

# **American Statistical Association 2026 Work and Salary Survey**

## **Attitudes on Federal Cuts and Workplace Conditions**

<b>Introduction.....</b>	<b>1</b>
<b>Federal spending cuts and workforce reductions .....</b>	<b>2</b>
<b>Morale .....</b>	<b>3</b>
<b>Work satisfaction .....</b>	<b>3</b>
<b>Work conditions .....</b>	<b>4</b>
<b>Importance of work attributes.....</b>	<b>4</b>
<b>Generative AI .....</b>	<b>6</b>
<b>Statistics or data science? .....</b>	<b>6</b>
<b>ASA Career Connect .....</b>	<b>6</b>
<b>Appendix A: Topline Data Report .....</b>	<b>8</b>
<b>Appendix B: Demographic Comparison of Study Participants and Invited Members .....</b>	<b>16</b>

### **Introduction**

This report covers attitudes toward federal spending cuts and workforce reductions, work satisfaction and related topics from the American Statistical Association’s 2026 Work and Salary Survey. A separate report presents employment and salary findings.

The survey was conducted Jan. 26-Feb. 22, 2026, via a self-administered online questionnaire. Invitations with unique links to the survey instrument were emailed Jan. 26-28 to 9,962 ASA members, excluding student and developing country members, with reminders Feb. 2-3, Feb. 9, Feb. 17 and Feb. 20. Overall results are among 1,445 members, including 1,277 who were employed in 2025. The data were not weighted.

Because this is neither a sample survey nor a high response-rate census of ASA members, the ASA prefers to present results as indicative but not reliably representative of the full population within a calculable margin of sampling error. Demographic results among participants are for the most part reflective of on-file data for ASA members, as shown in Appendix B.

The survey and following analysis were produced for the ASA by [Langer Research Associates](#).

### Federal spending cuts and workforce reductions

American Statistical Association members broadly report negative impacts of federal budget cuts and workforce reductions on the government’s data collection activities, accompanied by sharp downturns in federal employees’ satisfaction with their jobs, job security and levels of job stress.

Nine in 10 members surveyed for the ASA’s 2026 Work and Salary Survey say the enterprise of collecting, analyzing and disseminating federal data has been negatively impacted by the federal cuts enacted since January 2025, with 65 percent saying it’s been very negatively impacted.

Among employed members, 55 percent have been negatively impacted by the cuts personally, eight in 10 say their employer has been negatively impacted and 31 percent are concerned they may lose their primary job or be furloughed without pay in the next year as a result of such cuts.

Concerns peak among members who are federal employees. Seventy-five percent in this group have been negatively impacted personally by the federal cuts, 55 percent are concerned they may lose their job or be furloughed and 95 percent say their employer has been negatively impacted.

Negative impacts of federal cuts on...		
	All employed respondents	Federal employees
Federal data collection	90%	96%
Your employer	80	95
You personally	55	75

The proportion of federal employees in the survey who are very satisfied with their job security has plummeted from 84 percent in the ASA’s 2020 Work and Salary Survey to 13 percent now. Those very satisfied with their job overall has dropped from 59 percent to 32 percent. And the share very satisfied with their level of job stress has fallen from 34 percent to 9 percent.

	Among federal employees	
	2026 survey	2020 survey
Very satisfied with job security	13%	84%
Very satisfied with job overall	32	59
Very satisfied with job stress	9	34
Report positive workplace morale	39	N/A

Ratings of positive morale are much higher, 81 percent, among ASA members working in other sectors. That said, those not employed by the federal government report negative impacts of the cuts as well. Among those in academia and at nonprofits alike, 87 percent report negative impacts to their employer, as do 53 percent of those working at a for-profit business.

Six in 10 in academia and 56 percent at nonprofits report negative impacts personally, as do 33 percent of those working at a for-profit business. Nearly half of those working for a nonprofit, 46 percent, say they're concerned about being laid off or furloughed as a result of the cuts, as are 28 percent in academia and 21 percent of those in for-profit employment.

High-level satisfaction with their job security also is lower than in 2020 among those working in some other sectors, albeit not as steeply as among federal employees. It's dropped from 67 percent to 43 percent among those at nonprofits and from 64 to 40 percent among those at for-profit businesses. The decline has been more modest, from 63 to 56 percent, among those in academia, presumably given tenure protections.

