

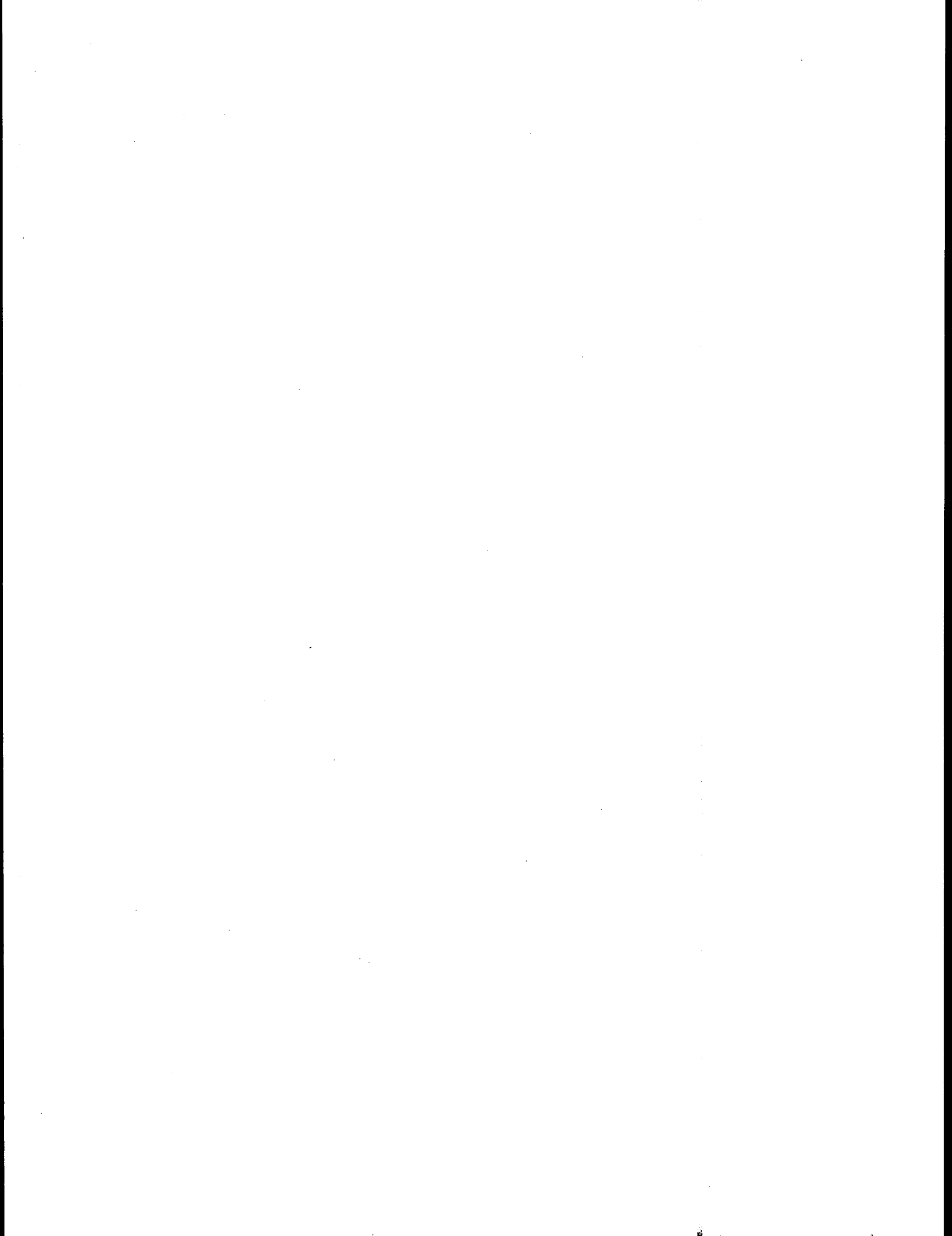
Salaries

1995

Analysis of the
American Chemical Society's
1995 Comprehensive Salary and
Employment Status Survey



American Chemical Society
Washington, D.C.



1/29/96

SALARIES 1995

ANALYSIS OF THE AMERICAN CHEMICAL SOCIETY'S
1995 COMPREHENSIVE SALARY AND EMPLOYMENT STATUS
SURVEY



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The ACS Council Committee on Economic and Professional Affairs, chaired by Edward S. Kostiner, and its Subcommittee on Surveys, chaired by James Visintainer, planned and provided general oversight of the survey and its analysis in 1995. The committee expresses its gratitude to the approximately 50,000 members who provided a valuable service to the profession by completing the survey questionnaire.

Corinne Marasco, Manager of Professional Services in the Department of Career Services, and consultant, Dave Montgomery, conducted this year's survey. Dave Montgomery wrote the following summary and Mary Jordan edited this report.

Mary L. Funke, Head
Department of Career Services

SUMMARY AND COMMENTS

Data from the American Chemical Society's 1995 Comprehensive Salary and Employment Status Survey showed mixed signals for any recovery from the recent poor economic conditions. On balance, the picture was unfavorable. While the overall unemployment rate dropped from last year, the percentage of respondents reporting full-time employment (excluding postdocs and fellowships) dropped also. In addition, the unemployment rate for young chemists increased substantially. Salaries of most full-time categories increased over last year but lagged behind the inflation rate.

SALARIES

Median incomes increased in current dollars between 1994 and 1995 for most chemists and chemical engineers employed full-time. Yet, only one group, chemical engineers with masters degrees, gained income increases greater than the rate of inflation.

Chemists

The rate of increase in median salary for chemists varied with the highest degree held. Chemists with master's degrees fared best. However, their increase also fell below the rate of inflation. As of March 1, 1995, median salaries for chemists were:

<i>Degree</i>	<i>Median Salary</i>	<i>Change from 1994 (current dollars)</i>	<i>Change from 1994¹ (constant dollars)</i>
Bachelor's	45,300	up 1.6%	down 1.3%
Master's	53,500	up 1.9%	down 1.0%
Doctorate	66,000	up 1.5%	down 1.4%

Chemical Engineers

For chemical engineers employed full-time, again those holding the master's degree gained more than other degree categories. Indeed, the groups holding bachelors and doctorate degrees experienced a decrease in median salary between 1994 and 1995, and for both current and constant dollars. Median salaries for chemical engineers were:

<i>Degree</i>	<i>Median Salary</i>	<i>Change from 1994 (current dollars)</i>	<i>Change from 1994 (constant dollars)</i>
Bachelor's	55,500	down 0.9%	down 3.8%
Master's	66,600	up 8.3%	up 5.4%
Doctorate	74,000	down 1.3%	down 4.2%

¹ The adjustment for inflation used the CPI-U, Consumer Price Index-Urban, which increased 2.9 percent from March 1994 to March 1995.

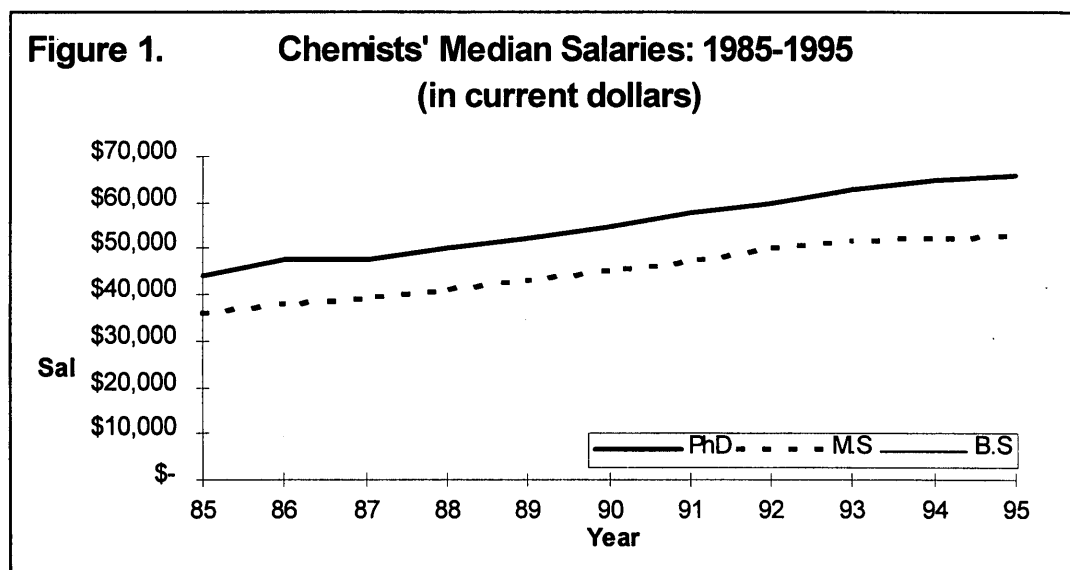
Employed by Academe

The greatest influences on academic salaries are academic rank, school type and work function. Academic salaries are generally higher for full professors, those working in public institutions, those working in departments granting Ph.Ds and those in research rather than those in teaching.

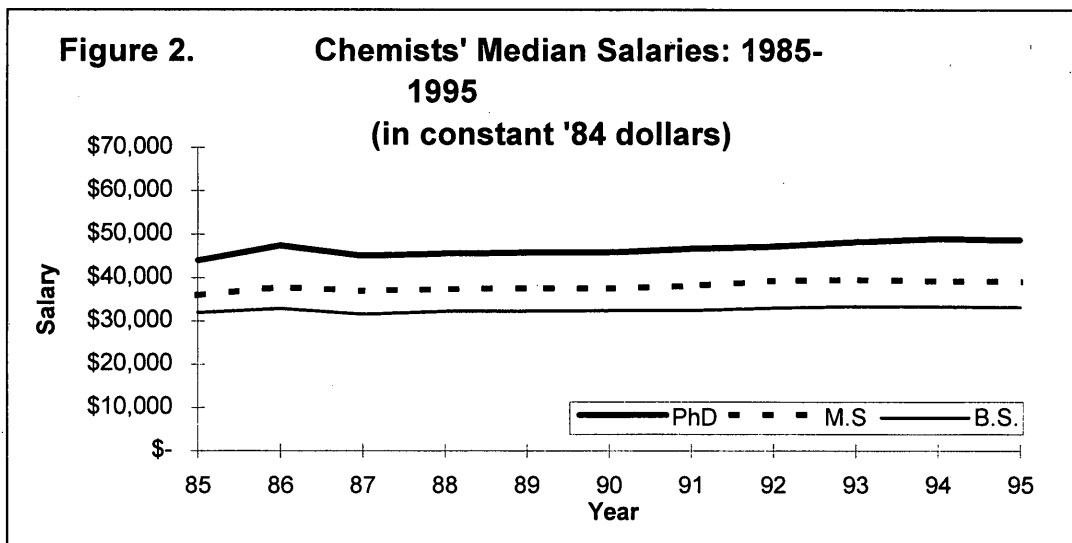
<i>Rank/Contract</i>	<i>Median Salary</i>	<i>Change from 1994 (current dollars)</i>	<i>Change from 1994 (constant dollars)</i>
Full 9/10	60,700	up 4.7%	up 1.8%
Full 11/12	85,100	up 2.5%	down 0.4%
Assoc 9/10	45,000	up 4.9%	up 2.0%
Assoc 11/12	61,000	up 8.9%	up 6.0%
Asst 9/10	34,000	up 3.6%	up 0.7%
Asst 11/12	46,600	up 2.4%	down 0.5%

In general, Academic salaries kept pace with or exceeded the inflation rate. The largest gains were found at the associate professor rank for both the 9 or 10 month contracts and the 11 or 12 month contracts. Increases were also greater for those with 9 or 10 month contracts.

Trends in Chemists' Salaries



As shown in Figure 1, salaries for chemists have grown in current dollars for the past decade. On the other hand, Figure 2 shows that salaries for chemists remained relatively flat.



Other Sources of Income

Consulting was a source of income for 18.6 percent of the survey's respondents, up over 3 percentage points from 1994. From the data provided, annual income from consulting was estimated. For those who consulted, the median income from consulting was \$7200. The top 10 percent earned more than \$78,000 while the bottom 10 percent earned less than \$2400. The probability of consulting varied with the type of employer, The percentage of full-time chemists who consulted was 8.6 percent in industry, 11.9 percent in government, 29.9 percent in other non-academic employment with 20.8 percent of those employed in high schools, and 38.0 percent in colleges and universities. Tables 11.5.1 through 11.5.3 present further data on consulting practices of respondents.

About 35 percent of the respondents received a bonus. If they received a bonus, the median amount was \$3000. The top 10 percent of those received at least \$19,000, and the lowest 10 percent received less than \$200. Eligibility for bonuses depended on the type of employer, and the percentage of full-time chemists who received some bonus was 51.8 percent in industry, 25.2 percent in government, 28.5 percent in other non-academic jobs, 11.7 percent in high schools, and 14.9 percent in colleges and universities. Other data on bonuses are in Tables 11.8.1 and 11.8.2.

EMPLOYMENT AND UNEMPLOYMENT

Table 1

1995 Respondents' Employment Statuses

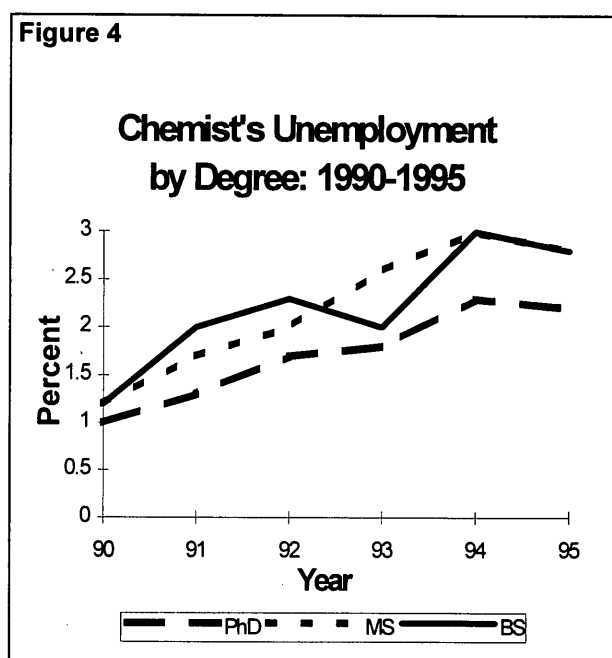
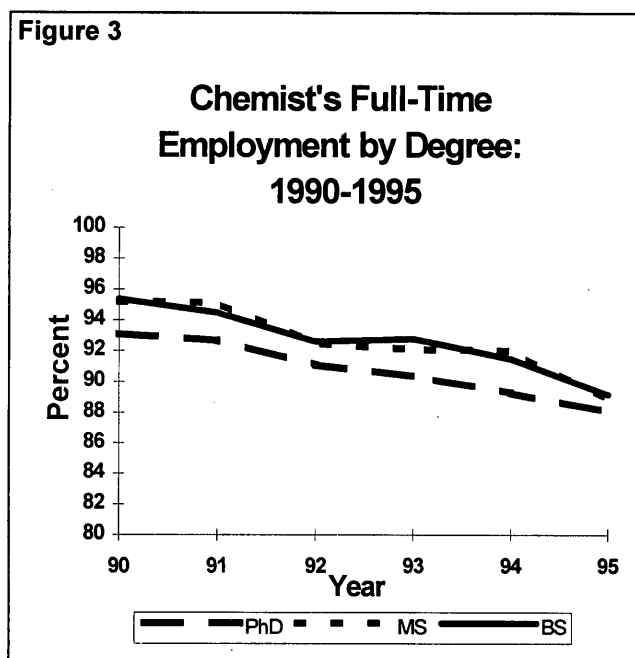
Status	Engineering Chemical		Chemistry		Nonchemistry ²	
	1994	1995	1994	1995	1994	1995
Full-time	91.7%	90.3%	90.1%	88.8%	91.8%	88.3%
Part-time	2.3%	2.4%	2.5%	2.7%	2.2%	3.6%
Postdoc & fellowship	0.4%	1.1%	2.9%	3.5%	1.9%	0.5%
Unemployed (seeking employment)	3.1%	2.9%	2.6%	2.5%	1.5%	3.7%
Not seeking employment	2.5%	3.2%	2.0%	2.6%	2.6%	3.9%
Total number in category	557	2,703	8,838	45,314	269	1,438

The respondents' rates of employment and unemployment on March 1, 1995 are presented in Table 1. The unemployment rate for chemical engineers seeking employment declined from 3.1 percent in 1994. This decline continued the decrease from a peak of 3.5 percent in 1993. The 2.5 percent unemployment rate for chemists seeking employment showed a slight reduction from last year's peak of 2.6 percent. However, the percentage of those employed full-time decreased markedly. The full-time rate for chemical engineers declined by more than one percentage point between 1994 and 1995. Similarly, the 1995 rate of full-time employment for chemists declined by over one percentage point between 1994 and 1995. As shown in Figure 3, full-time employment has declined throughout the 1990s.

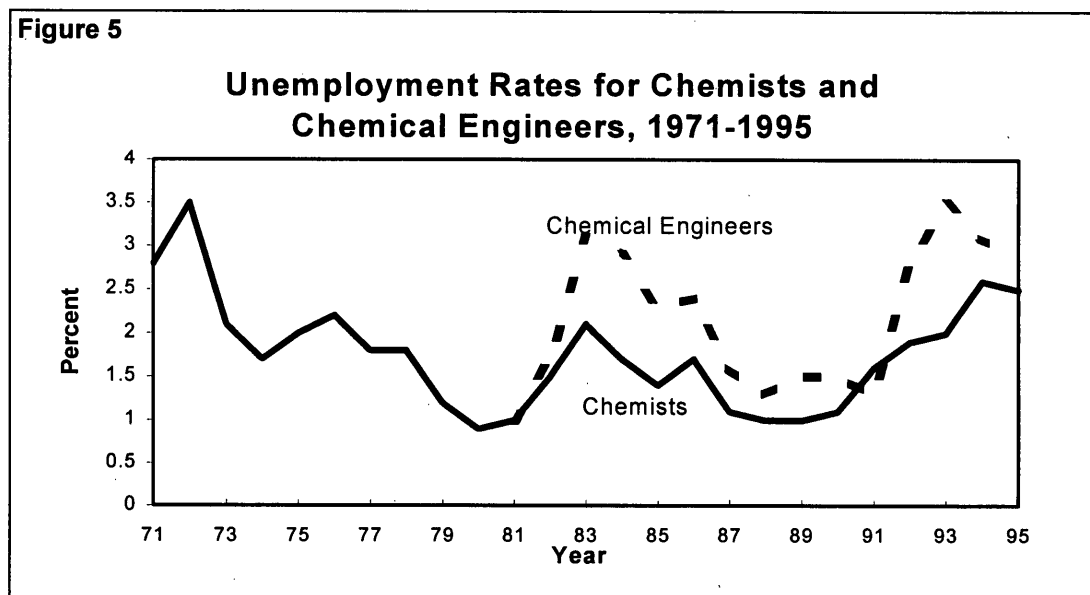
Any conflict in conclusions about economic recovery is resolved by noting the increase in other employment categories. Chemists employed part-time constituted 2.7 percent in 1995, up from 1994's 2.5 percent. Those in postdocs or fellowships increased considerably, from 2.9 percent in 1994 to 3.5 percent in 1995. Finally, 2.6 percent of the chemists were not seeking employment in 1995, an increase over the 2.0 percent in 1994.

The improvement in unemployment was at the expense of shifts from full-time jobs into other situations and increases in some subpopulations while unemployment figures decreased for the majority of ACS members

²Categories other than Chemistry and Chemical Engineering are termed Nonchemistry.



As shown in Figure 3, decreasing full-time employment for chemists continued throughout this decade. Full-time employment declined in the 1990s more precipitously for chemists with master's and bachelor's degrees. At the same time full-time employment declined, the unemployment rates of chemists increased until 1995. Figure 4 shows the trends for chemists' unemployment by degree.



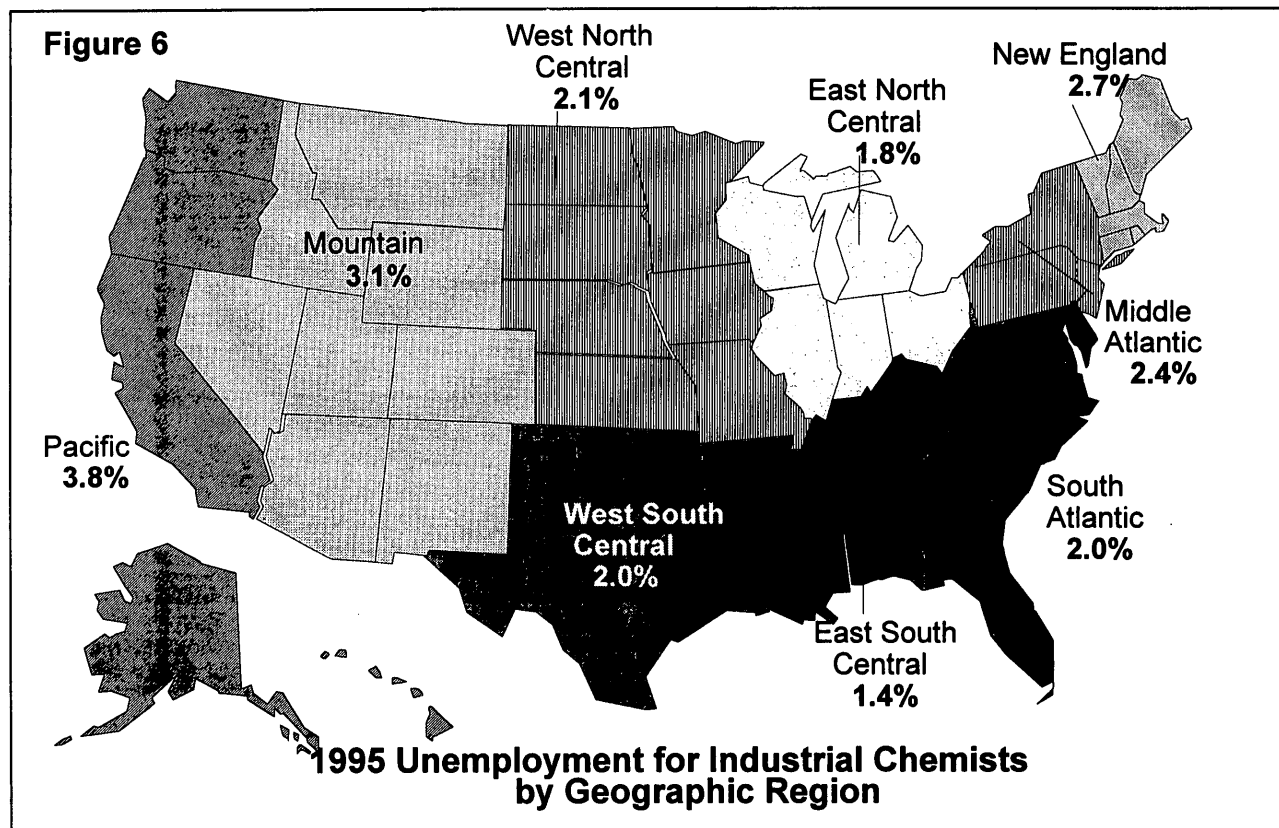
The long term unemployment rates indicate chemical engineers are more apt to experience unemployment, but that 1993 and 1994 appeared to be peaks for unemployment for chemical engineers and chemists, respectively.

SALARY AND EMPLOYMENT DIFFERENTIALS

Every five years ACS surveys the entire membership³, rather than a sample of the membership. The 1995 survey was an all-member survey. The large number of respondents in these years allows a closer look at some populations within ACS. This section looks at employment and salary differentials of some of these subpopulations.

Regional

Unemployment rates of chemists who identified themselves with industry were lower than in 1994 in all regions of the country. Unemployment in the Pacific states continued to be the highest in the nation at 3.8 percent, but was a marked improvement over 1994's 4.2 percent. The lowest unemployment rates were found in the East North Central and East South Central states, dropping below the South Atlantic states which had the lowest unemployment in 1994. The regional picture is shown in Figure 6.



³ The target population of the survey consists of those members who had mailing addresses in the U.S. and had neither emeritus, retired nor student membership status.

Women and Men

Women were less likely than men to hold full-time employment. The percentage of women in each of the alternative categories was higher than that for men, with the largest difference in the percentage employed part-time. The employment status of chemists is summarized in the following table:

Women and Men in Chemistry

<i>Employment Status</i>	<i>Percentage of Chemists</i>	
	<i>Women</i>	<i>Men</i>
Full-time	83.5	90.3
Part-time	5.5	1.8
Postdoc & fellowship	4.3	3.3
Unemployed, seeking employment	2.9	2.4
Not employed and not seeking employment	3.7	2.2

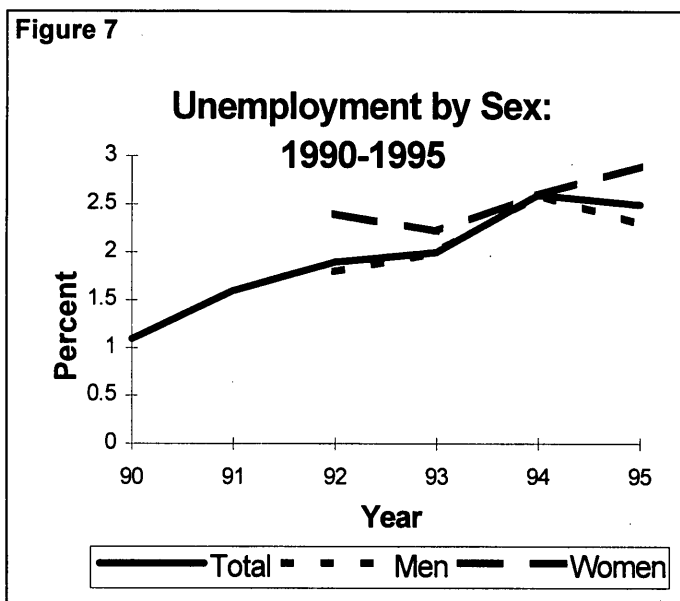


Figure 7 shows that throughout this decade women chemists generally had higher unemployment than men. Indeed, last year's decrease in unemployment for ACS members in general appears not to have occurred for women chemists.

After controlling only for the highest degree of the respondent, women chemists working full-time in industry earned substantially less as a group than their male counterparts. As shown in the following table, at the bachelor's level, women's median salary of \$40,700 was 81 percent that of men; for those with a master's degree, the women's median of

\$49,600 was 82.7 percent that of men; and at the doctoral level, the median salary for women was \$63,300, 85.5 percent that for men.

Women and Men Chemists in Industry

<i>Degree level</i>	<i>Women salary (median)</i>	<i>Men salary (median)</i>
Bachelor's	\$40,700	\$50,000
Master's	\$49,600	\$60,000
Doctorate	\$63,300	\$74,000

Part of the difference at each degree level can be explained in terms of maturity, defined as the number of years since earning the bachelor's degree. For women holding just the bachelor's degree, 49.2 percent reported fewer than 10 years past the degree while, for men, only 32.3 percent had comparable maturity. The respective figures for chemists with the master's degree were 23.9 percent for women and 10.3 percent for men. At the doctoral level, 66.3 percent of the women had fewer than 20 years of maturity in contrast to 40.8 percent of the men with that measure of maturity.

However, even when comparing people with the same number of years since the bachelor's degree, women tended to earn less. Limiting the chemists to those in the most likely category of maturity for each degree level resulted in the following comparison of median salaries:

<i>Degree level</i>	<i>Category, years since the BS (mode)</i>	<i>Women's salary (median)</i>	<i>Men's salary (median)</i>
Bachelor's	5-9	\$39,000	\$40,000
Master's	10-14	\$48,000	\$50,000
Doctorate	15-19	\$68,200	\$70,000

Another partial explanation for the observed salary differences is the different type of work performed by men and women. In particular, although industrial chemists of either sex holding the doctorate are most likely to list their work function as applied or basic research, the percentage of women in these categories was slightly higher than that of men, namely 64.7 percent of the women compared to 57.1 percent of the men. However, 21.9 percent of the men considered their function to be in R&D management contrasted to just 12.4 percent of the women. Further, 5.0 percent of the men listed themselves in general management versus 2.2 percent of the women with that category.

Women and Men Chemists in Government

The salary pattern for chemists in government is similar. However, the differences are not quite as large. As shown in Tables 3.2.3, 3.3.3, and 3.4.3, before controlling for maturity, the median salary for women relative to that for men is 88.2 percent, 94.3 percent, and 89.6 percent at the respective degree levels of bachelor's, master's, and doctorate.

Women and Men Chemists in Academia

In like fashion, the survey results allowed comparison of the salaries of men and women chemists employed in colleges and universities. After limiting the analysis to those with doctorates, the median salary for men was, rank by rank, higher than that for women. Women's salaries were closest to men's at the Assistant Professor rank on 9- or 10-month contracts, where the median salary for women was 97.9 percent that for men. The discrepancy was particularly great, however, for 12-month research appointments, where the women's median is 75.8 percent that for men.

The more systematic analysis of the dependence of salary on gender described below (Models for Summarizing Salaries) concludes that, as a group, women chemists earn 94 percent as much as men with the same characteristics.

Citizenship and Visa Status

The most obvious difference in employment status between the categories of citizenship or visa status was the likelihood that visa holders hold postdocs or fellowships. Only 2.2 percent and 1.1 percent of the U.S. natives and naturalized citizens, respectively, had postdoc status. For those with permanent residence visas, the postdoc percentage increased to 10.0 percent and 34.1 percent for those with other visas. Differences in distribution remain, however, after omitting the postdocs. The following table presents the percentages in each of four categories of employment status based on the number of respondents in those four categories.

Respondents without Postdocs

<i>Citizenship</i>	<i>Percentages</i>				<i>Number counted</i>
	<i>Full-time</i>	<i>Part-time</i>	<i>Seeking employ.</i>	<i>Not seeking employ.</i>	
Native	92.0	2.8	2.4	2.8	39906
Naturalized	91.7	2.3	3.1	2.9	4223
Permanent resident	92.9	2.0	3.6	1.5	3074
Other visa	79.8	7.8	7.3	5.2	657

With attention given to respondents employed full-time, little difference remained in median salaries between U.S. natives and U.S. naturalized citizens. However, differences occurred in the categories of "U.S. permanent resident visa" and "other visa." In the following table, naturalized citizens appeared to have somewhat higher median salaries than U.S. natives

Median Salary of all Respondents Employed Full-time
(\$ thousands)

<i>Degree level</i>	<i>Native</i>	<i>Naturalize.</i>	<i>Permanent Res.</i>	<i>Other visa</i>
Bachelor's	46.2	47.0	39.5	27.5
Master's	55.6	58.7	45.0	37.1
Doctorate	67.6	72.0	60.0	49.5

The number of years since receiving the bachelor's degree is considered, particularly because maturity tends to be less for the permanent residents and those on other visas. Accounting for maturity eliminated almost all disparity between the first two categories, native and naturalized citizens, and reduced the discrepancy between those and the two visa categories. However, even controlling for maturity, the salaries for permanent residents and other visas were substantially less at the bachelor's and master's levels. For example, those at the master's level, with 15-19 years since the bachelor's degree, had median salaries (in thousands of dollars) of 57.0, 56.8, 46.0, and 51.6 in the respective four categories of "native" through "other visa." For a given level of maturity, there was little disparity between the citizenship categories at the doctoral level.

Race and Ethnicity

For this section, racial categories show four non-Hispanic, racially defined subpopulations; African American, American Indian, Asian, and White, and one ethnic subpopulation consisting of Hispanics⁴. As shown in the following tables, full-time employment was higher for African Americans and American Indians. Asians were far more apt to have postdoc status than any other group. Hispanics and Asians both showed relatively high percentages seeking employment.

All Respondents by Race

<i>Employment Status</i>	<i>Percentages</i>				
	<i>African American</i>	<i>American Indian</i>	<i>Asian</i>	<i>White</i>	<i>Hispanic</i>
Full-time	90.7	94.7	82.7	89.5	85.7
Part-time	2.3	1.1	2.3	2.7	2.4
Postdoc/Fellowship	2.3	2.1	10.2	2.6	5.4
Unemployed,/ seeking	2.1	1.0	3.1	2.3	3.1
Not seeking/ employment	2.3	0.0	1.7	2.6	2.8

Differentials also occurred in salaries of those employed full-time. Median salaries of white respondents uniformly exceeded those with other backgrounds as demonstrated in the following table.

⁴ Hispanic may be of any racial background.

**Median Salary of All Respondents Employed Full-time
by Race**
(\$ thousands)

<i>Degree level</i>	<i>African</i>	<i>American</i>	<i>Asian</i>	<i>White</i>	<i>Hispanic</i>
Bachelor's	40.0	43.0	42.8	47.0	42.0
Master's	55.0	38.5	48.0	56.0	49.0
Doctorate	62.3	63.0	62.1	68.0	60.0

As a group, white respondents at the master's and doctoral levels acquired more years since the bachelor's degree, but the additional experience did not explain the salary differential. Restricting the comparison to those with the same maturity did not change the conclusion that the white respondents generally had a higher median salary than the others.

Unemployed Respondents

Respondents who were unemployed (and seeking employment) were asked whether their search was restricted. Most (58.8 percent) of the 1,161 said there were no restrictions. The major constraint was inability to relocate. Percentages listing that restriction were bachelor's at 21.4 percent; master's at 24.0 percent; and doctorate at 17.7 percent.

Most of the 1,318 respondents who indicated that they were not employed but not seeking employment said that they were retired (57.5 percent) or were students (16.5 percent), but a sizable fraction (13.7 percent) reported that they were tending to family responsibilities. There was no meaningful difference by degree level.

Overall, 6.9 percent of the respondents were unemployed at some time during 1994. The percentage of women (9.0 percent) was higher than of men (6.4 percent). Those having the bachelor's degree were more likely to have been unemployed (8.7 percent) than those with master's (7.8 percent) or doctorates (5.9 percent). For those unemployed at some time, most were without jobs for 1 to 3 months (36.1 percent), but 51.3 percent were unemployed 4 months or more.

The 45,166 employed respondents were spread rather evenly over the number of years with their current employer. Somewhat longer tenures were associated with higher levels for the respondent degrees: The percentage employed with current employer for 20 or more years was 15.2, 19.8, and 22.2 for bachelor's, master's, and doctorates, respectively.

One item asked whether respondents had any periods of unemployment (and were not attending school) since receiving the bachelor's degree. Of the chemists answering, 29.4 percent said they had. Again, women chemists reported higher rates, 40.3 percent experienced some unemployment since that degree compared to 26.3 percent of the men. Of the 13,126 chemists who had been jobless, most (73.2 percent) were out of work less than a year.

Those with Disabilities or Difficulties

Relatively few respondents indicated that they experienced a learning disability (497) or had "great difficulty" with any of the functions of seeing (65), hearing (49), walking (84), or lifting (82). The following table, contrasting the employment status of those with a diagnosed learning disability with those without one, implied similar employment patterns except for the important differential rate of unemployment.

All Respondents

<i>Employment Status</i>	<i>Learning Disability</i>	<i>None</i>
Full-time	87.0%	88.8%
Part-time	2.4%	2.7%
Postdoc/Fellowship	2.8%	3.3%
Unemployed, seeking	4.9%	2.5%
Not seeking employment	2.8%	2.7%

For the purpose of summary and to compile enough responses to allow meaningful observation, the four above items involving difficulties were combined by defining "some/great difficulty" for anyone who reported "great difficulty" with at least one of the four possibilities. By this definition, 234 people had "some/great difficulty." The distribution of employment status for these was quite different than distributions presented above, as in the following table.

All Respondents

<i>Employment Status</i>	<i>"Some/Great Difficulty"</i>	<i>None</i>
Full-time	71.7%	88.9%
Part-time	2.6%	2.7%
Postdoc/Fellowship	2.2%	3.3%
Unemployed, seeking	3.0%	2.6%
Not seeking employment	20.4%	2.6%

Respondents with "some/great difficulty" had different types of employers than those without. Those reporting difficulty were over-represented in colleges and universities (29 percent vs 24 percent), in government (10 percent vs 8 percent), and other non-academic employment (13 percent vs 9 percent). The relative excess came from industry, where 45 percent of those with difficulty were represented compared to 58 percent of those without. No such discrepancy was found for those reporting a learning disability: 55 percent of those with the disability were in industry, only slightly less than the 58 percent of those with no disability; and the 3 percent was spread evenly across the other types of employer.

Comparison of median salaries for those employed full-time according to subgroups of these categories is possible in the following table. Results for the respondents without a learning disability were the same as for those without "some/great difficulty."

**Median Salary of All Respondents Employed Full-time
(\$ thousands)**

<i>Degree level</i>	<i>Learning Disability</i>	<i>Some/Great Difficulty</i>	<i>No Disability No Difficulty</i>
Bachelor's	38.2 (121)*	51.0 (41)	46.0
Master's	52.0 (78)	54.0 (35)	55.0
Doctorate	63.0 (203)	67.0 (82)	67.0

*The figures in parentheses show the number of individuals in each relevant group.

It appeared that, unlike those with "some/great difficulty," those reporting a diagnosed learning disability receive lower salaries than the group without. Within the limits of what can be seen from the small numbers, differences in "maturity" did not appear to be responsible for the salary discrepancy.

Further data on employment and unemployment are given in Tables 7.1.1 through 9.4.1. Elaboration on the respondents' employment status is presented in Tables 11.2.1 through 11.4.1.

Career Satisfaction

This year's survey contained three questions probing career satisfaction. The items questioned agreement with, in abbreviated form, (1) I am paid fairly, (2) My chances for professional advancement are good, and (3) My chances for managerial advancement are good. The responses were analyzed by assigning scores of 2 through -2 to levels ranging from strong agreement through neutrality to strong disagreement.

Differences in the average response with various subpopulations were small; all were in the range between "no opinion" and "agree" (not "strongly agree"). Overall, the average agreement with "I am paid fairly" was 0.69, meaning that the average answer was between zero (no opinion) and one (agree). The average scores for agreement on professional and managerial advancement, respectively, were 0.62 and 0.41. Satisfaction with pay was somewhat smaller for government workers (0.59) than for those in colleges (0.64) or industry (0.70). The satisfaction of those in government was also lowest on the two items about chances for advancement (0.31 and 0.17). College employees were most optimistic about chances for advancement, with average scores of 0.85 and 0.65. Little difference was observed in the average scores distinguished by work specialty--chemistry, chemical engineering, or non-chemistry.

MODELS FOR SUMMARIZING SALARIES

The tables forming the bulk of this study categorize, along numerous dimensions, the salaries that respondents reported in the survey. One model for summarizing the salaries expresses the salary of a representative individual as the product of factors where the choice of the factors depends on characteristics of the individual. The statistical procedure of multiple regression produces the values for the factors.

The best selection of individual characteristics in a salary model changes according to the overall classification of the individuals. Three separate models are shown here for industrial chemists, industrial chemical engineers, and academic chemists holding PhDs. In each case the salaries are for individuals employed full-time.

Industrial Chemists

For chemists employed in industry, the characteristics that predicted a salary most effectively were (1) the highest degree held by the individual, (2) maturity as measured by the number of years since the individual earned a bachelor's degree, (3) the total number of subordinates supervised, (4) the size of the employer as measured by the number of its employees, (5) the individual's sex, and (6) whether the individual reported a work function in management, i.e., either management of R&D or general management. To apply the model, one selects a factor for each of the six characteristics and multiplies the six factors by a base salary. Use of the model with the factors given in Table 0.2 explains 60 percent of the variation in salaries. (R squared = 0.600).

Assume, for an example, a male industrial chemist with a master's degree, who received his BS 11 years ago, who works in general management, for an employer with fewer than 2,500 employees, and to whom 20 people report. The salary predicted by the model would be:

$$\$26569 \times 1.0733 \times 1.6333 \times 1.2685 \times 1 \times 1 \times 1.2097 = \$71471$$

Membership in a racial minority group was found not to affect the salary as significantly as did the characteristics that were chosen. Likewise, other levels for the number of subordinates did not work as well in the model as the single choice with the threshold of 10.

