</th>
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<tbody>
<tr>
<td>0-5</td>
<td>Master’s/PhD cand.</td>
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<td>$78,500</td>
<td>$105,500</td>
<td>$136,000</td>
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<td>$131,500</td>
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<td>$198,400</td>
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<td>$88,250</td>
<td>$123,650</td>
<td>$139,000</td>
<td>$187,500</td>
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<tr>
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<td>$130,750</td>
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<td>$200,000</td>
<td>$290,000</td>
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<td>Master’s/PhD cand.</td>
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<td>$132,000</td>
<td>$181,000</td>
<td>$242,000</td>
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<tr>
<td></td>
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<td>$124,750</td>
<td>$182,000</td>
<td>$256,000</td>
<td>$320,000</td>
</tr>
<tr>
<td>16-25</td>
<td>Master’s/PhD cand.</td>
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<td>$183,500</td>
<td>$242,500</td>
<td>$321,800</td>
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<td>$275,000</td>
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<td>$250,000</td>
<td>$325,000</td>
<td>$564,000</td>
</tr>
</tbody>
</table>

Sector by highest degree, full time

<table>
<thead>
<tr>
<th>Sector</th>
<th>Highest degree</th>
<th>N</th>
<th>1&lt;sup&gt;st&lt;/sup&gt; Q</th>
<th>Median</th>
<th>3&lt;sup&gt;rd&lt;/sup&gt; Q</th>
<th>90&lt;sup&gt;th&lt;/sup&gt; P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal government</td>
<td>Master’s/PhD cand.</td>
<td>54</td>
<td>$98,629</td>
<td>$118,000</td>
<td>$132,000</td>
<td>$156,500</td>
</tr>
<tr>
<td></td>
<td>Doctorate</td>
<td>145</td>
<td>$120,000</td>
<td>$149,700</td>
<td>$171,000</td>
<td>$205,920</td>
</tr>
<tr>
<td>State or local government</td>
<td>Master’s/PhD cand.</td>
<td>18</td>
<td>$77,250</td>
<td>$90,500</td>
<td>$105,360</td>
<td>$116,500</td>
</tr>
<tr>
<td></td>
<td>Doctorate</td>
<td>11</td>
<td>$100,000</td>
<td>$117,000</td>
<td>$160,000</td>
<td>$210,300</td>
</tr>
<tr>
<td>For-profit business or industry</td>
<td>Master’s/PhD cand.</td>
<td>232</td>
<td>$108,950</td>
<td>$150,000</td>
<td>$209,624</td>
<td>$295,827</td>
</tr>
<tr>
<td></td>
<td>Doctorate</td>
<td>326</td>
<td>$145,000</td>
<td>$195,000</td>
<td>$280,000</td>
<td>$400,000</td>
</tr>
<tr>
<td>Nonprofit organization</td>
<td>Master’s/PhD cand.</td>
<td>63</td>
<td>$80,000</td>
<td>$105,000</td>
<td>$130,000</td>
<td>$151,800</td>
</tr>
<tr>
<td></td>
<td>Doctorate</td>
<td>97</td>
<td>$114,500</td>
<td>$140,000</td>
<td>$200,000</td>
<td>$280,000</td>
</tr>
<tr>
<td>Self-employed or private consultant</td>
<td>Doctorate</td>
<td>13</td>
<td>$114,000</td>
<td>$188,500</td>
<td>$450,000</td>
<td>$980,000</td>
</tr>
<tr>
<td>Other</td>
<td>Master’s/PhD cand.</td>
<td>15</td>
<td>$78,000</td>
<td>$82,000</td>
<td>$106,000</td>
<td>$155,400</td>
</tr>
<tr>
<td></td>
<td>Doctorate</td>
<td>12</td>
<td>$116,250</td>
<td>$172,000</td>
<td>$233,875</td>
<td>$285,000</td>
</tr>
</tbody>
</table>
Appendix C: OLS Regressions Predicting Log Total Employment Income

