

American Statistical Association 2026 Work and Salary Survey

Employment and Salary Findings

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Introduction

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

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](#).

Employment status and sector

Among ASA members surveyed who were employed in 2025, 93 percent held a full-time position. This includes 79 percent who held one full-time job and 14 percent who held a full-time position while also doing part-time and/or freelance/consulting work. Of the rest, 4 percent held multiple part-time positions; an additional 3 percent held a single part-time job.

Eighty-seven percent of employed members worked primarily in statistics or data science, with 13 percent in another field, including 3 percent who identified themselves as employed in biostatistics rather than statistics or data science. (Verbatim responses are provided in Appendix C, a separate spreadsheet.)

By sector, 57 percent overall worked in academia or education, 14 percent in business/industry, 8 percent in government, 5 percent in the nonprofit sector and 4 percent in independent work/consulting. Eleven percent were retired; 1 percent were not employed or furloughed without pay. While the study was open to part-time students working for pay, no participating ASA members met those criteria.

Thirteen percent were members of a union or an employee association in 2025. That includes 29 percent of those working in federal, state or local government and 15 percent in academia, with single-digit shares in other sectors.

Employment status since January 2025 was unchanged for most members, 87 percent. Nine percent reported a voluntary change: 4 percent, a new position at their same employer; 3 percent, a new position at a different employer; and 2 percent, retirement. Two percent reported an involuntary change, including 1 percent who were terminated and less than half a percent apiece who were furloughed with pay, furloughed without pay or demoted. An additional 2 percent described some other change or multiple changes, shown in Appendix C.

Managerial duties

About half (51 percent) of employed members had supervisory or managerial responsibilities in 2025; this includes 55 percent of those with a PhD, compared with 36 percent of those whose highest degree is a master's. Rates were similar by race/ethnicity and gender.

By tenure, those with 16 to 25 years of experience were most likely to have supervisory responsibilities, 63 percent, compared with 28 percent of those with five years of experience or fewer. About half of those in other groups (6 to 15 years and 26 or more years) had supervisory responsibilities.

Members in academia

Among those working in the education sector, 96 percent were employed in academia and 4 percent held another education-related position. Most of those working in academia (77 percent) were employed at a doctoral university (Research 1). Ten percent worked at another research

university, 8 percent at a liberal arts college, 1 percent at an associates or community college and 4 percent somewhere else (see Appendix C).

Among those in academia, 32 percent were in biostatistics departments (24 percent in biostatistics and 8 percent in biostatistics and data science), 26 percent in statistics departments (22 percent in statistics and 4 percent in statistics and data science) and 17 percent in mathematical sciences (either mathematics and statistics, 10 percent, or mathematical sciences, 7 percent). Two percent were in non-departmental administration. Twenty-four percent reported another type of department (see Appendix C).

Department type	
Statistics	26%
Statistics	22
Statistics and data science	4
Mathematics	17
Mathematical sciences	7
Mathematics and statistics	10
Biostatistics	32
Biostatistics	24
Biostatistics and data sciences	8
Other	24
Non-departmental admin.	2

Forty-five percent were professors; 23 percent, associate professors; and 18 percent, assistant professors. Two percent were instructors, 1 percent apiece lecturers and postdocs, and fewer than half a percent apiece were visiting professors and adjuncts. An additional 10 percent cited another job title (see Appendix C).

Eighty-three percent of professors and 62 percent of associate professors were tenured in 2025. Among assistant professors, 73 percent were on a tenure track.

Salaries

Surveyed members employed in 2025 were asked to provide their base annual salary from their primary employer. Those who had multiple jobs or received additional pay beyond their base pay from their primary employer were asked to provide their total employment income, including bonuses, extra pay or salary from any additional jobs. Summary statistics for income and salary exclude respondents who provided a salary range rather than their specific salary ($n=9$) or did not provide any salary data ($n=12$).

Forty-four percent of employed members reported additional pay from their primary employer. This varied by industry, with 77 percent of those working for a for-profit business and 51 percent

of federal workers receiving additional pay, primarily performance bonuses. This fell to 40 percent of those working in academia and 27 percent of those working at nonprofits.

The median base salary (before taxes) among survey participants working as full-time employees in 2025 was \$160,000. Median base pay was \$115,000 for those with five or fewer years of experience, \$140,000 for those with 6-15 years, \$180,300 for those with 16-25 years and \$198,600 for those with 26 years or more.

