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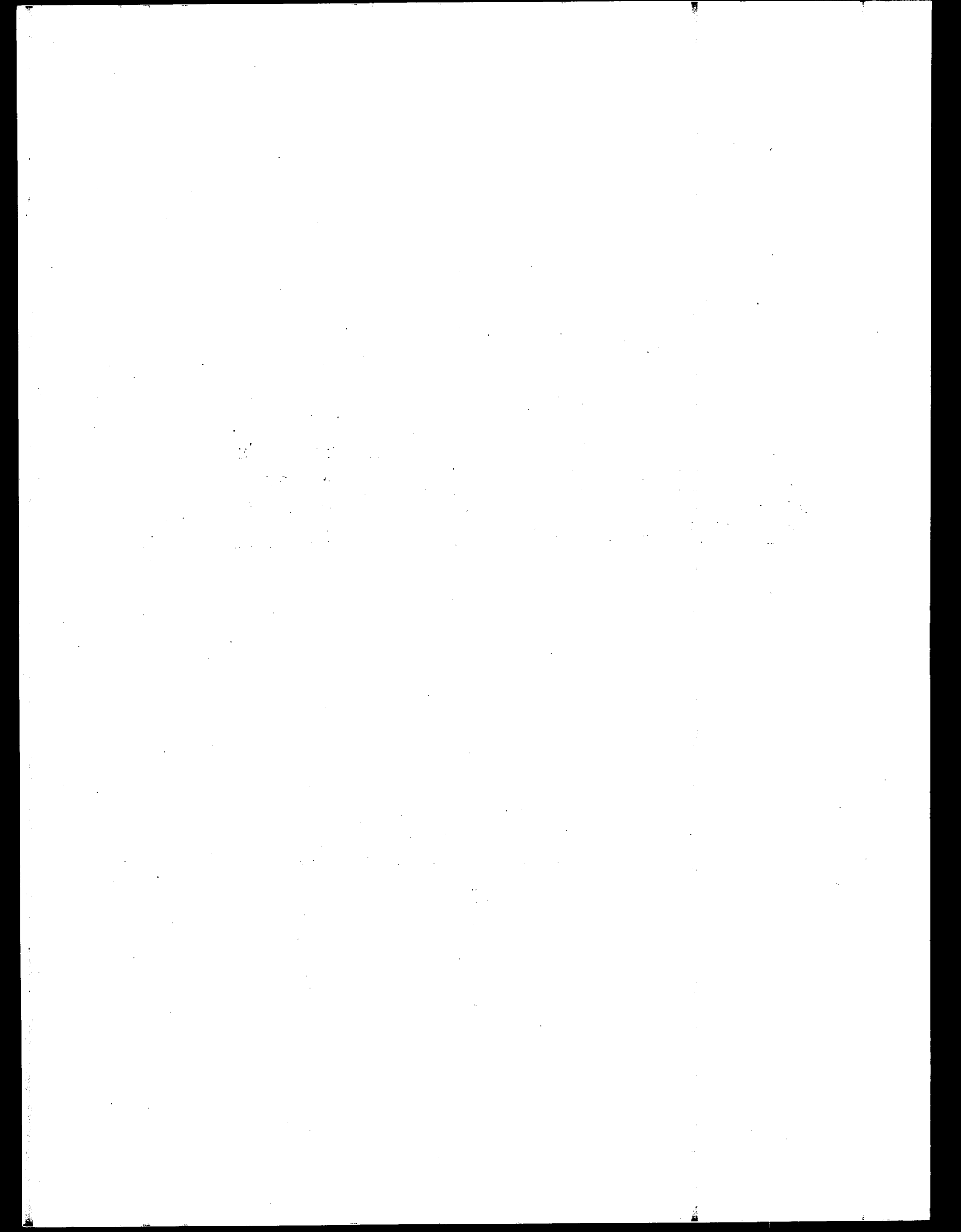
# Salaries

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Analysis of the  
American Chemical Society's  
1994 Survey of Salaries and Employment



American Chemical Society  
Washington, D.C.



# SALARIES 1994

Analysis of the American Chemical Society's  
1994 Survey of Salaries and Employment



American Chemical Society  
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Washington, DC 20036  
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## ACKNOWLEDGMENTS

This report presents detailed results of the 1994 ACS Salary and Employment Status Survey. A summary of the survey findings was published in the July 11, 1994 issue of *Chemical & Engineering News*.

The ACS Joint Board-Council Committee on Economic Status, headed by Anne T. O'Brien, and its Subcommittee on Surveys, chaired by Arthur J. Stipanovic, planned this year's survey in 1993. The successor committee, the Council Committee on Economic and Professional Affairs, chaired by Edward S. Kostiner, and its Subcommittee on Surveys, chaired by James Visintainer, provided general oversight of the survey and its analysis in 1994. The committee expresses its gratitude to the approximately 9,700 members who provided a valuable service to the profession by completing the survey questionnaire.

Joan Burrelli and Karen Dyson of the ACS Department of Career Services conducted this year's survey. Dr. Burrelli wrote the summary and comment on the following pages and Denise Sicienski helped prepare this report.

Mary L. Funke, Head  
Department of Career Services

## SUMMARY AND COMMENT

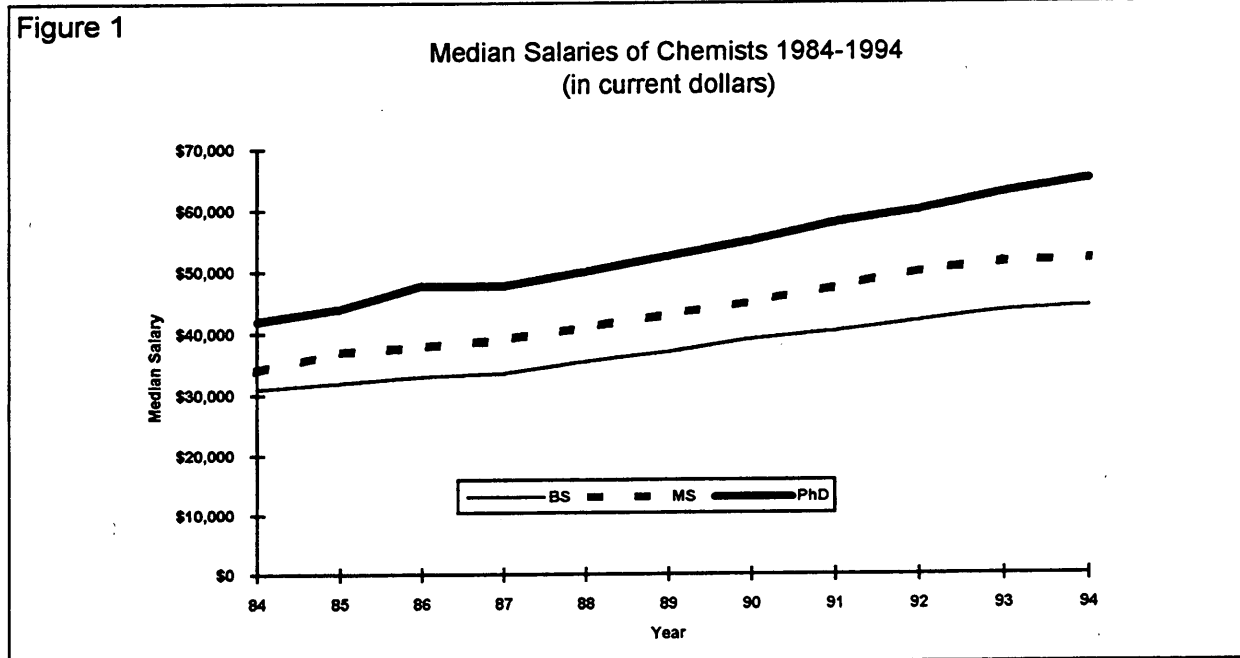
The poor economic climate for chemists and chemical engineers continues in 1994. Unemployment among chemists rose this year for the fourth year in a row and is now at the highest level it has been since 1972. Unemployment among chemical engineers dropped this year, although it is still higher than the unemployment rate for chemists. The small increase in salaries this year also indicates a relatively poor economic climate.

### Salaries

Median salaries of PhD chemists increased only slightly above inflation and median salaries of BS and MS chemists increased less than inflation between 1993 and 1994. As of March 1, 1994, median salaries for ACS member chemists were:

\$65,000 for PhD, up 3.5% from 1993, up 1.0% in constant dollars  
 \$52,000 for MS, up 1.0% from 1993, down 1.5% in constant dollars  
 \$44,300 for BS, up 1.8% from 1993, down 0.6% in constant dollars

The Consumer Price Index rose 2.5% from March 1993 to March 1994.

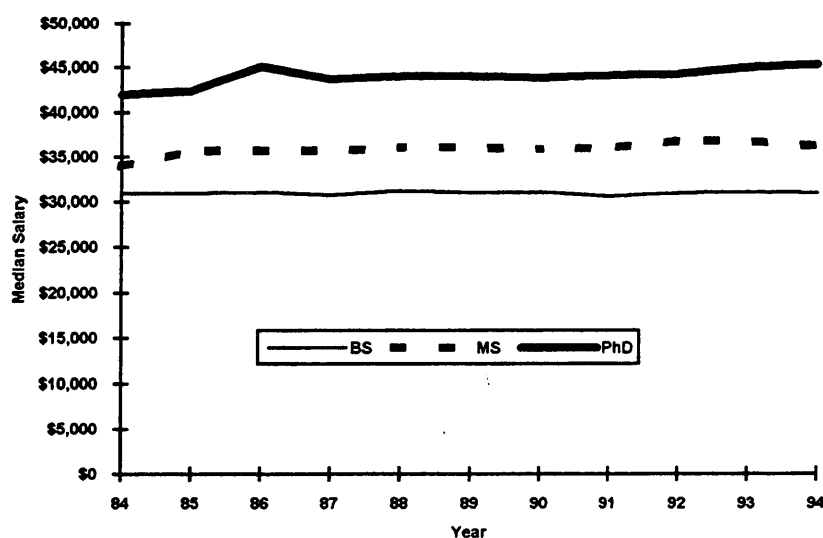


**Chemists' Median Salaries\***  
(in current dollars)

|     | 1984 | 1985 | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 | 1992 | 1993 | 1994 |
|-----|------|------|------|------|------|------|------|------|------|------|------|
| BS  | 30.9 | 32.0 | 33.0 | 33.5 | 35.4 | 37.0 | 39.0 | 40.3 | 42.0 | 43.5 | 44.3 |
| MS  | 34.0 | 37.0 | 37.9 | 39.0 | 41.0 | 43.0 | 45.0 | 47.4 | 50.0 | 51.5 | 52.0 |
| PhD | 42.0 | 44.0 | 47.8 | 47.7 | 50.0 | 52.5 | 55.0 | 58.0 | 60.0 | 62.8 | 65.0 |

Figure 2

**Median Salaries of Chemists 1984-1994**  
(in constant 1984 dollars)



**Chemists' Median Salaries\***  
(in constant 1984 dollars)

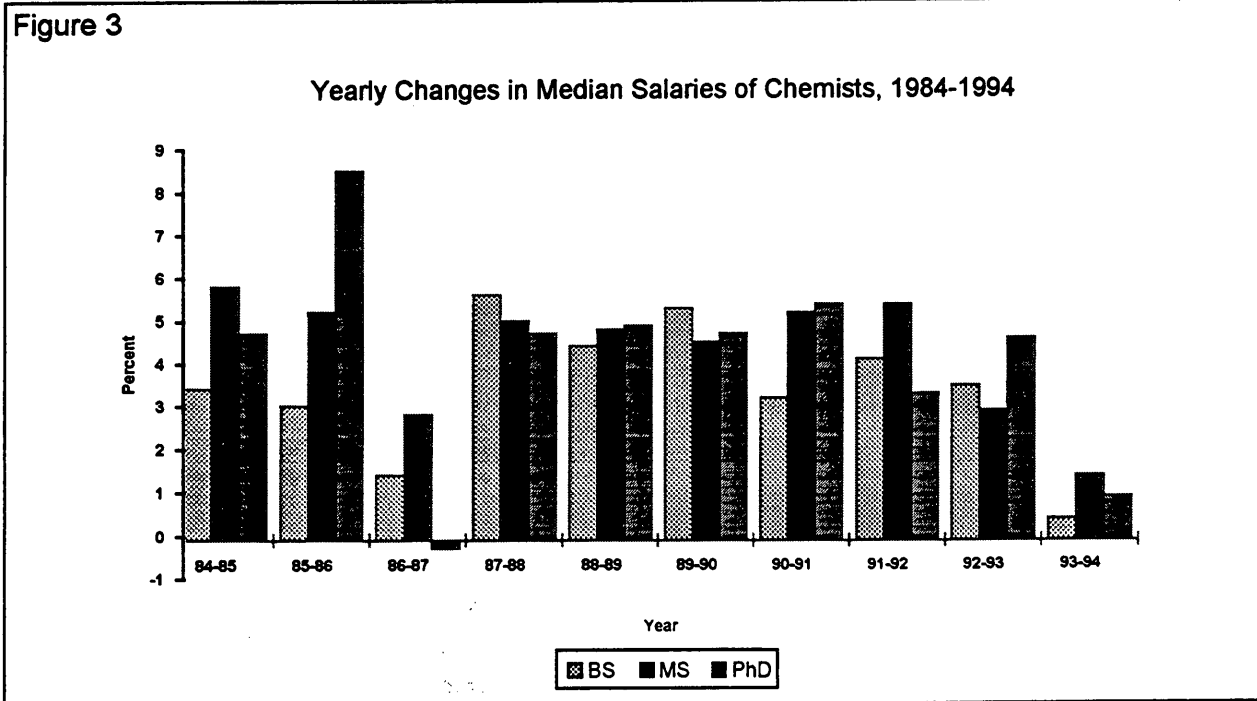
|     | 1984 | 1985 | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 | 1992 | 1993 | 1994 |
|-----|------|------|------|------|------|------|------|------|------|------|------|
| BS  | 30.9 | 30.9 | 31.1 | 30.7 | 31.2 | 31.0 | 31.1 | 30.6 | 30.9 | 31.1 | 30.9 |
| MS  | 34.0 | 35.7 | 35.7 | 35.7 | 36.1 | 36.1 | 35.9 | 36.0 | 36.8 | 36.8 | 36.2 |
| PhD | 42.0 | 42.4 | 45.1 | 43.7 | 44.0 | 44.0 | 43.8 | 44.1 | 44.2 | 44.9 | 45.3 |

The increase in salaries for chemists at all degree levels was the lowest it has been in a decade. Salaries for MS and PhD chemists have increased, on average, about 5.5% per year (in current dollars) over the past decade (see Figure 3). Those for BS chemists have increased, on average, a little over 4% per year in current dollars. This year, BS salaries went

\* Base annual salary in thousands of dollars

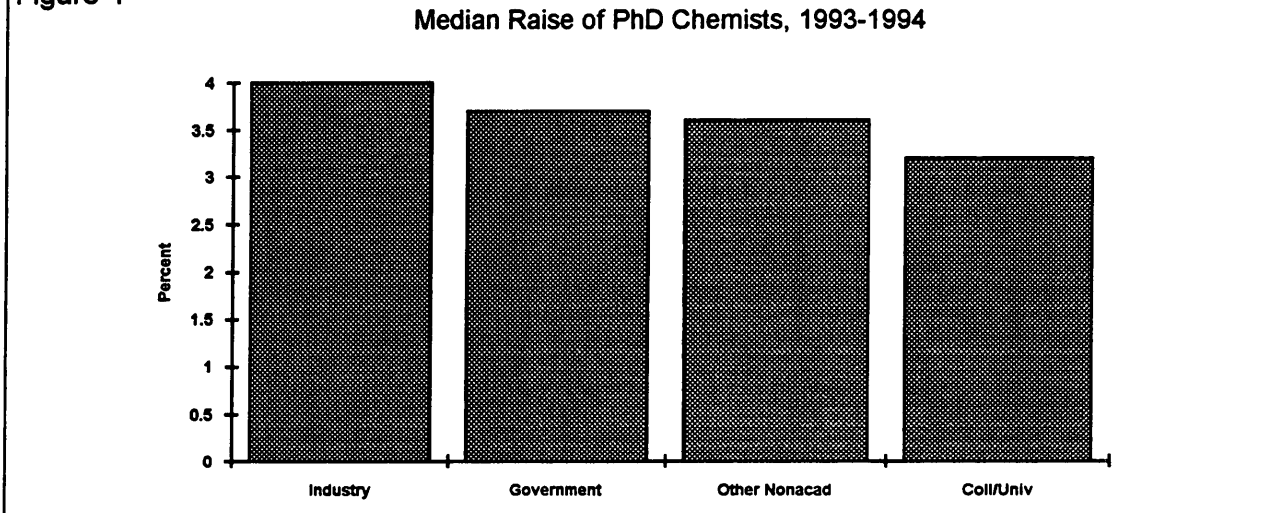


up only 1.8%, MS salaries went up only 1%, and PhD salaries went up only 3.5%. In constant dollars, median salaries of BS chemists have remained unchanged since 1984 and median salaries of MS and PhD chemists have increased a little less than 1% per year since 1984, which indicates somewhat higher demand for MS and PhD chemists than for BS chemists over that period.



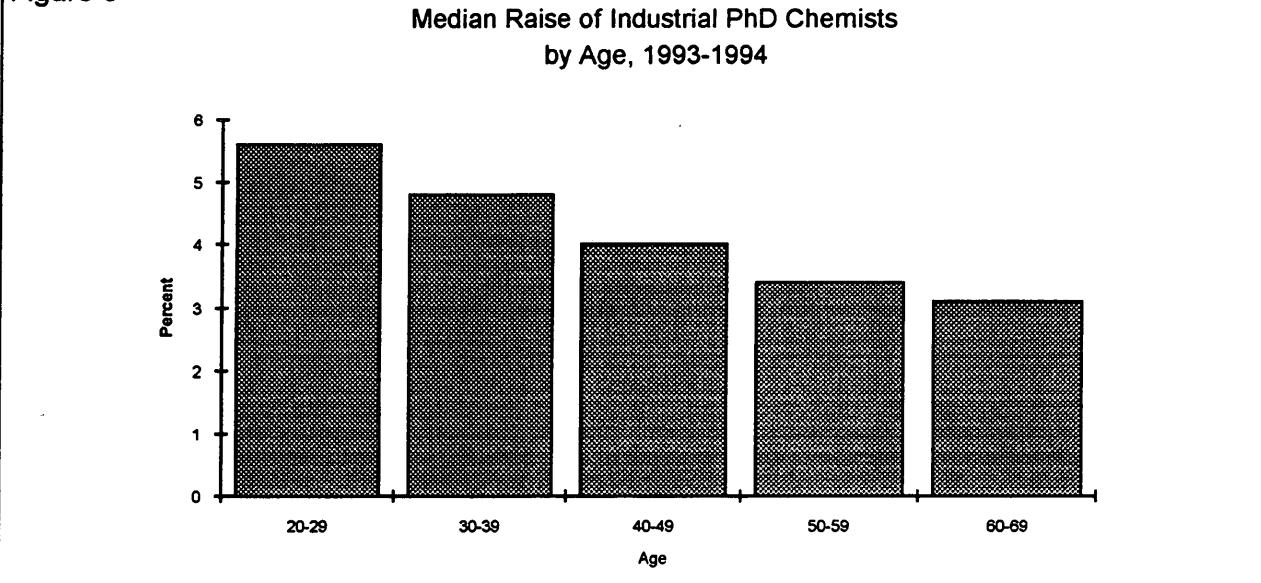
The average increase in salaries from year to year is not the same as the average increase in salary received by individual chemists. To determine how much the average raise was for 1994, we asked what the base salary in 1993 was as well as what the base salary in 1994 is. About 20% of chemists received no raise between 1993 and 1994. Thirty percent had raises of 2.5% or less (less than inflation). The median raise was 4.0%. The top 10% received raises of more than 9%. Chemists in industry received the highest raises, those in colleges or universities received the lowest. The median raise for PhDs in industry was 4.0%; for PhDs in colleges or universities, it was 3.2%.

Figure 4



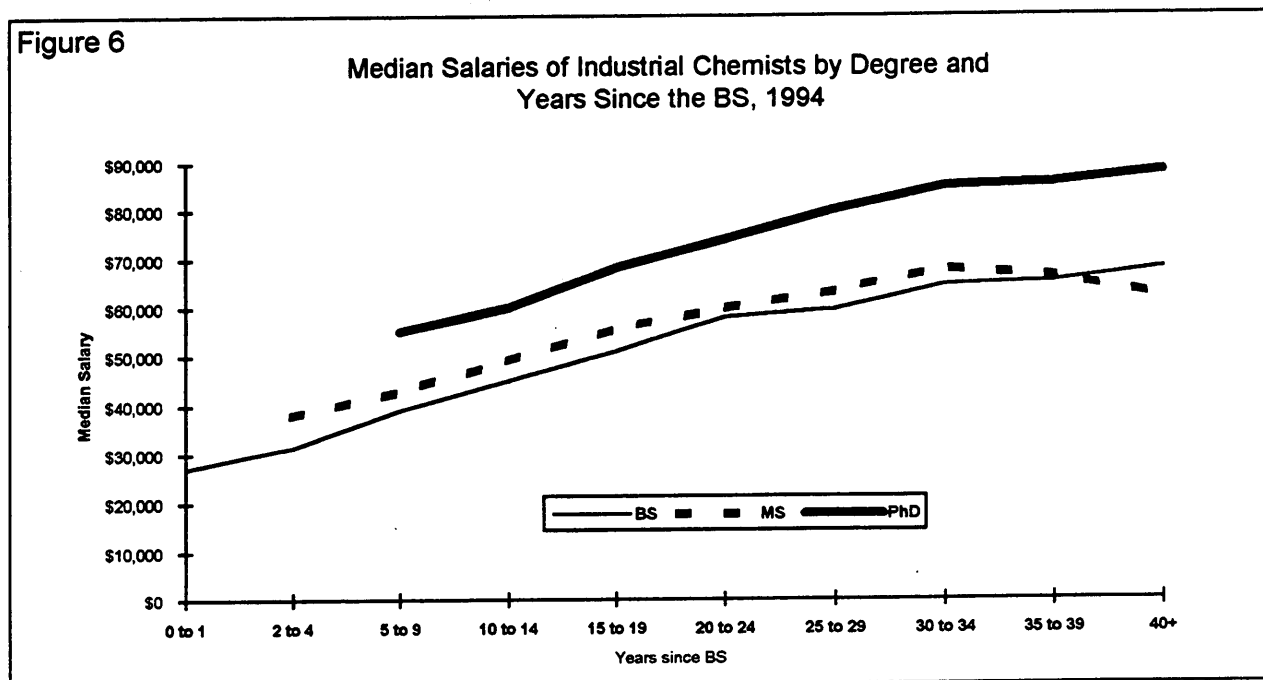
Younger chemists received higher raises than older chemists. The median raise for industrial PhDs between the ages of 20-29 was 4.6%; for those 60-69, it was only 3.0%. Average raises were less this year than last. This year, the mean raise was 4.7%, last year it was 5.2%.

Figure 5

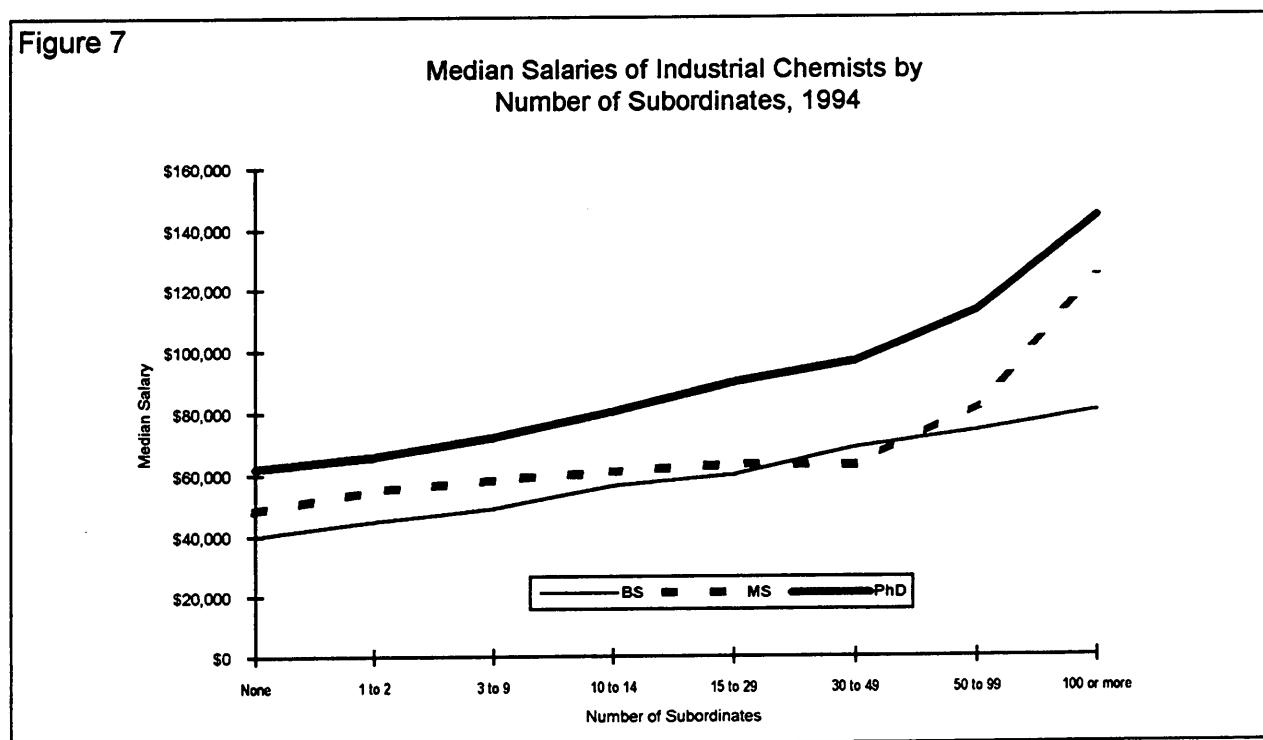


### Nonacademic Salaries

Nonacademic salaries are primarily influenced by length of experience, and also by number of subordinates, type of employer, and size of employer. As Figure 6 shows, salaries rise fairly steadily for the first 20 to 25 years of an industrial chemist's career before plateauing.

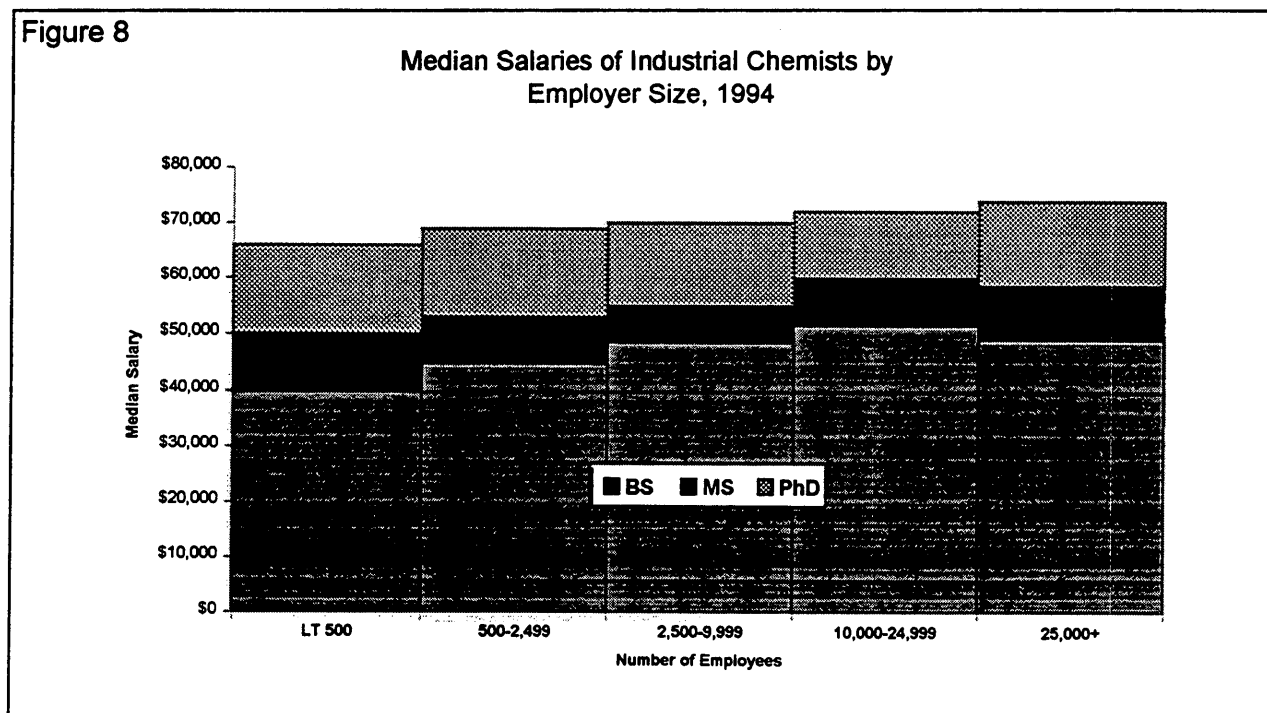


Likewise, salaries increase with increased responsibility. As can be seen in Figure 7, the more subordinates one has, the higher one's salary is. For example, among industrial PhD chemists with 15-19 years since the BS, the median salary for those with no subordinates is \$61,100, compared to a median of \$80,000 for those with 10-14 subordinates.



Chemists who are employed in industry or in "other nonacademic" employment (e.g., hospitals, nonprofits) generally earn more than those employed in government. Salaries of chemists employed in industry are generally higher for those working in the petroleum or electronics industries.

Employer size also influences nonacademic salaries. Larger employers (those with 2,500 or more employees) generally pay more than smaller employers (those with less than 2,500 employees). For example, the median salary of BS industrial chemists with 0-1 years of experience in a smaller firm is \$25,000 compared to a median of \$32,200 for those employed in larger firms.



Salaries also vary by geographic region. The median salary of PhDs in industry ranged from a high of \$73,300 in the Pacific region to a low of \$63,100 in the East South Central region. Regional differences in salaries are partly explained by differences in the type of industry located in the region. Within categories of experience and within industries, salaries are more similar across regions. For example, among PhD chemists employed in the pharmaceuticals industry with 10-14 years since the BS, the median salary ranges from \$62,000 in the Midwest to \$68,000 in New England.

## Academic Salaries

The greatest influences on academic salaries are academic rank, school type, and work function (e.g., teaching, administration). Academic salaries are generally higher for full professors, those in public institutions, those in departments granting PhD degrees, and those in research as opposed to teaching. Salaries of tenured faculty are somewhat higher than those of nontenured faculty. Within PhD-granting departments, salaries are higher in private schools than in public schools. Within BS-granting departments, salaries are higher in public schools than in private schools.

For assistant and associate professors, length of experience has little influence on salaries. The median salary for PhD assistant professors with 2-4 years since the PhD and on 9 or 10 month contracts is \$34,500; the median salary for those with 10-14 years since the PhD is \$35,000. For full professors, however, salaries do rise with increasing experience.

Figure 9

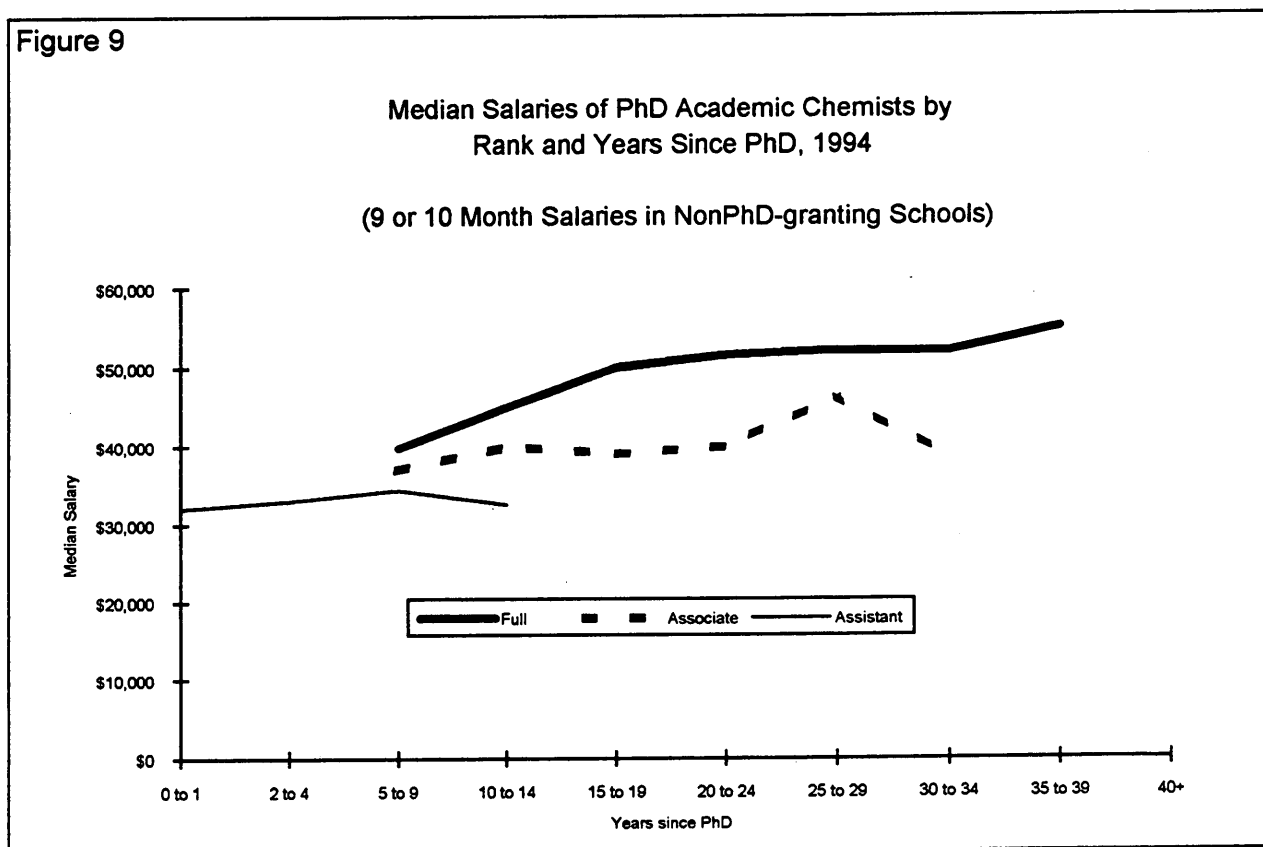
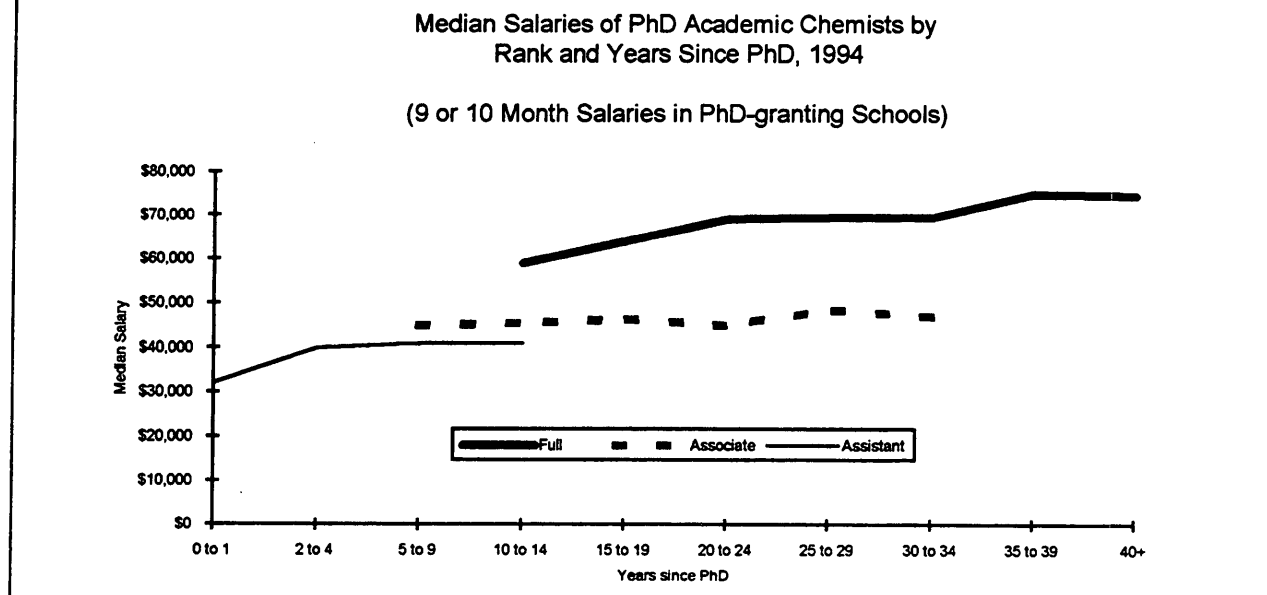


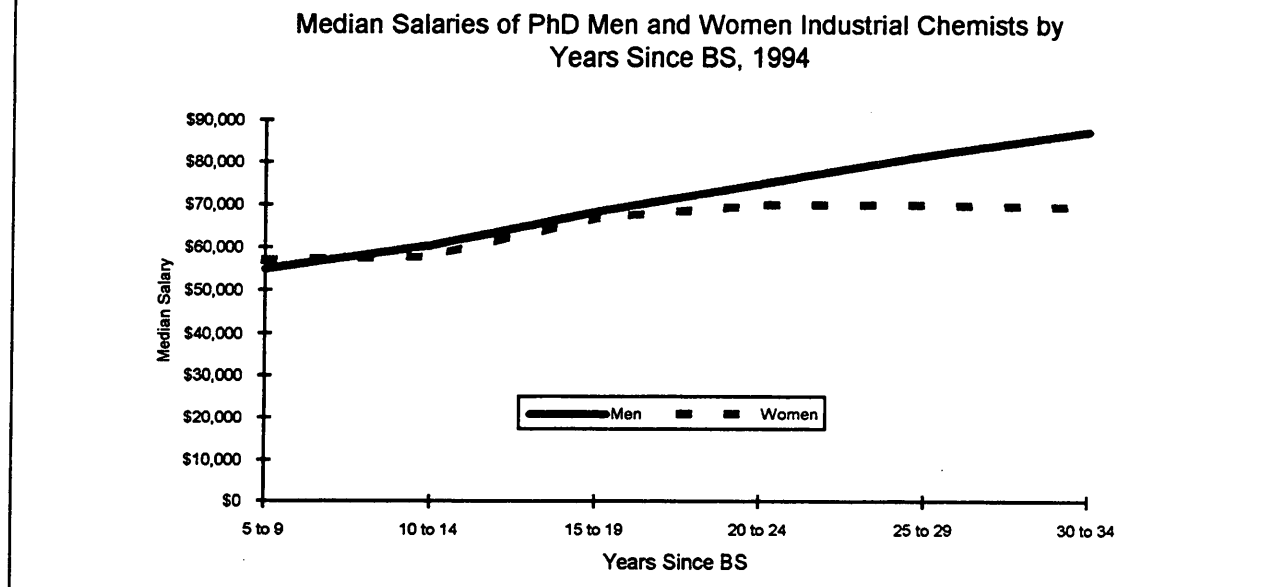
Figure 9 continued



### Salaries and Gender

Salaries for women chemists are generally lower than those for men. The median salary for women PhDs in industry is 83% of that for men. The difference in men's and women's median salaries is partly due to differences in experience. When length of experience is taken into account, the salary gap narrows. For example, the median salary for women PhDs in industry with 15-19 years since the BS is 98% of that for men with comparable experience. With increasing experience, however, the salary gap widens.

Figure 10



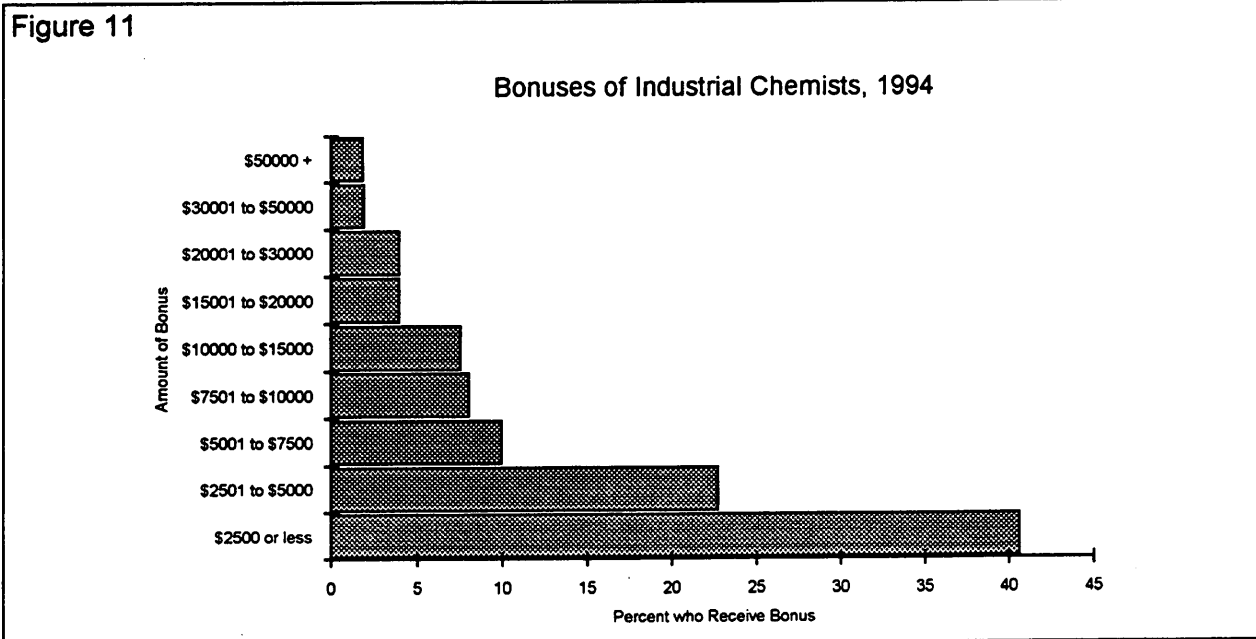
The difference in men's and women's median salaries can also be explained by differences in work function and responsibility, e.g., men are more likely than women to be in management. Only 13% of PhD women in industry, but 24% of PhD men in industry are in R&D management.

Among academic chemists, the difference in men's and women's median salaries is partly due to differences in rank and partly due to differences in type of school. Women chemists in academia are less likely than men chemists to be full professors (47% v. 54%) and are less likely than men chemists to be employed in PhD-granting schools (26% v. 56%). The median salaries of men and women chemists with comparable rank and type of school are more nearly equal. For example, the median salary of PhD women full professors on 9 or 10 month contracts in PhD-granting schools is 88% of that for comparable men. Salaries for women assistant and associate professors on 9 or 10 month contracts in PhD-granting schools are 98% and 92%, respectively, of those for comparable men.

### Nonsalary income

Base salary is not the only source of income for most chemists. Most nonsalary income comes from bonuses and from consulting.

Almost half (46%) of chemists employed in industry received a bonus last year. Of those who received a bonus, the median bonus was \$3,600, smaller than last year's \$4,000. The top ten percent of chemists received bonuses of \$17,000 or more. Those receiving higher bonuses are generally those in management. The median bonus for industrial chemists in R&D management is \$8,000, in general management it is \$7,400. Industrial chemists in applied research average \$2,800 in bonuses, those in production average \$2,000. Larger employers (those having 25,000 or more employees) generally pay higher bonuses than smaller employers.