Still, despite concerns about federal cuts and their impacts, 85 percent of ASA members surveyed say that if asked for career advice they would encourage a young person to take up statistics or data science as a profession. (It was 92 percent in 2020.) Fourteen percent would neither encourage nor discourage this; just 1 percent would discourage it.

### Morale

Overall workplace morale is positive, with 78 percent of all respondents rating it as excellent (22 percent) or good (56 percent). As noted, however, the share reporting positive morale is much lower, 39 percent, among federal employees. That compares with 84 percent among those working at a for-profit business, 81 percent among those in academia and 72 percent among those at nonprofits.

### Work satisfaction

About half the employed members surveyed (49 percent) were very satisfied with their primary job in 2025. That compares with 55 percent in the 2020 survey.

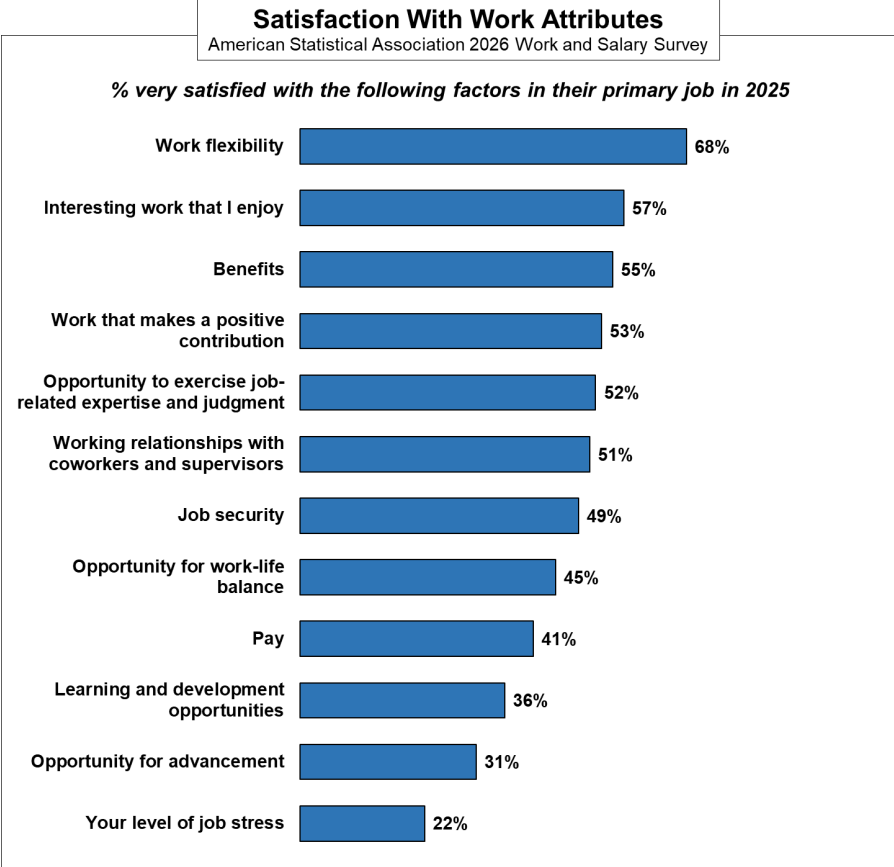
The biggest change again has been among federal government employees. As noted, 59 percent were very satisfied with their jobs in the 2020 survey, compared with 32 percent now. This level of satisfaction has gone from 54 to 46 percent among those at for-profit businesses, while little changed among those in academia (51 percent very satisfied) and at nonprofits (54 percent).

% very satisfied with their primary job		
	2026 survey	2020 survey
<b>All</b>	49%	55%
<b>Federal government</b>	32	59
<b>Business/industry</b>	46	54
<b>Nonprofit</b>	54	58
<b>Academia</b>	51	54

Base salaries are one factor. Among those with salaries of \$200,000 or more, 58 percent were very satisfied with their job in 2025, compared with 45 percent of those with lower salaries. (See our separate report on employment and salary findings from the survey.)