Including other sources of income, median personal annual total employment income (before taxes) for full-time employees was \$170,000, ranging from \$121,000 to \$209,600 by experience level. See Appendix A for tables of full-time employees’ incomes by selected groups.

Employees at for-profit businesses had the highest median base salaries in 2025, \$190,400. Federal employees reported a median base pay of \$173,200; those at nonprofits, \$171,300; and those in academia, \$145,000.

Those working at for-profit businesses also reported the highest median total personal employment incomes, \$225,900. Median total employment income was \$180,000 for federal employees, \$175,000 for those at nonprofits and \$158,500 for those in academia.

Median total employment income, full-time		
	Base pay	Total income
All	\$160,000	\$170,000
Business/industry	\$190,400	\$225,900
Federal government	\$173,200	\$180,000
Nonprofit	\$171,300	\$175,000
Academia	\$145,000	\$158,500

As noted, total income grows with professional experience. Median total employment income for full-time employees is \$121,000 for those with five or fewer years’ experience (across all sectors), \$149,900 for those with 6-15 years, \$198,800 for those with 16-25 years and \$209,600 for those with 26+ years of experience. Median total employment income also is higher for those with PhDs, \$175,000, than for those whose highest degree is a master’s, \$145,000.

For those in academia, reported total employment income generally is highest among responding ASA members in biostatistics departments and lowest among those in mathematical sciences departments. The gap is largest for full professors, with a median reported pay of \$246,239 for professors of biostatistics compared with \$140,000 for professors of mathematical sciences.

Salaries rise by rank, particularly for those in biostatistics and other departments (that is, neither statistics nor mathematical sciences), with an increase of about \$111,000 from assistant professor to professor. Among those in statistics departments, the increase in reported salaries from assistant professor to professor is \$84,000; among those in mathematical sciences departments it is \$42,735.

Median total employment income among professors, full-time				
	Statistics	Biostatistics	Mathematical sciences	Other
Professor	\$214,000	\$246,239	\$140,000	\$241,000
Associate professor	\$144,655	\$177,000	\$127,450	\$145,898
Assistant professor	\$130,000	\$135,000	\$97,265	\$130,000
All ranks	\$156,000	\$191,000	\$120,000	\$165,000

Within academia, there is no clear pattern when comparing results by race or ethnicity and by gender. By race and ethnicity, the largest reported gap among responding members is between assistant professors in statistics departments, with reported median pay of \$137,514 for those who are white compared with \$112,785 for those who belong to a racial or ethnic minority group. Reported pay gaps by race or ethnicity are less pronounced, or non-existent, in other departments and positions.

By gender, reported pay is higher for men than women in some cases, the reverse in others, and largely the same in still others. In a regression, when controlling for educational attainment, years of experience, school type and whether one is in a management position, gender and race/ethnicity are not significant independent predictors of total employment income for those working full time in academia.

Outside academia, as expected, reported total employment income for full-time employees is higher for participating ASA members in managerial positions compared with those in non-managerial positions, a median of \$230,000 vs. \$172,000, and higher among men compared with women, \$200,000 vs. \$175,500. However, in a regression, when controlling for educational attainment, years of experience, race/ethnicity, sector and whether one is in a management position, gender is not a significant independent predictor of total employment income.

Median total employment income among non-academic members, full-time	
Managerial responsibility	
Yes	\$230,000
No	\$172,000
Women	\$175,500
Men	\$200,000
White	\$194,875
Racial or ethnic minority	\$195,200
Master's/PhD candidate	\$170,000
Doctorate	\$200,000
Years of experience	
0-5 years	\$139,200
26+ years	\$220,000

Essentially no gap is apparent comparing white people with those of racial or ethnic minority groups outside academia. As with all responding ASA members, there are differences in the non-academic group by education level and, especially, by years of employment.

Income outlook

Overall, 27 percent think their personal employment income will be higher this year (2026) than it was in 2025, and six in 10 think it will be about the same. By sector, 38 percent of those working at for-profit businesses, 25 percent in academia and those at nonprofits alike and 20 percent of federal employees think their employment income will be higher this year.