Fifteen percent of chemists did some consulting in 1993. More than one-third (36%) of academics do some consulting compared to only 7% of those employed in industry. Of those chemists who do consult, the median income received from consulting was \$6,000. The top ten percent earned \$60,000 or more from consulting. The amount of time spent consulting varies widely. Full-time consultants average 140 hours consulting per month. Both nonacademic and academic chemists who consult in addition to their full-time jobs spend, on average, 5 to 6 hours a month consulting. The median hourly rate for BS chemists is \$60, for MS chemists, it is \$75, and for PhD chemists, it is \$100.

### Fringe Benefits

This year, for the first time, questions on fringe benefits were asked on the questionnaire. This issue will be addressed again in the future but not annually.

Most chemists have some type of leave provided to them by their employer. Almost all get holidays and annual leave. The majority also get sick leave, bereavement leave and jury duty leave. The type of leave available and the amount of leave vary by the type of employer and, among industrial chemists, by the size of employer as well. Almost all chemists, whatever their employer, get, on average, 10 holidays per year. Industrial chemists, on average, get 2 weeks of annual leave, while academic and government chemists get, on average 3 weeks of annual leave. The majority of chemists, no matter who their employer is, earn 10-13 days of sick leave per year. Only about half of industrial chemists and about one-third of government or academic chemists get leave for care of sick family members. Paid bereavement leave and jury duty leave, which are more common for chemists employed in industry, average 3 days per year for bereavement leave and 5 days per year for jury duty. Less than 20% of chemists get paid parental (maternity or paternity) leave, which averages about 30 days per year.

Almost half of chemists receive fully-paid life insurance from their employer. The other half receive life insurance which is partly paid by their employer. About half of chemists receive life insurance for their family, but for most of these, the employer pays none of the premium.

Almost all chemists, no matter what their employer type, receive medical coverage for themselves and for their family. For the most part, employers pay more than half, but less than all of the premiums. More than 2/3 of the chemist respondents reported they receive dental coverage for themselves and for their family. Less than half of the respondents receive vision coverage; more than 2/3 have a prescription drug program; almost half have annual physicals; which, for the most part, are completely funded by their employer; and about 1/3 have a wellness program.

Defined benefit retirement plans are the most common type of retirement plan for chemists in general, but in industry, savings plans are more prevalent. In addition, about 40% of chemists employed in industry may supplement their retirement plans with employee stock ownership or matching savings programs. About 1/4 may participate in profit sharing or stock option plans.

Chemists employed in industry and government are more likely to have professional development programs available from their employers than are those employed in academia. More than 80% of chemists in industry or government can participate in in-house training



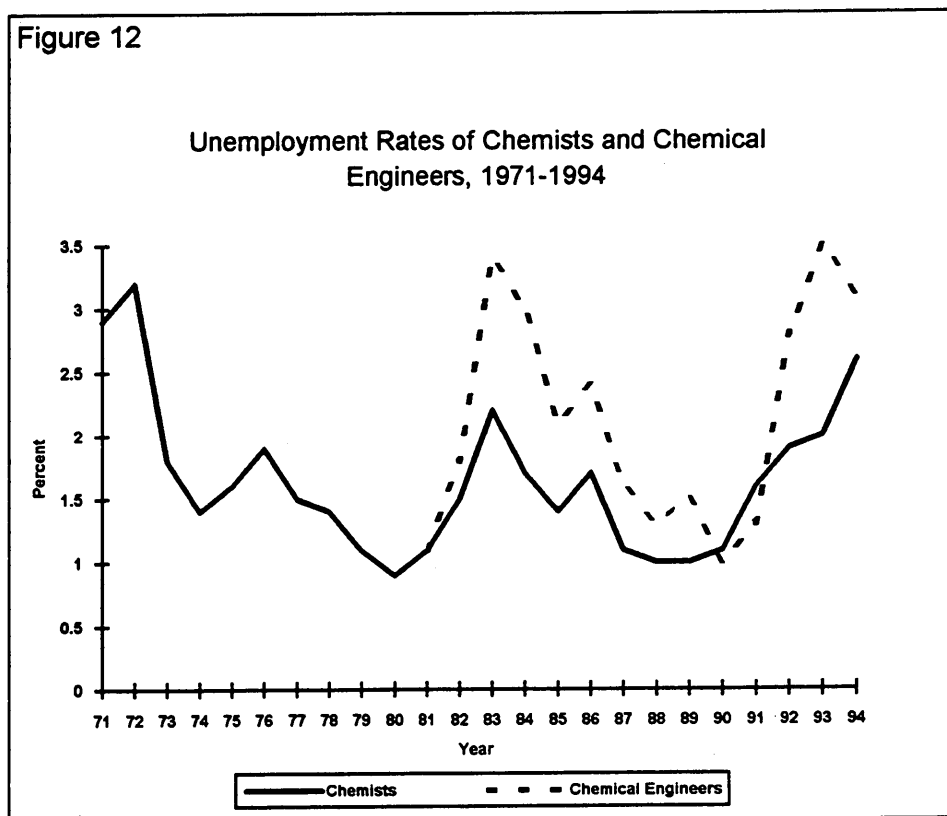
programs and outside seminars. From 20% to 30% of chemists, no matter what their employer, can participate in cultural diversity training.

A wide variety of other, albeit less prevalent, benefits programs is also available. More than half of chemists are given personal safety equipment, and for most, this is fully paid by the employer. About 1/3 of academic chemists have access to on-site child care, while fewer than 20% of government chemists, and only 5% of industrial chemists do. Two-thirds of chemists employed in industry have their association dues paid by their employer. The median number of societies for which dues are paid is one. Less than 20% of academic and government chemists have their dues paid by their employer. More than 70% of chemists, regardless of employer, may travel to meetings—on average two per year.

See Tables 11.1.1 to 11.3.6 on pages 125 to 136 for more detail on benefits.

### Employment and Unemployment

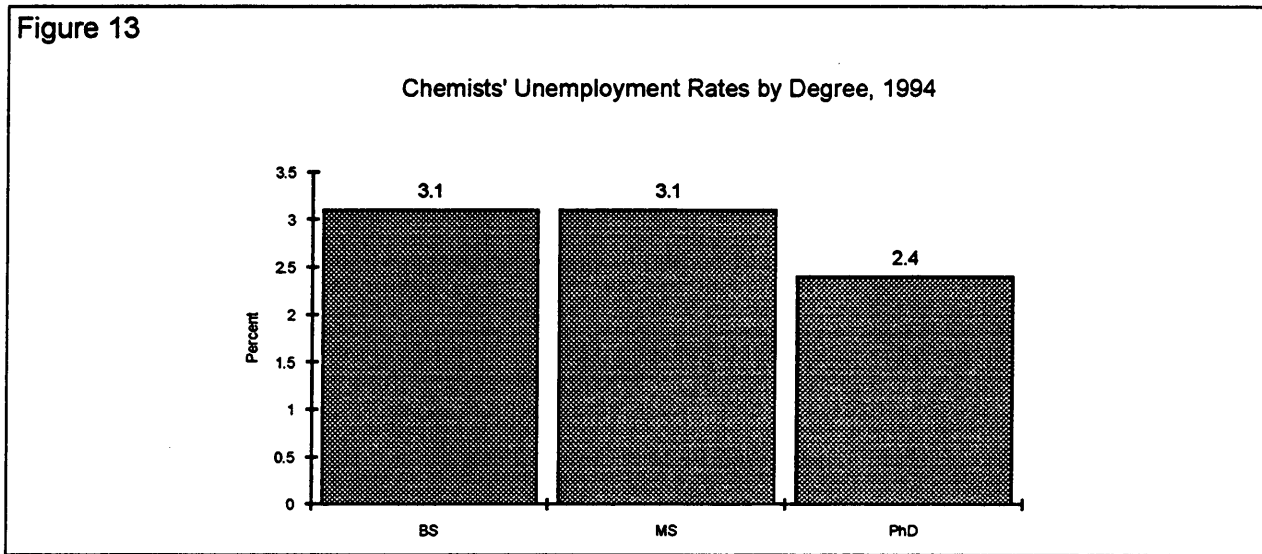
Unemployment rose again this year for both chemists and chemical engineers. The unemployment rate for chemical engineers is 3.1% this year, down from 3.5% last year. The unemployment rate for chemists is 2.6% this year, up from 2.0% last year. Unemployment among chemists has not been this high since 1972. Figure 12 shows the long-range trends in unemployment for chemists and chemical engineers.



Length of unemployment was little changed from last year. Of those who were unemployed at the time of the survey, 30% had been unemployed for more than one year, compared to 29% last year. Half of those who were unemployed at the time of this year's survey had been unemployed for more than six months, compared to 51% last year.

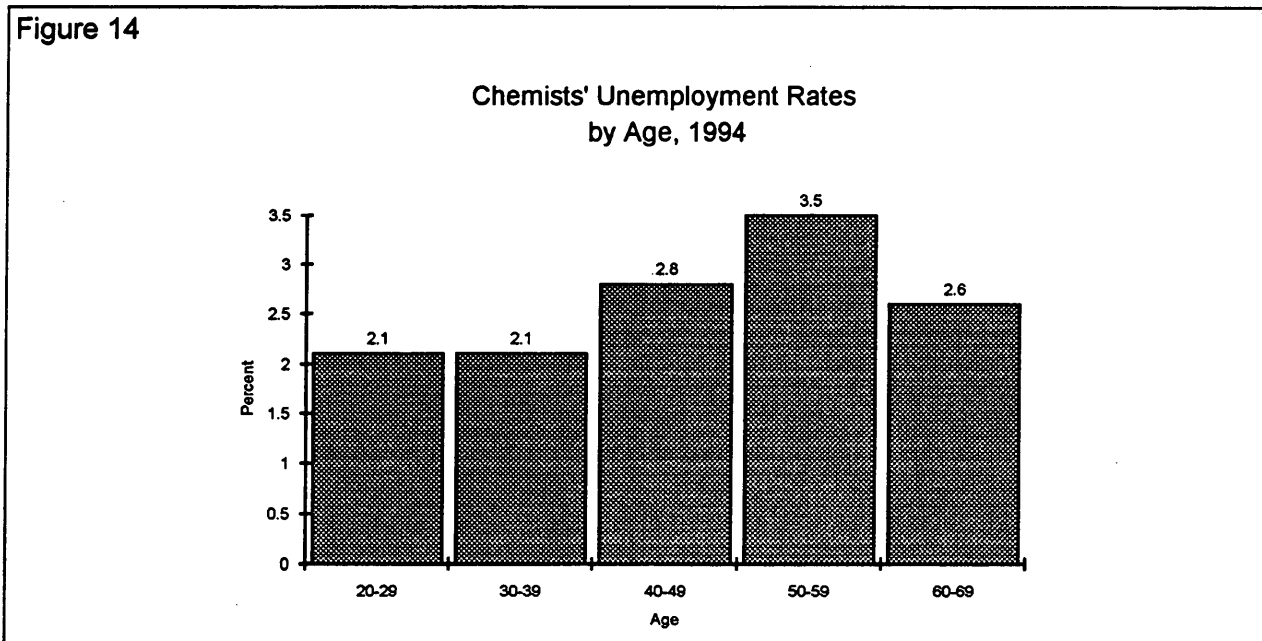
Unemployment rates were higher for some chemists than for others. BS and MS chemists had higher unemployment this year (3.1%) than PhD chemists (2.4%).

Figure 13



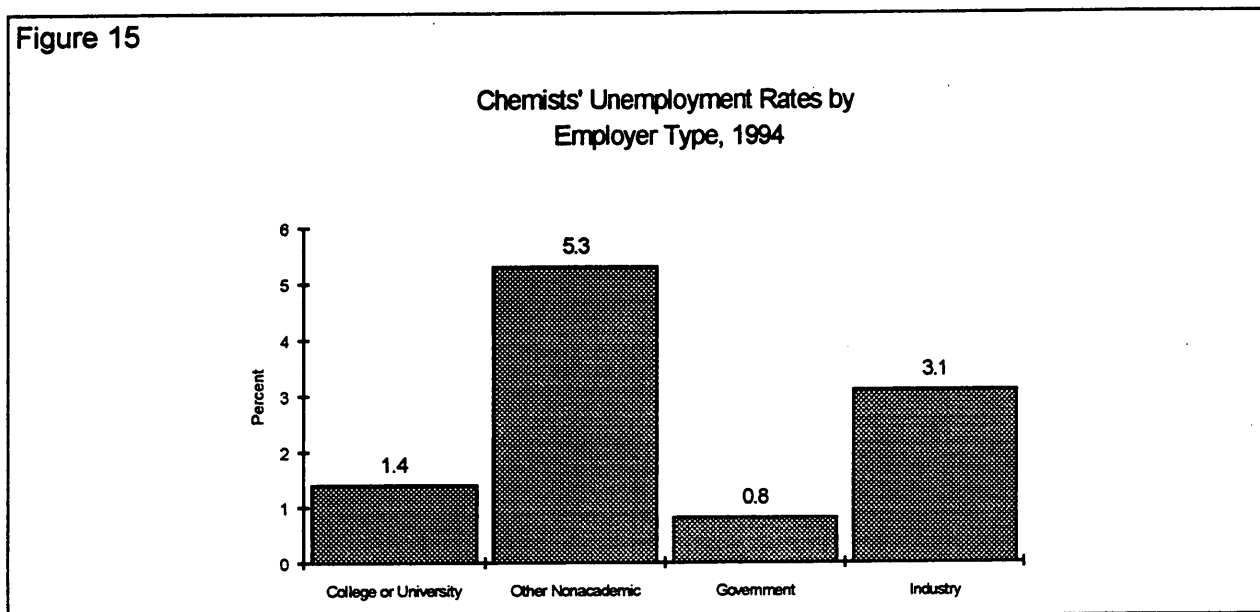
Older chemists were hit particularly hard by high unemployment this year. The unemployment rate for chemists in their 50s was 3.5%, compared to only 2.1% for those less than age 40.

Figure 14



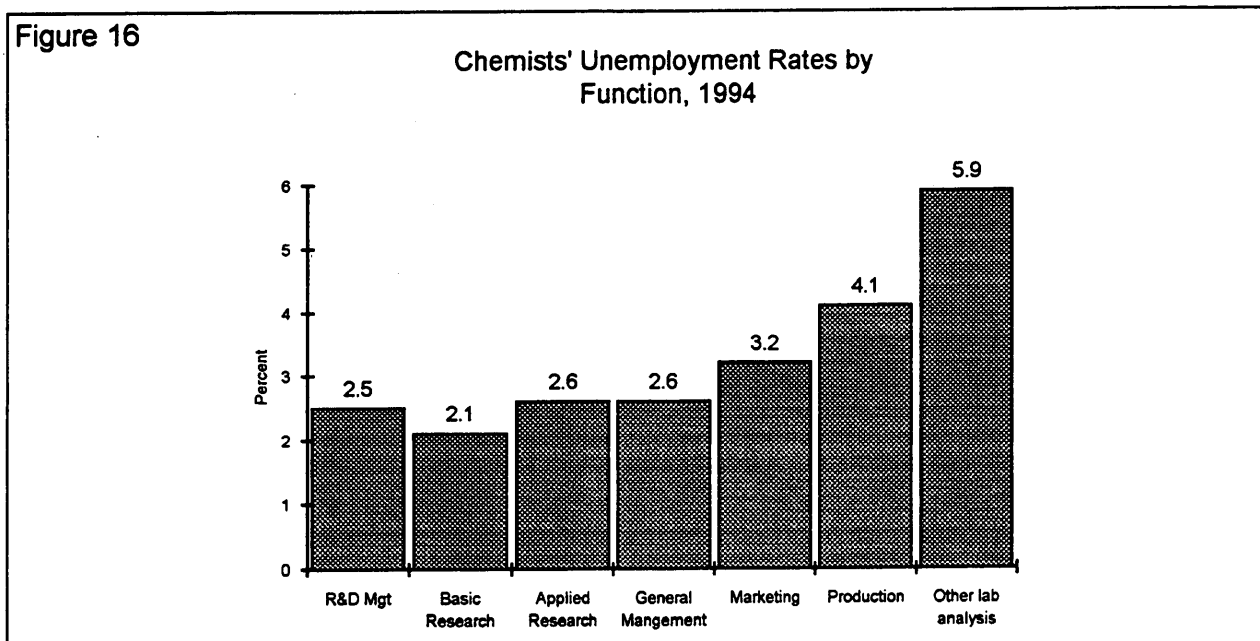
Chemists in "other nonacademic" employment (e.g., hospitals, nonprofits) had a higher rate of unemployment (5.3%) than chemists in any other type of employment: 3.1% for industrial chemists, 1.4% for academic chemists, and 0.8% for government chemists. Unemployment among academic chemists and government chemists was lower this year than last.

Figure 15

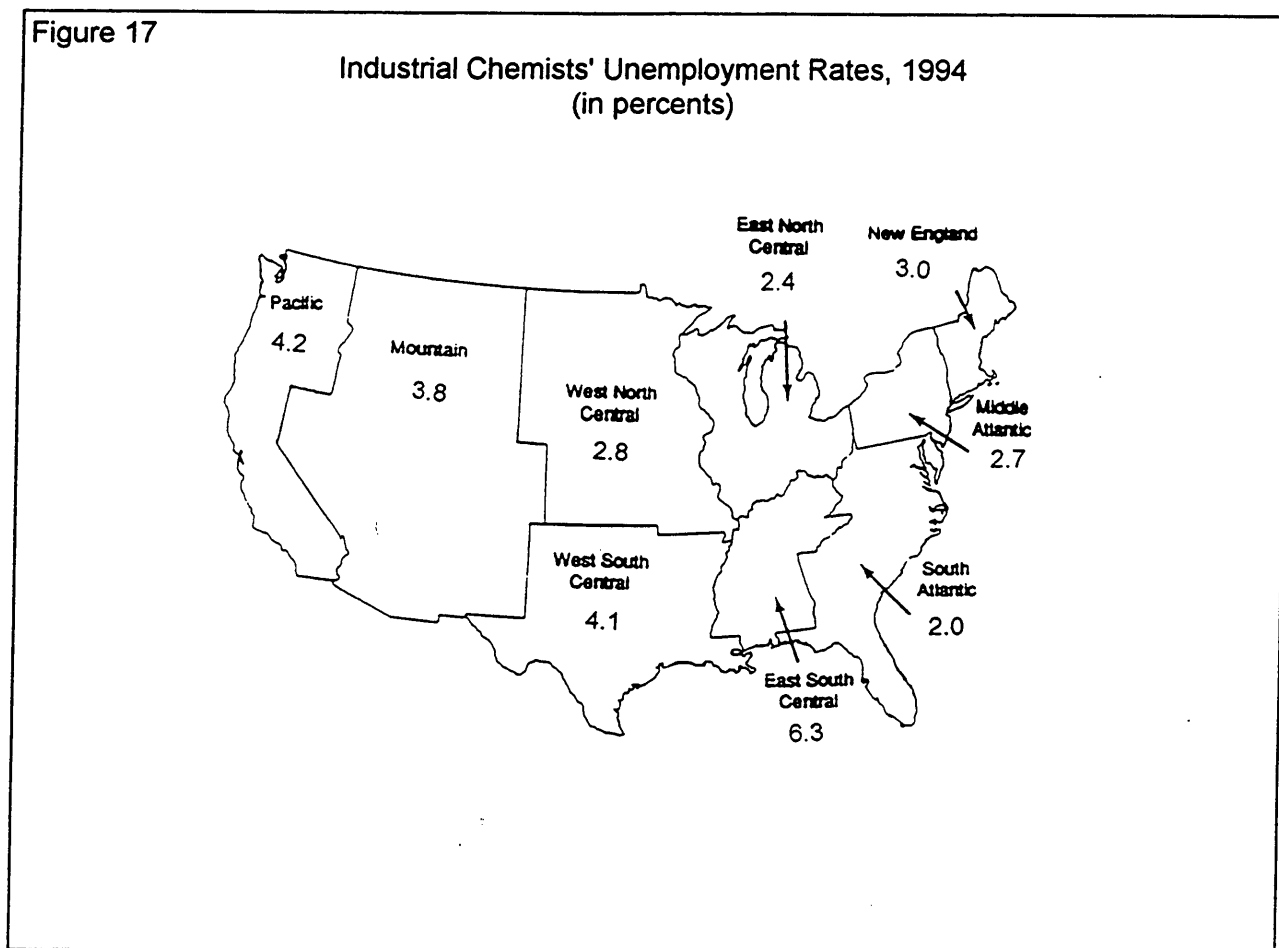


Within industry, unemployment was highest among those in marketing, production, and other lab analysis, and was lowest among those employed in basic research.

Figure 16



By region, unemployment was lowest along the East Coast and in the Midwest. Unemployment was highest in the East South Central region (6.3%) and in the Pacific Region (4.2%). Figure 17 presents unemployment rates of industrial chemists by region.



Further information about this survey may be obtained from Joan Burrelli at (202) 872-4433 or [jsb96@acs.org](mailto:jsb96@acs.org).

## A METHOD FOR ESTIMATING AVERAGE SALARIES

A compact summary of the information in this report is possible through a statistical technique known as multiple regression. This technique identifies which characteristics have the greatest effect on salaries, and results in a formula for estimating the average salary of respondents with certain characteristics.

For industrial chemists and chemical engineers responding to the 1994 survey, the characteristics that account for most of the variation among salaries are highest degree, experience (years since the BS), and number of subordinates. For chemists, an additional factor that influences salaries is size of employer. Chemists work for small or large employers whereas chemical engineers generally work for larger employers.

Table I displays the factors needed to estimate the average salary for any group of respondents who are industrial chemists with any combination of the listed characteristics.

For example, to estimate the average salary in March 1994 for industrial chemists with the doctorate, 15 to 19 years of experience, 3 to 9 subordinates, and working for a large employer, find the corresponding factors in Table I and multiply them together with the base salary for all industrial chemists:

$$(\$26,091) \times (1.317) \times (1.682) \times (1.132) \times (1.117) = \$73,081$$

Table II displays the factors needed to estimate the average salary for chemical engineers. For example, to estimate the average salary in March 1994 for industrial chemical engineers with a bachelor's degree, 15 to 19 years of experience, and with 10-49 subordinates, find the corresponding factors in Table II and multiply them together with the base salary for all industrial chemical engineers:

$$(\$34,889) \times (1.000) \times (1.604) \times (1.223) = \$68,441$$

For academic chemists responding to the 1994 survey, the characteristics that account for most of the variation among salaries are rank, academic work function, length of contract (9 or 10 month or 11 or 12 month), and the highest degree offered by the respondent's department.

Table III displays the factors needed to estimate the average salary for any group of respondents who are PhD academic chemists employed full-time in colleges or universities with any combination of the listed characteristics. For example, to estimate the average salary in March 1994 for academic chemists at the rank of full professor, engaged primarily in research, on 11 or 12 month contracts, and employed in PhD-granting departments, find the corresponding factors in Table III and multiply them together with the base salary for all academic chemists:

$$(\$33,086) \times (1.666) \times (1.130) \times (1.320) \times (1.139) = \$93,647$$

Averages estimated using this method should be interpreted with caution, for two reasons. First, and more important, is that the relationship between salary and employment characteristics is not exact. Variations due to employer (such as size of company and

geographic location), or to individual differences (such as ability and number of people supervised), and other characteristics prohibit perfect estimation of an individual's salary. Secondly, the factors shown in the tables are estimates derived from a sample of chemists rather than the entire population of chemists, and as such are subject to the imprecision associated with sampling procedures.

| Table I  |                 |
|--|-----------------|
| <b>SALARY FACTORS FOR INDUSTRIAL CHEMISTS</b>  |                 |
| <b>BASE SALARY</b>                             | <b>\$26,091</b> |
| <b>DEGREE</b>                                  |                 |
| Bachelor's                                     | 1.000           |
| Master's                                       | 1.077           |
| Doctorate                                      | 1.317           |
| <b>MATURITY:</b><br>(Years Since Receiving BS) |                 |
| 0-1  | 1.000           |
| 2-4  | 1.113           |
| 5-9  | 1.337           |
| 10-14  | 1.516           |
| 15-19  | 1.682           |
| 20-24  | 1.800           |
| 25-29  | 1.898           |
| 30-34  | 2.027           |
| 35-39  | 2.011           |
| 40 or more                                     | 2.100           |
| <b>TOTAL SUBORDINATES</b>                      |                 |
| None   | 1.000           |
| 1-2  | 1.059           |
| 3-9  | 1.132           |
| 10-49  | 1.259           |
| 50 or more                                     | 1.716           |
| <b>SIZE OF EMPLOYER</b>                        |                 |
| Less than 2,500                                | 1.000           |
| 2,500 or more                                  | 1.117           |

Table II

**SALARY FACTORS FOR INDUSTRIAL CHEMICAL ENGINEERS**

|                    |                 |
|--------------------|-----------------|
| <b>BASE SALARY</b> | <b>\$34,889</b> |
|--------------------|-----------------|

**DEGREE**

|                        |       |
|------------------------|-------|
| Bachelor's or Master's | 1.000 |
| Doctorate              | 1.209 |

**MATURITY:****(Years Since Receiving BS)**

|            |       |
|------------|-------|
| 0-4        | 1.000 |
| 5-9        | 1.299 |
| 10-14      | 1.458 |
| 15-19      | 1.604 |
| 20-24      | 1.747 |
| 25-29      | 1.825 |
| 30-34      | 1.885 |
| 35-39      | 2.060 |
| 40 or more | 1.906 |

**TOTAL SUBORDINATES:**

|            |       |
|------------|-------|
| 0-2        | 1.000 |
| 3-9        | 1.064 |
| 10-49      | 1.223 |
| 50 or more | 1.795 |

Table III

**SALARY FACTORS FOR ACADEMIC CHEMISTS**

|                    |                 |
|--------------------|-----------------|
| <b>BASE SALARY</b> | <b>\$33,086</b> |
|--------------------|-----------------|

**RANK**

|                                |       |
|--------------------------------|-------|
| Professor                      | 1.666 |
| Associate Professor            | 1.234 |
| Assistant Professor            | 1.000 |
| Non-faculty Research Associate | .874  |

**WORK FUNCTION:**

|                |       |
|----------------|-------|
| Teaching       | 1.000 |
| Research       | 1.130 |
| Administration | 1.221 |

**LENGTH OF CONTRACT:**

|                |       |
|----------------|-------|
| 9 or 10 month  | 1.000 |
| 11 or 12 month | 1.320 |

**HIGHEST DEGREE OFFERED IN DEPARTMENT:**

|                        |       |
|------------------------|-------|
| Bachelor's or Master's | 1.000 |
| Doctorate              | 1.139 |



**LIST OF TABLES**  
**SALARIES ON MARCH 1, 1994**

|  | <b>Table<br/>Number</b> | <b>Page</b> |
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## TECHNICAL NOTES

The target population of the 1994 Salary and Employment Status Survey was those ACS members who had U.S. mailing addresses, were not older than 70, and had neither student, retired, nor emeritus status. On January 31, 1994, the ACS membership totalled 140,685, of which approximately 92,000 met the above criteria for inclusion in the survey. The survey questionnaires were mailed to 20,000 of these members by bulk mail on February 25. A follow-up mailing to nonresponders was sent on April 7. By the May 20 cut-off date, 9,788 (49%) usable questionnaires had been returned.

### Definitions

For the purposes of the survey analysis only, the following definitions were used:

- Chemist:** A respondent who indicated a work specialty of chemistry or biochemistry (categories 2 through 15 of Part I, Question 3 on the questionnaire) or a non-chemistry work specialty (categories 16 through 19) and a degree field of chemistry or biochemistry.
- Chemical engineer:** A respondent who indicated a work specialty of chemical engineering or a degree field of chemical engineering (category 1 of Part I, Question 3 on the questionnaire).
- Unemployed:** A respondent who is unemployed and seeking employment (category 4 of Part I, Question 4 on the questionnaire).

This report represents the respondents' principal annual salaries as of March 1, 1994. A respondent's age is given as of March 1, 1994. A respondent's geographic region refers to place of employment. A list of geographic regions and their member states is on page 28 of this report.

## Proportions

The proportion of people falling within a certain cell in one of the tables is a sample proportion. The sample proportion is used to make statements about the corresponding population proportion, but, of course, the sample proportion generally is not exactly equal to the population proportion. A useful estimate of the representativeness of the sample proportion is the confidence interval. Such an interval estimate is illustrated in the following statement: "We assert with 95% confidence that the population proportion is between 0.04 and 0.06." A simple but adequate formula for a confidence interval centered on the sample proportion is

$$\begin{aligned}
 p \text{ (lower)} &= \hat{p} - Z \sqrt{[\hat{p}(1 - \hat{p})/n]} \\
 \text{and } p \text{ (upper)} &= \hat{p} + Z \sqrt{[\hat{p}(1 - \hat{p})/n]} \\
 \text{where } p \text{ (lower)} &= \text{lower boundary of the interval} \\
 p \text{ (upper)} &= \text{upper boundary of the interval} \\
 \hat{p} &= \text{the sample proportion} \\
 Z &= \text{a function of the level of confidence} \\
 &\quad \text{and is found in a table of the} \\
 &\quad \text{standard normal distribution.} \\
 n &= \text{the sample size}
 \end{aligned}$$

Inspection of the formula shows that the width of the confidence interval is inversely proportional to the square root of the sample size, so that proportions derived from small samples are not as precise as ones drawn from large samples. Also, if non-respondents differ from respondents with regard to the characteristics under consideration, the formula will overstate precision because the formula is based on assumption of 100% response.

Suppose a confidence interval is required for a group containing 1900 sample members. If the sample contains 95 persons with a specific characteristic, then the numbers that go into the formula are  $p=95/1900=0.05$  and  $n=1900$ . For a 95% confidence interval,  $Z$  is about 2. Putting these numbers into the formula above we have:

$$\begin{aligned}
 p \text{ (lower)} &= \hat{p} - Z \sqrt{[(1 - \hat{p})/n]} \\
 &= 0.05 - 2 \sqrt{[0.05(0.95)/1900]} \\
 &= 0.05 - 0.01 \\
 &= 0.04 \\
 \text{and similarly, } p \text{ (upper)} &= 0.05 + 0.01 \\
 &= 0.06
 \end{aligned}$$

Thus, a 95% confidence interval for  $p$  is from 4.0% to 6.0%. Although we cannot say that the population proportion is exactly 5.0%, we can be confident that it is between 4.0% and 6.0%. The 95% level of confidence means roughly that if this procedure were followed a large number of times using different samples of the same size, the population proportion would be within the calculated interval about 95% of the time.

## Means

As with proportions, confidence intervals may be constructed around the mean. The formula for a confidence interval around the sample mean is:

$$\bar{X} \pm Z s/\sqrt{n}$$

|                 |   |   |
|-----------------|---|---|
| where $\bar{X}$ | = | the sample mean   |
| $Z$             | = | a function of the level of confidence<br>and is found in a table of the standard<br>normal distribution |
| $s$             | = | the sample standard deviation   |
| $n$             | = | the sample size   |

For example, in Table 1.1.3, the mean salary for a PhD chemist who has 10-14 years since the BS and is employed in industry is \$60,503, the standard deviation is \$9,987 and the count is 446. For a 95% confidence interval,  $Z$  is about 2. Putting these numbers into the formula above, we have:

$$\begin{aligned} & \$60,503 \pm 2 (\$9,987)/\sqrt{446} \\ \text{or } & \$60,503 \pm \$946 \end{aligned}$$

Thus, a 95% confidence interval for the mean is \$59,557 to \$61,449. The size of the confidence interval depends on the number of respondents and the standard deviation. A smaller count or a larger standard deviation will result in a larger confidence interval.

## Medians

If a sample of size  $n$  is arranged in ascending order of magnitude, the median  $M_d$  is given by the  $(n+1)/2$ th value. If  $(n+1)/2$  is not an integer, then the median is a weighted average of the two values whose ranks are closest to  $(n+1)/2$ .

The median (the score that cuts the distribution in half) is generally a better measure of central tendency in salary distributions than the mean (the statistical average). Means are more likely than medians to be influenced by extremely high scores, which are typical in salary distributions.

The difference between the first quartile (the score below which one quarter of the case lie) and the third quartile (the score below which three quarters of the cases lie) is known as the interquartile range and is a measure of the variability in the distributions.

If the number of responses in a cell of a salary table is small, then the sample salary statistics for that cell may not accurately estimate the corresponding population salary statistics. In general, a cell containing fewer than 15 responses does not provide a useful estimate of the median salary, and a cell containing fewer than 25 responses does not provide a useful estimate of the 25th or the 75th salary percentile. For this reason, cells containing fewer than 15 responses were suppressed in the tables in this book.

### **Discrepancies Among Tables**

Some pairs of tables contain totals that should be identical but are not. For example, two tables that represent information about PhD respondents should show the same total number of PhDs. They might, however, show different totals. To illustrate, if one table groups the PhDs according to specialty and other groups them according to geographic region, the totals will differ unless the number who did not indicate their specialty is the same as the number who did not indicate their geographic region.

### **Comparing Salaries**

Often questions arise concerning B.S. chemists' salaries as compared with M.S. chemists', or women's salaries as compared with men's. These and similar comparisons require caution.

Statistical tests should be performed to determine whether observed differences in salaries of various sample groups could be mere chance occurrences resulting from peculiarities of the sample. Whether a difference in salaries is "statistically significant" depends not only on the magnitude of the difference but also on the sample size and the magnitude of the sample standard deviations.

Discussion of statistical tests of significance can be found in *Introductory Statistics for Business and Economics* by Thomas H. Wonnacott and Ronald J. Wonnacott, N.Y.: Wiley, 1990; and other similar texts.

### **Nonresponse Bias**

The confidence intervals discussed earlier can estimate the amount of variability due to sampling error. Another source of error may be response bias. Members who did respond may be different from those who did not respond. The likelihood and extent of nonresponse bias is small. Comparisons between the survey responses and the ACS membership records show no bias in terms of age, sex, employer, or geographic region. In addition, a telephone follow-up of 388 nonresponders to the 1991 survey found that nonresponders' salaries were virtually the same as those of responders. The mean salary for responders was \$57,007; for nonresponders it was \$57,982. A t-test of the difference between the mean salaries of the two groups resulted in no significant difference between the means. (Student's t was only 0.57.) The percent of both groups who were unemployed was also the same--1.6%.



**Comparison of Survey Results and  
Membership Characteristics**

|                    | March 1994<br>Salary<br>Survey | Year-end 1993<br>Membership<br>Records |
|--------------------|--------------------------------|--|
| <b>Sex</b>         |                                |  |
| Male               | 80.4%                          | 81.2%                                  |
| Female             | 19.6                           | 18.8                                   |
| <b>Age</b>         |                                |  |
| 20-29              | 8.1                            | 7.4                                    |
| 30-39              | 30.6                           | 29.3                                   |
| 40-49              | 28.6                           | 26.7                                   |
| 50-59              | 23.3                           | 21.8                                   |
| 60+                | 9.5                            | 14.9                                   |
| <b>Employer</b>    |                                |  |
| Industrial         | 62.8                           | 59.1                                   |
| Government         | 7.7                            | 8.0                                    |
| Other Nonacademic  | 5.6                            | 7.2                                    |
| Academic           | 24.0                           | 25.7                                   |
| <b>Region</b>      |                                |  |
| Pacific            | 12.4                           | 12.7                                   |
| Mountain           | 4.2                            | 4.4                                    |
| West North Central | 6.4                            | 5.9                                    |
| West South Central | 7.8                            | 7.6                                    |
| East North Central | 19.7                           | 18.6                                   |
| East South Central | 3.3                            | 3.7                                    |
| Middle Atlantic    | 21.0                           | 22.9                                   |
| South Atlantic     | 17.1                           | 16.6                                   |
| New England        | 8.0                            | 7.5                                    |

Note: Both survey results and membership characteristics refer to full and associate members who are less than 71 years old and who are living in the U.S.

**GEOGRAPHIC REGIONS****PACIFIC**

Alaska  
California  
Hawaii  
Oregon  
Washington

**MOUNTAIN**

Arizona  
Colorado  
Idaho  
Montana  
Nevada  
New Mexico  
Utah  
Wyoming

**WEST NORTH CENTRAL**

Iowa  
Kansas  
Minnesota  
Missouri  
Nebraska  
North Dakota  
South Dakota

**WEST SOUTH CENTRAL**

Arkansas  
Louisiana  
Oklahoma  
Texas

**EAST NORTH CENTRAL**

Illinois  
Indiana  
Michigan  
Ohio  
Wisconsin

**EAST SOUTH CENTRAL**

Alabama  
Kentucky  
Mississippi  
Tennessee

**MIDDLE ATLANTIC**

New Jersey  
New York  
Pennsylvania

**SOUTH ATLANTIC**

Delaware  
District of Columbia  
Florida  
Georgia  
Maryland  
North Carolina  
South Carolina  
Virginia  
West Virginia

**NEW ENGLAND**

Connecticut  
Maine  
Massachusetts  
New Hampshire  
Rhode Island  
Vermont

Table 1.1.1

SALARIES of BS CHEMISTS employed FULL-TIME  
by EMPLOYER TYPE and YEARS SINCE BS  
1994 ACS Salary Survey

| TYPE OF EMPLOYER<br>& YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Industry</b>                      |       |        |         |               |               |               |
| Total                                | 1575  | 49,256 | 25,869  | 35,700        | 45,000        | 58,000        |
| 0-1                                  | 38    | 30,371 | 10,750  | 25,000        | 27,250        | 35,000        |
| 2-4                                  | 204   | 33,339 | 21,799  | 27,750        | 31,500        | 36,000        |
| 5-9                                  | 339   | 39,301 | 9,207   | 33,000        | 39,000        | 44,500        |
| 10-14                                | 274   | 45,807 | 10,200  | 39,000        | 45,000        | 52,000        |
| 15-19                                | 248   | 52,926 | 15,077  | 42,800        | 51,000        | 60,205        |
| 20-24                                | 173   | 60,437 | 18,213  | 49,000        | 58,000        | 70,000        |
| 25-29                                | 105   | 61,246 | 21,320  | 50,000        | 59,600        | 70,500        |
| 30-34                                | 94    | 67,298 | 23,897  | 50,000        | 64,638        | 80,400        |
| 35-39                                | 60    | 65,713 | 21,690  | 50,750        | 65,236        | 75,000        |
| 40 or more                           | 40    | 86,695 | 102,420 | 57,700        | 68,000        | 81,600        |
| <b>Government</b>                    |       |        |         |               |               |               |
| Total                                | 144   | 46,068 | 14,093  | 35,000        | 45,276        | 53,238        |
| 5-9                                  | 13    | 37,515 | 7,951   | 30,800        | 37,000        | 44,000        |
| 10-14                                | 30    | 41,768 | 10,963  | 32,739        | 38,800        | 49,900        |
| 15-19                                | 12    | 49,765 | 13,886  | 38,883        | 47,518        | 57,552        |
| 20-24                                | 28    | 49,618 | 11,621  | 39,873        | 50,341        | 59,640        |
| 25-29                                | 12    | 51,273 | 12,799  | 40,000        | 50,127        | 58,850        |
| 30-34                                | 19    | 53,044 | 13,762  | 44,312        | 50,000        | 56,576        |
| <b>Other Nonacademic</b>             |       |        |         |               |               |               |
| Total                                | 86    | 59,752 | 70,786  | 34,000        | 45,000        | 60,000        |
| 5-9                                  | 18    | 37,577 | 11,168  | 34,000        | 36,376        | 42,000        |
| 10-14                                | 18    | 49,890 | 18,930  | 35,700        | 48,000        | 60,000        |
| <b>High School</b>                   |       |        |         |               |               |               |
| Total                                | 23    | 27,091 | 7,306   | 22,044        | 25,000        | 32,000        |
| <b>College or<br/>University</b>     |       |        |         |               |               |               |
| Total                                | 57    | 34,452 | 14,839  | 24,000        | 31,000        | 43,000        |
| 5-9                                  | 16    | 34,704 | 11,437  | 27,000        | 33,300        | 37,350        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 1.1.2

SALARIES of MS CHEMISTS employed FULL-TIME  
by EMPLOYER TYPE and YEARS SINCE BS  
1994 ACS Salary Survey

| TYPE OF EMPLOYER<br>& YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Industry</b>                      |       |        |         |               |               |               |
| Total                                | 937   | 58,459 | 19,519  | 46,000        | 55,000        | 67,000        |
| 5-9                                  | 116   | 43,014 | 8,716   | 37,720        | 43,000        | 48,000        |
| 10-14                                | 174   | 50,498 | 11,356  | 43,000        | 49,000        | 56,000        |
| 15-19                                | 182   | 58,326 | 15,328  | 48,000        | 55,668        | 65,000        |
| 20-24                                | 161   | 61,673 | 19,928  | 50,000        | 59,700        | 67,000        |
| 25-29                                | 123   | 64,566 | 19,685  | 51,000        | 63,252        | 74,000        |
| 30-34                                | 80    | 72,831 | 23,699  | 56,100        | 68,000        | 88,000        |
| 35-39                                | 56    | 70,886 | 21,253  | 56,650        | 66,300        | 85,000        |
| 40 or more                           | 33    | 68,834 | 27,181  | 51,800        | 62,000        | 73,500        |
| <b>Government</b>                    |       |        |         |               |               |               |
| Total                                | 123   | 52,927 | 16,146  | 40,000        | 52,385        | 64,500        |
| 15-19                                | 21    | 52,418 | 12,856  | 39,000        | 55,000        | 60,650        |
| 25-29                                | 26    | 56,699 | 14,255  | 45,325        | 56,000        | 68,334        |
| 30-34                                | 18    | 62,039 | 10,690  | 56,414        | 61,500        | 67,874        |
| 35-39                                | 19    | 57,079 | 24,478  | 36,000        | 52,385        | 76,000        |
| <b>Other Nonacademic</b>             |       |        |         |               |               |               |
| Total                                | 56    | 66,854 | 45,926  | 42,500        | 54,300        | 72,850        |
| <b>High School</b>                   |       |        |         |               |               |               |
| Total                                | 63    | 43,568 | 12,385  | 35,000        | 43,250        | 52,000        |
| 25-29                                | 17    | 44,784 | 13,250  | 32,000        | 49,000        | 54,000        |
| 30-34                                | 17    | 47,353 | 13,022  | 37,252        | 51,000        | 55,000        |
| <b>College or<br/>University</b>     |       |        |         |               |               |               |
| Total                                | 117   | 40,770 | 12,444  | 32,000        | 38,500        | 49,500        |
| 20-24                                | 15    | 38,234 | 6,876   | 34,000        | 38,000        | 42,000        |
| 25-29                                | 25    | 42,267 | 13,458  | 34,200        | 39,000        | 50,000        |
| 30-34                                | 28    | 46,842 | 12,344  | 39,500        | 45,800        | 55,500        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 1.1.3