Table 2

SALARY MODEL FOR INDUSTRIAL CHEMISTS

BASE SALARY		26,569
	FACTORS	
HIGHEST DEGREE		
	Bachelor's	1.0000
	Master's	1.0733
	Doctorate	1.2911
MATURITY (Years since receiving BS)		
	0-1	1.0000
	2-4	1.1571
	5-9	1.4266
	10-14	1.6333
	15-19	1.8210
	20-24	1.9645
	25-29	2.0861
	30-34	2.1699
	35-39	2.2166
	40 or more	2.2542
TOTAL SUBORDINATES		
	0-9	1.0000
	10 or more	1.2685
SIZE OF EMPLOYER (Number of employees)		
	0-2,500	1.0000
	2,500 or more	1.1281
SEX		
	Male	1.0000
	Female	0.9372
MANAGEMENT FUNCTION		
	Work function is Management	
	Management of R&D or	
	General Management	1.2097
	Work function is not Management	1.0000

Industrial Chemical Engineers

It should be noted that salary for chemical engineers was "flatter" than that for chemists. That is, less variation existed within the characteristics chosen for the model. In particular, maturity did not have as much effect on salary for chemical engineers as for chemists. This observation combined with the lower R squared for the engineers implies that certain other characteristics (not shown here) affected engineers' salaries. The same characteristics went into the model for chemical engineers working in industry with two changes. (1) Low levels of maturity were not as significant in predicting the salary of the engineers, implying the combination of the ranges up to 4 years since earning the BS. (2) The individual's sex was not as significant in predicting engineer salaries and was removed from the model. The model with the factors shown in Table 0.3 predicts half the variation in salary. (R squared = 0.499, 0.004 less than if sex were included as a characteristic). Application of the model is the same as for chemists

Table 3

SALARY MODEL FOR INDUSTRIAL CHEMICAL ENGINEERS	
BASE SALARY	35,602
FACTORS	
HIGHEST DEGREE	
Bachelor's	1.0000
Master's	1.0705
Doctorate	1.1748
MATURITY	
<i>(Years since receiving BS)</i>	
0-4	1.0000
5-9	1.2211
10-14	1.3641
15-19	1.5194
20-24	1.6618
25-29	1.8197
30-34	1.8771
35-39	1.8924
40 or more	1.9612
TOTAL SUBORDINATES	
0-9	1.0000
10 or more	1.2074
SIZE OF EMPLOYER	
<i>(Number of employees)</i>	
1-2,500	1.0000
2,500 or more	1.1280
MANAGEMENT FUNCTION	
Work function is Management (Management of R&D or General Management)	1.1769
Work function is not Management	1.0000

Academic Ph.D. Chemists

The characteristics for predicting salaries of Ph.D. chemists in colleges and universities are quite different from the set used above. The most effective characteristics for the academic model were (1) the individual's rank, (2) the primary work function of the individual as either teaching, research, or administration (individuals reporting "other" as their primary function were excluded from this analysis), (3) whether the annual contract is for the academic year of 9 or 10 months or is for the full year, (4) whether or not the institution offers the doctorate in chemistry or chemical engineering, and (5) the individual's sex. Rank played a role in academe similar to the effect of maturity in industry. Research appointments occur primarily in the first year or two after the Ph.D., decreasing in contribution to the workforce as time increases.

Assistant Professors constituted the majority of positions until the range 5 to 9 years after the Ph.D.; their contribution then dropped off quickly with time. Associate Professors showed their presence primarily during the years 5 to 24. Although there were a significant number of full Professors in the range 10 to 14 years after the Ph.D., they were more noticeable in the years 15 and higher, constituting the majority of the positions for the years 20 and higher.

Within a given rank and work function, the effect on salary of the number of years since earning the Ph.D. was not straightforward. For example, the highest median salary for Assistant Professors with primary function in research occurred in the range 0 to 1 year after the Ph.D.; in this rank and function and over the years 2 to 24 after the Ph.D., salary was essentially independent of experience (about \$51,000 on a full-year basis). Similarly, salaries of Associate Professors in research did not increase with years since the Ph.D. On the other hand, salaries in teaching positions, for any rank, generally increased with experience. Hence the number of years of experience were not used in this model.

The model with the factors shown in Table 0.4 explains 60 percent of the variation in salaries. ($R^2 = 0.602$). The characteristic of institutional control (private versus public) did not contribute as significantly as the chosen variables. It should be noted that the rule of thumb for comparing academic year and full-year salaries was to apply a factor of 11/9 or 1.222: the regression analysis yields 1.207 for this factor. It was also interesting that the factor for women's salaries compared to men's is 0.94, was the same factor as for chemists in industry. That is, controlling for the other characteristics shown, from the data in the 1995 survey, women chemists were predicted to receive salaries at the level 94 percent those for men.

Table 4

SALARY MODEL FOR ACADEMIC Ph.D. CHEMISTS
(Ranked faculty and research appointments)

BASE SALARY		34,527
	FACTORS	
RANK		
	Professor	1.5943
	Associate Professor	1.1956
	Assistant Professor	1.0000
	Non-teaching	
	Research Appointment	0.7154
WORK FUNCTION		
	Teaching	1.0000
	Research	1.2303
	Administration	1.3093
BASIC CONTRACT		
	9- or 10-month	1.0000
	11- or 12-month	1.2074
HIGHEST DEGREE OFFERED IN DEPARTMENT		
	Other than the doctorate	1.0000
	Doctorate	1.0889
SEX		
	Male	1.0000
	Female	0.9431

TECHNICAL NOTES

The Sample

The target population of the 1995 Salary and Employment Status Survey was those ACS members who had mailing addresses in the U.S. and had neither student, retired, nor emeritus membership status. On December 31, 1994, the ACS membership totaled 151,381, of which approximately 93,500 met the above criteria. The survey questionnaires were mailed to these members by bulk mail on February 23, 1995. A follow-up mailing was sent to nonrespondents on March 23. By the May 19 cut-off date, 50,293 usable questionnaires (54 percent of the original mailing) had been returned. Of these, 45,461 were classified as chemists and 2,712 as chemical engineers. The remaining questionnaires were either "nonchemistry" or could not be classified in a single category.

Definitions

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

Chemist: A respondent who indicated a work specialty of chemistry or biochemistry (categories 2 through 15 of Part 1, Question 3 of the questionnaire) or, if a non-chemistry work specialty (categories 16 through 19 of the same question); a degree field of chemistry or biochemistry.

Chemical Engineer: A respondent who indicated a work specialty (category 1 of Part 1, Question 3 of the questionnaire) .

Nonchemist: A respondent whose category is other than chemistry or chemical engineering, as above.

Academic: Pertaining to a college or university, i.e., a private or public institution that awards a degree of associate or higher.

Unemployed: A respondent who was not employed and was seeking employment (category 4 of Part 1, Question 4 of the questionnaire).

Respondents indicated their employment status, base annual salaries, and ages as of March 1, 1995. The respondent's place of employment (current or most recent) determines geographic region. The assignment of states to geographic regions follows this section and are pictured in Figure 6 on page 6.

Discrepancies Among Tables

Some pairs of tables contain totals that should be identical but are not. For example, two tables that represent information about Ph.D. respondents should show the same total number of Ph.Ds. However, they might show different totals. This phenomenon is generally caused by missing items in a survey. Not every respondent answers all questions all of the time. To illustrate, if one table groups the Ph.Ds according to specialty and the other groups them according to geographic region, the totals will differ unless the number who did not indicate their specialty is the same number (or person even) that did not indicate their geographic region.

Comparing Salaries

Questions arise frequently about salary comparisons, such as between degrees, or men and women. All such comparisons require caution. The salaries here represent the medians and means of ACS members. Most of the statistics in this report are descriptive in nature, not analytical.

Tests of significance should be performed on any salary discrepancies to see whether the observed salary differences between groups are mere chance resulting from some peculiarity of the sample itself. The significance of a difference between subpopulations depends of multiple factors. These factors include, among other things, the magnitude of the difference within the sample and between sample groups, and sample size.

Nonresponse Bias

One source of sample error may arise from a response bias. Members who respond may be different than members who do not respond. Past comparisons of ACS membership record showed no bias in terms of age, sex, employer, or geographic region. In addition, a telephone follow-up of 388 nonresponders to the 1991 survey showed the nonresponders' salaries were virtually the same as the responders. The mean salary for the 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 in both groups that were unemployed was also the same -- 1.6%.

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

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Table 1.1.1

SALARIES of BS CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER TYPE						
Industry						
Total	7135	51,055	25,130	36,900	47,000	60,000
0-1	221	28,208	7,511	24,000	27,500	32,800
2-4	891	32,414	7,305	27,120	32,000	37,000
5-9	1396	40,290	16,200	33,900	39,930	45,000
10-14	1192	47,429	11,889	40,000	46,470	53,542
15-19	1098	55,754	17,096	45,000	54,000	63,120
20-24	829	59,479	19,299	47,500	57,000	68,676
25-29	560	65,918	23,028	51,000	63,000	76,273
30-34	449	69,980	37,807	52,000	65,000	82,000
35-39	303	74,144	41,631	54,000	65,728	83,208
40 or more	196	76,809	53,589	53,850	65,716	83,000
Government						
Total	722	46,694	15,794	35,200	45,000	55,432
0-1	21	24,721	10,560	19,200	24,000	29,000
2-4	49	29,453	6,279	26,000	29,898	32,104
5-9	100	36,426	8,089	30,000	36,183	40,830
10-14	107	41,087	11,303	32,800	40,000	48,500
15-19	100	45,448	10,821	39,772	44,000	51,500
20-24	119	52,599	11,965	44,000	52,000	60,969
25-29	91	53,996	13,629	44,352	53,000	63,958
30-34	70	58,916	14,947	46,484	55,603	67,020
35-39	37	58,511	20,848	49,712	56,664	69,000
40 or more	28	60,890	19,647	46,512	58,562	72,091
Other Nonacademic						
Total	736	52,461	36,958	33,340	45,000	60,800
0-1	28	27,456	10,336	20,945	26,000	32,000
2-4	78	29,684	7,236	25,272	28,477	33,000
5-9	135	38,050	12,416	30,300	37,000	44,000
10-14	103	45,604	14,774	35,000	44,000	54,000
15-19	94	54,743	22,464	43,000	52,000	63,000
20-24	71	55,984	24,289	42,400	52,000	62,222
25-29	49	65,198	40,127	41,764	54,564	72,000
30-34	79	78,583	72,282	48,800	61,000	81,000
35-39	65	71,806	40,651	49,630	64,200	81,000
40 or more	34	73,604	49,751	43,000	66,250	78,620

Note: Categories with fewer than 15 cases are not shown.

Table 1.1.1 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
High School						
Total	103	30,406	9,179	24,000	29,610	35,000
2-4	20	23,362	5,563	20,550	23,425	27,280
5-9	21	28,551	5,343	24,500	29,018	33,000
College or University						
Total	373	29,080	16,230	15,000	25,700	37,600
0-1	28	21,121	7,741	14,500	20,000	24,500
2-4	116	19,159	7,979	13,100	16,008	24,750
5-9	84	25,292	12,792	14,000	23,100	33,750
10-14	37	33,725	13,370	24,800	32,000	40,000
15-19	18	41,844	23,284	30,000	36,500	47,000
20-24	29	40,528	15,128	30,000	37,337	43,500
25-29	25	43,096	15,050	31,000	40,000	51,540
30-34	20	45,065	15,912	31,800	47,145	54,629

Note: Categories with fewer than 15 cases are not shown.

Table 1.1.2

SALARIES of MS CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER TYPE						
Industry						
Total	4390	60,868	23,353	46,000	57,000	70,000
2-4	86	35,666	6,758	31,800	36,250	39,600
5-9	536	42,362	7,914	37,038	42,144	47,000
10-14	815	50,540	11,035	43,224	49,600	56,000
15-19	790	59,655	17,261	50,000	58,000	66,000
20-24	726	66,303	19,465	53,124	64,000	75,000
25-29	626	69,451	23,101	56,880	66,550	79,000
30-34	445	73,374	27,375	58,640	69,480	82,000
35-39	219	77,230	31,531	58,500	70,300	86,748
40 or more	146	81,443	43,977	60,000	72,370	90,000
Government						
Total	570	54,694	31,751	42,000	51,836	63,000
5-9	38	35,986	10,280	28,900	33,480	42,100
10-14	75	44,409	9,544	39,381	43,000	50,420
15-19	94	49,696	11,759	41,841	48,864	57,500
20-24	99	56,163	13,645	49,000	55,000	62,903
25-29	110	65,115	22,841	48,800	57,312	68,200
30-34	72	59,948	18,732	46,000	59,740	72,333
35-39	57	61,453	22,157	46,413	59,156	78,400
40 or more	20	56,469	14,721	49,584	60,811	65,100
Other Nonacademic						
Total	516	61,244	37,503	40,600	54,000	71,000
5-9	51	41,123	11,848	35,000	40,200	48,000
10-14	68	44,784	12,786	36,562	42,750	50,000
15-19	73	56,220	31,492	39,792	50,000	60,500
20-24	71	59,913	21,476	48,000	59,940	70,000
25-29	69	66,260	26,964	49,100	60,000	80,900
30-34	79	76,428	58,411	51,000	65,200	90,000
35-39	50	73,304	34,511	55,000	70,000	79,608
40 or more	42	81,037	56,887	48,000	63,750	92,000
High School						
Total	355	42,998	13,895	32,000	41,000	51,650
5-9	22	27,503	4,904	24,000	27,000	30,200
10-14	26	32,619	6,906	28,000	32,000	36,798
15-19	40	38,508	11,459	29,750	38,500	43,650
20-24	42	40,957	12,035	31,000	40,000	48,739
25-29	77	45,086	12,336	38,000	42,000	50,000
30-34	82	50,150	14,343	40,000	45,542	60,000
35-39	41	49,565	12,799	41,000	48,000	54,304

Note: Categories with fewer than 15 cases are not shown.

Table 1.1.2 (continued)

SALARIES of MS CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
College or University						
Total	628	39,847	16,573	29,700	38,000	50,000
2-4	27	20,047	7,998	13,500	15,999	27,000
5-9	75	26,691	11,121	17,500	26,000	32,400
10-14	71	34,233	10,506	27,000	33,000	41,000
15-19	65	36,995	10,745	30,000	35,000	42,000
20-24	73	42,354	26,667	29,700	36,000	46,418
25-29	95	41,232	11,572	33,000	40,942	50,880
30-34	110	46,294	12,765	36,000	46,000	55,000
35-39	67	48,925	13,133	40,000	50,000	59,300
40 or more	44	51,123	15,377	41,000	52,000	56,625

Note: Categories with fewer than 15 cases are not shown.

Table 1.1.3

SALARIES of PhD CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER TYPE						
Industry						
Total	11456	78,493	31,152	61,000	72,211	88,419
5-9	698	56,162	22,612	51,740	56,000	60,000
10-14	2177	62,466	19,026	56,000	61,159	67,300
15-19	2163	71,746	23,390	61,500	70,000	79,000
20-24	1902	80,769	24,909	68,000	77,000	90,000
25-29	1790	88,185	28,942	72,000	83,525	99,420
30-34	1549	94,066	36,026	73,800	87,500	106,653
35-39	718	93,417	35,432	73,000	88,000	105,000
40 or more	455	97,524	53,823	71,000	85,000	109,000
Government						
Total	1669	68,095	21,285	55,284	66,000	79,200
5-9	68	53,123	58,912	36,900	47,375	55,500
10-14	210	53,517	11,080	47,500	53,394	61,900
15-19	226	60,734	11,858	54,000	59,790	68,000
20-24	208	65,770	15,046	56,976	64,693	74,000
25-29	286	71,460	17,114	60,288	70,000	83,000
30-34	321	74,091	16,607	62,582	73,333	85,206
35-39	200	75,274	18,211	65,000	75,000	87,068
40 or more	150	80,789	19,865	67,021	79,200	93,166
Other Nonacademic						
Total	1340	77,437	39,973	56,000	70,000	90,000
5-9	51	52,123	29,970	44,004	50,000	56,400
10-14	181	56,431	14,315	50,000	58,000	64,000
15-19	185	65,606	19,683	54,000	64,440	75,155
20-24	188	76,712	39,019	60,000	71,000	85,939
25-29	227	84,791	33,678	65,000	80,000	100,000
30-34	254	86,886	42,980	62,520	79,450	100,000
35-39	132	91,207	65,347	60,810	80,750	100,000
40 or more	122	89,983	40,747	69,900	85,000	105,000
High School						
Total	92	42,809	13,747	32,200	40,000	49,156
25-29	16	39,781	9,551	29,502	38,800	46,850
30-34	23	46,046	13,564	37,000	44,000	54,000
35-39	20	49,309	16,289	37,812	45,186	62,500

Note: Categories with fewer than 15 cases are not shown.

Table 1.1.3 (continued)

SALARIES of PhD CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
College or University						
Total	7520	58,345	25,606	40,473	52,297	70,000
5-9	363	34,991	13,105	30,000	34,000	40,000
10-14	1032	40,165	14,476	33,896	38,199	44,650
15-19	924	46,646	13,716	37,800	44,850	53,250
20-24	838	53,860	19,288	40,000	50,012	63,000
25-29	1044	61,859	23,875	45,000	57,000	72,000
30-34	1453	66,902	27,987	49,600	61,000	78,254
35-39	1058	69,562	24,937	52,000	64,287	81,300
40 or more	804	75,501	27,274	56,000	70,000	90,135

Note: Categories with fewer than 15 cases are not shown.

Table 2.1.1

SALARIES of INDUSTRIAL CHEMISTS employed FULL-TIME
by DEGREE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
HIGHEST DEGREE						
BS						
Total	7135	51,055	25,130	36,900	47,000	60,000
0-1	221	28,208	7,511	24,000	27,500	32,800
2-4	891	32,414	7,305	27,120	32,000	37,000
5-9	1396	40,290	16,200	33,900	39,930	45,000
10-14	1192	47,429	11,889	40,000	46,470	53,542
15-19	1098	55,754	17,096	45,000	54,000	63,120
20-24	829	59,479	19,299	47,500	57,000	68,676
25-29	560	65,918	23,028	51,000	63,000	76,273
30-34	449	69,980	37,807	52,000	65,000	82,000
35-39	303	74,144	41,631	54,000	65,728	83,208
40 or more	196	76,809	53,589	53,850	65,716	83,000
MS						
Total	4390	60,868	23,353	46,000	57,000	70,000
2-4	86	35,666	6,758	31,800	36,250	39,600
5-9	536	42,362	7,914	37,038	42,144	47,000
10-14	815	50,540	11,035	43,224	49,600	56,000
15-19	790	59,655	17,261	50,000	58,000	66,000
20-24	726	66,303	19,465	53,124	64,000	75,000
25-29	626	69,451	23,101	56,880	66,550	79,000
30-34	445	73,374	27,375	58,640	69,480	82,000
35-39	219	77,230	31,531	58,500	70,300	86,748
40 or more	146	81,443	43,977	60,000	72,370	90,000
PhD						
Total	11456	78,493	31,152	61,000	72,211	88,419
5-9	698	56,162	22,612	51,740	56,000	60,000
10-14	2177	62,466	19,026	56,000	61,159	67,300
15-19	2163	71,746	23,390	61,500	70,000	79,000
20-24	1902	80,769	24,909	68,000	77,000	90,000
25-29	1790	88,185	28,942	72,000	83,525	99,420
30-34	1549	94,066	36,026	73,800	87,500	106,653
35-39	718	93,417	35,432	73,000	88,000	105,000
40 or more	455	97,524	53,823	71,000	85,000	109,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.1.2

SALARIES of MEN CHEMISTS employed FULL-TIME in INDUSTRY
by DEGREE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
HIGHEST DEGREE						
BS						
Total	5036	54,183	26,384	38,725	50,000	64,000
0-1	133	28,420	7,480	23,775	27,500	32,800
2-4	513	32,776	7,758	27,600	32,681	37,307
5-9	837	41,125	19,812	34,000	40,000	45,000
10-14	788	48,509	12,440	41,000	48,000	54,250
15-19	822	57,136	18,181	46,000	55,000	65,000
20-24	667	61,115	19,879	49,000	59,000	70,000
25-29	451	68,067	23,214	53,800	65,000	77,970
30-34	374	70,554	25,615	54,700	66,773	83,000
35-39	273	76,468	43,035	55,000	68,484	86,000
40 or more	178	78,274	54,950	55,000	67,150	83,000
MS						
Total	3302	63,447	24,281	48,500	60,000	72,800
2-4	43	36,887	6,622	33,600	37,000	40,000
5-9	311	42,859	8,143	38,000	43,000	47,503
10-14	538	51,395	11,385	44,000	50,000	57,100
15-19	633	60,410	17,493	50,000	58,600	67,000
20-24	575	67,349	19,677	54,000	65,000	76,500
25-29	519	70,489	21,094	57,800	68,000	80,000
30-34	366	75,640	28,582	59,956	70,816	85,280
35-39	186	80,082	32,909	60,000	72,433	91,000
40 or more	130	82,724	46,129	59,000	72,770	97,500
PhD						
Total	10095	79,901	31,391	62,300	74,000	90,000
5-9	521	55,685	10,230	52,000	56,000	60,000
10-14	1749	63,078	20,667	56,000	62,000	68,000
15-19	1876	71,781	20,932	62,000	70,000	79,200
20-24	1698	81,290	25,575	68,000	78,000	90,000
25-29	1659	88,695	29,330	72,000	84,000	99,800
30-34	1472	95,085	36,291	75,000	88,261	107,910
35-39	681	94,569	35,620	74,000	89,000	105,000
40 or more	436	98,428	54,519	71,730	86,460	109,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.1.3

SALARIES of WOMEN CHEMISTS employed FULL-TIME in INDUSTRY
by DEGREE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
HIGHEST DEGREE						
BS						
Total	2081	43,473	19,930	33,600	40,700	50,000
0-1	87	27,911	7,631	24,000	27,540	33,000
2-4	377	31,914	6,627	27,000	32,000	36,200
5-9	557	39,027	8,082	33,400	39,000	44,000
10-14	401	45,303	10,391	38,700	45,000	51,840
15-19	274	51,618	12,525	43,600	52,000	60,000
20-24	159	52,562	14,994	41,500	52,000	63,000
25-29	109	57,028	20,006	45,500	53,000	65,000
30-34	72	67,468	74,540	40,800	51,350	70,075
35-39	29	52,794	13,023	48,000	52,100	60,000
40 or more	16	62,314	36,074	42,667	54,250	63,050
MS						
Total	1073	52,835	18,090	42,000	49,600	61,000
2-4	43	34,446	6,747	30,000	35,360	38,800
5-9	223	41,666	7,550	36,500	42,000	46,500
10-14	277	48,880	10,135	42,400	48,000	54,000
15-19	157	56,612	15,986	46,000	55,000	65,000
20-24	147	62,475	18,333	50,200	60,000	69,400
25-29	105	64,260	30,917	48,300	60,300	73,000
30-34	76	62,463	17,674	50,000	62,500	71,500
35-39	31	59,592	13,035	49,100	61,000	65,000
PhD						
Total	1322	67,716	27,101	56,700	63,266	74,200
5-9	174	57,543	41,733	50,050	56,000	60,000
10-14	424	59,995	9,417	55,112	60,000	64,150
15-19	279	71,302	35,910	60,000	68,160	75,500
20-24	198	76,764	18,007	66,760	74,200	87,000
25-29	123	81,733	22,968	66,000	77,000	96,200
30-34	70	72,578	20,779	59,220	71,000	83,000
35-39	37	72,220	23,480	59,000	70,000	87,500
40 or more	16	69,496	18,846	54,275	68,900	78,250

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.1

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Biochemistry						
Total	96	47,251	17,595	35,700	45,750	55,000
2-4	19	34,014	9,158	27,000	33,660	38,750
5-9	28	42,262	11,081	34,950	42,137	48,250
Biotechnology						
Total	105	48,420	20,393	35,300	43,800	56,000
2-4	21	32,410	7,670	28,209	31,000	35,000
5-9	25	41,567	12,142	36,000	40,000	43,000
10-14	22	51,786	11,623	43,900	50,125	57,730
General chemistry						
Total	331	50,569	20,032	35,500	46,000	62,000
0-1	16	31,013	6,281	26,975	30,500	34,000
2-4	32	32,277	5,780	28,800	33,410	36,500
5-9	69	39,005	8,245	33,150	38,000	43,000
10-14	53	48,926	13,927	37,500	46,000	59,900
15-19	52	56,988	14,041	49,000	56,500	64,180
20-24	42	56,800	15,523	47,000	59,050	65,000
25-29	24	65,151	22,126	50,500	64,500	74,964
30-34	19	67,672	28,782	45,000	62,000	80,000
Agricultural chemistry						
Total	249	49,134	22,638	32,000	44,000	60,000
2-4	38	29,892	6,856	25,000	29,700	35,000
5-9	48	36,228	8,045	30,000	35,500	41,750
10-14	36	44,376	10,563	36,700	44,750	51,266
15-19	36	56,837	14,546	46,975	59,500	66,500
20-24	28	60,638	26,558	43,126	55,000	73,050
25-29	19	67,077	19,647	52,000	66,000	84,206
30-34	20	67,328	24,875	51,500	60,000	80,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.1 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Analytical chemistry						
Total	2282	47,093	17,188	35,544	44,000	55,000
0-1	67	27,589	7,315	22,984	27,000	33,600
2-4	320	32,353	6,202	28,000	33,000	36,500
5-9	493	38,995	8,717	33,000	38,766	44,000
10-14	385	46,021	10,586	39,000	45,800	52,000
15-19	356	52,381	13,932	43,550	51,000	59,000
20-24	262	56,550	16,040	45,000	54,707	65,500
25-29	162	60,144	15,674	50,000	57,834	70,000
30-34	121	63,688	21,680	50,000	60,944	74,220
35-39	79	64,129	26,588	49,000	60,000	74,600
40 or more	37	63,326	31,494	45,000	56,000	66,000
Clinical chemistry						
Total	45	47,991	20,463	35,000	42,000	58,200
Environmental chemistry						
Total	831	45,659	17,952	32,500	42,500	56,000
0-1	26	23,969	6,348	21,000	23,000	25,500
2-4	111	29,182	7,879	24,500	27,000	33,000
5-9	190	38,031	9,886	31,000	36,644	44,512
10-14	178	46,090	13,646	36,600	44,512	53,500
15-19	128	55,050	15,870	44,000	55,087	64,050
20-24	102	53,954	16,470	42,000	50,000	65,000
25-29	40	62,088	24,331	45,544	57,500	68,000
30-34	30	66,757	21,888	50,996	64,722	75,500
Inorganic chemistry						
Total	155	52,966	51,824	37,000	47,000	58,000
5-9	25	40,007	7,682	34,345	38,000	43,100
10-14	21	48,328	12,469	43,200	50,000	52,000
15-19	30	49,574	12,559	43,000	46,500	56,000
20-24	18	49,374	19,046	39,000	47,500	58,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.1 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Materials science						
Total	227	55,039	19,723	42,000	51,321	66,547
5-9	37	42,956	8,233	35,100	42,500	49,338
10-14	38	48,944	9,461	42,600	50,000	55,000
15-19	47	57,068	15,549	45,000	53,000	68,000
20-24	22	60,977	16,267	48,000	59,500	72,200
25-29	25	64,568	24,510	48,000	70,000	83,000
30-34	18	68,703	25,357	53,000	65,773	80,000
35-39	16	64,680	21,065	53,050	61,810	76,455
Medicinal-Pharmaceutical						
Total	422	50,097	34,766	36,000	45,000	57,740
0-1	15	27,635	6,175	23,000	25,000	34,000
2-4	79	33,329	6,252	28,800	35,000	37,500
5-9	99	41,361	6,699	38,000	42,000	46,000
10-14	59	46,174	9,348	40,000	46,000	52,000
15-19	48	56,793	16,328	46,200	55,098	65,000
20-24	32	60,568	12,257	51,475	62,500	67,838
25-29	36	64,266	22,424	46,250	61,770	79,400
30-34	29	67,784	17,820	53,174	66,000	81,000
35-39	16	76,617	35,302	55,500	63,254	79,450
Organic chemistry						
Total	678	53,261	22,579	38,800	48,000	62,500
0-1	26	30,491	6,626	26,000	29,250	34,000
2-4	92	35,284	8,767	31,350	35,000	38,400
5-9	137	40,742	7,032	36,600	40,000	44,200
10-14	96	48,424	14,360	40,750	47,147	53,040
15-19	92	56,611	19,937	47,616	55,167	62,750
20-24	77	67,754	24,035	54,000	61,000	77,000
25-29	56	65,964	20,274	52,000	63,742	73,700
30-34	43	69,628	15,301	60,000	67,800	82,500
35-39	38	79,517	31,499	56,500	75,000	90,000
40 or more	21	81,284	26,573	67,500	75,836	92,856
Physical chemistry						
Total	77	58,399	37,597	40,000	48,000	64,500

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.1 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Polymer chemistry						
Total	712	56,191	28,614	41,000	52,000	65,000
0-1	23	28,192	6,605	26,400	28,800	31,200
2-4	70	32,895	7,051	28,000	31,291	37,000
5-9	104	47,646	50,134	38,000	42,750	48,680
10-14	127	49,064	9,937	42,500	48,000	55,000
15-19	110	60,483	16,089	50,650	60,000	65,000
20-24	88	63,180	14,629	53,550	62,500	74,000
25-29	59	71,770	19,246	58,000	71,000	83,200
30-34	53	65,035	20,393	50,000	62,250	75,000
35-39	40	71,370	21,069	60,000	67,000	85,420
40 or more	38	82,142	43,342	60,000	70,000	100,000
Other chemical science						
Total	123	50,914	28,138	36,192	47,580	59,000
2-4	17	31,656	8,364	26,000	31,000	35,700
5-9	23	38,514	7,802	33,000	38,500	42,300
10-14	18	51,923	13,480	43,562	52,930	58,000
15-19	16	52,618	10,486	44,500	52,400	60,500
Business Administration						
Total	142	71,544	32,620	50,000	63,950	86,000
10-14	20	52,260	9,406	47,000	52,900	59,200
15-19	23	63,146	14,335	58,455	63,900	72,000
20-24	16	87,979	41,583	67,700	77,000	88,000
25-29	23	82,711	21,830	65,000	81,510	100,000
30-34	16	79,513	29,313	53,750	85,000	101,700
Computer science						
Total	70	56,655	17,550	43,000	53,140	66,000
15-19	17	53,814	10,750	46,600	53,280	60,150
20-24	18	66,391	20,099	49,500	61,450	80,000
Law						
Total	16	80,336	37,955	60,450	71,868	90,338

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.1 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Other nonchemistry						
Total	262	59,991	24,936	44,935	54,950	70,700
5-9	30	43,126	9,726	38,000	42,350	47,580
10-14	49	50,787	12,094	44,935	48,000	58,000
15-19	60	59,868	17,698	50,000	56,000	70,056
20-24	35	62,442	23,210	50,000	56,000	73,400
25-29	27	74,359	23,567	62,100	66,600	90,000
30-34	21	86,101	37,472	64,368	72,720	108,000
35-39	18	79,206	28,328	65,000	80,000	94,000
More than one field						
Total	25	45,362	19,035	33,500	39,000	52,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.2

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
R&D Mgt						
Total	438	68,944	24,798	52,500	65,000	80,000
5-9	44	47,588	10,374	39,650	44,200	55,000
10-14	65	55,224	13,876	47,300	53,340	61,000
15-19	80	65,078	16,315	55,098	63,100	73,164
20-24	77	74,263	19,177	61,000	72,230	84,000
25-29	70	76,205	19,248	62,800	72,000	86,600
30-34	38	84,292	21,806	70,150	77,800	95,150
35-39	26	82,120	31,937	65,000	78,160	91,920
40 or more	25	96,896	44,773	65,000	82,000	118,000
Basic research						
Total	442	43,162	14,224	34,000	40,000	50,000
0-1	32	28,788	6,387	25,000	27,850	34,280
2-4	112	33,726	5,874	29,700	34,500	37,000
5-9	131	39,800	6,591	36,000	40,000	44,000
10-14	58	46,518	8,276	40,000	48,000	52,000
15-19	30	53,573	13,070	45,100	54,250	63,500
20-24	31	58,796	16,464	50,000	59,000	68,300
25-29	23	59,162	14,198	47,100	58,895	67,500
Applied research						
Total	1948	48,557	22,067	37,548	45,107	56,000
0-1	69	30,770	6,076	27,500	30,000	34,000
2-4	293	34,141	7,665	29,100	34,000	38,100
5-9	422	41,995	25,570	36,000	40,272	45,000
10-14	317	46,605	9,498	40,700	46,000	53,000
15-19	274	53,967	11,576	46,200	53,000	60,190
20-24	205	55,652	12,961	48,000	54,780	63,000
25-29	130	62,549	16,993	50,000	62,000	72,000
30-34	122	61,070	16,494	50,000	60,000	72,176
35-39	70	70,792	58,659	54,000	60,220	75,000
40 or more	46	70,316	23,490	55,326	67,850	75,001

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.2 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
General Mgt						
Total	562	67,987	40,967	47,000	59,000	76,500
2-4	19	32,839	6,848	28,500	33,696	35,000
5-9	70	43,917	10,602	37,854	42,050	49,900
10-14	92	53,477	17,706	42,650	51,125	60,000
15-19	112	65,785	26,515	52,000	60,332	73,650
20-24	97	67,041	24,136	52,000	63,191	73,400
25-29	55	72,169	25,806	55,000	66,000	85,400
30-34	50	91,677	41,192	65,000	85,500	105,000
35-39	36	104,767	42,863	75,250	97,250	127,500
40 or more	28	117,113	114,611	66,750	80,000	137,500
Marketing						
Total	597	58,421	21,868	43,000	55,000	70,000
2-4	38	33,851	7,496	28,900	33,900	38,500
5-9	90	43,098	10,506	36,000	42,000	48,200
10-14	92	50,261	11,297	43,281	50,000	57,500
15-19	116	60,533	16,251	49,100	59,950	70,200
20-24	70	65,972	17,013	54,000	64,050	75,000
25-29	55	69,087	23,095	54,300	66,600	82,000
30-34	63	69,368	21,568	54,000	70,000	85,000
35-39	43	79,168	30,778	61,120	70,500	88,000
40 or more	23	72,847	26,520	56,000	65,000	85,000
Production						
Total	1369	46,112	23,394	33,800	43,130	53,800
0-1	45	25,842	7,580	20,800	24,960	28,000
2-4	194	30,600	6,213	26,832	30,000	34,190
5-9	264	38,444	8,388	32,000	38,000	43,650
10-14	248	45,823	10,279	39,000	45,000	50,766
15-19	217	50,977	16,570	41,000	50,000	57,715
20-24	161	54,612	18,094	42,000	53,000	65,000
25-29	105	59,878	19,629	49,850	56,460	70,000
30-34	63	68,339	76,863	47,500	54,100	70,000
35-39	49	57,442	14,579	47,400	55,000	68,000
40 or more	23	54,458	20,737	41,000	49,000	60,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.2 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
Health & Safety						
Total	321	54,571	19,928	40,640	52,000	65,000
2-4	17	34,109	9,081	28,314	35,000	40,000
5-9	50	40,475	9,529	35,000	38,885	45,446
10-14	62	49,337	12,856	41,000	45,900	57,145
15-19	58	55,587	10,681	48,000	56,010	62,928
20-24	44	56,596	15,718	44,050	57,900	67,500
25-29	31	66,037	17,276	53,800	65,000	75,000
30-34	28	71,046	29,525	52,000	70,212	83,688
Forensics						
Total	17	45,125	22,566	34,000	39,000	48,700
Other lab analysis						
Total	772	39,656	14,782	28,950	37,491	48,000
0-1	46	24,880	6,612	20,800	23,900	27,800
2-4	136	28,670	7,017	24,000	27,274	34,533
5-9	173	34,267	7,924	28,500	33,000	39,000
10-14	142	40,981	10,892	33,600	39,627	48,300
15-19	105	46,930	14,823	38,000	44,200	52,128
20-24	61	48,260	12,163	40,000	45,000	58,000
25-29	38	54,218	15,135	43,340	52,000	62,500
30-34	30	57,447	19,822	49,000	53,750	65,850
35-39	28	55,582	19,577	43,000	55,530	67,553
Chem info services						
Total	69	48,016	15,442	37,170	48,000	55,000
Computers						
Total	37	53,218	13,795	42,000	52,200	60,500
Consulting						
Total	137	53,870	29,783	37,000	46,200	62,000
2-4	16	31,516	4,630	29,835	30,255	33,591
5-9	42	42,547	10,734	35,000	40,000	46,200
10-14	23	52,426	13,275	42,000	52,000	60,000
15-19	20	63,899	17,470	51,300	60,000	75,250
Other						
Total	336	52,207	21,995	38,000	49,020	62,000
2-4	27	33,221	8,423	26,000	34,300	38,100
5-9	70	40,297	11,209	33,500	39,000	45,000
10-14	66	47,834	10,472	42,000	47,750	53,500
15-19	53	55,187	17,041	46,000	57,000	62,000
20-24	40	60,474	29,299	44,750	56,730	68,583
25-29	27	70,862	21,303	56,880	65,000	85,500
30-34	20	74,238	29,283	57,325	69,850	96,000
35-39	19	70,874	26,010	52,100	63,937	89,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.3

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Analytical serv lab						
Total	735	40,264	18,070	28,000	36,000	48,000
0-1	39	23,558	5,691	20,000	22,000	26,000
2-4	121	27,150	6,343	23,500	26,000	30,500
5-9	183	34,570	9,346	28,080	32,500	39,000
10-14	154	42,321	13,902	33,000	39,777	50,000
15-19	108	51,094	19,257	39,000	46,950	59,950
20-24	70	49,624	17,598	38,000	46,922	60,000
25-29	28	51,096	16,809	38,000	49,000	62,250
Contract res firm						
Total	150	44,377	20,831	29,900	37,500	52,000
2-4	31	29,415	8,004	25,000	28,000	31,200
5-9	33	36,794	9,078	30,000	36,000	41,000
10-14	19	44,050	11,423	34,400	42,000	53,550
15-19	21	49,004	15,661	41,000	48,000	52,000
Utility						
Total	153	53,498	16,053	42,300	53,000	62,500
5-9	20	43,732	9,985	37,720	42,226	49,000
10-14	34	48,430	9,162	41,600	47,079	55,000
15-19	32	59,285	13,382	49,350	60,132	68,151
20-24	30	58,126	14,839	50,000	60,238	68,500
Other nonmanuf						
Total	392	51,253	25,337	37,000	46,000	59,046
2-4	35	32,282	6,277	28,000	31,000	35,000
5-9	99	41,777	11,114	35,000	40,000	45,900
10-14	78	48,227	12,930	38,500	46,129	56,100
15-19	76	59,562	23,373	46,100	55,338	69,425
20-24	41	54,059	16,245	40,000	52,000	65,000
25-29	21	79,900	61,577	53,916	57,000	77,900
Aerospace						
Total	78	59,749	21,514	42,500	55,700	69,000
10-14	15	53,273	11,586	43,988	54,782	63,232

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.3 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Basic chemicals						
Total	183	59,027	47,572	43,000	53,800	65,700
5-9	22	42,488	7,372	39,000	43,000	46,000
10-14	28	47,185	8,649	43,000	46,550	53,182
15-19	29	56,777	11,189	50,000	57,600	64,000
20-24	30	61,415	13,465	50,500	62,950	73,400
25-29	18	68,169	17,350	54,000	67,250	82,400
30-34	21	95,684	129,459	55,000	65,700	78,550
Specialty chems						
Total	861	55,101	24,094	40,000	50,700	64,300
0-1	22	30,783	7,434	26,000	30,750	35,000
2-4	89	33,082	8,443	28,000	32,000	36,500
5-9	152	41,069	8,341	34,950	40,200	45,000
10-14	124	49,380	10,026	42,300	49,155	54,300
15-19	133	57,071	18,802	47,232	55,500	63,500
20-24	106	62,975	25,188	50,600	58,000	70,000
25-29	84	68,211	23,031	53,625	64,430	79,284
30-34	62	74,777	33,728	55,000	70,831	83,400
35-39	57	75,797	25,035	59,909	70,500	83,500
40 or more	32	78,207	31,101	56,500	71,200	88,550
Agricultural chems						
Total	191	50,189	19,404	36,500	44,500	60,000
2-4	25	31,575	5,556	27,500	33,070	35,530
5-9	35	38,488	5,017	36,000	40,000	41,000
10-14	32	44,811	11,697	38,883	43,640	48,250
15-19	22	54,283	15,036	44,300	58,650	61,920
20-24	23	57,607	17,627	47,000	51,200	68,000
25-29	22	63,469	13,784	53,000	61,912	77,100
Biochemical prods						
Total	67	45,244	21,155	30,000	41,000	52,000
5-9	17	36,463	6,479	30,100	34,075	41,500