<table>
<thead>
<tr>
<th>Predicting Log Total Employment Income</th>
<th>M1</th>
<th>M2</th>
<th>M3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender: Woman</td>
<td>-0.10</td>
<td>-0.09</td>
<td>-0.02</td>
</tr>
<tr>
<td>Employment: Has a full-time job</td>
<td>0.12</td>
<td>0.11</td>
<td>0.21</td>
</tr>
<tr>
<td>Doctoral degree</td>
<td>0.27</td>
<td>0.25</td>
<td>0.23</td>
</tr>
<tr>
<td>Race: Asian</td>
<td>-0.02</td>
<td>-0.01</td>
<td>0.04</td>
</tr>
<tr>
<td>Race: Other, non-white</td>
<td>-0.04</td>
<td>-0.03</td>
<td>0.00</td>
</tr>
<tr>
<td>Sector: Government</td>
<td>0.05</td>
<td>0.06</td>
<td>0.04</td>
</tr>
<tr>
<td>Sector: Business</td>
<td>0.33</td>
<td>0.33</td>
<td>0.33</td>
</tr>
<tr>
<td>Sector: Nonprofit</td>
<td>0.06</td>
<td>0.06</td>
<td>0.07</td>
</tr>
<tr>
<td>Union/assoc. member</td>
<td>-0.08</td>
<td>-0.07</td>
<td>-0.08</td>
</tr>
<tr>
<td>Has managerial responsibilities</td>
<td>0.27</td>
<td>0.20</td>
<td>0.36</td>
</tr>
<tr>
<td>Years of experience</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adjusted R-square</td>
<td>0.18</td>
<td>0.25</td>
<td>0.35</td>
</tr>
</tbody>
</table>

*p < 0.05 bolded. Standardized coefficient estimates are from ordinary least squares regression.
Appendix D: Topline Data Report

This American Statistical Association study was conducted July 20-Aug. 10, 2020, with qualified responses from 2,438 ASA members who were employed in 2019. The study was produced by Langer Research Associates, with data collection by SSRS of Glen Mills, Pa.

Full results follow. Unless otherwise noted, * = <0.5 percent.

1. How long have you been an ASA member?

<table>
<thead>
<tr>
<th></th>
<th>Fewer than 2 years</th>
<th>2 to 5 years</th>
<th>More than 5 to 10 years</th>
<th>More than 10 to 15 years</th>
<th>More than 15 years</th>
<th>Skipped</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/10/20</td>
<td>7</td>
<td>15</td>
<td>19</td>
<td>15</td>
<td>43</td>
<td>*</td>
</tr>
</tbody>
</table>

2. In 2019, what was your primary employment sector or status?

<table>
<thead>
<tr>
<th>Primary employment sector</th>
<th>8/10/20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academia/education</td>
<td>53</td>
</tr>
<tr>
<td>Business/industry</td>
<td>24</td>
</tr>
<tr>
<td>Government</td>
<td>11</td>
</tr>
<tr>
<td>Nonprofit</td>
<td>7</td>
</tr>
<tr>
<td>Independent/consulting</td>
<td>5</td>
</tr>
<tr>
<td>Student</td>
<td>0</td>
</tr>
<tr>
<td>Skipped</td>
<td>0</td>
</tr>
</tbody>
</table>

3. What best describes the field in which you were primarily employed in 2019?

<table>
<thead>
<tr>
<th>Field</th>
<th>8/10/20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statistics or data science</td>
<td>82</td>
</tr>
<tr>
<td>Biostatistics</td>
<td>5</td>
</tr>
<tr>
<td>Other</td>
<td>12</td>
</tr>
<tr>
<td>Skipped</td>
<td>*</td>
</tr>
</tbody>
</table>

4. [IF STATISTICS OR DATA SCIENCE] How did you prefer to be known professionally?