**SALARIES of PhD CHEMISTS employed FULL-TIME  
by EMPLOYER TYPE and YEARS SINCE BS  
1994 ACS Salary Survey**

| TYPE OF EMPLOYER<br>& YEARS SINCE BS | Count | Mean    | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--------------------------------------|-------|---------|---------|---------------|---------------|---------------|
| <b>Industry</b>                      |       |         |         |               |               |               |
| Total                                | 2434  | 75,963  | 25,255  | 60,000        | 70,000        | 85,200        |
| 5-9                                  | 152   | 55,221  | 7,815   | 52,000        | 55,000        | 60,000        |
| 10-14                                | 446   | 60,503  | 9,987   | 55,000        | 60,000        | 65,000        |
| 15-19                                | 479   | 70,043  | 15,003  | 61,000        | 68,118        | 77,870        |
| 20-24                                | 435   | 77,400  | 20,055  | 66,000        | 74,000        | 88,000        |
| 25-29                                | 362   | 84,498  | 25,233  | 69,300        | 80,150        | 96,400        |
| 30-34                                | 298   | 93,328  | 35,109  | 73,140        | 85,000        | 105,000       |
| 35-39                                | 164   | 87,787  | 23,981  | 71,500        | 85,600        | 100,300       |
| 40 or more                           | 97    | 97,373  | 39,879  | 73,000        | 88,000        | 109,300       |
| <b>Government</b>                    |       |         |         |               |               |               |
| Total                                | 328   | 64,867  | 15,530  | 53,703        | 63,950        | 75,000        |
| 10-14                                | 41    | 52,888  | 10,046  | 46,752        | 51,000        | 61,000        |
| 15-19                                | 50    | 59,698  | 9,655   | 53,000        | 60,000        | 66,000        |
| 20-24                                | 51    | 61,749  | 14,530  | 50,000        | 58,800        | 70,800        |
| 25-29                                | 55    | 68,289  | 15,694  | 57,000        | 66,000        | 80,989        |
| 30-34                                | 57    | 71,332  | 13,543  | 62,000        | 72,000        | 83,652        |
| 35-39                                | 36    | 68,854  | 17,937  | 54,801        | 68,940        | 85,000        |
| 40 or more                           | 30    | 76,841  | 13,868  | 67,000        | 74,391        | 86,323        |
| <b>Other Nonacademic</b>             |       |         |         |               |               |               |
| Total                                | 158   | 79,892  | 37,130  | 56,700        | 72,000        | 92,000        |
| 10-14                                | 19    | 57,514  | 21,047  | 42,400        | 54,000        | 65,000        |
| 20-24                                | 24    | 69,548  | 15,570  | 58,750        | 73,500        | 81,520        |
| 25-29                                | 35    | 92,115  | 40,081  | 60,000        | 80,000        | 116,000       |
| 30-34                                | 31    | 75,850  | 31,497  | 60,000        | 69,500        | 95,500        |
| 35-39                                | 20    | 108,754 | 52,382  | 73,500        | 89,000        | 147,500       |
| <b>High School</b>                   |       |         |         |               |               |               |
| Total                                | 19    | 40,837  | 15,032  | 30,000        | 37,000        | 53,000        |
| <b>College or<br/>University</b>     |       |         |         |               |               |               |
| Total                                | 1505  | 56,856  | 24,781  | 40,000        | 52,000        | 65,700        |
| 5-9                                  | 57    | 34,364  | 9,893   | 28,620        | 32,500        | 38,500        |
| 10-14                                | 178   | 40,865  | 24,174  | 33,000        | 37,750        | 45,000        |
| 15-19                                | 198   | 46,961  | 14,954  | 38,000        | 42,800        | 53,000        |
| 20-24                                | 171   | 50,320  | 18,080  | 37,100        | 45,000        | 60,000        |
| 25-29                                | 238   | 61,618  | 26,720  | 44,000        | 56,000        | 71,000        |
| 30-34                                | 294   | 63,492  | 21,692  | 49,400        | 58,175        | 73,225        |
| 35-39                                | 212   | 64,980  | 22,386  | 50,000        | 60,100        | 75,000        |
| 40 or more                           | 157   | 72,130  | 29,117  | 52,000        | 64,000        | 84,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.1.1

SALARIES of INDUSTRIAL CHEMISTS employed FULL-TIME  
by DEGREE and YEARS SINCE BS  
1994 ACS Salary Survey

| HIGHEST DEGREE &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>BS</b>                          |       |        |         |               |               |               |
| Total                              | 1575  | 49,256 | 25,869  | 35,700        | 45,000        | 58,000        |
| 0-1                                | 38    | 30,371 | 10,750  | 25,000        | 27,250        | 35,000        |
| 2-4                                | 204   | 33,339 | 21,799  | 27,750        | 31,500        | 36,000        |
| 5-9                                | 339   | 39,301 | 9,207   | 33,000        | 39,000        | 44,500        |
| 10-14                              | 274   | 45,807 | 10,200  | 39,000        | 45,000        | 52,000        |
| 15-19                              | 248   | 52,926 | 15,077  | 42,800        | 51,000        | 60,205        |
| 20-24                              | 173   | 60,437 | 18,213  | 49,000        | 58,000        | 70,000        |
| 25-29                              | 105   | 61,246 | 21,320  | 50,000        | 59,600        | 70,500        |
| 30-34                              | 94    | 67,298 | 23,897  | 50,000        | 64,638        | 80,400        |
| 35-39                              | 60    | 65,713 | 21,690  | 50,750        | 65,236        | 75,000        |
| 40 or more                         | 40    | 86,695 | 102,420 | 57,700        | 68,000        | 81,600        |
| <b>MS</b>                          |       |        |         |               |               |               |
| Total                              | 937   | 58,459 | 19,519  | 46,000        | 55,000        | 67,000        |
| 5-9                                | 116   | 43,014 | 8,716   | 37,720        | 43,000        | 48,000        |
| 10-14                              | 174   | 50,498 | 11,356  | 43,000        | 49,000        | 56,000        |
| 15-19                              | 182   | 58,326 | 15,328  | 48,000        | 55,668        | 65,000        |
| 20-24                              | 161   | 61,673 | 19,928  | 50,000        | 59,700        | 67,000        |
| 25-29                              | 123   | 64,566 | 19,685  | 51,000        | 63,252        | 74,000        |
| 30-34                              | 80    | 72,831 | 23,699  | 56,100        | 68,000        | 88,000        |
| 35-39                              | 56    | 70,886 | 21,253  | 56,650        | 66,300        | 85,000        |
| 40 or more                         | 33    | 68,834 | 27,181  | 51,800        | 62,000        | 73,500        |
| <b>PhD</b>                         |       |        |         |               |               |               |
| Total                              | 2434  | 75,963 | 25,255  | 60,000        | 70,000        | 85,200        |
| 10-14                              | 446   | 60,503 | 9,987   | 55,000        | 60,000        | 65,000        |
| 15-19                              | 479   | 70,043 | 15,003  | 61,000        | 68,118        | 77,870        |
| 20-24                              | 435   | 77,400 | 20,055  | 66,000        | 74,000        | 88,000        |
| 25-29                              | 362   | 84,498 | 25,233  | 69,300        | 80,150        | 96,400        |
| 30-34                              | 298   | 93,328 | 35,109  | 73,140        | 85,000        | 105,000       |
| 35-39                              | 164   | 87,787 | 23,981  | 71,500        | 85,600        | 100,300       |
| 40 or more                         | 97    | 97,373 | 39,879  | 73,000        | 88,000        | 109,300       |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.1.2

SALARIES of MEN CHEMISTS employed FULL-TIME in INDUSTRY  
by DEGREE and YEARS SINCE BS  
1994 ACS Salary Survey

| HIGHEST DEGREE &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>BS</b>                          |       |        |         |               |               |               |
| Total                              | 1134  | 52,264 | 27,341  | 38,400        | 48,588        | 61,000        |
| 0-1                                | 20    | 32,465 | 13,492  | 25,500        | 27,250        | 39,000        |
| 2-4                                | 110   | 32,248 | 7,235   | 28,000        | 31,500        | 36,000        |
| 5-9                                | 207   | 40,463 | 9,583   | 34,000        | 40,000        | 45,000        |
| 10-14                              | 190   | 46,711 | 10,473  | 39,100        | 45,920        | 54,000        |
| 15-19                              | 195   | 53,909 | 15,275  | 43,000        | 52,000        | 61,000        |
| 20-24                              | 153   | 61,556 | 18,332  | 50,000        | 58,864        | 70,000        |
| 25-29                              | 88    | 61,982 | 21,375  | 50,000        | 60,000        | 70,250        |
| 30-34                              | 82    | 69,183 | 24,454  | 51,000        | 66,750        | 82,500        |
| 35-39                              | 53    | 67,451 | 21,410  | 52,000        | 67,200        | 75,000        |
| 40 or more                         | 36    | 88,528 | 106,646 | 60,000        | 69,250        | 81,600        |
| <b>MS</b>                          |       |        |         |               |               |               |
| Total                              | 721   | 60,590 | 19,906  | 48,000        | 56,836        | 70,000        |
| 5-9                                | 67    | 44,214 | 9,279   | 38,000        | 43,000        | 50,000        |
| 10-14                              | 113   | 50,505 | 11,484  | 43,000        | 49,000        | 55,744        |
| 15-19                              | 146   | 58,484 | 15,036  | 48,000        | 55,668        | 65,500        |
| 20-24                              | 136   | 62,719 | 20,610  | 50,000        | 60,000        | 68,467        |
| 25-29                              | 107   | 65,164 | 16,709  | 53,500        | 65,000        | 75,000        |
| 30-34                              | 64    | 75,849 | 24,816  | 56,600        | 72,190        | 92,800        |
| 35-39                              | 52    | 72,216 | 21,389  | 58,550        | 68,000        | 85,400        |
| 40 or more                         | 31    | 70,126 | 27,505  | 51,800        | 64,500        | 74,600        |
| <b>PhD</b>                         |       |        |         |               |               |               |
| Total                              | 2146  | 77,598 | 25,925  | 61,400        | 72,000        | 88,000        |
| 5-9                                | 107   | 55,174 | 8,153   | 50,500        | 55,000        | 60,000        |
| 10-14                              | 359   | 61,226 | 10,121  | 55,000        | 60,500        | 65,500        |
| 15-19                              | 416   | 70,073 | 14,962  | 61,090        | 68,400        | 78,000        |
| 20-24                              | 393   | 78,167 | 20,478  | 66,358        | 75,000        | 88,400        |
| 25-29                              | 337   | 85,476 | 25,209  | 70,000        | 81,600        | 97,000        |
| 30-34                              | 282   | 94,722 | 35,446  | 74,000        | 87,400        | 106,000       |
| 35-39                              | 160   | 88,479 | 23,715  | 72,000        | 86,000        | 101,300       |
| 40 or more                         | 91    | 99,383 | 40,101  | 75,000        | 91,000        | 112,000       |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.1.3

SALARIES of WOMEN CHEMISTS employed FULL-TIME in INDUSTRY  
by DEGREE and YEARS SINCE BS  
1994 ACS Salary Survey

| HIGHEST DEGREE &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>BS</b>                          |       |        |         |               |               |               |
| Total                              | 441   | 41,521 | 19,640  | 32,000        | 39,000        | 46,767        |
| 0-1                                | 18    | 28,044 | 6,098   | 25,000        | 28,000        | 32,500        |
| 2-4                                | 94    | 34,616 | 31,191  | 27,040        | 30,750        | 36,000        |
| 5-9                                | 132   | 37,479 | 8,296   | 32,450        | 36,218        | 42,910        |
| 10-14                              | 84    | 43,760 | 9,291   | 39,000        | 43,050        | 48,650        |
| 15-19                              | 53    | 49,310 | 13,868  | 41,000        | 48,750        | 54,000        |
| 20-24                              | 20    | 51,874 | 15,074  | 42,000        | 50,000        | 59,685        |
| 25-29                              | 17    | 57,434 | 21,254  | 42,500        | 51,645        | 73,560        |
| <b>MS</b>                          |       |        |         |               |               |               |
| Total                              | 215   | 51,321 | 16,333  | 41,100        | 48,000        | 60,000        |
| 5-9                                | 49    | 41,372 | 7,671   | 37,440        | 42,600        | 46,000        |
| 10-14                              | 61    | 50,486 | 11,210  | 42,000        | 49,000        | 57,000        |
| 15-19                              | 35    | 57,734 | 16,908  | 48,000        | 55,000        | 65,000        |
| 20-24                              | 25    | 55,982 | 14,776  | 46,000        | 58,000        | 66,000        |
| 25-29                              | 16    | 60,567 | 34,046  | 43,050        | 51,350        | 64,300        |
| 30-34                              | 16    | 60,758 | 13,307  | 54,900        | 60,500        | 67,500        |
| <b>PhD</b>                         |       |        |         |               |               |               |
| Total                              | 287   | 63,691 | 14,602  | 55,000        | 60,000        | 72,000        |
| 5-9                                | 45    | 55,332 | 7,030   | 53,000        | 57,000        | 59,000        |
| 10-14                              | 87    | 57,522 | 8,857   | 52,000        | 58,000        | 62,500        |
| 15-19                              | 63    | 69,847 | 15,387  | 60,000        | 67,000        | 74,000        |
| 20-24                              | 41    | 69,743 | 13,586  | 60,000        | 70,000        | 78,000        |
| 25-29                              | 25    | 71,318 | 22,041  | 63,000        | 70,000        | 83,000        |
| 30-34                              | 16    | 68,765 | 13,748  | 57,000        | 69,470        | 79,000        |

Note: Cells with fewer than 15 cases have been suppressed.



Table 2.2.1

**SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY**  
**by WORK SPECIALTY and YEARS SINCE BS**  
**1994 ACS Salary Survey**

| WORK SPECIALTY &<br>YEARS SINCE BS   | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Biochemistry</b>                  |       |        |         |               |               |               |
| Total                                | 55    | 44,366 | 14,815  | 34,900        | 43,000        | 50,820        |
| 5-9                                  | 19    | 39,930 | 7,815   | 34,039        | 39,000        | 45,580        |
| <b>General chemistry</b>             |       |        |         |               |               |               |
| Total                                | 91    | 47,051 | 18,247  | 32,400        | 43,500        | 56,000        |
| 2-4                                  | 16    | 32,425 | 9,821   | 26,500        | 33,200        | 39,000        |
| 5-9                                  | 21    | 38,010 | 9,398   | 32,400        | 37,445        | 43,000        |
| 10-14                                | 15    | 42,655 | 9,632   | 32,400        | 44,581        | 48,100        |
| <b>Agricultural<br/>chemistry</b>    |       |        |         |               |               |               |
| Total                                | 50    | 54,816 | 45,503  | 33,400        | 45,840        | 65,000        |
| 5-9                                  | 19    | 37,909 | 11,136  | 30,000        | 37,000        | 45,000        |
| <b>Analytical<br/>chemistry</b>      |       |        |         |               |               |               |
| Total                                | 503   | 45,860 | 15,753  | 34,940        | 43,000        | 53,795        |
| 2-4                                  | 71    | 32,356 | 6,960   | 27,900        | 31,238        | 35,300        |
| 5-9                                  | 111   | 38,130 | 7,753   | 32,619        | 36,550        | 44,000        |
| 10-14                                | 107   | 45,234 | 9,134   | 40,000        | 44,900        | 49,200        |
| 15-19                                | 72    | 50,407 | 12,618  | 41,500        | 50,000        | 56,000        |
| 20-24                                | 48    | 60,274 | 17,631  | 48,000        | 58,000        | 66,000        |
| 25-29                                | 32    | 56,187 | 13,226  | 43,000        | 58,000        | 67,000        |
| 30-34                                | 25    | 59,595 | 16,345  | 51,000        | 55,000        | 70,000        |
| 35-39                                | 15    | 57,702 | 16,325  | 44,007        | 58,000        | 64,800        |
| <b>Environmental<br/>chemistry</b>   |       |        |         |               |               |               |
| Total                                | 209   | 44,822 | 19,478  | 32,000        | 42,000        | 54,500        |
| 2-4                                  | 33    | 29,929 | 7,112   | 25,100        | 30,000        | 33,500        |
| 5-9                                  | 54    | 37,606 | 9,892   | 29,800        | 37,000        | 44,500        |
| 10-14                                | 34    | 42,332 | 11,188  | 33,600        | 42,000        | 52,000        |
| 15-19                                | 39    | 53,301 | 16,913  | 42,600        | 48,100        | 61,000        |
| 20-24                                | 16    | 53,327 | 17,011  | 41,000        | 50,600        | 60,000        |
| 25-29                                | 15    | 64,833 | 39,814  | 46,100        | 55,000        | 70,000        |
| <b>Inorganic<br/>chemistry</b>       |       |        |         |               |               |               |
| Total                                | 36    | 52,436 | 21,404  | 40,000        | 47,300        | 65,000        |
| <b>Materials science</b>             |       |        |         |               |               |               |
| Total                                | 53    | 50,111 | 17,679  | 40,000        | 46,500        | 58,000        |
| <b>Medicinal-Pharmace<br/>utical</b> |       |        |         |               |               |               |
| Total                                | 86    | 53,624 | 73,353  | 34,250        | 45,000        | 54,300        |
| 2-4                                  | 19    | 29,687 | 6,654   | 23,700        | 29,100        | 35,000        |
| 5-9                                  | 17    | 41,069 | 5,610   | 37,250        | 41,000        | 45,000        |
| <b>Organic chemistry</b>             |       |        |         |               |               |               |
| Total                                | 143   | 50,216 | 17,516  | 37,920        | 47,000        | 60,000        |
| 2-4                                  | 16    | 32,257 | 4,845   | 29,000        | 32,570        | 36,100        |
| 5-9                                  | 24    | 41,364 | 10,766  | 36,000        | 39,000        | 44,000        |
| 10-14                                | 28    | 46,609 | 9,291   | 38,100        | 45,000        | 52,500        |
| 15-19                                | 16    | 53,253 | 14,426  | 42,000        | 53,200        | 63,500        |
| 20-24                                | 18    | 53,009 | 13,423  | 46,500        | 50,500        | 53,000        |
| <b>Physical chemistry</b>            |       |        |         |               |               |               |
| Total                                | 24    | 61,613 | 32,983  | 37,360        | 47,000        | 82,950        |

Table 2.2.1 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY  
by WORK SPECIALTY and YEARS SINCE BS  
1994 ACS Salary Survey

| WORK SPECIALTY &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| Polymer chemistry                  |       |        |         |               |               |               |
| Total                              | 145   | 52,941 | 18,882  | 39,000        | 50,000        | 63,000        |
| 5-9                                | 29    | 40,452 | 8,025   | 35,050        | 39,000        | 44,500        |
| 10-14                              | 22    | 49,200 | 11,726  | 43,000        | 48,250        | 54,000        |
| 15-19                              | 22    | 58,420 | 14,617  | 45,000        | 57,000        | 70,000        |
| 20-24                              | 23    | 64,162 | 21,853  | 46,806        | 61,400        | 74,000        |
| Other chemical<br>science          |       |        |         |               |               |               |
| Total                              | 33    | 47,555 | 17,163  | 37,000        | 42,396        | 56,000        |
| Business<br>Administration         |       |        |         |               |               |               |
| Total                              | 35    | 65,966 | 24,970  | 48,000        | 62,000        | 82,000        |
| Computer science<br>Total          | 16    | 57,256 | 12,367  | 46,750        | 59,500        | 64,500        |
| Other nonchemistry<br>Total        | 63    | 56,782 | 20,024  | 42,000        | 51,650        | 65,000        |
| 15-19                              | 17    | 56,098 | 17,626  | 48,000        | 54,500        | 60,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.2.2

**SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY**  
**by WORK FUNCTION and YEARS SINCE BS**  
**1994 ACS Salary Survey**

| <b>WORK FUNCTION &amp;<br/>YEARS SINCE BS</b> | <b>Count</b> | <b>Mean</b> | <b>Std Dev</b> | <b>25th<br/>%-ile</b> | <b>50th<br/>%-ile</b> | <b>75th<br/>%-ile</b> |
|---|--------------|-------------|----------------|-----------------------|-----------------------|-----------------------|
| <b>R&amp;D Mgt</b>                            |              |             |                |                       |                       |                       |
| Total   | 113          | 67,322      | 22,500         | 54,000                | 63,000                | 80,400                |
| 5-9   | 17           | 48,217      | 13,079         | 40,000                | 46,500                | 50,250                |
| 20-24   | 24           | 77,595      | 16,638         | 64,000                | 78,000                | 86,500                |
| 30-34   | 15           | 85,250      | 30,465         | 56,000                | 85,000                | 98,000                |
| <b>Basic research</b>                         |              |             |                |                       |                       |                       |
| Total   | 107          | 43,772      | 12,573         | 34,000                | 41,000                | 51,050                |
| 2-4   | 24           | 32,357      | 4,676          | 28,590                | 32,600                | 35,500                |
| 5-9   | 29           | 38,879      | 6,329          | 35,000                | 39,000                | 44,050                |
| 10-14   | 20           | 45,551      | 9,822          | 37,960                | 44,819                | 51,775                |
| <b>Applied research</b>                       |              |             |                |                       |                       |                       |
| Total   | 436          | 46,599      | 19,749         | 36,000                | 43,200                | 53,000                |
| 0-1   | 15           | 28,300      | 6,276          | 25,000                | 27,500                | 34,000                |
| 2-4   | 61           | 38,862      | 38,285         | 30,000                | 34,000                | 37,550                |
| 5-9   | 104          | 39,030      | 6,553          | 35,000                | 39,000                | 44,000                |
| 10-14   | 84           | 45,294      | 7,820          | 40,000                | 45,000                | 51,000                |
| 15-19   | 64           | 50,183      | 10,707         | 42,000                | 51,020                | 55,000                |
| 20-24   | 45           | 57,101      | 16,209         | 46,903                | 53,131                | 65,000                |
| 25-29   | 23           | 56,989      | 11,618         | 47,500                | 59,000                | 65,000                |
| 30-34   | 20           | 64,649      | 19,092         | 50,000                | 66,750                | 80,938                |
| <b>General Mgt</b>                            |              |             |                |                       |                       |                       |
| Total   | 152          | 63,329      | 57,381         | 44,400                | 52,850                | 69,000                |
| 5-9   | 29           | 44,350      | 10,323         | 39,750                | 46,000                | 50,000                |
| 10-14   | 28           | 46,768      | 8,541          | 40,000                | 42,700                | 52,700                |
| 15-19   | 29           | 61,128      | 18,975         | 48,650                | 55,500                | 70,980                |
| 20-24   | 18           | 70,273      | 19,031         | 57,500                | 61,400                | 82,500                |
| 30-34   | 15           | 73,992      | 27,910         | 55,000                | 68,000                | 82,500                |
| <b>Marketing</b>                              |              |             |                |                       |                       |                       |
| Total   | 146          | 54,714      | 20,142         | 38,600                | 50,350                | 68,125                |
| 2-4   | 15           | 33,219      | 7,552          | 29,500                | 32,250                | 35,600                |
| 5-9   | 25           | 42,400      | 15,731         | 34,000                | 41,000                | 47,500                |
| 10-14   | 23           | 51,924      | 11,628         | 43,000                | 51,000                | 63,000                |
| 15-19   | 28           | 58,960      | 19,603         | 45,500                | 58,750                | 70,000                |
| 20-24   | 15           | 62,009      | 18,193         | 50,600                | 55,000                | 70,600                |
| <b>Production</b>                             |              |             |                |                       |                       |                       |
| Total   | 274          | 44,090      | 15,779         | 33,000                | 42,000                | 52,000                |
| 2-4   | 36           | 31,207      | 6,218          | 26,220                | 31,478                | 35,500                |
| 5-9   | 56           | 36,367      | 8,131          | 30,671                | 35,000                | 42,000                |
| 10-14   | 56           | 43,738      | 9,262          | 37,663                | 42,500                | 48,350                |
| 15-19   | 53           | 47,405      | 11,471         | 40,000                | 49,000                | 55,000                |
| 20-24   | 31           | 56,060      | 15,389         | 46,000                | 52,000                | 63,000                |
| <b>Health &amp; Safety</b>                    |              |             |                |                       |                       |                       |
| Total   | 73           | 50,876      | 13,761         | 40,000                | 49,000                | 60,000                |
| 5-9   | 18           | 41,878      | 7,290          | 38,000                | 41,000                | 49,000                |
| 15-19   | 15           | 53,134      | 11,396         | 43,500                | 49,600                | 60,000                |
| <b>Other lab analysis</b>                     |              |             |                |                       |                       |                       |
| Total   | 160          | 37,501      | 12,787         | 28,500                | 34,100                | 44,007                |
| 2-4   | 38           | 27,305      | 5,900          | 23,500                | 26,375                | 31,020                |
| 5-9   | 36           | 34,472      | 7,545          | 29,711                | 33,000                | 37,000                |
| 10-14   | 24           | 37,085      | 9,452          | 29,425                | 37,584                | 42,350                |
| 15-19   | 22           | 47,890      | 12,959         | 40,500                | 45,328                | 56,000                |
| <b>Consulting</b>                             |              |             |                |                       |                       |                       |
| Total   | 30           | 56,134      | 35,903         | 32,000                | 47,000                | 60,000                |

Table 2.2.2 (Continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY  
by WORK FUNCTION and YEARS SINCE BS  
1994 ACS SALARY SURVEY

| WORK FUNCTION &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|-----------------------------------|-------|--------|---------|---------------|---------------|---------------|
| Other                             |       |        |         |               |               |               |
| Total                             | 102   | 48,383 | 16,016  | 35,900        | 46,000        | 57,000        |
| 5-9                               | 22    | 41,088 | 6,126   | 35,000        | 40,750        | 44,900        |
| 10-14                             | 19    | 44,959 | 11,717  | 35,000        | 45,000        | 53,000        |
| 15-19                             | 18    | 50,661 | 12,751  | 44,088        | 49,425        | 59,768        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.2.3

**SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY  
by INDUSTRY and YEARS SINCE BS  
1994 ACS Salary Survey**

| INDUSTRY &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Analytical serv</b>       |       |        |         |               |               |               |
| lab                          |       |        |         |               |               |               |
| Total                        | 184   | 40,957 | 16,245  | 29,800        | 38,000        | 49,000        |
| 2-4                          | 30    | 27,976 | 7,217   | 23,500        | 26,225        | 30,800        |
| 5-9                          | 46    | 34,776 | 9,575   | 28,000        | 33,000        | 38,000        |
| 10-14                        | 40    | 40,456 | 9,284   | 37,000        | 40,010        | 45,000        |
| 15-19                        | 26    | 50,484 | 13,908  | 41,000        | 45,978        | 55,000        |
| Total                        | 30    | 41,667 | 15,302  | 31,000        | 36,000        | 50,000        |
| <b>Contract res firm</b>     |       |        |         |               |               |               |
| Total                        | 30    | 41,667 | 15,302  | 31,000        | 36,000        | 50,000        |
| <b>Other nonmanuf</b>        |       |        |         |               |               |               |
| Total                        | 136   | 52,368 | 33,672  | 35,250        | 46,050        | 58,000        |
| 2-4                          | 23    | 45,151 | 61,817  | 28,000        | 31,000        | 35,600        |
| 5-9                          | 32    | 40,153 | 8,199   | 35,000        | 40,000        | 45,000        |
| 15-19                        | 21    | 57,526 | 20,842  | 43,000        | 55,000        | 60,150        |
| 20-24                        | 19    | 56,350 | 18,997  | 46,000        | 52,000        | 70,000        |
| <b>Aerospace</b>             |       |        |         |               |               |               |
| Total                        | 23    | 57,020 | 11,626  | 51,000        | 55,868        | 64,000        |
| <b>Basic chemicals</b>       |       |        |         |               |               |               |
| Total                        | 50    | 57,308 | 18,194  | 44,000        | 56,000        | 68,000        |
| <b>Specialty chems</b>       |       |        |         |               |               |               |
| Total                        | 183   | 53,071 | 19,271  | 38,792        | 48,500        | 67,000        |
| 5-9                          | 37    | 41,566 | 14,570  | 34,500        | 39,300        | 43,000        |
| 10-14                        | 39    | 48,953 | 11,088  | 41,000        | 47,800        | 58,641        |
| 15-19                        | 27    | 58,538 | 16,584  | 43,500        | 54,000        | 70,000        |
| 20-24                        | 26    | 58,814 | 18,338  | 47,300        | 53,000        | 67,200        |
| <b>Agricultural chems</b>    |       |        |         |               |               |               |
| Total                        | 41    | 48,695 | 19,473  | 34,500        | 46,000        | 59,000        |
| <b>Biochemical prods</b>     |       |        |         |               |               |               |
| Total                        | 20    | 48,776 | 13,731  | 38,225        | 49,000        | 55,000        |
| <b>Electronics</b>           |       |        |         |               |               |               |
| Total                        | 35    | 47,780 | 17,260  | 39,000        | 45,000        | 52,000        |
| <b>Food</b>                  |       |        |         |               |               |               |
| Total                        | 57    | 48,971 | 19,201  | 33,400        | 47,000        | 58,000        |
| 15-19                        | 16    | 53,377 | 16,223  | 43,860        | 51,500        | 60,000        |
| <b>Instruments</b>           |       |        |         |               |               |               |
| Total                        | 45    | 48,367 | 13,305  | 37,300        | 48,000        | 57,750        |
| <b>Medical devices</b>       |       |        |         |               |               |               |
| Total                        | 51    | 47,228 | 14,176  | 37,000        | 46,250        | 54,000        |
| 5-9                          | 17    | 41,037 | 8,037   | 34,500        | 42,430        | 47,250        |
| <b>Metals</b>                |       |        |         |               |               |               |
| Total                        | 41    | 45,163 | 12,877  | 39,600        | 42,500        | 50,000        |
| <b>Paper</b>                 |       |        |         |               |               |               |
| Total                        | 20    | 46,231 | 13,046  | 36,900        | 43,000        | 56,800        |
| <b>Petroleum</b>             |       |        |         |               |               |               |
| Total                        | 54    | 51,795 | 16,970  | 40,500        | 50,500        | 61,000        |
| 15-19                        | 15    | 53,870 | 18,821  | 40,500        | 54,000        | 63,300        |

Table 2.2.3 (Continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY  
by INDUSTRY and YEARS SINCE BS  
1994 ACS Salary Survey

| INDUSTRY &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------|-------|--------|---------|---------------|---------------|---------------|
| Pharmaceuticals              |       |        |         |               |               |               |
| Total                        | 289   | 49,618 | 42,654  | 36,000        | 44,000        | 54,000        |
| 2-4                          | 57    | 32,733 | 6,188   | 28,250        | 32,600        | 36,600        |
| 5-9                          | 63    | 41,349 | 6,065   | 36,500        | 42,000        | 45,000        |
| 10-14                        | 55    | 45,713 | 8,273   | 40,800        | 45,383        | 50,020        |
| 15-19                        | 35    | 52,129 | 9,534   | 47,000        | 53,500        | 55,000        |
| 20-24                        | 27    | 64,740 | 18,259  | 51,000        | 61,370        | 66,000        |
| 25-29                        | 17    | 63,549 | 20,334  | 53,900        | 60,600        | 74,000        |
| Plastics                     |       |        |         |               |               |               |
| Total                        | 45    | 56,417 | 18,172  | 42,000        | 56,300        | 65,000        |
| Rubber                       |       |        |         |               |               |               |
| Total                        | 33    | 50,513 | 14,264  | 39,875        | 50,250        | 61,750        |
| Soaps                        |       |        |         |               |               |               |
| Total                        | 37    | 52,661 | 32,131  | 34,800        | 42,000        | 60,000        |
| Other manufactures           |       |        |         |               |               |               |
| Total                        | 129   | 47,820 | 18,937  | 34,000        | 42,000        | 59,500        |
| 5-9                          | 36    | 36,344 | 7,944   | 32,000        | 35,500        | 40,550        |
| 10-14                        | 18    | 40,555 | 9,585   | 33,000        | 38,200        | 43,000        |
| 15-19                        | 20    | 51,440 | 13,229  | 41,000        | 48,000        | 64,150        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.2.4

**SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY**  
**by GEOGRAPHIC REGION and YEARS SINCE BS**  
**1994 ACS Salary Survey**

| REGION &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|----------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Pacific</b>             |       |        |         |               |               |               |
| Total                      | 166   | 51,480 | 23,649  | 37,500        | 46,250        | 59,143        |
| 2-4                        | 20    | 33,081 | 7,277   | 29,750        | 32,500        | 36,200        |
| 5-9                        | 43    | 41,373 | 8,322   | 37,000        | 41,850        | 46,500        |
| 10-14                      | 26    | 51,003 | 9,576   | 45,000        | 50,000        | 59,400        |
| 15-19                      | 21    | 53,767 | 14,938  | 45,000        | 50,000        | 64,000        |
| 25-29                      | 16    | 63,269 | 41,577  | 38,000        | 56,200        | 70,850        |
| <b>Mountain</b>            |       |        |         |               |               |               |
| Total                      | 65    | 46,929 | 14,954  | 34,545        | 45,100        | 57,000        |
| 5-9                        | 15    | 38,589 | 10,636  | 30,000        | 35,295        | 45,000        |
| <b>West North Central</b>  |       |        |         |               |               |               |
| Total                      | 115   | 47,095 | 16,615  | 35,000        | 44,500        | 54,500        |
| 5-9                        | 25    | 38,768 | 9,255   | 32,155        | 35,000        | 46,000        |
| 10-14                      | 21    | 44,812 | 13,671  | 40,000        | 43,000        | 46,000        |
| 15-19                      | 20    | 52,675 | 15,130  | 42,000        | 52,000        | 64,000        |
| 20-24                      | 18    | 56,951 | 15,996  | 46,000        | 51,650        | 68,000        |
| <b>West South Central</b>  |       |        |         |               |               |               |
| Total                      | 107   | 54,268 | 65,711  | 34,100        | 46,767        | 56,000        |
| 5-9                        | 21    | 41,849 | 9,600   | 34,558        | 41,000        | 50,000        |
| 10-14                      | 23    | 43,680 | 10,678  | 37,500        | 43,800        | 50,625        |
| 15-19                      | 26    | 53,364 | 17,851  | 40,500        | 55,000        | 60,150        |
| <b>East North Central</b>  |       |        |         |               |               |               |
| Total                      | 366   | 47,722 | 18,429  | 35,000        | 44,000        | 57,500        |
| 2-4                        | 51    | 31,648 | 7,041   | 27,200        | 31,000        | 35,664        |
| 5-9                        | 80    | 37,676 | 10,569  | 33,000        | 36,450        | 42,000        |
| 10-14                      | 70    | 46,597 | 9,558   | 40,014        | 45,000        | 52,000        |
| 15-19                      | 54    | 55,472 | 16,206  | 44,669        | 52,000        | 62,750        |
| 20-24                      | 37    | 61,504 | 14,778  | 50,500        | 59,300        | 70,000        |
| 25-29                      | 21    | 62,293 | 15,490  | 52,000        | 63,728        | 74,068        |
| 30-34                      | 21    | 72,430 | 28,271  | 51,000        | 70,000        | 79,500        |
| <b>East South Central</b>  |       |        |         |               |               |               |
| Total                      | 48    | 47,714 | 16,642  | 36,600        | 45,000        | 54,100        |
| <b>Middle Atlantic</b>     |       |        |         |               |               |               |
| Total                      | 364   | 49,082 | 17,900  | 37,000        | 46,000        | 56,500        |
| 2-4                        | 46    | 32,592 | 8,238   | 28,000        | 33,250        | 36,200        |
| 5-9                        | 79    | 39,323 | 7,160   | 35,000        | 38,800        | 44,000        |
| 10-14                      | 57    | 44,656 | 8,131   | 39,000        | 44,800        | 49,300        |
| 15-19                      | 55    | 55,009 | 14,676  | 45,000        | 51,000        | 62,650        |
| 20-24                      | 35    | 58,062 | 18,436  | 46,500        | 53,631        | 61,500        |
| 25-29                      | 21    | 57,340 | 16,230  | 49,528        | 53,900        | 61,000        |
| 30-34                      | 29    | 61,180 | 17,236  | 50,000        | 60,000        | 68,000        |
| 35-39                      | 18    | 70,687 | 21,587  | 59,500        | 65,000        | 75,000        |
| <b>South Atlantic</b>      |       |        |         |               |               |               |
| Total                      | 245   | 50,125 | 19,918  | 35,000        | 45,000        | 62,000        |
| 2-4                        | 37    | 30,872 | 7,041   | 26,500        | 30,084        | 34,500        |
| 5-9                        | 43    | 39,756 | 10,323  | 34,100        | 39,000        | 44,000        |
| 10-14                      | 43    | 45,938 | 10,252  | 37,000        | 44,975        | 54,000        |
| 15-19                      | 34    | 51,355 | 14,224  | 42,500        | 48,000        | 59,000        |
| 20-24                      | 35    | 64,100 | 18,768  | 50,000        | 65,000        | 77,500        |
| 25-29                      | 18    | 66,002 | 17,989  | 50,000        | 64,000        | 80,000        |

Table 2.2.4 (Continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY  
by GEOGRAPHIC REGION and YEARS SINCE BS  
1994 ACS Salary Survey

| REGION &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|----------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>New England</b>         |       |        |         |               |               |               |
| Total                      | 106   | 50,154 | 31,750  | 36,000        | 43,000        | 56,500        |
| 5-9                        | 20    | 40,978 | 8,893   | 33,950        | 41,500        | 44,550        |
| 10-14                      | 18    | 44,776 | 10,036  | 40,000        | 43,000        | 52,500        |
| 15-19                      | 17    | 46,073 | 12,683  | 40,000        | 48,750        | 55,000        |

Note: Cells with fewer than 15 cases have been suppressed.