**Work conditions**

Considering differing aspects of their primary job, strong satisfaction among ASA members in the survey is highest for work flexibility, interesting work one enjoys and benefits (such as leave, health insurance and retirement benefits). Roughly half also are very satisfied with “work that makes a positive contribution,” their opportunity to exercise job-related expertise and judgment, their working relationships and their job security.



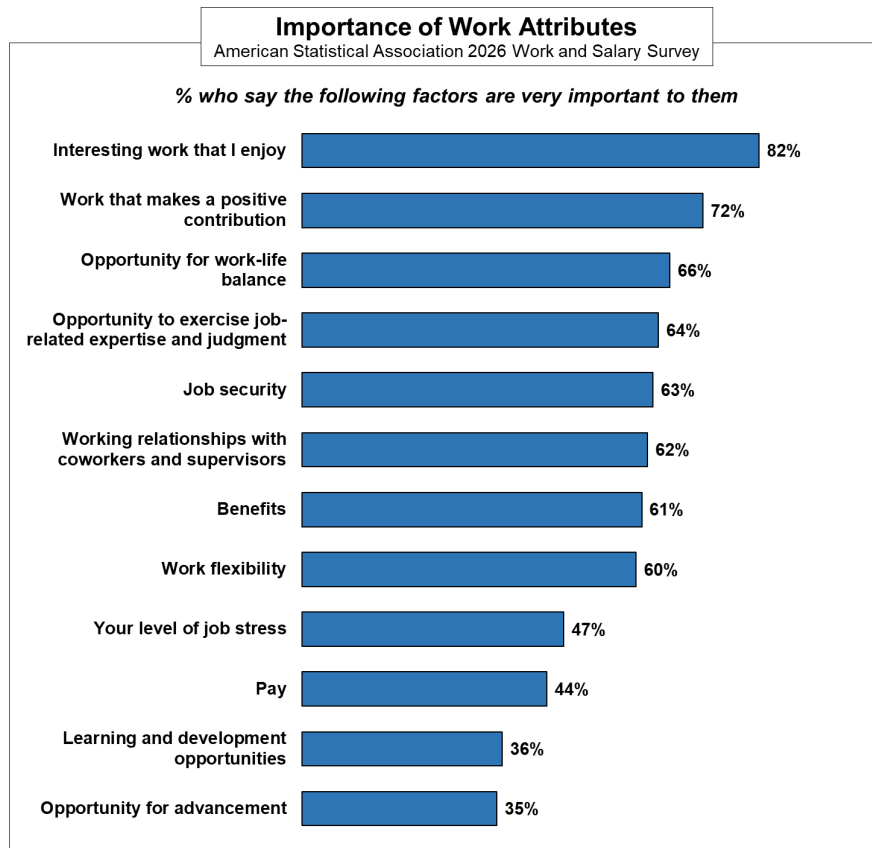
Satisfaction is lowest for job stress, opportunity for advancement, learning and development opportunities and pay.

High-level satisfaction with career mentoring and skills development opportunities also is low, 23 percent, among those in the first five years of their career. It’s 31 percent for those with more experience, asked to look back at their early career.

**Importance of work attributes**

In addition to their satisfaction with individual work factors, employed members were asked how important they see these items. Top items are “interesting work that I enjoy,” very important to 82 percent, and work that makes a positive contribution, 72 percent. Next are the opportunity for

work-life balance, the opportunity to exercise job-related expertise and judgment, job security, working relationships with coworkers and supervisors, benefits and work flexibility, called very important by majorities ranging from 60 to 66 percent.



Fewer rate their level of job stress, learning and development opportunities, pay and opportunity for advancement as very important. Still, at least nine in 10 say job stress and pay are at least somewhat important to them. Eight in 10 say the same of learning and development opportunities and 76 percent of opportunity for advancement.

There are differences by professional experience. Comparing those with the least experience (0-5 years) with those with the most (26+ years), early-career members are more apt to rate the opportunity for advancement (48 vs. 22 percent), opportunity for work-life balance (76 vs. 57 percent), pay (51 vs. 35 percent), job security (68 vs. 53 percent) and learning and development opportunities (40 vs. 30 percent) as very important.