<table>
<thead>
<tr>
<th>Preferred professional title</th>
<th>8/10/20</th>
</tr>
</thead>
<tbody>
<tr>
<td>As a data scientist</td>
<td>7</td>
</tr>
<tr>
<td>As a statistician</td>
<td>74</td>
</tr>
<tr>
<td>Makes no difference</td>
<td>14</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
</tr>
<tr>
<td>Skipped</td>
<td>*</td>
</tr>
</tbody>
</table>

5. In 2019, did you hold a single job for pay or more than one job for pay (including freelance/consulting work)?

<table>
<thead>
<tr>
<th>Employment situation</th>
<th>8/10/20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single job</td>
<td>82</td>
</tr>
<tr>
<td>More than one job</td>
<td>18</td>
</tr>
<tr>
<td>Skipped</td>
<td>1</td>
</tr>
</tbody>
</table>

6. [IF SINGLE JOB] What kind of position did you hold in 2019?

<table>
<thead>
<tr>
<th>Kind of position</th>
<th>8/10/20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>96</td>
</tr>
<tr>
<td>Part-time</td>
<td>4</td>
</tr>
<tr>
<td>Skipped</td>
<td>*</td>
</tr>
</tbody>
</table>

7. [IF MULTIPLE JOBS] Which of these best describes your employment situation in 2019?

<table>
<thead>
<tr>
<th>Employment situation</th>
<th>8/10/20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time position</td>
<td>96</td>
</tr>
<tr>
<td>No full-time position. Multiple</td>
<td>4</td>
</tr>
</tbody>
</table>

Langer Research Associates
Survey Research Design • Management • Analysis
8. [IF ACADEMIA/EDUCATION] Which of these best describes your primary employment in 2019?

- Academia (college or university)
- Another education-related position

9. [IF ACADEMIA] Which of these best describes your institution in 2019?

- Doctoral university (Research 1)
- Other research university
- Liberal arts college
- Associates or community college
- Other

10. [IF ACADEMIA] What department did you work in, in 2019? If you worked in multiple departments, please identify your primary department.

- Statistics
- Biostatistics
- Mathematical sciences
- Non-departmental administration
- Other

11. [IF ACADEMIA] What was your job title in 2019?

- Professor
- Associate professor
- Assistant professor
- Instructor
- Lecturer
- Visiting professor
- Adjunct
- Postdoc
- Other

12. [IF ACADEMIA] In 2019, were you tenured, on a tenure track, or on a non-tenure track?

- Tenured
- Tenure track
- Non-tenure track
- Skipped
13. [IF BUSINESS, INDENDENT, GOVERNMENT, OR NONPROFIT] What was your job title in 2019?

See Appendix E.


<table>
<thead>
<tr>
<th>Employer Type</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal government</td>
<td>19</td>
</tr>
<tr>
<td>State or local government</td>
<td>3</td>
</tr>
<tr>
<td>For-profit business or industry</td>
<td>51</td>
</tr>
<tr>
<td>Nonprofit organization</td>
<td>16</td>
</tr>
<tr>
<td>Self-employed/private consultant</td>
<td>8</td>
</tr>
<tr>
<td>Other</td>
<td>3</td>
</tr>
<tr>
<td>Skipped</td>
<td>*</td>
</tr>
</tbody>
</table>

8/10/20

15. Did your position in 2019 include supervisory and/or managerial responsibilities?

<table>
<thead>
<tr>
<th>Responsibility</th>
<th>Yes, supervisory</th>
<th>No, neither supervisory</th>
<th>Skipped</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervisory and/or managerial</td>
<td>45</td>
<td>54</td>
<td>1</td>
</tr>
</tbody>
</table>

8/10/20

16. As of December 2019, how many years of professional experience did you have in your field?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>NET yrs</td>
<td>NET yrs</td>
<td>NET yrs</td>
<td>NET yrs</td>
<td>NET yrs</td>
<td>NET yrs</td>
<td>NET yrs</td>
<td>NET yrs</td>
<td>NET yrs</td>
</tr>
<tr>
<td>8/10/20</td>
<td>21</td>
<td>29</td>
<td>16</td>
<td>13</td>
<td>22</td>
<td>12</td>
<td>9</td>
<td>28</td>
</tr>
</tbody>
</table>