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.3 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Coatings						
Total	384	52,791	23,802	38,000	48,500	61,000
0-1	20	29,943	9,745	26,000	30,275	33,953
2-4	54	33,616	6,998	28,875	32,000	37,608
5-9	53	39,925	9,118	36,720	39,400	44,300
10-14	56	49,922	10,906	42,750	48,250	54,750
15-19	53	56,421	14,611	48,000	56,000	60,000
20-24	46	63,220	19,606	54,500	61,908	75,000
25-29	22	69,801	20,581	58,000	68,150	75,000
30-34	40	67,165	30,325	50,000	62,675	73,430
35-39	23	61,635	21,261	49,000	58,640	70,000
40 or more	17	82,811	51,010	55,000	67,500	92,856
Electronics						
Total	150	55,122	20,643	42,000	52,350	65,640
5-9	21	43,677	7,154	39,100	43,000	48,000
10-14	27	55,455	13,903	46,800	56,500	60,000
15-19	37	60,795	15,658	50,000	58,000	70,400
20-24	15	67,875	24,659	52,000	62,060	70,000
Food						
Total	272	49,801	21,044	35,000	46,850	59,500
2-4	35	29,656	6,830	23,760	28,800	35,000
5-9	36	37,790	7,382	33,200	39,300	42,550
10-14	36	43,732	10,151	36,550	42,950	50,000
15-19	54	52,070	12,583	44,616	52,500	61,020
20-24	39	60,820	22,847	45,000	55,000	74,000
25-29	26	66,539	21,027	50,000	62,500	76,500
30-34	18	60,894	28,293	41,000	51,167	66,150
Instruments						
Total	157	59,023	27,645	42,000	53,000	68,000
5-9	26	43,422	12,154	36,000	39,250	48,084
10-14	32	49,629	11,607	44,500	51,854	55,000
15-19	32	57,368	15,684	45,500	55,000	68,500
20-24	24	67,763	22,009	52,569	62,500	83,510

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.3 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Medical devices						
Total	217	47,030	16,230	35,500	44,333	55,890
2-4	28	32,660	5,664	29,060	31,500	36,500
5-9	46	38,748	8,626	33,150	37,837	45,555
10-14	49	46,131	9,495	40,000	45,000	50,400
15-19	28	52,808	16,860	44,000	51,295	57,175
20-24	27	56,522	18,817	42,000	54,395	71,000
25-29	24	63,750	16,873	49,250	65,000	75,000
Metals						
Total	155	47,491	15,586	37,000	46,365	54,000
5-9	26	37,357	7,253	32,000	36,200	38,500
10-14	21	41,578	8,737	35,000	41,000	50,000
15-19	39	49,613	16,017	41,460	48,000	52,000
20-24	27	52,162	13,450	43,000	51,000	55,008
Paper						
Total	90	52,537	18,710	42,000	51,410	62,000
5-9	20	40,962	8,908	35,000	42,000	44,500
15-19	16	55,522	10,560	50,250	56,250	62,164
Personal care						
Total	98	56,764	39,209	36,000	47,000	65,000
5-9	16	39,319	7,122	36,000	41,399	44,250
10-14	17	47,596	12,365	36,400	48,300	55,000
Petroleum						
Total	217	59,104	23,080	43,000	54,100	71,046
2-4	17	38,560	9,616	36,200	38,652	42,000
5-9	25	38,800	7,270	33,900	39,000	43,000
10-14	41	53,449	20,525	41,300	50,050	60,000
15-19	42	59,621	14,783	48,814	58,350	75,000
20-24	37	66,653	25,914	53,000	62,000	75,000
25-29	19	70,343	17,331	59,100	69,300	75,000
30-34	26	78,069	20,330	60,000	76,600	90,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.3 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Pharmaceuticals						
Total	1409	48,874	26,435	36,700	45,000	55,440
0-1	43	29,093	6,155	24,000	28,000	34,000
2-4	267	34,286	6,315	30,000	35,000	38,000
5-9	372	41,597	7,487	36,900	41,350	45,750
10-14	216	48,764	10,031	43,234	48,000	53,300
15-19	164	54,515	12,830	46,940	53,000	60,000
20-24	127	62,308	14,434	52,500	60,000	69,000
25-29	103	66,273	20,870	51,000	62,500	79,000
30-34	65	65,962	20,293	51,611	65,900	80,250
35-39	37	78,599	78,262	54,000	62,500	79,000
40 or more	15	105,019	154,293	45,000	61,900	83,364
Plastics						
Total	234	60,746	41,863	41,600	52,200	70,000
2-4	17	30,755	5,923	27,000	30,016	35,000
5-9	40	55,537	80,088	38,000	42,000	49,728
10-14	32	48,641	8,443	42,000	49,375	53,000
15-19	33	60,188	15,888	48,932	61,000	67,000
20-24	26	63,611	21,509	46,000	62,000	79,000
25-29	21	67,866	21,193	56,000	70,000	80,904
30-34	29	71,162	26,948	56,000	66,000	74,220
35-39	17	85,390	43,106	68,000	72,000	94,000
Rubber						
Total	166	59,106	21,032	44,720	55,000	72,000
5-9	20	41,269	7,114	38,000	40,052	44,550
10-14	23	48,481	10,949	42,768	46,000	54,000
15-19	30	59,617	15,308	50,000	56,100	68,000
25-29	16	68,753	12,655	59,900	69,770	77,500
30-34	15	79,253	22,695	60,000	77,600	93,000
35-39	19	66,138	20,246	54,070	64,000	71,700
40 or more	18	78,437	24,897	65,460	72,950	94,000
Soaps						
Total	127	49,956	18,481	39,000	45,588	55,750
5-9	22	41,134	9,881	33,800	41,000	45,360
10-14	25	50,695	10,315	44,633	48,000	55,600
15-19	19	56,340	13,785	45,000	54,000	66,000
20-24	15	54,098	21,163	42,000	46,000	61,000
25-29	15	60,911	20,184	44,200	50,000	80,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.3 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Other manufacturers						
Total	649	50,783	19,298	37,500	47,528	61,000
2-4	70	33,632	7,253	28,000	32,500	39,500
5-9	108	39,530	9,020	33,000	38,210	44,000
10-14	111	45,033	10,619	38,500	43,890	52,000
15-19	101	53,867	12,167	43,050	54,000	62,000
20-24	75	57,800	15,321	46,000	57,000	68,400
25-29	59	62,810	18,766	50,000	60,000	75,000
30-34	56	63,448	22,331	48,250	62,473	75,000
35-39	35	70,887	22,006	54,500	64,550	89,000
40 or more	20	70,698	39,563	47,790	62,000	75,518

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.4

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
Pacific						
Total	728	53,135	29,319	38,000	49,000	62,000
0-1	19	26,512	6,485	24,000	25,771	30,000
2-4	83	32,599	8,488	28,000	33,000	37,000
5-9	135	44,520	44,583	33,400	40,000	45,696
10-14	131	49,934	13,447	40,576	50,000	57,000
15-19	106	58,968	17,018	48,900	58,858	67,000
20-24	95	61,478	19,939	48,480	58,000	71,000
25-29	64	63,290	34,723	48,500	58,400	69,475
30-34	38	67,435	21,565	48,463	66,943	78,000
35-39	36	79,577	36,357	57,500	75,000	88,000
40 or more	21	64,400	21,167	48,800	60,000	74,672
Mountain						
Total	293	49,403	19,206	36,000	46,620	60,000
2-4	31	31,065	8,460	25,000	30,010	36,700
5-9	53	38,794	10,729	31,000	38,000	44,700
10-14	54	47,797	12,252	38,500	46,000	53,500
15-19	55	58,060	18,999	45,000	55,200	70,000
20-24	37	56,973	16,604	48,000	57,332	68,500
25-29	22	70,277	24,104	52,000	65,000	80,100
30-34	15	62,814	17,123	49,000	58,800	78,700
West North Central						
Total	557	46,146	18,333	33,774	43,000	54,400
0-1	16	27,188	9,417	21,500	25,625	30,600
2-4	88	29,934	6,221	25,292	29,500	34,000
5-9	116	37,234	7,824	32,000	37,000	42,000
10-14	111	45,711	13,791	38,500	44,850	50,000
15-19	68	50,974	13,615	42,000	48,150	59,250
20-24	65	58,678	16,679	47,000	55,000	68,500
25-29	39	63,341	18,421	48,500	61,200	75,000
30-34	28	62,082	18,111	50,973	59,717	63,700
35-39	20	66,511	26,608	50,550	59,591	86,333

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.4 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
West South Central						
Total	521	54,684	34,039	39,540	50,000	64,000
2-4	59	32,992	7,376	26,104	31,000	37,590
5-9	63	40,746	9,920	34,284	40,000	44,800
10-14	93	47,228	10,525	40,000	46,440	55,000
15-19	94	53,544	12,279	45,720	54,310	60,100
20-24	72	59,553	15,772	47,000	60,500	67,979
25-29	47	69,510	23,949	50,200	66,500	80,000
30-34	41	88,284	93,358	62,400	75,000	88,000
35-39	23	79,946	36,652	49,000	70,500	110,000
40 or more	18	67,370	32,800	37,600	65,086	83,000
East North Central						
Total	1568	49,816	20,138	36,210	45,735	60,000
0-1	44	29,626	9,969	22,400	28,250	34,653
2-4	201	32,328	6,531	27,500	32,860	36,000
5-9	322	38,877	8,373	33,000	39,000	44,000
10-14	246	46,126	11,051	39,000	44,860	52,000
15-19	246	55,738	14,518	46,000	54,000	63,168
20-24	183	59,075	18,579	47,500	58,000	68,676
25-29	119	66,008	19,047	53,918	65,000	77,000
30-34	106	67,559	30,162	51,000	63,145	77,000
35-39	66	68,331	27,555	54,400	63,950	79,000
40 or more	35	68,459	26,096	55,000	65,000	79,359
East South Central						
Total	286	48,318	22,912	34,000	43,600	57,000
2-4	22	30,390	6,001	25,900	30,000	34,200
5-9	64	37,243	9,079	30,500	36,150	43,000
10-14	47	47,593	16,092	37,603	44,000	56,000
15-19	45	50,415	12,562	41,500	53,865	58,260
20-24	40	51,949	17,279	40,100	49,000	62,300
25-29	19	60,015	23,249	38,000	59,091	75,000
30-34	20	71,983	39,403	48,000	62,500	86,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.4 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
Middle Atlantic						
Total	1558	53,177	25,815	38,880	49,000	61,000
0-1	53	29,791	6,486	25,000	30,500	35,000
2-4	187	34,828	8,252	30,000	35,000	39,000
5-9	327	41,860	8,849	36,500	40,900	46,500
10-14	233	49,302	11,174	42,500	49,850	55,000
15-19	218	59,093	23,506	47,630	54,522	65,000
20-24	177	58,967	15,976	48,500	56,625	67,848
25-29	125	66,675	20,835	52,000	63,000	79,000
30-34	108	68,377	21,589	54,000	66,000	78,910
35-39	82	81,481	63,725	54,000	64,864	92,500
40 or more	48	80,461	38,796	54,663	68,750	98,500
South Atlantic						
Total	980	48,921	19,707	35,000	45,000	58,000
0-1	34	27,205	6,031	23,775	27,150	30,750
2-4	136	30,536	6,576	26,000	30,000	35,000
5-9	201	40,182	8,175	34,500	39,000	45,000
10-14	173	46,010	11,109	38,400	45,450	51,852
15-19	159	55,248	14,255	45,340	55,000	63,500
20-24	86	59,517	20,525	46,000	59,100	70,000
25-29	70	64,691	19,161	50,000	60,625	75,900
30-34	58	71,407	28,748	52,000	66,025	85,000
35-39	40	68,660	23,595	48,186	66,742	78,800
40 or more	23	65,620	24,261	45,000	63,000	79,200
New England						
Total	496	52,090	23,616	37,400	47,250	60,680
0-1	21	28,527	4,641	25,500	28,000	32,000
2-4	59	33,478	6,056	28,296	33,612	37,900
5-9	84	40,849	7,813	35,500	40,650	44,250
10-14	80	47,880	10,253	42,000	48,000	54,000
15-19	80	51,229	14,072	40,000	48,740	60,170
20-24	60	64,258	28,875	49,532	59,200	72,700
25-29	47	68,772	26,000	51,900	66,300	79,000
30-34	26	65,513	26,028	46,800	57,500	82,319
40 or more	25	85,243	38,964	61,000	68,800	92,856

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.5

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by TOTAL SUBORDINATES and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SUBORDINATES						
None						
Total	105	42,209	12,871	32,500	40,000	50,000
2-4	22	30,147	5,991	26,500	30,000	34,500
5-9	29	37,985	7,368	33,000	38,000	41,100
1-2						
Total	761	51,116	24,906	38,850	48,000	60,000
0-1	17	32,947	8,428	27,000	34,000	39,000
2-4	71	32,344	8,275	27,000	31,000	38,200
5-9	123	39,863	8,047	34,500	40,000	45,000
10-14	120	46,411	10,880	38,982	46,450	53,300
15-19	134	53,817	13,027	44,000	53,715	61,000
20-24	103	56,866	14,799	45,085	58,000	66,000
25-29	66	57,792	13,649	47,200	58,545	66,600
30-34	59	64,394	21,278	48,000	63,492	79,320
35-39	42	77,940	76,643	54,000	61,060	75,000
40 or more	26	62,108	27,894	45,000	59,360	67,300
3-9						
Total	5954	49,748	23,669	36,000	46,000	59,000
0-1	198	27,654	7,286	23,000	27,000	32,000
2-4	788	32,462	7,255	27,452	32,510	37,000
5-9	1219	40,269	16,990	33,600	39,864	45,000
10-14	1019	47,206	11,757	39,984	46,104	53,300
15-19	894	54,931	15,508	45,000	53,400	62,800
20-24	661	57,851	16,929	46,200	55,850	67,296
25-29	438	64,979	22,310	51,000	62,780	75,000
30-34	348	68,666	39,748	52,000	63,050	79,410
35-39	232	69,505	28,501	53,150	64,900	80,000
40 or more	157	77,213	55,629	54,000	66,300	83,000
10-14						
Total	262	73,917	31,582	51,250	68,500	92,000
5-9	22	47,803	12,952	40,400	45,000	53,000
10-14	38	52,647	12,660	45,450	50,000	57,600
15-19	52	69,016	25,747	55,500	64,500	78,500
20-24	44	78,548	21,190	64,000	71,500	93,200
25-29	39	87,067	28,589	63,000	87,000	110,000
30-34	29	89,345	29,279	68,885	90,000	96,500
35-39	20	102,045	31,287	77,850	106,250	118,500
15-29						
Total	53	101,509	50,171	65,160	97,500	128,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.6

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by EMPLOYER SIZE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER SIZE						
Less than 500						
Total	2239	47,429	30,204	31,200	41,000	54,395
0-1	105	24,807	5,676	21,000	25,000	28,000
2-4	331	29,576	6,759	25,300	29,000	33,200
5-9	439	38,871	26,260	30,000	37,000	43,000
10-14	382	44,164	12,461	35,500	43,000	50,850
15-19	313	53,838	24,663	40,000	48,840	60,000
20-24	245	54,362	21,552	40,000	50,000	62,000
25-29	157	63,302	30,440	45,500	58,000	72,000
30-34	108	65,295	34,385	46,540	57,350	74,100
35-39	83	77,955	46,153	49,000	65,000	94,000
40 or more	76	82,031	77,529	48,400	65,000	81,300
500 to 2,499						
Total	1567	50,326	27,134	36,700	46,000	59,000
0-1	28	30,730	9,391	24,980	27,850	34,500
2-4	195	32,256	7,732	28,000	32,000	36,400
5-9	328	39,066	8,477	33,400	37,900	43,275
10-14	274	47,553	12,989	40,000	46,000	53,000
15-19	249	55,022	13,508	45,000	53,865	62,000
20-24	173	59,919	17,966	48,256	57,240	68,000
25-29	105	63,680	21,721	50,000	60,000	75,000
30-34	106	70,797	60,682	52,500	60,472	77,220
35-39	68	68,677	59,781	50,500	59,591	70,625
40 or more	41	71,717	35,067	52,500	61,500	77,932
2,500 to 9,999						
Total	1297	52,701	19,564	40,000	49,040	62,000
0-1	34	31,378	6,700	26,520	31,250	35,100
2-4	134	34,485	6,385	30,000	35,000	39,000
5-9	260	41,279	7,949	36,200	40,475	45,000
10-14	219	49,568	11,091	42,900	48,000	54,000
15-19	217	55,868	12,037	48,000	55,000	62,000
20-24	168	61,503	19,870	50,700	59,074	69,575
25-29	103	69,284	21,543	56,000	65,000	77,100
30-34	75	70,194	25,218	53,000	67,000	82,000
35-39	56	73,639	27,917	55,600	67,500	83,000
40 or more	31	67,652	24,156	53,000	65,000	82,500

Note: Categories with fewer than 15 cases are not shown.

Table 2.2.6 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by EMPLOYER SIZE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER SIZE						
10,000 to 24,999						
Total	761	54,542	18,066	41,592	52,000	65,000
0-1	18	33,025	6,871	27,600	33,400	36,000
2-4	82	35,580	6,388	32,000	35,500	40,000
5-9	135	42,340	7,199	38,700	42,200	46,000
10-14	126	50,490	9,730	43,800	50,000	55,386
15-19	129	57,989	13,647	49,000	57,555	67,000
20-24	100	64,785	18,079	54,325	63,300	74,000
25-29	69	68,780	17,053	54,000	65,000	81,700
30-34	56	68,164	16,181	54,850	67,400	78,350
35-39	39	73,891	20,609	56,000	70,300	89,000
25,000 or more						
Total	1196	55,114	20,148	40,697	51,360	65,340
0-1	31	30,637	7,831	26,000	32,000	36,000
2-4	139	35,540	6,563	32,000	35,600	39,100
5-9	214	42,588	7,851	38,000	42,000	47,500
10-14	181	49,615	9,609	43,000	49,500	55,341
15-19	185	58,302	11,815	50,300	58,000	65,000
20-24	133	61,522	14,801	52,000	60,000	70,000
25-29	120	67,317	16,185	54,000	65,820	77,985
30-34	103	75,368	23,768	58,158	73,500	86,900
35-39	52	77,269	29,541	60,000	74,000	87,833
40 or more	38	81,705	27,966	65,000	73,606	92,856

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.1

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Biochemistry						
Total	86	56,205	16,441	44,858	52,370	64,000
5-9	16	44,372	8,040	40,200	42,175	46,224
10-14	19	49,021	9,520	41,700	48,700	54,000
15-19	18	55,836	11,114	49,000	55,612	62,000
Biotechnology						
Total	132	62,796	24,183	45,530	57,900	74,518
5-9	18	43,770	7,524	39,500	45,000	49,213
10-14	36	57,368	17,684	44,750	56,450	61,700
15-19	39	66,963	27,770	50,000	64,087	79,300
General chemistry						
Total	119	62,802	21,181	46,700	61,000	75,000
5-9	15	44,558	11,904	37,000	40,900	50,000
15-19	21	66,901	21,249	54,000	61,000	75,900
20-24	25	62,085	14,527	49,500	60,000	75,000
25-29	17	76,332	25,786	63,500	75,000	85,000
Agricultural chemistry						
Total	148	62,205	24,159	45,000	59,600	74,394
10-14	33	52,051	12,502	42,000	50,000	62,000
15-19	26	60,171	14,913	50,000	60,000	70,000
20-24	27	70,182	22,546	55,000	65,000	80,000
Analytical chemistry						
Total	1175	56,969	21,994	45,000	53,916	66,000
5-9	145	40,090	7,771	35,544	40,000	46,000
10-14	215	48,932	10,357	42,400	48,000	54,000
15-19	232	55,944	11,519	49,000	55,000	63,250
20-24	217	62,142	18,522	50,000	60,000	70,000
25-29	174	64,237	15,961	53,150	62,750	73,680
30-34	111	66,242	27,877	48,300	64,558	75,000
35-39	42	73,305	33,004	50,050	69,250	80,000
40 or more	27	78,860	74,796	52,600	61,980	80,000
Clinical chemistry						
Total	38	64,921	24,880	45,000	62,500	82,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.1 (continued)

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Environmental chemistry						
Total	427	56,985	19,892	43,400	54,000	67,500
5-9	58	42,152	10,413	35,152	40,246	48,500
10-14	83	48,117	12,134	39,600	46,100	57,500
15-19	82	56,407	12,647	48,000	55,163	63,000
20-24	74	65,065	17,319	52,000	63,600	75,000
25-29	64	65,481	20,757	51,500	65,000	76,150
30-34	33	70,007	24,350	50,000	71,392	81,120
Inorganic chemistry						
Total	74	66,724	20,663	50,000	65,500	78,000
20-24	17	67,430	18,453	60,000	69,000	75,000
Materials science						
Total	186	66,181	25,858	51,600	62,125	77,000
10-14	30	53,536	11,557	45,000	50,850	60,000
15-19	35	67,931	37,259	52,400	60,000	75,000
20-24	30	66,291	16,143	56,700	67,000	73,500
25-29	34	72,336	15,003	62,000	72,000	81,300
30-34	25	72,758	37,453	50,000	67,000	80,000
Medicinal-Pharmaceutical						
Total	399	55,429	16,572	43,000	52,000	65,000
2-4	22	38,010	3,595	36,000	38,062	40,500
5-9	91	42,977	5,165	38,940	43,000	47,300
10-14	94	50,453	8,324	44,000	50,300	54,600
15-19	52	60,114	15,860	52,500	59,250	65,250
20-24	49	66,276	12,504	59,000	68,000	74,800
25-29	39	65,430	18,460	50,000	65,000	76,400
30-34	30	70,641	19,677	60,000	67,000	76,600
35-39	16	68,655	20,583	57,000	63,651	69,500

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.1 (continued)

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Organic chemistry						
Total	506	60,565	25,299	45,000	54,000	68,076
2-4	23	38,755	5,067	34,000	40,000	43,500
5-9	73	43,093	5,931	39,700	43,000	46,640
10-14	96	47,759	7,843	42,000	47,671	52,010
15-19	66	55,891	10,673	48,000	55,000	62,000
20-24	75	67,779	17,985	57,000	65,000	72,950
25-29	67	71,684	35,888	55,000	63,000	76,600
30-34	61	75,810	25,871	60,000	70,000	84,000
35-39	26	83,713	38,681	60,000	78,624	100,000
40 or more	19	86,737	30,407	64,000	75,000	108,000
Physical chemistry						
Total	82	63,349	26,765	50,550	57,150	71,000
15-19	16	58,182	13,942	52,730	55,320	61,800
Polymer chemistry						
Total	479	64,114	21,139	50,000	61,000	73,000
5-9	42	43,663	8,416	36,000	45,000	48,801
10-14	89	52,210	9,872	45,300	51,000	57,324
15-19	82	60,903	14,579	52,000	60,875	70,500
20-24	82	68,071	19,385	52,000	64,128	80,000
25-29	61	72,314	17,906	60,000	68,800	83,229
30-34	59	79,505	27,050	66,400	75,000	85,200
35-39	36	71,105	19,148	60,000	68,000	77,175
40 or more	24	77,514	29,198	59,750	70,694	84,500
Other chemical science						
Total	108	66,405	29,665	48,000	55,822	81,500
10-14	21	50,521	11,410	46,700	49,000	53,400
15-19	17	59,922	15,121	50,700	55,555	74,000
20-24	25	74,472	25,919	52,300	65,000	90,000
Business Administration						
Total	126	83,681	35,391	60,000	74,561	100,450
15-19	29	73,353	21,416	55,000	70,600	90,000
25-29	30	94,631	40,341	64,300	84,000	115,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.1 (continued)

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Computer science						
Total	48	63,511	17,397	52,000	62,750	70,818
Other nonchemistry						
Total	149	69,388	25,218	53,940	62,000	80,000
10-14	22	52,283	8,021	48,450	52,950	57,000
15-19	19	62,082	13,241	55,000	60,000	65,784
20-24	26	77,602	29,150	57,000	73,500	87,500
25-29	32	75,728	25,181	59,500	70,000	81,500
30-34	29	74,622	29,835	60,000	73,500	90,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.2

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
R&D Mgt						
Total	445	78,585	24,850	61,161	75,000	89,000
10-14	53	61,367	12,272	52,400	60,000	69,000
15-19	85	75,470	26,832	62,000	72,000	84,000
20-24	102	80,278	20,890	68,000	79,350	88,000
25-29	82	83,072	22,317	69,900	79,750	93,300
30-34	63	86,248	28,770	71,400	81,000	96,200
35-39	36	91,156	26,222	71,500	87,875	107,850
Basic research						
Total	381	51,950	13,261	42,900	49,000	59,400
2-4	23	38,810	4,366	35,360	38,800	42,000
5-9	91	42,582	6,244	38,930	42,900	48,000
10-14	108	48,504	7,184	43,725	47,965	52,650
15-19	53	54,137	9,893	48,000	53,560	60,000
20-24	35	61,245	10,553	52,000	62,108	69,000
25-29	31	63,451	11,960	55,890	63,000	73,000
30-34	24	67,884	13,163	59,300	65,183	74,400
35-39	15	72,145	19,774	61,255	65,000	71,000
Applied research						
Total	1469	56,703	18,995	45,080	54,180	65,000
2-4	34	37,313	4,397	33,280	38,000	40,000
5-9	230	42,370	6,860	38,000	42,665	46,500
10-14	311	49,742	8,785	44,000	49,600	55,000
15-19	270	56,088	10,223	49,786	55,598	63,100
20-24	216	61,300	12,082	53,212	61,750	68,900
25-29	175	66,304	15,421	56,880	64,000	74,952
30-34	128	69,740	16,978	59,000	67,900	78,400
35-39	62	71,606	26,702	58,604	69,000	78,000
40 or more	43	80,447	61,269	59,000	68,000	80,000
General Mgt						
Total	316	78,543	35,773	56,767	67,500	89,370
10-14	37	56,419	9,335	51,975	55,000	60,000
15-19	63	63,235	14,922	52,800	61,380	67,000
20-24	57	79,468	27,737	62,400	72,000	90,000
25-29	59	80,730	26,126	63,000	75,000	90,900
30-34	43	94,856	50,292	63,000	75,000	120,000
35-39	18	108,793	47,315	84,000	101,000	120,000
40 or more	31	98,825	50,059	62,500	80,000	120,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.2 (continued)

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
Marketing						
Total	351	66,058	25,591	50,000	62,000	76,400
5-9	26	47,651	9,518	38,000	46,000	56,256
10-14	65	55,204	12,515	48,000	52,900	60,200
15-19	62	66,227	26,938	50,000	59,700	76,000
20-24	65	70,041	20,361	54,300	68,000	82,000
25-29	56	73,872	37,686	59,500	69,290	78,500
30-34	41	73,624	26,182	56,600	69,000	90,000
35-39	22	68,159	16,285	55,236	68,050	81,000
Production						
Total	521	55,881	20,782	42,000	51,616	65,000
5-9	59	40,443	7,141	36,912	40,090	46,000
10-14	93	46,480	13,103	37,440	44,220	52,000
15-19	97	56,788	15,536	46,000	54,000	63,000
20-24	106	60,056	18,534	47,000	59,130	68,520
25-29	74	61,060	18,754	48,000	57,924	75,000
30-34	51	64,463	22,536	45,000	60,000	80,500
35-39	23	73,888	46,585	46,000	56,000	80,000
Health & Safety						
Total	195	62,583	19,427	51,000	60,000	70,000
5-9	17	44,227	9,081	39,100	42,050	51,600
10-14	26	53,115	12,792	43,008	52,500	62,000
15-19	39	61,258	12,342	51,000	60,000	71,600
20-24	32	64,548	16,218	54,000	61,180	69,720
25-29	46	67,944	20,212	58,000	65,156	76,600
30-34	22	71,130	25,008	58,800	63,200	74,500
Other lab analysis						
Total	257	48,158	15,528	37,000	45,500	58,500
5-9	47	36,772	7,799	31,000	37,000	43,400
10-14	49	42,212	10,065	35,000	41,300	48,000
15-19	42	48,209	13,042	41,000	45,380	56,000
20-24	36	54,226	11,180	48,750	52,099	63,150
25-29	39	58,944	16,604	45,000	61,810	71,000
30-34	26	58,509	17,686	45,360	60,250	70,000
Chem info services						
Total	78	60,067	16,129	50,000	58,900	68,390
20-24	18	65,834	16,729	54,000	61,000	72,000
Computers						
Total	34	60,157	12,886	52,000	61,175	68,820

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.2 (continued)

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
Patents						
Total	15	60,813	9,029	51,500	58,500	72,000
Consulting						
Total	102	58,727	17,877	45,000	55,730	69,900
5-9	17	44,861	11,364	35,000	44,000	52,200
10-14	27	53,269	12,862	42,500	53,000	62,000
15-19	21	63,359	15,185	52,200	61,000	78,000
20-24	18	67,521	17,186	53,000	62,000	80,000
Other						
Total	163	61,579	23,238	45,900	58,000	72,000
5-9	17	41,269	7,547	36,200	44,000	45,900
10-14	28	50,838	11,401	43,500	47,350	61,000
15-19	23	57,265	11,791	50,000	57,000	62,500
20-24	22	67,622	23,475	50,100	61,250	76,000
25-29	23	72,628	33,001	53,940	65,100	78,984
30-34	23	67,559	20,014	50,000	70,600	76,800

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.3

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Analytical serv						
lab						
Total	229	50,036	24,250	36,000	45,760	60,000
5-9	38	34,845	7,806	30,000	35,348	39,500
10-14	46	42,738	11,297	35,000	40,500	48,836
15-19	44	50,591	12,793	44,000	50,000	60,000
20-24	32	59,764	16,734	45,000	60,000	70,700
25-29	25	63,066	18,675	54,960	64,000	71,000
30-34	23	61,380	50,511	42,000	47,000	65,000
Contract res firm						
Total	122	58,182	25,610	43,000	53,654	67,000
10-14	25	47,542	8,776	40,000	46,700	52,000
15-19	28	58,630	12,511	48,750	58,750	66,500
20-24	24	62,539	19,148	49,000	61,500	75,500
Utility						
Total	65	59,449	17,673	49,600	57,921	67,044
20-24	17	57,059	10,086	50,500	53,000	61,200
Other nonmanuf						
Total	233	59,301	27,799	44,000	55,000	67,500
5-9	32	41,995	9,405	36,000	41,500	46,750
10-14	50	51,263	13,075	41,000	47,500	61,194
15-19	42	63,691	26,391	51,000	60,000	68,000
20-24	40	65,793	20,509	51,400	60,500	82,000
25-29	30	78,591	50,688	55,000	69,950	83,000
30-34	16	66,175	26,687	51,771	63,779	75,000
Aerospace						
Total	64	58,666	14,965	48,737	55,612	66,500
15-19	15	51,496	7,798	48,000	52,000	57,600
25-29	16	64,311	14,624	55,000	65,650	74,000
Basic chemicals						
Total	124	66,508	21,338	50,650	63,100	77,400
10-14	17	49,338	7,484	45,000	49,770	53,000
15-19	18	63,995	17,903	51,000	62,500	75,000
20-24	21	64,544	18,434	50,100	62,500	77,800
25-29	27	68,959	13,649	60,000	69,000	76,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.3 (continued)

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Specialty chems						
Total	519	65,530	25,020	50,000	60,500	75,000
5-9	47	45,681	7,994	39,920	45,000	50,000
10-14	75	50,212	10,348	43,000	49,000	58,100
15-19	82	60,615	14,930	50,592	58,800	70,000
20-24	100	69,465	20,558	57,918	65,000	75,900
25-29	80	69,961	20,444	57,541	67,650	79,750
30-34	69	77,943	34,368	55,020	72,000	85,000
35-39	32	79,847	27,593	62,157	76,000	90,040
40 or more	30	83,953	38,801	60,000	74,000	105,000
Agricultural chems						
Total	139	59,497	16,028	47,000	58,000	72,000
5-9	15	43,127	6,111	41,300	43,000	48,000
10-14	27	51,730	10,424	44,100	50,000	58,494
15-19	20	55,798	11,209	48,500	56,500	63,018
20-24	23	63,102	14,945	50,881	59,121	72,000
25-29	25	65,118	14,085	58,000	65,300	74,000
Biochemical prods						
Total	51	64,818	22,360	46,000	58,000	82,000
Coatings						
Total	212	63,224	21,643	49,484	60,000	72,000
5-9	24	43,319	7,371	37,000	43,790	48,400
10-14	34	53,749	10,807	46,500	52,500	60,000
15-19	40	58,866	11,228	51,910	58,564	64,740
20-24	31	69,713	17,098	57,000	65,500	81,000
25-29	28	73,406	25,399	60,500	69,000	84,000
30-34	30	72,735	24,661	56,500	70,000	85,000
35-39	17	76,148	26,581	65,000	72,000	78,000
Electronics						
Total	93	62,973	18,641	50,000	60,300	71,000
15-19	24	65,794	18,687	52,950	59,500	70,448
25-29	19	63,254	14,911	51,500	62,000	79,000
Food						
Total	138	62,799	26,944	46,000	59,300	71,000
10-14	23	51,026	12,329	41,000	50,000	63,600
15-19	29	60,336	15,045	45,100	62,000	70,000
20-24	27	70,686	24,658	55,000	66,000	78,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.3 (continued)

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Instruments						
Total	104	57,293	20,016	44,534	52,000	66,300
10-14	28	52,917	12,580	44,534	50,000	55,099
15-19	28	58,431	12,495	49,893	55,000	65,800
20-24	22	59,382	21,378	48,000	54,500	68,000
Medical devices						
Total	147	60,847	21,399	45,000	57,000	70,060
5-9	17	40,844	7,846	36,000	43,467	45,000
10-14	30	50,076	13,470	39,900	47,450	57,000
15-19	23	65,850	20,471	52,000	65,000	80,000
20-24	29	62,014	16,268	50,000	63,300	70,060
25-29	20	70,710	21,723	55,350	64,000	84,023
30-34	15	67,531	19,143	58,980	69,000	70,000
Metals						
Total	79	56,269	19,190	45,132	52,500	65,160
15-19	17	52,092	20,373	41,370	52,100	54,196
25-29	22	59,613	20,694	45,480	60,000	65,160
Paper						
Total	46	62,947	19,071	49,000	60,000	72,000
Personal care						
Total	53	66,335	26,544	50,000	61,000	79,650
Petroleum						
Total	114	66,821	21,966	50,000	62,500	81,000
10-14	20	55,793	11,896	49,919	53,900	63,400
15-19	18	59,147	13,582	50,000	60,000	65,000
20-24	22	66,251	20,042	50,520	62,500	82,000
30-34	19	87,861	20,209	70,000	92,200	105,000
Pharmaceuticals						
Total	1159	57,795	22,143	45,000	54,000	65,162
2-4	41	38,690	5,856	37,000	39,600	42,000
5-9	224	42,995	5,786	39,080	43,000	46,950
10-14	265	50,577	9,405	45,000	49,920	55,000
15-19	196	59,238	13,137	50,000	57,831	65,000
20-24	174	68,603	18,410	58,100	66,376	76,000
25-29	122	68,775	22,577	57,800	65,647	75,000
30-34	86	72,347	20,355	61,000	67,875	77,000
35-39	39	75,597	35,310	58,000	64,060	85,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.3 (continued)

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Plastics						
Total	175	64,958	20,245	50,095	62,000	76,000
10-14	29	50,584	8,707	44,000	50,400	56,000
15-19	32	63,657	16,269	51,600	61,120	73,800
20-24	25	70,043	19,198	61,000	69,196	80,000
25-29	29	72,366	21,069	61,810	68,820	83,000
30-34	25	74,315	16,777	63,014	70,000	89,040
Rubber						
Total	68	62,268	17,594	50,600	57,900	74,748
Soaps						
Total	60	65,264	27,219	49,520	60,000	75,300
Other manufactures						
Total	396	64,601	26,205	48,000	60,000	74,826
5-9	27	41,527	9,162	33,000	40,194	46,500
10-14	52	47,221	8,696	40,500	47,120	52,042
15-19	77	60,939	28,865	48,000	58,080	66,000
20-24	65	61,476	18,192	49,010	58,000	71,500
25-29	77	73,514	22,925	58,000	70,000	83,000
30-34	55	81,131	30,305	61,400	75,850	96,000
35-39	18	81,552	24,922	68,000	76,500	95,400
40 or more	22	73,929	29,011	60,000	65,500	80,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.4

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
Pacific						
Total	420	61,676	25,980	45,000	57,000	71,700
5-9	66	43,044	8,024	38,000	42,000	47,700
10-14	93	53,471	15,455	42,000	48,000	62,250
15-19	76	65,656	29,261	52,000	60,000	71,500
20-24	55	69,694	20,538	56,000	67,000	83,000
25-29	53	66,959	16,503	55,000	66,000	77,280
30-34	33	73,007	27,957	56,500	65,404	82,576
35-39	20	88,427	52,410	65,000	72,663	82,524
Mountain						
Total	122	53,390	16,319	40,000	51,740	62,460
10-14	22	43,288	9,749	36,920	39,500	45,000
15-19	26	56,565	14,027	46,000	55,000	67,495
20-24	26	56,159	12,056	50,000	52,140	65,000
25-29	18	59,969	15,156	54,000	59,574	64,000
West North Central						
Total	258	59,057	21,591	45,000	54,000	69,480
5-9	26	40,925	9,173	35,700	42,500	45,800
10-14	47	47,580	10,037	41,000	45,500	52,327
15-19	54	55,761	13,378	46,000	53,750	62,000
20-24	49	65,708	18,829	50,425	66,489	76,080
25-29	37	63,437	20,350	49,000	60,000	73,000
30-34	23	65,796	14,867	53,800	66,888	73,000
West South Central						
Total	290	62,401	24,995	46,000	55,750	71,000
5-9	38	42,514	7,438	37,000	43,350	47,000
10-14	48	48,420	9,065	42,500	47,744	54,750
15-19	50	57,023	15,880	48,000	55,248	61,380
20-24	51	68,649	21,561	54,000	65,000	84,000
25-29	43	69,602	20,041	52,000	68,000	82,000
30-34	31	85,237	37,973	66,000	76,800	106,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.4 (continued)

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
East North Central						
Total	980	60,378	21,927	46,972	57,105	70,000
2-4	20	37,404	7,288	32,100	37,500	42,000
5-9	107	40,875	8,112	35,300	41,160	46,000
10-14	166	49,652	8,433	45,000	50,000	54,000
15-19	160	58,274	13,813	50,000	56,500	65,160
20-24	175	65,919	21,422	52,000	63,000	74,300
25-29	153	67,427	17,493	56,880	65,160	78,000
30-34	107	74,007	30,773	59,000	69,000	80,000
35-39	58	72,366	31,687	52,011	66,841	80,000
40 or more	34	73,960	23,437	60,000	72,370	80,000
East South Central						
Total	139	60,364	19,319	45,000	58,679	72,000
10-14	26	48,544	9,857	42,600	46,950	55,000
15-19	17	57,989	21,609	45,000	54,000	66,000
20-24	24	63,055	18,536	46,896	61,850	69,700
25-29	26	64,279	15,672	50,000	65,050	76,764
30-34	17	74,925	14,411	66,900	72,000	87,300
Middle Atlantic						
Total	1102	63,111	25,205	48,000	59,300	72,000
2-4	23	36,709	6,265	32,000	38,000	40,500
5-9	126	44,253	7,867	39,500	44,250	48,400
10-14	199	52,492	10,302	45,000	51,422	58,400
15-19	195	60,324	14,755	50,000	59,000	66,000
20-24	180	69,257	19,164	57,250	67,800	78,000
25-29	148	72,427	23,900	58,600	68,400	82,250
30-34	131	73,342	27,071	58,980	68,000	85,280
35-39	57	72,838	21,994	56,751	70,000	85,000
40 or more	43	92,427	68,145	61,400	75,000	98,000
South Atlantic						
Total	600	58,276	20,068	45,000	55,000	68,000
5-9	83	41,864	8,067	37,000	42,000	46,640
10-14	118	50,398	12,893	42,000	48,600	57,500
15-19	121	59,800	19,329	49,000	58,140	67,800
20-24	81	62,590	13,979	53,600	61,200	69,000
25-29	92	69,197	21,576	54,877	68,150	78,812
30-34	50	70,507	26,009	53,000	66,246	78,192
35-39	24	69,626	18,599	59,460	68,936	79,508
40 or more	16	71,083	23,658	50,812	63,117	91,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.4 (continued)

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
New England						
Total	376	62,090	25,801	47,700	57,000	70,250
5-9	52	42,304	6,812	39,000	42,000	46,400
10-14	78	50,323	8,117	45,500	50,000	54,800
15-19	72	62,321	12,444	52,748	61,500	70,000
20-24	68	65,995	19,638	52,053	63,500	77,500
25-29	44	82,148	44,365	60,713	71,500	82,500
30-34	30	73,947	15,821	61,680	75,000	81,640
35-39	19	93,159	43,631	61,255	80,000	120,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.5

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by TOTAL SUBORDINATES and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SUBORDINATES						
None						
Total	50	50,748	23,589	38,900	45,500	57,000
1-2						
Total	545	58,918	20,005	47,000	57,000	68,000
5-9	61	42,579	8,627	37,000	42,000	48,800
10-14	83	49,481	9,357	43,000	48,000	53,908
15-19	84	58,904	25,014	49,888	58,040	63,200
20-24	86	61,876	17,373	51,000	59,750	70,000
25-29	99	63,874	14,927	53,000	64,000	74,404
30-34	61	63,469	13,945	54,000	64,500	70,000
35-39	33	67,156	17,759	54,120	68,000	77,350
40 or more	32	78,697	35,089	63,000	72,100	82,127
3-9						
Total	3592	59,476	21,057	45,893	56,000	69,265
2-4	78	35,704	6,833	31,800	36,250	39,600
5-9	457	42,441	7,850	37,500	42,500	47,000
10-14	705	50,630	11,030	43,922	49,770	56,000
15-19	667	58,885	14,395	50,000	57,324	66,000
20-24	591	65,806	18,222	53,600	64,000	75,000
25-29	483	68,444	22,667	56,700	65,300	78,000
30-34	352	71,680	23,345	58,850	69,800	81,060
35-39	161	73,138	25,137	58,500	68,500	83,000
40 or more	97	77,085	44,924	58,600	70,000	85,000
10-14						
Total	159	86,610	34,794	61,000	80,500	105,000
15-19	31	73,665	23,277	55,000	70,000	89,300
20-24	33	79,601	22,810	65,000	75,000	92,000
25-29	28	90,725	20,341	78,200	88,900	102,000
30-34	19	102,953	31,412	80,500	100,000	121,000
35-39	17	126,414	47,777	88,740	122,700	135,000
15-29						
Total	44	117,186	49,667	81,320	111,000	137,860

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.6

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by EMPLOYER SIZE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER SIZE						
Less than 500						
Total	1098	57,551	27,798	40,800	51,000	66,000
2-4	28	32,044	5,544	27,504	33,300	35,180
5-9	156	38,886	8,951	33,250	37,000	45,000
10-14	205	47,584	12,359	39,000	45,500	54,000
15-19	214	58,120	21,266	46,800	55,000	66,000
20-24	171	63,253	22,882	48,000	60,000	73,000
25-29	129	67,080	32,513	48,000	61,000	81,000
30-34	90	68,980	40,992	45,000	59,500	76,000
35-39	53	79,834	43,319	53,707	65,000	92,000
40 or more	52	79,338	34,990	58,000	65,000	99,750
500 to 2,499						
Total	829	58,855	24,608	45,000	55,000	67,000
5-9	95	42,489	8,401	37,000	42,000	45,886
10-14	178	50,720	11,629	42,000	48,000	58,400
15-19	161	59,412	16,208	50,000	56,640	66,000
20-24	123	63,248	18,301	51,400	60,700	70,680
25-29	137	65,409	19,889	53,500	63,000	73,000
30-34	68	63,145	20,113	53,000	62,340	72,000
35-39	32	78,687	39,895	53,750	68,250	86,000
40 or more	21	101,410	86,729	64,000	75,000	98,000
2,500 to 9,999						
Total	863	62,334	20,337	48,300	59,000	72,000
2-4	18	38,417	5,966	34,000	40,000	43,000
5-9	99	43,624	6,660	39,900	43,400	48,000
10-14	156	51,426	9,966	45,000	50,000	55,322
15-19	147	60,034	13,869	50,700	58,620	66,000
20-24	166	67,415	19,207	55,000	63,428	77,000
25-29	128	70,902	18,873	57,961	67,650	80,000
30-34	87	79,972	24,962	65,400	75,000	87,500
35-39	42	75,571	23,408	60,000	70,650	83,016
40 or more	20	76,920	22,085	56,800	71,100	90,750

Note: Categories with fewer than 15 cases are not shown.