Later-career members are more likely to say the opportunity to exercise job-related expertise and judgment (74 vs. 52 percent), work that makes a positive contribution (79 vs. 64 percent) and interesting work that they enjoy (88 vs. 76 percent) are very important to them, compared with those with 0-5 years of experience.

Several of these views also differ by gender. For example, 74 percent of women rate work-life balance as very important to them, compared with 60 percent of men, a pattern that also was apparent in the 2020 survey data. Women are more apt to rate the level of job stress (55 vs. 42 percent), work flexibility (66 vs. 55 percent) and learning and development opportunities (42 vs. 32 percent) as very important as well.

## **Generative AI**

Six in 10 say generative AI has impacted their work a great deal (22 percent) or somewhat (38 percent). An additional 26 percent report a little impact, while 14 percent were not using it at work.

Sixty-seven percent in academia say generative AI has impacted their work at least somewhat, dropping to 54 percent among those at nonprofits, 50 percent among those at for-profit businesses and 40 percent of federal employees. Those with PhDs also are more likely to say generative AI has impacted their work, 63 percent, compared with 48 percent of those with master's degrees.

Those with the most professional experience (26+ years) are most likely to say they're not using generative AI at work, 22 percent, compared with 9 percent of those with less experience.

## **Statistics or data science?**

As in 2020, three-quarters of those in statistics or data science prefer to be known professionally as a statistician, compared with just 5 percent who prefer to be known as a data scientist. It makes no difference to 14 percent, and 5 percent prefer to be known professionally as some other title.

## **ASA Career Connect**

Forty-five percent of ASA members surveyed have participated in a job search in the past 12 months. Sixteen percent looked seriously for a new job, 22 percent looked for candidates to fill a position and 7 percent did both of these.

One-quarter of those looking used ASA Career Connect in their search, including about equal shares of those looking for a new job and looking for candidates. Among those who used it, 75 percent of job seekers found it useful (15 percent, very useful), as did 88 percent of those looking to hire (with 25 percent in this group calling it very useful).

In open-ended comments, job seekers who found ASA Career Connect useful noted that it was a central location with a comprehensive set of academic and statistical job ads. Those looking for candidates found it effective for advertising positions to a wide yet qualified audience.

Job seekers who left comments about how ASA Career Connect could be made more useful suggested three areas for improvement: better searching and filtering capabilities, improved

notifications and reminders to check for new postings and a wider range of job ads, particularly ads relevant to those without PhDs or with interest in a non-academic position.

Suggested improvements from those looking to hire also mentioned improving daily reports, including an option to filter applications and increasing the visibility of job posts by circulating cumulative lists of job ads. One asked to have their ads posted for a longer period of time, and another asked to reduce the time between when an ad is placed and when it is posted.

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Appendix A to this report provides topline results to all survey questions. Appendix B compares participating members and invited members (per ASA enrollment records) by demographic characteristics. Verbatim responses to the survey's open-ended questions and other/specify options are provided in a separate spreadsheet.

## Appendix A: Topline Data Report

This American Statistical Association study was conducted Jan. 26-Feb. 22, 2026, with qualified responses from 1,445 ASA members. The study was produced by [Langer Research Associates](#).

Full results follow. Unless otherwise noted, \* = <0.5 percent. See Appendix C for “other” open-end responses.

1. How long have you been an ASA member?

	Fewer than 2 years	2 to 5 years	More than 5 to 10 years	More than 10 to 15 years	More than 15 years	Skipped
2/22/26	5	10	15	13	57	*

2. In 2025, what was your primary employment sector or status?

	2/22/26
Academia/education	57
Business/industry	14
Government	8
Nonprofit	5
Independent/consulting	4
Retired	11
Not employed, or furloughed without pay	1
Student	0
Skipped	0

3. [IF EMPLOYED] What best describes the field in which you were primarily employed in 2025?

	Statistics or data science	----- Other ----- Biostatistics	Other	Skipped
2/22/26	87	3	10	0

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

	As a data scientist	As a statistician	Makes no difference	Other	Skipped
2/22/26	5	75	14	5	*

5. [IF EMPLOYED] In 2025, did you hold a single job for pay or more than one job for pay (including freelance/consulting work) at the same time?

