

Salaries

2006 Survey

Analysis of the American

Chemical Society's 2006

Comprehensive Salary and

Employment Status Survey



AMERICAN CHEMICAL SOCIETY
COMMITTEE ON ECONOMIC AND PROFESSIONAL AFFAIRS

Salaries 2006

ANALYSIS OF THE AMERICAN CHEMICAL SOCIETY'S
2006 COMPREHENSIVE SALARY AND
EMPLOYMENT STATUS SURVEY

American Chemical Society
1155 Sixteenth Street, NW
Washington, DC 20036

Available from the ACS Office of Society Services

Contents

ACKNOWLEDGMENTS iv

SUMMARY AND COMMENTS 1

- Special Notes on Data Collected 1
- All Chemists 1
- Industrial/ Private Sector Chemists 2
- Academic Chemists 3
- Other Factors Influencing Salary 3
- Trends in Chemists' Salaries 5

NON-SALARY INCOME 6

- Consulting 6
- Bonuses 7
- Stock as Part of Professional Income 8

EMPLOYMENT AND UNEMPLOYMENT 9

- Employment Status 9
- Unemployment Trends 9

TECHNICAL NOTES 11

- The Sample 11
- Definitions 11
- Discrepancies Among Tables 12
- Comparing Salaries 12
- Nonresponse Bias 12

LIST OF POSSIBLE ABBREVIATIONS FOR TABLES 13

GEOGRAPHIC REGIONS 16

LIST OF TABLES 17

TABLES 19

APPENDIX A: SURVEY QUESTIONNAIRE 57

APPENDIX B: REPRINT OF EMPLOYMENT & SALARY SURVEY
BY MICHAEL HEYLIN, *C&EN* 63

ACS CAREER SERVICES: WORKFORCE PUBLICATIONS ibc

Acknowledgements

This report presents detailed results of the 2006 ACS Comprehensive Salary and Employment Status Survey.

The ACS Council Committee on Economic and Professional Affairs (CEPA) and its Subcommittee on Surveys planned and provided general oversight of the survey and its analysis. The committee extends its heartfelt appreciation to those who agreed to participate in this survey.

The committee would also like to extend its appreciation to the development team. Janel Kasper-Wolfe, research analyst, and Gareth Edwards, research associate in ACS's Department of Member Research and Technology led the survey design process and produced the detailed tables. Paul Nentwig and his team at Intelliscan, Inc. implemented the survey. This report was written by Megan Henly. Blake Stenning of Pittny Creative designed the report. Eric Stewart provided copyediting services.

Warren Bush, *Chair*
CEPA Subcommittee on Surveys

Jeffrey R. Allum, *Research Manager*
Department of Member Research
and Technology

Summary and Comments

Results from the annual ACS Comprehensive Salary and Employment Status Survey indicate that salaries for chemists have stabilized after several years of moderate growth. In 2006, reported salaries for chemists increased at a rate slightly higher than inflation. Unemployment remains at three percent—just below the rate reported during the last four years, but still well above the levels for chemical scientists that were typical of most years since these studies began in 1972.

SPECIAL NOTES ON DATA COLLECTED

Due to a geographical sampling error, several cities were excluded from the 2006 survey. This mistake was caught by our contractor, Ellis Research when they added the new data to the ACS Salary Comparator. Certain cities, including Baltimore and San Francisco were not surveyed. Using our extensive data from the 2005 ChemCensus, Ellis was able to use a regression model to replace the missing data and correct the dataset.

ALL CHEMISTS

The median salary for all chemists responding to the ACS 2006 membership survey was \$86,500 in 2006. While this represents an increase over 2005 salaries (\$83,000), it barely compensates for the inflation rate of 3.4%. This indicates that while overall pay increased, the purchasing power of chemists only increased nominally.

While this is less than encouraging, it is a better scenario than reported by Michael Heylin in *Chemical & Engineering News*¹ regarding the 2005 salary data. The salaries from 2004 to 2005 rose only 1.2% overall – well below inflation. The situation was the same for all chemists in 2005, including bachelor's, master's, and doctorates.

TABLE 1. CHANGE IN ALL CHEMISTS SALARIES, 2005–2006

Degree	Median Salary 2006 (2005)	%Change from 2005 (current dollars)	Inflation 3.4% (constant dollars)
TOTAL	\$86,500 (83,000)	UP 4.2	UP 0.8
BACHELOR'S	\$66,300 (63,000)	UP 5.2	UP 1.8
MASTER'S	\$78,000 (74,000)	UP 5.4	UP 2.0
DOCTORATE	\$96,000 (93,000)	UP 3.2	DOWN 0.2

¹ Heylin, Michael, "Employment & Salary Survey," *Chemical & Engineering News*, September 18, 2006, pp. 42–51.

TABLE 2. CHANGE IN INDUSTRIAL/PRIVATE SECTOR CHEMISTS' SALARIES, 2005-2006

Degree	Median Salary 2006 (2005)	%Change from 2005 (current dollars)	(constant dollars)
BACHELOR'S	\$67,966 (65,000)	UP 4.6	UP 1.2
MASTER'S	\$82,560 (80,000)	UP 3.2	DOWN 0.2
DOCTORATE	\$103,000 (108,000)	UP 4.9	UP 1.5

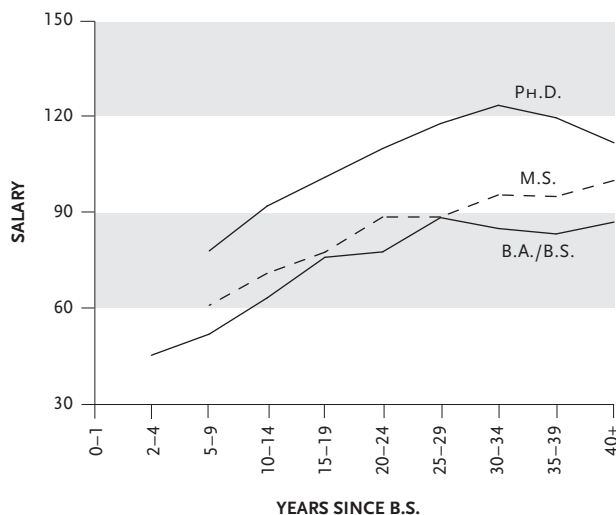
As Table 1 shows, there were differences by level of degree in 2006. PhDs in chemistry comprise a large portion of our survey's population; therefore their data weighs heavily on the overall median. Because doctorate salaries are barely compensating for inflation, the overall salary for all chemists is repressed. The median doctorate salary is \$96,000 in 2006 compared to \$93,000 last year. This

represents a decrease of 0.2% after adjusting for inflation.

Chemists at other degree levels fared better this year. Those whose highest degree is a bachelor's reported a median salary of \$66,300. This is 5.2% higher than last year and about 1.8% greater than inflation. Master's recipients earned \$78,000 in 2006. This is a healthy 4.0% gain over 2005 reported salaries.

INDUSTRIAL/ PRIVATE SECTOR CHEMISTS

In addition to level of education, sector of employment is a major factor determining the salaries of chemists. Those working in the private sector typically have the highest salaries. Table 2 shows the reported median salaries of private sector chemists by degree level for 2005 and 2006. For all degree levels, salaries increased between \$2,500 and \$5,000 in the industri-

FIGURE 1. 2006 INDUSTRIAL CHEMISTS' SALARIES BY YEARS SINCE BS AND DEGREE YEARS SINCE BS

al sector. Proportionate to salary, this increase had the greatest impact for doctorate's recipients and the smallest impact for masters. Overall, industrial salaries are exceeding the rate of inflation.

Figure 1 introduces another factor with a bearing on salary: amount of experience. This graph shows that as number of years since earning a degree increases, salary generally rises as well. The pattern is similar for all levels of degrees. Master's salaries are slightly higher than bachelor's salaries. PhD salaries are a substantially higher. However, 30 years after earning a PhD, industrial salaries appear to reach their maximum earning potential, beginning to fall slightly afterwards.