Table 2.2.5

**SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY  
by SUPERVISORY STATUS and YEARS SINCE BS  
1994 ACS Salary Survey**

| SUPERVISORY STATUS<br>& YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--|-------|--------|---------|---------------|---------------|---------------|
| <b>Nonsupervisory</b>                  |       |        |         |               |               |               |
| Total                                  | 681   | 41,961 | 13,681  | 32,000        | 40,014        | 50,000        |
| 0-1                                    | 28    | 30,198 | 7,415   | 25,000        | 30,500        | 35,000        |
| 2-4                                    | 139   | 30,625 | 6,981   | 26,500        | 30,025        | 34,000        |
| 5-9                                    | 159   | 37,308 | 7,234   | 32,000        | 37,000        | 43,000        |
| 10-14                                  | 108   | 43,370 | 9,232   | 37,920        | 43,000        | 48,396        |
| 15-19                                  | 89    | 48,031 | 12,397  | 41,500        | 47,100        | 54,000        |
| 20-24                                  | 51    | 50,582 | 12,379  | 42,000        | 50,600        | 58,864        |
| 25-29                                  | 35    | 53,823 | 13,038  | 46,100        | 53,900        | 60,000        |
| 30-34                                  | 32    | 55,965 | 14,203  | 50,000        | 54,800        | 68,250        |
| 35-39                                  | 25    | 57,312 | 17,967  | 44,007        | 59,000        | 70,000        |
| 40 or more                             | 15    | 62,236 | 19,714  | 55,000        | 63,200        | 75,000        |
| <b>Supervisory</b>                     |       |        |         |               |               |               |
| Total                                  | 920   | 54,643 | 30,941  | 40,000        | 50,000        | 63,000        |
| 2-4                                    | 66    | 39,015 | 36,511  | 31,500        | 34,975        | 38,950        |
| 5-9                                    | 187   | 40,980 | 10,311  | 34,574        | 40,000        | 47,000        |
| 10-14                                  | 170   | 47,344 | 10,504  | 40,000        | 46,250        | 55,000        |
| 15-19                                  | 163   | 55,666 | 15,771  | 44,400        | 54,000        | 64,000        |
| 20-24                                  | 125   | 64,331 | 18,710  | 50,200        | 61,385        | 75,000        |
| 25-29                                  | 71    | 64,957 | 23,652  | 52,000        | 62,500        | 74,000        |
| 30-34                                  | 64    | 72,611 | 25,697  | 51,500        | 69,000        | 86,500        |
| 35-39                                  | 36    | 71,713 | 22,351  | 59,500        | 70,000        | 80,000        |
| 40 or more                             | 28    | 99,866 | 125,086 | 61,000        | 70,000        | 85,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.2.6

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY  
by TOTAL SUBORDINATES and YEARS SINCE BS  
1994 ACS Salary Survey

| TOTAL SUBORDINATES<br>& YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--|-------|--------|---------|---------------|---------------|---------------|
| None                                   |       |        |         |               |               |               |
| Total                                  | 681   | 41,961 | 13,681  | 32,000        | 40,014        | 50,000        |
| 0-1                                    | 28    | 30,198 | 7,415   | 25,000        | 30,500        | 35,000        |
| 2-4                                    | 139   | 30,625 | 6,981   | 26,500        | 30,025        | 34,000        |
| 5-9                                    | 159   | 37,308 | 7,234   | 32,000        | 37,000        | 43,000        |
| 10-14                                  | 108   | 43,370 | 9,232   | 37,920        | 43,000        | 48,396        |
| 15-19                                  | 89    | 48,031 | 12,397  | 41,500        | 47,100        | 54,000        |
| 20-24                                  | 51    | 50,582 | 12,379  | 42,000        | 50,600        | 58,864        |
| 25-29                                  | 35    | 53,823 | 13,038  | 46,100        | 53,900        | 60,000        |
| 30-34                                  | 32    | 55,965 | 14,203  | 50,000        | 54,800        | 68,250        |
| 35-39                                  | 25    | 57,312 | 17,967  | 44,007        | 59,000        | 70,000        |
| 40 or more                             | 15    | 62,236 | 19,714  | 55,000        | 63,200        | 75,000        |
| 1-2                                    |       |        |         |               |               |               |
| Total                                  | 286   | 48,375 | 22,660  | 37,000        | 45,000        | 55,500        |
| 2-4                                    | 27    | 44,750 | 56,686  | 31,600        | 35,000        | 38,000        |
| 5-9                                    | 69    | 37,711 | 7,467   | 33,000        | 37,445        | 42,000        |
| 10-14                                  | 64    | 45,549 | 9,942   | 38,400        | 45,000        | 53,500        |
| 15-19                                  | 41    | 50,956 | 11,641  | 42,800        | 50,860        | 55,250        |
| 20-24                                  | 27    | 57,299 | 19,772  | 46,000        | 50,000        | 65,000        |
| 25-29                                  | 24    | 59,763 | 13,847  | 45,000        | 61,075        | 70,500        |
| 30-34                                  | 17    | 61,471 | 18,416  | 48,000        | 61,000        | 70,000        |
| 3-9                                    |       |        |         |               |               |               |
| Total                                  | 356   | 50,547 | 16,103  | 39,600        | 49,000        | 60,000        |
| 2-4                                    | 26    | 34,842 | 5,828   | 31,500        | 34,190        | 38,700        |
| 5-9                                    | 76    | 41,380 | 9,772   | 34,558        | 40,500        | 48,000        |
| 10-14                                  | 63    | 46,254 | 8,826   | 40,000        | 45,000        | 52,700        |
| 15-19                                  | 68    | 52,888 | 14,101  | 42,500        | 52,000        | 62,650        |
| 20-24                                  | 50    | 60,746 | 15,572  | 50,460        | 57,500        | 66,000        |
| 25-29                                  | 30    | 60,077 | 19,268  | 44,900        | 58,450        | 70,000        |
| 30-34                                  | 17    | 59,688 | 13,905  | 50,000        | 56,000        | 70,000        |
| 10-14                                  |       |        |         |               |               |               |
| Total                                  | 101   | 58,890 | 22,897  | 44,000        | 56,500        | 68,500        |
| 5-9                                    | 15    | 41,789 | 7,057   | 39,750        | 42,250        | 45,600        |
| 10-14                                  | 18    | 49,343 | 10,671  | 42,000        | 47,800        | 58,000        |
| 15-19                                  | 17    | 58,025 | 10,529  | 48,750        | 58,750        | 64,500        |
| 20-24                                  | 19    | 63,646 | 16,924  | 50,000        | 61,500        | 73,400        |
| 15-29                                  |       |        |         |               |               |               |
| Total                                  | 98    | 61,116 | 23,293  | 44,500        | 60,000        | 77,000        |
| 5-9                                    | 22    | 46,845 | 10,824  | 42,000        | 47,400        | 50,100        |
| 10-14                                  | 15    | 52,806 | 16,357  | 40,000        | 54,750        | 62,000        |
| 15-19                                  | 16    | 54,809 | 17,560  | 42,750        | 60,000        | 67,400        |
| 20-24                                  | 15    | 73,728 | 17,155  | 59,000        | 74,212        | 82,800        |
| 30-49                                  |       |        |         |               |               |               |
| Total                                  | 40    | 72,961 | 27,293  | 55,450        | 68,826        | 96,500        |
| 50-99                                  |       |        |         |               |               |               |
| Total                                  | 29    | 74,341 | 25,213  | 53,000        | 74,000        | 93,600        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.2.7

**SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY**  
**by EMPLOYER SIZE and YEARS SINCE BS**  
**1994 ACS Salary Survey**

| EMPLOYER SIZE &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|-----------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Less than 2,500</b>            |       |        |         |               |               |               |
| Total                             | 868   | 47,003 | 30,775  | 33,000        | 42,450        | 54,000        |
| 0-1                               | 18    | 28,283 | 14,195  | 22,000        | 25,000        | 31,000        |
| 2-4                               | 112   | 31,785 | 28,758  | 24,880        | 29,110        | 32,000        |
| 5-9                               | 205   | 37,892 | 8,372   | 32,088        | 37,000        | 44,000        |
| 10-14                             | 149   | 43,483 | 9,545   | 37,450        | 42,450        | 48,500        |
| 15-19                             | 135   | 50,324 | 15,488  | 40,500        | 48,000        | 57,000        |
| 20-24                             | 88    | 58,457 | 19,479  | 46,000        | 52,000        | 65,000        |
| 25-29                             | 55    | 58,516 | 27,031  | 42,358        | 55,100        | 68,800        |
| 30-34                             | 45    | 62,665 | 26,223  | 48,413        | 55,000        | 70,000        |
| 35-39                             | 39    | 61,745 | 20,290  | 44,007        | 62,970        | 72,000        |
| 40 or more                        | 22    | 99,605 | 139,499 | 61,000        | 69,500        | 83,200        |
| <b>2,500 or more</b>              |       |        |         |               |               |               |
| Total                             | 721   | 51,989 | 17,898  | 39,000        | 50,000        | 61,152        |
| 0-1                               | 20    | 32,250 | 6,075   | 26,250        | 32,250        | 37,000        |
| 2-4                               | 89    | 35,467 | 6,705   | 31,500        | 35,000        | 39,000        |
| 5-9                               | 139   | 41,321 | 10,030  | 35,238        | 41,000        | 45,000        |
| 10-14                             | 127   | 48,823 | 9,953   | 42,000        | 48,498        | 54,000        |
| 15-19                             | 115   | 56,090 | 14,035  | 47,000        | 54,000        | 62,000        |
| 20-24                             | 88    | 62,394 | 16,751  | 50,500        | 61,370        | 72,000        |
| 25-29                             | 51    | 64,136 | 12,424  | 54,800        | 62,000        | 74,136        |
| 30-34                             | 50    | 70,729 | 21,165  | 53,000        | 70,000        | 83,600        |
| 35-39                             | 21    | 70,308 | 20,658  | 61,500        | 68,000        | 80,000        |
| 40 or more                        | 21    | 72,427 | 26,390  | 55,000        | 66,000        | 75,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.3.1

**SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY  
by WORK SPECIALTY and YEARS SINCE BS  
1994 ACS Salary Survey**

| <b>WORK SPECIALTY &amp;<br/>YEARS SINCE BS</b> | <b>Count</b> | <b>Mean</b> | <b>Std Dev</b> | <b>25th<br/>%-ile</b> | <b>50th<br/>%-ile</b> | <b>75th<br/>%-ile</b> |
|--|--------------|-------------|----------------|-----------------------|-----------------------|-----------------------|
| <b>Biochemistry</b>                            |              |             |                |                       |                       |                       |
| Total  | 47           | 52,606      | 13,802         | 43,850                | 49,050                | 58,000                |
| 10-14  | 17           | 50,066      | 10,856         | 42,000                | 49,650                | 55,000                |
| <b>General chemistry</b>                       |              |             |                |                       |                       |                       |
| Total  | 21           | 50,035      | 14,188         | 42,100                | 47,750                | 50,000                |
| <b>Agricultural chem</b>                       |              |             |                |                       |                       |                       |
| Total  | 40           | 59,976      | 20,790         | 48,000                | 56,000                | 69,000                |
| <b>Analytical chem</b>                         |              |             |                |                       |                       |                       |
| Total  | 249          | 54,738      | 14,187         | 45,000                | 51,750                | 63,600                |
| 5-9  | 27           | 42,267      | 7,615          | 37,400                | 43,750                | 48,000                |
| 10-14  | 43           | 47,501      | 10,699         | 40,000                | 45,500                | 51,400                |
| 15-19  | 53           | 54,075      | 11,475         | 46,900                | 54,500                | 60,500                |
| 20-24  | 52           | 56,176      | 10,064         | 50,000                | 56,000                | 63,600                |
| 25-29  | 32           | 61,872      | 16,302         | 50,000                | 60,250                | 75,000                |
| 30-34  | 22           | 65,408      | 15,794         | 55,200                | 65,850                | 74,160                |
| <b>Environmental chem</b>                      |              |             |                |                       |                       |                       |
| Total  | 106          | 57,916      | 20,916         | 42,000                | 54,700                | 69,875                |
| 10-14  | 20           | 52,961      | 12,801         | 45,000                | 51,000                | 65,200                |
| 15-19  | 22           | 55,733      | 14,357         | 48,000                | 54,000                | 62,500                |
| 20-24  | 27           | 60,967      | 24,885         | 41,000                | 58,000                | 75,000                |
| <b>Materials science</b>                       |              |             |                |                       |                       |                       |
| Total  | 35           | 63,698      | 20,911         | 49,000                | 60,000                | 72,000                |
| <b>Medicinal-Pharmace<br/>utical</b>           |              |             |                |                       |                       |                       |
| Total  | 76           | 54,731      | 14,809         | 45,700                | 52,600                | 61,500                |
| 10-14  | 25           | 51,897      | 8,884          | 45,850                | 49,370                | 56,500                |
| <b>Organic chemistry</b>                       |              |             |                |                       |                       |                       |
| Total  | 113          | 55,655      | 19,420         | 43,100                | 52,000                | 63,876                |
| 5-9  | 26           | 41,319      | 6,878          | 37,000                | 40,962                | 45,000                |
| 10-14  | 16           | 51,098      | 12,130         | 43,500                | 50,000                | 54,000                |
| 15-19  | 15           | 54,694      | 9,967          | 48,000                | 52,250                | 56,000                |
| 25-29  | 19           | 56,838      | 11,486         | 50,800                | 57,000                | 65,000                |
| <b>Physical chemistry</b>                      |              |             |                |                       |                       |                       |
| Total  | 19           | 56,863      | 13,704         | 48,000                | 55,500                | 64,500                |
| <b>Polymer chemistry</b>                       |              |             |                |                       |                       |                       |
| Total  | 100          | 67,606      | 24,766         | 52,150                | 60,120                | 77,280                |
| 10-14  | 15           | 49,634      | 9,508          | 42,000                | 49,000                | 55,000                |
| 15-19  | 23           | 64,930      | 16,920         | 53,900                | 59,750                | 76,000                |
| 20-24  | 15           | 76,343      | 32,968         | 58,000                | 66,000                | 78,360                |
| <b>Other chemical<br/>science</b>              |              |             |                |                       |                       |                       |
| Total  | 39           | 63,532      | 20,586         | 48,744                | 58,250                | 73,700                |
| <b>Business Admin</b>                          |              |             |                |                       |                       |                       |
| Total  | 20           | 78,190      | 35,003         | 60,000                | 68,000                | 98,500                |
| <b>Other nonchemistry</b>                      |              |             |                |                       |                       |                       |
| Total  | 37           | 62,041      | 20,704         | 47,900                | 59,000                | 70,300                |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.3.2

**SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY**  
**by WORK FUNCTION and YEARS SINCE BS**  
**1994 ACS Salary Survey**

| WORK FUNCTION &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|-----------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>R&amp;D Mgt</b>                |       |        |         |               |               |               |
| Total                             | 107   | 73,749 | 21,897  | 57,000        | 70,500        | 85,800        |
| 15-19                             | 17    | 71,346 | 16,768  | 60,000        | 72,000        | 85,000        |
| 20-24                             | 22    | 70,470 | 23,133  | 50,000        | 64,700        | 94,600        |
| 25-29                             | 15    | 71,833 | 20,193  | 57,000        | 70,000        | 90,000        |
| 30-34                             | 18    | 83,996 | 27,327  | 65,600        | 78,740        | 90,000        |
| 35-39                             | 15    | 88,567 | 18,848  | 72,000        | 85,800        | 100,000       |
| <b>Basic research</b>             |       |        |         |               |               |               |
| Total                             | 70    | 51,382 | 12,930  | 42,700        | 49,740        | 56,000        |
| 5-9                               | 20    | 41,631 | 7,040   | 37,000        | 41,000        | 45,700        |
| 10-14                             | 18    | 49,290 | 7,091   | 45,000        | 49,370        | 53,000        |
| <b>Applied research</b>           |       |        |         |               |               |               |
| Total                             | 319   | 55,489 | 13,561  | 46,000        | 54,000        | 63,000        |
| 5-9                               | 51    | 44,686 | 6,754   | 39,400        | 43,850        | 50,000        |
| 10-14                             | 70    | 50,262 | 9,710   | 43,500        | 49,000        | 56,000        |
| 15-19                             | 62    | 55,445 | 9,648   | 48,500        | 54,650        | 61,560        |
| 20-24                             | 46    | 60,588 | 10,249  | 53,400        | 60,000        | 67,000        |
| 25-29                             | 32    | 60,141 | 11,722  | 53,700        | 59,325        | 65,000        |
| 30-34                             | 23    | 70,632 | 17,147  | 58,300        | 70,420        | 80,340        |
| 35-39                             | 20    | 64,173 | 17,086  | 51,000        | 61,000        | 71,000        |
| <b>General Mgt</b>                |       |        |         |               |               |               |
| Total                             | 68    | 74,675 | 29,552  | 54,500        | 68,600        | 84,000        |
| 15-19                             | 19    | 64,268 | 19,525  | 50,380        | 59,000        | 80,000        |
| 20-24                             | 16    | 79,119 | 35,874  | 53,000        | 66,500        | 86,500        |
| <b>Marketing</b>                  |       |        |         |               |               |               |
| Total                             | 75    | 59,546 | 18,509  | 46,000        | 58,000        | 73,440        |
| 15-19                             | 16    | 66,224 | 19,800  | 53,000        | 61,000        | 76,040        |
| <b>Production</b>                 |       |        |         |               |               |               |
| Total                             | 128   | 50,812 | 14,197  | 40,400        | 49,400        | 58,400        |
| 5-9                               | 15    | 44,563 | 11,464  | 35,800        | 44,000        | 50,300        |
| 10-14                             | 25    | 44,892 | 8,886   | 39,180        | 43,500        | 48,500        |
| 15-19                             | 21    | 53,225 | 11,080  | 48,000        | 51,200        | 60,250        |
| 20-24                             | 27    | 52,720 | 13,663  | 40,300        | 50,000        | 61,000        |
| 25-29                             | 17    | 58,119 | 16,408  | 45,000        | 56,836        | 70,000        |
| <b>Health &amp; Safety</b>        |       |        |         |               |               |               |
| Total                             | 47    | 63,275 | 22,641  | 49,000        | 59,000        | 71,000        |
| <b>Other lab analysis</b>         |       |        |         |               |               |               |
| Total                             | 60    | 46,412 | 15,114  | 36,000        | 43,000        | 52,162        |
| <b>Consulting</b>                 |       |        |         |               |               |               |
| Total                             | 20    | 61,966 | 23,761  | 49,000        | 61,500        | 71,500        |
| <b>Other</b>                      |       |        |         |               |               |               |
| Total                             | 55    | 59,012 | 17,588  | 48,100        | 55,000        | 67,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.3.3

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY  
by INDUSTRY and YEARS SINCE BS  
1994 ACS Salary Survey

| INDUSTRY &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------|-------|--------|---------|---------------|---------------|---------------|
| Analytical serv<br>lab       |       |        |         |               |               |               |
| Total                        | 61    | 49,461 | 14,539  | 39,255        | 49,950        | 59,000        |
| Contract res firm            |       |        |         |               |               |               |
| Total                        | 28    | 59,644 | 26,275  | 35,200        | 57,000        | 71,680        |
| Other nonmanuf               |       |        |         |               |               |               |
| Total                        | 68    | 59,327 | 21,384  | 45,750        | 54,450        | 71,500        |
| 10-14                        | 15    | 53,380 | 15,353  | 45,500        | 48,000        | 71,000        |
| 15-19                        | 15    | 63,993 | 19,980  | 52,000        | 57,000        | 72,800        |
| 20-24                        | 15    | 60,073 | 21,657  | 45,000        | 58,000        | 75,500        |
| Aerospace                    |       |        |         |               |               |               |
| Total                        | 15    | 54,460 | 13,463  | 46,000        | 52,000        | 59,000        |
| Other nonmanuf               |       |        |         |               |               |               |
| Total                        | 51    | 60,626 | 20,735  | 47,000        | 55,000        | 72,800        |
| Aerospace                    |       |        |         |               |               |               |
| Total                        | 32    | 54,975 | 19,127  | 45,250        | 52,050        | 60,100        |
| Basic chemicals              |       |        |         |               |               |               |
| Total                        | 33    | 59,655 | 17,723  | 47,000        | 59,850        | 68,000        |
| Specialty chems              |       |        |         |               |               |               |
| Total                        | 112   | 60,423 | 22,398  | 48,000        | 55,750        | 69,750        |
| 5-9                          | 17    | 44,302 | 8,108   | 38,000        | 43,000        | 50,000        |
| 10-14                        | 19    | 47,956 | 11,554  | 39,700        | 48,000        | 52,300        |
| 15-19                        | 18    | 58,769 | 11,171  | 51,500        | 56,500        | 65,300        |
| 20-24                        | 20    | 62,217 | 16,679  | 51,635        | 59,000        | 69,000        |
| Agricultural chems           |       |        |         |               |               |               |
| Total                        | 35    | 60,340 | 12,864  | 50,000        | 60,642        | 71,340        |
| Biochemical prods            |       |        |         |               |               |               |
| Total                        | 16    | 52,291 | 18,741  | 39,500        | 48,050        | 61,000        |
| Coatings                     |       |        |         |               |               |               |
| Total                        | 39    | 60,347 | 20,357  | 45,000        | 57,000        | 72,000        |
| Electronics                  |       |        |         |               |               |               |
| Total                        | 21    | 65,475 | 25,169  | 47,045        | 61,350        | 75,450        |
| Food                         |       |        |         |               |               |               |
| Total                        | 35    | 60,253 | 22,937  | 45,100        | 54,300        | 69,000        |
| Instruments                  |       |        |         |               |               |               |
| Total                        | 25    | 56,491 | 15,657  | 44,000        | 52,500        | 63,500        |
| Medical devices              |       |        |         |               |               |               |
| Total                        | 35    | 60,364 | 20,274  | 48,000        | 56,000        | 66,427        |
| Metals                       |       |        |         |               |               |               |
| Total                        | 17    | 52,595 | 18,749  | 43,514        | 49,540        | 60,080        |
| Petroleum                    |       |        |         |               |               |               |
| Total                        | 20    | 67,568 | 21,192  | 50,000        | 62,250        | 80,120        |
| Pharmaceuticals              |       |        |         |               |               |               |
| Total                        | 231   | 55,919 | 13,831  | 46,000        | 53,900        | 65,000        |
| 5-9                          | 41    | 44,685 | 6,440   | 40,962        | 43,775        | 47,200        |
| 10-14                        | 51    | 52,314 | 9,144   | 45,960        | 49,740        | 57,000        |
| 15-19                        | 44    | 55,589 | 14,668  | 46,000        | 54,000        | 60,250        |
| 20-24                        | 37    | 61,136 | 13,386  | 51,400        | 61,000        | 67,000        |
| 25-29                        | 35    | 65,050 | 11,445  | 55,000        | 65,000        | 74,000        |

Table 2.3.3 (Continued)

**SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY  
by INDUSTRY and YEARS SINCE BS  
1994 ACS Salary Survey**

| INDUSTRY &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------|-------|--------|---------|---------------|---------------|---------------|
| Plastics                     |       |        |         |               |               |               |
| Total                        | 41    | 65,273 | 25,999  | 50,000        | 57,600        | 71,540        |
| Rubber                       |       |        |         |               |               |               |
| Total                        | 15    | 58,909 | 15,403  | 48,000        | 55,536        | 75,000        |
| Other manufactures           |       |        |         |               |               |               |
| Total                        | 106   | 60,344 | 22,256  | 47,900        | 56,836        | 67,600        |
| 15-19                        | 16    | 60,596 | 21,341  | 51,190        | 57,000        | 70,000        |
| 20-24                        | 17    | 54,172 | 12,511  | 47,900        | 58,000        | 62,500        |
| 25-29                        | 21    | 69,585 | 31,526  | 55,000        | 64,500        | 72,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.3.4

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY  
by GEOGRAPHIC REGION and YEARS SINCE BS  
1994 ACS Salary Survey

| REGION &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|----------------------------|-------|--------|---------|---------------|---------------|---------------|
| Pacific                    |       |        |         |               |               |               |
| Total                      | 98    | 56,903 | 17,611  | 44,000        | 55,000        | 64,750        |
| 5-9                        | 15    | 43,734 | 8,035   | 39,400        | 43,000        | 45,000        |
| 10-14                      | 24    | 53,195 | 15,588  | 41,500        | 49,000        | 60,000        |
| 15-19                      | 25    | 60,151 | 17,107  | 55,000        | 57,000        | 64,000        |
| 20-24                      | 19    | 63,795 | 21,161  | 51,000        | 62,000        | 78,000        |
| Mountain                   |       |        |         |               |               |               |
| Total                      | 24    | 51,276 | 13,058  | 44,000        | 52,000        | 60,000        |
| West North Central         |       |        |         |               |               |               |
| Total                      | 67    | 53,184 | 18,342  | 40,400        | 50,000        | 61,500        |
| 15-19                      | 15    | 52,811 | 17,340  | 42,000        | 49,000        | 59,000        |
| West South Central         |       |        |         |               |               |               |
| Total                      | 56    | 59,178 | 20,596  | 46,000        | 51,900        | 72,000        |
| East North Central         |       |        |         |               |               |               |
| Total                      | 242   | 58,215 | 19,268  | 47,000        | 53,000        | 66,000        |
| 5-9                        | 27    | 42,676 | 8,154   | 37,000        | 43,000        | 46,000        |
| 10-14                      | 42    | 50,476 | 9,792   | 45,960        | 49,000        | 54,318        |
| 15-19                      | 44    | 56,775 | 9,481   | 50,190        | 55,018        | 63,750        |
| 20-24                      | 41    | 63,622 | 25,383  | 48,550        | 55,500        | 67,717        |
| 25-29                      | 37    | 63,274 | 16,252  | 50,000        | 65,000        | 72,000        |
| 30-34                      | 19    | 67,658 | 18,922  | 57,000        | 67,750        | 78,740        |
| 35-39                      | 17    | 64,555 | 14,741  | 52,500        | 64,000        | 75,000        |
| East South Central         |       |        |         |               |               |               |
| Total                      | 31    | 53,754 | 17,127  | 42,200        | 50,000        | 61,000        |
| Middle Atlantic            |       |        |         |               |               |               |
| Total                      | 220   | 61,031 | 20,532  | 48,000        | 56,950        | 70,000        |
| 5-9                        | 20    | 45,154 | 7,289   | 41,500        | 45,200        | 50,000        |
| 10-14                      | 41    | 52,703 | 11,345  | 45,000        | 50,000        | 57,000        |
| 15-19                      | 31    | 57,234 | 13,176  | 48,000        | 55,000        | 63,500        |
| 20-24                      | 40    | 61,478 | 14,115  | 51,700        | 60,000        | 69,350        |
| 25-29                      | 30    | 64,467 | 24,764  | 54,000        | 60,250        | 70,000        |
| 30-34                      | 26    | 79,459 | 28,657  | 59,000        | 79,000        | 99,000        |
| 35-39                      | 17    | 68,312 | 24,177  | 50,000        | 59,600        | 85,000        |
| South Atlantic             |       |        |         |               |               |               |
| Total                      | 127   | 57,778 | 18,806  | 42,600        | 55,500        | 69,600        |
| 5-9                        | 23    | 42,835 | 8,773   | 38,500        | 40,880        | 50,000        |
| 10-14                      | 24    | 49,755 | 12,698  | 41,500        | 48,000        | 54,500        |
| 15-19                      | 28    | 62,867 | 17,550  | 51,000        | 61,000        | 74,400        |
| 20-24                      | 18    | 62,889 | 17,612  | 53,900        | 60,000        | 68,500        |
| New England                |       |        |         |               |               |               |
| Total                      | 78    | 60,976 | 20,118  | 47,698        | 57,750        | 67,000        |
| 10-14                      | 17    | 48,081 | 6,135   | 44,000        | 47,200        | 52,925        |
| 20-24                      | 16    | 59,113 | 22,199  | 45,500        | 59,000        | 65,950        |

Note: Cells with fewer than 15 cases have been suppressed.



Table 2.3.5

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY  
by SUPERVISORY STATUS and YEARS SINCE BS  
1994 ACS Salary Survey

| SUPERVISORY STATUS<br>& YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--|-------|--------|---------|---------------|---------------|---------------|
| <b>Nonsupervisory</b>                  |       |        |         |               |               |               |
| Total                                  | 318   | 49,694 | 12,299  | 42,000        | 48,500        | 58,000        |
| 5-9                                    | 66    | 40,024 | 6,505   | 36,000        | 40,962        | 44,000        |
| 10-14                                  | 71    | 47,374 | 8,407   | 42,000        | 47,000        | 51,000        |
| 15-19                                  | 57    | 53,812 | 13,049  | 46,000        | 52,000        | 59,750        |
| 20-24                                  | 40    | 53,077 | 10,553  | 48,000        | 53,770        | 60,000        |
| 25-29                                  | 31    | 56,038 | 12,278  | 48,500        | 58,500        | 63,000        |
| 30-34                                  | 21    | 57,417 | 16,001  | 49,650        | 59,500        | 68,000        |
| <b>Supervisory</b>                     |       |        |         |               |               |               |
| Total                                  | 635   | 62,813 | 20,937  | 49,868        | 58,676        | 72,000        |
| 5-9                                    | 51    | 46,960 | 9,707   | 40,000        | 47,500        | 52,600        |
| 10-14                                  | 107   | 52,652 | 12,599  | 45,000        | 50,000        | 60,000        |
| 15-19                                  | 127   | 60,281 | 15,867  | 50,000        | 57,000        | 67,680        |
| 20-24                                  | 123   | 64,421 | 21,418  | 50,000        | 60,620        | 72,000        |
| 25-29                                  | 92    | 67,440 | 20,897  | 53,750        | 67,000        | 76,000        |
| 30-34                                  | 64    | 77,306 | 23,782  | 58,400        | 72,690        | 94,000        |
| 35-39                                  | 43    | 74,492 | 21,942  | 59,600        | 70,000        | 88,000        |
| 40 or more                             | 25    | 72,115 | 30,684  | 52,300        | 63,250        | 83,700        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.3.6

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY  
by TOTAL SUBORDINATES and YEARS SINCE BS  
1994 ACS Salary Survey

| TOTAL SUBORDINATES<br>& YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--|-------|--------|---------|---------------|---------------|---------------|
| None                                   |       |        |         |               |               |               |
| Total                                  | 318   | 49,694 | 12,299  | 42,000        | 48,500        | 58,000        |
| 5-9                                    | 66    | 40,024 | 6,505   | 36,000        | 40,962        | 44,000        |
| 10-14                                  | 71    | 47,374 | 8,407   | 42,000        | 47,000        | 51,000        |
| 15-19                                  | 57    | 53,812 | 13,049  | 46,000        | 52,000        | 59,750        |
| 20-24                                  | 40    | 53,077 | 10,553  | 48,000        | 53,770        | 60,000        |
| 25-29                                  | 31    | 56,038 | 12,278  | 48,500        | 58,500        | 63,000        |
| 30-34                                  | 21    | 57,417 | 16,001  | 49,650        | 59,500        | 68,000        |
| 1-2                                    |       |        |         |               |               |               |
| Total                                  | 214   | 57,287 | 14,736  | 47,000        | 55,000        | 67,000        |
| 5-9                                    | 23    | 46,337 | 7,510   | 40,000        | 46,500        | 52,600        |
| 10-14                                  | 39    | 48,699 | 9,302   | 42,800        | 47,250        | 55,000        |
| 15-19                                  | 44    | 56,605 | 10,545  | 48,000        | 55,000        | 64,500        |
| 20-24                                  | 33    | 59,731 | 12,121  | 52,000        | 60,000        | 67,750        |
| 25-29                                  | 32    | 61,737 | 11,584  | 54,000        | 65,000        | 69,680        |
| 30-34                                  | 15    | 68,842 | 13,395  | 61,000        | 68,500        | 74,160        |
| 35-39                                  | 17    | 64,608 | 19,951  | 50,000        | 60,000        | 74,460        |
| 3-9                                    |       |        |         |               |               |               |
| Total                                  | 242   | 61,134 | 17,430  | 50,000        | 58,400        | 71,000        |
| 5-9                                    | 18    | 46,835 | 8,040   | 42,600        | 48,000        | 50,000        |
| 10-14                                  | 47    | 56,130 | 13,189  | 45,000        | 54,000        | 67,600        |
| 15-19                                  | 41    | 58,295 | 14,544  | 50,720        | 57,000        | 64,000        |
| 20-24                                  | 49    | 59,990 | 14,554  | 50,000        | 56,400        | 67,000        |
| 25-29                                  | 32    | 63,617 | 19,241  | 47,434        | 65,000        | 74,500        |
| 30-34                                  | 34    | 74,552 | 20,529  | 58,000        | 72,500        | 94,000        |
| 10-14                                  |       |        |         |               |               |               |
| Total                                  | 71    | 64,000 | 19,455  | 50,000        | 61,000        | 75,580        |
| 15-19                                  | 18    | 59,506 | 13,267  | 50,380        | 59,300        | 65,000        |
| 15-29                                  |       |        |         |               |               |               |
| Total                                  | 52    | 69,494 | 24,746  | 52,000        | 63,400        | 82,560        |
| 30-49                                  |       |        |         |               |               |               |
| Total                                  | 27    | 67,369 | 25,183  | 49,000        | 63,000        | 94,600        |
| 50-99                                  |       |        |         |               |               |               |
| Total                                  | 16    | 80,162 | 22,802  | 59,900        | 82,000        | 97,250        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.3.7

**SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY**  
**by EMPLOYER SIZE and YEARS SINCE BS**  
**1994 ACS Salary Survey**

| EMPLOYER SIZE &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|-----------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Less than 2,500</b>            |       |        |         |               |               |               |
| Total                             | 455   | 56,243 | 21,442  | 42,500        | 51,650        | 64,750        |
| 5-9                               | 55    | 41,209 | 9,479   | 35,000        | 41,800        | 46,000        |
| 10-14                             | 95    | 48,038 | 12,259  | 40,000        | 46,000        | 52,925        |
| 15-19                             | 90    | 58,490 | 18,319  | 48,000        | 55,000        | 65,000        |
| 20-24                             | 78    | 61,602 | 25,119  | 48,000        | 55,500        | 66,214        |
| 25-29                             | 55    | 63,102 | 22,233  | 50,000        | 62,000        | 75,000        |
| 30-34                             | 32    | 66,136 | 23,272  | 50,000        | 63,500        | 80,580        |
| 35-39                             | 30    | 66,608 | 23,232  | 50,000        | 62,000        | 73,000        |
| <b>2,500 or more</b>              |       |        |         |               |               |               |
| Total                             | 490   | 60,548 | 17,428  | 48,466        | 58,000        | 70,000        |
| 5-9                               | 62    | 44,641 | 7,684   | 39,400        | 43,700        | 48,000        |
| 10-14                             | 81    | 53,423 | 9,631   | 46,313        | 50,428        | 60,000        |
| 15-19                             | 92    | 58,194 | 11,879  | 50,000        | 56,000        | 65,500        |
| 20-24                             | 82    | 61,774 | 14,043  | 52,000        | 61,300        | 70,000        |
| 25-29                             | 68    | 65,750 | 17,437  | 52,700        | 65,000        | 74,000        |
| 30-34                             | 52    | 77,294 | 23,151  | 60,500        | 72,190        | 94,025        |
| 35-39                             | 27    | 75,482 | 18,218  | 62,000        | 72,000        | 88,000        |
| 40 or more                        | 21    | 69,877 | 18,402  | 58,000        | 69,072        | 74,600        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.1

**SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY  
by WORK SPECIALTY and YEARS SINCE BS  
1994 ACS Salary Survey**

| WORK SPECIALTY &<br>YEARS SINCE BS    | Count | Mean    | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|---------------------------------------|-------|---------|---------|---------------|---------------|---------------|
| <b>Biochemistry</b>                   |       |         |         |               |               |               |
| Total                                 | 191   | 74,761  | 26,667  | 58,700        | 70,000        | 84,000        |
| 10-14                                 | 46    | 59,462  | 14,889  | 53,000        | 57,300        | 63,000        |
| 15-19                                 | 46    | 71,918  | 13,917  | 63,500        | 71,000        | 81,600        |
| 20-24                                 | 36    | 79,858  | 27,213  | 68,800        | 74,750        | 89,000        |
| 25-29                                 | 24    | 84,828  | 27,718  | 63,235        | 79,000        | 96,200        |
| 30-34                                 | 15    | 92,289  | 29,172  | 72,900        | 87,000        | 100,000       |
| <b>General chemistry</b>              |       |         |         |               |               |               |
| Total                                 | 41    | 82,147  | 31,068  | 62,200        | 73,650        | 95,500        |
| <b>Agricultural<br/>chemistry</b>     |       |         |         |               |               |               |
| Total                                 | 78    | 78,676  | 32,419  | 62,000        | 72,000        | 84,000        |
| 15-19                                 | 18    | 74,005  | 22,012  | 61,520        | 69,500        | 75,000        |
| <b>Analytical<br/>chemistry</b>       |       |         |         |               |               |               |
| Total                                 | 380   | 68,467  | 17,132  | 55,160        | 66,000        | 78,000        |
| 5-9                                   | 33    | 55,051  | 7,621   | 50,200        | 55,000        | 58,000        |
| 10-14                                 | 89    | 58,644  | 8,958   | 53,000        | 58,080        | 63,800        |
| 15-19                                 | 72    | 67,118  | 13,538  | 57,046        | 67,550        | 78,050        |
| 20-24                                 | 72    | 71,588  | 15,493  | 60,000        | 72,225        | 81,650        |
| 25-29                                 | 58    | 79,195  | 17,994  | 69,250        | 77,500        | 89,750        |
| 30-34                                 | 32    | 78,708  | 21,038  | 64,500        | 74,500        | 88,490        |
| 35-39                                 | 16    | 81,091  | 21,752  | 64,050        | 83,500        | 94,500        |
| <b>Environmental<br/>chemistry</b>    |       |         |         |               |               |               |
| Total                                 | 108   | 76,985  | 27,181  | 60,000        | 72,450        | 90,000        |
| 15-19                                 | 16    | 67,762  | 28,504  | 46,500        | 68,300        | 73,550        |
| 20-24                                 | 21    | 77,033  | 15,967  | 66,000        | 75,000        | 84,500        |
| 25-29                                 | 23    | 92,096  | 35,675  | 70,800        | 84,000        | 108,000       |
| 30-34                                 | 15    | 77,601  | 19,216  | 60,000        | 78,000        | 93,000        |
| <b>Inorganic<br/>chemistry</b>        |       |         |         |               |               |               |
| Total                                 | 80    | 70,606  | 23,294  | 57,348        | 63,500        | 77,000        |
| 10-14                                 | 24    | 57,019  | 8,122   | 52,000        | 58,000        | 61,850        |
| 15-19                                 | 16    | 67,485  | 12,449  | 60,000        | 65,250        | 72,500        |
| <b>Materials science</b>              |       |         |         |               |               |               |
| Total                                 | 136   | 74,368  | 18,371  | 60,000        | 72,150        | 84,000        |
| 10-14                                 | 26    | 60,406  | 4,936   | 55,300        | 60,040        | 65,000        |
| 15-19                                 | 28    | 70,793  | 13,894  | 60,000        | 67,000        | 79,893        |
| 20-24                                 | 20    | 73,131  | 20,139  | 63,750        | 74,720        | 82,500        |
| 25-29                                 | 15    | 82,693  | 19,270  | 72,000        | 78,000        | 100,000       |
| 30-34                                 | 22    | 84,752  | 20,570  | 75,000        | 77,000        | 99,000        |
| 35-39                                 | 15    | 87,837  | 16,037  | 78,000        | 86,000        | 100,600       |
| <b>Medicinal-Pharmace-<br/>utical</b> |       |         |         |               |               |               |
| Total                                 | 275   | 79,485  | 29,468  | 62,000        | 72,000        | 90,000        |
| 5-9                                   | 20    | 56,810  | 9,013   | 54,600        | 58,000        | 61,150        |
| 10-14                                 | 68    | 64,322  | 10,504  | 58,000        | 63,000        | 68,400        |
| 15-19                                 | 63    | 73,564  | 18,008  | 63,500        | 70,000        | 84,400        |
| 20-24                                 | 51    | 82,990  | 23,647  | 72,000        | 82,200        | 94,000        |
| 25-29                                 | 30    | 95,544  | 23,164  | 75,800        | 97,000        | 110,000       |
| 30-34                                 | 23    | 120,669 | 58,447  | 85,000        | 105,000       | 140,000       |

Table 2.4.1 (Continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY  
by WORK SPECIALTY and YEARS SINCE BS  
1994 ACS Salary Survey

| WORK SPECIALTY &<br>YEARS SINCE BS | Count | Mean    | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------------|-------|---------|---------|---------------|---------------|---------------|
| Organic chemistry                  |       |         |         |               |               |               |
| Total                              | 386   | 74,556  | 23,560  | 60,000        | 70,000        | 84,000        |
| 5-9                                | 26    | 53,070  | 4,827   | 49,000        | 53,891        | 56,700        |
| 10-14                              | 62    | 61,020  | 9,294   | 55,000        | 60,000        | 65,000        |
| 15-19                              | 85    | 69,344  | 13,030  | 62,000        | 67,750        | 75,000        |
| 20-24                              | 66    | 75,908  | 15,857  | 66,600        | 75,000        | 85,000        |
| 25-29                              | 59    | 81,787  | 29,423  | 65,000        | 80,000        | 93,000        |
| 30-34                              | 45    | 91,446  | 30,691  | 72,450        | 84,000        | 102,600       |
| 35-39                              | 28    | 82,027  | 21,610  | 67,900        | 85,000        | 92,000        |
| 40 or more                         | 15    | 100,471 | 38,668  | 78,000        | 86,500        | 116,000       |
| Physical chemistry                 |       |         |         |               |               |               |
| Total                              | 127   | 75,762  | 19,099  | 63,000        | 73,225        | 86,893        |
| 10-14                              | 18    | 59,397  | 8,615   | 56,000        | 58,800        | 65,000        |
| 15-19                              | 16    | 71,831  | 16,083  | 62,250        | 67,900        | 79,000        |
| 20-24                              | 28    | 78,984  | 12,955  | 71,025        | 75,000        | 88,000        |
| 25-29                              | 22    | 82,289  | 18,944  | 70,100        | 78,367        | 93,000        |
| 30-34                              | 18    | 83,661  | 26,396  | 73,200        | 76,840        | 96,000        |
| 35-39                              | 15    | 80,065  | 15,102  | 72,800        | 78,500        | 88,000        |
| Polymer chemistry                  |       |         |         |               |               |               |
| Total                              | 361   | 76,330  | 21,463  | 62,000        | 70,000        | 84,750        |
| 5-9                                | 22    | 57,619  | 7,008   | 53,500        | 56,250        | 61,000        |
| 10-14                              | 60    | 61,046  | 9,222   | 53,600        | 60,800        | 65,472        |
| 15-19                              | 70    | 67,415  | 9,513   | 60,000        | 68,000        | 72,000        |
| 20-24                              | 50    | 78,277  | 23,735  | 67,000        | 70,300        | 88,000        |
| 25-29                              | 56    | 84,053  | 21,574  | 68,000        | 80,600        | 96,000        |
| 30-34                              | 49    | 89,470  | 21,881  | 75,162        | 83,000        | 100,850       |
| 35-39                              | 26    | 85,715  | 21,890  | 68,100        | 83,500        | 100,000       |
| 40 or more                         | 28    | 94,774  | 22,751  | 80,000        | 98,000        | 108,650       |
| Other chemical<br>science          |       |         |         |               |               |               |
| Total                              | 78    | 80,261  | 27,582  | 63,500        | 72,260        | 86,940        |
| 15-19                              | 18    | 70,499  | 13,835  | 65,000        | 70,000        | 74,500        |
| Business<br>Administration         |       |         |         |               |               |               |
| Total                              | 49    | 101,677 | 41,888  | 79,800        | 93,000        | 113,000       |
| Computer science<br>Total          | 29    | 72,406  | 17,797  | 62,200        | 67,100        | 80,000        |
| Other nonchemistry<br>Total        | 85    | 90,292  | 27,750  | 70,000        | 89,000        | 105,000       |
| 20-24                              | 19    | 95,147  | 24,768  | 82,000        | 90,000        | 104,000       |
| 25-29                              | 20    | 82,985  | 18,220  | 65,000        | 84,225        | 95,500        |
| 30-34                              | 18    | 105,221 | 29,411  | 90,000        | 101,000       | 116,500       |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.2

**SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY  
by WORK FUNCTION and YEARS SINCE BS  
1994 ACS Salary Survey**

| WORK FUNCTION &<br>YEARS SINCE BS | Count | Mean    | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|-----------------------------------|-------|---------|---------|---------------|---------------|---------------|
| <b>R&amp;D Mgt</b>                |       |         |         |               |               |               |
| Total                             | 551   | 92,810  | 29,779  | 75,000        | 88,000        | 105,000       |
| 10-14                             | 45    | 69,751  | 16,570  | 60,000        | 65,400        | 80,000        |
| 15-19                             | 101   | 80,348  | 17,161  | 70,000        | 79,000        | 90,000        |
| 20-24                             | 123   | 89,296  | 23,793  | 77,000        | 88,000        | 100,000       |
| 25-29                             | 107   | 96,335  | 28,432  | 78,000        | 93,400        | 108,000       |
| 30-34                             | 100   | 108,361 | 35,479  | 85,000        | 100,250       | 127,000       |
| 35-39                             | 41    | 101,549 | 19,802  | 87,360        | 95,000        | 110,000       |
| 40 or more                        | 27    | 120,128 | 47,240  | 90,000        | 109,300       | 127,000       |
| <b>Basic research</b>             |       |         |         |               |               |               |
| Total                             | 275   | 71,015  | 16,140  | 60,000        | 68,400        | 80,000        |
| 5-9                               | 24    | 56,383  | 5,583   | 53,140        | 55,560        | 60,000        |
| 10-14                             | 74    | 60,962  | 7,406   | 56,000        | 62,000        | 65,000        |
| 15-19                             | 63    | 70,139  | 11,849  | 63,000        | 70,000        | 78,000        |
| 20-24                             | 47    | 75,043  | 13,380  | 66,000        | 74,500        | 86,000        |
| 25-29                             | 28    | 82,292  | 18,981  | 69,455        | 76,850        | 94,500        |
| 30-34                             | 23    | 83,465  | 14,207  | 74,000        | 84,000        | 93,883        |
| <b>Applied research</b>           |       |         |         |               |               |               |
| Total                             | 1160  | 67,794  | 15,575  | 57,800        | 65,000        | 75,000        |
| 5-9                               | 107   | 55,627  | 7,006   | 52,000        | 55,000        | 59,000        |
| 10-14                             | 276   | 59,091  | 7,655   | 55,000        | 59,000        | 64,000        |
| 15-19                             | 243   | 65,788  | 10,488  | 60,000        | 65,000        | 70,700        |
| 20-24                             | 185   | 71,238  | 12,813  | 64,848        | 70,000        | 78,650        |
| 25-29                             | 131   | 74,878  | 16,041  | 63,000        | 75,000        | 84,000        |
| 30-34                             | 102   | 78,844  | 21,923  | 65,000        | 75,000        | 88,476        |
| 35-39                             | 75    | 79,006  | 16,919  | 67,900        | 76,600        | 89,000        |
| 40 or more                        | 40    | 84,893  | 22,727  | 70,000        | 82,000        | 99,500        |
| <b>General Mgt</b>                |       |         |         |               |               |               |
| Total                             | 100   | 101,287 | 46,833  | 71,500        | 85,250        | 120,000       |
| 20-24                             | 15    | 85,213  | 30,932  | 60,000        | 84,000        | 100,500       |
| 25-29                             | 26    | 93,070  | 35,182  | 66,072        | 84,345        | 109,000       |
| 30-34                             | 22    | 126,644 | 61,603  | 75,323        | 113,500       | 170,000       |
| <b>Marketing</b>                  |       |         |         |               |               |               |
| Total                             | 80    | 76,842  | 21,707  | 62,856        | 75,000        | 89,000        |
| 25-29                             | 22    | 91,615  | 26,513  | 75,200        | 84,250        | 100,000       |
| <b>Production</b>                 |       |         |         |               |               |               |
| Total                             | 80    | 68,842  | 23,618  | 55,000        | 64,900        | 81,500        |
| 15-19                             | 16    | 67,879  | 16,922  | 56,400        | 67,026        | 80,000        |
| 20-24                             | 15    | 72,557  | 25,007  | 58,000        | 67,000        | 75,000        |
| 25-29                             | 19    | 75,157  | 24,446  | 57,300        | 73,000        | 93,000        |
| <b>Health &amp; Safety</b>        |       |         |         |               |               |               |
| Total                             | 43    | 84,219  | 26,614  | 66,000        | 81,000        | 97,000        |

Table 2.4.2 (Continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY  
by WORK FUNCTION and YEARS SINCE BS  
1994 ACS Salary Survey

| WORK FUNCTION &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|-----------------------------------|-------|--------|---------|---------------|---------------|---------------|
| Other lab analysis                |       |        |         |               |               |               |
| Total                             | 43    | 56,773 | 16,860  | 40,000        | 58,000        | 68,400        |
| Consulting                        |       |        |         |               |               |               |
| Total                             | 32    | 78,380 | 26,697  | 60,000        | 70,000        | 96,000        |
| Other                             |       |        |         |               |               |               |
| Total                             | 94    | 75,640 | 21,136  | 63,029        | 70,000        | 85,000        |
| 20-24                             | 19    | 74,190 | 23,649  | 58,000        | 69,227        | 85,000        |
| 25-29                             | 17    | 70,962 | 13,478  | 64,000        | 68,760        | 71,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.3

**SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY  
by INDUSTRY and YEARS SINCE BS  
1994 ACS Salary Survey**

| INDUSTRY &<br>YEARS SINCE BS   | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Analytical serv<br/>lab</b> |       |        |         |               |               |               |
| Total                          | 54    | 61,348 | 23,257  | 45,000        | 59,000        | 75,150        |
| 15-19                          | 15    | 54,754 | 17,798  | 45,000        | 51,000        | 71,500        |
| <b>Contract res firm</b>       |       |        |         |               |               |               |
| Total                          | 109   | 69,434 | 19,317  | 57,000        | 66,000        | 83,000        |
| 10-14                          | 17    | 55,015 | 8,199   | 49,000        | 56,000        | 59,000        |
| 15-19                          | 23    | 60,938 | 14,751  | 52,000        | 58,000        | 75,000        |
| 20-24                          | 13    | 77,692 | 11,663  | 66,500        | 77,950        | 88,250        |
| 25-29                          | 23    | 72,076 | 15,492  | 62,232        | 70,000        | 83,000        |
| <b>Other nonmanuf</b>          |       |        |         |               |               |               |
| Total                          | 109   | 71,777 | 23,562  | 56,000        | 67,500        | 78,000        |
| 10-14                          | 17    | 57,029 | 8,364   | 51,000        | 55,000        | 61,000        |
| 20-24                          | 19    | 73,931 | 15,292  | 65,000        | 67,500        | 78,000        |
| 25-29                          | 20    | 83,195 | 24,859  | 68,450        | 73,500        | 103,000       |
| 30-34                          | 16    | 72,229 | 17,366  | 60,000        | 72,800        | 79,000        |
| <b>Aerospace</b>               |       |        |         |               |               |               |
| Total                          | 38    | 76,135 | 18,394  | 60,100        | 69,750        | 90,000        |
| <b>Basic chemicals</b>         |       |        |         |               |               |               |
| Total                          | 162   | 76,221 | 21,081  | 60,000        | 72,000        | 87,400        |
| 10-14                          | 27    | 59,851 | 6,060   | 55,000        | 58,800        | 63,000        |
| 15-19                          | 30    | 67,379 | 11,644  | 60,000        | 67,500        | 74,500        |
| 20-24                          | 25    | 71,770 | 14,329  | 62,856        | 69,000        | 78,300        |
| 25-29                          | 31    | 85,876 | 15,610  | 73,000        | 85,000        | 96,500        |
| 30-34                          | 15    | 89,563 | 21,382  | 75,000        | 84,000        | 110,900       |
| 35-39                          | 19    | 94,282 | 23,478  | 82,440        | 95,000        | 103,000       |
| <b>Specialty chems</b>         |       |        |         |               |               |               |
| Total                          | 346   | 74,508 | 23,016  | 60,180        | 70,000        | 83,000        |
| 5-9                            | 19    | 55,716 | 4,530   | 52,000        | 56,200        | 58,000        |
| 10-14                          | 64    | 60,133 | 8,795   | 53,412        | 60,500        | 64,750        |
| 15-19                          | 61    | 69,388 | 10,212  | 62,500        | 70,000        | 73,000        |
| 20-24                          | 57    | 73,296 | 13,912  | 66,300        | 72,000        | 81,000        |
| 25-29                          | 57    | 83,763 | 31,282  | 67,656        | 75,200        | 96,000        |
| 30-34                          | 51    | 86,174 | 26,374  | 72,000        | 82,500        | 101,000       |
| 35-39                          | 20    | 86,183 | 19,796  | 68,100        | 82,500        | 103,500       |
| 40 or more                     | 17    | 93,981 | 35,662  | 78,000        | 89,000        | 103,000       |
| <b>Agricultural chems</b>      |       |        |         |               |               |               |
| Total                          | 87    | 76,955 | 27,952  | 61,520        | 70,400        | 81,000        |
| 15-19                          | 17    | 71,809 | 21,121  | 62,000        | 67,000        | 72,333        |
| 20-24                          | 23    | 75,045 | 18,072  | 66,000        | 72,850        | 82,000        |
| <b>Biochemical prods</b>       |       |        |         |               |               |               |
| Total                          | 43    | 75,174 | 21,973  | 60,100        | 69,400        | 82,000        |
| <b>Coatings</b>                |       |        |         |               |               |               |
| Total                          | 79    | 69,168 | 21,327  | 56,000        | 64,000        | 76,800        |
| 15-19                          | 18    | 64,343 | 7,983   | 58,000        | 65,000        | 67,500        |
| <b>Electronics</b>             |       |        |         |               |               |               |
| Total                          | 62    | 78,580 | 18,081  | 64,000        | 78,000        | 91,000        |
| 15-19                          | 19    | 70,158 | 15,324  | 58,000        | 64,600        | 81,000        |
| <b>Food</b>                    |       |        |         |               |               |               |
| Total                          | 57    | 75,197 | 33,453  | 59,500        | 68,600        | 85,600        |
| <b>Instruments</b>             |       |        |         |               |               |               |
| Total                          | 65    | 67,361 | 16,562  | 55,000        | 67,000        | 80,000        |
| 15-19                          | 16    | 67,556 | 11,119  | 60,468        | 66,500        | 70,600        |



Table 2.4.3 (Continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY  
by INDUSTRY and YEARS SINCE BS  
1994 ACS Salary Survey

| INDUSTRY &<br>YEARS SINCE BS | Count | Mean    | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------|-------|---------|---------|---------------|---------------|---------------|
| <b>Medical devices</b>       |       |         |         |               |               |               |
| Total                        | 112   | 75,908  | 28,050  | 58,080        | 70,000        | 85,000        |
| 10-14                        | 22    | 56,369  | 9,363   | 47,000        | 57,750        | 65,000        |
| 20-24                        | 25    | 74,756  | 13,543  | 66,400        | 76,700        | 82,300        |
| 25-29                        | 22    | 95,104  | 33,053  | 78,000        | 85,050        | 104,600       |
| 30-34                        | 16    | 94,427  | 38,054  | 70,000        | 80,000        | 100,000       |
| <b>Metals</b>                |       |         |         |               |               |               |
| Total                        | 20    | 79,727  | 36,271  | 55,200        | 75,000        | 86,120        |
| <b>Paper</b>                 |       |         |         |               |               |               |
| Total                        | 33    | 69,115  | 20,333  | 57,200        | 65,000        | 75,000        |
| <b>Petroleum</b>             |       |         |         |               |               |               |
| Total                        | 99    | 87,988  | 29,981  | 68,900        | 87,840        | 99,300        |
| 10-14                        | 16    | 65,074  | 7,379   | 60,000        | 63,500        | 67,980        |
| 20-24                        | 24    | 84,980  | 14,499  | 72,600        | 87,840        | 95,280        |
| 30-34                        | 18    | 102,741 | 12,791  | 98,000        | 102,600       | 108,000       |
| <b>Pharmaceuticals</b>       |       |         |         |               |               |               |
| Total                        | 589   | 79,074  | 28,132  | 62,000        | 72,100        | 89,000        |
| 5-9                          | 48    | 58,276  | 6,372   | 54,350        | 57,750        | 60,000        |
| 10-14                        | 150   | 63,668  | 11,466  | 57,000        | 63,000        | 67,900        |
| 15-19                        | 136   | 75,830  | 14,668  | 65,000        | 74,000        | 83,664        |
| 20-24                        | 104   | 82,177  | 24,850  | 68,925        | 80,000        | 93,000        |
| 25-29                        | 59    | 93,561  | 21,921  | 77,000        | 90,500        | 105,000       |
| 30-34                        | 56    | 110,906 | 48,866  | 85,000        | 100,000       | 129,500       |
| 35-39                        | 20    | 90,237  | 18,183  | 80,200        | 89,592        | 103,000       |
| 40 or more                   | 15    | 118,412 | 47,052  | 87,000        | 103,000       | 125,000       |
| <b>Plastics</b>              |       |         |         |               |               |               |
| Total                        | 117   | 80,509  | 23,285  | 63,000        | 77,860        | 91,410        |
| 10-14                        | 23    | 60,563  | 8,698   | 55,200        | 60,000        | 63,000        |
| 15-19                        | 16    | 72,078  | 11,612  | 64,300        | 70,000        | 80,000        |
| 20-24                        | 15    | 89,564  | 32,303  | 70,000        | 78,500        | 94,010        |
| 25-29                        | 19    | 86,389  | 18,723  | 70,000        | 84,000        | 99,000        |
| 30-34                        | 17    | 98,557  | 20,243  | 80,000        | 95,400        | 110,300       |
| <b>Rubber</b>                |       |         |         |               |               |               |
| Total                        | 34    | 72,912  | 20,229  | 61,320        | 68,400        | 84,000        |
| <b>Soaps</b>                 |       |         |         |               |               |               |
| Total                        | 49    | 76,720  | 22,638  | 60,500        | 70,000        | 85,000        |
| <b>Other manufactures</b>    |       |         |         |               |               |               |
| Total                        | 202   | 75,745  | 24,419  | 60,000        | 72,000        | 82,028        |
| 10-14                        | 27    | 59,180  | 8,598   | 53,600        | 60,000        | 65,000        |
| 15-19                        | 37    | 66,548  | 14,785  | 57,000        | 65,000        | 76,000        |
| 20-24                        | 42    | 79,663  | 21,213  | 69,228        | 75,300        | 88,000        |
| 25-29                        | 26    | 77,290  | 15,909  | 70,000        | 75,000        | 88,000        |
| 30-34                        | 29    | 90,754  | 37,591  | 74,000        | 77,500        | 88,476        |
| 35-39                        | 18    | 85,640  | 21,564  | 72,000        | 79,360        | 91,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.4

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY  
by GEOGRAPHIC REGION and YEARS SINCE BS  
1994 ACS Salary Survey

| GEOGRAPHIC REGION<br>& YEARS SINCE BS | Count | Mean    | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|---------------------------------------|-------|---------|---------|---------------|---------------|---------------|
| <b>Pacific</b>                        |       |         |         |               |               |               |
| Total                                 | 301   | 79,689  | 29,025  | 60,000        | 73,258        | 93,700        |
| 5-9                                   | 25    | 55,490  | 7,492   | 52,500        | 56,500        | 60,000        |
| 10-14                                 | 52    | 59,858  | 10,582  | 52,250        | 60,000        | 66,000        |
| 15-19                                 | 56    | 71,966  | 17,732  | 60,000        | 70,750        | 79,000        |
| 20-24                                 | 57    | 84,469  | 21,804  | 69,500        | 79,500        | 94,350        |
| 25-29                                 | 41    | 87,161  | 33,497  | 68,500        | 84,000        | 100,000       |
| 30-34                                 | 43    | 96,416  | 30,604  | 76,800        | 97,500        | 107,000       |
| 35-39                                 | 16    | 101,020 | 32,505  | 78,060        | 90,500        | 117,000       |
| <b>Mountain</b>                       |       |         |         |               |               |               |
| Total                                 | 55    | 68,257  | 20,641  | 57,046        | 65,000        | 80,640        |
| <b>West North Central</b>             |       |         |         |               |               |               |
| Total                                 | 125   | 72,060  | 24,304  | 54,600        | 68,000        | 82,000        |
| 10-14                                 | 27    | 58,096  | 11,447  | 49,000        | 55,945        | 63,600        |
| 15-19                                 | 21    | 66,615  | 12,465  | 55,000        | 66,000        | 70,000        |
| 20-24                                 | 25    | 68,950  | 17,660  | 57,600        | 69,000        | 78,000        |
| <b>West South Central</b>             |       |         |         |               |               |               |
| Total                                 | 185   | 73,103  | 20,756  | 58,400        | 67,700        | 87,000        |
| 5-9                                   | 15    | 56,060  | 3,879   | 53,000        | 56,500        | 60,000        |
| 10-14                                 | 34    | 58,864  | 6,726   | 53,000        | 58,600        | 61,500        |
| 15-19                                 | 32    | 64,488  | 13,654  | 58,000        | 65,170        | 74,000        |
| 20-24                                 | 30    | 74,261  | 14,919  | 64,000        | 72,300        | 81,000        |
| 25-29                                 | 27    | 80,441  | 19,064  | 62,820        | 80,500        | 92,000        |
| 30-34                                 | 24    | 93,930  | 20,901  | 78,162        | 93,160        | 106,500       |
| <b>East North Central</b>             |       |         |         |               |               |               |
| Total                                 | 483   | 75,699  | 26,622  | 60,000        | 70,400        | 84,000        |
| 5-9                                   | 27    | 54,657  | 5,878   | 52,000        | 55,400        | 58,500        |
| 10-14                                 | 76    | 59,316  | 7,975   | 53,975        | 60,000        | 65,000        |
| 15-19                                 | 114   | 72,223  | 13,988  | 63,000        | 69,592        | 80,000        |
| 20-24                                 | 93    | 75,721  | 22,541  | 64,290        | 71,153        | 84,200        |
| 25-29                                 | 74    | 84,443  | 22,486  | 71,550        | 82,900        | 99,500        |
| 30-34                                 | 59    | 97,714  | 50,068  | 71,000        | 80,260        | 110,300       |
| 35-39                                 | 30    | 85,447  | 15,833  | 75,000        | 87,180        | 95,000        |
| <b>East South Central</b>             |       |         |         |               |               |               |
| Total                                 | 52    | 68,351  | 21,759  | 57,000        | 63,100        | 72,400        |
| <b>Middle Atlantic</b>                |       |         |         |               |               |               |
| Total                                 | 648   | 77,305  | 24,788  | 62,000        | 72,000        | 87,500        |
| 5-9                                   | 37    | 54,285  | 8,610   | 51,400        | 55,000        | 58,000        |
| 10-14                                 | 121   | 61,897  | 8,371   | 56,950        | 62,000        | 66,000        |
| 15-19                                 | 131   | 68,975  | 11,365  | 61,360        | 68,120        | 75,000        |
| 20-24                                 | 114   | 79,818  | 17,440  | 69,550        | 79,750        | 90,500        |
| 25-29                                 | 94    | 88,046  | 25,348  | 72,000        | 80,150        | 100,000       |
| 30-34                                 | 75    | 92,492  | 26,409  | 75,000        | 89,000        | 108,000       |
| 35-39                                 | 50    | 87,394  | 25,015  | 69,000        | 84,000        | 104,450       |
| 40 or more                            | 25    | 113,978 | 53,887  | 82,800        | 97,000        | 120,500       |
| <b>South Atlantic</b>                 |       |         |         |               |               |               |
| Total                                 | 361   | 75,068  | 24,615  | 60,000        | 70,000        | 85,000        |
| 5-9                                   | 19    | 53,917  | 6,684   | 48,000        | 53,781        | 59,000        |
| 10-14                                 | 66    | 60,491  | 9,375   | 56,000        | 60,000        | 65,000        |
| 15-19                                 | 60    | 68,713  | 17,835  | 58,600        | 67,000        | 75,000        |
| 20-24                                 | 68    | 72,358  | 14,515  | 63,000        | 70,000        | 82,000        |
| 25-29                                 | 53    | 83,321  | 23,669  | 68,100        | 78,000        | 95,000        |
| 30-34                                 | 55    | 90,264  | 36,780  | 72,000        | 80,000        | 104,500       |
| 35-39                                 | 26    | 90,655  | 22,788  | 78,000        | 89,680        | 100,000       |

Table 2.4.4 (Continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY  
by GEOGRAPHIC REGION and YEARS SINCE BS  
1994 ACS Salary Survey

| GEOGRAPHIC REGION<br>& YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|---------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| New England                           |       |        |         |               |               |               |
| Total                                 | 232   | 76,205 | 22,814  | 63,200        | 72,000        | 85,000        |
| 10-14                                 | 52    | 63,554 | 14,827  | 55,000        | 60,500        | 68,200        |
| 15-19                                 | 46    | 74,735 | 16,542  | 66,000        | 71,500        | 80,286        |
| 20-24                                 | 35    | 79,956 | 23,072  | 69,000        | 75,000        | 90,000        |
| 25-29                                 | 42    | 82,896 | 21,287  | 68,760        | 78,930        | 95,000        |
| 30-34                                 | 20    | 99,067 | 37,418  | 77,610        | 89,290        | 100,850       |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.5

**SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY  
by SUPERVISORY STATUS and YEARS SINCE BS  
1994 ACS Salary Survey**

| SUPERVISORY STATUS<br>& YEARS SINCE BS | Count | Mean    | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--|-------|---------|---------|---------------|---------------|---------------|
| <b>Nonsupervisory</b>                  |       |         |         |               |               |               |
| Total                                  | 497   | 65,824  | 16,755  | 55,000        | 62,000        | 73,000        |
| 5-9                                    | 55    | 53,528  | 6,699   | 52,000        | 54,000        | 57,000        |
| 10-14                                  | 112   | 56,319  | 8,150   | 52,000        | 56,000        | 61,000        |
| 15-19                                  | 79    | 61,187  | 11,376  | 54,000        | 61,100        | 68,000        |
| 20-24                                  | 73    | 68,682  | 12,327  | 60,000        | 68,500        | 75,000        |
| 25-29                                  | 64    | 71,215  | 16,829  | 60,350        | 69,750        | 82,050        |
| 30-34                                  | 57    | 78,316  | 20,803  | 64,000        | 73,000        | 90,000        |
| 35-39                                  | 38    | 83,799  | 19,919  | 68,000        | 82,440        | 98,700        |
| 40 or more                             | 18    | 77,189  | 19,525  | 64,500        | 81,600        | 84,000        |
| <b>Supervisory</b>                     |       |         |         |               |               |               |
| Total                                  | 1969  | 78,526  | 26,376  | 62,000        | 72,900        | 89,000        |
| 5-9                                    | 97    | 56,181  | 8,261   | 52,000        | 56,500        | 61,000        |
| 10-14                                  | 339   | 61,873  | 10,160  | 56,000        | 61,000        | 66,000        |
| 15-19                                  | 406   | 71,792  | 15,025  | 63,000        | 70,000        | 79,000        |
| 20-24                                  | 367   | 79,158  | 20,851  | 67,000        | 76,000        | 89,000        |
| 25-29                                  | 303   | 87,351  | 25,838  | 70,900        | 84,000        | 100,000       |
| 30-34                                  | 246   | 96,726  | 36,789  | 75,000        | 89,000        | 107,000       |
| 35-39                                  | 128   | 88,949  | 24,992  | 73,000        | 86,000        | 102,000       |
| 40 or more                             | 83    | 101,662 | 41,821  | 78,900        | 97,000        | 115,000       |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.6

**SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY**  
**by TOTAL SUBORDINATES and YEARS SINCE BS**  
**1994 ACS Salary Survey**

| TOTAL SUBORDINATES<br>& YEARS SINCE BS | Count | Mean    | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--|-------|---------|---------|---------------|---------------|---------------|
| None                                   |       |         |         |               |               |               |
| Total                                  | 497   | 65,824  | 16,755  | 55,000        | 62,000        | 73,000        |
| 5-9                                    | 55    | 53,528  | 6,699   | 52,000        | 54,000        | 57,000        |
| 10-14                                  | 112   | 56,319  | 8,150   | 52,000        | 56,000        | 61,000        |
| 15-19                                  | 79    | 61,187  | 11,376  | 54,000        | 61,100        | 68,000        |
| 20-24                                  | 73    | 68,682  | 12,327  | 60,000        | 68,500        | 75,000        |
| 25-29                                  | 64    | 71,215  | 16,829  | 60,350        | 69,750        | 82,050        |
| 30-34                                  | 57    | 78,316  | 20,803  | 64,000        | 73,000        | 90,000        |
| 35-39                                  | 38    | 83,799  | 19,919  | 68,000        | 82,440        | 98,700        |
| 40 or more                             | 18    | 77,189  | 19,525  | 64,500        | 81,600        | 84,000        |
| 1-2                                    |       |         |         |               |               |               |
| Total                                  | 785   | 68,371  | 15,719  | 58,043        | 65,840        | 75,450        |
| 5-9                                    | 61    | 55,196  | 7,122   | 50,200        | 56,000        | 60,000        |
| 10-14                                  | 196   | 60,066  | 7,396   | 55,500        | 60,000        | 65,000        |
| 15-19                                  | 168   | 66,342  | 10,526  | 60,000        | 65,600        | 72,000        |
| 20-24                                  | 123   | 71,807  | 13,784  | 64,690        | 70,100        | 80,000        |
| 25-29                                  | 91    | 75,391  | 14,949  | 68,000        | 75,000        | 84,450        |
| 30-34                                  | 76    | 80,469  | 18,676  | 72,000        | 79,000        | 89,000        |
| 35-39                                  | 43    | 79,050  | 22,750  | 66,050        | 76,000        | 90,000        |
| 40 or more                             | 27    | 82,420  | 27,390  | 66,000        | 80,279        | 101,000       |
| 3-9                                    |       |         |         |               |               |               |
| Total                                  | 658   | 74,702  | 18,089  | 63,000        | 72,247        | 84,400        |
| 5-9                                    | 28    | 56,396  | 9,499   | 51,930        | 55,600        | 61,900        |
| 10-14                                  | 109   | 62,166  | 9,197   | 55,000        | 62,000        | 68,000        |
| 15-19                                  | 152   | 71,615  | 14,298  | 63,000        | 70,000        | 79,000        |
| 20-24                                  | 150   | 76,003  | 15,566  | 66,000        | 75,000        | 85,200        |
| 25-29                                  | 92    | 82,640  | 20,182  | 70,000        | 80,000        | 95,000        |
| 30-34                                  | 61    | 86,399  | 22,644  | 74,000        | 84,500        | 100,150       |
| 35-39                                  | 40    | 84,264  | 16,375  | 71,500        | 84,000        | 95,000        |
| 40 or more                             | 26    | 87,492  | 18,043  | 79,800        | 85,000        | 100,000       |
| 10-14                                  |       |         |         |               |               |               |
| Total                                  | 162   | 81,234  | 17,505  | 70,000        | 80,500        | 92,000        |
| 10-14                                  | 19    | 69,674  | 14,335  | 58,000        | 73,000        | 80,000        |
| 15-19                                  | 44    | 80,506  | 15,463  | 70,000        | 80,000        | 89,000        |
| 20-24                                  | 25    | 80,902  | 12,469  | 72,450        | 81,000        | 88,000        |
| 25-29                                  | 34    | 83,102  | 19,845  | 75,000        | 84,000        | 95,000        |
| 30-34                                  | 19    | 86,684  | 14,586  | 74,700        | 90,000        | 100,000       |
| 15-29                                  |       |         |         |               |               |               |
| Total                                  | 175   | 89,907  | 23,934  | 73,000        | 90,000        | 105,000       |
| 15-19                                  | 23    | 77,452  | 14,193  | 72,000        | 75,000        | 83,290        |
| 20-24                                  | 40    | 91,925  | 23,275  | 80,000        | 92,820        | 105,000       |
| 25-29                                  | 39    | 93,062  | 18,709  | 80,300        | 99,192        | 106,000       |
| 30-34                                  | 39    | 96,412  | 28,463  | 77,500        | 96,000        | 106,000       |
| 30-49                                  |       |         |         |               |               |               |
| Total                                  | 72    | 99,645  | 23,682  | 85,000        | 96,570        | 113,500       |
| 25-29                                  | 20    | 100,025 | 22,419  | 81,650        | 97,800        | 112,500       |

Table 2.4.6 (Continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY  
by TOTAL SUBORDINATES and YEARS SINCE BS  
1994 ACS Salary Survey

| TOTAL SUBORDINATES<br>& YEARS SINCE BS | Count | Mean    | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--|-------|---------|---------|---------------|---------------|---------------|
| 50-99                                  |       |         |         |               |               |               |
| Total                                  | 65    | 119,954 | 36,506  | 93,100        | 113,000       | 140,000       |
| 25-29                                  | 18    | 118,998 | 31,248  | 89,550        | 117,000       | 132,000       |
| 30-34                                  | 20    | 129,389 | 49,798  | 100,000       | 125,000       | 170,000       |
| 100 or more                            |       |         |         |               |               |               |
| Total                                  | 52    | 155,111 | 51,428  | 120,000       | 144,000       | 175,000       |
| 30-34                                  | 17    | 163,338 | 58,527  | 127,000       | 148,500       | 180,000       |

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.7

**SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY**  
**by EMPLOYER SIZE and YEARS SINCE BS**  
**1994 ACS Salary Survey**

| EMPLOYER SIZE &<br>YEARS SINCE BS | Count | Mean    | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|-----------------------------------|-------|---------|---------|---------------|---------------|---------------|
| <b>Less than 2,500</b>            |       |         |         |               |               |               |
| Total                             | 846   | 72,197  | 26,814  | 55,000        | 67,100        | 82,800        |
| 5-9                               | 52    | 51,271  | 9,195   | 45,000        | 51,200        | 56,750        |
| 10-14                             | 168   | 58,150  | 11,933  | 51,000        | 56,000        | 63,600        |
| 15-19                             | 163   | 68,691  | 17,821  | 58,000        | 67,300        | 78,000        |
| 20-24                             | 148   | 75,207  | 24,547  | 60,000        | 72,000        | 86,000        |
| 25-29                             | 133   | 80,137  | 28,097  | 63,000        | 73,000        | 95,000        |
| 30-34                             | 98    | 88,168  | 37,281  | 68,000        | 80,000        | 104,000       |
| 35-39                             | 46    | 79,481  | 24,351  | 62,600        | 74,000        | 90,000        |
| 40 or more                        | 38    | 90,802  | 43,425  | 60,000        | 84,000        | 109,300       |
| <b>2,500 or more</b>              |       |         |         |               |               |               |
| Total                             | 1603  | 78,015  | 24,242  | 62,000        | 72,100        | 88,000        |
| 5-9                               | 100   | 57,275  | 6,094   | 53,550        | 56,600        | 60,000        |
| 10-14                             | 278   | 61,817  | 8,307   | 57,000        | 60,850        | 65,400        |
| 15-19                             | 318   | 70,902  | 13,312  | 62,000        | 69,000        | 77,870        |
| 20-24                             | 290   | 78,648  | 17,239  | 68,000        | 75,537        | 88,400        |
| 25-29                             | 232   | 87,061  | 23,226  | 72,000        | 83,500        | 97,000        |
| 30-34                             | 203   | 95,961  | 33,965  | 74,900        | 88,476        | 107,000       |
| 35-39                             | 119   | 90,724  | 23,166  | 76,000        | 88,500        | 103,500       |
| 40 or more                        | 62    | 101,544 | 37,725  | 80,279        | 96,000        | 110,000       |

Note: Cells with fewer than 15 cases have been suppressed.

Table 3.1.1

SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME  
by DEGREE and YEARS SINCE BS  
1994 ACS Salary Survey

| HIGHEST DEGREE &<br>YEARS SINCE BS | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>BS</b>                          |       |        |         |               |               |               |
| Total                              | 144   | 46,068 | 14,093  | 35,000        | 45,276        | 53,238        |
| 10-14                              | 30    | 41,768 | 10,963  | 32,739        | 38,800        | 49,900        |
| 20-24                              | 28    | 49,618 | 11,621  | 39,873        | 50,341        | 59,640        |
| 30-34                              | 19    | 53,044 | 13,762  | 44,312        | 50,000        | 56,576        |
| <b>MS</b>                          |       |        |         |               |               |               |
| Total                              | 123   | 52,927 | 16,146  | 40,000        | 52,385        | 64,500        |
| 15-19                              | 21    | 52,418 | 12,856  | 39,000        | 55,000        | 60,650        |
| 25-29                              | 26    | 56,699 | 14,255  | 45,325        | 56,000        | 68,334        |
| 30-34                              | 18    | 62,039 | 10,690  | 56,414        | 61,500        | 67,874        |
| 35-39                              | 19    | 57,079 | 24,478  | 36,000        | 52,385        | 76,000        |
| <b>PhD</b>                         |       |        |         |               |               |               |
| Total                              | 328   | 64,867 | 15,530  | 53,703        | 63,950        | 75,000        |
| 10-14                              | 41    | 52,888 | 10,046  | 46,752        | 51,000        | 61,000        |
| 15-19                              | 50    | 59,698 | 9,655   | 53,000        | 60,000        | 66,000        |
| 20-24                              | 51    | 61,749 | 14,530  | 50,000        | 58,800        | 70,800        |
| 25-29                              | 55    | 68,289 | 15,694  | 57,000        | 66,000        | 80,989        |
| 30-34                              | 57    | 71,332 | 13,543  | 62,000        | 72,000        | 83,652        |
| 35-39                              | 36    | 68,854 | 17,937  | 54,801        | 68,940        | 85,000        |
| 40 or more                         | 30    | 76,841 | 13,868  | 67,000        | 74,391        | 86,323        |

Note: Cells with fewer than 15 cases have been suppressed.



Table 4.1.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by CONTRACT STATUS and RANK  
1994 ACS Salary Survey

| CONTRACT STATUS &<br>RANK | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|---------------------------|-------|--------|---------|---------------|---------------|---------------|
| 9-10 month                |       |        |         |               |               |               |
| Full professor            | 535   | 61,122 | 17,018  | 50,000        | 58,000        | 70,000        |
| Assoc professor           | 222   | 44,632 | 8,691   | 39,100        | 42,906        | 50,500        |
| Asst professor            | 176   | 37,499 | 6,956   | 33,000        | 36,234        | 40,750        |
| Instructor                | 30    | 33,736 | 11,158  | 26,400        | 31,500        | 38,000        |
| No ranks                  | 22    | 40,450 | 8,641   | 34,000        | 40,000        | 44,980        |
| 11-12 month               |       |        |         |               |               |               |
| Full professor            | 215   | 88,632 | 28,097  | 69,900        | 83,000        | 105,000       |
| Assoc professor           | 56    | 59,084 | 17,540  | 48,719        | 56,000        | 67,700        |
| Asst professor            | 52    | 46,574 | 16,788  | 36,900        | 45,500        | 50,215        |
| Instructor                | 34    | 45,312 | 19,907  | 31,300        | 41,300        | 56,000        |
| Research appt             | 87    | 44,560 | 34,454  | 32,000        | 39,000        | 53,000        |
| Other nonfaculty          | 39    | 53,350 | 21,720  | 36,000        | 47,300        | 62,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.2.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and YEARS SINCE PhD - 9 or 10 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>YEARS SINCE PHD | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Full professor</b>              |       |        |         |               |               |               |
| Total                              | 533   | 61,017 | 16,923  | 50,000        | 58,000        | 69,000        |
| 10-14                              | 18    | 55,644 | 10,730  | 47,500        | 54,000        | 62,000        |
| 15-19                              | 67    | 58,345 | 14,152  | 52,176        | 57,000        | 65,000        |
| 20-24                              | 103   | 58,817 | 17,100  | 48,000        | 56,250        | 65,300        |
| 25-29                              | 143   | 60,092 | 16,298  | 50,040        | 55,700        | 66,000        |
| 30-34                              | 148   | 62,730 | 16,701  | 51,000        | 60,000        | 72,500        |
| 35-39                              | 32    | 68,983 | 21,539  | 55,000        | 64,000        | 77,620        |
| 40+                                | 17    | 74,088 | 17,998  | 62,000        | 69,000        | 91,000        |
| <b>Assoc professor</b>             |       |        |         |               |               |               |
| Total                              | 222   | 44,632 | 8,691   | 39,100        | 42,906        | 50,500        |
| 5-9                                | 42    | 44,057 | 9,566   | 37,000        | 43,000        | 46,000        |
| 10-14                              | 66    | 45,255 | 7,760   | 40,000        | 42,186        | 51,000        |
| 15-19                              | 37    | 42,965 | 7,423   | 37,945        | 42,000        | 47,500        |
| 20-24                              | 30    | 42,813 | 9,968   | 37,579        | 42,406        | 49,000        |
| 25-29                              | 26    | 48,337 | 6,728   | 42,000        | 47,153        | 54,000        |
| 30-34                              | 15    | 46,177 | 12,327  | 35,600        | 43,500        | 57,600        |
| <b>Asst professor</b>              |       |        |         |               |               |               |
| Total                              | 176   | 37,499 | 6,956   | 33,000        | 36,234        | 40,750        |
| 2-4                                | 43    | 35,629 | 5,724   | 32,000        | 34,500        | 38,160        |
| 5-9                                | 89    | 38,528 | 7,089   | 33,600        | 37,000        | 42,000        |
| 10-14                              | 17    | 37,697 | 9,197   | 33,000        | 35,000        | 41,000        |
| <b>Instructor</b>                  |       |        |         |               |               |               |
| Total                              | 30    | 33,736 | 11,158  | 26,400        | 31,500        | 38,000        |
| <b>No ranks</b>                    |       |        |         |               |               |               |
| Total                              | 22    | 40,450 | 8,641   | 34,000        | 40,000        | 44,980        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.2.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and YEARS SINCE PhD - 11 or 12 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>YEARS SINCE PHD | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Full professor</b>              |       |        |         |               |               |               |
| Total                              | 215   | 88,632 | 28,097  | 69,900        | 83,000        | 105,000       |
| 15-19                              | 16    | 84,051 | 25,732  | 69,750        | 78,500        | 103,150       |
| 20-24                              | 43    | 83,944 | 32,693  | 62,000        | 78,000        | 97,000        |
| 25-29                              | 71    | 86,530 | 24,928  | 69,984        | 84,000        | 100,000       |
| 30-34                              | 44    | 90,329 | 23,240  | 74,342        | 88,000        | 103,750       |
| 35-39                              | 24    | 88,957 | 24,281  | 65,000        | 84,609        | 109,000       |
| <b>Assoc professor</b>             |       |        |         |               |               |               |
| Total                              | 56    | 59,084 | 17,540  | 48,719        | 56,000        | 67,700        |
| 10-14                              | 15    | 60,774 | 13,442  | 52,000        | 56,000        | 65,050        |
| <b>Asst professor</b>              |       |        |         |               |               |               |
| Total                              | 52    | 46,574 | 16,788  | 36,900        | 45,500        | 50,215        |
| 5-9                                | 20    | 44,110 | 7,272   | 40,020        | 43,279        | 50,000        |
| <b>Instructor</b>                  |       |        |         |               |               |               |
| Total                              | 34    | 45,312 | 19,907  | 31,300        | 41,300        | 56,000        |
| <b>Research appt</b>               |       |        |         |               |               |               |
| Total                              | 85    | 44,538 | 34,768  | 32,300        | 39,000        | 53,000        |
| 2-4                                | 19    | 46,063 | 70,592  | 23,500        | 30,000        | 37,000        |
| 5-9                                | 16    | 41,175 | 10,605  | 36,250        | 39,350        | 46,900        |
| 10-14                              | 18    | 47,540 | 14,078  | 38,000        | 43,857        | 57,000        |
| <b>Other nonfaculty</b>            |       |        |         |               |               |               |
| Total                              | 39    | 53,350 | 21,720  | 36,000        | 47,300        | 62,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.3.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and ACADEMIC WORK FUNCTION - 9 or 10 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>WORK FUNCTION | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|----------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Teaching</b>                  |       |        |         |               |               |               |
| Full professor                   | 347   | 55,580 | 13,406  | 47,000        | 54,000        | 61,000        |
| Assoc professor                  | 143   | 42,566 | 8,171   | 37,000        | 41,000        | 46,806        |
| Asst professor                   | 117   | 34,726 | 4,963   | 32,000        | 34,000        | 37,100        |
| Instructor                       | 25    | 30,661 | 6,381   | 25,000        | 30,600        | 34,000        |
| No ranks                         | 22    | 40,450 | 8,641   | 34,000        | 40,000        | 44,980        |
| <b>Research</b>                  |       |        |         |               |               |               |
| Full professor                   | 61    | 74,117 | 22,653  | 61,000        | 67,500        | 85,000        |
| Assoc professor                  | 32    | 50,447 | 9,922   | 41,387        | 47,000        | 59,750        |
| Asst professor                   | 28    | 44,192 | 6,654   | 38,500        | 43,500        | 51,000        |
| <b>Administration</b>            |       |        |         |               |               |               |
| Full professor                   | 19    | 69,089 | 18,412  | 55,690        | 65,000        | 73,225        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.3.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and ACADEMIC WORK FUNCTION - 11 or 12 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>WORK FUNCTION | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|----------------------------------|-------|--------|---------|---------------|---------------|---------------|
| Teaching                         |       |        |         |               |               |               |
| Full professor                   | 27    | 63,349 | 20,011  | 50,000        | 65,000        | 76,228        |
| Instructor                       | 16    | 46,117 | 21,255  | 31,986        | 41,300        | 53,500        |
| Research                         |       |        |         |               |               |               |
| Full professor                   | 59    | 95,264 | 27,606  | 75,000        | 94,000        | 108,000       |
| Assoc professor                  | 19    | 61,695 | 22,672  | 48,365        | 56,000        | 80,000        |
| Asst professor                   | 31    | 45,516 | 7,195   | 43,000        | 46,500        | 50,000        |
| Instructor                       | 12    | 43,775 | 21,129  | 32,650        | 39,000        | 50,500        |
| Research appt                    | 80    | 44,322 | 35,599  | 32,150        | 38,850        | 51,500        |
| Administration                   |       |        |         |               |               |               |
| Full professor                   | 58    | 94,776 | 27,959  | 75,000        | 86,500        | 115,000       |
| Other nonfaculty                 | 17    | 66,064 | 23,664  | 45,000        | 60,600        | 88,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.4.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and SPECIALTY - 9 or 10 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>WORK SPECIALTY | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|-----------------------------------|-------|--------|---------|---------------|---------------|---------------|
| Biochemistry                      |       |        |         |               |               |               |
| Full professor                    | 46    | 62,766 | 19,423  | 48,000        | 60,000        | 70,000        |
| Assoc professor                   | 24    | 42,319 | 8,142   | 37,231        | 41,000        | 48,150        |
| Asst professor                    | 27    | 37,284 | 6,609   | 32,600        | 36,500        | 42,000        |
| General chemistry                 |       |        |         |               |               |               |
| Full professor                    | 49    | 52,143 | 10,117  | 45,000        | 52,150        | 57,000        |
| Analytical chemistry              |       |        |         |               |               |               |
| Full professor                    | 54    | 58,607 | 12,788  | 50,000        | 55,000        | 63,000        |
| Assoc professor                   | 42    | 44,457 | 8,957   | 40,000        | 43,500        | 52,000        |
| Asst professor                    | 24    | 36,318 | 4,277   | 33,835        | 35,560        | 39,700        |
| Full professor                    | 64    | 58,563 | 11,523  | 51,000        | 58,250        | 68,750        |
| Assoc professor                   | 33    | 44,798 | 8,006   | 39,500        | 42,372        | 48,600        |
| Asst professor                    | 23    | 36,367 | 5,345   | 33,000        | 36,000        | 37,500        |
| Medicinal-Pharmaceutical          |       |        |         |               |               |               |
| Full professor                    | 141   | 59,112 | 15,682  | 48,300        | 56,000        | 66,400        |
| Assoc professor                   | 51    | 42,863 | 9,273   | 36,920        | 42,000        | 47,400        |
| Asst professor                    | 30    | 36,863 | 7,158   | 32,000        | 35,250        | 40,150        |
| Physical Chemistry                |       |        |         |               |               |               |
| Full professor                    | 94    | 62,063 | 17,952  | 50,500        | 58,714        | 70,000        |
| Assoc professor                   | 32    | 46,428 | 8,018   | 41,000        | 44,825        | 51,300        |
| Asst professor                    | 28    | 38,711 | 8,159   | 33,200        | 35,000        | 41,750        |
| Polymer Chemistry                 |       |        |         |               |               |               |
| Full professor                    | 20    | 81,383 | 23,452  | 62,320        | 77,500        | 95,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.4.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and SPECIALTY - 11 or 12 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>WORK SPECIALTY | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|-----------------------------------|-------|--------|---------|---------------|---------------|---------------|
| Biochemistry                      |       |        |         |               |               |               |
| Full professor                    | 62    | 95,414 | 28,786  | 76,000        | 93,900        | 108,000       |
| Assoc professor                   | 20    | 60,229 | 16,414  | 51,500        | 56,000        | 72,500        |
| Asst professor                    | 21    | 47,421 | 7,350   | 45,000        | 47,000        | 51,000        |
| Research appt                     | 20    | 43,873 | 12,284  | 36,000        | 40,000        | 55,500        |
| Organic chemistry                 |       |        |         |               |               |               |
| Full professor                    | 24    | 79,974 | 26,718  | 65,000        | 76,114        | 85,075        |
| Physical chemistry                |       |        |         |               |               |               |
| Full professor                    | 15    | 84,702 | 28,540  | 66,600        | 76,850        | 110,000       |
| Other nonchemistry                |       |        |         |               |               |               |
| Full professor                    | 23    | 86,981 | 23,227  | 69,900        | 85,000        | 104,900       |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.5.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and TENURE - 9 or 10 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>TENURE | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|---------------------------|-------|--------|---------|---------------|---------------|---------------|
| Yes                       |       |        |         |               |               |               |
| Full professor            | 527   | 61,363 | 17,002  | 50,500        | 58,000        | 70,000        |
| Assoc professor           | 202   | 45,110 | 8,412   | 39,500        | 43,017        | 51,000        |
| Asst professor            | 17    | 39,526 | 7,740   | 35,000        | 38,000        | 44,000        |
| No, in tenure track       |       |        |         |               |               |               |
| Asst professor            | 144   | 37,779 | 6,847   | 33,000        | 36,469        | 41,000        |
| No, not in tenure track   |       |        |         |               |               |               |
| Instructor                | 21    | 32,432 | 9,191   | 25,000        | 31,000        | 35,000        |

Note: Cells with fewer than 15 cases have been suppressed.