	Single job	More than one job at the same time	Skipped
2/22/26	82	17	*

6. [IF SINGLE JOB] What kind of position did you hold in 2025?

	Full-time	Part-time	Skipped
2/22/26	96	4	0

7. [IF MULTIPLE JOBS] Which of these best describes your employment situation in 2025?

	Full-time position plus part-time and/or freelance/consulting work	No full-time position. Multiple part-time positions and/or freelance/consulting work	Skipped
2/22/26	78	22	0

Q5/Q6/Q7 NET table:

	----- Full-time -----		----- Part-time -----		Full- or			
	NET	Single job	Additional jobs/work	NET	Single job	Multiple jobs/work	part-time unknown	Q5, Skipped
2/22/26	93	79	14	7	3	4	0	*

8. [IF EMPLOYED IN ACADEMIA/EDUCATION] Which of these best describes your primary employment in 2025?

	Academia (college or university)	Another education- related position	Skipped
2/22/26	96	4	*

9. [IF EMPLOYED IN ACADEMIA] Which of these best describes your institution in 2025?

	2/22/26
Doctoral university (Research 1)	77
Other research university	10
Liberal arts college	8
Associates or community college	1
Other	4
Skipped	0

10. [IF EMPLOYED IN ACADEMIA] What department did you work in, in 2025? If you worked in multiple departments, please identify your primary department.

	2/22/26
Statistics NET	26
Statistics	22
Statistics and data science	4
Mathematics NET	17
Mathematical sciences	7
Mathematics and statistics	10
Biostatistics NET	32
Biostatistics	24
Biostatistics and data science	8
Non-departmental administration	2
Other	24
Skipped	0

11. [IF EMPLOYED IN ACADEMIA] What was your job title in 2025?

	2/22/26
Professor	45
Associate professor	23
Assistant professor	18
Instructor	2
Lecturer	1
Visiting professor	*
Adjunct	*
Postdoc	1

Other 10  
 Skipped 0

12. [IF EMPLOYED IN ACADEMIA] In 2025, were you tenured, on a tenure track, or on a non-tenure track?

2/22/26 Tenured 53 Tenure track 16 Non-tenure track 30 Skipped 1

13. [IF EMPLOYED IN BUSINESS, INDEPENDENT, GOVERNMENT, OR NONPROFIT] What was your job title in 2025?

See Appendix C.

14. [IF EMPLOYED IN BUSINESS, INDEPENDENT, GOVERNMENT, OR NONPROFIT] Which best describes your primary employer in 2025?

2/22/26  
 Federal government 20  
 State or local government 2  
 For-profit business or industry 46  
 Nonprofit organization 21  
 Self-employed/private consultant 8  
 Other 2  
 Skipped 0

15. [IF EMPLOYED] Did your position in 2025 include supervisory and/or managerial responsibilities?

2/22/26 Yes, supervisory and/or managerial 51 No, neither supervisory nor managerial 49 Skipped \*

16. [IF EMPLOYED] As of December 2025, how many years of professional experience did you have in your field?

2/22/26 < 6 yrs NET 11 --- 6-15 years NET 28 6-10 yrs 15 11-15 years 13 --- 16-25 years NET 27 16-20 years 14 21-25 years 13 ---- 26+ years NET 33 26-30 years 12 31+ years 22 Skip. 1

17. [IF EMPLOYED] Thinking about work, how important is each of these to you?

Summary table - 2/22/26

	- More important -			-- Less important -			Skip.
	NET	Very impt	Smwht impt	NET	Not so impt	Not impt	
a. Interesting work that I enjoy	99	82	17	1	1	*	*
b. Opportunity to exercise job-related expertise and judgment	94	64	30	6	6	*	*
c. Work that makes a positive contribution	96	72	24	3	3	*	*
d. Job security	92	63	29	8	5	3	*
e. Pay	94	44	50	6	5	1	*
f. Benefits (e.g., leave, health insurance, retirement benefits)	92	61	31	8	5	3	*

g. Learning and development opportunities (e.g., training, continuing professional education)	80	36	44	20	17	2	*
h. Opportunity for advancement	76	35	41	24	18	5	*
i. Opportunity for work-life balance	94	66	28	6	5	1	*
j. Work flexibility (e.g., telework, alternative work schedules, core hours)	91	60	32	8	7	1	*
k. Working relationships with coworkers and supervisors	94	62	32	6	5	1	*
l. Your level of job stress	92	47	45	8	7	1	*

18. [IF EMPLOYED] What best describes your overall level of satisfaction or dissatisfaction with your primary job in 2025?