17. Thinking about work, how important is each of these to you?

Summary table - 8/10/20

<table>
<thead>
<tr>
<th>Factor</th>
<th>Very imp</th>
<th>Smwht imp</th>
<th>Not so imp</th>
<th>Not imp</th>
<th>Skip.</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Interesting work that I enjoy</td>
<td>99</td>
<td>83</td>
<td>16</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>b. Opportunity to exercise job-related expertise and judgment</td>
<td>95</td>
<td>64</td>
<td>31</td>
<td>4</td>
<td>*</td>
</tr>
<tr>
<td>c. Work that makes a positive contribution</td>
<td>97</td>
<td>73</td>
<td>25</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>d. Job security</td>
<td>91</td>
<td>57</td>
<td>34</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>e. Pay</td>
<td>94</td>
<td>38</td>
<td>55</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>f. Benefits (e.g., leave, health insurance, retirement benefits)</td>
<td>93</td>
<td>58</td>
<td>35</td>
<td>7</td>
<td>5</td>
</tr>
<tr>
<td>g. Learning and development opportunities (e.g., training, continuing professional education)</td>
<td>86</td>
<td>43</td>
<td>43</td>
<td>14</td>
<td>13</td>
</tr>
<tr>
<td>h. Opportunity for advancement</td>
<td>76</td>
<td>36</td>
<td>40</td>
<td>23</td>
<td>19</td>
</tr>
<tr>
<td>i. Opportunity for work-life balance</td>
<td>95</td>
<td>66</td>
<td>29</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>j. Work flexibility (e.g., telework, alternative work schedules, core hours)</td>
<td>91</td>
<td>58</td>
<td>34</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>k. Working relationships with</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
18. What best describes your overall level of satisfaction or dissatisfaction with your primary job in 2019?

<table>
<thead>
<tr>
<th>NET</th>
<th>More satisfied</th>
<th>Very satisfied</th>
<th>Somewhat satisfied</th>
<th>Not so satisfied</th>
<th>Not at all satisfied</th>
<th>Skipped</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/10/20</td>
<td>92</td>
<td>55</td>
<td>36</td>
<td>8</td>
<td>7</td>
<td>1</td>
</tr>
</tbody>
</table>

19. How satisfied were you with these factors in your primary job in 2019?

- More satisfied -
  - Very satisfied
  - Somewhat satisfied
- Less satisfied -
  - Not so satisfied
  - Not at all satisfied
  - Skip

a. Interesting work that I enjoy
b. Opportunity to exercise job-related expertise and judgment
c. Work that makes a positive contribution
d. Job security
e. Pay
f. Benefits (e.g., leave, health insurance, retirement benefits)
g. Learning and development opportunities (e.g., training, continuing professional education)
h. Opportunity for advancement
i. Opportunity for work-life balance
j. Work flexibility (e.g., telework, alternative work schedules, core hours)
k. Working relationships with coworkers and supervisors
l. Your level of job stress

20. If asked for career advice, would you encourage a young person to take up statistics or data science as a profession, or would you discourage this?

<table>
<thead>
<tr>
<th>NET</th>
<th>Encourage</th>
<th>Neither encourage</th>
<th>Discourage</th>
<th>Skipped</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/10/20</td>
<td>92</td>
<td>7</td>
<td>*</td>
<td>*</td>
</tr>
</tbody>
</table>

21a. [IF 0-5 YEARS’ EXPERIENCE] How satisfied are you with the career mentoring and skills development opportunities that are available to you through your workplace?

<table>
<thead>
<tr>
<th>NET</th>
<th>More satisfied</th>
<th>Very satisfied</th>
<th>Somewhat satisfied</th>
<th>Not so satisfied</th>
<th>Not at all satisfied</th>
<th>Skipped</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/10/20</td>
<td>75</td>
<td>26</td>
<td>50</td>
<td>24</td>
<td>17</td>
<td>6</td>
</tr>
</tbody>
</table>

21b. [IF 6+ YEARS’ EXPERIENCE] Thinking about your early career, how satisfied are you with the career mentoring and skills development opportunities that were available to you through your workplace?
Your answers to the following questions are strictly confidential and will be evaluated only in the aggregate. We’re conducting this study to help all ASA members better understand the employment market. We appreciate your response.