Table 4.5.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and TENURE - 11 or 12 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>TENTURE | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|----------------------------|-------|--------|---------|---------------|---------------|---------------|
| Yes                        |       |        |         |               |               |               |
| Full professor             | 198   | 89,608 | 28,407  | 70,000        | 85,000        | 106,000       |
| Assoc professor            | 41    | 59,402 | 17,075  | 51,000        | 56,000        | 66,400        |
| No, in tenure track        |       |        |         |               |               |               |
| Asst professor             | 35    | 44,038 | 9,442   | 36,000        | 46,000        | 50,000        |
| No, not in tenure track    |       |        |         |               |               |               |
| Instructor                 | 27    | 41,549 | 16,303  | 30,000        | 38,000        | 47,000        |
| Research appt              | 44    | 43,515 | 12,174  | 36,000        | 40,250        | 54,000        |
| Not applicable             |       |        |         |               |               |               |
| Research appt              | 41    | 45,638 | 48,824  | 25,000        | 37,000        | 45,000        |
| Other nonfaculty           | 23    | 52,289 | 20,157  | 35,892        | 47,000        | 65,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.6.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and INSTITUTIONAL CONTROL - 9 or 10 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>INSTITUTIONAL CONTROL | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--|-------|--------|---------|---------------|---------------|---------------|
| Public                                   |       |        |         |               |               |               |
| Full professor                           | 342   | 62,777 | 16,734  | 52,000        | 60,000        | 70,000        |
| Assoc professor                          | 144   | 44,646 | 7,927   | 39,700        | 42,592        | 49,500        |
| Asst professor                           | 114   | 38,189 | 6,437   | 33,000        | 37,000        | 42,000        |
| Instructor                               | 23    | 34,060 | 11,803  | 27,000        | 32,000        | 38,000        |
| No ranks                                 | 19    | 41,284 | 8,096   | 34,000        | 40,000        | 44,980        |
| Private                                  |       |        |         |               |               |               |
| Full professor                           | 193   | 58,189 | 17,163  | 45,000        | 55,000        | 68,540        |
| Assoc professor                          | 78    | 44,606 | 10,004  | 38,000        | 43,500        | 51,000        |
| Asst professor                           | 62    | 36,232 | 7,715   | 31,000        | 35,000        | 38,164        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.6.2

**SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and INSTITUTIONAL CONTROL - 11 or 12 Month Contract  
1994 ACS Salary Survey**

| ACADEMIC RANK &<br>INSTITUTIONAL CONTROL | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--|-------|--------|---------|---------------|---------------|---------------|
| <b>Public</b>                            |       |        |         |               |               |               |
| Full professor                           | 161   | 88,961 | 24,672  | 71,000        | 83,000        | 104,000       |
| Assoc professor                          | 34    | 59,339 | 11,967  | 51,000        | 57,961        | 65,871        |
| Asst professor                           | 30    | 50,686 | 19,430  | 41,000        | 47,000        | 52,000        |
| Instructor                               | 20    | 46,599 | 18,363  | 34,486        | 45,500        | 58,000        |
| Research appt                            | 61    | 46,173 | 40,040  | 32,500        | 40,000        | 53,000        |
| Other nonfaculty                         | 30    | 54,460 | 22,456  | 36,360        | 49,650        | 62,000        |
| <b>Private</b>                           |       |        |         |               |               |               |
| Full professor                           | 54    | 87,651 | 36,724  | 63,000        | 85,075        | 108,000       |
| Assoc professor                          | 22    | 58,689 | 24,092  | 44,000        | 55,500        | 80,000        |
| Asst professor                           | 22    | 40,968 | 10,298  | 31,000        | 43,000        | 47,000        |
| Research appt                            | 26    | 40,777 | 14,645  | 32,000        | 38,500        | 44,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.7.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and TYPE OF INSTITUTION - 9 or 10 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>TYPE OF INSTITUTION | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--|-------|--------|---------|---------------|---------------|---------------|
| NonPhD-granting                        |       |        |         |               |               |               |
| Full professor                         | 285   | 52,538 | 10,353  | 45,000        | 52,000        | 59,800        |
| Assoc professor                        | 108   | 40,728 | 7,046   | 36,000        | 40,000        | 45,000        |
| Asst professor                         | 99    | 33,978 | 4,254   | 31,175        | 33,800        | 37,000        |
| No ranks                               | 22    | 40,450 | 8,641   | 34,000        | 40,000        | 44,980        |
| PhD-granting                           |       |        |         |               |               |               |
| Full professor                         | 246   | 71,066 | 17,926  | 58,428        | 67,500        | 80,000        |
| Assoc professor                        | 113   | 48,290 | 8,531   | 42,000        | 45,500        | 54,800        |
| Asst professor                         | 74    | 42,203 | 7,147   | 37,340        | 40,750        | 46,000        |
| Instructor                             | 18    | 32,332 | 9,957   | 25,000        | 30,750        | 40,140        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.7.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and TYPE OF INSTITUTION - 11 or 12 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>TYPE OF INSTITUTION | Count | Mean    | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--|-------|---------|---------|---------------|---------------|---------------|
| NonPhD-granting                        |       |         |         |               |               |               |
| Full professor                         | 47    | 70,862  | 21,854  | 57,500        | 69,000        | 82,000        |
| PhD-granting                           |       |         |         |               |               |               |
| Full professor                         | 138   | 91,659  | 26,772  | 72,000        | 87,625        | 106,000       |
| Assoc professor                        | 28    | 61,023  | 12,927  | 52,500        | 60,500        | 67,435        |
| Asst professor                         | 28    | 46,515  | 10,807  | 40,500        | 46,800        | 50,215        |
| Instructor                             | 21    | 49,408  | 22,198  | 34,000        | 42,000        | 60,000        |
| Research appt                          | 71    | 45,461  | 37,759  | 30,000        | 40,000        | 53,000        |
| Other nonfaculty                       | 30    | 48,714  | 16,218  | 36,000        | 45,000        | 59,000        |
| Medical school                         |       |         |         |               |               |               |
| Full professor                         | 30    | 102,550 | 30,434  | 80,000        | 98,000        | 125,000       |
| Assoc professor                        | 20    | 63,984  | 20,568  | 51,500        | 56,000        | 80,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.8.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK, INSTITUTIONAL CONTROL and TYPE OF INSTITUTION -  
9 or 10 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>TYPE OF SCHOOL | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|-----------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Public</b>                     |       |        |         |               |               |               |
| NonPhD-granting                   |       |        |         |               |               |               |
| Full professor                    | 159   | 54,504 | 8,485   | 49,900        | 54,179        | 60,000        |
| Assoc professor                   | 59    | 40,765 | 6,415   | 36,000        | 39,287        | 44,333        |
| Asst professor                    | 56    | 34,962 | 4,424   | 32,632        | 34,100        | 37,150        |
| No ranks                          | 19    | 41,284 | 8,096   | 34,000        | 40,000        | 44,980        |
| PhD-granting                      |       |        |         |               |               |               |
| Full professor                    | 180   | 70,119 | 18,816  | 56,412        | 65,369        | 79,000        |
| Assoc professor                   | 84    | 47,273 | 7,809   | 41,387        | 45,000        | 53,000        |
| Asst professor                    | 56    | 41,297 | 6,671   | 36,250        | 40,058        | 45,500        |
| <b>Private</b>                    |       |        |         |               |               |               |
| NonPhD-granting                   |       |        |         |               |               |               |
| Full professor                    | 126   | 50,056 | 11,892  | 41,000        | 49,850        | 55,000        |
| Assoc professor                   | 49    | 40,683 | 7,806   | 37,000        | 41,000        | 45,000        |
| Asst professor                    | 43    | 32,698 | 3,692   | 29,500        | 33,000        | 35,000        |
| PhD-granting                      |       |        |         |               |               |               |
| Full professor                    | 66    | 73,647 | 15,068  | 63,000        | 70,000        | 83,000        |
| Assoc professor                   | 29    | 51,234 | 9,915   | 42,600        | 51,300        | 60,000        |
| Asst professor                    | 18    | 45,020 | 8,015   | 38,500        | 42,000        | 52,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.8.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK, INSTITUTIONAL CONTROL, and TYPE OF INSTITUTION -  
11 or 12 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>TYPE OF SCHOOL | Count | Mean    | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|-----------------------------------|-------|---------|---------|---------------|---------------|---------------|
| <b>Public</b>                     |       |         |         |               |               |               |
| NonPhD-granting                   |       |         |         |               |               |               |
| Full professor                    | 32    | 79,161  | 19,852  | 65,300        | 75,614        | 85,000        |
| PhD-granting                      |       |         |         |               |               |               |
| Full professor                    | 114   | 90,519  | 24,163  | 72,000        | 85,000        | 105,000       |
| Assoc professor                   | 22    | 60,529  | 11,373  | 53,000        | 61,000        | 65,871        |
| Asst professor                    | 19    | 48,054  | 11,747  | 41,000        | 48,000        | 52,000        |
| Instructor                        | 15    | 47,596  | 20,180  | 33,972        | 45,000        | 60,000        |
| Research appt                     | 54    | 47,566  | 42,363  | 34,000        | 40,500        | 53,000        |
| Other nonfaculty                  | 23    | 47,779  | 15,172  | 36,000        | 42,200        | 59,000        |
| Medical school                    |       |         |         |               |               |               |
| Full professor                    | 15    | 98,033  | 32,309  | 72,000        | 93,000        | 110,000       |
| <b>Private</b>                    |       |         |         |               |               |               |
| NonPhD-granting                   |       |         |         |               |               |               |
| Full professor                    | 15    | 53,158  | 14,258  | 42,000        | 50,000        | 65,000        |
| PhD-granting                      |       |         |         |               |               |               |
| Full professor                    | 24    | 97,075  | 36,928  | 78,463        | 94,900        | 121,000       |
| Research appt                     | 17    | 38,776  | 15,189  | 29,000        | 36,000        | 42,000        |
| Medical school                    |       |         |         |               |               |               |
| Full professor                    | 15    | 107,067 | 28,828  | 83,000        | 103,000       | 135,000       |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.9.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and SEX - 9 or 10 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>SEX | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Men</b>             |       |        |         |               |               |               |
| Full professor         | 492   | 61,565 | 17,170  | 51,000        | 58,000        | 70,000        |
| Assoc professor        | 192   | 45,274 | 8,789   | 40,000        | 43,579        | 51,150        |
| Asst professor         | 114   | 37,801 | 7,285   | 33,000        | 36,000        | 41,000        |
| Instructor             | 15    | 33,783 | 10,565  | 25,000        | 32,000        | 40,140        |
| No ranks               | 16    | 41,244 | 8,515   | 36,125        | 41,600        | 46,740        |
| <b>Women</b>           |       |        |         |               |               |               |
| Full professor         | 42    | 55,391 | 13,884  | 45,350        | 55,000        | 64,450        |
| Assoc professor        | 30    | 40,523 | 6,830   | 37,000        | 40,000        | 44,000        |
| Asst professor         | 61    | 37,074 | 6,294   | 33,000        | 37,000        | 40,000        |
| Instructor             | 15    | 33,689 | 12,094  | 26,400        | 30,500        | 35,000        |

Note: Cells with fewer than 15 cases have been suppressed.



Table 4.9.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and SEX - 11 or 12 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>SEX | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Men</b>             |       |        |         |               |               |               |
| Full professor         | 195   | 88,989 | 28,316  | 69,500        | 84,000        | 105,000       |
| Assoc professor        | 46    | 61,240 | 17,153  | 49,073        | 59,961        | 72,400        |
| Asst professor         | 39    | 48,126 | 18,161  | 37,000        | 46,000        | 51,000        |
| Instructor             | 20    | 48,448 | 23,346  | 31,500        | 43,300        | 60,000        |
| Research appt          | 63    | 47,890 | 39,402  | 35,000        | 41,000        | 55,000        |
| Other nonfaculty       | 30    | 56,219 | 22,894  | 36,800        | 53,000        | 65,000        |
| <b>Women</b>           |       |        |         |               |               |               |
| Full professor         | 20    | 85,154 | 26,281  | 70,750        | 79,425        | 96,500        |
| Research appt          | 23    | 35,696 | 12,226  | 24,697        | 36,000        | 40,500        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.10.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and GEOGRAPHIC REGION - 9 or 10 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>GEOGRAPHIC REGION | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| Pacific                              |       |        |         |               |               |               |
| Full professor                       | 68    | 63,217 | 15,360  | 54,000        | 60,000        | 67,500        |
| Asst professor                       | 16    | 38,093 | 7,259   | 32,500        | 35,750        | 43,500        |
| Mountain                             |       |        |         |               |               |               |
| Full professor                       | 26    | 64,966 | 20,798  | 45,000        | 64,000        | 77,248        |
| West North Central                   |       |        |         |               |               |               |
| Full professor                       | 37    | 54,996 | 11,544  | 47,000        | 55,500        | 62,000        |
| Assoc professor                      | 15    | 40,552 | 11,608  | 31,000        | 39,000        | 42,000        |
| Asst professor                       | 21    | 34,227 | 4,118   | 33,000        | 33,000        | 38,000        |
| West South Central                   |       |        |         |               |               |               |
| Full professor                       | 54    | 64,309 | 24,737  | 47,000        | 55,850        | 79,000        |
| Assoc professor                      | 33    | 45,180 | 9,515   | 40,000        | 42,372        | 47,500        |
| East North Central                   |       |        |         |               |               |               |
| Full professor                       | 109   | 59,692 | 13,472  | 51,000        | 56,200        | 66,500        |
| Assoc professor                      | 45    | 44,791 | 7,136   | 40,000        | 44,650        | 50,500        |
| Asst professor                       | 43    | 37,811 | 7,261   | 33,200        | 35,500        | 41,000        |
| East South Central                   |       |        |         |               |               |               |
| Full professor                       | 32    | 50,579 | 11,422  | 44,345        | 50,000        | 55,000        |
| Assoc professor                      | 15    | 39,988 | 6,078   | 36,920        | 39,500        | 42,000        |
| Middle Atlantic                      |       |        |         |               |               |               |
| Full professor                       | 86    | 64,867 | 16,429  | 53,000        | 61,500        | 74,440        |
| Assoc professor                      | 38    | 49,403 | 9,276   | 42,000        | 51,000        | 56,391        |
| Asst professor                       | 23    | 39,479 | 5,330   | 36,467        | 38,167        | 42,000        |
| South Atlantic                       |       |        |         |               |               |               |
| Full professor                       | 69    | 58,147 | 15,514  | 46,100        | 57,000        | 66,700        |
| Assoc professor                      | 34    | 41,518 | 7,199   | 38,000        | 41,000        | 45,477        |
| Asst professor                       | 33    | 36,040 | 5,907   | 32,000        | 34,800        | 40,000        |
| New England                          |       |        |         |               |               |               |
| Full professor                       | 50    | 64,542 | 19,176  | 54,000        | 60,000        | 70,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.10.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME  
by RANK and GEOGRAPHIC REGION - 11 or 12 Month Contract  
1994 ACS Salary Survey

| ACADEMIC RANK &<br>GEOGRAPHIC REGION | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|--------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| Pacific                              |       |        |         |               |               |               |
| Full professor                       | 35    | 87,635 | 28,421  | 69,000        | 85,000        | 110,000       |
| Research appt                        | 15    | 49,361 | 16,733  | 38,000        | 50,000        | 60,000        |
| West North Central                   |       |        |         |               |               |               |
| Full professor                       | 20    | 94,838 | 31,999  | 66,000        | 94,300        | 129,200       |
| West South Central                   |       |        |         |               |               |               |
| Full professor                       | 21    | 87,646 | 28,566  | 68,000        | 78,750        | 95,000        |
| East North Central                   |       |        |         |               |               |               |
| Full professor                       | 31    | 92,746 | 31,451  | 79,117        | 96,000        | 110,000       |
| Research appt                        | 17    | 37,608 | 12,304  | 29,000        | 36,000        | 41,000        |
| Middle Atlantic                      |       |        |         |               |               |               |
| Research appt                        | 17    | 37,653 | 9,613   | 32,300        | 37,000        | 42,000        |
| South Atlantic                       |       |        |         |               |               |               |
| Full professor                       | 45    | 82,094 | 24,046  | 64,000        | 76,824        | 90,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 5.1.1

STIPENDS of POSTDOCTORAL FELLOWS  
by INSTITUTIONAL CONTROL and WORK SPECIALTY  
1994 ACS Salary Survey

| WORK SPECIALTY &<br>TYPE OF SCHOOL | Count | Mean   | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------------|-------|--------|---------|---------------|---------------|---------------|
| <b>Biochemistry</b>                |       |        |         |               |               |               |
| Total                              | 40    | 24,905 | 4,127   | 22,000        | 25,000        | 27,250        |
| Public                             | 19    | 24,653 | 3,808   | 22,500        | 25,000        | 26,000        |
| Private                            | 21    | 25,133 | 4,477   | 21,500        | 25,000        | 27,500        |
| <b>Chemistry</b>                   |       |        |         |               |               |               |
| Total                              | 138   | 24,199 | 4,728   | 21,000        | 23,600        | 26,700        |
| Public                             | 85    | 23,787 | 4,449   | 21,000        | 23,300        | 26,050        |
| Private                            | 53    | 24,851 | 5,114   | 22,000        | 24,000        | 27,000        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 6.1.1

**SALARIES of CHEMICAL ENGINEERS employed FULL-TIME in INDUSTRY  
by DEGREE and YEARS SINCE BS  
1994 ACS Salary Survey**

| HIGHEST DEGREE &<br>YEARS SINCE BS | Count | Mean    | Std Dev | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile |
|------------------------------------|-------|---------|---------|---------------|---------------|---------------|
| <b>BS</b>                          |       |         |         |               |               |               |
| Total                              | 156   | 64,228  | 55,749  | 43,500        | 55,000        | 72,750        |
| 5-9                                | 31    | 45,434  | 9,774   | 37,000        | 48,000        | 52,000        |
| 10-14                              | 34    | 53,674  | 14,505  | 42,500        | 51,774        | 58,000        |
| 20-24                              | 19    | 70,737  | 17,374  | 65,000        | 71,000        | 79,500        |
| <b>MS</b>                          |       |         |         |               |               |               |
| Total                              | 167   | 69,217  | 31,624  | 52,000        | 61,880        | 80,000        |
| 5-9                                | 22    | 49,725  | 9,276   | 42,000        | 49,500        | 56,000        |
| 10-14                              | 29    | 57,043  | 11,591  | 50,500        | 53,000        | 60,240        |
| 15-19                              | 29    | 67,216  | 15,817  | 60,000        | 62,500        | 75,000        |
| 20-24                              | 31    | 72,051  | 25,792  | 57,800        | 65,900        | 82,000        |
| 30-34                              | 26    | 84,853  | 26,681  | 65,000        | 83,500        | 100,000       |
| <b>PhD</b>                         |       |         |         |               |               |               |
| Total                              | 209   | 81,504  | 31,628  | 63,636        | 75,000        | 90,000        |
| 5-9                                | 16    | 59,447  | 4,092   | 56,450        | 60,000        | 62,250        |
| 10-14                              | 28    | 64,767  | 6,931   | 60,000        | 63,930        | 68,950        |
| 15-19                              | 51    | 72,461  | 12,478  | 63,000        | 71,500        | 80,286        |
| 20-24                              | 29    | 80,881  | 20,610  | 71,900        | 79,040        | 89,300        |
| 25-29                              | 28    | 95,028  | 23,206  | 77,229        | 90,000        | 114,350       |
| 30-34                              | 22    | 96,610  | 30,912  | 80,000        | 89,000        | 103,000       |
| 35-39                              | 22    | 100,080 | 69,327  | 73,000        | 89,000        | 94,900        |

Note: Cells with fewer than 15 cases have been suppressed.

Table 7.1.1

EMPLOYMENT STATUS OF ALL RESPONDENTS  
by WORK SPECIALTY  
1994 Survey of ACS Members

| WORK SPECIALTY          | EMPLOYMENT STATUS |           |         |              |                  |           | Total  |
|-------------------------|-------------------|-----------|---------|--------------|------------------|-----------|--------|
|                         | Full-time         | Part-time | Postdoc | Seeking empl | Not seeking empl | No Answer |        |
| Chemical engineering    | 471               | 13        | 1       | 15           | 10               | 2         | 512    |
| Row Percent             | 92.0%             | 2.5%      | .2%     | 2.9%         | 2.0%             | .4%       | 100.0% |
| Column Percent          | 5.4%              | 5.4%      | .4%     | 6.0%         | 4.9%             | 4.1%      | 5.2%   |
| Biochemistry            | 457               | 6         | 38      | 6            | 9                | 3         | 519    |
| Row Percent             | 88.1%             | 1.2%      | 7.3%    | 1.2%         | 1.7%             | .6%       | 100.0% |
| Column Percent          | 5.2%              | 2.5%      | 14.4%   | 2.4%         | 4.4%             | 6.1%      | 5.3%   |
| Biotechnology           | 206               | 10        | 12      | 6            | 2                | 0         | 236    |
| Row Percent             | 87.3%             | 4.2%      | 5.1%    | 2.5%         | .8%              | .0%       | 100.0% |
| Column Percent          | 2.3%              | 4.1%      | 4.5%    | 2.4%         | 1.0%             | .0%       | 2.4%   |
| General chemistry       | 422               | 26        | 1       | 8            | 11               | 6         | 474    |
| Row Percent             | 89.0%             | 5.5%      | .2%     | 1.7%         | 2.3%             | 1.3%      | 100.0% |
| Column Percent          | 4.8%              | 10.8%     | .4%     | 3.2%         | 5.4%             | 12.2%     | 4.8%   |
| Agricultural chemistry  | 242               | 5         | 3       | 5            | 6                | 1         | 262    |
| Row Percent             | 92.4%             | 1.9%      | 1.1%    | 1.9%         | 2.3%             | .4%       | 100.0% |
| Column Percent          | 2.8%              | 2.1%      | 1.1%    | 2.0%         | 3.0%             | 2.0%      | 2.7%   |
| Analytical chemistry    | 1551              | 29        | 12      | 45           | 24               | 4         | 1665   |
| Row Percent             | 93.2%             | 1.7%      | .7%     | 2.7%         | 1.4%             | .2%       | 100.0% |
| Column Percent          | 17.7%             | 12.0%     | 4.5%    | 17.9%        | 11.8%            | 8.2%      | 17.0%  |
| Clinical chemistry      | 88                | 4         | 2       | 5            | 1                | 0         | 100    |
| Row Percent             | 88.0%             | 4.0%      | 2.0%    | 5.0%         | 1.0%             | .0%       | 100.0% |
| Column Percent          | 1.0%              | 1.7%      | .8%     | 2.0%         | .5%              | .0%       | 1.0%   |
| Environmental chemistry | 716               | 22        | 11      | 27           | 10               | 5         | 791    |
| Row Percent             | 90.5%             | 2.8%      | 1.4%    | 3.4%         | 1.3%             | .6%       | 100.0% |
| Column Percent          | 8.2%              | 9.1%      | 4.2%    | 10.7%        | 4.9%             | 10.2%     | 8.1%   |
| Inorganic chemistry     | 308               | 5         | 30      | 6            | 5                | 0         | 354    |
| Row Percent             | 87.0%             | 1.4%      | 8.5%    | 1.7%         | 1.4%             | .0%       | 100.0% |
| Column Percent          | 3.5%              | 2.1%      | 11.4%   | 2.4%         | 2.5%             | .0%       | 3.6%   |
| Materials science       | 292               | 8         | 16      | 9            | 8                | 1         | 334    |
| Row Percent             | 87.4%             | 2.4%      | 4.8%    | 2.7%         | 2.4%             | .3%       | 100.0% |
| Column Percent          | 3.3%              | 3.3%      | 6.1%    | 3.6%         | 3.9%             | 2.0%      | 3.4%   |













Table 8.2.1

EMPLOYMENT STATUS OF ALL CHEMISTS  
by AGE  
1994 Survey of ACS Members

| AGE            | EMPLOYMENT STATUS |           |         |              |                  |           | Total  |
|----------------|-------------------|-----------|---------|--------------|------------------|-----------|--------|
|                | Full-time         | Part-time | Postdoc | Seeking empl | Not seeking empl | No Answer |        |
| 20-24          | 105               | 5         | 1       | 5            | 1                | 2         | 119    |
| Row Percent    | 88.2%             | 4.2%      | .8%     | 4.2%         | .8%              | 1.7%      | 100.0% |
| Column Percent | 1.3%              | 2.3%      | .4%     | 2.2%         | .6%              | 5.9%      | 1.3%   |
| 25-29          | 511               | 10        | 76      | 10           | 3                | 0         | 610    |
| Row Percent    | 83.8%             | 1.6%      | 12.5%   | 1.6%         | .5%              | .0%       | 100.0% |
| Column Percent | 6.4%              | 4.6%      | 29.8%   | 4.3%         | 1.7%             | .0%       | 6.9%   |
| 30-34          | 1085              | 22        | 117     | 24           | 8                | 4         | 1260   |
| Row Percent    | 86.1%             | 1.7%      | 9.3%    | 1.9%         | .6%              | .3%       | 100.0% |
| Column Percent | 13.6%             | 10.0%     | 45.9%   | 10.4%        | 4.6%             | 11.8%     | 14.2%  |
| 35-39          | 1334              | 23        | 34      | 32           | 10               | 4         | 1437   |
| Row Percent    | 92.8%             | 1.6%      | 2.4%    | 2.2%         | .7%              | .3%       | 100.0% |
| Column Percent | 16.8%             | 10.5%     | 13.3%   | 13.9%        | 5.7%             | 11.8%     | 16.2%  |
| 40-44          | 1269              | 16        | 17      | 36           | 8                | 1         | 1347   |
| Row Percent    | 94.2%             | 1.2%      | 1.3%    | 2.7%         | .6%              | .1%       | 100.0% |
| Column Percent | 15.9%             | 7.3%      | 6.7%    | 15.7%        | 4.6%             | 2.9%      | 15.2%  |
| 45-49          | 1100              | 22        | 5       | 34           | 13               | 2         | 1176   |
| Row Percent    | 93.5%             | 1.9%      | .4%     | 2.9%         | 1.1%             | .2%       | 100.0% |
| Column Percent | 13.8%             | 10.0%     | 2.0%    | 14.8%        | 7.4%             | 5.9%      | 13.3%  |
| 50-54          | 1105              | 25        | 2       | 36           | 15               | 2         | 1185   |
| Row Percent    | 93.2%             | 2.1%      | .2%     | 3.0%         | 1.3%             | .2%       | 100.0% |
| Column Percent | 13.9%             | 11.4%     | .8%     | 15.7%        | 8.6%             | 5.9%      | 13.4%  |
| 55-59          | 752               | 26        | 1       | 33           | 32               | 5         | 849    |
| Row Percent    | 88.6%             | 3.1%      | .1%     | 3.9%         | 3.8%             | .6%       | 100.0% |
| Column Percent | 9.4%              | 11.9%     | .4%     | 14.3%        | 18.3%            | 14.7%     | 9.6%   |
| 60-64          | 448               | 32        | 0       | 14           | 38               | 8         | 540    |
| Row Percent    | 83.0%             | 5.9%      | .0%     | 2.6%         | 7.0%             | 1.5%      | 100.0% |
| Column Percent | 5.6%              | 14.6%     | .0%     | 6.1%         | 21.7%            | 23.5%     | 6.1%   |
| 65-69          | 170               | 35        | 0       | 4            | 41               | 2         | 252    |
| Row Percent    | 67.5%             | 13.9%     | .0%     | 1.6%         | 16.3%            | .8%       | 100.0% |
| Column Percent | 2.1%              | 16.0%     | .0%     | 1.7%         | 23.4%            | 5.9%      | 2.8%   |
| 70 or more     | 4                 | 1         | 0       | 0            | 0                | 0         | 5      |
| Row Percent    | 80.0%             | 20.0%     | .0%     | .0%          | .0%              | .0%       | 100.0% |
| Column Percent | .1%               | .5%       | .0%     | .0%          | .0%              | .0%       | .1%    |











Table 8.5.2

EMPLOYMENT STATUS OF INDUSTRIAL CHEMISTS  
by TYPE OF INDUSTRY  
1994 Survey of ACS Members

| NONACADEMIC<br>EMPLOYER | EMPLOYMENT STATUS |               |         |                 |                        |              | Total  |
|-------------------------|-------------------|---------------|---------|-----------------|------------------------|--------------|--------|
|                         | Full-<br>time     | Part-<br>time | Postdoc | Seeking<br>empl | Not<br>seeking<br>empl | No<br>Answer |        |
| Analytical serv<br>lab  | 303               | 11            | 0       | 14              | 8                      | 0            | 336    |
| Row Percent             | 90.2%             | 3.3%          | .0%     | 4.2%            | 2.4%                   | .0%          | 100.0% |
| Column Percent          | 6.0%              | 16.2%         | .0%     | 8.5%            | 8.9%                   | .0%          | 6.2%   |
| Contract res firm       | 167               | 13            | 6       | 7               | 2                      | 1            | 196    |
| Row Percent             | 85.2%             | 6.6%          | 3.1%    | 3.6%            | 1.0%                   | .5%          | 100.0% |
| Column Percent          | 3.3%              | 19.1%         | 31.6%   | 4.3%            | 2.2%                   | 6.7%         | 3.6%   |
| Utility                 | 62                | 3             | 0       | 3               | 1                      | 0            | 69     |
| Row Percent             | 89.9%             | 4.3%          | .0%     | 4.3%            | 1.4%                   | .0%          | 100.0% |
| Column Percent          | 1.2%              | 4.4%          | .0%     | 1.8%            | 1.1%                   | .0%          | 1.3%   |
| Other nonmanuf          | 253               | 6             | 4       | 13              | 5                      | 2            | 283    |
| Row Percent             | 89.4%             | 2.1%          | 1.4%    | 4.6%            | 1.8%                   | .7%          | 100.0% |
| Column Percent          | 5.0%              | 8.8%          | 21.1%   | 7.9%            | 5.6%                   | 13.3%        | 5.2%   |
| Aerospace               | 76                | 0             | 0       | 8               | 2                      | 0            | 86     |
| Row Percent             | 88.4%             | .0%           | .0%     | 9.3%            | 2.3%                   | .0%          | 100.0% |
| Column Percent          | 1.5%              | .0%           | .0%     | 4.9%            | 2.2%                   | .0%          | 1.6%   |
| Basic chemicals         | 248               | 0             | 0       | 8               | 5                      | 0            | 261    |
| Row Percent             | 95.0%             | .0%           | .0%     | 3.1%            | 1.9%                   | .0%          | 100.0% |
| Column Percent          | 4.9%              | .0%           | .0%     | 4.9%            | 5.6%                   | .0%          | 4.8%   |
| Specialty chems         | 648               | 5             | 1       | 19              | 13                     | 2            | 688    |
| Row Percent             | 94.2%             | .7%           | .1%     | 2.8%            | 1.9%                   | .3%          | 100.0% |
| Column Percent          | 12.8%             | 7.4%          | 5.3%    | 11.6%           | 14.4%                  | 13.3%        | 12.7%  |
| Agricultural chems      | 164               | 1             | 0       | 3               | 5                      | 0            | 173    |
| Row Percent             | 94.8%             | .6%           | .0%     | 1.7%            | 2.9%                   | .0%          | 100.0% |
| Column Percent          | 3.2%              | 1.5%          | .0%     | 1.8%            | 5.6%                   | .0%          | 3.2%   |
| Biochemical prods       | 79                | 0             | 0       | 1               | 3                      | 1            | 84     |
| Row Percent             | 94.0%             | .0%           | .0%     | 1.2%            | 3.6%                   | 1.2%         | 100.0% |
| Column Percent          | 1.6%              | .0%           | .0%     | .6%             | 3.3%                   | 6.7%         | 1.6%   |
| Coatings                | 220               | 2             | 1       | 7               | 3                      | 0            | 233    |
| Row Percent             | 94.4%             | .9%           | .4%     | 3.0%            | 1.3%                   | .0%          | 100.0% |
| Column Percent          | 4.3%              | 2.9%          | 5.3%    | 4.3%            | 3.3%                   | .0%          | 4.3%   |
| Electronics             | 119               | 2             | 0       | 3               | 4                      | 2            | 130    |
| Row Percent             | 91.5%             | 1.5%          | .0%     | 2.3%            | 3.1%                   | 1.5%         | 100.0% |
| Column Percent          | 2.4%              | 2.9%          | .0%     | 1.8%            | 4.4%                   | 13.3%        | 2.4%   |
| Food                    | 151               | 1             | 0       | 6               | 1                      | 0            | 159    |
| Row Percent             | 95.0%             | .6%           | .0%     | 3.8%            | .6%                    | .0%          | 100.0% |
| Column Percent          | 3.0%              | 1.5%          | .0%     | 3.7%            | 1.1%                   | .0%          | 2.9%   |





Table 8.6.1

EMPLOYMENT STATUS OF NON-ACADEMIC CHEMISTS  
by WORK FUNCTION  
1994 Survey of ACS Members

| WORK FUNCTION      | EMPLOYMENT STATUS |           |         |              |                  |           | Total  |
|--------------------|-------------------|-----------|---------|--------------|------------------|-----------|--------|
|                    | Full-time         | Part-time | Postdoc | Seeking empl | Not seeking empl | No Answer |        |
| R&D Mgt            | 889               | 9         | 0       | 24           | 25               | 1         | 948    |
| Row Percent        | 93.8%             | .9%       | .0%     | 2.5%         | 2.6%             | .1%       | 100.0% |
| Column Percent     | 14.8%             | 6.5%      | .0%     | 12.5%        | 21.0%            | 5.0%      | 14.5%  |
| Basic research     | 597               | 7         | 43      | 13           | 9                | 1         | 670    |
| Row Percent        | 89.1%             | 1.0%      | 6.4%    | 1.9%         | 1.3%             | .1%       | 100.0% |
| Column Percent     | 9.9%              | 5.0%      | 68.3%   | 6.8%         | 7.6%             | 5.0%      | 10.2%  |
| Applied research   | 2084              | 19        | 18      | 54           | 29               | 7         | 2211   |
| Row Percent        | 94.3%             | .9%       | .8%     | 2.4%         | 1.3%             | .3%       | 100.0% |
| Column Percent     | 34.7%             | 13.7%     | 28.6%   | 28.1%        | 24.4%            | 35.0%     | 33.8%  |
| General Mgt        | 444               | 11        | 0       | 11           | 12               | 2         | 480    |
| Row Percent        | 92.5%             | 2.3%      | .0%     | 2.3%         | 2.5%             | .4%       | 100.0% |
| Column Percent     | 7.4%              | 7.9%      | .0%     | 5.7%         | 10.1%            | 10.0%     | 7.3%   |
| Marketing          | 320               | 8         | 0       | 14           | 4                | 2         | 348    |
| Row Percent        | 92.0%             | 2.3%      | .0%     | 4.0%         | 1.1%             | .6%       | 100.0% |
| Column Percent     | 5.3%              | 5.8%      | .0%     | 7.3%         | 3.4%             | 10.0%     | 5.3%   |
| Production         | 517               | 4         | 0       | 21           | 6                | 1         | 549    |
| Row Percent        | 94.2%             | .7%       | .0%     | 3.8%         | 1.1%             | .2%       | 100.0% |
| Column Percent     | 8.6%              | 2.9%      | .0%     | 10.9%        | 5.0%             | 5.0%      | 8.4%   |
| Health & Safety    | 254               | 12        | 0       | 6            | 7                | 1         | 280    |
| Row Percent        | 90.7%             | 4.3%      | .0%     | 2.1%         | 2.5%             | .4%       | 100.0% |
| Column Percent     | 4.2%              | 8.6%      | .0%     | 3.1%         | 5.9%             | 5.0%      | 4.3%   |
| Forensics          | 56                | 0         | 1       | 2            | 1                | 1         | 61     |
| Row Percent        | 91.8%             | .0%       | 1.6%    | 3.3%         | 1.6%             | 1.6%      | 100.0% |
| Column Percent     | .9%               | .0%       | 1.6%    | 1.0%         | .8%              | 5.0%      | .9%    |
| Other lab analysis | 328               | 7         | 0       | 19           | 6                | 0         | 360    |
| Row Percent        | 91.1%             | 1.9%      | .0%     | 5.3%         | 1.7%             | .0%       | 100.0% |
| Column Percent     | 5.5%              | 5.0%      | .0%     | 9.9%         | 5.0%             | .0%       | 5.5%   |
| Teaching           | 7                 | 1         | 0       | 1            | 0                | 0         | 9      |
| Row Percent        | 77.8%             | 11.1%     | .0%     | 11.1%        | .0%              | .0%       | 100.0% |
| Column Percent     | .1%               | .7%       | .0%     | .5%          | .0%              | .0%       | .1%    |
| Chem info services | 64                | 4         | 0       | 2            | 2                | 0         | 72     |
| Row Percent        | 88.9%             | 5.6%      | .0%     | 2.8%         | 2.8%             | .0%       | 100.0% |
| Column Percent     | 1.1%              | 2.9%      | .0%     | 1.0%         | 1.7%             | .0%       | 1.1%   |



Table 8.7.1

EMPLOYMENT STATUS OF ALL CHEMISTS  
by SPECIALTY  
1994 Survey of ACS Members

| WORK SPECIALTY           | EMPLOYMENT STATUS |           |         |              |                  |           | Total  |
|--------------------------|-------------------|-----------|---------|--------------|------------------|-----------|--------|
|                          | Full-time         | Part-time | Postdoc | Seeking empl | Not seeking empl | No Answer |        |
| Biochemistry             | 457               | 6         | 38      | 6            | 9                | 3         | 519    |
| Row Percent              | 88.1%             | 1.2%      | 7.3%    | 1.2%         | 1.7%             | .6%       | 100.0% |
| Column Percent           | 5.7%              | 2.7%      | 14.9%   | 2.6%         | 5.1%             | 8.8%      | 5.8%   |
| Biotechnology            | 206               | 10        | 12      | 6            | 2                | 0         | 236    |
| Row Percent              | 87.3%             | 4.2%      | 5.1%    | 2.5%         | .8%              | .0%       | 100.0% |
| Column Percent           | 2.6%              | 4.6%      | 4.7%    | 2.6%         | 1.1%             | .0%       | 2.7%   |
| General chemistry        | 422               | 26        | 1       | 8            | 11               | 6         | 474    |
| Row Percent              | 89.0%             | 5.5%      | .2%     | 1.7%         | 2.3%             | 1.3%      | 100.0% |
| Column Percent           | 5.3%              | 11.9%     | .4%     | 3.5%         | 6.3%             | 17.6%     | 5.3%   |
| Agricultural chemistry   | 242               | 5         | 3       | 5            | 6                | 1         | 262    |
| Row Percent              | 92.4%             | 1.9%      | 1.1%    | 1.9%         | 2.3%             | .4%       | 100.0% |
| Column Percent           | 3.0%              | 2.3%      | 1.2%    | 2.2%         | 3.4%             | 2.9%      | 3.0%   |
| Analytical chemistry     | 1551              | 29        | 12      | 45           | 24               | 4         | 1665   |
| Row Percent              | 93.2%             | 1.7%      | .7%     | 2.7%         | 1.4%             | .2%       | 100.0% |
| Column Percent           | 19.5%             | 13.2%     | 4.7%    | 19.6%        | 13.7%            | 11.8%     | 18.8%  |
| Clinical chemistry       | 88                | 4         | 2       | 5            | 1                | 0         | 100    |
| Row Percent              | 88.0%             | 4.0%      | 2.0%    | 5.0%         | 1.0%             | .0%       | 100.0% |
| Column Percent           | 1.1%              | 1.8%      | .8%     | 2.2%         | .6%              | .0%       | 1.1%   |
| Environmental chemistry  | 716               | 22        | 11      | 27           | 10               | 5         | 791    |
| Row Percent              | 90.5%             | 2.8%      | 1.4%    | 3.4%         | 1.3%             | .6%       | 100.0% |
| Column Percent           | 9.0%              | 10.0%     | 4.3%    | 11.7%        | 5.7%             | 14.7%     | 8.9%   |
| Inorganic chemistry      | 308               | 5         | 30      | 6            | 5                | 0         | 354    |
| Row Percent              | 87.0%             | 1.4%      | 8.5%    | 1.7%         | 1.4%             | .0%       | 100.0% |
| Column Percent           | 3.9%              | 2.3%      | 11.8%   | 2.6%         | 2.9%             | .0%       | 4.0%   |
| Materials science        | 292               | 8         | 16      | 9            | 8                | 1         | 334    |
| Row Percent              | 87.4%             | 2.4%      | 4.8%    | 2.7%         | 2.4%             | .3%       | 100.0% |
| Column Percent           | 3.7%              | 3.7%      | 6.3%    | 3.9%         | 4.6%             | 2.9%      | 3.8%   |
| Medicinal-Pharmaceutical | 546               | 10        | 23      | 14           | 10               | 0         | 603    |
| Row Percent              | 90.5%             | 1.7%      | 3.8%    | 2.3%         | 1.7%             | .0%       | 100.0% |
| Column Percent           | 6.9%              | 4.6%      | 9.0%    | 6.1%         | 5.7%             | .0%       | 6.8%   |
| Organic chemistry        | 1017              | 20        | 48      | 23           | 24               | 4         | 1136   |
| Row Percent              | 89.5%             | 1.8%      | 4.2%    | 2.0%         | 2.1%             | .4%       | 100.0% |
| Column Percent           | 12.8%             | 9.1%      | 18.8%   | 10.0%        | 13.7%            | 11.8%     | 12.8%  |









Table 10.1.1

ALL RESPONDENTS  
by SEX and HIGHEST DEGREE  
1994 Survey of ACS Members

| SEX            | HIGHEST DEGREE |        |        |           | Total  |
|----------------|----------------|--------|--------|-----------|--------|
|                | BS             | MS     | PhD    | No Answer |        |
| Men            | 1663           | 1358   | 4750   | 27        | 7798   |
| Row Percent    | 21.3%          | 17.4%  | 60.9%  | .3%       | 100.0% |
| Column Percent | 71.3%          | 74.7%  | 85.0%  | 58.7%     | 79.7%  |
| Women          | 656            | 447    | 791    | 10        | 1904   |
| Row Percent    | 34.5%          | 23.5%  | 41.5%  | .5%       | 100.0% |
| Column Percent | 28.1%          | 24.6%  | 14.2%  | 21.7%     | 19.5%  |
| No Answer      | 14             | 14     | 49     | 9         | 86     |
| Row Percent    | 16.3%          | 16.3%  | 57.0%  | 10.5%     | 100.0% |
| Column Percent | .6%            | .8%    | .9%    | 19.6%     | .9%    |
| Total          | 2333           | 1819   | 5590   | 46        | 9788   |
| Row Percent    | 23.8%          | 18.6%  | 57.1%  | .5%       | 100.0% |
| Column Percent | 100.0%         | 100.0% | 100.0% | 100.0%    | 100.0% |

Table 10.2.1

ALL RESPONDENTS  
by AGE and HIGHEST DEGREE  
1994 Survey of ACS Members

| AGE            | HIGHEST DEGREE |        |        |           | Total  |
|----------------|----------------|--------|--------|-----------|--------|
|                | BS             | MS     | PhD    | No Answer |        |
| 20-29          | 462            | 131    | 185    | 3         | 781    |
| Row Percent    | 59.2%          | 16.8%  | 23.7%  | .4%       | 100.0% |
| Column Percent | 19.8%          | 7.2%   | 3.3%   | 6.5%      | 8.0%   |
| 30-39          | 776            | 518    | 1660   | 7         | 2961   |
| Row Percent    | 26.2%          | 17.5%  | 56.1%  | .2%       | 100.0% |
| Column Percent | 33.3%          | 28.5%  | 29.7%  | 15.2%     | 30.3%  |
| 40-49          | 569            | 575    | 1605   | 16        | 2765   |
| Row Percent    | 20.6%          | 20.8%  | 58.0%  | .6%       | 100.0% |
| Column Percent | 24.4%          | 31.6%  | 28.7%  | 34.8%     | 28.2%  |
| 50-59          | 335            | 409    | 1497   | 8         | 2249   |
| Row Percent    | 14.9%          | 18.2%  | 66.6%  | .4%       | 100.0% |
| Column Percent | 14.4%          | 22.5%  | 26.8%  | 17.4%     | 23.0%  |
| 60-69          | 170            | 163    | 574    | 3         | 910    |
| Row Percent    | 18.7%          | 17.9%  | 63.1%  | .3%       | 100.0% |
| Column Percent | 7.3%           | 9.0%   | 10.3%  | 6.5%      | 9.3%   |
| 70 or more     | 1              | 1      | 5      | 0         | 7      |
| Row Percent    | 14.3%          | 14.3%  | 71.4%  | .0%       | 100.0% |
| Column Percent | .0%            | .1%    | .1%    | .0%       | .1%    |
| No Answer      | 20             | 22     | 64     | 9         | 115    |
| Row Percent    | 17.4%          | 19.1%  | 55.7%  | 7.8%      | 100.0% |
| Column Percent | .9%            | 1.2%   | 1.1%   | 19.6%     | 1.2%   |
| Total          | 2333           | 1819   | 5590   | 46        | 9788   |
| Row Percent    | 23.8%          | 18.6%  | 57.1%  | .5%       | 100.0% |
| Column Percent | 100.0%         | 100.0% | 100.0% | 100.0%    | 100.0% |