Table 2.3.6 (continued)

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by EMPLOYER SIZE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER SIZE						
10,000 to 24,999						
Total	595	62,420	19,883	48,450	58,910	72,000
5-9	69	44,330	5,671	40,000	45,000	47,500
10-14	106	50,546	9,089	44,500	49,860	54,318
15-19	104	60,525	18,483	51,675	58,850	66,772
20-24	104	68,585	17,840	56,180	66,090	78,720
25-29	88	71,584	18,735	58,705	70,160	80,000
30-34	65	75,148	22,591	60,000	70,000	82,000
35-39	33	75,865	21,680	60,000	74,560	84,870
40 or more	19	70,234	19,718	60,000	67,000	85,400
25,000 or more						
Total	954	64,389	20,467	50,000	61,390	74,000
2-4	17	38,041	4,027	37,000	38,000	39,600
5-9	112	44,841	6,287	40,000	45,000	48,800
10-14	160	53,257	10,015	47,000	52,000	58,900
15-19	155	61,281	14,351	52,500	60,000	67,889
20-24	153	69,584	17,030	58,539	66,489	76,500
25-29	136	73,859	21,168	61,530	72,000	79,500
30-34	133	76,610	20,400	62,600	72,300	88,000
35-39	54	75,644	19,049	64,060	72,450	85,000
40 or more	33	82,444	34,595	66,000	76,000	85,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.1

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Biochemistry						
Total	382	79,176	27,941	62,150	72,290	89,000
10-14	84	62,655	10,997	57,000	61,750	70,000
15-19	76	68,572	12,918	61,150	68,050	75,750
20-24	74	85,001	29,537	69,200	77,200	96,000
25-29	71	92,865	27,063	72,000	88,000	105,000
30-34	40	100,274	39,116	77,940	90,000	112,500
Biotechnology						
Total	480	83,201	34,597	62,000	73,750	93,000
5-9	28	55,955	7,571	51,000	56,000	59,992
10-14	101	64,942	13,407	56,000	63,000	70,230
15-19	115	75,319	19,096	62,000	72,000	83,500
20-24	119	86,252	28,438	70,000	77,340	98,000
25-29	60	103,408	44,479	76,750	92,000	114,494
30-34	34	118,462	52,733	82,000	109,750	130,000
35-39	16	112,575	36,076	83,250	106,000	140,100
General chemistry						
Total	154	83,672	39,622	63,000	74,400	92,500
10-14	20	70,694	36,793	58,774	64,500	68,920
15-19	25	67,168	15,289	62,000	70,000	77,206
20-24	26	85,037	18,449	67,900	87,250	104,000
25-29	25	91,312	31,240	72,000	86,300	99,631
30-34	22	98,257	35,002	71,708	91,968	130,000
35-39	18	92,989	54,242	62,000	75,830	93,000
Agricultural chemistry						
Total	392	79,483	27,671	62,000	75,000	89,000
5-9	16	52,742	9,436	48,124	54,100	55,939
10-14	57	56,895	7,299	52,500	57,000	61,247
15-19	68	68,283	13,388	60,000	66,000	75,100
20-24	64	76,868	14,477	69,036	76,000	84,000
25-29	77	88,690	25,240	72,000	83,000	98,000
30-34	67	96,610	32,536	76,791	90,000	107,820
35-39	28	93,109	39,717	70,040	86,220	98,500
40 or more	15	106,563	34,953	82,336	105,500	122,460

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.1 (continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Analytical chemistry						
Total	1945	71,158	26,348	58,200	67,500	80,000
5-9	162	55,079	8,178	52,000	56,000	60,000
10-14	414	60,382	10,795	55,000	60,000	66,000
15-19	386	68,438	13,634	60,000	67,500	76,000
20-24	340	74,772	16,430	64,900	72,156	85,000
25-29	292	81,571	37,305	66,400	79,000	92,000
30-34	224	83,386	43,274	64,250	78,100	93,030
35-39	68	79,476	29,443	63,874	77,100	93,050
40 or more	59	80,322	35,937	61,000	72,020	89,569
Clinical chemistry						
Total	120	75,156	23,487	58,200	72,500	86,375
10-14	15	55,207	9,873	48,000	54,000	61,285
15-19	21	68,455	14,713	61,500	71,000	78,000
20-24	22	80,741	16,656	70,000	80,750	87,750
25-29	24	79,091	19,211	66,760	76,002	93,600
30-34	23	84,928	34,470	65,000	81,000	94,500
Environmental chemistry						
Total	477	74,136	24,491	57,000	71,000	87,000
5-9	29	49,702	11,558	44,000	53,000	57,800
10-14	63	55,175	10,915	48,000	55,000	61,320
15-19	76	64,095	19,318	52,500	63,525	71,000
20-24	83	78,928	17,278	67,500	80,000	90,000
25-29	76	80,022	20,230	65,250	80,000	94,600
30-34	87	83,680	21,449	69,300	84,000	95,000
35-39	46	93,988	37,739	72,000	82,590	102,000
40 or more	17	78,701	23,710	63,000	76,000	85,850
Inorganic chemistry						
Total	383	73,180	21,824	60,000	69,000	82,000
5-9	27	53,960	8,044	51,000	55,000	59,300
10-14	89	61,552	7,805	57,200	60,300	64,000
15-19	73	67,917	13,001	61,500	66,000	74,000
20-24	67	74,829	15,712	64,260	73,900	85,000
25-29	50	81,298	25,582	68,000	75,700	92,000
30-34	46	86,549	27,144	71,300	82,990	93,940
35-39	19	100,819	31,851	81,700	88,000	104,500

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.1 (continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Materials science						
Total	623	78,406	32,754	61,000	73,000	87,500
5-9	43	54,962	6,882	50,000	56,500	59,500
10-14	111	61,146	8,680	56,000	60,800	66,500
15-19	107	75,301	58,927	61,000	70,000	75,720
20-24	98	81,844	23,086	69,804	80,000	91,000
25-29	105	87,286	20,058	73,690	85,380	96,000
30-34	99	88,997	23,737	75,000	85,000	100,000
35-39	36	97,429	27,712	83,430	89,180	109,000
40 or more	24	88,981	29,001	73,500	84,000	102,750
Medicinal-Pharmaceutical						
Total	1312	82,859	34,254	63,584	75,000	93,250
5-9	96	59,351	9,295	56,850	60,000	62,400
10-14	347	65,706	11,005	60,000	65,000	71,000
15-19	323	80,811	35,486	67,000	76,500	87,200
20-24	183	86,638	26,196	68,540	83,000	98,400
25-29	148	99,585	31,041	79,800	92,750	110,000
30-34	115	107,347	39,674	85,000	100,000	120,000
35-39	59	103,982	36,238	81,000	100,000	121,000
40 or more	41	122,877	70,544	85,000	107,000	130,000
Organic chemistry						
Total	1834	77,493	30,278	61,000	72,000	87,000
5-9	109	55,667	15,853	51,100	55,500	60,000
10-14	352	61,274	8,422	56,038	60,700	66,000
15-19	351	70,855	14,926	61,200	70,000	78,000
20-24	289	80,781	38,128	67,320	77,000	87,399
25-29	275	85,952	22,952	72,200	83,000	96,000
30-34	243	93,878	29,587	75,000	88,000	106,000
35-39	132	88,607	26,848	69,000	89,100	102,950
40 or more	81	98,826	68,858	70,000	86,520	109,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.1 (continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Physical chemistry						
Total	613	77,540	22,565	63,000	74,000	87,000
5-9	30	54,760	8,078	51,450	55,000	58,439
10-14	110	62,554	8,638	58,200	61,660	68,000
15-19	89	69,555	14,012	62,000	68,000	78,000
20-24	107	79,098	17,146	69,228	76,600	88,800
25-29	109	83,692	21,844	69,700	80,000	95,000
30-34	81	92,804	29,996	77,300	86,000	103,000
35-39	57	87,251	22,641	74,040	86,500	95,444
40 or more	30	91,382	26,652	79,000	85,000	98,000
Polymer chemistry						
Total	1551	78,942	27,542	63,000	73,700	89,500
5-9	97	55,832	6,324	54,000	56,000	59,000
10-14	262	63,959	35,599	56,670	61,990	66,500
15-19	279	70,608	11,987	62,000	69,500	77,500
20-24	236	79,601	15,793	69,000	76,645	89,000
25-29	243	89,898	22,576	75,250	86,000	100,000
30-34	237	90,901	26,705	73,000	86,280	103,180
35-39	119	92,348	30,583	74,700	86,000	104,000
40 or more	78	94,913	37,138	74,400	90,000	106,000
Other chemical science						
Total	267	76,379	23,677	60,000	72,000	88,500
10-14	47	61,081	10,527	53,900	61,000	68,000
15-19	45	66,132	11,993	56,000	65,000	75,000
20-24	44	76,901	14,439	66,800	77,935	84,000
25-29	39	83,435	21,927	64,000	87,000	96,000
30-34	38	94,243	30,425	72,020	85,550	113,300
35-39	28	88,475	29,187	73,500	90,250	100,000
40 or more	15	86,203	27,043	63,753	75,000	125,000
Business						
Administration						
Total	240	110,221	52,965	79,894	97,000	130,000
10-14	17	70,285	17,167	64,000	65,000	78,000
15-19	24	81,557	20,873	69,450	79,100	89,100
20-24	52	94,757	27,348	80,250	90,000	102,500
25-29	54	114,792	38,825	89,000	106,500	135,000
30-34	57	128,391	60,667	92,200	110,000	143,000
35-39	23	134,486	54,868	97,000	120,000	166,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.1 (continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Computer science						
Total	156	73,453	21,502	59,000	71,945	84,000
10-14	23	59,457	13,913	52,000	58,000	68,000
15-19	24	66,498	18,958	56,940	61,500	69,000
20-24	35	78,254	17,637	66,680	75,409	89,963
25-29	30	79,940	21,756	68,500	75,000	88,500
30-34	25	88,922	22,859	75,000	81,432	97,800
Law						
Total	52	84,699	21,733	70,750	87,900	100,000
30-34	17	87,910	17,792	77,000	84,350	95,000
Other nonchemistry						
Total	308	91,589	38,703	68,088	84,000	102,000
10-14	26	64,957	10,429	59,540	62,100	72,000
15-19	40	75,109	18,913	62,500	69,200	87,350
20-24	43	94,487	38,804	72,000	87,800	100,000
25-29	77	88,737	24,197	74,114	84,000	99,000
30-34	73	104,117	41,361	78,100	97,200	121,000
35-39	24	102,515	51,627	77,500	91,250	111,428
40 or more	19	115,977	70,223	75,000	90,000	130,000
More than one field						
Total	16	96,313	118,290	55,000	65,000	77,500

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.2

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
R&D Mgt						
Total	2372	97,179	32,996	77,500	90,746	109,000
5-9	26	58,833	9,696	52,000	59,300	63,250
10-14	194	72,747	16,990	62,800	70,600	80,000
15-19	392	83,634	18,399	70,618	80,000	91,890
20-24	505	92,313	22,442	79,000	90,000	100,843
25-29	543	103,520	35,444	84,000	96,730	115,000
30-34	447	109,403	33,548	87,000	101,000	125,700
35-39	168	114,337	44,011	90,000	103,000	127,000
40 or more	97	114,857	48,353	86,280	104,000	132,000
Basic research						
Total	1341	72,302	18,234	60,000	69,000	81,000
5-9	135	58,143	14,855	54,000	58,800	61,000
10-14	405	63,144	8,520	58,750	62,400	68,000
15-19	293	70,988	12,335	63,000	71,100	79,800
20-24	177	77,793	14,950	69,000	76,900	87,100
25-29	149	83,108	18,114	72,200	80,018	94,000
30-34	85	92,126	23,730	78,000	91,000	106,653
35-39	63	87,472	23,100	70,000	89,899	100,000
40 or more	33	96,378	26,481	80,279	94,000	107,000
Applied research						
Total	5268	70,666	25,616	59,234	67,500	78,500
5-9	421	56,849	27,157	52,000	56,000	60,000
10-14	1262	61,482	22,242	55,600	60,150	65,500
15-19	1091	68,576	27,056	60,100	67,000	74,000
20-24	825	74,351	24,810	65,000	72,788	80,500
25-29	664	78,092	15,493	68,000	77,093	87,000
30-34	546	82,933	29,599	70,000	80,000	93,000
35-39	277	81,387	20,476	69,000	81,000	93,540
40 or more	179	82,486	21,873	69,600	80,600	93,500
General Mgt						
Total	521	103,995	55,383	70,000	90,979	120,000
10-14	29	68,733	17,961	58,960	65,000	73,000
15-19	70	80,976	23,911	66,500	75,812	95,000
20-24	80	94,758	39,997	70,250	89,500	105,000
25-29	103	107,595	42,456	80,000	100,000	130,000
30-34	124	115,102	58,338	80,000	98,600	138,650
35-39	54	120,526	48,422	85,000	110,500	144,000
40 or more	47	135,634	103,533	74,000	106,000	160,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.2 (continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
Marketing						
Total	415	76,877	20,506	62,400	75,000	88,200
10-14	60	62,078	13,308	54,750	61,900	70,304
15-19	67	70,474	15,483	60,000	70,000	79,200
20-24	69	81,561	18,444	70,000	80,000	92,000
25-29	77	82,553	22,626	68,600	78,600	95,675
30-34	79	83,861	21,245	71,500	85,000	92,000
35-39	34	83,225	17,169	71,890	83,070	95,000
40 or more	16	84,640	18,972	71,050	79,090	95,600
Production						
Total	417	69,924	26,584	55,000	64,800	78,000
5-9	37	51,768	9,467	49,200	53,000	57,000
10-14	66	59,468	11,215	50,000	60,000	65,000
15-19	78	66,431	18,386	55,000	63,710	77,000
20-24	64	75,999	28,578	62,900	70,186	83,000
25-29	70	79,302	26,858	61,000	73,575	90,000
30-34	55	78,073	31,377	59,161	69,000	93,500
35-39	25	73,806	26,464	60,000	74,600	81,500
40 or more	22	71,907	49,932	52,000	60,000	75,000
Health & Safety						
Total	201	87,161	26,548	71,000	82,344	100,000
15-19	24	73,177	14,067	64,350	69,850	80,032
20-24	32	78,656	17,723	68,400	78,100	88,100
25-29	36	87,864	14,888	76,000	87,750	98,100
30-34	57	96,804	35,528	74,740	90,000	110,500
35-39	27	92,387	29,823	73,600	84,000	105,000
40 or more	16	95,433	15,848	83,672	91,500	106,500
Other lab analysis						
Total	253	60,399	17,303	51,500	62,100	70,000
10-14	57	51,745	13,129	43,000	55,000	61,000
15-19	55	58,379	14,026	52,500	60,000	67,000
20-24	38	70,582	12,411	66,300	68,000	75,000
25-29	37	63,685	19,735	50,900	65,000	79,000
30-34	38	67,547	21,164	59,400	69,500	81,109
Teaching						
Total	16	57,571	11,162	50,000	57,652	67,188

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.2 (continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
Chem info services						
Total	61	69,608	20,052	55,000	66,366	80,000
Computers						
Total	95	68,318	17,677	56,000	68,500	80,000
10-14	15	58,027	13,711	52,000	58,000	65,000
15-19	18	64,780	16,695	50,000	65,500	72,000
20-24	20	76,806	14,195	69,900	76,500	84,250
25-29	16	69,791	16,069	60,000	70,300	79,500
Patents						
Total	70	88,308	25,652	70,080	88,000	106,000
30-34	19	94,452	18,985	81,000	94,500	109,200
Consulting						
Total	150	78,196	42,844	60,000	72,000	90,000
10-14	17	54,301	6,697	50,000	54,487	58,400
15-19	24	65,739	23,411	54,750	63,883	74,000
20-24	25	79,054	21,582	64,800	72,500	88,000
25-29	26	85,927	17,183	72,000	85,500	100,000
30-34	24	80,977	22,750	65,750	85,500	97,000
35-39	15	88,189	23,935	72,000	81,000	102,000
Other						
Total	191	79,179	33,609	60,000	72,561	90,000
10-14	31	59,276	8,891	55,000	60,000	64,500
15-19	25	64,156	13,547	54,000	66,000	71,000
20-24	27	75,887	16,069	65,000	76,600	87,800
25-29	33	82,168	15,854	69,000	84,240	92,000
30-34	36	98,210	37,064	72,490	90,550	120,000
35-39	19	94,692	34,817	76,500	88,000	120,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.3

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Analytical serv lab						
Total	241	62,791	27,255	47,160	60,000	73,777
10-14	37	48,310	14,905	37,000	48,000	55,000
15-19	45	55,318	17,012	45,000	54,000	64,600
20-24	42	68,830	20,820	55,000	67,250	84,000
25-29	44	71,841	26,353	54,809	69,890	87,000
30-34	36	67,642	26,566	48,650	64,575	82,250
35-39	15	73,144	39,209	50,000	62,400	81,000
Contract res firm						
Total	479	71,090	35,118	53,612	65,000	81,000
5-9	34	50,569	8,835	47,000	50,000	58,000
10-14	95	55,546	10,136	49,905	55,000	58,500
15-19	73	69,740	68,362	51,500	58,800	70,000
20-24	96	72,044	17,542	61,780	70,000	80,500
25-29	70	81,992	29,123	67,000	78,000	89,000
30-34	53	82,996	33,614	63,000	80,000	92,000
35-39	30	86,355	26,350	72,000	83,575	100,000
40 or more	28	82,852	19,203	70,000	82,672	87,500
Utility						
Total	39	66,267	20,603	50,000	65,000	79,321
Other nonmanuf						
Total	402	74,363	35,683	56,000	67,750	86,000
5-9	20	50,735	12,667	43,175	51,500	58,150
10-14	70	58,328	11,975	50,000	56,650	63,850
15-19	59	66,012	18,092	55,000	64,417	75,000
20-24	61	73,998	16,782	60,480	71,500	87,000
25-29	72	83,046	28,723	65,000	75,000	96,134
30-34	69	83,816	31,783	67,500	85,000	100,000
35-39	33	75,815	25,666	65,000	73,000	90,000
40 or more	17	121,368	120,080	50,500	80,000	125,000
Aerospace						
Total	128	74,002	17,031	61,675	71,381	81,950
10-14	16	59,986	9,046	54,810	60,000	65,218
15-19	24	67,158	8,645	60,550	66,030	71,736
20-24	22	74,355	11,160	68,000	72,150	75,329
25-29	21	80,262	23,788	69,000	74,800	87,000
30-34	20	77,495	14,753	71,036	78,500	85,500

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.3 (continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Basic chemicals						
Total	634	78,106	22,022	63,000	72,375	89,500
5-9	30	54,598	5,806	53,000	54,438	57,750
10-14	117	63,177	16,080	58,999	61,000	65,000
15-19	108	69,171	10,215	62,404	67,930	74,000
20-24	107	78,952	16,364	68,400	75,000	85,000
25-29	91	84,788	16,289	72,000	84,700	95,000
30-34	116	93,841	26,833	79,930	89,100	103,750
35-39	44	95,726	25,196	80,250	90,000	108,600
40 or more	21	83,704	14,197	75,000	85,000	91,200
Specialty chems						
Total	1610	78,353	32,527	61,000	72,187	86,050
5-9	93	53,529	6,967	50,000	54,800	58,400
10-14	275	62,956	29,769	56,500	60,100	65,000
15-19	290	69,342	12,969	61,000	68,650	75,531
20-24	244	78,400	18,068	66,750	76,000	87,255
25-29	261	84,793	24,322	72,000	80,000	93,000
30-34	251	95,488	39,772	75,000	85,620	103,680
35-39	128	90,990	29,505	72,750	87,250	96,860
40 or more	68	101,074	75,427	70,628	81,750	104,500
Agricultural chems						
Total	479	73,553	19,366	60,000	70,000	82,800
5-9	32	54,683	6,374	50,000	54,740	58,040
10-14	87	59,001	8,315	55,000	58,195	63,000
15-19	93	68,189	9,571	62,000	66,400	72,294
20-24	86	76,941	19,239	67,000	75,500	83,000
25-29	73	83,142	15,784	70,290	81,975	93,000
30-34	60	86,648	21,572	72,840	83,000	97,138
35-39	26	85,877	20,015	73,100	82,250	98,000
40 or more	22	85,886	30,071	65,000	79,808	98,745
Biochemical prods						
Total	195	74,929	38,758	55,000	66,000	80,000
5-9	15	53,250	7,809	50,000	52,000	58,500
10-14	45	58,202	13,265	50,000	57,000	63,000
15-19	47	71,581	22,782	59,700	66,000	75,000
20-24	37	79,023	34,410	64,000	72,000	80,000
25-29	23	81,745	31,206	67,065	72,000	95,000
30-34	15	115,499	82,051	75,000	80,000	130,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.3 (continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Coatings						
Total	347	73,133	21,409	58,416	70,000	84,000
5-9	21	52,655	6,802	50,000	52,250	57,000
10-14	59	58,531	7,535	54,000	57,000	62,000
15-19	62	69,864	11,068	61,000	70,000	78,000
20-24	41	78,655	21,338	65,000	74,880	86,000
25-29	72	82,971	24,753	68,300	81,550	90,600
30-34	47	78,656	19,902	66,000	75,250	89,000
35-39	28	80,797	29,390	70,065	78,000	89,500
40 or more	17	78,147	24,836	59,500	70,000	100,000
Electronics						
Total	303	79,520	37,767	62,000	74,400	87,800
5-9	19	58,189	6,604	54,000	58,000	60,000
10-14	42	63,239	9,936	56,000	62,000	68,200
15-19	63	74,144	15,100	64,500	71,344	80,000
20-24	53	74,226	19,145	61,598	72,050	85,000
25-29	58	88,195	25,267	72,000	85,190	99,000
30-34	41	99,858	85,040	66,400	85,000	105,000
Food						
Total	238	80,376	27,886	63,000	74,663	90,000
10-14	26	56,620	7,739	51,800	55,160	60,000
15-19	41	67,582	14,114	57,000	66,000	73,886
20-24	35	77,345	13,330	69,000	75,000	87,000
25-29	52	88,668	26,427	70,000	83,685	97,500
30-34	44	98,862	34,215	78,000	88,200	108,000
35-39	19	87,817	35,400	66,000	75,000	100,000
Instruments						
Total	312	70,949	25,267	55,000	66,000	80,250
5-9	29	52,546	9,253	47,500	52,000	57,750
10-14	71	57,659	11,226	50,600	56,000	64,000
15-19	65	67,402	15,328	55,000	65,000	75,000
20-24	52	76,411	16,398	61,300	72,006	88,900
25-29	46	81,541	23,167	65,208	77,670	90,000
30-34	32	80,322	28,174	60,000	78,500	93,400

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.3 (continued)

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Medical devices						
Total	483	79,061	38,800	60,000	72,000	90,000
5-9	22	50,236	10,692	47,500	53,600	57,100
10-14	86	59,099	11,463	52,000	58,750	66,000
15-19	83	73,975	66,764	60,840	66,000	73,000
20-24	88	81,063	29,717	68,000	75,700	88,600
25-29	89	89,105	25,713	70,300	85,000	101,634
30-34	79	93,448	31,982	71,000	88,000	106,000
35-39	20	93,936	37,152	70,724	87,425	107,500
40 or more	16	95,848	32,882	82,130	87,500	109,500
Metals						
Total	107	73,250	25,379	56,800	66,500	86,280
15-19	20	63,643	13,776	58,505	65,000	67,750
20-24	20	71,863	14,609	62,832	73,830	84,410
25-29	16	90,361	31,663	72,848	87,470	100,100
30-34	15	76,996	13,531	64,500	80,000	88,500
Paper						
Total	116	77,371	23,369	61,374	71,854	88,750
15-19	21	64,930	11,682	57,000	60,000	71,000
20-24	15	84,407	20,937	66,769	83,600	92,000
25-29	17	84,459	22,482	71,000	83,402	94,200
30-34	24	85,233	14,402	72,354	83,500	92,600
35-39	15	85,548	37,221	66,200	74,984	87,000
Personal care						
Total	123	83,846	58,819	60,800	73,000	85,000
5-9	15	56,947	5,665	56,000	57,000	60,500
10-14	25	63,928	7,884	57,500	62,000	68,000
15-19	19	70,500	8,900	60,800	70,300	78,000
20-24	15	82,430	11,119	76,689	84,500	88,000
25-29	20	112,714	117,933	75,000	81,000	101,000
Petroleum						
Total	465	88,318	26,494	68,000	84,800	101,700
5-9	21	56,809	6,493	55,000	57,000	61,600
10-14	69	63,747	8,371	60,000	64,000	68,000
15-19	64	73,389	10,006	65,850	71,450	81,150
20-24	102	87,076	17,432	72,700	86,500	98,000
25-29	72	97,331	20,587	85,000	97,100	108,250
30-34	79	108,613	25,732	90,000	106,400	121,000
35-39	37	110,435	32,828	92,000	100,000	122,000
40 or more	21	105,864	33,664	84,604	100,080	127,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.3 (continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INDUSTRY						
Pharmaceuticals						
Total	2854	82,208	30,924	64,000	75,000	92,000
5-9	197	62,876	39,780	56,375	60,000	63,000
10-14	728	65,793	9,986	60,000	65,000	71,000
15-19	669	77,731	17,025	67,000	75,000	85,500
20-24	481	87,783	35,410	72,000	82,032	96,000
25-29	350	97,723	29,306	78,650	92,000	109,500
30-34	251	107,402	36,228	83,000	100,000	125,000
35-39	110	107,694	42,161	84,000	100,000	125,000
40 or more	66	106,169	33,979	84,000	103,000	120,000
Plastics						
Total	594	79,981	25,586	62,820	74,279	89,832
5-9	36	55,873	6,502	54,000	57,300	59,500
10-14	103	62,042	5,777	58,560	61,000	65,880
15-19	98	73,156	13,455	65,000	70,250	79,000
20-24	73	78,229	18,593	67,683	76,320	82,000
25-29	112	86,515	18,763	72,600	84,750	96,000
30-34	101	95,205	32,771	75,000	85,000	109,000
35-39	42	97,691	27,414	78,000	90,000	114,000
40 or more	29	97,197	44,225	78,000	90,000	110,000
Rubber						
Total	109	78,762	56,225	60,000	70,000	83,000
10-14	19	86,856	130,379	55,000	57,500	64,000
15-19	20	66,431	12,058	56,850	65,626	74,100
20-24	16	82,121	18,096	67,120	79,745	95,500
30-34	23	81,343	22,430	66,000	79,500	86,280
Soaps						
Total	189	76,915	25,266	60,200	70,000	88,500
5-9	22	57,794	5,990	55,800	58,750	60,000
10-14	49	62,676	7,350	60,000	62,500	66,600
15-19	33	68,553	12,150	60,000	68,400	75,600
20-24	24	89,697	14,894	77,950	86,700	100,000
25-29	30	96,715	32,620	77,500	88,750	111,000
30-34	15	102,627	26,196	79,500	105,000	113,300
Other manufacturers						
Total	1010	79,409	30,167	62,000	74,000	90,000
5-9	49	54,230	6,030	51,500	55,000	57,000
10-14	129	62,136	9,168	56,300	60,900	68,000
15-19	160	66,899	12,541	60,800	67,100	74,000
20-24	182	80,181	18,169	69,960	78,250	90,000
25-29	176	87,031	28,310	72,000	82,650	97,300
30-34	165	88,627	23,763	73,000	82,425	101,000
35-39	94	92,171	40,642	73,300	87,538	99,600
40 or more	55	102,342	70,886	63,753	79,800	106,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.4

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
Pacific						
Total	1374	80,864	35,854	61,000	73,000	90,000
5-9	74	64,718	62,407	52,000	58,000	62,500
10-14	280	62,417	12,818	53,558	60,750	69,495
15-19	265	75,300	38,519	60,420	70,000	82,500
20-24	271	86,178	29,265	69,400	80,000	94,000
25-29	230	89,243	27,150	72,300	84,500	101,900
30-34	158	98,810	35,875	73,322	91,000	121,000
35-39	58	90,981	43,977	67,000	81,750	100,000
40 or more	38	108,366	51,633	75,000	93,180	126,000
Mountain						
Total	326	72,172	26,869	56,000	68,000	81,500
10-14	51	55,852	13,076	45,188	55,000	63,862
15-19	71	67,920	16,280	55,000	67,500	76,300
20-24	64	71,460	18,399	60,000	71,050	82,925
25-29	66	78,932	27,399	60,000	73,281	89,000
30-34	34	83,468	25,274	64,500	80,000	93,600
35-39	15	89,159	40,438	66,000	72,000	100,000
West North Central						
Total	664	75,297	26,286	59,250	70,118	85,000
5-9	52	52,680	8,787	50,000	54,590	57,000
10-14	112	58,627	9,528	52,000	59,062	64,000
15-19	123	69,336	13,407	60,600	69,400	75,925
20-24	126	75,430	15,916	65,000	72,848	85,000
25-29	116	87,302	25,327	71,080	83,650	99,740
30-34	84	86,721	25,558	71,354	81,654	100,000
35-39	35	99,081	32,115	80,000	96,000	112,000
40 or more	16	111,232	80,499	59,700	98,373	129,457
West South Central						
Total	816	77,298	23,383	60,350	71,500	90,000
5-9	50	56,508	6,259	53,500	56,350	60,000
10-14	163	60,477	9,220	56,000	60,000	65,000
15-19	133	68,159	14,233	60,300	67,000	74,000
20-24	138	80,399	18,424	68,547	76,638	91,000
25-29	119	84,996	18,666	72,450	82,000	95,000
30-34	120	92,858	26,196	74,000	92,000	106,710
35-39	64	97,337	30,409	77,100	90,500	114,500
40 or more	29	94,661	29,842	77,000	89,500	115,300

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.4 (continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
East North Central						
Total	2083	77,755	31,278	60,900	72,000	88,000
5-9	132	55,072	8,167	52,875	56,417	59,850
10-14	402	61,550	8,209	56,500	61,000	67,000
15-19	382	73,059	33,628	63,000	70,000	80,000
20-24	339	79,441	19,482	66,300	76,762	90,000
25-29	303	86,395	27,386	72,000	83,500	97,000
30-34	306	95,553	36,396	72,772	87,640	110,000
35-39	147	88,865	36,096	69,800	85,180	97,000
40 or more	70	93,180	64,036	72,000	84,500	106,000
East South Central						
Total	298	71,758	23,112	59,000	66,848	80,000
5-9	24	51,998	9,570	48,500	55,265	57,500
10-14	55	57,747	9,098	52,000	58,800	63,000
15-19	47	68,858	15,299	60,000	65,640	75,000
20-24	50	71,370	11,208	61,500	72,250	79,700
25-29	44	76,716	20,348	65,037	71,350	85,850
30-34	46	89,927	35,236	69,300	83,500	102,000
35-39	18	85,520	26,574	70,000	80,000	93,500
Middle Atlantic						
Total	3122	81,188	33,121	63,000	75,000	90,500
5-9	169	56,739	13,714	52,020	56,300	60,262
10-14	585	64,344	24,992	58,188	63,000	68,826
15-19	606	72,396	14,887	63,000	70,995	80,000
20-24	484	84,381	32,938	70,000	80,000	93,000
25-29	490	91,504	34,585	74,000	85,950	101,735
30-34	429	95,660	39,345	75,250	89,000	106,000
35-39	204	99,535	35,299	77,750	90,733	109,500
40 or more	155	99,014	43,414	74,900	90,700	110,000
South Atlantic						
Total	1590	76,311	27,698	61,000	71,500	85,000
5-9	80	53,097	9,719	48,615	55,900	59,000
10-14	283	61,066	9,426	55,380	60,800	65,520
15-19	313	69,235	15,168	61,000	67,260	75,780
20-24	253	76,141	17,756	67,000	73,700	83,280
25-29	246	87,335	23,088	72,000	82,753	97,360
30-34	248	90,675	36,688	73,750	84,950	98,754
35-39	98	85,201	31,132	67,848	84,060	99,000
40 or more	69	94,913	59,526	68,640	81,000	100,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.4 (continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
New England						
Total	989	79,156	34,442	60,000	72,000	87,000
5-9	84	56,191	8,263	51,000	56,000	60,000
10-14	209	66,804	36,012	56,000	62,000	70,230
15-19	192	72,417	17,406	61,000	70,000	80,000
20-24	149	82,896	20,883	70,000	79,200	91,000
25-29	139	91,826	34,730	71,006	81,000	103,000
30-34	104	96,304	39,045	70,800	90,312	113,500
35-39	66	94,454	36,689	75,000	89,500	108,000
40 or more	44	96,278	66,971	67,901	82,500	100,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.5

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by TOTAL SUBORDINATES and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SUBORDINATES						
None						
Total	62	67,501	20,069	58,000	64,000	74,000
1-2						
Total	1889	71,108	23,673	60,000	68,100	79,000
5-9	112	55,890	9,125	52,875	57,196	60,500
10-14	430	61,997	24,076	56,000	61,000	66,670
15-19	365	67,098	12,268	60,300	66,666	73,008
20-24	262	72,559	12,702	65,000	72,000	79,236
25-29	273	75,933	15,633	66,000	75,000	84,000
30-34	218	82,886	41,365	68,000	80,000	90,000
35-39	135	80,910	19,740	68,000	80,000	91,968
40 or more	94	87,032	27,789	72,500	82,918	100,000
3-9						
Total	8751	76,354	26,701	61,000	72,000	87,000
5-9	578	56,251	24,467	51,450	56,000	60,000
10-14	1711	62,447	17,219	56,000	61,200	67,704
15-19	1714	71,715	24,594	61,500	70,000	79,200
20-24	1494	79,810	24,466	68,000	77,000	90,000
25-29	1307	85,986	25,714	72,000	83,000	97,000
30-34	1122	89,738	26,000	73,000	85,900	101,000
35-39	504	89,824	29,431	73,000	87,750	102,000
40 or more	317	88,674	31,571	69,625	83,590	104,000
10-14						
Total	550	109,487	37,935	85,110	102,000	126,448
10-14	22	67,986	13,641	58,000	63,000	79,000
15-19	65	93,201	21,807	79,995	90,500	107,000
20-24	107	99,935	21,049	86,000	99,300	109,200
25-29	153	112,377	35,190	89,496	107,600	130,000
30-34	127	116,040	37,240	90,000	110,500	134,000
35-39	47	126,899	35,070	100,000	127,000	145,000
40 or more	25	153,128	78,058	99,000	122,000	200,000
15-29						
Total	205	157,649	71,672	120,000	143,000	177,000
20-24	30	135,157	40,057	104,340	134,500	155,000
25-29	48	145,073	41,476	120,000	144,500	175,000
30-34	71	159,717	63,521	127,000	144,600	173,000
35-39	29	160,261	71,785	100,000	140,000	200,000
40 or more	18	232,168	142,024	135,000	174,940	260,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.6

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by EMPLOYER SIZE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER SIZE						
Less than 500						
Total	2427	73,294	32,770	54,000	65,600	83,999
5-9	178	51,003	10,549	45,000	51,000	58,300
10-14	514	59,412	15,088	51,000	58,000	65,000
15-19	438	67,273	21,068	54,000	64,500	76,500
20-24	387	77,879	28,917	61,000	73,000	90,000
25-29	339	83,115	30,714	63,000	76,000	97,000
30-34	302	87,861	41,139	61,000	78,375	105,000
35-39	141	84,938	39,116	58,000	77,522	96,000
40 or more	126	94,283	64,817	56,000	76,500	106,000
500 to 2,499						
Total	1539	75,170	28,480	59,800	70,000	84,000
5-9	95	53,750	7,296	50,000	54,000	59,000
10-14	282	58,577	10,038	53,000	58,676	63,600
15-19	271	68,528	14,488	60,000	67,000	75,000
20-24	270	78,132	21,200	65,000	74,861	85,820
25-29	254	86,001	40,385	69,500	80,000	94,800
30-34	210	88,572	34,516	68,000	80,000	100,000
35-39	104	90,001	30,334	68,840	84,000	104,250
40 or more	52	87,322	30,013	70,000	80,580	96,180
2,500 to 9,999						
Total	1904	79,123	36,605	61,550	72,685	87,528
5-9	114	61,781	52,175	52,000	55,812	59,000
10-14	363	62,862	26,271	55,500	60,000	66,500
15-19	362	72,933	32,312	62,000	70,000	77,000
20-24	333	82,880	37,514	69,900	78,000	90,000
25-29	304	87,691	25,727	72,000	82,600	97,250
30-34	242	91,910	25,619	75,300	86,600	106,000
35-39	123	89,678	27,771	72,000	86,340	98,000
40 or more	63	108,851	81,851	71,000	90,540	117,100
10,000 to 24,999						
Total	1800	79,577	30,891	63,749	74,000	88,600
5-9	97	57,519	5,778	54,000	57,000	60,000
10-14	332	63,454	8,370	58,612	62,663	68,000
15-19	365	73,871	33,443	64,000	71,000	80,000
20-24	306	79,977	16,834	69,000	76,642	89,443
25-29	256	86,827	22,582	73,000	82,355	96,286
30-34	274	99,418	44,612	78,500	90,990	106,000
35-39	103	93,834	35,559	74,000	88,000	105,000
40 or more	67	89,914	38,840	72,825	83,500	100,000

Note: Categories with fewer than 15 cases are not shown.