22. What was your base annual salary, before taxes, from your primary employer in 2019? Please note that we are asking about your 2019 income, the year before the coronavirus outbreak.

23. [IF SKIPPED Q22] Which of the following categories best describes your base annual salary, before taxes, from your primary employer in 2019? Please note that we are asking about your 2019 income, the year before the coronavirus outbreak.

24. Did your personal employment income in 2019 include additional pay, beyond your base pay, from your primary employer?*

25. [IF HAD MULTIPLE JOBS OR RECEIVED ADDITIONAL PAY] What was your personal annual total employment income, before taxes, from all sources in 2019?

26. [IF HAD MULTIPLE JOBS OR RECEIVED ADDITIONAL PAY AND SKIPPED Q23] Which of the following categories best describes your personal annual total employment income, before taxes, from all sources in 2019?

*Respondents could select multiple sources of additional pay
Q22/Q23/Q25/Q26 NET table – Annual total employment income among all respondents

<table>
<thead>
<tr>
<th>Income Range</th>
<th>8/10/20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $100,000 NET</td>
<td>25</td>
</tr>
<tr>
<td>Less than $35,000</td>
<td>1</td>
</tr>
<tr>
<td>From $35,000 to less than $50,000</td>
<td>1</td>
</tr>
<tr>
<td>From $50,000 to less than $75,000</td>
<td>8</td>
</tr>
<tr>
<td>From $75,000 to less than $100,000</td>
<td>15</td>
</tr>
<tr>
<td>$100,000 to &lt; $200,000 NET</td>
<td>53</td>
</tr>
<tr>
<td>From $100,000 to less than $150,000</td>
<td>34</td>
</tr>
<tr>
<td>From $150,000 to less than $200,000</td>
<td>19</td>
</tr>
<tr>
<td>$200,000 to &lt; $500,000 NET</td>
<td>21</td>
</tr>
<tr>
<td>From $200,000 to less than $250,000</td>
<td>10</td>
</tr>
<tr>
<td>From $250,000 to less than $350,000</td>
<td>8</td>
</tr>
<tr>
<td>From $350,000 to less than $500,000</td>
<td>3</td>
</tr>
<tr>
<td>More than $500,000</td>
<td>1</td>
</tr>
<tr>
<td>Skipped</td>
<td>*</td>
</tr>
</tbody>
</table>

27. Compared with 2019, do you think your personal employment income from all sources for this year, 2020, will be (higher) or (lower)?

<table>
<thead>
<tr>
<th></th>
<th>Higher</th>
<th>About the same</th>
<th>Lower</th>
<th>Much lower</th>
<th>Skipped</th>
</tr>
</thead>
<tbody>
<tr>
<td>NET</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8/10/20</td>
<td>31</td>
<td>4</td>
<td>26</td>
<td>53</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>13</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

28. Now thinking about your total household employment income, including income, if any, from other members of your immediate household. Compared with 2019, do you think your total household employment income from all sources for this year, 2020, will be (higher) or (lower)?

<table>
<thead>
<tr>
<th></th>
<th>Higher</th>
<th>About the same</th>
<th>Lower</th>
<th>Much lower</th>
<th>Working for pay</th>
<th>Skipped</th>
</tr>
</thead>
<tbody>
<tr>
<td>NET</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8/10/20</td>
<td>27</td>
<td>4</td>
<td>23</td>
<td>43</td>
<td>19</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>16</td>
<td>3</td>
<td></td>
<td>10</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

29. Changing topics, has the coronavirus outbreak been disruptive to your work?

<table>
<thead>
<tr>
<th></th>
<th>Very disruptive</th>
<th>Somewhat disruptive</th>
<th>Not so disruptive</th>
<th>Not at all</th>
<th>Skipped</th>
</tr>
</thead>
<tbody>
<tr>
<td>NET</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8/10/20</td>
<td>68</td>
<td>22</td>
<td>47</td>
<td>32</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>7</td>
<td>*</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

30. Has your employment situation changed since 2019?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Skipped</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/10/20</td>
<td>11</td>
<td>88</td>
<td></td>
</tr>
</tbody>
</table>
31. [IF EMPLOYMENT SITUATION HAS CHANGED] What best describes your situation?