ACADEMIC CHEMISTS How do academic salaries compare with those of private sector employees? Table 3 shows the median salaries of PhD chemists by faculty rank. Compared to private sector chemists salary increases in academia have been weak. However, the overall picture is not clear. Assistant professors

reported increases of 4.1% (for those on a 9-10 month salary base) to 4.8% (for those on 11-12 month salary base) over 2005 salaries. This represented an increase even greater than inflation. Associate professors, on the other hand, experienced no real increase over last year (3.4% up to \$60,000) at the 9-10 month level or even slightly below inflation (2.5% up to \$82,000) at the 11-12 month base. Chemists with full professorships had the most inconsistent trend.

While those paid by the academic year earned less than last year in constant dollars (\$86,460), those paid for the entire calendar year reported an increase of 1.2% over inflation since 2005 (\$124,447). The reason for this pattern is not clear, although it emphasizes the importance of looking at such level of detail when comparing academic salaries.

**OTHER FACTORS
INFLUENCING SALARY**

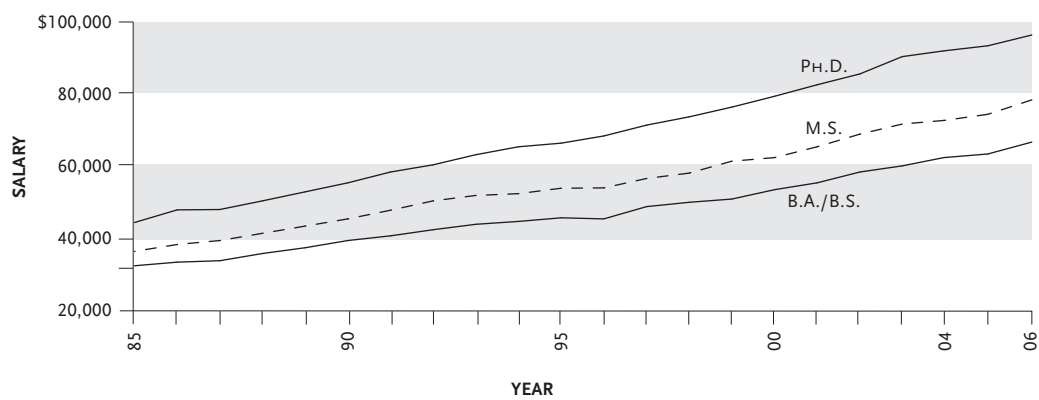
These tables offer an overview of salaries by degree level and employment sector. While these may be the most influential correlates of salary, a variety of other factors should also be considered.

As Figure 1 showed earlier, years of experience is particularly important. The tables in the appendix offer a detailed breakdown of the current salary ranges for chemists by amount of experience within each degree level and employment sector (Tables 1.1.1 to 1.1.3).

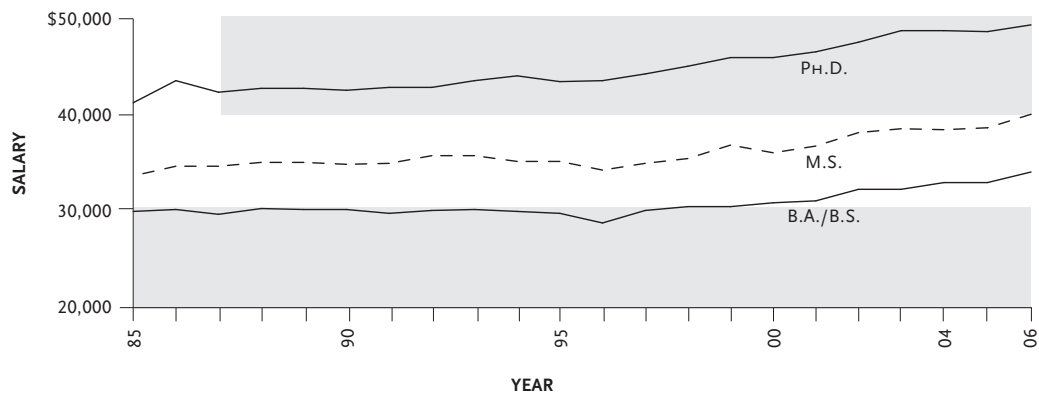
TABLE 3. CHANGE IN PH.D. ACADEMIC CHEMISTS' SALARIES, 2005-2006

Rank/ Contract	Median Salary 2006 (2005)	% Change from 2005	
		(current dollars)	(constant dollars)
FULL 9/10	\$86,405 (84,000)	UP 2.9	DOWN 0.5
FULL 11/12	\$130,000 (119,000)	UP 4.6	UP 1.2
ASSOC 9/10	\$60,000 (58,000)	UP 3.4	NO CHANGE
ASSOC 11/12	\$82,000 (80,000)	UP 2.5	DOWN 0.9
ASST 9/10	\$52,045 (50,000)	UP 4.1	UP 0.7
ASST 11/12	\$62,000 (65,000)	DOWN 3.1	DOWN 6.5

**FIGURE 2. CHEMISTS' MEDIAN SALARIES IN CURRENT AND CONSTANT DOLLARS
(IN CURRENT YEAR DOLLARS)**



(IN CONSTANT 1984 DOLLARS)



The appendix tables also compare salaries by the type of work performed. Table 2.2.2 shows that private sector chemists with bachelor's degrees who work as managers earn substantially more (\$90,000 on average) when compared to those performing analytical services (\$58,000). Similar tables are available for other degree levels and employment sectors. These detailed data can be useful for evaluating one's current salary.

TRENDS IN CHEMISTS' SALARIES

The median salaries of chemists have reliably increased every year. Figure 2 displays the amount of the increase by degree level. The top half of this chart shows the increase in current dollars, or the amount actually reported at the time of the study. Here we see that salaries for chemists have more than doubled over the last two decades. With these increases, the differences between degree levels appear to have widened. However, the lower half of this chart puts the increases into context by showing median salaries in 1984 dollars.

In the second graph, it is clear that chemist salaries have held relatively constant with inflation since 1985. Not until 2002 did these salaries begin to increase above the inflation rate. This real increase occurred at all degree levels but perhaps most notably among PhDs. This graph also shows that as time passes, salaries are not becoming particularly divergent across levels of education. The salaries of master's recipients follow a very similar pattern to that of bachelor's. Only recently have doctoral salaries began to increase at a slightly faster rate than lower degree levels.

Non-Salary Income

CONSULTING Salaries do not provide a complete picture of the earning potential of chemists. A good number have employers that provide yearly bonuses to supplement their salaries. Some chemists also seek freelance work outside of their primary employment. This section examines the additional income received by chemists in 2005.

Overall, 8% of chemists surveyed reported earning some income from consulting. This freelance work contributes a median value of \$9,000 to a worker's income. These additional funds are particularly important to academics who may not receive a paycheck during the summer. Almost one in

five (18.5%) college and university employees reported doing some consulting in 2005. The academic consultants charged a median of \$105 an hour and earned \$4,000 last year.

While academia is the profession where the greatest proportion of employees performs freelance work, it is not the sector that allows for the most profit. Private sector employees reported the largest income from contract work. Manufacturing chemists who freelanced in 2005 typically earned \$9,400 doing so. Non-manufacturing private sector chemists brought in \$44,000 on average. This may be attributable to self-employed chemists reporting their yearly income.

The hourly consulting rate appears to be determined by degree level and number of years of experience. Those whose highest degree is a bachelor's charged a median rate of \$85 an hour. Master's recipients charged \$90 and PhDs \$125 hourly. PhDs were most likely to do consulting: 10.6% reported additional income in 2005. Age also appears to be correlated with hourly

rate. The 2.1% of chemists in their twenties only charged about \$28 an hour for the work performed. By comparison, those over age sixty charged \$150 an hour.