	----- More satisfied -----			----- Less satisfied -----			
		Very	Somewhat		Not so	Not at all	
	NET	satisfied	satisfied	NET	satisfied	satisfied	Skipped
2/22/26	92	49	43	8	7	1	*

19. [IF EMPLOYED] How satisfied were you with these factors in your primary job in 2025?

Summary table - 2/22/26

	- More satisfied -			- Less satisfied -			
		Very	Smwht		Not so	Not	
	NET	sat	sat	NET	sat	sat	Skip
a. Interesting work that I enjoy	92	57	35	6	5	1	1
b. Opportunity to exercise job-related expertise and judgment	89	52	37	10	8	1	1
c. Work that makes a positive contribution	91	53	37	8	6	1	2
d. Job security	81	49	33	17	12	6	1
e. Pay	80	41	39	18	13	5	2
f. Benefits (e.g., leave, health insurance, retirement benefits)	90	55	36	8	6	2	2
g. Learning and development opportunities (e.g., training, continuing professional education)	83	36	47	16	14	2	1
h. Opportunity for advancement	77	31	46	22	17	5	2
i. Opportunity for work-life balance	84	45	38	15	12	3	1
j. Work flexibility (e.g., telework alternative work schedules, core hours)	92	68	24	6	4	2	1
k. Working relationships with coworkers and supervisors	86	51	35	12	10	2	1
l. Your level of job stress	65	22	43	33	25	8	2

20. [IF EMPLOYED] How would you describe overall morale at your primary place of work?

	----- Better -----			----- Worse -----			
	NET	Excellent	Good	NET	Not so good	Poor	Skipped
2/22/26	78	22	56	22	17	4	*

21. [IF EMPLOYED] 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?

	Encourage	Neither encourage nor discourage	Discourage	Skipped
2/22/26	85	14	1	*

22a. [IF EMPLOYED WITH 0-5 YEARS' EXPERIENCE] How satisfied are you with the career mentoring and skills development opportunities that are available to you through your workplace?

	More satisfied			Less satisfied			
	NET	Very satisfied	Somewhat satisfied	NET	Not so satisfied	Not at all satisfied	Skipped
2/22/26	77	23	55	23	20	2	0

22b. [IF EMPLOYED WITH 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?

	More satisfied			Less satisfied			
	NET	Very satisfied	Somewhat satisfied	NET	Not so satisfied	Not at all satisfied	Skipped
2/22/26	73	31	42	26	21	5	1

On another topic...

23. [IF EMPLOYED] Has generative AI impacted your work, or not?

	Yes, impacted			No, not using			
	NET	A great deal	Somewhat	A little	No, not using	Skipped	
2/22/26	60	22	38	26	14	*	

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.

24. [IF EMPLOYED] What was your **base** annual salary, before taxes, from your **primary employer** in 2025?

25. [IF SKIPPED Q24] Which of the following categories best describes your base annual salary, before taxes, from your primary employer in 2025?

Q24/Q25 NET table:

	2/22/26
Less than \$100,000 NET	16
Less than \$35,000	1
From \$35,000 to less than \$50,000	1
From \$50,000 to less than \$75,000	4
From \$75,000 to less than \$100,000	10
\$100,000 to <\$200,000 NET	53
From \$100,000 to less than \$150,000	29
From \$150,000 to less than \$200,000	24
\$200,000 to <\$500,000 NET	30
From \$200,000 to less than \$250,000	16
From \$250,000 to less than \$350,000	11
From \$350,000 to less than \$500,000	3
More than \$500,000	1
Skipped	1

26. [IF EMPLOYED] Did your personal employment income in 2025 include additional pay, beyond your base pay, from your **primary** employer?\*

----- Additional pay from primary employer -----							
	No	NET	Performance bonus	Extra pay for voluntary extra work	Extra pay for mandatory extra work	Other additional pay	Skip.
2/22/26	55	44	23	11	3	12	1

\*Respondents could select multiple sources of additional pay

27. [IF HAD MULTIPLE JOBS OR RECEIVED ADDITIONAL PAY] What was your personal annual total employment income, before taxes, from all sources in 2025?