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Appendix A to this report provides academic and non-academic salary tables as reported by ASA members surveyed. Appendix B compares participating members and invited members (per ASA enrollment records) by demographic characteristics. Verbatim responses to the survey's open-ended questions or other/specify options are provided in a separate spreadsheet, Appendix C. The survey's topline data tables are provided as an appendix to the separate report on work-related experiences and attitudes.

Appendix A: Salary Tables

Tables reflect total employment income before taxes from all sources. Data are excluded for groups with fewer than 10 responding members.

Academic Salaries

Statistics department academic positions, full-time, by rank

Rank	<i>n</i>	1st Quartile	Median	3rd Quartile	90th Percentile
Professor	93	\$152,350	\$214,000	\$250,000	\$330,000
Associate Professor	47	\$129,591	\$144,655	\$172,133	\$196,164
Assistant Professor	39	\$109,000	\$130,000	\$151,000	\$167,280
All Ranks	193	\$127,836	\$156,000	\$215,000	\$286,871

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

Rank	Gender ID	<i>n</i>	1st Quartile	Median	3rd Quartile	90th Percentile
Professor	Woman	22	\$136,499	\$222,056	\$250,000	\$379,500
	Man	61	\$161,000	\$215,000	\$265,400	\$330,000
Associate Professor	Woman	19	\$129,591	\$144,655	\$168,548	\$210,037
	Man	28	\$128,704	\$145,077	\$174,283	\$190,670
Assistant Professor	Woman	11	\$110,000	\$115,000	\$150,000	\$169,000
	Man	27	\$94,410	\$130,000	\$152,451	\$169,976

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

Rank	Race	<i>n</i>	1st Quartile	Median	3rd Quartile	90th Percentile
Professor	White	65	\$154,350	\$214,000	\$250,000	\$320,000
	Racial/ethnic minority	27	\$150,000	\$210,000	\$260,800	\$372,000
Associate Professor	White	31	\$128,000	\$158,222	\$175,000	\$196,915
	Racial/ethnic minority	16	\$132,375	\$140,077	\$163,911	\$222,300
Assistant Professor	White	25	\$109,500	\$137,514	\$153,476	\$174,304
	Racial/ethnic minority	13	\$92,205	\$112,785	\$135,001	\$162,368

Biostatistics department academic positions, full-time, by rank

Rank	<i>n</i>	1st Quartile	Median	3rd Quartile	90th Percentile
Professor	112	\$220,000	\$246,239	\$310,000	\$390,700
Associate Professor	56	\$155,016	\$177,000	\$200,375	\$211,632
Assistant Professor	43	\$123,000	\$135,000	\$151,000	\$178,000
All Ranks	246	\$143,075	\$191,000	\$241,489	\$322,543

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

Rank	Gender ID	<i>n</i>	1st Quartile	Median	3rd Quartile	90th Percentile
Professor	Woman	40	\$230,132	\$251,000	\$289,500	\$358,000
	Man	69	\$217,000	\$240,000	\$320,500	\$426,000
Associate Professor	Woman	28	\$160,875	\$184,673	\$200,875	\$225,800
	Man	28	\$146,819	\$172,370	\$199,250	\$208,544
Assistant Professor	Woman	17	\$113,500	\$143,000	\$163,185	\$182,759
	Man	23	\$125,000	\$133,011	\$145,000	\$176,000

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

Rank	Race	<i>n</i>	1st Quartile	Median	3rd Quartile	90th Percentile
Professor	White	75	\$218,838	\$241,374	\$295,000	\$396,600
	Racial/ethnic minority	36	\$222,500	\$253,500	\$327,500	\$402,000
Associate Professor	White	37	\$163,350	\$180,000	\$201,500	\$222,952
	Racial/ethnic minority	18	\$148,000	\$168,500	\$200,000	\$220,200
Assistant Professor	White	21	\$124,500	\$140,888	\$155,250	\$179,000
	Racial/ethnic minority	21	\$121,000	\$135,000	\$148,097	\$189,036

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

Rank	<i>n</i>	1st Quartile	Median	3rd Quartile	90th Percentile
Professor	56	\$115,750	\$140,000	\$169,584	\$201,120
Associate Professor	36	\$103,001	\$127,450	\$146,270	\$165,100
Assistant Professor	27	\$81,500	\$97,265	\$107,230	\$120,500
All Ranks	128	\$98,219	\$120,000	\$150,000	\$175,000