TABLE 4. CONSULTING DONE IN 2006

	% Consult	Hourly Rate	Median Income
ALL CHEMISTS	8.0%	\$110	\$9,000
DEGREE			
B.S.	6.0%	\$85	\$24,000
M.S.	4.7%	\$90	\$22,500
PH.D.	10.6%	\$125	\$5,650
EMPLOYER			
INDUSTRY—MFG.	3.1%	\$100	\$9,400
INDUSTRY—NON MFG.	5.8%	\$108	\$44,000
GOVERNMENT	2.9%	\$75	\$4,250
COLLEGE OR UNIV.	18.5%	\$105	\$4,000
SEX			
MEN	9.0%	\$120	\$10,000
WOMEN	5.4%	\$100	\$4,000
AGE			
20–29	2.1%	\$28	\$4,500
30–39	4.4%	\$100	\$3,750
40–49	7.1%	\$105	\$8,000
50–59	10.0%	\$104	\$10,000
60–69	15.5%	\$150	\$12,000

Note: This year's respondents asked for previous year's consulting.

BONUSES Not all employers offer employee bonuses every year or to every employee. Last year, about half of chemists reported that they were eligible to receive a bonus. Of those eligible, 91.8% received a bonus with a median value of \$6,532. The amount of the bonus appears to be related to the employee's education level and amount of experience, as well as the sector of employment.

TABLE 5. BONUSES RECEIVED IN 2006

	% Eligible	% of Eligible Received	Median Bonus
ALL CHEMISTS	49.3%	91.8%	\$6,532
DEGREE			
B.S.	56.8%	91.1%	\$4,000
M.S.	53.9%	93.4%	\$6,000
PH.D.	45.5%	91.5%	\$9,000
EMPLOYER			
INDUSTRY—MFG.	71.9%	94.5%	\$8,000
INDUSTRY—NON MFG.	58.4%	86.2%	\$5,000
GOVERNMENT	38.1%	87.3%	\$2,000
COLLEGE OR UNIV.	3.4%	81.6%	\$3,000
SEX			
MEN	51.0%	91.5%	\$8,000
WOMEN	44.3%	92.7%	\$4,500
AGE			
20–29	44.1%	92.0%	\$2,330
30–39	47.0%	93.3%	\$5,000
40–49	55.2%	92.4%	\$7,800
50–59	52.3%	91.2%	\$10,000
60–69	37.3%	87.9%	\$6,000

Note: This year's respondents asked for previous year's bonuses.

Of those who earned a bonus, the typical amount for chemists with a bachelor's degree was \$4,000. Master's recipients earned an additional \$6,000 and PhD's earned \$9,000. While the amount of the bonus was higher for doctorates compared to other degree levels, fewer were eligible to receive a bonus (45.5% of PhDs compared to 53.9% of master's and 56.8% of bachelor's). This is consistent with the findings by employment sector where college and university employees are far less likely to be eligible for (13.4%) and receive (81.6%) a bonus. PhDs are overwhelmingly represented in academia.

Bonuses for chemists are also less common in government. Only about 38% of government employees said that they could receive a bonus in 2005. Of the ones who did receive a bonus, its typical value was only about \$2,000. Bonuses are utilized most often in the private sector where employers must be competitive with the perks offered by other companies. Non-manufacturing industries awarded \$5,000 to their chemists, on average. Manufacturing companies were even more generous. Almost 72% of chemists in this field were eligible for a bonus and

nearly all (94.5%) received one. The typical amount of the bonus was \$8,000.

Age may be used as a proxy measure for level of experience. As age (and therefore, number of years experience) increases, so does the amount of the bonus awarded. For each ten year increase, the bonus amount tends to increase approximately \$2,500. Those aged 20-29 typically earned a bonus of \$2,330. Chemists in their fifties reported bonuses around \$10,000. After age 59, fewer chemists are eligible for bonuses (37.3%) and the amount of the bonus typically awarded drops.

The average bonus awarded to a female chemist was about half the value (\$4,500) of that provided to male chemists (\$8,000). This is likely attributable to women's representation in some of the less-provided for areas (degree level, employment sector, and age).

STOCK AS PART OF PROFESSIONAL INCOME

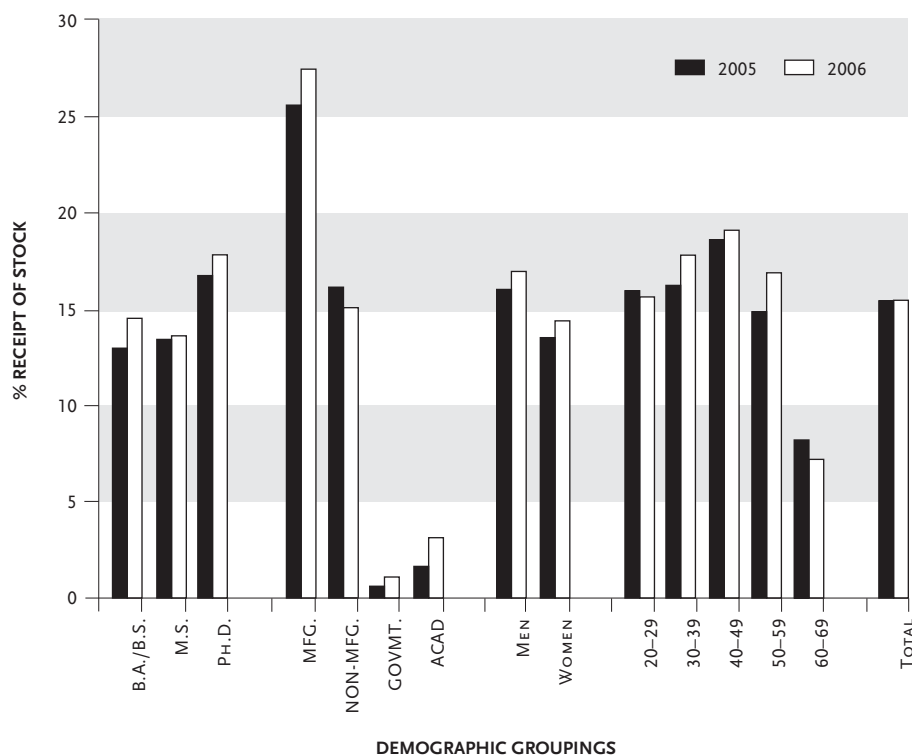
Another method of compensating employees is to offer company stock. ACS began asking our members about stock options received in the 2001 survey. Since then, the proportion reporting this type of remuneration has decreased subtly but consistently until this year. In 2002, 17.1% of chemists received stock options from their employers. In 2003, 16.5% received this benefit. By 2004, the proportion was 15.3% and in 2005 it was 15.2%. This year, 16.1% received stocks, indicating that perhaps the decline has stabilized.

Figure 3 shows the proportion of chemists who received stock options in 2005 and 2006 by a variety of characteristics. In almost every sub-category, the proportion offered

stocks increased in the last year. PhDs were more likely than other degree levels to receive stocks as part of their overall compensation (17.5% compared to 14.3% for bachelor's and 13.4% for master's). As might be expected, almost all of those receiving stocks worked for private companies. However, a small proportion of government (1.1%) and academic (3.1%) employees received this benefit. Within the private sector, stock options were most prevalent in manufacturing where over a quarter (27%) of chemists received them.

Small discrepancies may be noted by sex and age of the chemist. These differences are likely due to the representation of these groups within certain degree levels or employment sectors.