Table 2.4.6

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by EMPLOYER SIZE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER SIZE						
25,000 or more						
Total	3680	82,644	27,579	65,100	77,000	93,000
5-9	203	58,177	7,176	55,800	58,450	61,000
10-14	661	65,894	23,057	60,000	64,000	69,900
15-19	711	74,013	13,760	64,740	71,640	81,493
20-24	589	83,318	16,843	71,390	80,000	93,000
25-29	622	92,728	25,540	77,000	88,707	102,000
30-34	510	98,541	31,403	79,648	92,000	110,000
35-39	239	101,986	37,449	81,980	93,000	111,300
40 or more	144	102,069	37,250	80,000	95,020	110,000

Note: Categories with fewer than 15 cases are not shown.

Table 3.1.1

SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME
by DEGREE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
HIGHEST DEGREE						
BS						
Total	722	46,694	15,794	35,200	45,000	55,432
0-1	21	24,721	10,560	19,200	24,000	29,000
2-4	49	29,453	6,279	26,000	29,898	32,104
5-9	100	36,426	8,089	30,000	36,183	40,830
10-14	107	41,087	11,303	32,800	40,000	48,500
15-19	100	45,448	10,821	39,772	44,000	51,500
20-24	119	52,599	11,965	44,000	52,000	60,969
25-29	91	53,996	13,629	44,352	53,000	63,958
30-34	70	58,916	14,947	46,484	55,603	67,020
35-39	37	58,511	20,848	49,712	56,664	69,000
40 or more	28	60,890	19,647	46,512	58,562	72,091
MS						
Total	570	54,694	31,751	42,000	51,836	63,000
5-9	38	35,986	10,280	28,900	33,480	42,100
10-14	75	44,409	9,544	39,381	43,000	50,420
15-19	94	49,696	11,759	41,841	48,864	57,500
20-24	99	56,163	13,645	49,000	55,000	62,903
25-29	110	65,115	62,841	48,800	57,312	68,200
30-34	72	59,948	18,732	46,000	59,740	72,333
35-39	57	61,453	22,157	46,413	59,156	78,400
40 or more	20	56,469	14,721	49,584	60,811	65,100
PhD						
Total	1669	68,095	21,285	55,284	66,000	79,200
5-9	68	53,123	58,912	36,900	47,375	55,500
10-14	210	53,517	11,080	47,500	53,394	61,900
15-19	226	60,734	11,858	54,000	59,790	68,000
20-24	208	65,770	15,046	56,976	64,693	74,000
25-29	286	71,460	17,114	60,288	70,000	83,000
30-34	321	74,091	16,607	62,582	73,333	85,206
35-39	200	75,274	18,211	65,000	75,000	87,068
40 or more	150	80,789	19,865	67,021	79,200	93,166

Note: Categories with fewer than 15 cases are not shown.

Table 3.2.1

SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

HIGHEST DEGREE
BS

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
R&D Mgt						
Total	15	71,009	23,936	56,000	68,907	85,000
Basic research						
Total	54	45,224	13,111	37,000	44,807	55,430
Applied research						
Total	67	52,843	16,324	41,000	52,000	65,418
General Mgt						
Total	99	56,239	17,913	42,600	53,643	69,224
15-19	15	51,936	14,387	39,000	49,878	64,000
20-24	27	56,208	10,967	47,016	56,100	62,400
25-29	15	65,359	13,644	53,643	65,000	77,059
Production						
Total	42	40,756	10,239	35,200	40,050	44,658
Health & Safety						
Total	113	45,703	15,097	35,000	43,430	53,400
5-9	20	32,670	6,913	26,870	32,675	38,831
10-14	19	40,082	7,875	35,000	40,000	48,500
15-19	18	44,788	9,438	40,000	43,192	48,000
Forensics						
Total	90	44,934	10,551	36,000	44,206	52,000
15-19	15	42,894	5,566	39,900	43,000	46,158
20-24	20	46,305	9,967	37,942	47,240	53,282
25-29	15	53,619	11,085	45,000	51,000	64,500
Other lab analysis						
Total	128	39,270	11,727	30,000	38,304	46,277
2-4	15	28,290	4,420	24,524	28,345	32,000
5-9	20	31,872	7,381	26,500	30,485	37,347
10-14	23	38,597	8,101	32,000	38,107	46,400
15-19	22	42,589	11,880	37,298	40,000	51,000
20-24	17	45,952	9,201	39,900	44,000	54,564
Other						
Total	66	45,201	14,553	35,000	48,681	54,564

Note: Categories with fewer than 15 cases are not shown.

Table 3.2.2

SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME
by TOTAL SUBORDINATES and YEARS SINCE BS
1995 ACS Salary Survey

HIGHEST DEGREE
BS

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SUBORDINATES						
None						
Total	18	41,130	12,125	33,555	40,659	46,000
1-2						
Total	70	47,914	13,328	38,000	48,883	55,776
20-24	15	49,787	9,896	40,000	50,000	57,544
3-9						
Total	600	45,633	14,784	34,890	44,000	54,564
0-1	17	23,474	9,251	19,407	24,000	26,000
2-4	45	29,572	6,506	26,000	29,900	32,400
5-9	87	36,631	8,222	30,000	36,258	42,494
10-14	94	41,080	11,708	32,800	40,000	48,500
15-19	85	45,095	10,201	39,645	44,000	51,000
20-24	98	52,855	12,155	45,000	52,500	61,000
25-29	70	52,286	12,377	44,000	51,500	60,500
30-34	56	58,013	14,213	48,242	55,603	66,208
35-39	28	53,528	16,873	42,500	53,804	65,915
40 or more	20	59,057	17,107	45,731	55,772	72,091
10-14						
Total	27	65,014	20,984	44,459	65,000	81,200

Note: Categories with fewer than 15 cases are not shown.

Table 3.2.3

SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME
by SEX and YEARS SINCE BS
1995 ACS Salary Survey

HIGHEST DEGREE
BS

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SEX						
Men						
Total	481	48,458	15,898	37,000	46,500	57,826
2-4	25	30,750	6,675	26,800	30,672	33,180
5-9	50	37,259	7,834	30,850	36,629	41,460
10-14	67	41,352	12,232	32,800	40,730	48,500
15-19	63	46,262	11,638	39,645	44,000	53,988
20-24	97	52,823	11,997	45,000	53,711	61,630
25-29	65	55,035	13,791	44,429	52,599	65,000
30-34	51	57,679	14,809	44,999	54,564	66,500
35-39	28	57,703	21,519	47,618	55,216	67,182
40 or more	22	62,479	20,468	50,000	58,562	77,160
Women						
Total	238	43,108	15,023	32,000	40,956	51,000
2-4	24	28,103	5,661	24,762	29,200	32,000
5-9	50	35,592	8,331	28,080	36,055	40,100
10-14	40	40,644	9,679	33,224	39,895	47,526
15-19	37	44,063	9,254	40,000	44,000	46,500
20-24	21	52,378	11,786	44,000	50,010	56,000
25-29	26	51,398	13,114	40,997	53,137	57,660
30-34	19	62,235	15,207	52,000	56,990	73,000

Note: Categories with fewer than 15 cases are not shown.

Table 3.3.1

SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

HIGHEST DEGREE
MS

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
R&D Mgt						
Total	31	74,170	14,923	64,875	73,000	84,000
Basic research						
Total	45	49,871	13,586	40,000	49,850	60,568
Applied research						
Total	64	55,651	13,951	46,918	54,543	64,172
General Mgt						
Total	78	61,572	19,867	48,620	60,032	70,000
20-24	18	61,166	19,708	51,100	53,750	68,100
25-29	17	66,854	15,592	60,064	63,772	73,000
Production						
Total	15	49,048	8,904	41,333	49,800	54,750
Health & Safety						
Total	103	53,655	15,989	43,000	51,000	62,903
20-24	19	55,258	12,974	43,000	56,500	62,903
25-29	24	59,618	15,981	48,215	55,402	73,268
Forensics						
Total	63	48,476	13,986	40,099	48,757	53,851
Other lab analysis						
Total	77	53,545	75,474	34,800	44,063	54,750
15-19	18	42,044	10,872	36,000	44,250	47,000
25-29	17	85,649	158066	42,000	47,000	55,000
Other						
Total	59	50,064	15,154	38,000	54,795	61,866

Note: Categories with fewer than 15 cases are not shown.

Table 3.3.2

SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME
by TOTAL SUBORDINATES and YEARS SINCE BS
1995 ACS Salary Survey

HIGHEST DEGREE
MS

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SUBORDINATES						
1-2						
Total	43	47,827	12,200	38,342	48,800	56,795
3-9						
Total	474	54,103	33,738	41,764	50,743	62,000
5-9	31	35,920	10,645	28,900	32,000	43,000
10-14	65	43,422	8,915	39,000	43,000	48,152
15-19	79	49,967	11,312	41,333	49,348	57,500
20-24	80	54,602	13,220	47,328	53,225	61,433
25-29	92	65,658	68,555	47,564	56,500	68,060
30-34	61	58,612	16,599	46,000	59,580	70,600
35-39	45	60,003	21,763	46,249	59,156	78,000
40 or more	17	57,073	13,986	51,167	59,755	65,000
10-14						
Total	37	64,278	14,468	55,000	62,784	71,856

Note: Categories with fewer than 15 cases are not shown.

Table 3.3.3

SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME
by SEX and YEARS SINCE BS
1995 ACS Salary Survey

HIGHEST DEGREE
MS

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SEX						
Men						
Total	396	56,950	36,664	43,239	52,795	65,000
5-9	17	34,436	10,150	27,000	31,306	40,000
10-14	44	44,985	8,758	40,256	44,446	49,310
15-19	63	50,614	11,954	42,397	49,348	60,000
20-24	73	57,677	14,168	50,000	55,430	65,000
25-29	86	66,115	70,879	47,629	54,875	70,000
30-34	51	62,473	19,036	46,249	60,600	73,000
35-39	46	62,578	23,489	47,500	59,156	79,881
Women						
Total	171	49,491	14,429	38,300	49,831	60,000
5-9	21	37,241	10,460	30,000	36,000	42,100
10-14	31	43,591	10,658	35,000	42,000	51,000
15-19	30	48,256	11,248	37,116	47,903	55,325
20-24	25	51,783	11,446	43,704	53,450	58,430
25-29	24	61,533	11,459	54,725	60,500	67,160
30-34	20	53,007	16,864	40,505	51,445	67,910

Note: Categories with fewer than 15 cases are not shown.

Table 3.4.1

SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

HIGHEST DEGREE
PhD

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
R&D Mgt						
Total	282	81,017	17,956	67,500	80,209	92,000
15-19	35	68,083	14,201	56,400	65,000	78,100
20-24	34	78,185	19,469	62,000	72,500	90,777
25-29	55	83,619	16,001	73,000	81,000	90,500
30-34	70	83,132	15,261	70,995	85,000	92,000
35-39	42	90,122	16,339	80,000	89,316	95,748
40 or more	30	89,578	16,003	78,000	91,629	94,800
Basic research						
Total	447	69,332	27,743	56,000	67,000	80,000
5-9	28	65,955	90,243	41,683	49,600	59,805
10-14	69	54,163	11,880	48,000	54,000	63,500
15-19	76	61,221	10,890	55,000	60,000	68,500
20-24	43	65,299	14,130	55,500	65,915	74,000
25-29	59	74,505	15,178	62,756	71,795	86,000
30-34	78	75,972	15,227	63,000	75,577	86,000
35-39	47	75,278	16,694	67,000	76,561	89,000
40 or more	47	86,960	14,218	77,893	88,445	95,000
Applied research						
Total	419	63,981	14,280	54,292	63,120	73,100
5-9	22	44,172	10,040	35,600	44,250	49,137
10-14	80	55,252	10,202	49,900	54,036	62,600
15-19	60	61,206	10,353	56,250	61,614	68,000
20-24	65	63,602	11,072	56,122	61,917	69,908
25-29	66	68,163	13,628	60,541	66,000	75,000
30-34	61	70,137	13,784	60,760	69,905	78,000
35-39	39	73,956	11,950	65,911	74,200	81,300
40 or more	26	74,931	15,700	65,000	77,846	90,000
General Mgt						
Total	110	72,521	19,539	58,225	71,000	83,000
20-24	15	64,415	14,358	50,000	66,496	78,344
25-29	30	72,255	19,094	61,000	67,100	85,000
30-34	25	73,136	17,614	62,000	73,108	83,610
35-39	20	73,467	19,903	57,812	71,041	83,140
Production						
Total	18	46,036	13,562	38,000	45,142	50,000

Note: Categories with fewer than 15 cases are not shown.

Table 3.4.1 (continued)

SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

HIGHEST DEGREE
PhD

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
Health & Safety						
Total	169	64,050	15,355	54,993	63,584	73,112
10-14	17	47,718	8,383	43,356	48,000	53,540
15-19	19	56,505	11,638	52,000	56,000	63,000
20-24	15	65,223	13,141	56,996	62,000	76,000
25-29	37	64,709	11,470	56,711	65,000	71,078
30-34	39	72,161	17,343	62,582	71,000	84,675
35-39	21	70,904	13,723	62,000	73,112	79,200
40 or more	18	63,647	11,995	55,000	67,011	71,900
Forensics						
Total	32	54,850	16,022	45,500	50,500	62,812
Other lab analysis						
Total	62	53,081	13,694	42,000	54,469	61,140
25-29	18	55,305	16,579	46,408	52,584	68,395
Patents						
Total	15	62,629	18,601	51,000	54,344	76,733
Other						
Total	64	65,113	18,122	54,301	62,296	73,236
35-39	15	67,609	15,231	56,000	70,000	77,400

Note: Categories with fewer than 15 cases are not shown.

Table 3.4.2

SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME
by TOTAL SUBORDINATES and YEARS SINCE BS
1995 ACS Salary Survey

HIGHEST DEGREE
PhD

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SUBORDINATES						
1-2						
Total	193	65,604	15,846	55,776	65,000	75,000
10-14	22	53,268	13,146	50,150	54,988	62,000
15-19	19	54,299	12,964	45,000	55,000	65,000
20-24	27	62,518	12,996	56,000	60,158	67,400
25-29	25	66,219	15,639	53,370	65,000	77,000
30-34	40	67,518	13,150	57,500	67,817	76,250
35-39	32	73,769	12,457	65,211	71,500	81,155
40 or more	23	78,277	16,721	68,000	77,893	91,000
3-9						
Total	1352	67,142	21,521	54,993	65,000	78,050
5-9	62	53,187	61,668	36,800	46,000	54,500
10-14	182	53,300	10,769	47,000	53,137	61,000
15-19	199	61,245	11,660	54,000	59,800	68,550
20-24	166	65,513	14,686	56,955	64,693	72,227
25-29	240	71,052	16,789	60,415	69,953	81,000
30-34	245	73,666	16,036	62,709	74,532	85,000
35-39	147	73,041	17,338	62,000	75,000	86,000
40 or more	111	79,972	20,104	65,303	79,200	93,100
10-14						
Total	83	82,228	19,791	65,915	80,931	93,500
25-29	17	82,888	20,582	65,000	85,000	92,000
30-34	22	89,811	16,968	78,000	92,000	106000
15-29						
Total	29	91,121	21,883	73,534	91,000	111313

Note: Categories with fewer than 15 cases are not shown.

Table 3.4.3

SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME
by SEX and YEARS SINCE BS
1995 ACS Salary Survey

HIGHEST DEGREE
PhD

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SEX						
Men						
Total	1380	69,223	21,903	56,000	67,019	80,000
5-9	48	56,261	69,679	36,537	47,471	55,500
10-14	155	54,407	11,245	47,930	54,000	63,600
15-19	180	60,900	11,932	54,000	60,000	67,919
20-24	169	65,275	14,733	56,000	65,000	75,000
25-29	248	71,846	17,319	60,555	70,600	83,600
30-34	285	75,151	16,388	63,700	75,000	86,000
35-39	163	76,433	18,859	65,000	77,000	89,500
40 or more	132	81,114	19,124	68,311	80,000	93,166
Women						
Total	279	62,627	17,252	52,000	60,028	71,000
5-9	19	44,836	11,820	37,949	44,500	51,000
10-14	55	51,010	10,289	44,700	52,000	57,000
15-19	44	59,842	11,770	53,137	57,733	68,000
20-24	38	67,596	16,460	58,100	62,000	67,500
25-29	37	69,153	15,853	56,000	68,395	77,367
30-34	35	65,376	16,268	55,000	65,000	76,685
35-39	35	70,906	13,725	61,866	69,745	80,318
40 or more	16	80,330	25,959	59,609	74,317	87,500

Note: Categories with fewer than 15 cases are not shown.

Table 4.1.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by CONTRACT STATUS and RANK
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
CONTRACT STATUS						
9-10 month						
Full professor	2594	64,686	19,337	51,020	60,740	73,135
Assoc professor	992	46,006	16,807	40,000	45,000	50,350
Asst professor	1051	38,410	6,506	34,000	37,500	42,000
Instructor	153	35,772	12,792	30,000	32,500	38,623
No ranks	95	44,782	9,603	39,500	44,000	50,463
11-12 month						
Full professor	1033	90,210	28,459	70,645	85,120	105,000
Assoc professor	357	62,732	18,275	52,000	61,000	70,000
Asst professor	278	48,641	13,751	38,000	46,570	54,310
Instructor	114	46,534	23,117	32,000	40,850	52,000
Research appt	466	42,584	18,275	29,800	40,000	53,000
Other nonfaculty	233	52,023	28,484	34,000	44,500	65,000
No ranks	29	55,616	23,680	38,000	55,000	65,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.2.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and YEARS SINCE PhD - 9 or 10 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
RANK						
Full professor						
Total	2567	64,631	19,190	51,103	60,748	73,000
5-9	19	50,104	13,181	40,100	49,000	60,000
10-14	103	54,342	13,092	44,000	53,000	60,732
15-19	279	58,099	14,952	47,753	55,124	66,600
20-24	478	62,021	18,148	50,000	57,546	70,000
25-29	727	63,151	18,133	50,750	60,000	71,690
30-34	583	66,660	17,986	55,000	63,000	75,000
35-39	278	74,284	21,828	59,700	70,000	87,000
40+	91	83,377	23,600	64,000	80,000	104,500
Assoc professor						
Total	982	45,995	16,866	39,860	45,000	50,500
5-9	176	43,343	8,389	37,431	42,000	48,950
10-14	301	44,936	7,382	39,600	45,000	50,000
15-19	183	45,050	7,791	39,508	45,000	50,000
20-24	134	46,419	9,001	40,100	44,206	51,000
25-29	99	53,538	46,391	42,000	47,000	55,000
30-34	58	49,606	9,463	42,000	48,600	55,000
35-39	17	46,670	11,620	40,750	49,500	54,697
Asst professor						
Total	1045	38,421	6,508	34,000	37,500	42,000
0-1	39	33,406	5,492	30,000	33,000	34,500
2-4	294	37,639	6,091	33,000	36,000	41,000
5-9	521	38,883	6,490	34,570	38,000	42,000
10-14	124	39,540	6,064	35,375	39,375	43,000
15-19	30	39,539	10,182	32,773	37,454	43,000
20-24	16	37,720	3,576	35,529	38,330	40,150
25-29	15	40,910	7,559	35,000	38,500	48,000
Instructor						
Total	147	36,014	12,990	30,000	32,500	39,000
0-1	17	32,138	5,447	28,000	31,250	35,000
2-4	40	31,614	4,767	29,000	31,000	34,318
5-9	36	32,893	7,043	28,600	32,250	36,330
10-14	19	37,034	14,577	27,648	32,200	43,080
No ranks						
Total	95	44,782	9,603	39,500	44,000	50,463
15-19	19	46,051	10,287	39,000	47,015	53,500
20-24	28	45,260	10,163	39,750	43,500	52,881

Note: Categories with fewer than 15 cases are not shown.

Table 4.2.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and YEARS SINCE PhD - 11 or 12 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
RANK						
Full professor						
Total	1024	90,207	28,533	70,617	85,110	105,000
10-14	24	71,563	19,212	60,000	70,000	79,050
15-19	69	82,397	26,529	65,000	75,000	95,000
20-24	178	83,811	26,129	67,000	79,000	100,000
25-29	325	90,318	28,189	72,900	86,530	104,000
30-34	251	93,551	28,134	72,124	86,000	110,000
35-39	105	95,109	28,288	75,000	94,000	110,000
40+	65	104,380	33,260	80,000	100,329	120,000
Assoc professor						
Total	353	62,428	17,974	52,000	60,250	70,000
5-9	35	53,870	17,648	39,500	53,000	62,000
10-14	90	59,894	14,384	51,000	58,190	68,000
15-19	72	69,940	15,376	60,000	67,500	76,750
20-24	54	62,662	17,639	51,000	60,000	69,000
25-29	48	64,557	24,102	52,154	61,000	69,574
30-34	30	61,316	19,879	45,000	60,000	74,400
35-39	20	61,048	12,878	54,037	61,175	65,250
Asst professor						
Total	273	48,565	13,732	38,000	46,640	54,000
2-4	50	42,772	10,227	35,000	42,250	49,000
5-9	115	47,403	10,235	40,000	48,000	53,000
10-14	56	55,391	16,710	42,500	52,050	64,004
15-19	26	50,319	13,755	40,000	46,448	63,000
20-24	15	55,154	23,105	37,400	48,000	69,800
Instructor						
Total	110	46,947	23,202	32,000	41,500	52,000
2-4	19	34,633	11,578	26,784	37,500	42,000
5-9	22	39,831	17,247	31,500	35,500	44,000
10-14	22	51,809	30,555	32,584	42,500	62,500
Research appt						
Total	448	42,861	18,427	30,000	40,000	53,300
0-1	20	28,515	10,072	21,000	25,000	31,600
2-4	88	32,590	21,900	25,000	28,250	35,000
5-9	108	36,423	10,251	29,170	36,150	43,000
10-14	87	46,522	14,546	35,000	45,260	59,000
15-19	54	48,782	14,297	40,000	47,292	57,200
20-24	46	55,294	13,971	45,000	57,500	62,858
25-29	25	57,268	19,335	43,380	55,000	70,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.2.2 (continued)

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and YEARS SINCE PhD - 11 or 12 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
RANK						
Other nonfaculty						
Total	228	52,679	28,387	34,000	44,952	66,400
2-4	29	32,968	8,136	28,000	30,494	40,080
5-9	39	37,731	12,806	29,000	35,000	42,345
10-14	32	43,992	13,962	34,000	43,250	53,125
15-19	17	51,319	20,193	38,000	49,500	58,874
20-24	37	55,376	18,320	42,000	50,000	66,300
25-29	35	72,959	32,417	50,550	69,000	82,400
30-34	19	82,627	32,864	52,956	83,000	109,415
No ranks						
Total	26	57,148	23,432	38,000	55,500	65,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.3.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and ACADEMIC WORK FUNCTION - 9 or 10 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
ACADEMIC WORK FUNCTION						
Teaching						
Full professor	1319	56,458	12,812	47,913	54,700	63,000
Assoc professor	586	43,960	20,642	37,900	42,000	48,000
Asst professor	597	35,678	4,919	32,040	35,000	38,150
Instructor	144	35,478	12,090	30,000	32,350	37,375
No ranks	85	44,167	9,260	39,500	44,000	49,830
Research						
Full professor	362	77,581	22,324	61,000	72,250	91,100
Assoc professor	122	49,388	7,653	43,500	49,000	54,000
Asst professor	165	43,662	6,618	39,200	42,000	46,700
Administration						
Full professor	94	72,133	23,729	57,000	66,000	79,210
Assoc professor	16	54,581	10,384	48,500	54,264	60,000
Other						
Full professor	819	71,383	20,070	57,000	67,000	84,000
Assoc professor	268	48,429	7,585	43,000	48,000	52,786
Asst professor	287	41,060	6,425	36,000	40,000	43,500

Note: Categories with fewer than 15 cases are not shown.

Table 4.3.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and ACADEMIC WORK FUNCTION - 11 or 12 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
ACADEMIC WORK FUNCTION						
Teaching						
Full professor	129	62,989	17,141	51,000	65,000	75,000
Assoc professor	74	49,075	12,091	40,000	48,850	58,000
Asst professor	68	38,444	8,161	33,792	35,450	41,000
Instructor	41	39,146	11,168	32,000	38,000	46,000
Research						
Full professor	334	95,505	26,461	76,738	91,000	110,000
Assoc professor	150	67,106	16,512	55,000	65,000	78,000
Asst professor	146	51,321	12,424	43,600	50,000	57,000
Instructor	38	41,565	18,883	30,000	38,000	50,000
Research appt	395	41,299	18,171	28,000	38,000	51,000
Other nonfaculty	55	35,036	15,413	24,000	30,000	42,500
Administration						
Full professor	267	94,035	23,985	74,130	91,032	110,000
Assoc professor	30	67,045	14,624	60,000	66,485	75,000
Other nonfaculty	87	70,293	34,057	44,584	66,300	83,000
Other						
Full professor	303	92,593	31,595	72,000	85,675	107,000
Assoc professor	103	64,919	20,693	53,690	60,600	69,000
Asst professor	61	52,869	15,945	42,000	50,000	55,750
Instructor	27	58,909	33,814	40,000	50,000	70,000
Research appt	57	47,664	16,416	35,934	46,400	58,669
Other nonfaculty	80	45,621	17,529	34,688	42,900	51,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.4.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SPECIALTY - 9 or 10 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SPECIALTY						
Biochemistry						
Full professor	241	65,717	20,823	52,000	61,020	73,300
Assoc professor	110	45,749	7,317	40,000	44,772	50,000
Asst professor	114	38,344	6,465	34,000	37,000	42,000
Biotechnology						
Full professor	27	70,877	18,255	55,140	70,000	80,000
Asst professor	15	49,136	7,940	43,500	50,000	54,000
General chemistry						
Full professor	230	53,048	11,153	45,406	51,000	59,856
Assoc professor	99	41,230	8,237	35,400	40,000	46,000
Asst professor	85	33,939	4,815	30,000	33,000	37,000
Instructor	46	36,715	13,376	29,000	32,943	40,000
No ranks	49	45,868	10,316	39,000	45,200	55,000
Analytical chemistry						
Full professor	274	61,338	17,889	50,000	58,000	69,271
Assoc professor	130	49,203	40,770	39,200	44,960	51,736
Asst professor	117	37,448	5,490	33,280	36,309	40,000
Environmental chemistry						
Full professor	66	68,663	17,017	58,000	64,021	79,000
Assoc professor	40	48,159	10,674	39,775	49,000	57,000
Asst professor	55	42,289	7,360	36,000	41,500	50,000
Inorganic chemistry						
Full professor	303	64,675	17,694	52,500	61,000	72,000
Assoc professor	138	44,890	8,235	40,000	44,550	50,000
Asst professor	138	37,725	4,809	34,350	37,500	41,000
Materials science						
Full professor	58	75,728	18,334	64,450	74,383	88,000
Assoc professor	17	54,129	8,695	48,300	51,000	58,000
Asst professor	22	44,622	6,959	38,000	46,100	50,600
Medicinal-Pharmaceutical						
Full professor	34	74,220	21,529	59,275	70,425	86,000
Asst professor	20	41,768	7,884	36,004	40,500	46,610
Organic chemistry						
Full professor	669	64,223	18,601	51,000	61,000	72,650
Assoc professor	210	45,854	7,959	40,000	45,000	50,500
Asst professor	238	37,612	5,592	34,000	37,000	41,000
Instructor	45	33,076	6,429	29,200	31,000	34,236
No ranks	26	43,869	7,583	40,000	44,000	48,500

Note: Categories with fewer than 15 cases are not shown.

Table 4.4.1 (continued)

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SPECIALTY - 9 or 10 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SPECIALTY						
Physical chemistry						
Full professor	474	66,208	18,634	52,500	62,000	75,000
Assoc professor	160	45,101	8,035	40,000	45,000	50,000
Asst professor	185	39,204	6,535	35,000	39,000	42,000
Polymer chemistry						
Full professor	80	75,662	21,202	60,300	70,100	88,300
Assoc professor	23	51,626	9,036	44,000	50,000	56,332
Asst professor	18	41,841	6,890	36,000	40,495	47,583
Other chemical science						
Full professor	39	77,066	23,688	60,000	70,700	88,300
Other nonchemistry						
Full professor	17	76,417	42,297	56,000	63,200	76,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.4.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SPECIALTY - 11 or 12 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SPECIALTY						
Biochemistry						
Full professor	283	95,854	27,830	76,000	90,000	110,000
Assoc professor	128	62,881	14,028	54,154	62,000	70,574
Asst professor	83	50,529	10,743	43,000	51,000	57,000
Instructor	17	37,040	14,293	32,000	35,000	42,500
Research appt	90	40,566	14,159	30,000	38,000	51,000
Other nonfaculty	23	33,308	11,329	24,200	30,000	40,800
Biotechnology						
Full professor	20	97,131	20,613	87,000	96,050	109,875
Research appt	18	44,763	15,119	30,234	46,951	58,500
General chemistry						
Full professor	33	60,874	17,150	43,000	63,142	76,917
Instructor	17	43,676	11,685	38,000	42,000	50,000
Agricultural chemistry						
Full professor	48	82,799	21,690	67,915	79,400	95,300
Analytical chemistry						
Full professor	62	83,284	26,880	64,610	79,000	94,000
Assoc professor	16	56,779	14,028	43,158	58,750	67,800
Asst professor	16	45,895	13,582	35,950	41,500	55,500
Research appt	59	43,719	13,302	32,000	43,000	53,500
Other nonfaculty	36	47,043	14,342	36,000	44,952	56,504
Environmental chemistry						
Full professor	56	89,158	22,076	70,950	84,500	103,229
Assoc professor	20	62,191	11,159	53,509	60,125	70,000
Research appt	41	47,133	16,993	36,000	43,000	56,400
Other nonfaculty	17	58,256	20,271	45,000	55,140	76,000
Inorganic chemistry						
Full professor	45	93,022	30,137	71,286	92,200	107,000
Materials science						
Full professor	21	89,684	28,109	71,000	78,000	105,500
Research appt	27	45,450	17,653	30,000	40,000	61,000
Medicinal-Pharmaceutical						
Full professor	98	95,520	33,972	75,000	88,250	108,300
Assoc professor	52	72,115	19,556	56,500	67,000	85,000
Asst professor	39	58,271	17,055	48,000	52,000	67,500
Research appt	35	46,032	18,416	31,450	45,000	58,300

Note: Categories with fewer than 15 cases are not shown.

Table 4.4.2 (continued)

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SPECIALTY - 11 or 12 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SPECIALTY						
Organic chemistry						
Full professor	113	81,189	26,662	65,000	76,000	95,000
Assoc professor	28	51,344	12,802	42,550	49,500	60,000
Asst professor	28	42,921	12,523	35,000	40,650	44,958
Research appt	43	34,946	14,161	24,000	30,000	42,500
Other nonfaculty	23	45,446	21,508	30,494	42,345	53,857
Physical chemistry						
Full professor	77	87,086	32,555	67,800	82,500	110,000
Assoc professor	22	53,703	13,680	48,000	55,000	64,000
Asst professor	20	41,033	8,271	34,625	37,326	48,000
Research appt	63	47,857	29,100	29,000	43,380	59,400
Other nonfaculty	16	44,095	14,510	33,188	42,650	50,000
Polymer chemistry						
Full professor	26	88,846	25,770	79,500	83,500	102,000
Research appt	26	35,608	16,119	22,000	27,500	50,000
Business Administration						
Other nonfaculty	20	63,692	27,440	43,592	59,287	77,040
Other nonchemistry						
Full professor	95	93,026	20,926	75,300	92,000	105,000
Other nonfaculty	35	78,547	39,439	50,000	74,500	98,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.5.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and TENURE - 9 or 10 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
TENURE						
Yes						
Full professor	2548	64,948	19,274	51,676	61,000	73,506
Assoc professor	875	46,594	17,390	40,000	45,000	50,867
Asst professor	68	40,429	8,096	35,000	39,200	43,506
No ranks	59	47,470	8,976	41,000	47,015	55,000
No, in tenure track						
Assoc professor	88	42,738	9,794	34,912	41,500	48,850
Asst professor	912	38,543	6,306	34,000	37,787	42,000
No, not in tenure track						
Asst professor	59	35,014	6,219	31,000	33,000	38,000
Instructor	96	35,384	12,734	29,600	32,943	39,050
Not applicable						
Full professor	27	51,159	20,833	40,100	48,000	54,000
Instructor	39	36,213	14,526	29,000	31,250	35,553
No ranks	20	39,093	10,293	30,562	39,500	45,830

Note: Categories with fewer than 15 cases are not shown.

Table 4.5.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and TENURE - 11 or 12 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
TENURE						
Yes						
Full professor	952	90,765	28,563	71,030	85,500	105,250
Assoc professor	245	60,393	15,722	51,000	59,700	68,250
No, in tenure track						
Full professor	15	88,547	17,956	80,000	87,200	94,650
Assoc professor	52	69,889	18,770	59,000	69,000	81,222
Asst professor	188	48,981	12,446	40,000	48,000	54,329
No, not in tenure track						
Full professor	26	86,878	24,708	70,000	86,500	98,010
Assoc professor	44	67,109	26,464	52,290	63,500	78,500
Asst professor	65	49,128	16,195	39,300	45,000	54,954
Instructor	83	45,511	21,539	33,000	40,000	50,000
Research appt	267	45,198	19,068	32,000	42,000	55,000
Other nonfaculty	72	48,157	20,541	34,000	42,750	55,000
Not applicable						
Full professor	39	79,921	30,449	56,943	82,000	103,000
Assoc professor	16	63,254	19,412	51,585	60,500	72,500
Asst professor	16	47,545	18,728	32,500	46,448	57,375
Instructor	22	48,490	25,915	26,784	47,500	69,800
Research appt	186	37,893	15,459	25,200	32,200	46,000
Other nonfaculty	151	53,033	31,921	31,000	44,000	67,000
No ranks	21	55,854	27,114	37,700	53,000	66,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.6.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and INSTITUTIONAL CONTROL - 9 or 10 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INSTITUTIONAL CONTROL						
Public						
Full professor	1694	65,435	18,448	53,000	61,010	72,725
Assoc professor	627	46,128	8,336	40,000	45,000	51,000
Asst professor	663	38,818	6,283	34,240	38,000	42,000
Instructor	108	35,161	10,806	30,000	32,000	38,900
No ranks	84	45,356	9,140	40,000	45,000	51,200
Private						
Full professor	898	63,273	20,866	48,650	60,000	74,853
Assoc professor	364	45,838	25,507	38,913	45,000	50,000
Asst professor	388	37,713	6,822	33,000	36,050	41,000
Instructor	45	37,239	16,678	29,000	33,000	36,660

Note: Categories with fewer than 15 cases are not shown.

Table 4.6.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and INSTITUTIONAL CONTROL - 11 or 12 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INSTITUTIONAL CONTROL						
Public						
Full professor	758	89,723	25,212	72,000	85,000	103,000
Assoc professor	220	61,072	12,957	52,040	60,000	69,000
Asst professor	162	48,974	12,540	40,200	47,500	54,000
Instructor	71	47,739	23,179	34,000	43,000	62,000
Research appt	336	41,246	15,485	29,750	39,381	51,000
Other nonfaculty	159	49,946	22,355	34,376	43,000	62,300
No ranks	19	56,641	14,117	47,000	60,000	66,000
Private						
Full professor	273	91,559	36,075	67,572	87,000	112,200
Assoc professor	136	65,438	24,423	51,139	61,750	77,750
Asst professor	116	48,175	15,328	35,950	45,500	56,000
Instructor	41	44,764	23,591	32,000	38,000	48,500
Research appt	126	46,027	23,955	29,500	41,500	58,000
Other nonfaculty	74	56,487	38,305	30,000	46,850	70,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.7.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and TYPE OF INSTITUTION - 9 or 10 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INSTITUTION TYPE						
NonPhD-granting						
Full professor	1301	55,032	11,413	46,985	54,000	62,000
Assoc professor	535	43,250	21,248	37,000	41,000	47,000
Asst professor	602	35,456	4,436	32,500	35,000	38,000
Instructor	90	34,216	10,085	29,000	32,000	36,000
No ranks	93	44,422	9,367	39,500	44,000	50,211
PhD-granting						
Full professor	1264	74,385	20,789	59,575	70,425	85,000
Assoc professor	444	49,200	8,087	43,437	48,150	54,105
Asst professor	434	42,316	6,547	38,200	41,000	45,000
Instructor	62	38,156	15,779	30,000	33,620	42,000
Medical school						
Full professor	29	75,037	19,946	60,000	75,500	87,873
Asst professor	15	43,968	11,086	38,000	42,000	50,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.7.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and TYPE OF INSTITUTION - 11 or 12 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INSTITUTION TYPE						
NonPhD-granting						
Full professor	238	69,493	18,339	60,000	70,000	80,000
Assoc professor	61	48,260	13,887	37,500	44,300	60,000
Asst professor	59	36,440	6,646	33,000	35,000	37,400
Instructor	26	36,754	9,108	30,610	35,750	40,000
Research appt	15	42,353	18,038	27,000	33,000	60,600
Other nonfaculty	28	65,134	34,642	34,188	55,704	95,500
No ranks	19	51,140	14,272	35,000	55,000	62,500
PhD-granting						
Full professor	534	95,557	25,592	76,000	92,000	110,000
Assoc professor	155	60,918	12,745	52,000	60,000	68,000
Asst professor	103	48,959	11,360	42,000	48,000	54,000
Instructor	65	47,658	21,453	34,000	45,000	61,000
Research appt	380	41,964	18,632	29,000	40,000	51,001
Other nonfaculty	181	49,045	22,028	33,200	43,400	62,300
Medical school						
Full professor	261	98,163	32,410	76,000	93,012	110,500
Assoc professor	141	70,988	20,601	57,700	67,770	82,000
Asst professor	116	54,564	14,384	45,931	52,000	61,750
Instructor	23	54,412	33,617	35,000	42,500	68,383
Research appt	71	45,948	16,134	32,560	44,580	57,200
Other nonfaculty	24	59,191	51,429	31,000	41,500	54,437

Note: Categories with fewer than 15 cases are not shown.

Table 4.8.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK, INST CONTROL and TYPE OF INSTITUTION - 9 or 10 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
CONTROL/INSTITUTION TYPE						
Public						
NonPhD-granting						
Full professor	754	56,097	9,688	49,848	55,000	62,700
Assoc professor	272	42,969	7,542	37,500	41,450	47,222
Asst professor	326	35,590	4,310	33,000	35,000	37,971
Instructor	59	34,947	10,603	30,000	31,250	38,623
No ranks	83	45,203	9,088	40,000	45,000	50,400
PhD-granting						
Full professor	919	72,874	20,280	58,000	68,676	84,000
Assoc professor	348	48,445	8,056	43,000	47,000	53,625
Asst professor	328	41,738	6,051	38,000	41,000	44,550
Instructor	48	35,575	11,216	30,000	33,001	40,500
Medical school						
Full professor	21	75,175	21,669	59,275	75,500	87,873
Private						
NonPhD-granting						
Full professor	547	53,565	13,302	44,300	51,000	62,000
Assoc professor	262	43,589	29,391	36,500	40,960	47,000
Asst professor	276	35,297	4,582	32,000	35,000	38,131
Instructor	31	32,827	9,019	28,000	32,000	36,000
PhD-granting						
Full professor	343	78,490	21,641	63,000	75,000	89,000
Assoc professor	96	51,939	7,635	47,000	51,000	56,728
Asst professor	106	44,105	7,645	39,300	42,750	49,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.8.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK, INST CONTROL, and TYPE OF INSTITUTION - 11 or 12 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
CONTROL/INSTITUTION TYPE						
Public						
NonPhD-granting						
Full professor	153	74,360	15,442	64,610	72,400	84,000
Assoc professor	20	52,572	12,929	41,000	56,000	63,323
Asst professor	23	38,541	8,792	34,000	36,000	40,000
Other nonfaculty	24	63,489	30,070	34,688	55,704	91,073
No ranks	16	54,417	13,104	46,465	60,000	63,750
PhD-granting						
Full professor	442	93,646	24,436	75,000	90,000	108,000
Assoc professor	122	59,777	12,526	51,000	58,540	67,000
Asst professor	80	48,084	9,958	42,500	48,000	53,225
Instructor	51	47,863	22,928	34,000	44,000	62,500
Research appt	274	40,748	15,451	29,400	37,751	51,000
Other nonfaculty	123	48,242	20,483	35,000	42,684	62,000
Medical school						
Full professor	163	93,507	29,011	74,000	88,000	107,480
Assoc professor	78	65,277	12,261	55,000	63,337	73,000
Asst professor	59	54,248	14,126	45,000	51,392	60,000
Research appt	50	44,461	15,255	32,000	44,290	51,953
Private						
NonPhD-granting						
Full professor	85	60,732	19,914	45,000	60,000	70,645
Assoc professor	41	46,157	14,002	35,000	42,000	57,000
Asst professor	36	35,098	4,454	33,000	35,000	36,700
Instructor	15	35,133	5,508	31,500	35,000	38,000
PhD-granting						
Full professor	90	105,050	29,220	84,000	102,500	122,500
Assoc professor	32	65,295	13,021	54,423	62,250	73,300
Asst professor	23	52,000	15,157	42,000	49,000	58,000
Research appt	102	45,054	25,144	28,000	40,500	54,000
Other nonfaculty	58	50,748	25,101	31,500	46,850	66,500
Medical school						
Full professor	98	105,908	36,234	82,000	98,000	120,000
Assoc professor	63	78,058	26,073	59,914	72,000	92,700
Asst professor	57	54,891	14,764	46,350	53,000	63,000
Research appt	21	49,489	17,950	36,512	46,000	65,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.9.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SEX - 9 or 10 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SEX						
Men						
Full professor	2371	65,308	19,570	51,800	61,000	74,000
Assoc professor	798	46,449	18,212	40,000	45,000	50,867
Asst professor	744	38,657	6,612	34,000	37,759	42,000
Instructor	86	38,823	15,523	30,000	33,000	42,000
No ranks	70	46,098	9,597	42,000	45,664	53,282
Women						
Full professor	209	57,733	15,199	47,300	55,000	65,500
Assoc professor	192	44,169	8,727	38,460	43,000	48,750
Asst professor	305	37,785	6,223	33,500	37,000	41,000
Instructor	65	31,960	6,267	28,000	31,250	35,500
No ranks	25	41,097	8,787	35,000	40,000	46,375

Note: Categories with fewer than 15 cases are not shown.