8/10/20
Currently employed 81
Not employed by choice, prior to the coronavirus outbreak 7
Not employed by choice, since the coronavirus outbreak 5
Lost your job or furloughed without pay, prior to the coronavirus outbreak 2
Lost your job or furloughed without pay, since the coronavirus outbreak 4
Skipped 1

Q30/31 NET table:

8/10/20
No change in employment situation 88
Employment situation has changed NET 11
Currently employed 9
Not employed by choice NET 1
Not employed by choice, prior to the coronavirus outbreak 1
Not employed by choice, since the coronavirus outbreak 1
Lost your job or furloughed without pay NET 1
Lost your job or furloughed without pay, prior to the coronavirus outbreak *
Lost your job or furloughed without pay, since the coronavirus outbreak *
Current employment situation unknown *
Skipped *

32. [IF NOT EMPLOYED BY CHOICE, SINCE THE CORONAVIRUS OUTBREAK] To the extent you are comfortable doing so, please describe any reasons why you are unemployed since the coronavirus outbreak.

See Appendix E.

33. [IF NOT EMPLOYED BY CHOICE OR LOST JOB OR FURLoughED WITHOUT PAY] Prior to becoming unemployed or furloughed, what was your primary employment sector or status?

Prior to becoming unemployed or furloughed, what was your primary employment sector or status?

<table>
<thead>
<tr>
<th>Sector/Status</th>
<th>8/10/20*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academia/education</td>
<td>35</td>
</tr>
<tr>
<td>Business/industry</td>
<td>33</td>
</tr>
<tr>
<td>Independent/consulting</td>
<td>8</td>
</tr>
<tr>
<td>Government</td>
<td>14</td>
</tr>
<tr>
<td>Nonprofit</td>
<td>8</td>
</tr>
<tr>
<td>Skipped</td>
<td>2</td>
</tr>
</tbody>
</table>

*note, n=49

34. Not counting impacts on other members of your household, has your own personal income been reduced as a result of the coronavirus outbreak?

<table>
<thead>
<tr>
<th>Reduction Level</th>
<th>8/10/20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduced a great deal</td>
<td>20</td>
</tr>
<tr>
<td>Reduced somewhat</td>
<td>8</td>
</tr>
<tr>
<td>Reduced a little</td>
<td>10</td>
</tr>
<tr>
<td>Not reduced</td>
<td>80</td>
</tr>
</tbody>
</table>

35. [IF EMPLOYMENT SITUATION HAS NOT CHANGED SINCE 2019 OR CHANGED BUT CURRENTLY EMPLOYED OR SKIPPED Q31] How concerned are you, if at all, that you may lose your job or be furloughed without pay as a result of the coronavirus outbreak?

---------  Reduced  ---------
 Reduced a  Reduced  Reduced
NET great deal somewhat a little Not reduced Skipped

8/10/20  20  2  8  10  80  *

LANGER RESEARCH ASSOCIATES
SURVEY RESEARCH DESIGN • MANAGEMENT • ANALYSIS
36. [IF LOST JOB OR FURLoughED WITHOUT PAY, SINCE THE CORONAVIRUS OUTBREAK] How confident are you that you will be able to return to your previous job, if you want to, once the coronavirus outbreak has ended?

<table>
<thead>
<tr>
<th>NET concerned</th>
<th>Concerned</th>
<th>Somewhat</th>
<th>Concerned</th>
<th>Not so</th>
<th>Concerned</th>
<th>Not at all</th>
<th>Skipped</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>8/10/20</strong></td>
<td>23</td>
<td>4</td>
<td>19</td>
<td>77</td>
<td>38</td>
<td>39</td>
<td>*</td>
</tr>
</tbody>
</table>

*note, n=10

37. Were you a member of a union or an employee association in 2019?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Skipped</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>8/10/20</strong></td>
<td>9</td>
<td>90</td>
</tr>
</tbody>
</table>