FIGURE 3. RECEIPT OF STOCK AS PART OF PROFESSIONAL INCOME FOR CHEMISTS: 2005 & 2006

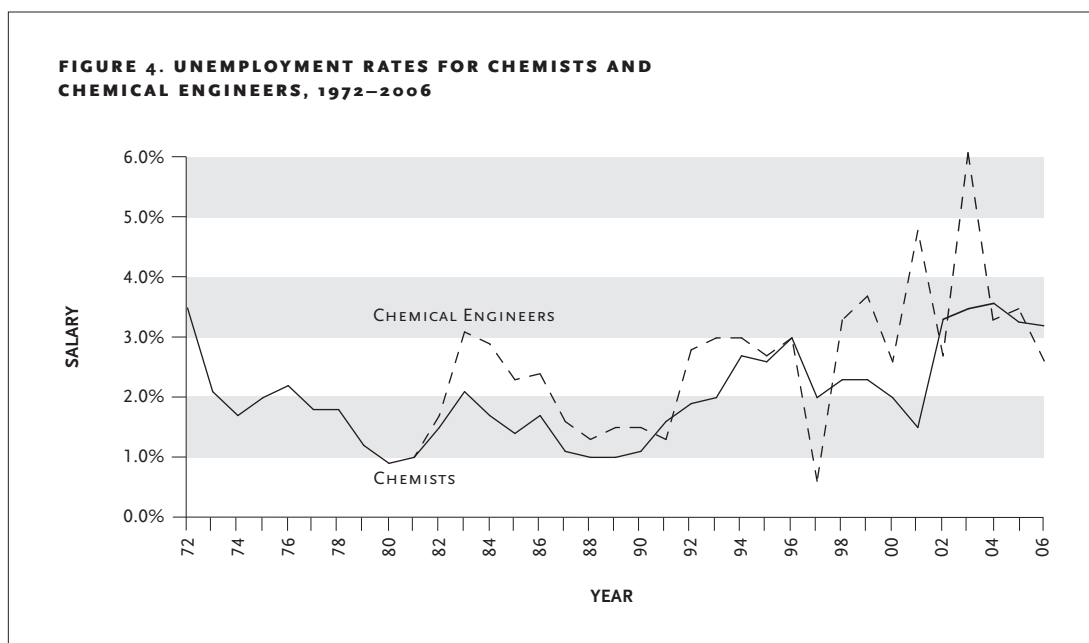


Note: This year's respondents asked for previous year's receipt of stock.

Employment and Unemployment

EMPLOYMENT STATUS This year 86.9% of chemists surveyed were employed in full-time positions. This is comparable to the past couple of years but 3.6 percentage points lower than the proportion working full-time a decade ago (90.5% in 1997). This shift is not due to increased unemployment, but rather a slightly larger proportion of chemists working part-time. In 2005, almost 4% worked part-time. This year 3.3% worked fewer than 35 hours a week. In 1997 the proportion was just 2.1%. In 2006 the proportion of chemists employed in temporary postdoctorate positions was 2.2%, similar to the past few years. Around 4.4% of chemists surveyed were outside of the labor force either through retirement or by choosing not to work.

UNEMPLOYMENT TRENDS While income is one way of measuring the climate of the workforce for chemical scientists, the trend in unemployment is another important way of understanding the situation. Figure 4 shows the proportion of all chemists and chemical engineers in the workforce who were seeking employment at the time of our study. It is clear that unemployment is generally higher now than it was in the early 1980's when ACS found very few chemists in need of work. However, for the most recent five years, we can see a leveling off in the unemployment rate. In 2006 3% of chemists and 2.2% of chemical engineers were seeking work. This is slightly lower than the record high unemployment rates set in the past two years.



The employment rates of chemists and chemical engineers have historically followed one another. However, between 2005 and 2006 the proportion of chemical engineers who are not working fell faster than that of chemists. The chemical engineering unemployment rate has been somewhat inconsistent over the past few years: very high in 2003 (6.0%), but only around 3% the year before and after. This may be because the ACS survey population consists mainly of chemists, making the estimates for chemical engineers somewhat less representative of their population. We should monitor the unemployment rate for these two groups over the next few years to determine the true relationship of unemployment between chem-

Technical Notes

THE SAMPLE The target population of the 2006 ACS Comprehensive Salary and Employment Status Survey is ACS regular members under the age of 70 who have U.S. mailing addresses and have neither student, retired, nor emeritus membership status. This year, a general sample was drawn from a database consisting of all members meeting the above criteria. A notification postcard with the web address of the survey was mailed to 24,000 members during the spring of 2006. Ultimately, 8,580 usable responses were received, a 35.8% response rate.

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 16 of Part 1, Question 3 of the questionnaire) or, if a non-chemistry work specialty (categories 17 through 20 of the same question), a degree field of chemistry or biochemistry.

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

Nonchemist: A respondent whose work specialty category is other than chemistry or chemical engineering, or if non-chemistry work specialty, no degree field of chemistry or biochemistry.

Academic: Pertaining to Ph.D.s working in 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). The unemployment rate calculated to compare with the national rate drops those “not seeking” or “fully retired” from the labor force.

Respondents indicated their employment status, base annual salaries, and ages as of March 1, 2006. The respondent's place of employment (current or most recent) determines geographic region. The listing of states by geographic regions follows this section.

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 response items in a survey. Not every respondent answers all questions all of the time. To illustrate, if one table groups the Ph.D.s according to specialty and another groups them according to work function, 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 work function.

COMPARING SALARIES Questions arise frequently about salary comparisons, such as between degrees of 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 on 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 records showed no bias in terms of age, sex, employer, or geographic region. In addition, a telephone follow-up of 388 nonrespondents to the 1991 survey showed the nonrespondents salaries were virtually the same as the respondents. The mean salary for the respondents was \$57,007; for nonrespondents 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^4 was only 0.57 between the two groups. The percent in both groups that were unemployed was also the same – 1.6%.

List of Possible Abbreviations for Tables

	Abbreviation	Degree
DEGREES	B.A.	Bachelor of Arts
	B.S.	Bachelor of Science or all bachelor's degrees
	M.S.	Master of Sciences
	Ph.D.	Doctor of Philosophy
FIELDS OF DEGREE AND WORK SPECIALTIES	Chem eng	Chemical Engineering
	Ag chem	Agricultural/food chemistry
	Analyt chem	Analytical chemistry
	Biochem	Biochemistry
	Biotech	Biotechnology
	Chem ed	Chemical education
	Clinical chem	Clinical chemistry
	Environ chem	Environmental chemistry
	Gen chem	General Chemistry
	Inorg chem	Inorganic chemistry
	Material sci	Materials science
	Med/pharma	Medicinal/pharmaceutical chemistry
	Organic chem	Organic chemistry
	Physical chem	Physical chemistry
	Polymer chem	Polymer chemistry
	Other chem	Other chemical sciences
	Bus admin	Business administration
Computer sci	Computer science	
Othr non-chem	Other non-chemistry	
	Abbreviation	Region
REGIONS	Pacific	Pacific
	Mountain	Mountain
	WN Central	West North Central
	WS Central	West South Central
	EN Central	East North Central
	ES Central	East South Central
	Mid-Atlantic	Middle Atlantic
	So-Atlantic	South Atlantic
	New England	New England
	WN Central	West North Central

	Abbreviation	Employer
EMPLOYERS	Mfg	Manufacturing
	Aero/auto	Aerospace/auto/transportation
	Ag chem	Agricultural chemicals
	Basic chem	Basic commodity chemicals
	Biochem prods	Biochemical products
	Building mats	Building materials
	Coating/ink	Coatings/ink/paints
	Electronics	Electronics/computers/semiconductors
	Food	—
	Instruments	—
	Med products	Medical devices/diagnostic products
	Metals	Metals/minerals
	Paper	—
	Personal care	—
	Petroleum	Petroleum/natural gas
	Pharma prods	Pharmaceutical products
	Plastics	—
	Rubber	—
	Soaps	Soaps/detergents/surfactants
	Spec chem	Specialty/fine chemicals
	Textiles	—
	Othr mfg	Other manufacturing
	Non-mfg	Non-manufacturing
	Analyt lab	Analytical service/testing laboratory
	Biotech resrch	Biotech research firm
	Indep research	Independent or contract research firm
	Hospital lab	Hospital or clinical laboratory
	Non-profit	Non-profit organization
	Private utility	Private utility company
	Profl services	Professional services-scientific/engineering/law
	Research inst	Research institution
	Science temp	Scientific temporary or personnel agency
	Othr non-mfg	Other non-manufacturing
	Government	—
	Federal	Federal (civilian)
	Military	—
	State or local	—
	Othr govmt	Other Government
	Self-employed	—