28. [IF HAD MULTIPLE JOBS OR RECEIVED ADDITIONAL PAY AND SKIPPED Q27] Which of the following categories best describes your personal annual total employment income, before taxes, from all sources in 2025?

Q27/Q28 NET table:

	2/22/26
Less than \$100,000 NET	9
Less than \$35,000	1
From \$35,000 to less than \$50,000	*
From \$50,000 to less than \$75,000	2
From \$75,000 to less than \$100,000	5
\$100,000 to <\$200,000 NET	46
From \$100,000 to less than \$150,000	23
From \$150,000 to less than \$200,000	23
\$200,000 to <\$500,000 NET	40
From \$200,000 to less than \$250,000	17
From \$250,000 to less than \$350,000	16
From \$350,000 to less than \$500,000	7
More than \$500,000	6
Skipped	*

Q24/Q25/Q27/Q28 NET table - Annual total employment income among all respondents

	2/22/26
Less than \$100,000 NET	13
Less than \$35,000	1
From \$35,000 to less than \$50,000	1
From \$50,000 to less than \$75,000	3
From \$75,000 to less than \$100,000	8
\$100,000 to <\$200,000 NET	50
From \$100,000 to less than \$150,000	26
From \$150,000 to less than \$200,000	24
\$200,000 to <\$500,000 NET	33
From \$200,000 to less than \$250,000	16
From \$250,000 to less than \$350,000	13
From \$350,000 to less than \$500,000	5
More than \$500,000	4
Skipped	1

29. [IF EMPLOYED] Compared with 2025, do you think your personal employment income from all sources for this year, 2026, will be higher or lower?

	----- Higher -----			About the same	----- Lower -----			Skipped
	NET	Much higher	Higher		NET	Lower	Much lower	*
2/22/26	27	1	26	60	13	10	2	*

30. [IF EMPLOYED] Now thinking about your total **household** employment income, including income, if any, from other members of your immediate household. Compared with 2025, do you think your total household employment income from all sources for this year, 2026, will be higher or lower?

	----- Higher ----- Much higher	Higher	About the same	----- Lower ----- Lower	Much lower	No one else in household is working for pay	Skip		
2/22/26	26	2	24	49	12	10	2	13	*

31. Has your primary employment situation changed since January 2025?

	2/22/26
No change	87
Involuntary change NET	2
Involuntary change - furloughed with pay	*
Involuntary change - furloughed without pay	*
Involuntary change - demoted	*
Involuntary change - terminated	1
Voluntary change NET	9
Voluntary change - new position, same employer	4
Voluntary change - new position, different employer	3
Voluntary change - retired	2
Other (please write in)	2
Skipped	*

32. [IF TERMINATED] Which best describes your situation since your position was terminated?

*Insufficient sample size, n=18.*

33. [IF UNEMPLOYED, TERMINATED OR FURLOUGHED] Prior to becoming unemployed or furloughed, what was your primary employment sector or status?

*Insufficient sample size, n=4.*

34. Have you personally been negatively impacted by the federal spending cuts and workforce reductions that have been put in place since January 2025?

	---- Negatively impacted ---- Very negatively	Somewhat negatively	No negative impact	Skipped	
2/22/26	51	11	40	48	1

35. [IF EMPLOYED] How concerned are you, if at all, that you may lose your primary job or be furloughed without pay in the next year as a result of federal spending cuts and workforce reductions?

	--- More concerned --- Very	Somewhat	NET	----- Less concerned ----- Not so	Not at all	Skipped	
2/22/26	31	8	23	68	34	35	1

36. [IF EMPLOYED] Apart from you personally, has your primary employer been negatively impacted by the federal spending cuts and workforce reductions that have been put in place since January 2025?