Table 4.9.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SEX - 11 or 12 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SEX						
Men						
Full professor	950	91,063	28,595	72,000	86,165	105,000
Assoc professor	295	63,755	18,509	52,500	61,000	70,000
Asst professor	210	49,496	14,101	39,300	47,949	54,348
Instructor	77	49,848	23,830	36,410	45,000	60,200
Research appt	347	44,852	19,306	30,234	43,000	55,315
Other nonfaculty	173	54,919	30,319	36,000	46,000	67,894
No ranks	23	57,853	24,640	37,700	55,000	66,000
Women						
Full professor	81	79,504	24,550	64,610	77,100	90,000
Assoc professor	62	57,864	16,400	48,169	56,668	70,000
Asst professor	68	45,998	12,335	36,500	44,958	52,750
Instructor	37	39,635	20,154	31,500	36,000	48,979
Research appt	115	35,995	12,865	26,618	32,560	43,000
Other nonfaculty	60	43,673	20,370	30,000	39,348	53,678

Note: Categories with fewer than 15 cases are not shown.

Table 4.10.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and GEOGRAPHIC REGION - 9 or 10 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
Pacific						
Full professor	326	67,060	18,938	54,817	62,784	73,900
Assoc professor	79	46,889	7,815	42,000	47,000	50,196
Asst professor	84	41,247	6,525	36,750	41,000	43,188
Instructor	26	39,904	9,391	34,236	38,500	44,200
No ranks	32	47,339	8,003	41,000	46,938	54,600
Mountain						
Full professor	164	63,399	17,729	51,000	59,519	73,000
Assoc professor	47	46,970	10,692	39,000	45,000	54,000
Asst professor	56	38,828	7,311	34,050	38,350	42,250
West North Central						
Full professor	217	58,302	18,333	47,900	54,250	64,500
Assoc professor	103	43,204	9,018	37,800	42,320	49,000
Asst professor	126	36,856	5,607	33,000	35,820	40,562
Instructor	15	33,068	5,322	30,500	32,000	34,460
West South Central						
Full professor	213	61,400	23,129	47,000	54,000	70,000
Assoc professor	79	41,480	6,483	38,000	41,000	45,000
Asst professor	90	37,446	6,479	33,750	36,000	40,000
East North Central						
Full professor	474	64,822	18,629	52,000	60,000	72,000
Assoc professor	182	44,977	8,045	40,000	43,372	49,600
Asst professor	211	38,084	6,853	33,300	36,000	41,600
Instructor	19	35,683	12,780	28,000	31,000	40,000
East South Central						
Full professor	147	54,756	13,487	45,090	53,000	63,000
Assoc professor	66	43,203	7,331	39,000	42,000	46,600
Asst professor	75	36,551	4,391	33,000	37,000	39,000
Middle Atlantic						
Full professor	413	70,147	18,577	57,600	68,000	79,000
Assoc professor	159	52,463	36,676	43,500	49,500	56,000
Asst professor	167	40,140	7,069	35,000	38,500	43,800
Instructor	23	39,218	15,341	32,000	33,003	41,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.10.1 (continued)

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and GEOGRAPHIC REGION - 9 or 10 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
South Atlantic						
Full professor	395	63,036	19,350	50,000	58,000	71,000
Assoc professor	177	44,005	8,455	38,000	42,500	48,900
Asst professor	156	36,978	5,518	33,132	36,000	40,000
Instructor	29	31,752	9,694	28,000	30,000	34,000
New England						
Full professor	212	71,100	17,786	60,000	69,000	80,000
Assoc professor	77	48,880	7,838	43,500	50,000	55,000
Asst professor	76	40,864	6,196	37,056	40,940	44,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.10.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and GEOGRAPHIC REGION - 11 or 12 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
Pacific						
Full professor	119	97,678	29,599	73,800	92,250	110,000
Assoc professor	34	67,682	17,579	58,700	62,250	75,000
Asst professor	37	52,041	14,121	43,300	50,000	54,000
Instructor	15	42,166	17,971	28,000	42,000	52,000
Research appt	72	45,889	18,916	31,475	43,250	56,220
Other nonfaculty	26	51,936	23,264	36,000	47,256	67,000
Mountain						
Full professor	58	85,519	22,559	72,000	86,000	98,263
Assoc professor	17	52,418	13,010	46,512	52,000	56,335
Research appt	33	40,833	16,325	26,000	40,000	50,000
Other nonfaculty	20	46,092	17,406	31,750	42,092	56,581
West North Central						
Full professor	116	89,604	29,195	67,500	84,500	110,180
Assoc professor	24	58,091	15,821	45,702	57,675	62,122
Asst professor	20	48,804	16,118	39,000	47,000	51,080
Research appt	41	37,921	12,049	30,000	37,000	43,000
Other nonfaculty	15	52,470	23,335	32,000	48,100	73,500
West South Central						
Full professor	101	85,008	29,893	66,527	78,500	96,000
Assoc professor	28	63,565	15,122	51,500	61,500	73,700
Asst professor	27	53,320	12,886	46,000	49,000	57,000
Research appt	34	36,540	14,854	25,000	33,500	46,000
Other nonfaculty	21	43,590	18,782	29,412	40,000	54,200
East North Central						
Full professor	160	90,604	31,346	70,891	86,415	105,250
Assoc professor	50	61,197	14,477	53,690	61,750	67,700
Asst professor	34	45,357	9,802	37,000	44,500	52,500
Instructor	21	40,802	12,848	31,300	40,000	45,000
Research appt	80	43,368	16,775	30,000	42,115	56,000
Other nonfaculty	44	54,603	34,800	37,500	43,000	59,287
East South Central						
Full professor	63	91,114	30,044	70,400	85,000	108,300
Assoc professor	25	65,045	17,724	54,619	61,683	72,000
Asst professor	14	41,820	7,521	36,000	39,290	50,000
Research appt	26	46,693	20,323	28,241	47,050	54,000

Note: Categories with fewer than 15 cases are not shown.

Table 4.10.2 (continued)

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and GEOGRAPHIC REGION - 11 or 12 Month Contract
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
Middle Atlantic						
Full professor	155	91,909	28,236	75,000	88,000	107,000
Assoc professor	69	63,348	21,076	52,900	62,000	70,000
Asst professor	52	50,586	16,297	38,000	48,000	55,500
Instructor	19	45,353	15,498	35,000	40,000	52,000
Research appt	70	44,512	25,497	31,000	39,500	54,800
Other nonfaculty	37	53,759	33,331	32,000	46,200	67,000
South Atlantic						
Full professor	192	89,538	23,732	70,456	85,000	105,000
Assoc professor	64	59,677	14,486	51,000	57,750	68,918
Asst professor	48	46,121	13,476	37,126	44,750	54,023
Research appt	76	40,940	14,372	29,900	39,550	51,000
Other nonfaculty	32	52,711	26,464	34,188	44,500	67,847
New England						
Full professor	48	91,486	28,525	75,500	86,450	107,495
Assoc professor	36	73,787	22,969	57,500	71,000	85,950
Asst professor	26	49,807	13,820	38,500	48,250	63,000
Research appt	25	46,308	19,937	30,000	40,000	65,000
Other nonfaculty	22	56,127	37,494	29,000	43,217	80,080

Note: Categories with fewer than 15 cases are not shown.

Table 5.1.1

STIPENDS of POSTDOCTORAL FELLOWS
by INSTITUTIONAL CONTROL and WORK SPECIALTY
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK SPECIALTY						
Biochemistry						
Total	202	26,213	25,347	22,000	25,000	26,000
Public	116	27,444	33,309	22,000	25,000	26,600
Private	86	24,552	3,644	22,000	24,750	26,000
Chemistry						
Total	708	24,821	5,389	22,000	24,000	27,000
Public	460	24,527	5,083	21,947	24,000	27,000
Private	248	25,365	5,886	22,000	24,000	27,500
Nonchemistry						
Total	16	25,644	3,829	23,000	25,850	27,000

Note: Categories with fewer than 15 cases are not shown.

Table 6.1.1

SALARIES of CHEMICAL ENGINEERS employed FULL-TIME in INDUSTRY
by DEGREE and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
HIGHEST DEGREE						
BS						
Total	459	61,971	24,616	45,000	56,000	74,200
2-4	44	39,799	6,662	35,000	41,094	44,862
5-9	87	48,511	10,326	41,000	47,640	53,000
10-14	62	57,467	13,637	48,000	56,000	65,850
15-19	81	60,694	14,737	49,140	59,000	72,000
20-24	59	68,740	23,424	54,912	65,000	81,240
25-29	33	77,049	23,613	62,000	76,000	87,000
30-34	28	81,574	36,025	62,000	76,606	87,236
35-39	34	87,555	34,928	63,750	81,715	110,592
40 or more	22	81,255	28,520	65,000	75,000	86,000
MS						
Total	489	73,296	35,863	56,000	68,000	83,000
5-9	48	49,747	12,248	40,823	50,000	56,100
10-14	84	57,805	13,565	49,300	54,800	63,050
15-19	95	70,751	15,871	60,000	67,320	79,000
20-24	71	73,606	17,611	60,000	72,470	85,000
25-29	54	79,124	31,842	65,000	75,000	88,650
30-34	53	88,221	25,907	70,000	80,000	100,000
35-39	47	103,847	85,393	65,897	84,500	110,000
40 or more	29	86,766	23,300	72,400	78,000	93,800
PhD						
Total	697	82,529	29,693	65,000	77,500	95,500
5-9	45	59,010	8,215	56,000	60,000	62,000
10-14	122	64,376	10,674	59,000	64,850	70,000
15-19	120	71,666	13,875	63,862	70,000	80,940
20-24	102	84,089	19,256	71,000	80,000	96,000
25-29	107	96,229	26,859	78,000	91,920	110,000
30-34	106	97,336	32,994	82,000	96,000	109,000
35-39	70	93,184	23,163	76,000	90,790	106,000
40 or more	24	110,410	82,954	76,650	92,916	113,500

Note: Categories with fewer than 15 cases are not shown

Table 6.2.1

SALARIES of BS CHEMICAL ENGINEERS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
R&D Mgt						
Total	29	92,933	43,838	63,000	78,000	99,000
Applied research						
Total	126	56,810	17,995	43,500	54,461	67,000
2-4	16	38,031	8,270	32,000	38,594	44,300
5-9	26	49,588	12,161	42,000	49,750	54,321
10-14	18	55,512	11,691	48,000	55,300	65,850
15-19	23	58,304	12,755	49,000	56,820	63,500
20-24	15	60,536	19,989	46,000	62,000	76,400
General Mgt						
Total	52	76,233	29,658	58,633	70,100	84,500
Marketing						
Total	38	61,262	22,082	44,000	55,600	72,000
Production						
Total	102	55,749	19,554	42,000	52,000	64,000
2-4	16	40,771	5,951	35,750	41,500	45,685
5-9	22	46,250	11,259	37,000	42,750	53,000
15-19	18	53,308	13,535	40,000	54,000	62,000
Health & Safety						
Total	22	63,426	17,174	50,400	59,028	80,000
Consulting						
Total	16	65,631	19,961	48,000	62,500	77,800
Other						
Total	53	57,878	18,124	45,000	51,600	72,000

Note: Categories with fewer than 15 cases are not shown.

Table 6.2.2

SALARIES of BS CHEMICAL ENGINEERS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
Pacific						
Total	53	61,864	19,521	50,000	57,000	74,600
Mountain						
Total	16	63,367	20,744	50,758	59,527	73,500
West North Central						
Total	27	55,210	19,752	40,200	48,000	69,000
West South Central						
Total	67	69,742	33,441	48,000	62,000	84,000
East North Central						
Total	82	60,336	25,668	45,000	55,960	66,950
5-9	15	46,369	10,244	39,000	45,390	55,050
East South Central						
Total	27	64,110	28,012	45,840	60,000	76,000
Middle Atlantic						
Total	78	61,759	21,235	46,600	56,000	75,000
5-9	19	51,256	11,551	42,000	48,000	60,000
South Atlantic						
Total	56	60,227	19,225	46,000	60,000	72,000
New England						
Total	33	62,486	22,983	43,500	54,600	76,000

Note: Categories with fewer than 15 cases are not shown.

Table 6.2.3

SALARIES of BS CHEMICAL ENGINEERS employed FULL-TIME in INDUSTRY
by TOTAL SUBORDINATES and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SUBORDINATES						
2 or less						
Total	28	58,836	15,111	50,000	55,000	66,250
3-9						
Total	392	60,062	21,924	45,000	55,000	72,000
2-4	38	39,822	6,448	35,000	41,444	45,000
5-9	83	48,704	10,394	41,300	47,640	53,520
10-14	51	56,300	13,423	47,000	55,920	65,000
15-19	69	59,647	14,894	48,900	58,000	67,500
20-24	45	65,803	16,989	54,912	65,000	78,000
25-29	31	78,633	23,486	62,000	78,000	88,000
30-34	22	76,013	23,827	60,205	74,875	88,972
35-39	25	81,804	32,891	62,000	78,000	90,800
40 or more	19	80,979	30,453	65,000	75,000	80,000
10-29						
Total	39	83,406	40,970	61,000	73,000	102,000

Note: Categories with fewer than 15 cases are not shown.

Table 6.3.1

SALARIES of MS CHEMICAL ENGINEERS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
R&D Mgt						
Total	38	90,370	24,685	74,700	85,700	105,000
Applied research						
Total	149	65,426	17,169	54,000	63,000	75,000
10-14	37	55,086	8,469	49,500	55,000	60,000
15-19	25	65,706	11,527	60,000	66,000	73,200
20-24	22	70,424	14,799	58,000	68,700	79,500
25-29	15	76,843	12,211	65,000	75,000	88,650
30-34	15	81,121	21,601	69,171	73,842	80,000
General Mgt						
Total	45	100,344	59,718	72,000	84,000	110,000
Marketing						
Total	50	79,822	25,791	65,000	75,900	92,888
Production						
Total	74	62,360	19,580	51,000	60,350	72,240
5-9	18	46,603	10,466	40,000	48,000	54,600
Health & Safety						
Total	16	62,859	15,287	51,950	60,000	74,172
Consulting						
Total	37	83,552	82,101	57,793	71,000	80,080
Other						
Total	66	66,782	17,367	52,000	64,920	78,000
25-29	15	78,542	19,156	64,000	75,000	93,600

Note: Categories with fewer than 15 cases are not shown.

Table 6.3.2

SALARIES of MS CHEMICAL ENGINEERS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
Pacific						
Total	57	72,464	23,317	60,000	70,000	83,000
15-19	16	76,516	21,074	62,678	75,500	85,008
Mountain						
Total	19	70,109	24,878	50,000	70,330	86,400
West North Central						
Total	22	68,006	15,600	56,400	68,610	77,000
West South Central						
Total	67	83,185	63,680	61,000	72,000	90,000
East North Central						
Total	80	68,875	24,986	53,682	63,750	76,500
20-24	22	69,321	17,098	59,700	65,200	75,000
East South Central						
Total	20	65,995	17,138	51,000	64,125	76,100
Middle Atlantic						
Total	102	73,534	23,125	57,500	70,000	86,000
10-14	24	58,515	10,745	52,100	58,505	63,800
15-19	18	68,215	17,908	58,200	62,832	76,000
South Atlantic						
Total	66	67,931	18,500	53,400	64,875	80,000
10-14	15	57,207	8,845	49,500	54,000	62,500
New England						
Total	47	69,721	24,323	47,840	68,900	84,526

Note: Categories with fewer than 15 cases are not shown.

Table 6.3.3

SALARIES of MS CHEMICAL ENGINEERS employed FULL-TIME in INDUSTRY
by TOTAL SUBORDINATES and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SUBORDINATES						
2 or less						
Total	52	65,046	18,806	54,000	62,000	76,500
3-9						
Total	385	71,583	36,662	54,600	66,660	80,000
5-9	41	50,062	12,713	44,000	50,000	57,200
10-14	68	57,193	11,753	49,500	54,300	63,050
15-19	80	69,908	16,339	59,850	66,300	78,850
20-24	57	73,622	16,687	62,300	72,600	85,000
25-29	42	76,397	20,206	65,040	75,000	88,650
30-34	37	82,051	24,099	68,900	75,900	92,000
35-39	36	105,713	96,116	66,269	82,000	99,500
40 or more	17	87,747	26,259	73,880	78,000	83,000
10-29						
Total	52	94,231	35,980	70,950	85,535	111,550

Note: Categories with fewer than 15 cases are not shown.

Table 6.4.1

SALARIES of PhD CHEMICAL ENGINEERS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION						
R&D Mgt						
Total	122	100,324	39,638	81,000	95,500	112,000
15-19	20	81,636	12,602	76,100	81,500	89,640
20-24	23	87,297	18,340	72,360	84,000	99,120
25-29	33	107,963	23,541	90,000	102,000	120,000
30-34	20	123,487	56,387	105,000	110,020	130,000
Basic research						
Total	17	69,255	18,528	57,200	63,000	78,300
Applied research						
Total	381	76,292	18,380	63,093	73,200	88,900
5-9	37	58,398	7,885	56,000	58,200	61,000
10-14	86	63,887	9,475	59,000	65,000	70,000
15-19	68	70,517	12,255	63,921	68,875	78,000
20-24	54	80,572	15,296	68,000	78,500	95,000
25-29	49	89,087	19,796	75,000	85,100	102,500
30-34	39	91,671	16,144	80,900	93,000	100,900
35-39	39	90,760	16,114	79,500	90,500	98,000
General Mgt						
Total	39	106,321	59,654	75,000	100,000	120,000
30-34	15	103,755	18,882	84,072	103,000	120,000
Marketing						
Total	26	88,292	20,116	70,860	87,830	104,388
Production						
Total	25	74,256	28,140	63,000	70,000	79,320
Consulting						
Total	27	75,715	18,770	57,540	74,500	95,000
Other						
Total	38	80,744	23,238	62,000	75,000	91,500

Note: Categories with fewer than 15 cases are not shown.

Table 6.4.2

SALARIES of PhD CHEMICAL ENGINEERS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION						
Pacific						
Total	67	86,567	28,619	67,320	82,000	105,000
Mountain						
Total	18	71,269	15,830	62,000	70,500	79,500
West North Central						
Total	30	71,282	20,116	60,000	67,125	81,000
West South Central						
Total	105	85,296	22,128	70,080	81,500	100,000
10-14	15	65,023	20,452	59,000	65,500	69,000
15-19	16	76,710	12,489	68,790	79,739	86,252
20-24	21	87,589	17,142	77,500	84,000	100,000
25-29	24	99,836	24,478	81,600	99,000	113,500
30-34	20	91,625	18,806	77,160	96,750	105,900
East North Central						
Total	103	82,041	21,441	67,000	79,800	96,000
East South Central						
Total	18	81,100	23,968	60,800	75,000	95,300
Middle Atlantic						
Total	176	83,249	31,113	65,720	76,448	95,000
10-14	36	66,091	8,159	60,600	65,750	71,736
15-19	33	73,925	12,465	65,940	72,000	81,000
20-24	32	86,050	24,217	72,000	78,750	94,008
25-29	16	98,164	31,171	73,765	96,000	113,250
30-34	25	97,017	25,216	84,072	100,000	113,000
35-39	15	102,801	31,888	89,000	98,000	128,000
South Atlantic						
Total	107	80,656	33,516	62,940	74,100	90,144
10-14	22	62,764	8,469	57,000	62,970	66,300
30-34	15	113,786	68,738	88,200	98,480	120,000
35-39	15	94,141	21,697	74,100	91,800	110,000
New England						
Total	60	84,840	47,050	63,500	74,500	95,600

Note: Categories with fewer than 15 cases are not shown.

Table 6.4.3

SALARIES of PhD CHEMICAL ENGINEERS employed FULL-TIME in INDUSTRY
by TOTAL SUBORDINATES and YEARS SINCE BS
1995 ACS Salary Survey

	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SUBORDINATES						
2 or less						
Total	79	73,064	19,115	60,000	71,200	85,000
10-14	18	59,590	9,988	58,000	60,086	65,700
20-24	16	76,340	14,890	64,300	77,000	85,763
3-9						
Total	563	79,864	21,376	65,000	76,130	92,000
5-9	41	59,010	8,530	56,000	60,000	62,000
10-14	103	64,662	9,110	59,000	65,100	70,000
15-19	108	71,529	13,854	64,237	70,000	80,940
20-24	75	81,855	14,328	71,000	80,000	92,016
25-29	83	94,147	23,765	78,000	89,400	106,000
30-34	78	93,437	20,593	79,320	95,000	106,000
35-39	57	93,890	22,398	80,000	91,800	106,000
40 or more	17	89,144	22,809	79,000	91,500	100,000
10-29						
Total	55	123,412	64,602	95,500	110,040	128,800
30-34	16	125,752	61,705	103,500	110,000	126,400

Note: Categories with fewer than 15 cases are not shown.

Table 7.1.1

EMPLOYMENT STATUS OF ALL RESPONDENTS
by WORK SPECIALTY
1995 Survey of ACS Members

	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
WORK SPECIALTY							
Chemical							
engineering	2293	61	27	67	72	7	2527
Row Percent	90.7%	2.4%	1.1%	2.7%	2.8%	.3%	100.0%
Column Percent	5.2%	4.6%	1.7%	5.3%	5.3%	1.6%	5.0%
Biochemistry	2219	62	270	57	91	8	2707
Row Percent	82.0%	2.3%	10.0%	2.1%	3.4%	.3%	100.0%
Column Percent	5.0%	4.7%	16.5%	4.5%	6.8%	1.9%	5.4%
Biotechnology	1075	23	43	49	20	0	1210
Row Percent	88.8%	1.9%	3.6%	4.0%	1.7%	.0%	100.0%
Column Percent	2.4%	1.7%	2.6%	3.8%	1.5%	.0%	2.4%
General chemistry	2103	188	7	32	64	6	2400
Row Percent	87.6%	7.8%	.3%	1.3%	2.7%	.3%	100.0%
Column Percent	4.8%	14.1%	.4%	2.5%	4.8%	1.4%	4.8%
Agricultural chemistry	1220	37	8	32	38	3	1338
Row Percent	91.2%	2.8%	.6%	2.4%	2.8%	.2%	100.0%
Column Percent	2.8%	2.8%	.5%	2.5%	2.8%	.7%	2.7%
Analytical chemistry	7801	141	158	209	155	16	8480
Row Percent	92.0%	1.7%	1.9%	2.5%	1.8%	.2%	100.0%
Column Percent	17.6%	10.6%	9.7%	16.4%	11.5%	3.7%	16.9%
Clinical chemistry	398	11	4	15	12	2	442
Row Percent	90.0%	2.5%	.9%	3.4%	2.7%	.5%	100.0%
Column Percent	.9%	.8%	.2%	1.2%	.9%	.5%	.9%
Environmental chemistry	3464	115	66	91	96	10	3842
Row Percent	90.2%	3.0%	1.7%	2.4%	2.5%	.3%	100.0%
Column Percent	7.8%	8.6%	4.0%	7.1%	7.1%	2.3%	7.6%
Inorganic chemistry	1574	44	133	36	37	7	1831
Row Percent	86.0%	2.4%	7.3%	2.0%	2.0%	.4%	100.0%
Column Percent	3.6%	3.3%	8.1%	2.8%	2.7%	1.6%	3.6%

Table 7.1.1 (continued)

EMPLOYMENT STATUS OF ALL RESPONDENTS
by WORK SPECIALTY
1995 Survey of ACS Members

	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
WORK SPECIALTY							
Materials science	1553	53	76	61	52	4	1799
Row Percent	86.3%	2.9%	4.2%	3.4%	2.9%	.2%	100.0%
Column Percent	3.5%	4.0%	4.6%	4.8%	3.9%	.9%	3.6%
Medicinal-Pharmaceutical	2873	48	110	85	58	7	3181
Row Percent	90.3%	1.5%	3.5%	2.7%	1.8%	.2%	100.0%
Column Percent	6.5%	3.6%	6.7%	6.7%	4.3%	1.6%	6.3%
Organic chemistry	5257	125	323	107	120	25	5957
Row Percent	88.2%	2.1%	5.4%	1.8%	2.0%	.4%	100.0%
Column Percent	11.9%	9.4%	19.8%	8.4%	8.9%	5.8%	11.8%
Physical chemistry	2272	63	193	57	73	2	2660
Row Percent	85.4%	2.4%	7.3%	2.1%	2.7%	.1%	100.0%
Column Percent	5.1%	4.7%	11.8%	4.5%	5.4%	.5%	5.3%
Polymer chemistry	3496	65	91	67	93	16	3828
Row Percent	91.3%	1.7%	2.4%	1.8%	2.4%	.4%	100.0%
Column Percent	7.9%	4.9%	5.6%	5.3%	6.9%	3.7%	7.6%
Other chemical science	916	25	17	18	26	1	1003
Row Percent	91.3%	2.5%	1.7%	1.8%	2.6%	.1%	100.0%
Column Percent	2.1%	1.9%	1.0%	1.4%	1.9%	.2%	2.0%
Business							
Administration	1072	28	0	38	33	3	1174
Row Percent	91.3%	2.4%	.0%	3.2%	2.8%	.3%	100.0%
Column Percent	2.4%	2.1%	.0%	3.0%	2.5%	.7%	2.3%
Computer science	511	17	11	23	16	1	579
Row Percent	88.3%	2.9%	1.9%	4.0%	2.8%	.2%	100.0%
Column Percent	1.2%	1.3%	.7%	1.8%	1.2%	.2%	1.2%
Law	322	17	0	10	7	2	358
Row Percent	89.9%	4.7%	.0%	2.8%	2.0%	.6%	100.0%
Column Percent	.7%	1.3%	.0%	.8%	.5%	.5%	.7%

Table 8.2.1

EMPLOYMENT STATUS OF ALL CHEMISTS
by AGE
1995 Survey of ACS Members

	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
AGE							
20-24	595	46	52	32	51	4	780
Row Percent	76.3%	5.9%	6.7%	4.1%	6.5%	.5%	100.0%
Column Percent	1.5%	3.8%	3.3%	2.9%	4.3%	2.7%	1.7%
25-29	2612	98	525	116	103	14	3468
Row Percent	75.3%	2.8%	15.1%	3.3%	3.0%	.4%	100.0%
Column Percent	6.5%	8.1%	33.0%	10.4%	8.7%	9.5%	7.6%
30-34	5626	169	659	143	83	23	6703
Row Percent	83.9%	2.5%	9.8%	2.1%	1.2%	.3%	100.0%
Column Percent	14.0%	14.0%	41.4%	12.8%	7.0%	15.6%	14.7%
35-39	6556	169	218	148	86	13	7190
Row Percent	91.2%	2.4%	3.0%	2.1%	1.2%	.2%	100.0%
Column Percent	16.3%	14.0%	13.7%	13.2%	7.3%	8.8%	15.8%
40-44	6254	133	78	148	61	13	6687
Row Percent	93.5%	2.0%	1.2%	2.2%	.9%	.2%	100.0%
Column Percent	15.5%	11.1%	4.9%	13.2%	5.2%	8.8%	14.7%
45-49	5562	106	27	167	46	11	5919
Row Percent	94.0%	1.8%	.5%	2.8%	.8%	.2%	100.0%
Column Percent	13.8%	8.8%	1.7%	14.9%	3.9%	7.5%	13.0%
50-54	5713	105	15	170	64	11	6078
Row Percent	94.0%	1.7%	.2%	2.8%	1.1%	.2%	100.0%
Column Percent	14.2%	8.7%	.9%	15.2%	5.4%	7.5%	13.4%
55-59	3927	130	1	110	148	14	4330
Row Percent	90.7%	3.0%	.0%	2.5%	3.4%	.3%	100.0%
Column Percent	9.8%	10.8%	.1%	9.8%	12.6%	9.5%	9.5%
60-64	2207	117	3	43	237	10	2617
Row Percent	84.3%	4.5%	.1%	1.6%	9.1%	.4%	100.0%
Column Percent	5.5%	9.7%	.2%	3.8%	20.1%	6.8%	5.8%
65-69	802	99	1	23	248	7	1180
Row Percent	68.0%	8.4%	.1%	1.9%	21.0%	.6%	100.0%
Column Percent	2.0%	8.2%	.1%	2.1%	21.1%	4.8%	2.6%

Table 8.3.1

EMPLOYMENT STATUS OF ALL CHEMISTS
by RACE/ETHNICITY ¹
1995 Survey of ACS Members

RACE/ETHNICITY	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
African American	556	14	14	13	14	2	613
Row Percent	90.7%	2.3%	2.3%	2.1%	2.3%	.3%	100.0%
Column Percent	1.4%	1.2%	.9%	1.2%	1.2%	1.4%	1.3%
American Indian	89	1	2	1	0	1	94
Row Percent	94.7%	1.1%	2.1%	1.1%	.0%	1.1%	100.0%
Column Percent	.2%	.1%	.1%	.1%	.0%	.7%	.2%
Chinese	1821	54	308	60	44	12	2299
Row Percent	79.2%	2.3%	13.4%	2.6%	1.9%	.5%	100.0%
Column Percent	4.5%	4.5%	19.4%	5.4%	3.7%	8.2%	5.1%
Japanese	307	9	24	5	10	2	357
Row Percent	86.0%	2.5%	6.7%	1.4%	2.8%	.6%	100.0%
Column Percent	.8%	.7%	1.5%	.4%	.8%	1.4%	.8%
Korean	153	7	20	4	2	1	187
Row Percent	81.8%	3.7%	10.7%	2.1%	1.1%	.5%	100.0%
Column Percent	.4%	.6%	1.3%	.4%	.2%	.7%	.4%
Subcont. Indian	819	16	87	32	11	4	969
Row Percent	84.5%	1.7%	9.0%	3.3%	1.1%	.4%	100.0%
Column Percent	2.0%	1.3%	5.5%	2.9%	.9%	2.7%	2.1%
Other Asian	605	16	60	34	14	5	734
Row Percent	82.4%	2.2%	8.2%	4.6%	1.9%	.7%	100.0%
Column Percent	1.5%	1.3%	3.8%	3.0%	1.2%	3.4%	1.6%
White	33875	1016	974	887	998	87	37837
Row Percent	89.5%	2.7%	2.6%	2.3%	2.6%	.2%	100.0%
Column Percent	84.2%	84.5%	61.2%	79.3%	84.7%	59.2%	83.2%
Hispanic	845	24	53	31	28	5	986
Row Percent	85.7%	2.4%	5.4%	3.1%	2.8%	.5%	100.0%
Column Percent	2.1%	2.0%	3.3%	2.8%	2.4%	3.4%	2.2%
Other	508	19	28	27	18	1	601
Row Percent	84.5%	3.2%	4.7%	4.5%	3.0%	.2%	100.0%
Column Percent	1.3%	1.6%	1.8%	2.4%	1.5%	.7%	1.3%

¹Hispanics are an exclusive group for this table. All other groups are NonHispanic.

Table 8.3.1 (continued)

EMPLOYMENT STATUS OF ALL CHEMISTS
by RACE/ETHNICITY ²
1995 Survey of ACS Members

	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
RACE/ETHNICITY							
No Answer	645	27	21	25	39	27	784
Row Percent	82.3%	3.4%	2.7%	3.2%	5.0%	3.4%	100.0%
Column Percent	1.6%	2.2%	1.3%	2.2%	3.3%	18.4%	1.7%
Total	40223	1203	1591	1119	1178	147	45461
Row Percent	88.5%	2.6%	3.5%	2.5%	2.6%	.3%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

²Hispanics are an exclusive group for this table. All other groups are NonHispanic.

Table 8.5.2

EMPLOYMENT STATUS OF INDUSTRIAL CHEMISTS
by TYPE OF INDUSTRY
1995 Survey of ACS Members

INDUSTRY	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
Analytical serv lab	1265	26	0	57	21	3	1372
Row Percent	92.2%	1.9%	.0%	4.2%	1.5%	.2%	100.0%
Column Percent	5.3%	10.5%	.0%	9.2%	4.3%	6.4%	5.4%
Contract res firm	784	26	12	28	21	1	872
Row Percent	89.9%	3.0%	1.4%	3.2%	2.4%	.1%	100.0%
Column Percent	3.3%	10.5%	14.8%	4.5%	4.3%	2.1%	3.4%
Utility	269	3	0	7	4	0	283
Row Percent	95.1%	1.1%	.0%	2.5%	1.4%	.0%	100.0%
Column Percent	1.1%	1.2%	.0%	1.1%	.8%	.0%	1.1%
Other nonmanuf	1078	35	5	42	23	2	1185
Row Percent	91.0%	3.0%	.4%	3.5%	1.9%	.2%	100.0%
Column Percent	4.5%	14.2%	6.2%	6.8%	4.7%	4.3%	4.6%
Aerospace	285	5	0	14	13	1	318
Row Percent	89.6%	1.6%	.0%	4.4%	4.1%	.3%	100.0%
Column Percent	1.2%	2.0%	.0%	2.3%	2.7%	2.1%	1.2%
Basic chemicals	977	3	1	16	19	2	1018
Row Percent	96.0%	.3%	.1%	1.6%	1.9%	.2%	100.0%
Column Percent	4.1%	1.2%	1.2%	2.6%	3.9%	4.3%	4.0%
Specialty chems	3129	23	3	55	59	4	3273
Row Percent	95.6%	.7%	.1%	1.7%	1.8%	.1%	100.0%
Column Percent	13.0%	9.3%	3.7%	8.9%	12.0%	8.5%	12.8%
Agricultural chems	849	7	7	10	14	3	890
Row Percent	95.4%	.8%	.8%	1.1%	1.6%	.3%	100.0%
Column Percent	3.5%	2.8%	8.6%	1.6%	2.9%	6.4%	3.5%
Biochemical prods	329	3	2	16	6	0	356
Row Percent	92.4%	.8%	.6%	4.5%	1.7%	.0%	100.0%
Column Percent	1.4%	1.2%	2.5%	2.6%	1.2%	.0%	1.4%

Table 8.5.2 (continued)

EMPLOYMENT STATUS OF INDUSTRIAL CHEMISTS
by TYPE OF INDUSTRY
1995 Survey of ACS Members

INDUSTRY	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
Coatings	999	8	2	16	16	2	1043
Row Percent	95.8%	.8%	.2%	1.5%	1.5%	.2%	100.0%
Column Percent	4.1%	3.2%	2.5%	2.6%	3.3%	4.3%	4.1%
Electronics	580	9	0	11	12	4	616
Row Percent	94.2%	1.5%	.0%	1.8%	1.9%	.6%	100.0%
Column Percent	2.4%	3.6%	.0%	1.8%	2.4%	8.5%	2.4%
Food	688	5	1	19	17	1	731
Row Percent	94.1%	.7%	.1%	2.6%	2.3%	.1%	100.0%
Column Percent	2.9%	2.0%	1.2%	3.1%	3.5%	2.1%	2.9%
Instruments	599	4	0	26	6	1	636
Row Percent	94.2%	.6%	.0%	4.1%	.9%	.2%	100.0%
Column Percent	2.5%	1.6%	.0%	4.2%	1.2%	2.1%	2.5%
Medical devices	891	12	1	44	10	0	958
Row Percent	93.0%	1.3%	.1%	4.6%	1.0%	.0%	100.0%
Column Percent	3.7%	4.9%	1.2%	7.1%	2.0%	.0%	3.7%
Metals	361	2	0	14	8	0	385
Row Percent	93.8%	.5%	.0%	3.6%	2.1%	.0%	100.0%
Column Percent	1.5%	.8%	.0%	2.3%	1.6%	.0%	1.5%
Paper	261	1	0	6	7	0	275
Row Percent	94.9%	.4%	.0%	2.2%	2.5%	.0%	100.0%
Column Percent	1.1%	.4%	.0%	1.0%	1.4%	.0%	1.1%
Personal care	286	3	0	6	6	1	302
Row Percent	94.7%	1.0%	.0%	2.0%	2.0%	.3%	100.0%
Column Percent	1.2%	1.2%	.0%	1.0%	1.2%	2.1%	1.2%
Petroleum	837	8	2	25	30	1	903
Row Percent	92.7%	.9%	.2%	2.8%	3.3%	.1%	100.0%
Column Percent	3.5%	3.2%	2.5%	4.0%	6.1%	2.1%	3.5%
Pharmaceuticals	5669	40	42	126	108	11	5996
Row Percent	94.5%	.7%	.7%	2.1%	1.8%	.2%	100.0%
Column Percent	23.5%	16.2%	51.9%	20.3%	22.0%	23.4%	23.4%

Table 8.6.1

EMPLOYMENT STATUS OF NON-ACADEMIC CHEMISTS
by WORK FUNCTION
1995 Survey of ACS Members

WORK FUNCTION	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
R&D Mgt	4009	26	4	72	96	12	4219
Row Percent	95.0%	.6%	.1%	1.7%	2.3%	.3%	100.0%
Column Percent	13.3%	4.3%	1.2%	8.7%	13.1%	16.2%	12.9%
Basic research	3140	29	217	92	69	6	3553
Row Percent	88.4%	.8%	6.1%	2.6%	1.9%	.2%	100.0%
Column Percent	10.4%	4.8%	64.6%	11.2%	9.4%	8.1%	10.9%
Applied research	10222	113	105	262	189	18	10909
Row Percent	93.7%	1.0%	1.0%	2.4%	1.7%	.2%	100.0%
Column Percent	33.9%	18.6%	31.3%	31.8%	25.7%	24.3%	33.4%
General Mgt	2092	25	0	56	52	4	2229
Row Percent	93.9%	1.1%	.0%	2.5%	2.3%	.2%	100.0%
Column Percent	6.9%	4.1%	.0%	6.8%	7.1%	5.4%	6.8%
Marketing	1593	34	0	48	25	4	1704
Row Percent	93.5%	2.0%	.0%	2.8%	1.5%	.2%	100.0%
Column Percent	5.3%	5.6%	.0%	5.8%	3.4%	5.4%	5.2%
Production	2641	29	0	75	52	6	2803
Row Percent	94.2%	1.0%	.0%	2.7%	1.9%	.2%	100.0%
Column Percent	8.8%	4.8%	.0%	9.1%	7.1%	8.1%	8.6%
Health & Safety	1265	26	0	29	27	4	1351
Row Percent	93.6%	1.9%	.0%	2.1%	2.0%	.3%	100.0%
Column Percent	4.2%	4.3%	.0%	3.5%	3.7%	5.4%	4.1%
Forensics	266	4	1	6	5	1	283
Row Percent	94.0%	1.4%	.4%	2.1%	1.8%	.4%	100.0%
Column Percent	.9%	.7%	.3%	.7%	.7%	1.4%	.9%
Other lab analysis	1785	41	4	65	39	6	1940
Row Percent	92.0%	2.1%	.2%	3.4%	2.0%	.3%	100.0%
Column Percent	5.9%	6.8%	1.2%	7.9%	5.3%	8.1%	5.9%
Teaching	56	6	1	5	2	0	70
Row Percent	80.0%	8.6%	1.4%	7.1%	2.9%	.0%	100.0%
Column Percent	.2%	1.0%	.3%	.6%	.3%	.0%	.2%