	Abbreviation	Employer
EMPLOYERS (CONT'D)	Government	—
	Federal	Federal (civilian)
	Military	—
	State or local	—
	Othr govmt	Other Government
	Self-employed	—
WORK FUNCTIONS	Analyt svcs	Analytical services, other than forensics
	Chem info	Chemical information services
	Computer	Computer programming, analysis, design
	Consulting	—
	Forensic	Forensic analysis
	Gen mgmt	General management or administration, other than R&D
	Health/safety	Health and safety/regulatory affairs
	Marketing	Marketing, sales, purchasing, technical service, economic evaluation
	Patents	Patents, licensing, trademarks
	Production QC	Production, quality control
	R&D-applied	R&D-Applied research, development, design
	R&D-basic	R&D-Basic research
	R&D-mgmt	R&D-Management or administration of R&D
	Training	Training or teaching
	Other	—

Geographic Regions

PACIFIC	WEST SOUTH CENTRAL	SOUTH ATLANTIC
Alaska	Arkansas	Delaware
California	Louisiana	District of Columbia
Hawaii	Oklahoma	Florida
Oregon	Texas	Georgia
Washington		Maryland
	EAST NORTH CENTRAL	North Carolina
MOUNTAIN	Illinois	South Carolina
Arizona	Indiana	Virginia
Colorado	Michigan	West Virginia
Idaho	Ohio	
Montana	Wisconsin	
Nevada		NEW ENGLAND
New Mexico	EAST SOUTH CENTRAL	Connecticut
Utah	Alabama	Maine
Wyoming	Kentucky	Massachusetts
	Mississippi	New Hampshire
WEST NORTH CENTRAL	Tennessee	Rhode Island
Iowa		Vermont
Kansas	MIDDLE ATLANTIC	
Minnesota	New Jersey	
Missouri	New York	
Nebraska	Pennsylvania	
North Dakota		
South Dakota		

List of Tables

Salaries on March 1, 2006		Table #	Page
ALL CHEMISTS	TYPE OF EMPLOYER AND YEARS SINCE THE B.S.:		
	Bachelor's	1.1.1	19
	Master's	1.1.2	21
	Doctorates	1.1.3	23
INDUSTRIAL CHEMISTS	DEGREE AND YEARS SINCE THE B.S.:	2.1.1	24
	Men	2.1.2	25
	Women	2.1.3	26
	BACHELOR'S DEGREE HOLDERS:		
	Years since the B.S. and:		
	Work Specialty	2.2.1	27
	Work Function	2.2.2	28
	Type of Industry	2.2.3	29
	Geographic Region	2.2.4	30
	Size of Employer	2.2.6	31
	MASTER'S DEGREE HOLDERS:		
	Years since the B.S. and:		
	Work Specialty	2.3.1	32
	Work Function	2.3.2	33
	Type of Industry	2.3.3	34
	Geographic Region	2.3.4	35
	Size of Employer	2.3.6	36
	DOCTORATE DEGREE HOLDERS:		
	Years since the B.S. and:		
	Work Specialty	2.4.1	37
	Work Function	2.4.2	40
	Type of Industry	2.4.3	42
	Geographic Region	2.4.4	44
	Size of Employer	2.4.6	46

	Salaries on March 1, 2006	Table #	Page
GOVERNMENTAL CHEMISTS	DEGREE AND YEARS SINCE THE B.S.	3.1.1	47
PHD ACADEMIC CHEMISTS IN COLLEGES OR UNIVERSITIES	ACADEMIC RANK AND CONTRACT STATUS	4.1.1	48
	ACADEMIC RANK AND: Years since the Ph.D.		
	9 or 10 Month Contract	4.2.1	48
	11 or 12 Month Contract	4.2.2	49
	Academic Work Function		
	9 or 10 Month Contract	4.3.1	49
	11 or 12 Month Contract	4.3.2	49
	Work Specialty		
	9 or 10 Month Contract	4.4.1	50
	11 or 12 Month Contract	4.4.2	50
	Tenure		
	9 or 10 Month Contract	4.5.1	50
	11 or 12 Month Contract	4.5.2	51
	Institutional Control		
	9 or 10 Month Contract	4.6.1	51
	11 or 12 Month Contract	4.6.2	52
	Type of Institution		
	9 or 10 Month Contract	4.7.1	52
	11 or 12 Month Contract	4.7.2	52
	Institutional Control and Type of Institution		
	9 or 10 Month Contract	4.8.1	53
	11 or 12 Month Contract	4.8.2	53
	Sex		
	9 or 10 Month Contract	4.9.1	54
	11 or 12 Month Contract	4.9.2	54
	Geographic Region		
	9 or 10 Month Contract	4.10.1	54
	11 or 12 Month Contract	4.10.2	55
STIPENDS OF POSTDOCTORAL FELLOWS	INSTITUTIONAL CONTROL AND WORK SPECIALTY	5.1.1	55
INDUSTRIAL CHEMICAL ENGINEERS	DEGREE AND YEARS SINCE THE B.S.	6.1.1	55

Table 1.1.1
SALARIES of BS CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	
EMPLOYER TYPE	Industry_Mfg	Total	923	75,356	32,892	53,000	
		2-4	103	49,514	14,989	40,000	
		5-9	154	56,929	19,673	45,500	
		10-14	130	67,928	21,853	52,000	
		15-19	95	77,644	22,383	61,000	
		20-24	124	82,749	23,213	65,520	
		25-29	131	90,291	27,490	71,586	
		30-34	100	93,177	46,489	64,800	
		35-39	49	92,501	46,620	62,480	
		40 or more	34	101,064	50,619	76,000	
	Industry_Non-MFG	Total	238	66,196	30,338	45,634	
		2-4	35	43,256	13,653	30,500	
		5-9	39	51,019	14,074	41,000	
		10-14	40	65,216	21,431	50,000	
		15-19	24	74,566	22,685	58,795	
		20-24	34	66,059	25,578	49,000	
		25-29	26	84,733	25,084	63,000	
		30-34	22	81,026	28,191	65,520	
		Government	Total	146	69,142	25,617	50,000
			20-24	17	68,507	17,974	53,040
	25-29		29	78,232	25,991	50,000	
	30-34		27	74,726	26,462	64,000	
	High School	Total	40	42,042	14,102	34,000	
		College or University	Total	70	54,744	24,434	38,000
			5-9	15	44,750	15	44,750

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

Table 1.1.1
SALARIES of BS CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
2006 ACS Salary Survey

			50th %-ile	75th %-ile
EMPLOYER TYPE	Industry_Mfg	Total	70,000	91,000
		2-4	47,200	57,000
5-9		53,000	64,700	
10-14		66,300	79,864	
15-19		78,000	91,000	
20-24		81,650	98,000	
25-29		88,400	105,000	
30-34		88,000	105,000	
35-39		87,000	110,000	
40 or more		86,000	110,000	
Industry_Non-MFG	Total	60,935	80,000	
	2-4	40,000	48,000	
	5-9	50,000	58,000	
	10-14	60,000	74,000	
	15-19	71,100	85,000	
	20-24	60,000	80,500	
	25-29	81,000	100,000	
	30-34	82,500	100,000	
	Government	Total	68,519	86,000
		20-24	68,000	80,280
25-29		82,500	96,500	
High School	30-34	75,000	87,314	
	Total	41,500	48,000	
College or University	Total	50,000	70,200	
	5-9	16,065	35,300	