---- Negatively impacted ----					
	NET	Very negatively	Somewhat negatively	No negative impact	Skipped
2/22/26	80	33	46	19	1

37. Do you feel that the enterprise of collecting, analyzing and disseminating federal data has been negatively impacted by the federal spending cuts and workforce reductions that have been put in place since January 2025?

---- Negatively impacted ----					
	NET	Very negatively	Somewhat negatively	No negative impact	Skipped
2/22/26	90	65	25	8	2

38. In the past 12 months, have you looked seriously for a new job, or looked for candidates to fill a position at your primary place of work?

	NET	2/22/26
Have looked for a new job or to fill a position	45	45
Have looked seriously for a new job	16	16
Have looked for candidates to fill a position	22	22
Have done both of these	7	7
Have not done either of these	55	55
Skipped	1	1

39. [IF LOOKED SERIOUSLY FOR A NEW JOB OR FOR CANDIDATES TO FILL A POSITION] In looking for a new job or looking for candidates to fill a position, did you use ASA Career Connect in your search, or not?

	Yes	No	Skipped
2/22/26	25	74	*

40. [IF USED ASA CAREER CONNECT] How useful, if at all, did you find ASA Career Connect?

---- More useful ----				----- Less useful -----			
	NET	Very	Somewhat	NET	Not so	Not at all	Skipped
2/22/26	82	21	61	16	10	6	2

41a. [IF SOMEWHAT, NOT SO, NOT AT ALL USEFUL] In a few words, how could ASA Career Connect be made more useful?

41b. [IF VERY USEFUL] In a few words, what made ASA Career Connect very useful?

See Appendix C.

42. Were you a member of a union or an employee association in 2025?

	Yes	No	Skipped
2/22/26	13	87	*

## Appendix B: Demographic Comparison of Study Participants and Invited Members

The table below shows demographic data for the ASA 2026 Work and Salary Survey compared with demographic data for the full population of ASA members per the association’s enrollment records.

The data show general alignment between the survey and the full population on these variables. The main exception is by race/ethnicity, with 19 points more white people in the sample than in the population data and 18 points fewer Asian people. However, reported salaries and incomes among these two groups are highly similar, so this difference is unlikely to have distorted overall figures.

There is missingness in some elements of the data. For example, 18 percent of members in the population data declined to identify their race or ethnicity, as did 11 percent in the survey data. For purposes of this comparison, missing data are percentaged out of each base.

	Study Participants	Membership Invited to Participate	Difference
<b>Gender</b>			
Male	63.0%	64.5%	-1.5 pts
Female	36.5	35.1	1.4
Non-binary	0.4	0.3	0.1
Prefer to self-describe	0.2	0.1	0.1
<b>Race/ethnicity</b>			
White alone	77.2	58.0	19.2
Black/African American alone	2.1	3.2	-1.1
American Indian/Alaska Native alone	0.2	0.1	0.1
Asian/Pacific Islander alone	14.3	32.8	-18.5
Hispanic/Latino/Latina	4.2	3.5	0.7
Other race alone	1.2	1.6	-0.4
Multiple races	0.9	0.9	0.0
<b>Highest academic degree</b>			
Associate degree	0.0	0.1	-0.1
Bachelor’s	0.8	1.4	-0.6
Master’s	17.5	18.6	-1.1
Doctoral	81.4	79.6	1.8
Other	0.4	0.4	0.0
<b>Employment sector (if employed)</b>			
Academic	62.6	55.4	7.2
Business/industry	18.7	26.9	-8.2
Federal/national government	8.4	7.2	1.2
State/provincial/local government	1.5	1.4	0.1
Consultant/self-employed	4.3	4.2	0.1
Other	4.5	4.8	-0.3

	<b>Study Participants</b>	<b>Membership Invited to Participate</b>	<b>Difference</b>
<b>Membership type</b>			
<b>Regular</b>	76.3	72.1	4.2
<b>Early career</b>	3.1	5.3	-2.2
<b>K-12 or 2-year college educator</b>	1.6	2.2	-0.6
<b>Life</b>	10.3	9.4	0.9
<b>Retired</b>	8.7	11.0	-2.3