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

Rank	Gender ID	<i>n</i>	1st Quartile	Median	3rd Quartile	90th Percentile
Professor	Woman	17	\$114,000	\$150,000	\$160,000	\$175,000
	Man	38	\$118,750	\$140,000	\$175,000	\$243,100
Associate Professor	Woman	15	\$93,000	\$109,000	\$137,748	\$158,634
	Man	18	\$108,255	\$125,750	\$142,657	\$152,699
Assistant Professor	Woman	12	\$80,070	\$88,946	\$97,816	\$115,500
	Man	14	\$84,248	\$100,542	\$112,500	\$210,250

Mathematical sciences department academic positions, full-time, by rank and race/ethnicity

Rank	Race	<i>n</i>	1st Quartile	Median	3rd Quartile	90th Percentile
Professor	White	39	\$118,000	\$141,000	\$175,000	\$215,400
	Racial/ethnic minority	14	\$114,750	\$140,000	\$152,500	\$206,568
Associate Professor	White	27	\$93,000	\$129,900	\$141,209	\$162,000
Assistant Professor	White	14	\$75,997	\$96,369	\$110,423	\$210,250
	Racial/ethnic minority	13	\$86,197	\$98,000	\$107,500	\$116,000

Other department academic positions, full-time, by rank

Rank	<i>n</i>	1st Quartile	Median	3rd Quartile	90th Percentile
Professor	74	\$194,875	\$241,000	\$300,000	\$410,000
Associate Professor	38	\$111,142	\$145,898	\$170,000	\$200,600
Assistant Professor	30	\$101,754	\$130,000	\$144,250	\$177,032
All Ranks	170	\$124,500	\$165,000	\$234,472	\$306,174

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

Rank	Gender ID	<i>n</i>	1st Quartile	Median	3rd Quartile	90th Percentile
Professor	Woman	22	\$210,750	\$250,000	\$286,250	\$312,092
	Man	49	\$175,500	\$240,000	\$303,430	\$420,000
Associate Professor	Woman	18	\$108,942	\$140,398	\$170,000	\$181,114
	Man	19	\$100,000	\$151,000	\$200,000	\$210,000
Assistant Professor	Woman	16	\$120,058	\$130,500	\$143,000	\$169,800
	Man	12	\$78,750	\$122,865	\$161,676	\$214,436

Other department academic positions, full-time, by rank and race/ethnicity

Rank	Race	<i>n</i>	1st Quartile	Median	3rd Quartile	90th Percentile
Professor	White	50	\$194,875	\$245,000	\$307,639	\$360,000
	Racial/ethnic minority	23	\$160,000	\$242,000	\$296,000	\$420,000
Associate Professor	White	31	\$100,000	\$144,000	\$170,000	\$196,000
Assistant Professor	White	17	\$100,346	\$125,000	\$138,050	\$145,400
	Racial/ethnic minority	12	\$93,125	\$135,500	\$175,400	\$227,900

Non-academic Salaries

Full-time, non-academic salaries by group

		<i>n</i>	1 st Q	Median	3 rd Q	90 th P
Total sample		388	\$150,000	\$195,000	\$270,000	\$434,148
Employer	Federal government	89	\$146,500	\$180,000	\$208,606	\$250,000
	For-profit business or industry	195	\$170,000	\$225,900	\$360,000	\$565,132
	Nonprofit organization	83	\$136,000	\$175,000	\$225,000	\$325,600
Managerial responsibility	Yes	173	\$176,000	\$230,000	\$358,274	\$550,000
	No	215	\$140,000	\$172,000	\$211,000	\$279,000
Gender identity	Woman	152	\$144,250	\$175,500	\$239,000	\$354,920
	Man	223	\$158,000	\$200,000	\$295,000	\$509,000
Race/ethnicity	White	306	\$152,030	\$194,875	\$270,000	\$406,140
	Racial or ethnic minority	79	\$140,000	\$195,200	\$265,000	\$500,000
Highest degree	Master's/PhD candidate	133	\$126,321	\$170,000	\$227,045	\$388,000
	Doctorate	249	\$162,500	\$200,000	\$285,000	\$470,000
Years of experience	0-5	51	\$107,058	\$139,200	\$161,000	\$200,000
	6-10	58	\$136,834	\$168,648	\$242,500	\$386,500
	11-15	49	\$149,875	\$189,603	\$249,263	\$332,000
	16-25	100	\$168,000	\$202,850	\$295,563	\$445,000
	26+	130	\$179,000	\$220,000	\$352,500	\$549,226