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

Table 1.1.2
SALARIES of MS CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	
EMPLOYER TYPE	Industry_Mfg	Total	724	89,053	32,180	67,000	
		5-9	68	62,030	11,064	55,000	
		10-14	98	73,202	16,677	62,581	
		15-19	93	80,257	19,472	66,000	
		20-24	123	94,751	29,598	77,250	
		25-29	94	95,991	24,331	80,000	
		30-34	128	101,259	36,055	81,000	
		35-39	75	105,688	41,752	76,000	
		40 or more	32	102,918	47,801	79,000	
		Industry_Non-MFG	Total	178	80,549	34,399	58,500
	5-9		15	58,466	22,809	38,000	
	10-14		27	68,108	22,888	50,000	
	15-19		21	71,958	20,554	59,823	
	20-24		21	81,046	30,489	62,460	
	25-29		36	83,430	33,266	60,700	
	30-34		23	92,072	38,163	60,000	
	35-39		23	96,868	51,029	58,500	
	Government		Total	108	79,639	22,994	63,000
			10-14	15	56,339	17,090	47,500
		25-29	17	87,308	23,856	67,854	
		30-34	23	79,209	17,865	64,102	
	High School	Total	93	61,617	19,640	44,000	
		30-34	23	64,182	17,570	49,500	
		35-39	18	59,737	15,074	49,000	
		40 or more	15	78,765	22,110	63,519	
	College or University	Total	135	60,589	26,886	43,000	
		10-14	15	53,713	16,793	42,000	
		15-19	18	56,269	16,829	44,472	
		20-24	21	82,016	44,088	54,306	
		25-29	16	54,214	25,060	40,000	
		30-34	20	58,567	23,828	42,000	
		40 or more	16	57,408	20,889	40,000	

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

Table 1.1.2
SALARIES of MS CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
2006 ACS Salary Survey

			50th %-ile	75th %-ile	
EMPLOYER TYPE	Industry_Mfg	Total	84,600	101,000	
		5-9	61,000	69,000	
		10-14	71,000	81,100	
		15-19	80,000	92,000	
		20-24	92,437	104,000	
		25-29	91,348	110,000	
		30-34	96,000	118,328	
		35-39	95,280	120,000	
		40 or more	100,000	111,000	
		Industry_Non-MFG	Total	74,500	97,000
	5-9		54,000	71,847	
	10-14		65,000	83,000	
	15-19		68,307	80,000	
	20-24		74,500	82,871	
	25-29		79,000	92,500	
	30-34		77,000	114,200	
	35-39		91,956	105,000	
	Government		Total	80,000	97,461
			10-14	52,000	63,000
		25-29	86,000	106,641	
		30-34	79,548	90,000	
	High School	35-39	83,384	104,000	
		Total	60,000	73,500	
		30-34	64,000	69,000	
		35-39	55,000	72,000	
	College or University	40 or more	78,000	90,000	
		Total	55,000	70,691	
		10-14	53,000	58,000	
15-19		47,900	65,000		
20-24		70,000	95,600		
25-29		49,000	62,000		
30-34	55,000	60,250			
40 or more	50,000	61,400			

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

Table 1.1.3
SALARIES of PhD CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
2006 ACS Salary Survey

EMPLOYER TYPE			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile		
Industry_Mfg	Total		1993	117,118	43,795	92,500	109,450	134,000		
	5-9		79	78,411	14,533	70,000	78,000	87,300		
		10-14		219	93,630	19,739	80,000	94,500	105,000	
		15-19		293	105,729	26,373	90,000	102,045	121,030	
		20-24		388	114,894	34,344	94,495	110,000	130,000	
		25-29		317	126,050	39,548	100,000	120,000	145,561	
		30-34		319	135,752	53,470	105,768	125,000	151,000	
		35-39		230	126,958	45,234	102,000	120,000	147,000	
		40 or more		138	124,947	62,659	95,000	115,000	142,000	
	Industry_Non-MFG	Total		462	109,525	46,212	81,000	99,711	125,000	
		5-9		23	80,223	22,794	68,000	80,000	93,000	
			10-14		72	88,733	28,797	69,500	88,000	102,671
			15-19		65	104,789	41,968	83,200	97,136	118,000
			20-24		87	115,415	43,213	87,000	110,000	129,500
			25-29		55	120,527	50,091	83,000	108,480	132,948
			30-34		55	123,312	48,613	88,000	115,000	150,000
			35-39		52	120,301	61,370	89,000	104,000	130,000
			40 or more		51	110,143	45,747	80,400	100,000	132,000
		Government	Total		331	104,547	31,219	84,000	100,550	125,000
	10-14			28	85,370	20,408	74,650	84,240	95,410	
			15-19		25	86,754	19,615	73,720	85,086	99,000
	20-24			39	106,744	34,757	90,000	97,500	120,000	
	25-29			53	104,771	26,748	87,400	100,550	117,437	
	30-34			40	107,153	31,871	89,000	105,039	136,000	
	35-39			57	110,907	32,248	87,780	112,000	129,023	
	40 or more			75	115,691	31,662	98,537	118,828	139,000	
Self-Employer	Total		42	146,573	100,351	75,000	127,000	200,000		
	40 or more		15	155,520	132,855	50,000	131,250	150,000		
High School	Total		44	58,988	17,461	46,000	60,000	70,000		
	Total		1566	80,679	41,373	53,000	70,800	94,272		
College or University	5-9		76	54,220	16,523	43,000	48,000	60,000		
		10-14		213	56,720	22,003	43,069	52,000	64,000	
		15-19		233	66,824	28,939	50,000	60,000	75,000	
		20-24		201	72,895	24,922	56,000	68,000	82,400	
		25-29		187	81,043	37,945	55,000	70,000	96,300	
		30-34		156	89,270	43,399	60,000	78,000	102,450	
		35-39		190	99,610	53,219	71,242	87,400	112,000	
	40 or more		301	103,259	47,178	72,000	90,700	128,000		

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

Table 2.1.1
SALARIES of INDUSTRIAL CHEMISTS employed FULL-TIME
by DEGREE and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
HIGHEST DEGREE	BA or BS	Total	1161	73,478	32,583	51,150	68,000	90,000
		2-4	138	47,927	14,866	38,000	45,405	56,489
		5-9	193	55,735	18,796	45,000	52,000	63,500
		10-14	170	67,289	21,722	51,000	65,283	76,200
		15-19	119	77,023	22,382	61,000	76,000	90,405
		20-24	158	79,158	24,638	61,000	77,700	96,264
		25-29	157	89,371	27,109	70,000	88,400	105,000
		30-34	122	90,986	43,912	65,000	85,000	105,000
		35-39	60	92,134	52,541	61,000	83,250	110,000
	40 or more	40	100,477	48,287	75,000	87,000	110,790	
	MS	Total	902	87,375	32,785	66,000	82,560	100,500
		5-9	83	61,386	13,811	52,500	61,000	69,264
		10-14	125	72,101	18,216	60,870	71,000	82,800
		15-19	114	78,728	19,847	65,000	77,553	91,000
		20-24	144	92,752	30,016	73,850	88,632	103,000
		25-29	130	92,513	27,548	76,000	88,600	109,803
		30-34	151	99,860	36,404	79,000	95,500	118,328
		35-39	98	103,618	43,984	74,000	95,000	120,000
		40 or more	43	99,774	44,061	84,000	100,000	110,000
PHD	Total	2455	115,689	44,349	90,000	108,000	132,948	
	5-9	102	78,820	16,639	70,000	78,000	90,000	
	10-14	291	92,419	22,370	77,500	92,000	104,500	
	15-19	358	105,559	29,745	89,300	101,000	120,000	
	20-24	475	114,989	36,081	93,000	110,000	130,000	
	25-29	372	125,233	41,246	98,000	117,750	145,000	
	30-34	374	133,923	52,906	104,000	123,500	151,000	
	35-39	282	125,730	48,556	97,000	119,600	143,200	
	40 or more	189	120,953	58,831	90,000	111,800	141,400	