Table 10.2.2

MEN RESPONDENTS  
by AGE and HIGHEST DEGREE  
1994 Survey of ACS Members

| AGE            | HIGHEST DEGREE |        |        |           | Total  |
|----------------|----------------|--------|--------|-----------|--------|
|                | BS             | MS     | PhD    | No Answer |        |
| 20-29          | 236            | 63     | 129    | 1         | 429    |
| Row Percent    | 55.0%          | 14.7%  | 30.1%  | .2%       | 100.0% |
| Column Percent | 14.2%          | 4.6%   | 2.7%   | 3.7%      | 5.5%   |
| 30-39          | 530            | 362    | 1311   | 6         | 2209   |
| Row Percent    | 24.0%          | 16.4%  | 59.3%  | .3%       | 100.0% |
| Column Percent | 31.9%          | 26.7%  | 27.6%  | 22.2%     | 28.3%  |
| 40-49          | 451            | 471    | 1386   | 10        | 2318   |
| Row Percent    | 19.5%          | 20.3%  | 59.8%  | .4%       | 100.0% |
| Column Percent | 27.1%          | 34.7%  | 29.2%  | 37.0%     | 29.7%  |
| 50-59          | 281            | 323    | 1370   | 8         | 1982   |
| Row Percent    | 14.2%          | 16.3%  | 69.1%  | .4%       | 100.0% |
| Column Percent | 16.9%          | 23.8%  | 28.8%  | 29.6%     | 25.4%  |
| 60-69          | 159            | 134    | 534    | 2         | 829    |
| Row Percent    | 19.2%          | 16.2%  | 64.4%  | .2%       | 100.0% |
| Column Percent | 9.6%           | 9.9%   | 11.2%  | 7.4%      | 10.6%  |
| 70 or more     | 1              | 1      | 5      | 0         | 7      |
| Row Percent    | 14.3%          | 14.3%  | 71.4%  | .0%       | 100.0% |
| Column Percent | .1%            | .1%    | .1%    | .0%       | .1%    |
| No Answer      | 5              | 4      | 15     | 0         | 24     |
| Row Percent    | 20.8%          | 16.7%  | 62.5%  | .0%       | 100.0% |
| Column Percent | .3%            | .3%    | .3%    | .0%       | .3%    |
| Total          | 1663           | 1358   | 4750   | 27        | 7798   |
| Row Percent    | 21.3%          | 17.4%  | 60.9%  | .3%       | 100.0% |
| Column Percent | 100.0%         | 100.0% | 100.0% | 100.0%    | 100.0% |

Table 10.2.3

WOMEN RESPONDENTS  
by AGE and HIGHEST DEGREE  
1994 Survey of ACS Members

| AGE            | HIGHEST DEGREE |        |        |           | Total  |
|----------------|----------------|--------|--------|-----------|--------|
|                | BS             | MS     | PhD    | No Answer |        |
| 20-29          | 226            | 68     | 56     | 2         | 352    |
| Row Percent    | 64.2%          | 19.3%  | 15.9%  | .6%       | 100.0% |
| Column Percent | 34.5%          | 15.2%  | 7.1%   | 20.0%     | 18.5%  |
| 30-39          | 246            | 155    | 347    | 1         | 749    |
| Row Percent    | 32.8%          | 20.7%  | 46.3%  | .1%       | 100.0% |
| Column Percent | 37.5%          | 34.7%  | 43.9%  | 10.0%     | 39.3%  |
| 40-49          | 118            | 104    | 218    | 6         | 446    |
| Row Percent    | 26.5%          | 23.3%  | 48.9%  | 1.3%      | 100.0% |
| Column Percent | 18.0%          | 23.3%  | 27.6%  | 60.0%     | 23.4%  |
| 50-59          | 53             | 86     | 125    | 0         | 264    |
| Row Percent    | 20.1%          | 32.6%  | 47.3%  | .0%       | 100.0% |
| Column Percent | 8.1%           | 19.2%  | 15.8%  | .0%       | 13.9%  |
| 60-69          | 11             | 29     | 39     | 1         | 80     |
| Row Percent    | 13.8%          | 36.3%  | 48.8%  | 1.3%      | 100.0% |
| Column Percent | 1.7%           | 6.5%   | 4.9%   | 10.0%     | 4.2%   |
| No Answer      | 2              | 5      | 6      | 0         | 13     |
| Row Percent    | 15.4%          | 38.5%  | 46.2%  | .0%       | 100.0% |
| Column Percent | .3%            | 1.1%   | .8%    | .0%       | .7%    |
| Total          | 656            | 447    | 791    | 10        | 1904   |
| Row Percent    | 34.5%          | 23.5%  | 41.5%  | .5%       | 100.0% |
| Column Percent | 100.0%         | 100.0% | 100.0% | 100.0%    | 100.0% |

Table 10.3.1

ALL RESPONDENTS  
by WORK SPECIALTY and HIGHEST DEGREE  
1994 Survey of ACS Members

| WORK SPECIALTY          | HIGHEST DEGREE |       |       |           | Total  |
|-------------------------|----------------|-------|-------|-----------|--------|
|                         | BS             | MS    | PhD   | No Answer |        |
| Chemical engineering    | 121            | 139   | 250   | 2         | 512    |
| Row Percent             | 23.6%          | 27.1% | 48.8% | .4%       | 100.0% |
| Column Percent          | 5.2%           | 7.6%  | 4.5%  | 4.3%      | 5.2%   |
| Biochemistry            | 46             | 37    | 436   | 0         | 519    |
| Row Percent             | 8.9%           | 7.1%  | 84.0% | .0%       | 100.0% |
| Column Percent          | 2.0%           | 2.0%  | 7.8%  | .0%       | 5.3%   |
| Biotechnology           | 30             | 33    | 173   | 0         | 236    |
| Row Percent             | 12.7%          | 14.0% | 73.3% | .0%       | 100.0% |
| Column Percent          | 1.3%           | 1.8%  | 3.1%  | .0%       | 2.4%   |
| General chemistry       | 131            | 130   | 212   | 1         | 474    |
| Row Percent             | 27.6%          | 27.4% | 44.7% | .2%       | 100.0% |
| Column Percent          | 5.6%           | 7.1%  | 3.8%  | 2.2%      | 4.8%   |
| Agricultural chemistry  | 61             | 53    | 148   | 0         | 262    |
| Row Percent             | 23.3%          | 20.2% | 56.5% | .0%       | 100.0% |
| Column Percent          | 2.6%           | 2.9%  | 2.6%  | .0%       | 2.7%   |
| Analytical chemistry    | 634            | 334   | 682   | 15        | 1665   |
| Row Percent             | 38.1%          | 20.1% | 41.0% | .9%       | 100.0% |
| Column Percent          | 27.2%          | 18.4% | 12.2% | 32.6%     | 17.0%  |
| Clinical chemistry      | 17             | 18    | 65    | 0         | 100    |
| Row Percent             | 17.0%          | 18.0% | 65.0% | .0%       | 100.0% |
| Column Percent          | .7%            | 1.0%  | 1.2%  | .0%       | 1.0%   |
| Environmental chemistry | 306            | 196   | 286   | 3         | 791    |
| Row Percent             | 38.7%          | 24.8% | 36.2% | .4%       | 100.0% |
| Column Percent          | 13.1%          | 10.8% | 5.1%  | 6.5%      | 8.1%   |
| Inorganic chemistry     | 47             | 27    | 280   | 0         | 354    |
| Row Percent             | 13.3%          | 7.6%  | 79.1% | .0%       | 100.0% |
| Column Percent          | 2.0%           | 1.5%  | 5.0%  | .0%       | 3.6%   |
| Materials science       | 70             | 43    | 220   | 1         | 334    |
| Row Percent             | 21.0%          | 12.9% | 65.9% | .3%       | 100.0% |
| Column Percent          | 3.0%           | 2.4%  | 3.9%  | 2.2%      | 3.4%   |

Table 10.3.1 (Continued)

ALL RESPONDENTS  
by WORK SPECIALTY and HIGHEST DEGREE  
1994 Survey of ACS Members

| WORK SPECIALTY           | HIGHEST DEGREE |        |        |           | Total  |
|--------------------------|----------------|--------|--------|-----------|--------|
|                          | BS             | MS     | PhD    | No Answer |        |
| Medicinal-Pharmaceutical | 104            | 93     | 403    | 3         | 603    |
| Row Percent              | 17.2%          | 15.4%  | 66.8%  | .5%       | 100.0% |
| Column Percent           | 4.5%           | 5.1%   | 7.2%   | 6.5%      | 6.2%   |
| Organic chemistry        | 180            | 158    | 794    | 4         | 1136   |
| Row Percent              | 15.8%          | 13.9%  | 69.9%  | .4%       | 100.0% |
| Column Percent           | 7.7%           | 8.7%   | 14.2%  | 8.7%      | 11.6%  |
| Physical chemistry       | 27             | 28     | 428    | 0         | 483    |
| Row Percent              | 5.6%           | 5.8%   | 88.6%  | .0%       | 100.0% |
| Column Percent           | 1.2%           | 1.5%   | 7.7%   | .0%       | 4.9%   |
| Polymer chemistry        | 183            | 115    | 474    | 4         | 776    |
| Row Percent              | 23.6%          | 14.8%  | 61.1%  | .5%       | 100.0% |
| Column Percent           | 7.8%           | 6.3%   | 8.5%   | 8.7%      | 7.9%   |
| Other chemical science   | 38             | 54     | 87     | 1         | 180    |
| Row Percent              | 21.1%          | 30.0%  | 48.3%  | .6%       | 100.0% |
| Column Percent           | 1.6%           | 3.0%   | 1.6%   | 2.2%      | 1.8%   |
| Business Administration  | 62             | 90     | 93     | 0         | 245    |
| Row Percent              | 25.3%          | 36.7%  | 38.0%  | .0%       | 100.0% |
| Column Percent           | 2.7%           | 4.9%   | 1.7%   | .0%       | 2.5%   |
| Computer science         | 27             | 31     | 57     | 0         | 115    |
| Row Percent              | 23.5%          | 27.0%  | 49.6%  | .0%       | 100.0% |
| Column Percent           | 1.2%           | 1.7%   | 1.0%   | .0%       | 1.2%   |
| Law                      | 11             | 13     | 38     | 1         | 63     |
| Row Percent              | 17.5%          | 20.6%  | 60.3%  | 1.6%      | 100.0% |
| Column Percent           | .5%            | .7%    | .7%    | 2.2%      | .6%    |
| Other nonchemistry       | 105            | 131    | 242    | 0         | 478    |
| Row Percent              | 22.0%          | 27.4%  | 50.6%  | .0%       | 100.0% |
| Column Percent           | 4.5%           | 7.2%   | 4.3%   | .0%       | 4.9%   |
| No Answer                | 133            | 96     | 222    | 11        | 462    |
| Row Percent              | 28.8%          | 20.8%  | 48.1%  | 2.4%      | 100.0% |
| Column Percent           | 5.7%           | 5.3%   | 4.0%   | 23.9%     | 4.7%   |
| Total                    | 2333           | 1819   | 5590   | 46        | 9788   |
| Row Percent              | 23.8%          | 18.6%  | 57.1%  | .5%       | 100.0% |
| Column Percent           | 100.0%         | 100.0% | 100.0% | 100.0%    | 100.0% |

Table 10.4.1

ALL RESPONDENTS  
by RACE/ETHNICITY and HIGHEST DEGREE  
1994 Survey of ACS Members

| RACE            | HIGHEST DEGREE |        |        |           | Total  |
|-----------------|----------------|--------|--------|-----------|--------|
|                 | BS             | MS     | PhD    | No Answer |        |
| American Indian | 16             | 7      | 21     | 0         | 44     |
| Row Percent     | 36.4%          | 15.9%  | 47.7%  | .0%       | 100.0% |
| Column Percent  | .7%            | .4%    | .4%    | .0%       | .4%    |
| Asian           | 76             | 120    | 659    | 0         | 855    |
| Row Percent     | 8.9%           | 14.0%  | 77.1%  | .0%       | 100.0% |
| Column Percent  | 3.3%           | 6.6%   | 11.8%  | .0%       | 8.7%   |
| Black           | 62             | 28     | 64     | 0         | 154    |
| Row Percent     | 40.3%          | 18.2%  | 41.6%  | .0%       | 100.0% |
| Column Percent  | 2.7%           | 1.5%   | 1.1%   | .0%       | 1.6%   |
| White           | 2063           | 1587   | 4600   | 33        | 8283   |
| Row Percent     | 24.9%          | 19.2%  | 55.5%  | .4%       | 100.0% |
| Column Percent  | 88.4%          | 87.2%  | 82.3%  | 71.7%     | 84.6%  |
| Hispanic        | 53             | 31     | 96     | 1         | 181    |
| Row Percent     | 29.3%          | 17.1%  | 53.0%  | .6%       | 100.0% |
| Column Percent  | 2.3%           | 1.7%   | 1.7%   | 2.2%      | 1.8%   |
| Other           | 20             | 9      | 48     | 3         | 80     |
| Row Percent     | 25.0%          | 11.3%  | 60.0%  | 3.8%      | 100.0% |
| Column Percent  | .9%            | .5%    | .9%    | 6.5%      | .8%    |
| No Answer       | 43             | 37     | 102    | 9         | 191    |
| Row Percent     | 22.5%          | 19.4%  | 53.4%  | 4.7%      | 100.0% |
| Column Percent  | 1.8%           | 2.0%   | 1.8%   | 19.6%     | 2.0%   |
| Total           | 2333           | 1819   | 5590   | 46        | 9788   |
| Row Percent     | 23.8%          | 18.6%  | 57.1%  | .5%       | 100.0% |
| Column Percent  | 100.0%         | 100.0% | 100.0% | 100.0%    | 100.0% |



Table 10.5.1

ALL RESPONDENTS  
by RACE/ETHNICITY and SEX  
1994 Survey of ACS Members

| RACE            | SEX    |        |           | Total  |
|-----------------|--------|--------|-----------|--------|
|                 | Men    | Women  | No Answer |        |
| American Indian | 36     | 8      | 0         | 44     |
| Row Percent     | 81.8%  | 18.2%  | .0%       | 100.0% |
| Column Percent  | .5%    | .4%    | .0%       | .4%    |
| Asian           | 681    | 173    | 1         | 855    |
| Row Percent     | 79.6%  | 20.2%  | .1%       | 100.0% |
| Column Percent  | 8.7%   | 9.1%   | 1.2%      | 8.7%   |
| Black           | 113    | 41     | 0         | 154    |
| Row Percent     | 73.4%  | 26.6%  | .0%       | 100.0% |
| Column Percent  | 1.4%   | 2.2%   | .0%       | 1.6%   |
| White           | 6671   | 1607   | 5         | 8283   |
| Row Percent     | 80.5%  | 19.4%  | .1%       | 100.0% |
| Column Percent  | 85.5%  | 84.4%  | 5.8%      | 84.6%  |
| Hispanic        | 130    | 51     | 0         | 181    |
| Row Percent     | 71.8%  | 28.2%  | .0%       | 100.0% |
| Column Percent  | 1.7%   | 2.7%   | .0%       | 1.8%   |
| Other           | 66     | 14     | 0         | 80     |
| Row Percent     | 82.5%  | 17.5%  | .0%       | 100.0% |
| Column Percent  | .8%    | .7%    | .0%       | .8%    |
| No Answer       | 101    | 10     | 80        | 191    |
| Row Percent     | 52.9%  | 5.2%   | 41.9%     | 100.0% |
| Column Percent  | 1.3%   | .5%    | 93.0%     | 2.0%   |
| Total           | 7798   | 1904   | 86        | 9788   |
| Row Percent     | 79.7%  | 19.5%  | .9%       | 100.0% |
| Column Percent  | 100.0% | 100.0% | 100.0%    | 100.0% |



Table 10.7.1

ALL RESPONDENTS  
by GEOGRAPHIC REGION and AGE  
1994 Survey of ACS Members

| GEOGRAPHIC REGION  | AGE   |       |       |       |       |            | Total |           |
|--------------------|-------|-------|-------|-------|-------|------------|-------|-----------|
|                    | 20-29 | 30-39 | 40-49 | 50-59 | 60-69 | 70 or more |       | No Answer |
| Pacific            | 87    | 388   | 350   | 274   | 86    | 0          | 12    | 1197      |
| Row Percent        | 7.3%  | 32.4% | 29.2% | 22.9% | 7.2%  | .0%        | 1.0%  | 100.0%    |
| Column Percent     | 11.1% | 13.1% | 12.7% | 12.2% | 9.5%  | .0%        | 10.4% | 12.2%     |
| Mountain           | 32    | 139   | 125   | 76    | 28    | 0          | 3     | 403       |
| Row Percent        | 7.9%  | 34.5% | 31.0% | 18.9% | 6.9%  | .0%        | .7%   | 100.0%    |
| Column Percent     | 4.1%  | 4.7%  | 4.5%  | 3.4%  | 3.1%  | .0%        | 2.6%  | 4.1%      |
| West North Central | 48    | 202   | 172   | 141   | 52    | 0          | 5     | 620       |
| Row Percent        | 7.7%  | 32.6% | 27.7% | 22.7% | 8.4%  | .0%        | .8%   | 100.0%    |
| Column Percent     | 6.1%  | 6.8%  | 6.2%  | 6.3%  | 5.7%  | .0%        | 4.3%  | 6.3%      |
| West South Central | 43    | 224   | 200   | 197   | 77    | 0          | 12    | 753       |
| Row Percent        | 5.7%  | 29.7% | 26.6% | 26.2% | 10.2% | .0%        | 1.6%  | 100.0%    |
| Column Percent     | 5.5%  | 7.6%  | 7.2%  | 8.8%  | 8.5%  | .0%        | 10.4% | 7.7%      |
| East North Central | 175   | 565   | 559   | 427   | 148   | 1          | 19    | 1894      |
| Row Percent        | 9.2%  | 29.8% | 29.5% | 22.5% | 7.8%  | .1%        | 1.0%  | 100.0%    |
| Column Percent     | 22.4% | 19.1% | 20.2% | 19.0% | 16.3% | 14.3%      | 16.5% | 19.4%     |
| East South Central | 32    | 78    | 91    | 73    | 41    | 0          | 1     | 316       |
| Row Percent        | 10.1% | 24.7% | 28.8% | 23.1% | 13.0% | .0%        | .3%   | 100.0%    |
| Column Percent     | 4.1%  | 2.6%  | 3.3%  | 3.2%  | 4.5%  | .0%        | .9%   | 3.2%      |
| Middle Atlantic    | 169   | 611   | 546   | 476   | 201   | 3          | 17    | 2023      |
| Row Percent        | 8.4%  | 30.2% | 27.0% | 23.5% | 9.9%  | .1%        | .8%   | 100.0%    |
| Column Percent     | 21.6% | 20.6% | 19.7% | 21.2% | 22.1% | 42.9%      | 14.8% | 20.7%     |
| South Atlantic     | 128   | 482   | 458   | 388   | 167   | 2          | 16    | 1641      |
| Row Percent        | 7.8%  | 29.4% | 27.9% | 23.6% | 10.2% | .1%        | 1.0%  | 100.0%    |
| Column Percent     | 16.4% | 16.3% | 16.6% | 17.3% | 18.4% | 28.6%      | 13.9% | 16.8%     |



Table 10.8.1

ALL RESPONDENTS  
by GEOGRAPHIC REGION and WORK FUNCTION  
1994 Survey of ACS Members

| WORK FUNCTION    | GEOGRAPHIC REGION |       |               |               |               |               |               |       |                |              | Total  |
|------------------|-------------------|-------|---------------|---------------|---------------|---------------|---------------|-------|----------------|--------------|--------|
|                  | Pacific           | Mount | WN<br>Central | WS<br>Central | EN<br>Central | ES<br>Central | Middle<br>Atl | S Atl | New<br>England | No<br>Answer |        |
| R&D Mgt          | 138               | 40    | 54            | 49            | 187           | 21            | 258           | 187   | 104            | 17           | 1055   |
| Row Percent      | 13.1%             | 3.8%  | 5.1%          | 4.6%          | 17.7%         | 2.0%          | 24.5%         | 17.7% | 9.9%           | 1.6%         | 100.0% |
| Column Percent   | 11.5%             | 9.9%  | 8.7%          | 6.5%          | 9.9%          | 6.6%          | 12.8%         | 11.4% | 13.5%          | 9.8%         | 10.8%  |
| Basic research   | 106               | 25    | 25            | 31            | 136           | 24            | 185           | 138   | 61             | 7            | 738    |
| Row Percent      | 14.4%             | 3.4%  | 3.4%          | 4.2%          | 18.4%         | 3.3%          | 25.1%         | 18.7% | 8.3%           | .9%          | 100.0% |
| Column Percent   | 8.9%              | 6.2%  | 4.0%          | 4.1%          | 7.2%          | 7.6%          | 9.1%          | 8.4%  | 7.9%           | 4.0%         | 7.5%   |
| Applied research | 270               | 70    | 155           | 183           | 536           | 54            | 586           | 346   | 197            | 26           | 2423   |
| Row Percent      | 11.1%             | 2.9%  | 6.4%          | 7.6%          | 22.1%         | 2.2%          | 24.2%         | 14.3% | 8.1%           | 1.1%         | 100.0% |
| Column Percent   | 22.6%             | 17.4% | 25.0%         | 24.3%         | 28.3%         | 17.1%         | 29.0%         | 21.1% | 25.7%          | 15.0%        | 24.8%  |
| General Mgt      | 81                | 41    | 31            | 44            | 101           | 19            | 101           | 129   | 38             | 10           | 595    |
| Row Percent      | 13.6%             | 6.9%  | 5.2%          | 7.4%          | 17.0%         | 3.2%          | 17.0%         | 21.7% | 6.4%           | 1.7%         | 100.0% |
| Column Percent   | 6.8%              | 10.2% | 5.0%          | 5.8%          | 5.3%          | 6.0%          | 5.0%          | 7.9%  | 4.9%           | 5.8%         | 6.1%   |
| Marketing        | 46                | 12    | 23            | 30            | 95            | 17            | 90            | 63    | 35             | 7            | 418    |
| Row Percent      | 11.0%             | 2.9%  | 5.5%          | 7.2%          | 22.7%         | 4.1%          | 21.5%         | 15.1% | 8.4%           | 1.7%         | 100.0% |
| Column Percent   | 3.8%              | 3.0%  | 3.7%          | 4.0%          | 5.0%          | 5.4%          | 4.4%          | 3.8%  | 4.6%           | 4.0%         | 4.3%   |
| Production       | 68                | 25    | 51            | 63            | 120           | 31            | 114           | 95    | 39             | 16           | 622    |
| Row Percent      | 10.9%             | 4.0%  | 8.2%          | 10.1%         | 19.3%         | 5.0%          | 18.3%         | 15.3% | 6.3%           | 2.6%         | 100.0% |
| Column Percent   | 5.7%              | 6.2%  | 8.2%          | 8.4%          | 6.3%          | 9.8%          | 5.6%          | 5.8%  | 5.1%           | 9.2%         | 6.4%   |
| Health & Safety  | 41                | 7     | 22            | 27            | 52            | 8             | 71            | 82    | 20             | 2            | 332    |
| Row Percent      | 12.3%             | 2.1%  | 6.6%          | 8.1%          | 15.7%         | 2.4%          | 21.4%         | 24.7% | 6.0%           | .6%          | 100.0% |
| Column Percent   | 3.4%              | 1.7%  | 3.5%          | 3.6%          | 2.7%          | 2.5%          | 3.5%          | 5.0%  | 2.6%           | 1.2%         | 3.4%   |
| Forensics        | 9                 | 7     | 3             | 2             | 10            | 0             | 9             | 14    | 8              | 0            | 62     |
| Row Percent      | 14.5%             | 11.3% | 4.8%          | 3.2%          | 16.1%         | .0%           | 14.5%         | 22.6% | 12.9%          | .0%          | 100.0% |
| Column Percent   | .8%               | 1.7%  | .5%           | .3%           | .5%           | .0%           | .4%           | .9%   | 1.0%           | .0%          | .6%    |



Table 10.9.1

ALL RESPONDENTS  
by GEOGRAPHIC REGION and WORK SPECIALTY  
1994 Survey of ACS Members

| WORK SPECIALTY          | GEOGRAPHIC REGION |       |               |               |               |               |               | Total |       |                |              |
|-------------------------|-------------------|-------|---------------|---------------|---------------|---------------|---------------|-------|-------|----------------|--------------|
|                         | Pacific           | Mount | WN<br>Central | WS<br>Central | EN<br>Central | ES<br>Central | Middle<br>Atl |       | S Atl | New<br>England | NO<br>Answer |
| Chemical engineering    | 62                | 18    | 29            | 69            | 83            | 22            | 99            | 86    | 39    | 5              | 512          |
| Row Percent             | 12.1%             | 3.5%  | 5.7%          | 13.5%         | 16.2%         | 4.3%          | 19.3%         | 16.8% | 7.6%  | 1.0%           | 100.0%       |
| Column Percent          | 5.2%              | 4.5%  | 4.7%          | 9.2%          | 4.4%          | 7.0%          | 4.9%          | 5.2%  | 5.1%  | 2.9%           | 5.2%         |
| Biochemistry            | 59                | 15    | 56            | 45            | 101           | 21            | 80            | 91    | 47    | 4              | 519          |
| Row Percent             | 11.4%             | 2.9%  | 10.8%         | 8.7%          | 19.5%         | 4.0%          | 15.4%         | 17.5% | 9.1%  | .8%            | 100.0%       |
| Column Percent          | 4.9%              | 3.7%  | 9.0%          | 6.0%          | 5.3%          | 6.6%          | 4.0%          | 5.5%  | 6.1%  | 2.3%           | 5.3%         |
| Biotechnology           | 63                | 6     | 13            | 6             | 27            | 1             | 43            | 36    | 39    | 2              | 236          |
| Row Percent             | 26.7%             | 2.5%  | 5.5%          | 2.5%          | 11.4%         | .4%           | 18.2%         | 15.3% | 16.5% | .8%            | 100.0%       |
| Column Percent          | 5.3%              | 1.5%  | 2.1%          | .8%           | 1.4%          | .3%           | 2.1%          | 2.2%  | 5.1%  | 1.2%           | 2.4%         |
| General chemistry       | 57                | 14    | 29            | 42            | 99            | 25            | 82            | 76    | 44    | 6              | 474          |
| Row Percent             | 12.0%             | 3.0%  | 6.1%          | 8.9%          | 20.9%         | 5.3%          | 17.3%         | 16.0% | 9.3%  | 1.3%           | 100.0%       |
| Column Percent          | 4.8%              | 3.5%  | 4.7%          | 5.6%          | 5.2%          | 7.9%          | 4.1%          | 4.6%  | 5.7%  | 3.5%           | 4.8%         |
| Agricultural chemistry  | 37                | 9     | 24            | 10            | 54            | 8             | 54            | 58    | 5     | 3              | 262          |
| Row Percent             | 14.1%             | 3.4%  | 9.2%          | 3.8%          | 20.6%         | 3.1%          | 20.6%         | 22.1% | 1.9%  | 1.1%           | 100.0%       |
| Column Percent          | 3.1%              | 2.2%  | 3.9%          | 1.3%          | 2.9%          | 2.5%          | 2.7%          | 3.5%  | .7%   | 1.7%           | 2.7%         |
| Analytical chemistry    | 192               | 94    | 108           | 136           | 356           | 54            | 327           | 267   | 110   | 21             | 1665         |
| Row Percent             | 11.5%             | 5.6%  | 6.5%          | 8.2%          | 21.4%         | 3.2%          | 19.6%         | 16.0% | 6.6%  | 1.3%           | 100.0%       |
| Column Percent          | 16.0%             | 23.3% | 17.4%         | 18.1%         | 18.8%         | 17.1%         | 16.2%         | 16.3% | 14.3% | 12.1%          | 17.0%        |
| Clinical chemistry      | 20                | 1     | 6             | 8             | 12            | 4             | 15            | 21    | 10    | 3              | 100          |
| Row Percent             | 20.0%             | 1.0%  | 6.0%          | 8.0%          | 12.0%         | 4.0%          | 15.0%         | 21.0% | 10.0% | 3.0%           | 100.0%       |
| Column Percent          | 1.7%              | .2%   | 1.0%          | 1.1%          | .6%           | 1.3%          | .7%           | 1.3%  | 1.3%  | 1.7%           | 1.0%         |
| Environmental chemistry | 137               | 53    | 45            | 65            | 130           | 30            | 127           | 141   | 51    | 12             | 791          |
| Row Percent             | 17.3%             | 6.7%  | 5.7%          | 8.2%          | 16.4%         | 3.8%          | 16.1%         | 17.8% | 6.4%  | 1.5%           | 100.0%       |
| Column Percent          | 11.4%             | 13.2% | 7.3%          | 8.6%          | 6.9%          | 9.5%          | 6.3%          | 8.6%  | 6.6%  | 6.9%           | 8.1%         |

Table 10.9.1 (Continued)

ALL RESPONDENTS  
by GEOGRAPHIC REGION and WORK SPECIALTY  
1994 Survey of ACS Members

| WORK SPECIALTY           | GEOGRAPHIC REGION |       |               |               |               |               |               |       |                |              | Total  |
|--------------------------|-------------------|-------|---------------|---------------|---------------|---------------|---------------|-------|----------------|--------------|--------|
|                          | Pacific           | Mount | WN<br>Central | WS<br>Central | EN<br>Central | ES<br>Central | Middle<br>Atl | S Atl | New<br>England | No<br>Answer |        |
| Inorganic chemistry      | 40                | 19    | 25            | 32            | 77            | 13            | 74            | 51    | 20             | 3            | 354    |
| Row Percent              | 11.3%             | 5.4%  | 7.1%          | 9.0%          | 21.8%         | 3.7%          | 20.9%         | 14.4% | 5.6%           | .8%          | 100.0% |
| Column Percent           | 3.3%              | 4.7%  | 4.0%          | 4.2%          | 4.1%          | 4.1%          | 3.7%          | 3.1%  | 2.6%           | 1.7%         | 3.6%   |
| Materials science        | 42                | 16    | 17            | 19            | 57            | 10            | 95            | 49    | 25             | 4            | 334    |
| Row Percent              | 12.6%             | 4.8%  | 5.1%          | 5.7%          | 17.1%         | 3.0%          | 28.4%         | 14.7% | 7.5%           | 1.2%         | 100.0% |
| Column Percent           | 3.5%              | 4.0%  | 2.7%          | 2.5%          | 3.0%          | 3.2%          | 4.7%          | 3.0%  | 3.3%           | 2.3%         | 3.4%   |
| Medicinal-Pharmaceutical | 60                | 14    | 35            | 17            | 118           | 8             | 189           | 86    | 69             | 7            | 603    |
| Row Percent              | 10.0%             | 2.3%  | 5.8%          | 2.8%          | 19.6%         | 1.3%          | 31.3%         | 14.3% | 11.4%          | 1.2%         | 100.0% |
| Column Percent           | 5.0%              | 3.5%  | 5.6%          | 2.3%          | 6.2%          | 2.5%          | 9.3%          | 5.2%  | 9.0%           | 4.0%         | 6.2%   |
| Organic chemistry        | 126               | 37    | 72            | 100           | 232           | 40            | 240           | 181   | 91             | 17           | 1136   |
| Row Percent              | 11.1%             | 3.3%  | 6.3%          | 8.8%          | 20.4%         | 3.5%          | 21.1%         | 15.9% | 8.0%           | 1.5%         | 100.0% |
| Column Percent           | 10.5%             | 9.2%  | 11.6%         | 13.3%         | 12.2%         | 12.7%         | 11.9%         | 11.0% | 11.8%          | 9.8%         | 11.6%  |
| Physical chemistry       | 72                | 19    | 30            | 33            | 97            | 16            | 102           | 73    | 36             | 5            | 483    |
| Row Percent              | 14.9%             | 3.9%  | 6.2%          | 6.8%          | 20.1%         | 3.3%          | 21.1%         | 15.1% | 7.5%           | 1.0%         | 100.0% |
| Column Percent           | 6.0%              | 4.7%  | 4.8%          | 4.4%          | 5.1%          | 5.1%          | 5.0%          | 4.4%  | 4.7%           | 2.9%         | 4.9%   |
| Polymer chemistry        | 58                | 14    | 42            | 55            | 203           | 27            | 161           | 131   | 69             | 16           | 776    |
| Row Percent              | 7.5%              | 1.8%  | 5.4%          | 7.1%          | 26.2%         | 3.5%          | 20.7%         | 16.9% | 8.9%           | 2.1%         | 100.0% |
| Column Percent           | 4.8%              | 3.5%  | 6.8%          | 7.3%          | 10.7%         | 8.5%          | 8.0%          | 8.0%  | 9.0%           | 9.2%         | 7.9%   |
| Other chemical science   | 20                | 10    | 10            | 15            | 32            | 5             | 38            | 31    | 17             | 2            | 180    |
| Row Percent              | 11.1%             | 5.6%  | 5.6%          | 8.3%          | 17.8%         | 2.8%          | 21.1%         | 17.2% | 9.4%           | 1.1%         | 100.0% |
| Column Percent           | 1.7%              | 2.5%  | 1.6%          | 2.0%          | 1.7%          | 1.6%          | 1.9%          | 1.9%  | 2.2%           | 1.2%         | 1.8%   |
| Business Administration  | 29                | 9     | 16            | 23            | 45            | 4             | 55            | 45    | 15             | 4            | 245    |
| Row Percent              | 11.8%             | 3.7%  | 6.5%          | 9.4%          | 18.4%         | 1.6%          | 22.4%         | 18.4% | 6.1%           | 1.6%         | 100.0% |
| Column Percent           | 2.4%              | 2.2%  | 2.6%          | 3.1%          | 2.4%          | 1.3%          | 2.7%          | 2.7%  | 2.0%           | 2.3%         | 2.5%   |





Table 10.10.1

ALL RESPONDENTS  
by GEOGRAPHIC REGION and SEX  
1994 Survey of ACS Members

| GEOGRAPHIC REGION  | SEX    |        |           | Total  |
|--------------------|--------|--------|-----------|--------|
|                    | Men    | Women  | No Answer |        |
| Pacific            | 938    | 250    | 9         | 1197   |
| Row Percent        | 78.4%  | 20.9%  | .8%       | 100.0% |
| Column Percent     | 12.0%  | 13.1%  | 10.5%     | 12.2%  |
| Mountain           | 323    | 78     | 2         | 403    |
| Row Percent        | 80.1%  | 19.4%  | .5%       | 100.0% |
| Column Percent     | 4.1%   | 4.1%   | 2.3%      | 4.1%   |
| West North Central | 506    | 111    | 3         | 620    |
| Row Percent        | 81.6%  | 17.9%  | .5%       | 100.0% |
| Column Percent     | 6.5%   | 5.8%   | 3.5%      | 6.3%   |
| West South Central | 605    | 137    | 11        | 753    |
| Row Percent        | 80.3%  | 18.2%  | 1.5%      | 100.0% |
| Column Percent     | 7.8%   | 7.2%   | 12.8%     | 7.7%   |
| East North Central | 1511   | 370    | 13        | 1894   |
| Row Percent        | 79.8%  | 19.5%  | .7%       | 100.0% |
| Column Percent     | 19.4%  | 19.4%  | 15.1%     | 19.4%  |
| East South Central | 258    | 58     | 0         | 316    |
| Row Percent        | 81.6%  | 18.4%  | .0%       | 100.0% |
| Column Percent     | 3.3%   | 3.0%   | .0%       | 3.2%   |
| Middle Atlantic    | 1661   | 351    | 11        | 2023   |
| Row Percent        | 82.1%  | 17.4%  | .5%       | 100.0% |
| Column Percent     | 21.3%  | 18.4%  | 12.8%     | 20.7%  |
| South Atlantic     | 1279   | 348    | 14        | 1641   |
| Row Percent        | 77.9%  | 21.2%  | .9%       | 100.0% |
| Column Percent     | 16.4%  | 18.3%  | 16.3%     | 16.8%  |
| New England        | 597    | 166    | 5         | 768    |
| Row Percent        | 77.7%  | 21.6%  | .7%       | 100.0% |
| Column Percent     | 7.7%   | 8.7%   | 5.8%      | 7.8%   |
| No Answer          | 120    | 35     | 18        | 173    |
| Row Percent        | 69.4%  | 20.2%  | 10.4%     | 100.0% |
| Column Percent     | 1.5%   | 1.8%   | 20.9%     | 1.8%   |
| Total              | 7798   | 1904   | 86        | 9788   |
| Row Percent        | 79.7%  | 19.5%  | .9%       | 100.0% |
| Column Percent     | 100.0% | 100.0% | 100.0%    | 100.0% |

Table 10.11.1

ALL RESPONDENTS  
by GEOGRAPHIC REGION and HIGHEST DEGREE  
1994 Survey of ACS Members

| GEOGRAPHIC REGION  | HIGHEST DEGREE |        |        |           | Total  |
|--------------------|----------------|--------|--------|-----------|--------|
|                    | BS             | MS     | PhD    | No Answer |        |
| Pacific            | 266            | 207    | 719    | 5         | 1197   |
| Row Percent        | 22.2%          | 17.3%  | 60.1%  | .4%       | 100.0% |
| Column Percent     | 11.4%          | 11.4%  | 12.9%  | 10.9%     | 12.2%  |
| Mountain           | 105            | 76     | 222    | 0         | 403    |
| Row Percent        | 26.1%          | 18.9%  | 55.1%  | .0%       | 100.0% |
| Column Percent     | 4.5%           | 4.2%   | 4.0%   | .0%       | 4.1%   |
| West North Central | 164            | 118    | 335    | 3         | 620    |
| Row Percent        | 26.5%          | 19.0%  | 54.0%  | .5%       | 100.0% |
| Column Percent     | 7.0%           | 6.5%   | 6.0%   | 6.5%      | 6.3%   |
| West South Central | 156            | 129    | 467    | 1         | 753    |
| Row Percent        | 20.7%          | 17.1%  | 62.0%  | .1%       | 100.0% |
| Column Percent     | 6.7%           | 7.1%   | 8.4%   | 2.2%      | 7.7%   |
| East North Central | 483            | 401    | 999    | 11        | 1894   |
| Row Percent        | 25.5%          | 21.2%  | 52.7%  | .6%       | 100.0% |
| Column Percent     | 20.7%          | 22.0%  | 17.9%  | 23.9%     | 19.4%  |
| East South Central | 80             | 56     | 176    | 4         | 316    |
| Row Percent        | 25.3%          | 17.7%  | 55.7%  | 1.3%      | 100.0% |
| Column Percent     | 3.4%           | 3.1%   | 3.1%   | 8.7%      | 3.2%   |
| Middle Atlantic    | 476            | 372    | 1170   | 5         | 2023   |
| Row Percent        | 23.5%          | 18.4%  | 57.8%  | .2%       | 100.0% |
| Column Percent     | 20.4%          | 20.5%  | 20.9%  | 10.9%     | 20.7%  |
| South Atlantic     | 402            | 285    | 949    | 5         | 1641   |
| Row Percent        | 24.5%          | 17.4%  | 57.8%  | .3%       | 100.0% |
| Column Percent     | 17.2%          | 15.7%  | 17.0%  | 10.9%     | 16.8%  |
| New England        | 151            | 143    | 471    | 3         | 768    |
| Row Percent        | 19.7%          | 18.6%  | 61.3%  | .4%       | 100.0% |
| Column Percent     | 6.5%           | 7.9%   | 8.4%   | 6.5%      | 7.8%   |
| No Answer          | 50             | 32     | 82     | 9         | 173    |
| Row Percent        | 28.9%          | 18.5%  | 47.4%  | 5.2%      | 100.0% |
| Column Percent     | 2.1%           | 1.8%   | 1.5%   | 19.6%     | 1.8%   |
| Total              | 2333           | 1819   | 5590   | 46        | 9788   |
| Row Percent        | 23.8%          | 18.6%  | 57.1%  | .5%       | 100.0% |
| Column Percent     | 100.0%         | 100.0% | 100.0% | 100.0%    | 100.0% |

Table 11.1.1

Type and Amount of LEAVE of  
CHEMISTS employed FULL-TIME in INDUSTRY  
1994 ACS Salary Survey

| Type of Leave             | % Having | Count | Median days |
|---------------------------|----------|-------|-------------|
| Holidays                  | 99.2     | 4980  | 10          |
| Annual leave              | 98.0     | 4922  | 15          |
| Sick leave                | 87.4     | 4389  | 10          |
| Care of sick family       | 44.7     | 2242  | 5           |
| Funeral leave             | 79.6     | 3988  | 3           |
| Jury duty leave           | 79.4     | 3987  | 5           |
| Paid parental leave       | 18.4     | 923   | 30          |
| Other paid personal leave | 14.9     | 750   | 3           |

Table 11.1.2

Type of INSURANCE and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in INDUSTRY  
1994 ACS Salary Survey

| Type of Insurance           | % Having | Count | Percent paid by employer |        |       |      | Not appl. |
|-----------------------------|----------|-------|--------------------------|--------|-------|------|-----------|
|                             |          |       | 100%                     | 50-99% | 1-49% | None |           |
| Life insurance for employee | 98.0     | 4782  | 55.8                     | 29.6   | 8.7   | 4.8  | 1.1       |
| Life insurance for family   | 58.4     | 2848  | 10.4                     | 36.9   | 10.4  | 39.0 | 3.3       |
| Accidental death insurance  | 84.2     | 4107  | 48.1                     | 28.3   | 7.7   | 14.7 | 1.2       |
| Long term care insurance    | 51.1     | 2496  | 26.7                     | 39.0   | 10.7  | 21.1 | 2.5       |
| Other insurance             | 35.2     | 1719  | 74.9                     | 14.9   | 3.4   | 4.9  | 1.9       |
| Long term disability        | 79.0     | 3857  | Median % of salary paid: |        |       |      | 60%       |
| Short term disability       | 62.6     | 3053  | Median % of salary paid: |        |       |      | 100%      |

Table 11.1.3

Type of MEDICAL PLAN and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in INDUSTRY  
1994 ACS Salary Survey

| Type of Medical Plan          | % Having | Count | Percent paid by employer |        |       |      | Not appl. |
|-------------------------------|----------|-------|--------------------------|--------|-------|------|-----------|
|                               |          |       | 100%                     | 50-99% | 1-49% | None |           |
| Medical coverage for employee | 97.1     | 4822  | 24.4                     | 67.1   | 6.6   | 1.0  | .9        |
| Medical coverage for family   | 95.5     | 4742  | 13.1                     | 71.5   | 9.1   | 4.2  | 2.2       |
| Dental coverage for employee  | 90.0     | 4468  | 22.7                     | 64.0   | 9.3   | 3.1  | .9        |
| Dental coverage for family    | 87.6     | 4346  | 14.2                     | 67.7   | 11.1  | 4.8  | 2.2       |
| Vision coverage for employee  | 44.4     | 2204  | 21.0                     | 52.5   | 16.1  | 8.2  | 2.3       |
| Vision coverage for family    | 38.4     | 1904  | 11.6                     | 56.7   | 17.6  | 11.2 | 2.9       |
| Prescription drug program     | 74.9     | 3717  | 16.6                     | 68.9   | 9.8   | 2.2  | 2.5       |
| Annual physical               | 51.8     | 2569  | 66.7                     | 26.7   | 3.5   | 1.3  | 1.7       |
| Wellness program              | 38.4     | 1904  | 37.3                     | 35.9   | 13.1  | 8.0  | 5.7       |
| Other medical coverage        | 2.1      | 102   | 33.7                     | 38.6   | 9.6   | 8.4  | 9.6       |