Table 8.7.1

EMPLOYMENT STATUS OF ALL CHEMISTS
by SPECIALTY
1995 Survey of ACS Members

	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
WORK SPECIALTY							
Biochemistry	2219	62	270	57	91	8	2707
Row Percent	82.0%	2.3%	10.0%	2.1%	3.4%	.3%	100.0%
Column Percent	5.5%	5.2%	17.0%	5.1%	7.7%	5.4%	6.0%
Biotechnology	1075	23	43	49	20	0	1210
Row Percent	88.8%	1.9%	3.6%	4.0%	1.7%	.0%	100.0%
Column Percent	2.7%	1.9%	2.7%	4.4%	1.7%	.0%	2.7%
General chemistry	2103	188	7	32	64	6	2400
Row Percent	87.6%	7.8%	.3%	1.3%	2.7%	.3%	100.0%
Column Percent	5.2%	15.6%	.4%	2.9%	5.4%	4.1%	5.3%
Agricultural chemistry	1220	37	8	32	38	3	1338
Row Percent	91.2%	2.8%	.6%	2.4%	2.8%	.2%	100.0%
Column Percent	3.0%	3.1%	.5%	2.9%	3.2%	2.0%	2.9%
Analytical chemistry	7801	141	158	209	155	16	8480
Row Percent	92.0%	1.7%	1.9%	2.5%	1.8%	.2%	100.0%
Column Percent	19.4%	11.7%	9.9%	18.7%	13.2%	10.9%	18.7%
Clinical chemistry	398	11	4	15	12	2	442
Row Percent	90.0%	2.5%	.9%	3.4%	2.7%	.5%	100.0%
Column Percent	1.0%	.9%	.3%	1.3%	1.0%	1.4%	1.0%
Environmental chemistry	3464	115	66	91	96	10	3842
Row Percent	90.2%	3.0%	1.7%	2.4%	2.5%	.3%	100.0%
Column Percent	8.6%	9.6%	4.1%	8.1%	8.1%	6.8%	8.5%
Inorganic chemistry	1574	44	133	36	37	7	1831
Row Percent	86.0%	2.4%	7.3%	2.0%	2.0%	.4%	100.0%
Column Percent	3.9%	3.7%	8.4%	3.2%	3.1%	4.8%	4.0%
Materials science	1553	53	76	61	52	4	1799
Row Percent	86.3%	2.9%	4.2%	3.4%	2.9%	.2%	100.0%
Column Percent	3.9%	4.4%	4.8%	5.5%	4.4%	2.7%	4.0%

Table 8.7.1 (continued)

EMPLOYMENT STATUS OF ALL CHEMISTS
by SPECIALTY
1995 Survey of ACS Members

	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
WORK SPECIALTY							
Medicinal-Pharmaceutical	2873	48	110	85	58	7	3181
Row Percent	90.3%	1.5%	3.5%	2.7%	1.8%	.2%	100.0%
Column Percent	7.1%	4.0%	6.9%	7.6%	4.9%	4.8%	7.0%
Organic chemistry	5257	125	323	107	120	25	5957
Row Percent	88.2%	2.1%	5.4%	1.8%	2.0%	.4%	100.0%
Column Percent	13.1%	10.4%	20.3%	9.6%	10.2%	17.0%	13.1%
Physical chemistry	2272	63	193	57	73	2	2660
Row Percent	85.4%	2.4%	7.3%	2.1%	2.7%	.1%	100.0%
Column Percent	5.6%	5.2%	12.1%	5.1%	6.2%	1.4%	5.9%
Polymer chemistry	3496	65	91	67	93	16	3828
Row Percent	91.3%	1.7%	2.4%	1.8%	2.4%	.4%	100.0%
Column Percent	8.7%	5.4%	5.7%	6.0%	7.9%	10.9%	8.4%
Other chemical science	916	25	17	18	26	1	1003
Row Percent	91.3%	2.5%	1.7%	1.8%	2.6%	.1%	100.0%
Column Percent	2.3%	2.1%	1.1%	1.6%	2.2%	.7%	2.2%
Business							
Administration	733	18	0	22	18	2	793
Row Percent	92.4%	2.3%	.0%	2.8%	2.3%	.3%	100.0%
Column Percent	1.8%	1.5%	.0%	2.0%	1.5%	1.4%	1.7%
Computer science	428	14	11	16	12	1	482
Row Percent	88.8%	2.9%	2.3%	3.3%	2.5%	.2%	100.0%
Column Percent	1.1%	1.2%	.7%	1.4%	1.0%	.7%	1.1%
Law	185	12	0	5	3	1	206
Row Percent	89.8%	5.8%	.0%	2.4%	1.5%	.5%	100.0%
Column Percent	.5%	1.0%	.0%	.4%	.3%	.7%	.5%
Other nonchemistry	1512	87	10	57	73	10	1749
Row Percent	86.4%	5.0%	.6%	3.3%	4.2%	.6%	100.0%
Column Percent	3.8%	7.2%	.6%	5.1%	6.2%	6.8%	3.8%

Table 8.8.1

EMPLOYMENT STATUS OF ALL CHEMISTS
by GEOGRAPHIC REGION
1995 Survey of ACS Members

	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
GEOGRAPHIC REGION							
Pacific	4666	195	268	171	135	16	5451
Row Percent	85.6%	3.6%	4.9%	3.1%	2.5%	.3%	100.0%
Column Percent	11.6%	16.2%	16.8%	15.3%	11.5%	10.9%	12.0%
Mountain	1836	59	122	60	52	4	2133
Row Percent	86.1%	2.8%	5.7%	2.8%	2.4%	.2%	100.0%
Column Percent	4.6%	4.9%	7.7%	5.4%	4.4%	2.7%	4.7%
West North Central	2703	92	88	53	51	9	2996
Row Percent	90.2%	3.1%	2.9%	1.8%	1.7%	.3%	100.0%
Column Percent	6.7%	7.6%	5.5%	4.7%	4.3%	6.1%	6.6%
West South Central	2907	83	108	65	81	11	3255
Row Percent	89.3%	2.5%	3.3%	2.0%	2.5%	.3%	100.0%
Column Percent	7.2%	6.9%	6.8%	5.8%	6.9%	7.5%	7.2%
East North Central	7589	193	244	152	205	14	8397
Row Percent	90.4%	2.3%	2.9%	1.8%	2.4%	.2%	100.0%
Column Percent	18.9%	16.0%	15.3%	13.6%	17.4%	9.5%	18.5%
East South Central	1552	38	64	32	35	3	1724
Row Percent	90.0%	2.2%	3.7%	1.9%	2.0%	.2%	100.0%
Column Percent	3.9%	3.2%	4.0%	2.9%	3.0%	2.0%	3.8%
Middle Atlantic	8522	208	210	246	222	19	9427
Row Percent	90.4%	2.2%	2.2%	2.6%	2.4%	.2%	100.0%
Column Percent	21.2%	17.3%	13.2%	22.0%	18.8%	12.9%	20.7%
South Atlantic	6550	186	284	141	165	17	7343
Row Percent	89.2%	2.5%	3.9%	1.9%	2.2%	.2%	100.0%
Column Percent	16.3%	15.5%	17.9%	12.6%	14.0%	11.6%	16.2%
New England	2963	94	148	93	61	11	3370
Row Percent	87.9%	2.8%	4.4%	2.8%	1.8%	.3%	100.0%
Column Percent	7.4%	7.8%	9.3%	8.3%	5.2%	7.5%	7.4%
No Answer	935	55	55	106	171	43	1365
Row Percent	68.5%	4.0%	4.0%	7.8%	12.5%	3.2%	100.0%
Column Percent	2.3%	4.6%	3.5%	9.5%	14.5%	29.3%	3.0%

Table 9.2.1

LENGTH OF UNEMPLOYMENT OF CHEMISTS UNEMPLOYED on MARCH 1, 1995
by AGE
1995 Survey of ACS Members

	LENGTH OF UNEMPLOYMENT						Total
	Less than 1 mo	1-3 mos	4-6 mos	7-12 mos	More than 1 yr	No answer	
AGE							
20-24	3	13	5	10	0	0	31
Row Percent	9.7%	41.9%	16.1%	32.3%	.0%	.0%	100.0%
Column Percent	2.8%	4.9%	2.3%	5.0%	.0%	.0%	2.8%
25-29	17	33	27	24	10	3	114
Row Percent	14.9%	28.9%	23.7%	21.1%	8.8%	2.6%	100.0%
Column Percent	15.9%	12.5%	12.5%	11.9%	3.5%	15.0%	10.4%
30-34	12	31	41	26	28	4	142
Row Percent	8.5%	21.8%	28.9%	18.3%	19.7%	2.8%	100.0%
Column Percent	11.2%	11.8%	19.0%	12.9%	9.9%	20.0%	13.0%
35-39	22	33	21	32	33	1	142
Row Percent	15.5%	23.2%	14.8%	22.5%	23.2%	.7%	100.0%
Column Percent	20.6%	12.5%	9.7%	15.8%	11.6%	5.0%	13.0%
40-44	15	33	31	21	43	2	145
Row Percent	10.3%	22.8%	21.4%	14.5%	29.7%	1.4%	100.0%
Column Percent	14.0%	12.5%	14.4%	10.4%	15.1%	10.0%	13.3%
45-49	14	39	29	31	47	2	162
Row Percent	8.6%	24.1%	17.9%	19.1%	29.0%	1.2%	100.0%
Column Percent	13.1%	14.8%	13.4%	15.3%	16.5%	10.0%	14.8%
40-54	11	42	29	25	56	3	166
Row Percent	6.6%	25.3%	17.5%	15.1%	33.7%	1.8%	100.0%
Column Percent	10.3%	16.0%	13.4%	12.4%	19.7%	15.0%	15.2%
55-59	10	23	21	14	36	2	106
Row Percent	9.4%	21.7%	19.8%	13.2%	34.0%	1.9%	100.0%
Column Percent	9.3%	8.7%	9.7%	6.9%	12.7%	10.0%	9.7%
60-64	2	5	8	9	19	0	43
Row Percent	4.7%	11.6%	18.6%	20.9%	44.2%	.0%	100.0%
Column Percent	1.9%	1.9%	3.7%	4.5%	6.7%	.0%	3.9%
65-69	0	6	2	7	5	3	23
Row Percent	.0%	26.1%	8.7%	30.4%	21.7%	13.0%	100.0%
Column Percent	.0%	2.3%	.9%	3.5%	1.8%	15.0%	2.1%
70 or more	0	1	0	0	1	0	2
Row Percent	.0%	50.0%	.0%	.0%	50.0%	.0%	100.0%
Column Percent	.0%	.4%	.0%	.0%	.4%	.0%	.2%

Table 9.3.1

LENGTH OF UNEMPLOYMENT OF CHEMISTS UNEMPLOYED on MARCH 1, 1995
by SPECIALTY
1995 Survey of ACS Members

	LENGTH OF UNEMPLOYMENT						Total
	Less than 1 mo	1-3 mos	4-6 mos	7-12 mos	More than 1 yr	No answer	
WORK SPECIALTY							
Biochemistry	4	15	13	10	14	1	57
Row Percent	7.0%	26.3%	22.8%	17.5%	24.6%	1.8%	100.0%
Column Percent	3.7%	5.7%	6.0%	5.0%	4.9%	5.0%	5.2%
Biotechnology	4	16	12	9	7	0	48
Row Percent	8.3%	33.3%	25.0%	18.8%	14.6%	.0%	100.0%
Column Percent	3.7%	6.1%	5.6%	4.5%	2.5%	.0%	4.4%
General chemistry	3	9	4	6	7	2	31
Row Percent	9.7%	29.0%	12.9%	19.4%	22.6%	6.5%	100.0%
Column Percent	2.8%	3.4%	1.9%	3.0%	2.5%	10.0%	2.8%
Agricultural chemistry	3	9	10	4	6	0	32
Row Percent	9.4%	28.1%	31.3%	12.5%	18.8%	.0%	100.0%
Column Percent	2.8%	3.4%	4.6%	2.0%	2.1%	.0%	2.9%
Analytical chemistry	26	48	47	36	45	4	206
Row Percent	12.6%	23.3%	22.8%	17.5%	21.8%	1.9%	100.0%
Column Percent	24.3%	18.3%	21.8%	17.8%	15.8%	20.0%	18.9%
Clinical chemistry	1	2	5	3	3	1	15
Row Percent	6.7%	13.3%	33.3%	20.0%	20.0%	6.7%	100.0%
Column Percent	.9%	.8%	2.3%	1.5%	1.1%	5.0%	1.4%
Environmental chemistry	12	18	16	18	24	1	89
Row Percent	13.5%	20.2%	18.0%	20.2%	27.0%	1.1%	100.0%
Column Percent	11.2%	6.8%	7.4%	8.9%	8.5%	5.0%	8.2%
Inorganic chemistry	5	7	7	7	9	0	35
Row Percent	14.3%	20.0%	20.0%	20.0%	25.7%	.0%	100.0%
Column Percent	4.7%	2.7%	3.2%	3.5%	3.2%	.0%	3.2%
Materials science	5	9	10	16	18	3	61
Row Percent	8.2%	14.8%	16.4%	26.2%	29.5%	4.9%	100.0%
Column Percent	4.7%	3.4%	4.6%	7.9%	6.3%	15.0%	5.6%
Medicinal-Pharmaceutical	8	28	21	11	14	1	83
Row Percent	9.6%	33.7%	25.3%	13.3%	16.9%	1.2%	100.0%
Column Percent	7.5%	10.6%	9.7%	5.4%	4.9%	5.0%	7.6%

Table 9.3.1 (continued)

LENGTH OF UNEMPLOYMENT OF CHEMISTS UNEMPLOYED on MARCH 1, 1995
by SPECIALTY
1995 Survey of ACS Members

	LENGTH OF UNEMPLOYMENT						Total
	Less than 1 mo	1-3 mos	4-6 mos	7-12 mos	More than 1 yr	No answer	
WORK SPECIALTY							
Organic chemistry	13	26	19	22	20	1	101
Row Percent	12.9%	25.7%	18.8%	21.8%	19.8%	1.0%	100.0%
Column Percent	12.1%	9.9%	8.8%	10.9%	7.0%	5.0%	9.2%
Physical chemistry	2	15	9	8	19	2	55
Row Percent	3.6%	27.3%	16.4%	14.5%	34.5%	3.6%	100.0%
Column Percent	1.9%	5.7%	4.2%	4.0%	6.7%	10.0%	5.0%
Polymer chemistry	1	13	11	12	28	2	67
Row Percent	1.5%	19.4%	16.4%	17.9%	41.8%	3.0%	100.0%
Column Percent	.9%	4.9%	5.1%	5.9%	9.9%	10.0%	6.1%
Other chemical science	1	3	1	2	10	0	17
Row Percent	5.9%	17.6%	5.9%	11.8%	58.8%	.0%	100.0%
Column Percent	.9%	1.1%	.5%	1.0%	3.5%	.0%	1.6%
Business							
Administration	3	5	3	2	7	0	20
Row Percent	15.0%	25.0%	15.0%	10.0%	35.0%	.0%	100.0%
Column Percent	2.8%	1.9%	1.4%	1.0%	2.5%	.0%	1.8%
Computer science	1	2	2	3	7	0	15
Row Percent	6.7%	13.3%	13.3%	20.0%	46.7%	.0%	100.0%
Column Percent	.9%	.8%	.9%	1.5%	2.5%	.0%	1.4%
Law	1	1	0	1	2	0	5
Row Percent	20.0%	20.0%	.0%	20.0%	40.0%	.0%	100.0%
Column Percent	.9%	.4%	.0%	.5%	.7%	.0%	.5%
Other nonchemistry	3	12	5	13	22	1	56
Row Percent	5.4%	21.4%	8.9%	23.2%	39.3%	1.8%	100.0%
Column Percent	2.8%	4.6%	2.3%	6.4%	7.7%	5.0%	5.1%
More than one field	1	0	0	1	0	0	2
Row Percent	50.0%	.0%	.0%	50.0%	.0%	.0%	100.0%
Column Percent	.9%	.0%	.0%	.5%	.0%	.0%	.2%
No answer	10	25	21	18	22	1	97
Row Percent	10.3%	25.8%	21.6%	18.6%	22.7%	1.0%	100.0%
Column Percent	9.3%	9.5%	9.7%	8.9%	7.7%	5.0%	8.9%

Table 9.4.1

LENGTH OF UNEMPLOYMENT OF CHEMISTS UNEMPLOYED on MARCH 1, 1995
by GEOGRAPHIC REGION
1995 Survey of ACS Members

GEOGRAPHIC REGION	LENGTH OF UNEMPLOYMENT						Total
	Less than 1 mo	1-3 mos	4-6 mos	7-12 mos	More than 1 yr	No answer	
Pacific	19	49	28	33	38	1	168
Row Percent	11.3%	29.2%	16.7%	19.6%	22.6%	.6%	100.0%
Column Percent	17.8%	18.6%	13.0%	16.3%	13.4%	5.0%	15.4%
Mountain	2	18	10	11	16	3	60
Row Percent	3.3%	30.0%	16.7%	18.3%	26.7%	5.0%	100.0%
Column Percent	1.9%	6.8%	4.6%	5.4%	5.6%	15.0%	5.5%
West North Central	4	11	13	9	16	0	53
Row Percent	7.5%	20.8%	24.5%	17.0%	30.2%	.0%	100.0%
Column Percent	3.7%	4.2%	6.0%	4.5%	5.6%	.0%	4.9%
West South Central	3	16	9	14	19	2	63
Row Percent	4.8%	25.4%	14.3%	22.2%	30.2%	3.2%	100.0%
Column Percent	2.8%	6.1%	4.2%	6.9%	6.7%	10.0%	5.8%
East North Central	10	34	35	34	31	3	147
Row Percent	6.8%	23.1%	23.8%	23.1%	21.1%	2.0%	100.0%
Column Percent	9.3%	12.9%	16.2%	16.8%	10.9%	15.0%	13.5%
East South Central	3	3	9	4	12	1	32
Row Percent	9.4%	9.4%	28.1%	12.5%	37.5%	3.1%	100.0%
Column Percent	2.8%	1.1%	4.2%	2.0%	4.2%	5.0%	2.9%
Middle Atlantic	30	65	54	39	51	3	242
Row Percent	12.4%	26.9%	22.3%	16.1%	21.1%	1.2%	100.0%
Column Percent	28.0%	24.7%	25.0%	19.3%	18.0%	15.0%	22.2%
South Atlantic	17	26	30	22	41	2	138
Row Percent	12.3%	18.8%	21.7%	15.9%	29.7%	1.4%	100.0%
Column Percent	15.9%	9.9%	13.9%	10.9%	14.4%	10.0%	12.6%
New England	16	24	9	19	21	1	90
Row Percent	17.8%	26.7%	10.0%	21.1%	23.3%	1.1%	100.0%
Column Percent	15.0%	9.1%	4.2%	9.4%	7.4%	5.0%	8.2%

Table 10.3.1

ALL RESPONDENTS
by WORK SPECIALTY and HIGHEST DEGREE
1995 Survey of ACS Members

	HIGHEST DEGREE					Total
	BS	MS	PhD	Other	No answer	
WORK SPECIALTY						
Chemical						
engineering	559	650	1281	15	22	2527
Row Percent	22.1%	25.7%	50.7%	.6%	.9%	100.0%
Column Percent	4.8%	7.1%	4.5%	3.1%	3.2%	5.0%
Biochemistry	233	193	2243	15	23	2707
Row Percent	8.6%	7.1%	82.9%	.6%	.8%	100.0%
Column Percent	2.0%	2.1%	7.9%	3.1%	3.3%	5.4%
Biotechnology	162	198	829	6	15	1210
Row Percent	13.4%	16.4%	68.5%	.5%	1.2%	100.0%
Column Percent	1.4%	2.2%	2.9%	1.2%	2.2%	2.4%
General chemistry	568	754	1046	15	17	2400
Row Percent	23.7%	31.4%	43.6%	.6%	.7%	100.0%
Column Percent	4.9%	8.2%	3.7%	3.1%	2.5%	4.8%
Agricultural						
chemistry	354	214	741	13	16	1338
Row Percent	26.5%	16.0%	55.4%	1.0%	1.2%	100.0%
Column Percent	3.0%	2.3%	2.6%	2.7%	2.3%	2.7%
Analytical						
chemistry	3082	1701	3584	67	46	8480
Row Percent	36.3%	20.1%	42.3%	.8%	.5%	100.0%
Column Percent	26.4%	18.6%	12.7%	13.8%	6.7%	16.9%
Clinical chemistry	98	71	266	2	5	442
Row Percent	22.2%	16.1%	60.2%	.5%	1.1%	100.0%
Column Percent	.8%	.8%	.9%	.4%	.7%	.9%
Environmental						
chemistry	1398	930	1456	31	27	3842
Row Percent	36.4%	24.2%	37.9%	.8%	.7%	100.0%
Column Percent	12.0%	10.1%	5.1%	6.4%	3.9%	7.6%
Inorganic						
chemistry	263	176	1372	14	6	1831
Row Percent	14.4%	9.6%	74.9%	.8%	.3%	100.0%
Column Percent	2.3%	1.9%	4.9%	2.9%	.9%	3.6%

Table 10.3.1 (continued)

ALL RESPONDENTS
by WORK SPECIALTY and HIGHEST DEGREE
1995 Survey of ACS Members

	HIGHEST DEGREE					Total
	BS	MS	PhD	Other	No answer	
WORK SPECIALTY						
Materials science	322	269	1179	14	15	1799
Row Percent	17.9%	15.0%	65.5%	.8%	.8%	100.0%
Column Percent	2.8%	2.9%	4.2%	2.9%	2.2%	3.6%
Medicinal-Pharmaceutical	533	496	2100	30	22	3181
Row Percent	16.8%	15.6%	66.0%	.9%	.7%	100.0%
Column Percent	4.6%	5.4%	7.4%	6.2%	3.2%	6.3%
Organic chemistry	962	761	4145	49	40	5957
Row Percent	16.1%	12.8%	69.6%	.8%	.7%	100.0%
Column Percent	8.2%	8.3%	14.7%	10.1%	5.8%	11.8%
Physical chemistry	150	143	2340	11	16	2660
Row Percent	5.6%	5.4%	88.0%	.4%	.6%	100.0%
Column Percent	1.3%	1.6%	8.3%	2.3%	2.3%	5.3%
Polymer chemistry	899	602	2273	30	24	3828
Row Percent	23.5%	15.7%	59.4%	.8%	.6%	100.0%
Column Percent	7.7%	6.6%	8.0%	6.2%	3.5%	7.6%
Other chemical science	205	237	544	7	10	1003
Row Percent	20.4%	23.6%	54.2%	.7%	1.0%	100.0%
Column Percent	1.8%	2.6%	1.9%	1.4%	1.4%	2.0%
Business						
Administration	253	459	438	13	11	1174
Row Percent	21.6%	39.1%	37.3%	1.1%	.9%	100.0%
Column Percent	2.2%	5.0%	1.5%	2.7%	1.6%	2.3%
Computer science	129	132	313	2	3	579
Row Percent	22.3%	22.8%	54.1%	.3%	.5%	100.0%
Column Percent	1.1%	1.4%	1.1%	.4%	.4%	1.2%
Law						
Law	40	56	153	76	33	358
Row Percent	11.2%	15.6%	42.7%	21.2%	9.2%	100.0%
Column Percent	.3%	.6%	.5%	15.7%	4.8%	.7%
Other nonchemistry						
Other nonchemistry	604	676	1214	33	36	2563
Row Percent	23.6%	26.4%	47.4%	1.3%	1.4%	100.0%
Column Percent	5.2%	7.4%	4.3%	6.8%	5.2%	5.1%

Table 10.4.1

ALL RESPONDENTS
by RACE/ETHNICITY ¹ and HIGHEST DEGREE
1995 Survey of ACS Members

	HIGHEST DEGREE					Total
	BS	MS	PhD	Other	No answer	
RACE/ETHNICITY						
African American	263	142	248	12	7	672
Row Percent	39.1%	21.1%	36.9%	1.8%	1.0%	100.0%
Column Percent	2.3%	1.5%	.9%	2.5%	1.0%	1.3%
American Indian	45	18	38	2	1	104
Row Percent	43.3%	17.3%	36.5%	1.9%	1.0%	100.0%
Column Percent	.4%	.2%	.1%	.4%	.1%	.2%
Chinese	181	418	1860	10	16	2485
Row Percent	7.3%	16.8%	74.8%	.4%	.6%	100.0%
Column Percent	1.6%	4.6%	6.6%	2.1%	2.3%	4.9%
Japanese	72	65	241	1	3	382
Row Percent	18.8%	17.0%	63.1%	.3%	.8%	100.0%
Column Percent	.6%	.7%	.9%	.2%	.4%	.8%
Korean	26	30	152	0	2	210
Row Percent	12.4%	14.3%	72.4%	.0%	1.0%	100.0%
Column Percent	.2%	.3%	.5%	.0%	.3%	.4%
Subcont. Indian	61	158	851	5	12	1087
Row Percent	5.6%	14.5%	78.3%	.5%	1.1%	100.0%
Column Percent	.5%	1.7%	3.0%	1.0%	1.7%	2.2%
Other Asian	185	137	465	10	10	807
Row Percent	22.9%	17.0%	57.6%	1.2%	1.2%	100.0%
Column Percent	1.6%	1.5%	1.6%	2.1%	1.4%	1.6%
White	10176	7710	23027	414	345	41672
Row Percent	24.4%	18.5%	55.3%	1.0%	.8%	100.0%
Column Percent	87.2%	84.1%	81.4%	85.4%	49.9%	82.9%
Hispanic	321	213	540	9	14	1097
Row Percent	29.3%	19.4%	49.2%	.8%	1.3%	100.0%
Column Percent	2.7%	2.3%	1.9%	1.9%	2.0%	2.2%
Other	161	131	339	14	15	660
Row Percent	24.4%	19.8%	51.4%	2.1%	2.3%	100.0%
Column Percent	1.4%	1.4%	1.2%	2.9%	2.2%	1.3%

¹Hispanics are an exclusive group for this table. All other groups are NonHispanic.

Table 10.4.1 (continued)

ALL RESPONDENTS
by RACE/ETHNICITY ² and HIGHEST DEGREE
1995 Survey of ACS Members

	HIGHEST DEGREE					Total
	BS	MS	PhD	Other	No answer	
RACE/ETHNICITY						
No answer	182	145	516	8	266	1117
Row Percent	16.3%	13.0%	46.2%	.7%	23.8%	100.0%
Column Percent	1.6%	1.6%	1.8%	1.6%	38.5%	2.2%
Total	11673	9167	28277	485	691	50293
Row Percent	23.2%	18.2%	56.2%	1.0%	1.4%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

²Hispanics are an exclusive group for this table. All other groups are NonHispanic.

Table 10.5.1

ALL RESPONDENTS
by RACE/ETHNICITY³ and SEX
1995 Survey of ACS Members

	SEX			Total
	Men	Women	No answer	
RACE				
African American	439	229	4	672
Row Percent	65.3%	34.1%	.6%	100.0%
Column Percent	1.1%	2.2%	.7%	1.3%
American Indian	83	21	0	104
Row Percent	79.8%	20.2%	.0%	100.0%
Column Percent	.2%	.2%	.0%	.2%
Chinese	1828	646	11	2485
Row Percent	73.6%	26.0%	.4%	100.0%
Column Percent	4.7%	6.1%	1.9%	4.9%
Japanese	297	83	2	382
Row Percent	77.7%	21.7%	.5%	100.0%
Column Percent	.8%	.8%	.4%	.8%
Korean	155	53	2	210
Row Percent	73.8%	25.2%	1.0%	100.0%
Column Percent	.4%	.5%	.4%	.4%
Subcont. Indian	950	131	6	1087
Row Percent	87.4%	12.1%	.6%	100.0%
Column Percent	2.4%	1.2%	1.1%	2.2%
Other Asian	562	241	4	807
Row Percent	69.6%	29.9%	.5%	100.0%
Column Percent	1.4%	2.3%	.7%	1.6%
White	32860	8683	129	41672
Row Percent	78.9%	20.8%	.3%	100.0%
Column Percent	84.1%	81.7%	22.6%	82.9%
Hispanic	775	318	4	1097
Row Percent	70.6%	29.0%	.4%	100.0%
Column Percent	2.0%	3.0%	.7%	2.2%
Other	521	129	10	660
Row Percent	78.9%	19.5%	1.5%	100.0%
Column Percent	1.3%	1.2%	1.8%	1.3%

³Hispanics are an exclusive group for this table. All other groups are NonHispanic.

Table 10.5.1 (continued)

ALL RESPONDENTS
by RACE/ETHNICITY ⁴ and SEX
1995 Survey of ACS Members

	SEX			Total
	Men	Women	No answer	
RACE/ETHNICITY				
No answer	620	98	399	1117
Row Percent	55.5%	8.8%	35.7%	100.0%
Column Percent	1.6%	.9%	69.9%	2.2%
Total				
	39090	10632	571	50293
Row Percent	77.7%	21.1%	1.1%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%

⁴Hispanics are an exclusive group for this table. All other groups are NonHispanic.

Table 10.6.1

ALL RESPONDENTS
by RACE/ETHNICITY⁵ and CITIZENSHIP
1995 Survey of ACS Members

RACE/ETHNICITY	CITIZENSHIP					Total
	Native	Natural ized	Permane nt residen t	Other visa	No answer	
African American	536	76	52	4	4	672
Row Percent	79.8%	11.3%	7.7%	.6%	.6%	100.0%
Column Percent	1.3%	1.8%	1.5%	.4%	.6%	1.3%
American Indian	102	1	1	0	0	104
Row Percent	98.1%	1.0%	1.0%	.0%	.0%	100.0%
Column Percent	.2%	.0%	.0%	.0%	.0%	.2%
Chinese	196	983	1022	280	4	2485
Row Percent	7.9%	39.6%	41.1%	11.3%	.2%	100.0%
Column Percent	.5%	22.9%	29.7%	27.4%	.6%	4.9%
Japanese	235	34	69	41	3	382
Row Percent	61.5%	8.9%	18.1%	10.7%	.8%	100.0%
Column Percent	.6%	.8%	2.0%	4.0%	.5%	.8%
Korean	13	123	43	30	1	210
Row Percent	6.2%	58.6%	20.5%	14.3%	.5%	100.0%
Column Percent	.0%	2.9%	1.3%	2.9%	.2%	.4%
Subcont. Indian	14	502	444	122	5	1087
Row Percent	1.3%	46.2%	40.8%	11.2%	.5%	100.0%
Column Percent	.0%	11.7%	12.9%	11.9%	.8%	2.2%
Other Asian	50	430	232	88	7	807
Row Percent	6.2%	53.3%	28.7%	10.9%	.9%	100.0%
Column Percent	.1%	10.0%	6.8%	8.6%	1.1%	1.6%
White	38196	1691	1287	352	146	41672
Row Percent	91.7%	4.1%	3.1%	.8%	.4%	100.0%
Column Percent	93.4%	39.4%	37.5%	34.4%	22.7%	82.9%
Hispanic	627	251	172	44	3	1097
Row Percent	57.2%	22.9%	15.7%	4.0%	.3%	100.0%
Column Percent	1.5%	5.9%	5.0%	4.3%	.5%	2.2%
Other	377	145	81	50	7	660
Row Percent	57.1%	22.0%	12.3%	7.6%	1.1%	100.0%
Column Percent	.9%	3.4%	2.4%	4.9%	1.1%	1.3%

⁵Hispanics are an exclusive group for this table. All other groups are NonHispanic.

Table 10.6.1 (continued)

ALL RESPONDENTS
by RACE/ETHNICITY ⁶ and CITIZENSHIP
1995 Survey of ACS Members

	CITIZENSHIP					Total
	Native	Natural ized	Permane nt residen t	Other visa	No answer	
RACE?ETHNICITY						
No answer	620	98	399	1117		
Row Percent	55.5%	8.8%	35.7%	100.0%		
Column Percent	1.6%	.9%	69.9%	2.2%		
Total	40904	4288	3436	1022	643	50293
Row Percent	81.3%	8.5%	6.8%	2.0%	1.3%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

⁶Hispanics are an Exclusive group for this table. All other groups are NonHispanic.

Table 10.7.1

ALL RESPONDENTS
by GEOGRAPHIC REGION and AGE
1995 Survey of ACS Members

GEOGRAPHIC REGION	AGE						Total	
	20-29	30-39	40-49	50-59	60-69	70 or more		No answer
Pacific	513	1952	1746	1258	454	11	35	5969
Row Percent	8.6%	32.7%	29.3%	21.1%	7.6%	.2%	.6%	100.0%
Column Percent	11.2%	12.8%	12.6%	11.0%	10.5%	7.5%	4.8%	11.9%
Mountain	193	739	716	522	163	3	11	2347
Row Percent	8.2%	31.5%	30.5%	22.2%	6.9%	.1%	.5%	100.0%
Column Percent	4.2%	4.9%	5.2%	4.6%	3.8%	2.0%	1.5%	4.7%
West North Central	315	1036	900	722	260	13	12	3258
Row Percent	9.7%	31.8%	27.6%	22.2%	8.0%	.4%	.4%	100.0%
Column Percent	6.9%	6.8%	6.5%	6.3%	6.0%	8.8%	1.7%	6.5%
West South Central	278	1074	1084	914	363	18	14	3745
Row Percent	7.4%	28.7%	28.9%	24.4%	9.7%	.5%	.4%	100.0%
Column Percent	6.1%	7.1%	7.8%	8.0%	8.4%	12.2%	1.9%	7.4%
East North Central	901	2735	2557	2142	697	19	40	9091
Row Percent	9.9%	30.1%	28.1%	23.6%	7.7%	.2%	.4%	100.0%
Column Percent	19.7%	18.0%	18.5%	18.7%	16.1%	12.9%	5.5%	18.1%
East South Central	172	542	538	448	179	6	10	1895
Row Percent	9.1%	28.6%	28.4%	23.6%	9.4%	.3%	.5%	100.0%
Column Percent	3.8%	3.6%	3.9%	3.9%	4.1%	4.1%	1.4%	3.8%

Table 10.8.1

ALL RESPONDENTS
by GEOGRAPHIC REGION and WORK FUNCTION
1995 Survey of ACS Members

WORK FUNCTION	GEOGRAPHIC REGION										Total
	Pacific	Mount	WN Central	WS Central	EN Central	ES Central	Middle Atl	S Atl	New England	No Answer	
R&D Mgt	551	170	260	264	817	147	1145	777	381	143	4655
Row Percent	11.8%	3.7%	5.6%	5.7%	17.6%	3.2%	24.6%	16.7%	8.2%	3.1%	100.0%
Column Percent	9.2%	7.2%	8.0%	7.0%	9.0%	7.8%	11.0%	9.6%	10.2%	7.9%	9.3%
Basic research	523	177	190	171	698	95	1053	702	298	106	4013
Row Percent	13.0%	4.4%	4.7%	4.3%	17.4%	2.4%	26.2%	17.5%	7.4%	2.6%	100.0%
Column Percent	8.8%	7.5%	5.8%	4.6%	7.7%	5.0%	10.1%	8.7%	8.0%	5.9%	8.0%
Applied research	1325	451	728	881	2456	343	2898	1776	962	275	12095
Row Percent	11.0%	3.7%	6.0%	7.3%	20.3%	2.8%	24.0%	14.7%	8.0%	2.3%	100.0%
Column Percent	22.2%	19.2%	22.3%	23.5%	27.0%	18.1%	27.9%	22.0%	25.8%	15.3%	24.0%
General Mgt	350	149	150	226	468	116	504	517	192	84	2756
Row Percent	12.7%	5.4%	5.4%	8.2%	17.0%	4.2%	18.3%	18.8%	7.0%	3.0%	100.0%
Column Percent	5.9%	6.3%	4.6%	6.0%	5.1%	6.1%	4.9%	6.4%	5.2%	4.7%	5.5%
Marketing	246	76	108	189	382	60	465	303	174	56	2059
Row Percent	11.9%	3.7%	5.2%	9.2%	18.6%	2.9%	22.6%	14.7%	8.5%	2.7%	100.0%
Column Percent	4.1%	3.2%	3.3%	5.0%	4.2%	3.2%	4.5%	3.8%	4.7%	3.1%	4.1%
Production	321	106	229	313	596	170	640	427	227	103	3132
Row Percent	10.2%	3.4%	7.3%	10.0%	19.0%	5.4%	20.4%	13.6%	7.2%	3.3%	100.0%
Column Percent	5.4%	4.5%	7.0%	8.4%	6.6%	9.0%	6.2%	5.3%	6.1%	5.7%	6.2%

Table 10.8.1 (continued)

ALL RESPONDENTS
by GEOGRAPHIC REGION and WORK FUNCTION
1995 Survey of ACS Members

FUNCTION	GEOGRAPHIC REGION										Total
	Pacific	Mount	WN	WS	EN	ES	Middle	S	AtI	New	
	Central	Central	Central	Central	Central	Central	AtI	AtI	England	Answer	
Health & Safety	191	93	88	117	248	52	301	396	86	39	1611
Row Percent	11.9%	5.8%	5.5%	7.3%	15.4%	3.2%	18.7%	24.6%	5.3%	2.4%	100.0%
Column Percent	3.2%	4.0%	2.7%	3.1%	2.7%	2.7%	2.9%	4.9%	2.3%	2.2%	3.2%
Forensics	34	19	13	19	66	11	53	55	15	12	297
Row Percent	11.4%	6.4%	4.4%	6.4%	22.2%	3.7%	17.8%	18.5%	5.1%	4.0%	100.0%
Column Percent	.6%	.8%	.4%	.5%	.7%	.6%	.5%	.7%	.4%	.7%	.6%
Other lab analysis	265	130	152	160	419	89	351	284	102	64	2016
Row Percent	13.1%	6.4%	7.5%	7.9%	20.8%	4.4%	17.4%	14.1%	5.1%	3.2%	100.0%
Column Percent	4.4%	5.5%	4.7%	4.3%	4.6%	4.7%	3.4%	3.5%	2.7%	3.6%	4.0%
Teaching	48	17	35	44	87	27	85	70	32	27	472
Row Percent	10.2%	3.6%	7.4%	9.3%	18.4%	5.7%	18.0%	14.8%	6.8%	5.7%	100.0%
Column Percent	.8%	.7%	1.1%	1.2%	1.0%	1.4%	.8%	.9%	.9%	1.5%	.9%
Chem info services	34	8	13	19	151	7	97	76	14	19	438
Row Percent	7.8%	1.8%	3.0%	4.3%	34.5%	1.6%	22.1%	17.4%	3.2%	4.3%	100.0%
Column Percent	.6%	.3%	.4%	.5%	1.7%	.4%	.9%	.9%	.4%	1.1%	.9%
Computers	48	17	23	30	45	10	69	56	26	12	336
Row Percent	14.3%	5.1%	6.8%	8.9%	13.4%	3.0%	20.5%	16.7%	7.7%	3.6%	100.0%
Column Percent	.8%	.7%	.7%	.8%	.5%	.5%	.7%	.7%	.7%	.7%	.7%

Table 10.9.1

ALL RESPONDENTS
by GEOGRAPHIC REGION and WORK SPECIALTY
1995 Survey of ACS Members

WORK SPECIALTY	GEOGRAPHIC REGION										Total
	Pacific	Mount	WN Central	WS Central	EN Central	ES Central	Middle Atl	S Atl	New England	No Answer	
Chemical engineering Row Percent	274 10.8%	116 4.6%	126 5.0%	344 13.6%	380 15.0%	100 4.0%	516 20.4%	393 15.6%	199 7.9%	79 3.1%	2527 100.0%
Column Percent	4.6%	4.9%	3.9%	9.2%	4.2%	5.3%	5.0%	4.9%	5.3%	4.4%	5.0%
Biochemistry Row Percent	369 13.6%	102 3.8%	218 8.1%	183 6.8%	428 15.8%	102 3.8%	519 19.2%	481 17.8%	230 8.5%	75 2.8%	2707 100.0%
Column Percent	6.2%	4.3%	6.7%	4.9%	4.7%	5.4%	5.0%	6.0%	6.2%	4.2%	5.4%
Biotechnology Row Percent	322 26.6%	46 2.0%	63 5.2%	43 3.6%	156 12.9%	14 1.2%	192 15.9%	178 14.7%	165 13.6%	31 2.6%	1210 100.0%
Column Percent	5.4%	2.0%	1.9%	1.1%	1.7%	.7%	1.8%	2.2%	4.4%	1.7%	2.4%
General chemistry Row Percent	305 12.7%	118 4.9%	180 7.5%	179 7.5%	496 20.7%	117 4.9%	440 18.3%	341 14.2%	164 6.8%	60 2.5%	2400 100.0%
Column Percent	5.1%	5.0%	5.5%	4.8%	5.5%	6.2%	4.2%	4.2%	4.4%	3.3%	4.8%
Agricultural chemistry Row Percent	156 11.7%	45 3.4%	148 11.1%	67 5.0%	256 19.1%	44 3.3%	249 18.6%	310 23.2%	30 2.2%	33 2.5%	1338 100.0%
Column Percent	2.6%	1.9%	4.5%	1.8%	2.8%	2.3%	2.4%	3.8%	.8%	1.8%	2.7%
Analytical chemistry Row Percent	877 10.3%	454 5.4%	600 7.1%	683 8.1%	1649 19.4%	348 4.1%	1765 20.8%	1345 15.9%	530 6.3%	229 2.7%	8480 100.0%
Column Percent	14.7%	19.3%	18.4%	18.2%	18.1%	18.4%	17.0%	16.7%	14.2%	12.7%	16.9%