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

Table 2.1.2
SALARIES of MEN CHEMISTS employed FULL-TIME in INDUSTRY
by DEGREE and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
HIGHEST DEGREE	BA or BS	Total	758	78,697	35,363	56,000	72,000	95,000
		2-4	66	51,292	17,133	39,520	48,000	62,000
		5-9	95	57,304	22,173	45,000	53,200	64,944
		10-14	101	69,631	22,425	53,700	66,000	82,000
		15-19	70	76,699	22,658	61,100	73,500	87,800
		20-24	115	82,807	24,897	64,400	80,500	99,120
		25-29	128	89,584	27,055	71,163	89,000	104,000
		30-34	104	92,254	46,451	65,000	86,040	106,400
		35-39	48	98,064	55,540	64,001	89,000	116,000
	40 or more	28	108,500	53,260	76,000	92,000	119,000	
	MS	Total	627	91,290	34,515	70,000	86,940	104,000
		5-9	40	62,736	15,839	51,000	62,000	71,000
		10-14	70	70,978	18,945	60,000	72,000	82,400
		15-19	72	80,219	21,688	65,000	80,100	92,772
		20-24	98	98,401	31,132	79,300	94,200	108,000
		25-29	102	95,523	28,131	80,000	91,348	111,000
		30-34	117	99,911	37,086	79,430	95,279	115,000
		35-39	85	103,289	43,554	74,000	95,000	118,545
		40 or more	38	100,292	45,957	85,326	98,600	110,000
PHD	Total	2048	117,955	44,914	92,000	110,000	135,000	
	5-9	68	80,525	16,441	70,000	80,000	91,500	
	10-14	207	93,460	21,937	81,000	94,121	105,500	
	15-19	282	106,064	30,158	89,300	102,000	121,650	
	20-24	390	115,980	37,418	93,000	110,236	133,000	
	25-29	329	125,263	41,599	98,000	118,776	145,561	
	30-34	331	135,856	54,271	105,000	125,000	152,000	
	35-39	258	127,731	49,309	100,000	120,000	146,400	
	40 or more	175	123,277	59,851	90,000	115,000	143,000	

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

Table 2.1.3
SALARIES of WOMEN CHEMISTS employed FULL-TIME in INDUSTRY
by DEGREE and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
HIGHEST DEGREE	BA or BS	Total	400	63,677	23,721	46,000	59,000	78,000
		2-4	72	44,843	11,728	35,547	44,000	51,000
		5-9	98	54,214	14,768	45,000	52,000	61,400
		10-14	69	63,862	20,325	49,000	62,000	74,000
		15-19	48	78,225	21,824	60,000	79,500	92,300
		20-24	41	69,293	21,642	48,500	69,700	84,800
		25-29	29	88,429	27,805	69,675	79,857	105,000
		30-34	18	83,663	24,181	65,520	82,500	95,000
	MS	Total	274	78,367	26,428	61,000	73,000	90,200
		5-9	43	60,130	11,666	54,300	60,192	65,300
		10-14	55	73,532	17,310	61,664	69,456	83,000
		15-19	42	76,173	16,140	65,800	75,000	86,000
		20-24	46	80,719	23,590	66,500	77,250	94,500
		25-29	28	81,546	22,510	64,500	77,500	90,855
		30-34	33	99,650	35,016	70,000	99,711	126,600
		Total	402	104,196	39,612	83,400	98,000	115,222
	PHD	5-9	34	75,410	16,750	68,000	73,800	85,000
		10-14	84	89,851	23,338	74,000	88,632	99,500
		15-19	75	103,773	28,451	89,000	99,526	110,000
		20-24	84	110,078	28,900	90,000	105,925	120,207
25-29		42	124,410	39,175	96,900	110,000	140,000	
30-34		43	119,042	38,209	96,700	113,000	132,362	
35-39		22	106,065	34,068	90,600	98,000	122,678	

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

Table 2.2.1
SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
2006 ACS Salary Survey

SPECIALTY			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Ag/Food chemistry	Total		52	75,249	32,882	48,850	69,600	90,405
Analytical chemistry	Total		416	67,191	27,800	48,000	63,000	81,000
	2-4		51	46,067	14,206	38,000	43,208	52,500
	5-9		63	50,156	11,558	42,000	48,500	57,700
	10-14		59	66,381	20,424	52,593	65,000	75,000
	15-19		43	70,618	23,293	54,000	70,550	80,106
	20-24		49	69,886	18,679	55,000	67,200	82,000
	25-29		60	77,136	30,906	58,285	71,586	92,700
	30-34		47	84,570	39,409	65,000	75,000	91,000
	35-39		29	76,968	33,855	52,000	70,000	95,250
Biochemistry	Total		22	72,269	27,175	51,000	76,000	93,824
Biotechnology	Total		35	71,223	25,701	57,430	68,000	82,000
Chemical education	Total		31	40,303	13,249	33,900	41,500	45,000
Environmental chemistry	Total		135	65,979	30,853	46,000	61,000	80,000
	5-9		17	54,200	18,302	40,000	49,000	58,000
	10-14		19	54,775	13,542	45,000	52,992	62,000
	15-19		15	68,141	17,529	55,000	65,000	76,000
	20-24		24	65,901	17,178	53,560	63,000	77,280
	25-29		20	83,310	28,852	61,250	82,500	106,000
30-34		19	69,201	26,610	44,600	76,878	84,800	
Inorganic chemistry	Total		30	58,584	18,207	45,000	54,480	69,798
Materials science	Total		47	82,062	46,100	52,000	72,428	90,000
Medicinal-Pharmaceutical	Total		131	76,986	28,104	54,000	72,000	92,400
	2-4		20	52,969	13,152	45,000	49,600	60,000
	5-9		30	58,073	16,114	50,500	56,000	64,700
	10-14		20	75,417	19,274	66,300	68,768	84,200
	20-24		18	100,718	18,559	92,400	99,120	111,684
Organic chemistry	Total		104	74,385	29,186	54,620	65,520	92,500
	2-4		17	51,259	11,390	42,000	53,000	59,000
	5-9		18	55,704	9,967	49,700	55,000	59,080
Physical chemistry	Total		15	82,959	22,763	67,900	84,784	95,000
Polymer chemistry	Total		118	75,266	33,554	53,000	70,847	88,400
	5-9		24	56,080	14,156	43,000	53,200	68,200
	20-24		16	85,236	23,307	68,500	86,600	98,800
	25-29		19	88,871	23,981	78,000	88,400	96,200
Other chemical science	Total		39	76,393	49,104	49,700	65,000	88,700
Business Administration	Total		19	100,875	52,163	66,000	97,000	117,500
Other nonchemistry	Total		79	72,027	30,433	47,000	72,000	96,000