Managerial responsibility by experience by highest degree, full-time

Experience	Highest degree	<i>n</i>	1 st Q	Median	3 rd Q	90 th P
No managerial responsibility						
0-5 years	Master's/PhD cand.	19	\$75,000	\$108,798	\$129,600	\$161,000
	Doctorate	24	\$123,295	\$149,500	\$175,250	\$200,000
6-10 years	Master's/PhD cand.	11	\$103,000	\$142,000	\$167,296	\$360,000
	Doctorate	23	\$144,000	\$178,000	\$250,000	\$274,200
11-15 years	Master's/PhD cand.	10	\$123,213	\$161,875	\$200,627	\$413,968
	Doctorate	19	\$143,966	\$195,700	\$234,000	\$250,500
16-25 years	Master's/PhD cand.	21	\$137,538	\$168,000	\$232,930	\$506,030
	Doctorate	23	\$160,000	\$178,000	\$227,571	\$301,800
26+ years	Master's/PhD cand.	28	\$159,250	\$183,018	\$240,072	\$426,050
	Doctorate	34	\$174,993	\$200,000	\$250,996	\$507,500
Managerial responsibility						
6-10 years	Doctorate	18	\$147,750	\$212,000	\$313,750	\$620,400
11-15 years	Doctorate	15	\$165,000	\$248,525	\$332,000	\$490,000
16-25 years	Master's/PhD cand.	16	\$150,912	\$212,500	\$337,822	\$570,000
	Doctorate	40	\$195,050	\$268,500	\$325,000	\$482,783
26+ years	Master's/PhD cand.	16	\$183,750	\$232,818	\$373,200	\$585,181
	Doctorate	48	\$202,000	\$259,050	\$465,000	\$755,000

Sector by highest degree, full-time

Sector	Highest degree	<i>n</i>	1st Q	Median	3rd Q	90th P
Federal government	Master's/PhD cand.	14	\$125,389	\$163,138	\$175,250	\$205,000
	Doctorate	73	\$149,500	\$191,001	\$209,800	\$250,060
For-profit business or industry	Master's/PhD cand.	75	\$155,000	\$200,213	\$332,000	\$441,300
	Doctorate	117	\$175,000	\$245,000	\$400,000	\$647,600
Nonprofit organization	Master's/PhD cand.	32	\$103,500	\$138,910	\$167,824	\$192,310
	Doctorate	50	\$154,750	\$192,000	\$259,688	\$391,986

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
Gender			
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
Race/ethnicity			
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
Highest academic degree			
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
Employment sector (if employed)			
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

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

American Statistical Association 2026 Work and Salary Survey

Attitudes on Federal Cuts and Workplace Conditions

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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.

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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.

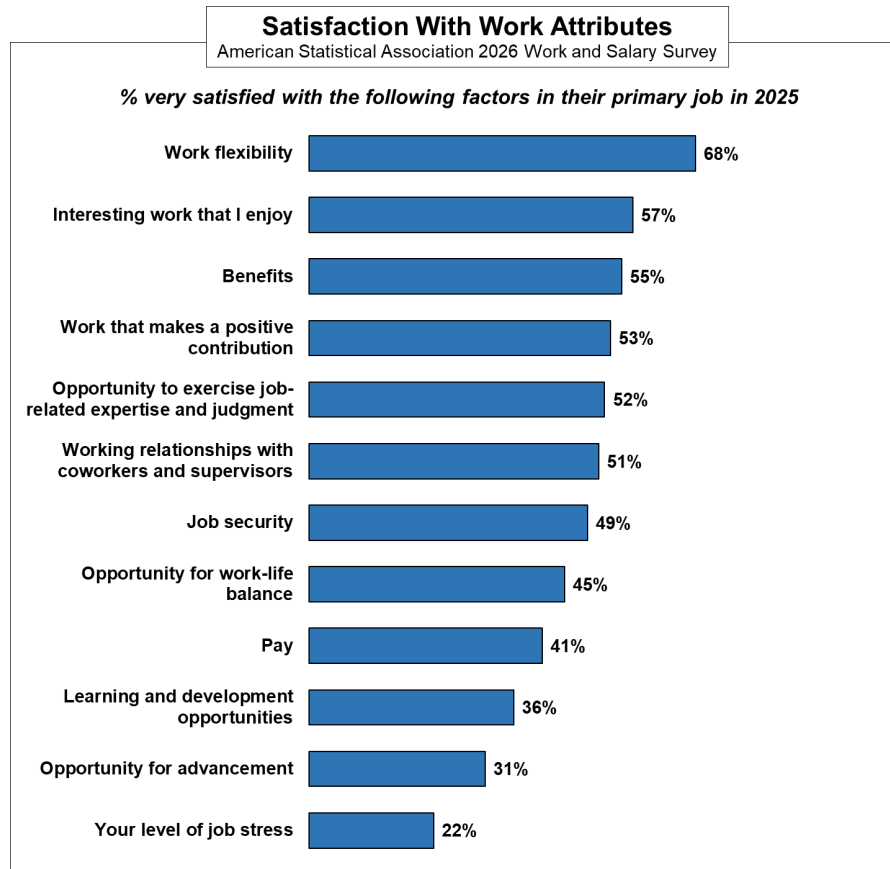
The biggest change again has been among federal government employees. As noted, 59 percent were very satisfied with their jobs in the 2020 survey, compared with 32 percent now. This level of satisfaction has gone from 54 to 46 percent among those at for-profit businesses, while little changed among those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