Table 11.1.4

Type of RETIREMENT PLAN and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in INDUSTRY  
1994 ACS Salary Survey

| Type of Retirement Plan   | % Having | Count | Median % of salary contributed by employer |
|---------------------------|----------|-------|--|
| Defined benefit plan      | 62.8     | 2925  |  |
| Savings plans             | 89.4     | 4159  | 4%   |
| Employee stock ownership  | 38.9     | 1812  | 4%   |
| Matching savings          | 38.7     | 1803  | 4%   |
| Profit sharing            | 26.6     | 1238  |  |
| Stock options             | 26.4     | 1220  |  |
| Flexible spending account | 36.1     | 1682  |  |
| Other retirement plan     | 1.1      | 52    |  |

Table 11.1.5

Type of PROFESSIONAL DEVELOPMENT PROGRAM and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in INDUSTRY  
1994 ACS Salary Survey

| Type of Professional Development | % Having | Count | Percent paid by employer      |        |       |      | Not appl. |
|----------------------------------|----------|-------|-------------------------------|--------|-------|------|-----------|
|                                  |          |       | 100%                          | 50-99% | 1-49% | None |           |
| Inhouse training                 | 79.2     | 3650  | 98.6                          | .7     | .1    | .1   | .4        |
| Outside seminars                 | 88.1     | 4060  | 96.5                          | 2.5    | .4    | .4   | .2        |
| Cultural diversity training      | 23.1     | 1063  | 95.1                          | 3.0    | .3    | .1   | 1.5       |
| Tuition reimbursement            | 80.4     | 3705  | 66.9                          | 29.3   | 2.6   | .2   | .9        |
| Educational leave                | 15.6     | 720   | 36.4                          | 15.0   | 4.2   | 37.1 | 7.4       |
| Other professional development   | 1.4      | 66    | 87.9                          | 8.6    | 1.7   | 1.7  | --        |
| Travel to meetings               | 85.9     | 3958  | Median number of meetings: 2  |        |       |      |           |
| Association dues                 | 67.5     | 3112  | Median number of societies: 1 |        |       |      |           |
| Sabbatical leave                 | 5.0      | 232   |                               |        |       |      |           |

Table 11.1.6

Type of OTHER BENEFIT PROGRAM and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in INDUSTRY  
1994 ACS Salary Survey

| Type of Other Program       | % Having | Count | Percent paid by employer |        |       |      | Not appl. |
|-----------------------------|----------|-------|--------------------------|--------|-------|------|-----------|
|                             |          |       | 100%                     | 50-99% | 1-49% | None |           |
| Personal safety equipment   | 87.9     | 3501  | 88.7                     | 8.9    | 1.3   | 1.0  | .2        |
| Onsite child care           | 4.7      | 189   | 2.8                      | 19.0   | 28.2  | 40.1 | 9.9       |
| Offsite child care          | 9.2      | 367   | 2.0                      | 12.2   | 28.9  | 49.0 | 7.8       |
| Flex benefits               | 30.5     | 1214  |                          |        |       |      |           |
| Benefit trading with others | 1.0      | 40    |                          |        |       |      |           |
| Employee assistance program | 52.8     | 2106  |                          |        |       |      |           |
| Other program               | 1.5      | 60    | 34.9                     | 23.3   | 16.3  | 14.0 | 11.6      |

Table 11.1.7

Type of LEAVE by SIZE OF INDUSTRIAL EMPLOYER of  
CHEMISTS employed FULL-TIME in INDUSTRY  
1994 ACS Salary Survey

| Type of Leave             | Number of Employees |               |                 |                   |         |
|---------------------------|---------------------|---------------|-----------------|-------------------|---------|
|                           | LT 500              | 500-<br>2,499 | 2,500-<br>9,999 | 10,000-<br>24,999 | 25,000+ |
| Holidays                  | 98.3                | 99.8          | 99.4            | 99.5              | 99.3    |
| Annual Leave              | 98.0                | 98.8          | 98.4            | 98.2              | 97.9    |
| Sick Leave                | 87.0                | 88.2          | 88.8            | 86.0              | 87.1    |
| Care of Sick Family       | 32.8                | 41.1          | 47.4            | 46.0              | 56.9    |
| Funeral Leave             | 67.6                | 83.2          | 84.6            | 79.9              | 85.0    |
| Jury Duty                 | 65.8                | 80.5          | 84.6            | 84.6              | 85.7    |
| Paid Parental Leave       | 12.1                | 14.3          | 20.1            | 1.4               | 26.1    |
| Other Paid Personal Leave | 12.4                | 14.4          | 16.9            | 14.6              | 16.3    |
| Count                     | 1212                | 952           | 945             | 656               | 1220    |

Table 11.1.8

Type of INSURANCE by SIZE OF INDUSTRIAL EMPLOYER of  
CHEMISTS employed FULL-TIME in INDUSTRY  
1994 ACS Salary Survey

| Type of Insurance         | Number of Employees |               |                 |                   |         |
|---------------------------|---------------------|---------------|-----------------|-------------------|---------|
|                           | LT 500              | 500-<br>2,499 | 2,500-<br>9,999 | 10,000-<br>24,999 | 25,000+ |
| Life insurance - employee | 95.9                | 97.8          | 98.8            | 98.5              | 99.3    |
| Life insurance - family   | 34.8                | 56.1          | 66.0            | 62.8              | 73.7    |
| Accidental death          | 73.8                | 84.9          | 87.5            | 87.3              | 89.0    |
| Long term care insurance  | 38.6                | 48.0          | 53.6            | 58.0              | 59.8    |
| Other insurance           | 17.9                | 36.3          | 42.9            | 37.8              | 43.2    |
| Long term disability      | 68.0                | 79.3          | 83.4            | 82.4              | 84.0    |
| Short term disability     | 50.9                | 65.1          | 66.7            | 62.1              | 68.5    |
| Count                     | 1120                | 935           | 941             | 646               | 1204    |

Table 11.1.9

Type of MEDICAL PLAN by SIZE OF INDUSTRIAL EMPLOYER of  
CHEMISTS employed FULL-TIME in INDUSTRY  
1994 ACS Salary Survey

| Type of Medical Plan        | Number of Employees |               |                 |                   |         |
|-----------------------------|---------------------|---------------|-----------------|-------------------|---------|
|                             | LT 500              | 500-<br>2,499 | 2,500-<br>9,999 | 10,000-<br>24,999 | 25,000+ |
| Medical coverage - employee | 95.1                | 97.2          | 97.8            | 97.7              | 98.3    |
| Medical coverage - family   | 91.5                | 95.0          | 98.1            | 97.2              | 97.2    |
| Dental coverage - employee  | 74.9                | 92.8          | 93.4            | 95.8              | 96.9    |
| Dental coverage - family    | 70.5                | 89.0          | 93.1            | 94.4              | 95.4    |
| Vision coverage - employee  | 30.5                | 47.4          | 51.9            | 46.7              | 49.0    |
| Vision coverage - family    | 24.9                | 38.8          | 45.1            | 40.6              | 44.8    |
| Prescription drug program   | 65.8                | 76.6          | 79.2            | 77.0              | 77.8    |
| Annual physical             | 35.2                | 54.1          | 61.4            | 60.4              | 53.9    |
| Wellness program            | 16.5                | 31.5          | 43.0            | 47.6              | 56.8    |
| Other medical coverage      | 1.8                 | 1.7           | 2.6             | 1.2               | 2.5     |
| Count                       | 1192                | 939           | 946             | 647               | 1205    |

Table 11.1.10

Type of RETIREMENT PLAN by SIZE OF INDUSTRIAL EMPLOYER of  
CHEMISTS employed FULL-TIME in INDUSTRY  
1994 ACS Salary Survey

| Type of Retirement Plan    | Number of Employees |               |                 |                   |         |
|----------------------------|---------------------|---------------|-----------------|-------------------|---------|
|                            | LT 500              | 500-<br>2,499 | 2,500-<br>9,999 | 10,000-<br>24,999 | 25,000+ |
| Defined benefit plan       | 29.6                | 59.5          | 71.3            | 79.7              | 80.3    |
| Savings plans              | 82.4                | 91.9          | 93.2            | 92.6              | 88.9    |
| Employee stock ownership   | 20.6                | 34.0          | 38.8            | 51.4              | 53.4    |
| Matching savings           | 15.2                | 34.7          | 43.6            | 53.9              | 51.9    |
| Profit sharing             | 23.6                | 22.7          | 28.8            | 30.4              | 28.9    |
| Stock options              | 25.2                | 20.8          | 28.2            | 23.2              | 32.8    |
| Flexible spending accounts | 18.2                | 31.9          | 39.1            | 44.6              | 49.1    |
| Other retirement plan      | 1.7                 | 1.1           | 1.1             | .2                | 1.1     |
| Count                      | 1056                | 904           | 886             | 621               | 1152    |



Table 11.1.11

Type of PROFESSIONAL DEVELOPMENT PROGRAM by SIZE OF INDUSTRIAL EMPLOYER of  
CHEMISTS employed FULL-TIME in INDUSTRY  
1994 ACS Salary Survey

| Type of Professional<br>Development | Number of Employees |               |                 |                   |         |
|-------------------------------------|---------------------|---------------|-----------------|-------------------|---------|
|                                     | LT 500              | 500-<br>2,499 | 2,500-<br>9,999 | 10,000-<br>24,999 | 25,000+ |
| Inhouse training                    | 49.6                | 76.3          | 89.1            | 92.0              | 93.8    |
| Outside seminars                    | 78.6                | 88.3          | 91.0            | 94.0              | 91.0    |
| Cultural diversity training         | 3.4                 | 15.3          | 22.9            | 31.2              | 42.8    |
| Tuition reimbursement               | 60.3                | 87.8          | 86.4            | 85.1              | 85.9    |
| Educational leave                   | 4.8                 | 8.1           | 16.0            | 18.8              | 29.5    |
| Other professional development      | 1.2                 | 1.2           | 1.0             | .8                | 2.4     |
| Travel to meetings                  | 79.3                | 83.4          | 87.9            | 89.8              | 90.4    |
| Association dues paid               | 69.2                | 73.7          | 73.3            | 71.1              | 54.9    |
| Sabbatical leave                    | 1.2                 | 3.6           | 5.4             | 7.0               | 8.2     |
| Count                               | 1046                | 890           | 877             | 616               | 1148    |

Table 11.1.12

Type of OTHER BENEFIT PROGRAM by SIZE OF INDUSTRIAL EMPLOYER of  
CHEMISTS employed FULL-TIME in INDUSTRY  
1994 ACS Salary Survey

| Type of Other Program       | Number of Employees |               |                 |                   |         |
|-----------------------------|---------------------|---------------|-----------------|-------------------|---------|
|                             | LT 500              | 500-<br>2,499 | 2,500-<br>9,999 | 10,000-<br>24,999 | 25,000+ |
| Personal safety equipment   | 90.4                | 85.8          | 87.2            | 88.8              | 87.6    |
| Onsite child care           | .8                  | 5.0           | 7.0             | 5.2               | 5.5     |
| Offsite child care          | 2.2                 | 5.7           | 10.2            | 11.4              | 15.1    |
| Flex benefits               | 11.9                | 27.0          | 33.5            | 31.6              | 43.7    |
| Benefit trading with others | .5                  | 1.6           | 1.8             | 0.0               | .9      |
| Employee assistance prog.   | 28.9                | 51.8          | 58.7            | 53.5              | 66.1    |
| Other program               | 1.7                 | 1.3           | 2.0             | .7                | 1.5     |
| Count                       | 774                 | 774           | 786             | 553               | 1069    |

Table 11.2.1

Type and Amount of LEAVE of  
CHEMISTS employed FULL-TIME in COLLEGES or UNIVERSITIES  
1994 ACS Salary Survey

| Type of Leave             | % Having | Count | Median days |
|---------------------------|----------|-------|-------------|
| Holidays                  | 87.9     | 1298  | 10          |
| Annual leave              | 65.5     | 968   | 21          |
| Sick leave                | 81.4     | 1203  | 12          |
| Care of sick family       | 35.0     | 5175  | 7           |
| Funeral leave             | 43.9     | 649   | 3           |
| Jury duty leave           | 54.4     | 804   | 5           |
| Paid parental leave       | 12.0     | 177   | 30          |
| Other paid personal leave | 10.4     | 153   | 3           |

Table 11.2.2

Type of INSURANCE and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in COLLEGES or UNIVERSITIES  
1994 ACS Salary Survey

| Type of Insurance           | % Having | Count | Percent paid by employer |        |       |      | Not appl. |
|-----------------------------|----------|-------|--------------------------|--------|-------|------|-----------|
|                             |          |       | 100%                     | 50-99% | 1-49% | None |           |
| Life insurance for employee | 95.5     | 1450  | 53.8                     | 19.6   | 11.5  | 14.2 | 1.0       |
| Life insurance for family   | 42.0     | 637   | 8.3                      | 19.4   | 11.3  | 57.3 | 3.6       |
| Accidental death insurance  | 67.8     | 1029  | 44.4                     | 17.8   | 8.1   | 27.9 | 1.8       |
| Long term care insurance    | 36.5     | 554   | 22.9                     | 28.6   | 10.0  | 36.0 | 2.6       |
| Other insurance             | 13.8     | 210   | 63.0                     | 14.3   | 8.4   | 9.7  | 4.5       |
| Long term disability        | 58.8     | 892   | Median % of salary paid: |        |       |      | 60%       |
| Short term disability       | 30.5     | 463   | Median % of salary paid: |        |       |      | 80%       |

Table 11.2.3

Type of MEDICAL PLAN and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in COLLEGES or UNIVERSITIES  
1994 ACS Salary Survey

| Type of Medical Plan          | % Having | Count | Percent paid by employer |        |       |      | Not<br>appl. |
|-------------------------------|----------|-------|--------------------------|--------|-------|------|--------------|
|                               |          |       | 100%                     | 50-99% | 1-49% | None |              |
| Medical coverage for employee | 93.5     | 1530  | 42.9                     | 47.2   | 8.0   | 1.0  | .9           |
| Medical coverage for family   | 90.9     | 1487  | 17.3                     | 51.0   | 14.4  | 15.4 | 2.0          |
| Dental coverage for employee  | 76.3     | 1248  | 32.7                     | 39.3   | 12.0  | 14.6 | 1.4          |
| Dental coverage for family    | 71.7     | 1173  | 16.7                     | 42.2   | 14.7  | 24.0 | 2.5          |
| Vision coverage for employee  | 38.6     | 632   | 33.9                     | 36.0   | 17.1  | 10.6 | 2.4          |
| Vision coverage for family    | 34.7     | 567   | 25.1                     | 37.6   | 17.2  | 16.8 | 3.3          |
| Prescription drug program     | 62.2     | 1018  | 23.7                     | 58.0   | 11.4  | 4.1  | 2.7          |
| Annual physical               | 28.4     | 465   | 42.1                     | 43.6   | 8.5   | 4.3  | 1.5          |
| Wellness program              | 25.1     | 411   | 37.4                     | 28.6   | 7.6   | 19.1 | 7.3          |
| Other medical coverage        | 1.2      | 20    | 35.7                     | 21.4   | 0.0   | 28.6 | 14.3         |

Table 11.2.4

Type of RETIREMENT PLAN and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in COLLEGES or UNIVERSITIES  
1994 ACS Salary Survey

| Type of Retirement Plan   | % Having | Count | Median % of salary<br>contributed by employer |
|---------------------------|----------|-------|---|
| Defined benefit plan      | 72.5     | 1082  |   |
| Savings plans             | 46.8     | 699   | 8%  |
| Matching savings          | 9.8      | 147   | 8%  |
| Flexible spending account | 13.4     | 200   |   |
| Other retirement plan     | 4.0      | 60    |   |

Table 11.2.5

Type of PROFESSIONAL DEVELOPMENT PROGRAM and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in COLLEGES or UNIVERSITIES  
1994 ACS Salary Survey

| Type of Professional<br>Development | % Having | Count | Percent paid by employer      |        |       |      | Not<br>appl. |  |
|-------------------------------------|----------|-------|-------------------------------|--------|-------|------|--------------|--|
|                                     |          |       | 100%                          | 50-99% | 1-49% | None |              |  |
| Inhouse training                    | 39.3     | 551   | 85.6                          | 5.7    | 2.0   | 4.5  | 2.2          |  |
| Outside seminars                    | 41.5     | 582   | 50.6                          | 25.2   | 11.3  | 10.7 | 2.2          |  |
| Cultural diversity training         | 21.3     | 299   | 82.0                          | 8.8    | 4.2   | 2.3  | 2.7          |  |
| Tuition reimbursement               | 45.6     | 639   | 58.7                          | 30.0   | 10.2  | .2   | .9           |  |
| Educational leave                   | 23.8     | 333   | 29.8                          | 33.7   | 10.1  | 22.1 | 4.3          |  |
| Other professional development      | 2.5      | 35    | 29.0                          | 35.5   | 19.4  | 12.9 | 3.2          |  |
| Travel to meetings                  | 72.0     | 1009  | Median number of meetings: 1  |        |       |      |              |  |
| Association dues                    | 16.7     | 234   | Median number of societies: 2 |        |       |      |              |  |
| Sabbatical leave                    | 60.8     | 852   |                               |        |       |      |              |  |

Table 11.2.6

Type of OTHER BENEFITS PROGRAM and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in COLLEGES or UNIVERSITIES  
1994 ACS Salary Survey

| Type of Other Program       | % Having | Count | Percent paid by employer |        |       |      | Not<br>appl. |
|-----------------------------|----------|-------|--------------------------|--------|-------|------|--------------|
|                             |          |       | 100%                     | 50-99% | 1-49% | None |              |
| Personal safety equipment   | 55.6     | 393   | 82.1                     | 6.5    | 5.3   | 5.3  | .9           |
| Onsite child care           | 31.7     | 224   | 4.2                      | 5.5    | 16.4  | 69.1 | 4.8          |
| Offsite child care          | 8.5      | 60    | 10.0                     | 8.0    | 18.0  | 58.0 | 6.0          |
| Flex benefits               | 22.5     | 159   |                          |        |       |      |              |
| Benefit trading with others | 7.4      | 52    |                          |        |       |      |              |
| Employee assistance program | 27.9     | 197   |                          |        |       |      |              |
| Other program               | .8       | 6     | 60.0                     | 0.0    | 20.0  | 20.0 | 0.0          |

Table 11.3.1

Type and Amount of LEAVE of  
CHEMISTS employed FULL-TIME in GOVERNMENT  
1994 ACS Salary Survey

| Type of Leave             | % Having | Count | Median days |
|---------------------------|----------|-------|-------------|
| Holidays                  | 98.8     | 600   | 10          |
| Annual leave              | 98.8     | 600   | 20          |
| Sick leave                | 96.2     | 584   | 13          |
| Care of sick family       | 31.1     | 189   | 11          |
| Funeral leave             | 35.1     | 213   | 3           |
| Jury duty leave           | 71.0     | 431   | 7           |
| Paid parental leave       | 7.6      | 46    | 12          |
| Other paid personal leave | 13.3     | 81    | 4           |

Table 11.3.2

Type of INSURANCE and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in GOVERNMENT  
1994 ACS Salary Survey

| Type of Insurance           | % Having | Count | Percent paid by employer |        |       |      | Not appl. |
|-----------------------------|----------|-------|--------------------------|--------|-------|------|-----------|
|                             |          |       | 100%                     | 50-99% | 1-49% | None |           |
| Life insurance for employee | 97.2     | 555   | 55.8                     | 29.6   | 8.7   | 4.8  | 1.1       |
| Life insurance for family   | 52.2     | 298   | 10.4                     | 36.9   | 10.4  | 39.0 | 3.3       |
| Accidental death insurance  | 49.6     | 283   | 48.1                     | 28.3   | 7.7   | 14.7 | 1.2       |
| Long term care insurance    | 20.3     | 116   | 26.7                     | 39.0   | 10.7  | 21.1 | 2.5       |
| Other insurance             | 13.1     | 75    | 74.9                     | 14.9   | 3.4   | 4.9  | 1.9       |
| Long term disability        | 31.5     | 180   | Median % of salary paid: |        |       |      | 60%       |
| Short term disability       | 20.1     | 115   | Median % of salary paid: |        |       |      | 67%       |

Table 11.3.3

Type of MEDICAL PLAN and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in GOVERNMENT  
1994 ACS Salary Survey

| Type of Medical Plan          | % Having | Count | Percent paid by employer |        |       |      | Not appl. |
|-------------------------------|----------|-------|--------------------------|--------|-------|------|-----------|
|                               |          |       | 100%                     | 50-99% | 1-49% | None |           |
| Medical coverage for employee | 93.1     | 556   | 24.4                     | 67.1   | 6.6   | 1.0  | .9        |
| Medical coverage for family   | 92.0     | 549   | 13.1                     | 71.5   | 9.1   | 4.2  | 2.2       |
| Dental coverage for employee  | 71.5     | 427   | 22.7                     | 64.0   | 9.3   | 3.1  | 2.9       |
| Dental coverage for family    | 67.7     | 404   | 14.2                     | 67.7   | 11.1  | 4.8  | 2.2       |
| Vision coverage for employee  | 41.0     | 245   | 21.0                     | 52.5   | 16.1  | 8.2  | 2.3       |
| Vision coverage for family    | 36.2     | 216   | 11.6                     | 56.7   | 17.6  | 11.2 | 2.9       |
| Prescription drug program     | 68.5     | 409   | 16.6                     | 68.9   | 9.8   | 2.2  | 2.5       |
| Annual physical               | 39.4     | 235   | 66.7                     | 26.7   | 3.5   | 1.3  | 1.7       |
| Wellness program              | 30.3     | 181   | 37.3                     | 35.9   | 13.1  | 8.0  | 5.7       |
| Other medical coverage        | 1.0      | 6     | 33.7                     | 38.6   | 9.6   | 8.4  | 9.6       |

Table 11.3.4

Type of RETIREMENT PLAN and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in GOVERNMENT  
1994 ACS Salary Survey

| Type of Retirement Plan   | % Having | Count | Median % of salary contributed by employer |
|---------------------------|----------|-------|--|
| Defined benefit plan      | 81.9     | 462   |  |
| Savings plans             | 59.6     | 336   | 5%   |
| Matching savings          | 20.7     | 117   | 5%   |
| Flexible spending account | 8.9      | 50    |  |
| Other retirement plan     | 4.1      | 23    |  |

Table 11.3.5

Type of PROFESSIONAL DEVELOPMENT PROGRAM and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in GOVERNMENT  
1994 ACS Salary Survey

| Type of Professional Development | % Having | Count | Percent paid by employer      |        |       |      | Not appl. |
|----------------------------------|----------|-------|-------------------------------|--------|-------|------|-----------|
|                                  |          |       | 100%                          | 50-99% | 1-49% | None |           |
| Inhouse training                 | 85.1     | 3650  | 98.6                          | .7     | .1    | .1   | .4        |
| Outside seminars                 | 86.1     | 4060  | 96.5                          | 2.5    | .4    | .4   | .2        |
| Cultural diversity training      | 35.7     | 1063  | 95.1                          | 3.0    | .3    | .1   | 1.5       |
| Tuition reimbursement            | 50.3     | 3705  | 66.9                          | 29.3   | 2.6   | .2   | .9        |
| Educational leave                | 22.7     | 720   | 36.4                          | 15.0   | 4.2   | 37.1 | 7.4       |
| Other professional development   | 1.1      | 66    | 87.9                          | 8.6    | 1.7   | 1.7  | 0.0       |
| Travel to meetings               | 85.0     | 3958  | Median number of meetings: 2  |        |       |      |           |
| Association dues                 | 14.7     | 3112  | Median number of societies: 1 |        |       |      |           |
| Sabbatical leave                 | 9.8      | 232   |                               |        |       |      |           |

Table 11.3.6

Type of OTHER BENEFITS PROGRAM and Fraction Paid by Employer of  
CHEMISTS employed FULL-TIME in GOVERNMENT  
1994 ACS Salary Survey

| Type of Other Program       | % Having | Count | Percent paid by employer |        |       |      | Not appl. |
|-----------------------------|----------|-------|--------------------------|--------|-------|------|-----------|
|                             |          |       | 100%                     | 50-99% | 1-49% | None |           |
| Personal safety equipment   | 81.4     | 373   | 89.7                     | 7.1    | 1.2   | 1.8  | .3        |
| Onsite child care           | 19.4     | 89    | 2.7                      | 5.5    | 20.5  | 64.4 | 6.8       |
| Offsite child care          | 8.1      | 37    | 3.6                      | 10.7   | 21.4  | 60.7 | 3.6       |
| Flex benefits               | 8.3      | 38    |                          |        |       |      |           |
| Benefit trading with others | 17.5     | 80    |                          |        |       |      |           |
| Employee assistance program | 54.1     | 248   |                          |        |       |      |           |
| Other program               | 1.5      | 7     |                          |        |       |      |           |



# American Chemical Society

1155 SIXTEENTH STREET, N.W.  
WASHINGTON, D.C. 20036  
Phone (202) 872-4509

*JOHN K CRUM*  
*Executive Director*

February 22, 1994

Dear Colleague:

Each year the American Chemical Society studies the economic status of the U.S. chemical profession by surveying a sample of ACS members. You are one of 20,000 members I am asking to participate in this survey, conducted under the aegis of the Council Committee on Economic and Professional Affairs.

Your participation is an important service to your colleagues, because a high response rate is needed to assure accurate results. Please take a few minutes now to complete the questionnaire and return it in the enclosed business reply envelope. The procedure is strictly confidential. Your name and address will not be coded with the information you provide. It is included only so that we can cross your name off our follow-up list once we have received your completed questionnaire. The information you provide will be combined with returns from other members so that only aggregated data will be available.

Findings will be reported to ACS members in several ways. Early in the summer, *Chemical & Engineering News* will publish a cover story on the salaries and employment status of chemists. At about the same time, the ACS will publish a detailed report entitled "*Salaries 1994.*"

Please feel free to use the back of the questionnaire for whatever comments or suggestions you might care to make.

Thank you for your assistance.

Sincerely,

A handwritten signature in cursive script that reads "John K. Crum".

John K Crum

Enclosure



# AMERICAN CHEMICAL SOCIETY 1994 Comprehensive Salary and Employment Status Survey

## PART I. EDUCATION AND EMPLOYMENT STATUS

### 1. What is the highest degree you have received to date:

- Less than Bachelor's .....  1
- Bachelor's .....  2
- Master's .....  3
- Doctorate .....  4
- Other (specify) .....  5     1

### 2. Please indicate the year in which you earned any of the following degrees:

- |            |         |     |
|------------|---------|-----|
| Bachelor's | 19 ____ | 2-3 |
| Master's   | 19 ____ | 4-5 |
| Doctorate  | 19 ____ | 6-7 |

### 3. Please check the appropriate box in each column.

| Field of highest degree  | The ONE specialty most related to your current or most recent job |
|--|---|
| Chemical engineering ..... <input type="checkbox"/> 01               | <input type="checkbox"/> 01                                       |
| Biochemistry ..... <input type="checkbox"/> 02                       | <input type="checkbox"/> 02                                       |
| Biotechnology ..... <input type="checkbox"/> 03                      | <input type="checkbox"/> 03                                       |
| General chemistry ..... <input type="checkbox"/> 04                  | <input type="checkbox"/> 04                                       |
| Agricultural/food chemistry ..... <input type="checkbox"/> 05        | <input type="checkbox"/> 05                                       |
| Analytical chemistry ..... <input type="checkbox"/> 06               | <input type="checkbox"/> 06                                       |
| Clinical chemistry ..... <input type="checkbox"/> 07                 | <input type="checkbox"/> 07                                       |
| Environmental chemistry ..... <input type="checkbox"/> 08            | <input type="checkbox"/> 08                                       |
| Inorganic chemistry ..... <input type="checkbox"/> 09                | <input type="checkbox"/> 09                                       |
| Materials science ..... <input type="checkbox"/> 10                  | <input type="checkbox"/> 10                                       |
| Medicinal/pharmaceutical chemistry ..... <input type="checkbox"/> 11 | <input type="checkbox"/> 11                                       |
| Organic chemistry ..... <input type="checkbox"/> 12                  | <input type="checkbox"/> 12                                       |
| Physical chemistry ..... <input type="checkbox"/> 13                 | <input type="checkbox"/> 13                                       |
| Polymer chemistry ..... <input type="checkbox"/> 14                  | <input type="checkbox"/> 14                                       |
| Other chemical science ..... <input type="checkbox"/> 15             | <input type="checkbox"/> 15                                       |
| Business administration ..... <input type="checkbox"/> 16            | <input type="checkbox"/> 16                                       |
| Computer science ..... <input type="checkbox"/> 17                   | <input type="checkbox"/> 17                                       |
| Law ..... <input type="checkbox"/> 18                                | <input type="checkbox"/> 18                                       |
| Other Non-chemistry ..... <input type="checkbox"/> 19                | <input type="checkbox"/> 19     8-11                              |

### 4. Please enter your primary employment status as of March 1, 1994. Choose the one category that best fits your situation.

- Employed full-time (35 hours or more per week) .  1
- Employed part-time .....  2
- Postdoctoral or other fellowship .....  3
- Not employed but actively seeking employment..  4
- Not employed and NOT seeking employment .....  5     12

### 5. If you are currently employed, is your job permanent or temporary?

- Permanent .....  1
- Temporary .....  2
- Agency temp .....  3
- Fixed term contract .....  4     13

### 6. If you were NOT EMPLOYED BUT ACTIVELY SEEKING EMPLOYMENT on March 1, 1994, how long had you been unemployed?

- Less than 1 month .....  1
- 1 to 3 months .....  2
- 4 to 6 months .....  3
- 7 to 12 months .....  4
- More than 1 year .....  5     14

### 7. Regardless of your current status, was there any period when you were NOT EMPLOYED AND ACTIVELY SEEKING EMPLOYMENT in calendar year 1993?

- Yes  1                      No  2                      15

### IF YES, how many total weeks were you NOT EMPLOYED AND ACTIVELY SEEKING EMPLOYMENT during calendar year 1993?

\_\_\_\_\_ weeks (Enter a number from 1 to 52)                      16-17

### 8. If you are CURRENTLY EMPLOYED, how long have you worked for your current employer?

\_\_\_ years                      \_\_\_ months                      18-21

### 9. Do you do any consulting?

- Yes  1                      No  2                      22

### IF YES, how often?

\_\_\_\_\_ hours per month                      23-25

### 10. What are the first three digits of the ZIP CODE of your current or most recent place of employment?

\_\_\_\_\_                      26-28

**PART II. QUESTIONS ABOUT YOURSELF**

**1. Your sex:**

Male  1 Female  2 29

**2. Your age at last birthday before March 1, 1994:**

\_\_\_\_\_ years old 30-31

**3. Citizenship or visa status:**

- U.S. native .....  1
- U.S. naturalized .....  2
- U.S. permanent resident visa .....  3
- Other visa .....  4 32

**4. What is your racial background?**

- American Indian or Alaskan native .....  1
- Asian .....  2
- Black/African American .....  3
- White .....  4
- Other .....  5 33

**5. Are you of Spanish/Hispanic origin or descent?**

Yes  1 No  2 34

*IF YOU ARE EMPLOYED, EITHER FULL-TIME OR PART-TIME, PLEASE ANSWER PART III, CURRENT INCOME.*

*IF YOU ARE NOT CURRENTLY EMPLOYED, PLEASE SKIP TO PART IV, CURRENT OR MOST RECENT JOB.*

**PART III. CURRENT INCOME**

**1. BASE ANNUAL SALARY from PRINCIPAL JOB as of March 1, 1994. (DO NOT INCLUDE bonuses, earnings from second job, overtime work, summer teaching, or other supplemental earnings.) If on a 9 or 10 month contract, report the 9 or 10 month salary rather than an annualized salary.**

\$ \_\_\_\_\_ per year 35-41

**2. TOTAL PROFESSIONAL INCOME during calendar year 1993. (INCLUDE consulting fees, base annual salary, bonuses, earnings from second job, overtime, summer teaching, and other supplemental earnings.)**

\$ \_\_\_\_\_ per year 42-48

**3. What was your SALARY LAST YEAR? Please indicate your base annual salary from principal job as of March 1, 1993. (DO NOT INCLUDE bonuses, earnings from second job, overtime work, summer teaching, or other supplemental earnings.) If on a 9 or 10 month contract, report the 9 or 10 month salary rather than an annualized salary.**

\$ \_\_\_\_\_ per year 49-55

**4. If you do any CONSULTING, what is your HOURLY RATE?**

\$ \_\_\_\_\_ per hour 56-58

**PART IV. CURRENT OR MOST RECENT PRIMARY JOB**

*IF YOUR CURRENT OR MOST RECENT EMPLOYER IS NOT AN ACADEMIC INSTITUTION, GO TO SECTION B ON THE NEXT PAGE.*

**A. CURRENT OR MOST RECENT EMPLOYMENT IS IN AN ACADEMIC INSTITUTION.**

**1. Current (or most recent) principal employer:**

College or university where the highest degree offered in chemistry or chemical engineering is:

- Associate's .....  1
- Bachelor's .....  2
- Master's .....  3
- Doctorate .....  4
- Medical or professional school .....  5
- High school .....  6 59

**2. Your employer is a:**

- Public institution .....  1
- Private institution .....  2 60

**3. Your academic rank:**

- Full professor .....  1
- Associate professor .....  2
- Assistant professor .....  3
- Visiting or adjunct professor, instructor, lecturer...  4
- Non-teaching research appointment .....  5
- Other non faculty .....  6
- My institution does not have ranks .....  7 61

**4. Have you been granted tenure?**

- Yes .....  1
- Not tenured, in tenure track .....  2
- Not tenured, not in tenure track .....  3
- Not applicable .....  4 62

**5. Your basic contract is for a period of:**

- 9 or 10 months .....  1
- 11 or 12 months .....  2 63

**6. About what fraction of your total working time in the academic year is devoted to:**

|                |         |       |
|----------------|---------|-------|
| Teaching       | _____ % | 64-66 |
| Research       | _____ % | 67-69 |
| Administration | _____ % | 70-72 |
| Other          | _____ % | 73-75 |
| TOTAL          | 100.0   |       |

**PLEASE SKIP TO PART V. FRINGE BENEFITS**

**B. CURRENT OR MOST RECENT EMPLOYMENT IS NOT IN AN ACADEMIC INSTITUTION.**

**1. Current (or most recent) principal employer:**

Self-employed .....  01

**Non-manufacturing:**

Analytical service laboratory .....  02

Contract research firms .....  03

Utility company .....  04

Other non-manufacturing .....  05

**Manufacturing company primarily involved in:**

Aerospace .....  06

Basic chemicals .....  07

Specialty chemicals .....  08

Agricultural chemicals .....  09

Biochemical products .....  10

Coatings, paints, inks .....  11

Electronics .....  12

Food .....  13

Instruments .....  14

Medical devices/diagnostic products .....  15

Metals, minerals .....  16

Paper .....  17

Petroleum/natural gas .....  18

Pharmaceuticals/personal care .....  19

Plastics .....  20

Rubber .....  21

Soaps, detergents, surfactants .....  22

Other manufactures .....  23

**Government:**

Federal (civilian) .....  24

State or local .....  25

Military .....  26

**Other nonacademic employer:**

Hospital, independent laboratory .....  27

Non-profit organization, other research institution .....  28

Other employment .....  29 76-77

**2. Employer's approximate number of employees (total for the whole organization):**

Less than 500 .....  1

500 to 2,499 .....  2

2,500 to 9,999 .....  3

10,000 to 24,999 .....  4

25,000 or more .....  5 78

**3. Check the ONE work function that best describes your job:**

**Research and Development:**

Management or administration of R&D .....  01

Basic research .....  02

Applied research, development, design .....  03

General management, administration (other than research and development) .....  04

Marketing, sales, purchasing, technical service, economic evaluation .....  05

Production, quality control .....  06

Health and safety/regulatory affairs .....  07

Forensic analysis .....  08

Other laboratory analysis .....  09

Teaching .....  10

Chemistry information services .....  11

Computer programming, analysis, design .....  12

Patents, licensing, trademarks .....  13

Consulting .....  14

Other (specify) \_\_\_\_\_  15 79-80

**4. Is your job classified as a:**

Chemical or engineering technician .....  1

Postdoctoral position .....  2

Scientist or engineer .....  3

Manager or administrator .....  4

Other (specify) \_\_\_\_\_  5 81

**5. Were you eligible for a bonus during calendar 1993?**

Yes  1 No  2 Not applicable  3 82

**6. Did you receive a bonus during calendar 1993?**

Yes  1 No  2 Not applicable  3 83

IF YES, please indicate amount \$ \_\_\_\_\_ 84-89

**7. How many people do you supervise, directly or indirectly? Please enter the actual number if it is between 0 and 99; 99 if the number is 100 or more.**

Professionals .....   90-91

Technicians .....   92-93

Others, including production workers ....   94-95

**PART V. FRINGE BENEFITS**

**1. Leave.** Please check (in the box provided) which of the following types of paid leave are available to you and, if available, the number of days of such leave you receive per year.

| Type of Paid Leave              | Available                    | Days Per Year |
|---------------------------------|------------------------------|---------------|
| Holidays                        | <input type="checkbox"/> 96  | _____ 97-98   |
| Annual leave/vacation           | <input type="checkbox"/> 99  | _____ 100-101 |
| Sick leave                      | <input type="checkbox"/> 102 | _____ 103-104 |
| Leave for care of sick family   | <input type="checkbox"/> 105 | _____ 106-107 |
| Funeral/bereavement leave       | <input type="checkbox"/> 108 | _____ 109-110 |
| Jury duty leave                 | <input type="checkbox"/> 111 | _____ 112-113 |
| Paid parental leave             | <input type="checkbox"/> 114 | _____ 115-116 |
| Other paid personal leave _____ | <input type="checkbox"/> 117 | _____ 118-119 |

**2. Insurance.** Please check (in the box provided) which of the following types of insurance are available to you and, if available, what approximate fraction of the premium is paid by your employer.

| Type of Insurance              | Available                    | % of Premium Paid by Your Employer |                            |                            |                            |                            |         |
|--------------------------------|------------------------------|------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|---------|
|                                |                              | 100%                               | 50-99%                     | 1-49%                      | None                       | Not Appl.                  |         |
| Life insurance for employee    | <input type="checkbox"/> 120 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 121     |
| Life insurance for family      | <input type="checkbox"/> 122 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 123     |
| Accidental death/dismemberment | <input type="checkbox"/> 124 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 125     |
| Long term care insurance       | <input type="checkbox"/> 126 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 127     |
| Other (travel, etc.)           | <input type="checkbox"/> 128 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 129     |
| Long term disability           | <input type="checkbox"/> 130 | _____ % of salary                  |                            | 131-133                    | for _____ weeks            |                            | 134-135 |
| Short term disability          | <input type="checkbox"/> 136 | _____ % of salary                  |                            | 137-139                    | for _____ months           |                            | 140-142 |

**3. Medical/Dental Plans.** Please check (in the box provided) which of the following types of medical and dental benefits are available to you and, if available, what approximate fraction of the premium is paid by your employer.

| Plan or Benefit                | Available                    | % of Premium Paid by Your Employer |                            |                            |                            |                            |     |
|--------------------------------|------------------------------|------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|-----|
|                                |                              | 100%                               | 50-99%                     | 1-49%                      | None                       | Not Appl.                  |     |
| Medical coverage for employee  | <input type="checkbox"/> 143 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 144 |
| Medical coverage for family    | <input type="checkbox"/> 145 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 146 |
| Dental coverage for employee   | <input type="checkbox"/> 147 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 148 |
| Dental coverage for family     | <input type="checkbox"/> 149 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 150 |
| Vision coverage for employee   | <input type="checkbox"/> 151 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 152 |
| Vision coverage for family     | <input type="checkbox"/> 153 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 154 |
| Prescription drug program      | <input type="checkbox"/> 155 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 156 |
| Annual physical                | <input type="checkbox"/> 157 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 158 |
| Wellness/fitness program       | <input type="checkbox"/> 159 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 160 |
| Other coverage (specify) _____ | <input type="checkbox"/> 161 | <input type="checkbox"/> 1         | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 162 |

**4. Retirement and Savings Programs.** Please check (in the box provided) which of the following types of retirement and savings programs are available to you and, where requested, what approximate fraction of your base salary is contributed to this plan by your employer.

| Retirement or Savings Program        | Available                    | Approximate % of Base Salary<br>Contributed by Your Employer |         |
|--------------------------------------|------------------------------|--|---------|
| Defined benefit pension plan         | <input type="checkbox"/> 163 |  |         |
| Savings plans e.g., 401(k) or 403(b) | <input type="checkbox"/> 164 | _____ %  | 165-167 |
| Employee stock ownership             | <input type="checkbox"/> 168 | _____ %  | 169-171 |
| Matching savings program             | <input type="checkbox"/> 172 | _____ %  | 173-175 |
| Profit sharing plan                  | <input type="checkbox"/> 176 |  |         |
| Stock options                        | <input type="checkbox"/> 177 |  |         |
| Flexible spending accounts           | <input type="checkbox"/> 178 |  |         |
| Other _____                          | <input type="checkbox"/> 179 |  |         |

**5. Professional Development.** Please check (in the box provided) which of the following types of professional development benefits are available to you and, if available, what approximate fraction of the cost is paid by your employer.

| Professional Development           | Available                    | % Paid by Your Employer           |                            |                            |                            |                            |         |
|------------------------------------|------------------------------|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|---------|
|                                    |                              | 100%                              | 50-99%                     | 1-49%                      | None                       | Not Appl.                  |         |
| In-house training courses          | <input type="checkbox"/> 180 | <input type="checkbox"/> 1        | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 181     |
| Outside seminars and training      | <input type="checkbox"/> 182 | <input type="checkbox"/> 1        | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 183     |
| Cultural diversity training        | <input type="checkbox"/> 184 | <input type="checkbox"/> 1        | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 185     |
| College tuition reimbursement      | <input type="checkbox"/> 186 | <input type="checkbox"/> 1        | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 187     |
| Educational leave                  | <input type="checkbox"/> 188 | <input type="checkbox"/> 1        | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 189     |
| Other _____                        | <input type="checkbox"/> 190 | <input type="checkbox"/> 1        | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 191     |
| Travel to technical meetings       | <input type="checkbox"/> 192 | _____ Number of meetings per year |                            |                            |                            |                            | 193-194 |
| Technical/professional assoc. dues | <input type="checkbox"/> 195 | _____ Number of societies         |                            |                            |                            |                            | 196-197 |
| Sabbatical leave                   | <input type="checkbox"/> 198 |                                   |                            |                            |                            |                            |         |

**6. Other Programs.** Please check (in the box provided) which of the following types of programs are available to you and, if available, what approximate fraction of the cost is paid by your employer.

| Other Program  | Available                    | % Paid by Your Employer    |                            |                            |                            |                            |     |
|--|------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|-----|
|  |                              | 100%                       | 50-99%                     | 1-49%                      | None                       | Not Appl.                  |     |
| Personal safety equipment                              | <input type="checkbox"/> 199 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 200 |
| On-site child care                                     | <input type="checkbox"/> 201 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 202 |
| Off-site child care                                    | <input type="checkbox"/> 203 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 204 |
| Flex-benefits (trade for other benefits or cash value) | <input type="checkbox"/> 205 |                            |                            |                            |                            |                            |     |
| Benefit trading with other employees                   | <input type="checkbox"/> 206 |                            |                            |                            |                            |                            |     |
| Employee assistance program                            | <input type="checkbox"/> 207 |                            |                            |                            |                            |                            |     |
| Other (specify) _____                                  | <input type="checkbox"/> 208 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | 209 |

**Comments:**

**THANK YOU FOR YOUR PARTICIPATION.  
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