Table 10.9.1 (continued)

ALL RESPONDENTS
by GEOGRAPHIC REGION and WORK SPECIALTY
1995 Survey of ACS Members

WORK SPECIALTY	GEOGRAPHIC REGION										Total
	Pacific	Mount	WN	WS	EN	ES	Middle	S At I	New	No	
		Central	Central	Central	Central	Central	At I	England	England	Answer	
Clinical chemistry	86	27	24	81	14	72	81	35	14	442	
Row Percent	19.5%	6.1%	5.4%	18.3%	3.2%	16.3%	18.3%	7.9%	3.2%	100.0%	
Column Percent	1.4%	.8%	.6%	.9%	.7%	.7%	1.0%	.9%	.8%	.9%	
Environmental chemistry	598	326	308	625	173	532	726	208	91	3842	
Row Percent	15.6%	8.5%	8.0%	16.3%	4.5%	13.8%	18.9%	5.4%	2.4%	100.0%	
Column Percent	10.0%	13.9%	8.2%	6.9%	9.1%	5.1%	9.0%	5.6%	5.1%	7.6%	
Inorganic chemistry	166	103	162	383	76	356	267	126	47	1831	
Row Percent	9.1%	5.6%	8.8%	20.9%	4.2%	19.4%	14.6%	6.9%	2.6%	100.0%	
Column Percent	2.8%	4.4%	4.3%	4.2%	4.0%	3.4%	3.3%	3.4%	2.6%	3.6%	
Materials science	230	113	110	311	64	376	294	163	47	1799	
Row Percent	12.8%	6.3%	6.1%	17.3%	3.6%	20.9%	16.3%	9.1%	2.6%	100.0%	
Column Percent	3.9%	4.8%	2.9%	3.4%	3.4%	3.6%	3.6%	4.4%	2.6%	3.6%	
Medicinal-Pharmaceutical	388	80	97	558	72	931	484	293	89	3181	
Row Percent	12.2%	2.5%	3.0%	17.5%	2.3%	29.3%	15.2%	9.2%	2.8%	100.0%	
Column Percent	6.5%	3.4%	2.6%	6.1%	3.8%	9.0%	6.0%	7.9%	4.9%	6.3%	
Organic chemistry	597	207	481	1139	238	1392	886	471	185	5957	
Row Percent	10.0%	3.5%	8.1%	19.1%	4.0%	23.4%	14.9%	7.9%	3.1%	100.0%	
Column Percent	10.0%	8.8%	12.8%	12.5%	12.6%	13.4%	11.0%	12.6%	10.3%	11.8%	

Table 10.9.1 (continued)

ALL RESPONDENTS
by GEOGRAPHIC REGION and WORK SPECIALTY
1995 Survey of ACS Members

WORK SPECIALTY	GEOGRAPHIC REGION										Total
	Pacific	Mount	WN Central	WS Central	EN Central	ES Central	Middle Atl	S Atl	New England	No Answer	
Physical chemistry	400	158	169	197	443	105	523	401	189	75	2660
Row Percent	15.0%	5.9%	6.4%	7.4%	16.7%	3.9%	19.7%	15.1%	7.1%	2.8%	100.0%
Column Percent	6.7%	6.7%	5.2%	5.3%	4.9%	5.5%	5.0%	5.0%	5.1%	4.2%	5.3%
Polymer chemistry	254	69	223	297	886	164	869	597	363	106	3828
Row Percent	6.6%	1.8%	5.8%	7.8%	23.1%	4.3%	22.7%	15.6%	9.5%	2.8%	100.0%
Column Percent	4.3%	2.9%	6.8%	7.9%	9.7%	8.7%	8.4%	7.4%	9.7%	5.9%	7.6%
Other chemical science	114	63	42	84	185	34	231	160	68	22	1003
Row Percent	11.4%	6.3%	4.2%	8.4%	18.4%	3.4%	23.0%	16.0%	6.8%	2.2%	100.0%
Column Percent	1.9%	2.7%	1.3%	2.2%	2.0%	1.8%	2.2%	2.0%	1.8%	1.2%	2.0%
Business Administration	126	51	68	96	203	39	282	184	89	36	1174
Row Percent	10.7%	4.3%	5.8%	8.2%	17.3%	3.3%	24.0%	15.7%	7.6%	3.1%	100.0%
Column Percent	2.1%	2.2%	2.1%	2.6%	2.2%	2.1%	2.7%	2.3%	2.4%	2.0%	2.3%
Computer science	84	30	23	42	92	16	135	101	47	9	579
Row Percent	14.5%	5.2%	4.0%	7.3%	15.9%	2.8%	23.3%	17.4%	8.1%	1.6%	100.0%
Column Percent	1.4%	1.3%	.7%	1.1%	1.0%	.8%	1.3%	1.3%	1.3%	.5%	1.2%
Law	48	16	21	14	56	6	79	78	28	12	358
Row Percent	13.4%	4.5%	5.9%	3.9%	15.6%	1.7%	22.1%	21.8%	7.8%	3.4%	100.0%
Column Percent	.8%	.7%	.6%	.4%	.6%	.3%	.8%	1.0%	.8%	.7%	.7%

Table 10.9.1 (continued)

ALL RESPONDENTS
by GEOGRAPHIC REGION and WORK SPECIALTY
1995 Survey of ACS Members

WORK SPECIALTY	GEOGRAPHIC REGION								Total		
	Pacific	Mount	WN Central	WS Central	EN Central	ES Central	Middle At1	S At1		New England	No Answer
Other nonchemistry	322	139	168	180	404	86	510	479	176	99	2563
Row Percent	12.6%	5.4%	6.6%	7.0%	15.8%	3.4%	19.9%	18.7%	6.9%	3.9%	100.0%
Column Percent	5.4%	5.9%	5.2%	4.8%	4.4%	4.5%	4.9%	5.9%	4.7%	5.5%	5.1%
More than one	46	25	19	20	39	15	51	53	28	12	308
Row Percent	14.9%	8.1%	6.2%	6.5%	12.7%	4.9%	16.6%	17.2%	9.1%	3.9%	100.0%
Column Percent	.8%	1.1%	.6%	.5%	.4%	.8%	.5%	.7%	.8%	.7%	.6%
No answer	207	78	122	134	321	68	365	238	123	450	2106
Row Percent	9.8%	3.7%	5.8%	6.4%	15.2%	3.2%	17.3%	11.3%	5.8%	21.4%	100.0%
Column Percent	3.5%	3.3%	3.7%	3.6%	3.5%	3.6%	3.5%	2.9%	3.3%	25.0%	4.2%
Total	5969	2347	3258	3745	9091	1895	10385	8077	3725	1801	50293
Row Percent	11.9%	4.7%	6.5%	7.4%	18.1%	3.8%	20.6%	16.1%	7.4%	3.6%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 10.10.1

ALL RESPONDENTS
by GEOGRAPHIC REGION and SEX
1995 Survey of ACS Members

	SEX			Total
	Men	Women	No answer	
GEOGRAPHIC REGION				
Pacific	4589	1348	32	5969
Row Percent	76.9%	22.6%	.5%	100.0%
Column Percent	11.7%	12.7%	5.6%	11.9%
Mountain	1897	440	10	2347
Row Percent	80.8%	18.7%	.4%	100.0%
Column Percent	4.9%	4.1%	1.8%	4.7%
West North Central	2565	685	8	3258
Row Percent	78.7%	21.0%	.2%	100.0%
Column Percent	6.6%	6.4%	1.4%	6.5%
West South Central	3045	683	17	3745
Row Percent	81.3%	18.2%	.5%	100.0%
Column Percent	7.8%	6.4%	3.0%	7.4%
East North Central	7158	1907	26	9091
Row Percent	78.7%	21.0%	.3%	100.0%
Column Percent	18.3%	17.9%	4.6%	18.1%
East South Central	1521	366	8	1895
Row Percent	80.3%	19.3%	.4%	100.0%
Column Percent	3.9%	3.4%	1.4%	3.8%
Middle Atlantic	8164	2178	43	10385
Row Percent	78.6%	21.0%	.4%	100.0%
Column Percent	20.9%	20.5%	7.5%	20.6%
South Atlantic	6220	1831	26	8077
Row Percent	77.0%	22.7%	.3%	100.0%
Column Percent	15.9%	17.2%	4.6%	16.1%
New England	2888	819	18	3725
Row Percent	77.5%	22.0%	.5%	100.0%
Column Percent	7.4%	7.7%	3.2%	7.4%
No answer	1043	375	383	1801
Row Percent	57.9%	20.8%	21.3%	100.0%
Column Percent	2.7%	3.5%	67.1%	3.6%
Total	39090	10632	571	50293
Row Percent	77.7%	21.1%	1.1%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%

Table 10.12.1

SEX of Respondents by
 MARITAL STATUS
 1995 ACS Salary Survey

MARITAL STATUS	SEX							
	Men		Women		No answer		Total	
	Count	%	Count	%	Count	%	Count	
Single	4854	12.6%	2524	24.0%	16	9.2%	7394	15.0%
Single, prev. married	1969	5.1%	985	9.4%	4	2.3%	2958	6.0%
Married-chemist	3423	8.9%	1986	18.9%	20	11.6%	5429	11.0%
Married-scientist	4617	12.0%	1960	18.7%	33	19.1%	6610	13.4%
Married-nonscientist	23604	61.4%	3052	29.0%	100	57.8%	26756	54.4%
Total	38467	100.0%	10507	100.0%	173	100.0%	49147	100.0%

Table 10.12.2

SEX of respondent with
DEPENDENT CHILDREN LIVING AT HOME
1995 ACS Salary Survey

	SEX			Total
	Men	Women	No answer	
	%	%	%	
CHILDREN AT HOME				
Yes	19167	3900	79	23146
	49.3%	36.8%	44.1%	46.6%
No	19739	6693	100	26532
	50.7%	63.2%	55.9%	53.4%
Total	38906	10593	179	49678
	100.0%	100.0%	100.0%	100.0%

Table 10.12.3

SEX of respondent with
ELDER DEPENDENTS LIVING AT HOME
1995 ACS Salary Survey

	SEX			Total
	Men	Women	No answer	
	%	%	%	
ELDERS AT HOME				
Yes	1170	413	2	1585
	3.0%	3.9%	1.1%	3.2%
No	37385	10117	175	47677
	97.0%	96.1%	98.9%	96.8%
Total	38555	10530	177	49262
	100.0%	100.0%	100.0%	100.0%

Table 11.1.1.1

PERMANENT/TEMPORARY STATUS of respondents employed FULL-TIME
by EMPLOYER TYPE
1995 ACS Salary Survey

EMPLOYER TYPE	PERMANENT OR TEMPORARY JOB						Total			
	Permanent		Temporary		Agency temp			Fixed term contract		%
		%		%		%			%	
Industry	26223	98.7%	190	.7%	60	.2%	105	.4%	26578	100.0%
Government	3237	95.9%	91	2.7%	5	.1%	44	1.3%	3377	100.0%
Other Nonacademic	3176	94.1%	93	2.8%	8	.2%	98	2.9%	3375	100.0%
High School College or University	586	90.6%	18	2.8%	0	.0%	43	6.6%	647	100.0%
University	8321	87.8%	619	6.5%	5	.1%	532	5.6%	9477	100.0%
Total	41543	95.6%	1011	2.3%	78	.2%	822	1.9%	43454	100.0%

Table 11.2.1

REASONS FOR PART-TIME STATUS of respondents employed PART-TIME
by EMPLOYER TYPE
1995 ACS Salary Survey

EMPLOYER TYPE	REASON FOR PART-TIME						Total			
	Prefer	Full-time not avail.		Family constraints		Other				
		%	%	%	%					
Industry	93	34.3%	62	22.9%	76	28.0%	40	14.8%	271	100.0%
Government	11	21.6%	9	17.6%	16	31.4%	15	29.4%	51	100.0%
Other Nonacademic	140	39.3%	72	20.2%	47	13.2%	97	27.2%	356	100.0%
High School College or University	8	30.8%	2	7.7%	9	34.6%	7	26.9%	26	100.0%
Total	342	27.0%	214	38.0%	68	12.1%	191	33.9%	563	100.0%
									1267	100.0%

Table 11.3.1

RESTRICTIONS ON SEARCH OF UNEMPLOYED RESPONDENTS
by HIGHEST DEGREE of respondent
1995 ACS Salary Survey

HIGHEST DEGREE	RESTRICTION ON SEARCH						Total
	Cannot relocate	Family	Need for part-time	Other	None		
BS	63	23	12	39	158	295	
%	21.4%	7.8%	4.1%	13.2%	53.6%	100.0%	
MS	58	16	8	35	125	242	
%	24.0%	6.6%	3.3%	14.5%	51.7%	100.0%	
PhD	105	40	15	49	384	593	
%	17.7%	6.7%	2.5%	8.3%	64.8%	100.0%	
Other	8	2	1	4	16	31	
%	25.8%	6.5%	3.2%	12.9%	51.6%	100.0%	
Total	234	81	36	127	683	1161	
%	20.2%	7.0%	3.1%	10.9%	58.8%	100.0%	

Table 11.4.1

REASONS FOR NOT SEEKING
of respondents who are NOT EMPLOYED AND NOT SEEKING WORK
by HIGHEST DEGREE of respondent
1995 ACS Salary Survey

HIGHEST DEGREE	REASON FOR NO SEARCH						Total
	Health or personal	Family	No suitable job	Student	Retired	Other	
BS	16	54	9	126	175	18	398
%	4.0%	13.6%	2.3%	31.7%	44.0%	4.5%	100.0%
MS	12	55	7	71	151	11	307
%	3.9%	17.9%	2.3%	23.1%	49.2%	3.6%	100.0%
PhD	29	68	25	14	416	30	582
%	5.0%	11.7%	4.3%	2.4%	71.5%	5.2%	100.0%
Other	2	3	1	6	16	3	31
%	6.5%	9.7%	3.2%	19.4%	51.6%	9.7%	100.0%
Total	59	180	42	217	758	62	1318
%	4.5%	13.7%	3.2%	16.5%	57.5%	4.7%	100.0%

Table 11.5.1

Respondents doing any CONSULTING
by HIGHEST DEGREE of respondent
1995 ACS Salary Survey

		HIGHEST DEGREE			Total	
		BS	MS	PhD	Other	
DO YOU DO ANY CONSULTING						
Yes		1381	1374	6238	228	9221
%		12.0%	15.2%	22.3%	25.8%	18.7%
No		10143	7673	21748	657	40221
%		88.0%	84.8%	77.7%	74.2%	81.3%
Total		11524	9047	27986	885	49442
%		100.0%	100.0%	100.0%	100.0%	100.0%

Table 11.5.2

CONSULTING HOURS PER MONTH if any
by HIGHEST DEGREE of respondent
1995 ACS Salary Survey

	HIGHEST DEGREE				Total
	BS	MS	PhD	Other	
CONSULTING HOURS					
PER MONTH					
Less than 10	761	786	4346	140	6033
%	56.1%	58.4%	70.5%	62.2%	66.4%
10-19	195	169	840	27	1231
%	14.4%	12.6%	13.6%	12.0%	13.5%
20-39	115	85	397	21	618
%	8.5%	6.3%	6.4%	9.3%	6.8%
40-99	116	114	291	21	542
%	8.6%	8.5%	4.7%	9.3%	6.0%
100 or more	169	192	289	16	666
%	12.5%	14.3%	4.7%	7.1%	7.3%

Table 11.5.3

HOURLY RATE of those doing CONSULTING
by HIGHEST DEGREE and YEARS SINCE BS
1995 ACS Salary Survey

HOURLY CONSULTING RATE						
	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
HIGHEST DEGREE						
BS						
Total	1045	80	75	40	65	100
YEARS SINCE BS						
0-9	216	53	41	25	50	75
10-14	164	73	78	40	50	90
15-19	150	83	60	50	75	100
20-24	147	85	76	50	75	100
25-29	105	92	91	50	75	110
30-34	91	96	64	50	95	125
35-39	85	111	129	50	75	140
40 or more	87	86	55	45	75	100
MS						
Total	1043	83	74	44	65	100
YEARS SINCE BS						
0-9	86	56	37	22	50	75
10-14	136	74	57	42	60	98
15-19	175	74	45	40	65	100
20-24	161	81	59	40	70	100
25-29	168	84	54	50	75	100
30-34	129	98	114	45	65	100
35-39	100	89	75	50	70	110
40 or more	88	114	123	50	80	125
PhD						
Total	4735	111	93	55	100	125
YEARS SINCE BS						
0-9	130	76	53	40	60	100
10-14	413	88	70	50	80	100
15-19	586	98	89	50	85	100
20-24	619	104	70	50	100	125
25-29	779	115	97	62	100	125
30-34	943	116	93	60	100	150
35-39	643	122	106	60	100	150
40 or more	622	132	107	70	100	150
Other						
Total	128	115	94	55	100	145
YEARS SINCE BS						
20-24	19	127	126	60	100	125
25-29	17	102	58	65	100	125
30-34	23	126	72	75	100	150
35-39	22	150	126	80	100	160
40 or more	21	113	82	60	100	125

Table 11.6.1

WITHIN TYPE OF EMPLOYER: SEX OF SUPERVISOR
by SEX OF RESPONDENT
1995 ACS Salary Survey

	SEX				Total	
	Men		Women		%	
		%		%		
EMPLOYER TYPE						
Industry						
SEX OF SUPERVISOR						
Man	19170	88.8%	4239	81.2%	23409	87.3%
Woman	1820	8.4%	916	17.6%	2736	10.2%
NA	596	2.8%	64	1.2%	660	2.5%
Government						
SEX OF SUPERVISOR						
Man	2307	85.2%	706	80.6%	3013	84.1%
Woman	365	13.5%	162	18.5%	527	14.7%
NA	36	1.3%	8	.9%	44	1.2%
Other Nonacademic						
SEX OF SUPERVISOR						
Man	1774	62.0%	579	66.6%	2353	63.0%
Woman	272	9.5%	170	19.5%	442	11.8%
NA	817	28.5%	121	13.9%	938	25.1%
High School						
SEX OF SUPERVISOR						
Man	241	65.8%	194	65.1%	435	65.5%
Woman	107	29.2%	95	31.9%	202	30.4%
NA	18	4.9%	9	3.0%	27	4.1%
College or University						
SEX OF SUPERVISOR						
Man	7072	80.8%	1754	75.2%	8826	79.6%
Woman	843	9.6%	378	16.2%	1221	11.0%
NA	841	9.6%	200	8.6%	1041	9.4%
Total	36279	100.0%	9595	100.0%	45874	100.0%

Table 11.7.1

MEMBERSHIP ON ANY BOARD OF DIRECTORS
by SEX and HIGHEST DEGREE OF RESPONDENT
1995 ACS Salary Survey

	SERVE AS BOARD MEMBER?		Total
	Yes	No	
HIGHEST DEGREE			
BS			
SEX			
Men	426	7071	7497
%	5.7%	94.3%	100.0%
Women	48	3204	3252
%	1.5%	98.5%	100.0%
MS			
SEX			
Men	385	5672	6057
%	6.4%	93.6%	100.0%
Women	64	2266	2330
%	2.7%	97.3%	100.0%
PhD			
SEX			
Men	1200	21347	22547
%	5.3%	94.7%	100.0%
Women	98	3875	3973
%	2.5%	97.5%	100.0%
Other			
SEX			
Men	67	562	629
%	10.7%	89.3%	100.0%
Women	6	176	182
%	3.3%	96.7%	100.0%
Total	2294	44173	46467
%	4.9%	95.1%	100.0%

Table 11.8.1

NUMBER AND PERCENTAGE RECEIVING A BONUS IF ELIGIBLE
by SIZE OF EMPLOYER
1995 ACS Salary Survey

EMPLOYER SIZE	RECEIVED BONUS					
	Yes		No		Not applicable	
		%		%		%
Less than 500	3781	84.9%	642	14.4%	31	.7%
500 to 2,499	2553	87.3%	360	12.3%	10	.3%
2,500 to 9,999	2758	86.7%	411	12.9%	13	.4%
10,000 to 24,999	2334	92.3%	185	7.3%	9	.4%
25,000 or more	4007	91.7%	339	7.8%	22	.5%
Total	15433	88.4%	1937	11.1%	85	.5%

Table 11.8.2

AMOUNT OF BONUS of those receiving a bonus
by SIZE OF EMPLOYER and YEARS SINCE BS
1995 ACS Salary Survey

	AMOUNT OF BONUS					
	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER SIZE						
Less than 500						
Total	3560	11,011	32,615	1,000	3,000	8,685
YEARS SINCE BS						
0-1	38	1,394	2,523	350	700	1,100
2-4	200	1,683	3,157	500	1,000	2,000
5-9	436	3,153	6,741	600	1,500	3,000
10-14	592	4,970	10,027	917	2,000	5,000
15-19	596	9,441	27,174	1,405	3,200	8,000
20-24	498	10,829	32,549	1,500	3,700	10,000
25-29	444	13,736	37,272	1,522	5,000	12,000
30-34	346	18,738	43,971	2,000	5,000	15,000
35-39	220	28,343	63,119	2,500	7,250	24,500
40 or more	190	24,512	45,303	2,000	6,902	24,000
500 to 2,499						
Total	2416	7,221	17,530	1,000	2,700	6,774
YEARS SINCE BS						
2-4	101	1,403	1,611	500	1,000	1,600
5-9	260	2,549	4,107	850	1,500	2,517
10-14	408	3,792	12,079	1,000	2,000	4,000
15-19	410	5,724	9,681	1,200	3,000	6,600
20-24	356	6,359	8,357	1,500	3,068	7,750
25-29	339	9,887	18,189	1,600	4,000	10,257
30-34	291	12,751	26,055	2,000	5,000	15,000
35-39	146	13,921	36,234	2,000	4,260	13,300
40 or more	94	14,569	28,879	1,500	5,000	15,000
2,500 to 9,999						
Total	2611	8,876	22,494	1,500	3,240	9,000
YEARS SINCE BS						
2-4	70	1,802	2,184	500	1,100	2,450
5-9	252	2,973	8,205	922	1,750	3,000
10-14	418	4,213	6,408	1,200	2,303	4,500
15-19	440	6,364	9,698	1,800	3,035	8,000
20-24	438	8,990	12,970	2,000	5,000	10,500
25-29	375	11,539	19,831	2,000	5,500	12,300
30-34	307	17,032	47,666	2,100	6,000	16,500
35-39	205	13,266	20,671	2,300	6,000	15,000
40 or more	96	15,801	44,190	1,750	5,000	12,000

Table 11.8.2 (continued)

AMOUNT OF BONUS of those receiving a bonus
by SIZE OF EMPLOYER and YEARS SINCE BS
1995 ACS Salary Survey

	AMOUNT OF BONUS					
	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER SIZE						
10,000 to 24,999						
Total	2180	8,149	19,637	1,600	3,500	8,000
YEARS SINCE BS						
2-4	43	3,828	13,879	600	1,200	2,440
5-9	167	2,752	3,269	1,000	2,000	3,200
10-14	345	3,611	6,554	1,000	2,000	4,300
15-19	382	5,203	7,994	1,800	3,050	6,000
20-24	366	9,490	34,377	2,000	4,000	8,000
25-29	311	11,308	17,163	2,300	6,000	13,000
30-34	336	11,972	19,685	2,338	5,971	15,000
35-39	151	13,296	20,907	2,015	5,500	15,000
40 or more	69	12,597	25,048	2,000	6,913	16,000
25,000 or more						
Total	3761	9,648	21,781	2,300	5,000	10,000
YEARS SINCE BS						
2-4	59	1,871	1,581	900	1,500	2,683
5-9	257	3,181	6,306	1,100	2,000	3,400
10-14	514	4,504	7,802	1,600	3,000	5,000
15-19	641	5,898	7,013	2,000	4,000	6,800
20-24	565	8,947	17,456	3,000	5,000	10,000
25-29	640	13,014	28,853	3,500	6,902	15,000
30-34	571	14,920	27,573	3,560	7,000	15,000
35-39	301	14,047	21,554	3,500	7,600	18,000
40 or more	201	15,525	42,435	4,000	7,100	15,800

PAY SATISFACTION OF ALL RESPONDENTS
by WORK SPECIALTY
1995 Survey of ACS Members

WORK SPECIALTY	I AM PAID FAIRLY		
	Strongly agree	Disagree	Strongly disagree
Chemical Engineering Row Percent	506 20.4%	1215 49.1%	383 15.5%
Chemistry Row Percent	8314 19.8%	19938 47.5%	6565 15.6%
Nonchemistry Row Percent	286 22.5%	610 48.1%	204 16.1%
More than one Row Percent	25 22.3%	41 36.6%	31 27.7%
Total Percent	19.9%	47.6%	15.7%
			5.5%

Table 12.1.1.2

ADVANCEMENT SATISFACTION OF ALL RESPONDENTS
by WORK SPECIALTY
1995 Survey of ACS Members

		GOOD CHANCES FOR PROF ADVANCEMENT				
		Strongly agree	Agree	No opinion	Disagree Strongly disagree	
WORK SPECIALTY						
Chemical Engineering Row Percent		495 20.8%	1129 47.4%	267 11.2%	344 14.4%	147 6.2%
Chemistry Row Percent		8052 20.1%	17876 44.7%	4655 11.6%	6608 16.5%	2809 7.0%
Nonchemistry Row Percent		209 21.2%	378 38.4%	165 16.8%	167 17.0%	65 6.6%
More than one Row Percent		26 24.8%	37 35.2%	12 11.4%	17 16.2%	13 12.4%
Total Percent		20.2%	44.7%	11.7%	16.4%	7.0%

Table 12.1.3

ADVANCEMENT SATISFACTION OF ALL RESPONDENTS
by WORK SPECIALTY
1995 Survey of ACS Members

WORK SPECIALTY	GOOD CHANCES FOR MANAGERIAL ADVANCEMENT				
	Strongly agree	Agree	No opinion	Disagree Strongly disagree	
Chemical Engineering Row Percent	400 17.0%	986 41.8%	323 13.7%	407 17.3%	241 10.2%
Chemistry Row Percent	6401 16.4%	15191 38.9%	6376 16.3%	7454 19.1%	3667 9.4%
Nonchemistry Row Percent	246 21.2%	473 40.7%	134 11.5%	220 18.9%	88 7.6%
More than one Row Percent	23 21.7%	33 31.1%	15 14.2%	18 17.0%	17 16.0%
Total Percent	16.6%	39.1%	16.0%	19.0%	9.4%



American Chemical Society

1155 SIXTEENTH STREET, N.W.
WASHINGTON, D.C. 20036
PHONE (202) 872-4534

JOHN K CRUM
Executive Director

February 23, 1995

Dear Colleague:

Each year, the American Chemical Society studies the salaries and economic status of the U.S. chemical profession by surveying a sample of its members. This year, we are asking every ACS member in the U.S., who is not over 70 years of age and neither retired nor a student, to participate. The survey is sponsored by the Council Committee on Economic and Professional Affairs.

The questionnaire before you touches on three topics: salary, the demographic composition of the membership, and how members rate their jobs. These questions asked of such a large group will allow us to report to you on many more subgroups within the ACS than is usually possible. Information will now be available for more chemistry specialties, more industrial sectors, smaller geographic areas, and other groups such as women chemists, chemists with disabilities, and minority chemists.

Your participation is important to assure accurate results. Please take a few minutes now to complete the questionnaire and return it in the enclosed business reply envelope. The new optical scanning procedure is strictly confidential. 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 1995."

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

JKC/jsb

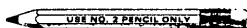
Enclosure

1995 Comprehensive Salary and Employment Status Survey

MARKING INSTRUCTIONS

• DO NOT USE A RED PEN •

• USE A NO.2 PENCIL



CORRECT MARK

• OR A BLACK OR BLUE PEN TO FILL THE OVALS.

INCORRECT MARKS

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

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

Bachelor's	19		Master's	19		Doctorate	19	
	0	0		0	0		0	0
	1	1		1	1		1	1
	2	2		2	2		2	2
	3	3		3	3		3	3
	4	4		4	4		4	4
	5	5		5	5		5	5
	6	6		6	6		6	6
	7	7		7	7		7	7
	8	8		8	8		8	8
	9	9		9	9		9	9

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	01	01
Biochemistry	02	02
Biotechnology	03	03
General chemistry	04	04
Agricultural/food chemistry	05	05
Analytical chemistry	06	06
Clinical chemistry	07	07
Environmental chemistry	08	08
Inorganic chemistry	09	09
Materials science	10	10
Medicinal/pharmaceutical chemistry	11	11
Organic chemistry	12	12
Physical chemistry	13	13
Polymer chemistry	14	14
Other chemical science	15	15
Business administration	16	16
Computer science	17	17
Law	18	18
Other non-chemistry	19	19

4. Please enter your primary employment status as of March 1, 1995. Choose the one category that best fits your situation.

- Employed full-time (35 hours or more per week) ① Skip to 5
- Employed part-time ② Skip to 6
- Postdoctoral or other fellowship ③ Skip to 11
- Not employed but actively seeking employment ④ Skip to 8
- Not employed and NOT seeking employment ⑤ Skip to 10

5. If you are currently employed FULL-TIME, is your job permanent or temporary?

- Permanent ①
 - Temporary ②
 - Agency temp ③
 - Fixed term contract ④
- } Skip to 11

6. If your current or most recent job is PART-TIME, please indicate the fraction of full-time that best describes that position.

- 1/4 or less ①
- 1/3 ②
- 1/2 ③
- 2/3 ④
- 3/4 or more ⑤

7. If your current or most recent job is PART-TIME, what is the main reason for that status?

- Prefer part-time work ①
 - Full-time work not available ②
 - Constraints due to family or marital status ③
 - Other ④
- } Skip to 11

8. If you were NOT EMPLOYED BUT ACTIVELY SEEKING EMPLOYMENT on March 1, 1995 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

9. If you were NOT EMPLOYED BUT ACTIVELY SEEKING EMPLOYMENT on March 1, 1995, was your job search restricted by:

- Inability to relocate ①
 - Family responsibilities ②
 - Need for part-time employment ③
 - Other ④
 - No restrictions ⑤
- } Skip to 11

10. If you were NOT EMPLOYED AND NOT SEEKING EMPLOYMENT on March 1, 1995, what was the most important reason for not seeking work?

- Temporary health or personal reasons ①
- Tending to family responsibilities ②
- Suitable job not available ③
- Student ④
- Retired ⑤
- Other ⑥

11. Regardless of your current status, was there any period when you were NOT EMPLOYED AND ACTIVELY SEEKING EMPLOYMENT in calendar year 1994?

- ① Yes
- ② No

IF YES, how many total months were you NOT EMPLOYED AND ACTIVELY SEEKING EMPLOYMENT during calendar year 1994?

- ① Less than 1 month
- ② 1 to 3 months
- ③ 4 to 6 months
- ④ 7 to 11 months
- ⑤ 12 months

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

- Less than 1 year ①
- 1 to 4 years ②
- 5 to 9 years ③
- 10 to 19 years ④
- 20 or more years ⑤

13. Since receiving your bachelor's degree, have you had any periods when you were neither employed nor attending school?

- ① Yes
- ② No

If yes, for how long?

- ① Less than 1 yr
- ② 1 to 2 yrs
- ③ 3 to 5 yrs
- ④ 6 to 10 yrs
- ⑤ More than 10 yrs

14. Do you do any consulting?

- ① Yes
- ② No

If yes, how many hours per month?

- ① Less than 10 hrs
- ② 10 - 19 hrs
- ③ 20 - 39 hrs
- ④ 40 - 99 hrs
- ⑤ 100 or more hrs

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

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

PART II. QUESTIONS ABOUT YOURSELF

1. Your sex:

- ① Male
- ② Female

2. Your age at last birthday before March 1, 1995:

AGE →

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

3. Your marital status:

- Single, never married ①
- Single, previously married ②
- Currently married/partnered to a chemist ③
- Currently married/partnered to a scientist, non-chemist ④
- Currently married/partnered to a non-scientist ⑤

4. Do you have any dependent children living at home?

- ① Yes
- ② No

If yes, please indicate the number of dependent children you have in each age category: (Mark 4 if more than 4)

- Less than 6 years old ① ② ③ ④
- 6 to 17 years old ① ② ③ ④
- 18 years old or older ① ② ③ ④

5. Do you have any elder dependents living at home?

- ① Yes
- ② No

6. Your citizenship or visa status:

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

7. What is your background?

- African American ①
- American Indian or Alaskan Native ②
- Chinese ③
- Japanese ④
- Korean ⑤
- Subcontinental Indian ⑥
- Other Asian or Pacific Islander ⑦
- White ⑧
- Other ⑨

8. Are you of Hispanic origin or descent?

- ① Yes
- ② No

9. What is the usual degree of difficulty you have with--

a. Seeing the words and letters in ordinary newspaper print (while wearing glasses or contact lenses if you usually wear them).

- No difficulty ①
- Some difficulty ②
- Great difficulty or unable to do ③

b. Hearing what is said in a normal conversation with another person (while wearing a hearing aid if you usually wear one).

- No difficulty ①
- Some difficulty ②
- Great difficulty or unable to do ③

c. Walking without assistance (human or mechanical) or using stairs.

- No difficulty ①
- Some difficulty ②
- Great difficulty or unable to do ③

d. Lifting/carrying objects associated with your normal occupational duties.

- No difficulty ①
- Some difficulty ②
- Great difficulty or unable to do ③

10. Do you have a diagnosed learning disability?

- ① Yes
- ② No

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

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

PART III. CURRENT INCOME AND JOB EVALUATION

1. **BASE ANNUAL SALARY** from **PRINCIPAL JOB** as of **March 1, 1995**. (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.

\$

0	0	0	0	0	0	0
1	1	1	1	1	1	1
2	2	2	2	2	2	2
3	3	3	3	3	3	3
4	4	4	4	4	4	4
5	5	5	5	5	5	5
6	6	6	6	6	6	6
7	7	7	7	7	7	7
8	8	8	8	8	8	8
9	9	9	9	9	9	9

 per year

2. **TOTAL PROFESSIONAL INCOME** during calendar year 1994. (INCLUDE consulting fees, base annual salary, bonuses, earnings from second job, overtime, summer teaching, and other supplemental earnings.)

\$

0	0	0	0	0	0	0
1	1	1	1	1	1	1
2	2	2	2	2	2	2
3	3	3	3	3	3	3
4	4	4	4	4	4	4
5	5	5	5	5	5	5
6	6	6	6	6	6	6
7	7	7	7	7	7	7
8	8	8	8	8	8	8
9	9	9	9	9	9	9

 per year

3. What was your **SALARY LAST YEAR**? Please indicate your 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.

\$

0	0	0	0	0	0	0
1	1	1	1	1	1	1
2	2	2	2	2	2	2
3	3	3	3	3	3	3
4	4	4	4	4	4	4
5	5	5	5	5	5	5
6	6	6	6	6	6	6
7	7	7	7	7	7	7
8	8	8	8	8	8	8
9	9	9	9	9	9	9

 per year

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

\$

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

 per hour

PLEASE EVALUATE THE FOLLOWING STATEMENTS AND INDICATE TO WHAT EXTENT YOU AGREE.

5. My employer pays me fairly in comparison with other employees who have similar duties and responsibilities.

- Strongly agree (1)
- Agree (2)
- No opinion (3)
- Disagree (4)
- Strongly disagree (5)
- Not applicable (6)

6. My chances for **PROFESSIONAL** advancement as a scientist within my company or organization are as good as those of other employees with equivalent qualifications and experience.

- Strongly agree (1)
- Agree (2)
- No opinion (3)
- Disagree (4)
- Strongly disagree (5)
- Not applicable (6)

7. My chances for **MANAGERIAL** or administrative advancement within my company or organization are as good as those of other employees with equivalent qualifications and experience.

- Strongly agree (1)
- Agree (2)
- No opinion (3)
- Disagree (4)
- Strongly disagree (5)
- Not applicable (6)

8. Is your immediate supervisor a:

- (1) Man
- (2) Woman
- (3) Not appl.

9. Do you serve as a member of any corporate board of directors?

- (1) Yes
- (2) No

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)

2. Your employer is a:

- Public institution (1)
- Private institution (2)

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)

4. Have you been granted tenure?

- Yes (1)
- Not tenured, in tenure track (2)
- Not tenured, not in tenure track (3)
- Not Applicable (4)

5. Your basic contract is for a period of:

- 9 or 10 months (1)
- 11 or 12 months (2)

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

- Teaching 1-25% 26-33% 34-50% 51-66% 67-75% 76-100%
- Research 1-25% 26-33% 34-50% 51-66% 67-75% 76-100%
- Administration 1-25% 26-33% 34-50% 51-66% 67-75% 76-100%
- Other 1-25% 26-33% 34-50% 51-66% 67-75% 76-100%

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)
Personal care (18)
Petroleum/natural gas (19)
Pharmaceuticals (20)
Plastics (21)
Rubber (22)
Soaps, detergents, surfactants (23)
Other manufactures (24)
Government:
Federal (civilian) (25)
State or local (26)
Military (27)
Other nonacademic employer:
Hospital, independent laboratory (28)
Non-profit organization, other research institution (29)
Other employment (30)

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)

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 or administration (other than R&D) (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)

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)

5. Were you eligible for a bonus during calendar 1994?

- (1) Yes (2) No (3) Not applicable

6. Did you receive a bonus during calendar 1994?

- (1) Yes (2) No (3) Not applicable

IF YES, please indicate amount \$

Grid for indicating bonus amount with digits 0-9 in a 10x10 layout.

7. How many people do you supervise, directly or indirectly?

- Professionals: 0, 1-2, 3-9, 10-14, 15-29, 30-49, 50-99, 100 or more
Technicians: 0, 1-2, 3-9, 10-14, 15-29, 30-49, 50-99, 100 or more
Others, including production workers: 0, 1-2, 3-9, 10-14, 15-29, 30-49, 50-99, 100 or more

Comments:

THANK YOU FOR YOUR PARTICIPATION. PLEASE RETURN THIS QUESTIONNAIRE IN THE ENVELOPE PROVIDED

115776

ACS CAREER SERVICES PUBLICATIONS

Salaries: The Society annually surveys the ACS membership, gathering detailed information on member chemists and chemical engineers. The reports based on this survey contain statistical tables describing the respondents' employment status, employer, work function and specialty, salaries, and demographic characteristics. Reports are available for each year from 1973 through the current year. For 1987, four separate reports are available: 1987 Salaries of Non-Academic Chemists, 1987 Salaries of Non-Academic Chemical Engineers, 1987 Salaries of Academic Chemists, and 1987 Employment Status and Demographic Characteristics of ACS Members.

Starting Salaries: ACS also surveys new graduates in chemistry and chemical engineering each year, and publishes reports detailing the graduates' employment status, post-graduation plans, starting salaries and other employment and demographic characteristics. Reports are available for each year from 1975.

Women Chemists: Every five years, the Society produces a supplemental report on the economic status of women in the ACS. Reports are available for 1975, 1980, 1985, 1990, and a new edition for 1995 will be available in spring 1996.

For prices and ordering information, please call or write:

ACS Membership Service Center
4000 Olson Memorial Highway
PO Box 9389
Minneapolis, MN 55440-9389
Phone: 800/451-9190 pr 612/520-6798
Fax: 612/520-6706

OTHER CAREER SERVICE PUBLICATIONS

Workforce Reports which are published three times a year, provide analyses of workforce issues. Each issue is devoted to a single topic, for example BS chemists or women chemists. Reports are available from September 1990 through the present.

Department of Career Services Bulletins which are published several times a year report current data on degrees, employment, and supply and demand.

Current Trends provides information on technology, business, economic, R&D, and hiring trends in the corporate, government, and academic worlds. Updated every five years.

Professional Employment Guidelines (PEG) addresses, for both employer and employee, good employment practices as the basis of sound professional relations. Topics include: terms of employment, employer environment; professional development; termination conditions; definition of multiple terminations; investigation of unprofessional conduct; patent rights for inventors; continuing education; and pension privileges.

Academic Professional Guidelines are extensions of the broader ACS Professional Employment Guidelines (PEG). Outlining reasonable and ethical professional conduct for faculty, students, associates, and administrators, the Guidelines are intended to enhance the relationships between these constituencies; and, to provide assistance on special issues that are of concern to chemical scientists in the academic environment.

ACS Career, Employment and Professional Resources: A Catalog of Publications, Programs & Services. This brochure lists all ACS career resources for high school and college students exploring career options; professionals seeking employment in chemistry and allied fields; and individuals facing the challenges of career development, career changes, and retirement.

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Employer Mailing List is the mailing list, arranged by state, used to solicit employers for ACS employment services. It is arranged by state, and can be purchased for \$10. Use of this mailing list is restricted to personal use only.

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