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



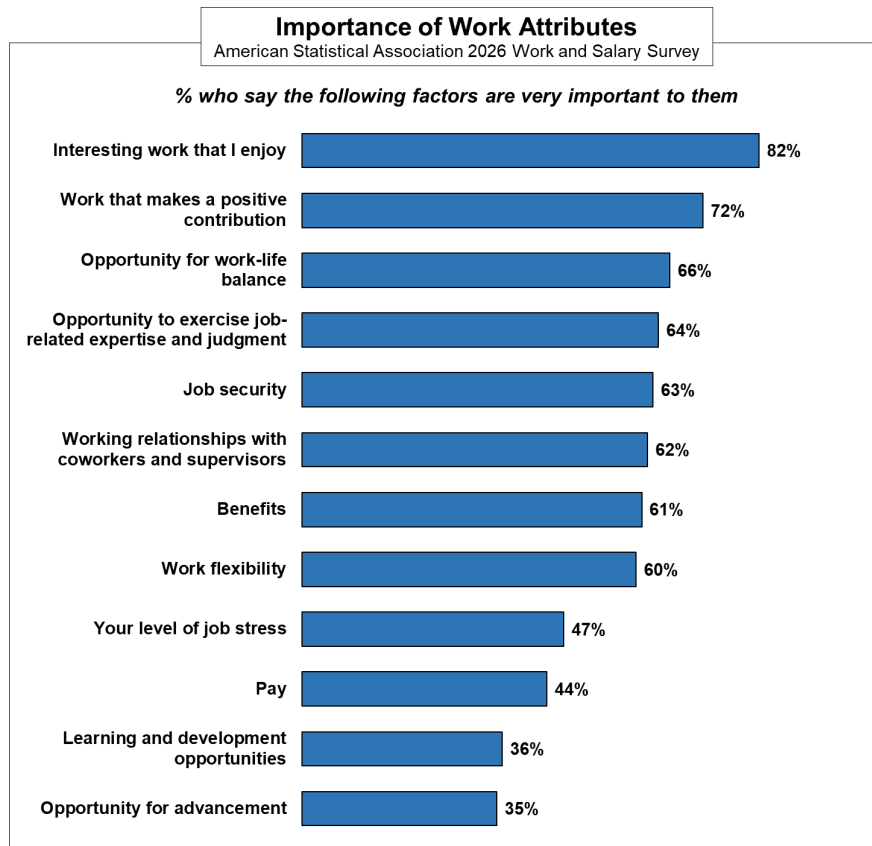
Satisfaction is lowest for job stress, opportunity for advancement, learning and development opportunities and pay.

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?

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

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

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

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

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

Summary table - 2/22/26

	- More important -			-- Less important -			
	NET	Very impt	Smwht impt	NET	Not so impt	Not impt	Skip.
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 -----						
	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		
NET							*		
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	
NET					
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	
NET							
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
Gender			
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
Race/ethnicity			
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
Highest academic degree			
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
Employment sector (if employed)			
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

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