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

Table 2.2.2
SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION	Analytical services	Total	328	60,426	21,046	44,558	58,000	75,000
		2-4	41	45,096	12,651	35,000	43,333	48,850
		5-9	57	46,465	10,834	37,000	45,500	53,000
		10-14	46	55,723	16,212	44,400	53,000	67,000
		15-19	37	66,611	20,465	49,000	67,416	79,000
		20-24	51	65,403	19,075	52,500	62,000	77,700
		25-29	36	74,045	27,439	50,000	79,203	91,800
		30-34	33	72,474	18,414	62,530	72,000	82,500
		35-39	18	69,051	22,279	52,000	60,100	86,000
	Chemical info	Total	18	76,252	27,984	53,000	71,600	103,000
	Consulting	Total	34	81,020	49,907	52,000	70,000	90,084
	Forensics	Total	37	65,437	28,827	46,800	61,000	87,314
	General mgmt	Total	84	102,367	52,630	67,200	90,000	117,900
		25-29	15	95,411	34,592	67,200	86,400	119,465
	Health & Safety	Total	57	73,930	26,417	52,992	69,700	95,913
	Marketing,sales	Total	78	78,145	27,238	60,000	74,750	98,800
		25-29	19	81,905	25,650	70,000	80,000	100,512
	Production, QC	Total	181	66,963	25,357	48,367	63,500	83,000
		2-4	18	41,751	14,724	32,500	40,000	46,000
		5-9	32	52,227	15,119	39,700	48,367	57,000
		10-14	20	64,411	19,150	52,593	56,900	71,000
		15-19	18	71,301	20,699	53,249	69,000	83,000
		20-24	28	80,459	22,519	60,000	80,340	95,000
		25-29	24	79,508	26,928	60,467	70,000	95,000
		30-34	22	70,004	17,190	59,000	64,000	84,000
	Applied Research	Total	312	74,104	26,365	53,400	71,000	90,000
		2-4	48	51,188	14,633	40,000	50,000	55,750
		5-9	56	57,466	12,828	48,140	56,000	65,209
		10-14	55	71,659	22,461	57,000	71,000	76,543
		15-19	30	79,388	18,989	68,000	75,000	89,000
		20-24	38	88,405	23,775	69,000	87,700	101,900
		25-29	43	86,520	18,728	72,242	88,000	96,000
		30-34	26	100,439	33,882	85,970	96,303	120,000
	Basic Research	Total	74	65,005	21,024	51,723	59,000	74,667
		2-4	17	50,465	10,678	37,669	54,287	59,000
		5-9	20	56,478	13,533	47,020	51,723	64,700
	R&D mgmt	Total	71	101,111	45,332	75,000	96,200	114,114
	Other function	Total	76	70,849	29,378	46,000	72,000	87,000

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

Table 2.2.3
SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
NONACADEMIC EMPLOYER	Aerospace	Total	25	85,864	18,985	70,906	81,866	96,200
	Ag chemicals	Total	21	59,149	17,159	42,000	61,000	72,000
	Basic chemicals	Total	25	25	73,306	32,329	43,333	71,000
	Biochemical	Total	17	68,684	22,378	48,367	64,326	82,000
	Coatings, inks,	Total	68	74,998	26,775	56,000	70,847	90,000
	Electronics/semi	Total	16	93,515	46,816	61,000	72,465	106,000
	Food	Total	51	80,483	36,436	54,621	74,667	100,000
	Instruments	Total	41	77,982	42,188	54,000	67,200	87,700
	Medical devices	Total	41	70,893	26,947	49,975	64,944	80,244
	Metals	Total	25	60,233	25,836	40,872	59,708	66,840
	Personal Care	Total	20	76,131	39,390	46,000	60,467	92,500
	Petroleum	Total	18	74,966	26,497	54,000	75,000	95,000
	Pharmaceuticals	Total	269	78,133	28,778	57,000	73,000	95,000
		2-4	40	52,795	11,129	47,000	53,000	60,000
		5-9	57	59,565	14,970	49,700	57,000	65,400
		10-14	33	79,580	17,142	67,500	82,000	88,000
		15-19	32	88,712	22,537	71,000	85,000	102,210
		20-24	36	92,838	22,898	73,000	94,206	103,500
		25-29	37	92,553	23,412	71,586	92,000	108,662
	Plastics	Total	34	82,978	58,456	51,250	69,000	85,970
	Rubber	Total	24	73,077	18,973	55,000	70,000	86,500
	Soaps	Total	32	72,492	37,337	49,700	57,531	86,000
	Specialty chems	Total	112	70,712	36,627	45,000	62,000	87,000
		5-9	18	51,497	19,042	39,700	47,000	56,000
		10-14	20	54,027	16,261	42,000	50,000	65,000
		20-24	16	76,156	21,198	61,709	69,700	82,000
		25-29	18	91,895	30,930	77,256	90,660	115,222
	Other	Total	84	69,469	30,144	48,200	63,000	84,000
	manufacturing	5-9	17	52,237	17,903	35,200	52,000	68,200
		10-14	15	75,269	33,503	49,149	70,000	76,400
	Analytical serv	Total	79	53,971	19,564	38,000	50,000	65,458
	lab	20-24	19	59,570	22,684	42,000	54,000	67,000
	Biotech research	Total	21	75,332	29,318	51,000	70,000	79,000
	Contract res firm	Total	16	73,574	24,605	54,500	72,000	90,405
	Non-profit	Total	26	72,090	28,858	45,000	62,000	100,000
	Profl services	Total	45	75,118	44,712	46,000	61,250	90,084
	Other nonmanuf	Total	30	61,278	30,111	35,000	62,000	75,000
	Federal Civilian	Total	52	85,883	22,102	70,000	87,000	100,000
	State, local	Total	84	62,175	23,262	46,779	60,000	75,000
		25-29	17	65,228	23,956	47,814	61,000	85,000
		30-34	15	65,014	25,256	44,600	72,000	80,280
	No answer or	Total	89	48,982	22,884	34,000	43,400	61,608
	acad	2-4	15	33,122	8,114	27,000	33,900	34,833

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

Table 2.2.4
SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile	
GEOGRAPHIC REGION	Pacific	Total	223	77,151	36,307	54,000	71,500	90,405	
		2-4	30	54,300	11,867	45,000	49,600	64,168	
		5-9	30	57,101	16,079	44,800	57,000	70,000	
		10-14	29	78,002	19,824	67,500	75,000	84,200	
		15-19	26	76,691	28,660	62,400	79,000	92,300	
		20-24	36	72,541	20,877	60,000	67,080	82,000	
		25-29	26	101,410	39,575	63,000	97,328	122,000	
		30-34	25	90,243	49,941	65,520	90,000	100,000	
		Mountain	Total	88	65,333	24,638	47,000	60,000	79,857
			5-9	15	53,417	10,520	45,000	55,000	57,800
	10-14		15	66,418	30,477	48,000	55,000	62,000	
	25-29		17	78,141	25,300	60,000	81,000	90,000	
	West	Total	99	66,592	27,451	46,000	60,000	80,000	
		10-14	19	63,740	20,839	49,000	57,678	73,300	
	North Central	20-24	18	81,599	27,691	60,000	80,244	101,900	
		Total	86	73,361	43,891	43,000	69,000	89,000	
	East	North Central	Total	290	71,535	28,686	50,000	69,000	90,000
			2-4	23	46,257	20,587	33,000	41,400	60,000
			5-9	44	53,777	16,363	42,800	50,000	59,000
			10-14	49	61,325	16,182	45,800	64,000	73,000
			15-19	27	73,916	21,779	55,650	75,000	80,106
			20-24	42	80,421	20,563	66,700	77,000	98,800
			25-29	48	86,672	24,973	70,000	88,400	102,721
			30-34	30	83,717	27,918	58,000	89,900	97,800
			35-39	15	89,600	63,642	53,000	80,000	100,000
			Total	51	59,119	22,381	43,700	55,000	66,720
	East	Middle Atlantic	Total	269	69,826	33,865	49,000	63,500	84,000
			2-4	40	45,046	11,915	34,000	44,316	54,000
			5-9	53	58,377	26,952	39,100	53,200	68,000
			10-14	25	62,069	18,891	45,500	64,800	71,000
			15-19	25	73,551	25,471	53,249	72,000	84,000
			20-24	31	76,837	24,988	55,000	70,000	95,000
			25-29	40	79,553	32,271	60,300	77,630	99,800
			30-34	25	81,557	32,898	62,530	74,100	90,084
			35-39	15	78,043	24,825	60,000	81,600	91,666
			40 or more	15	114,881	71,907	65,000	91,069	120,500
	South	Atlantic	Total	195	73,490	29,564	50,000	70,000	94,000
			2-4	30	43,724	15,473	33,000	40,458	47,200
			5-9	27	51,488	11,720	45,500	50,400	55,000
			10-14	24	67,309	27,131	49,000	62,042	72,088
			15-19	22	78,221	21,327	61,000	77,350	95,000
			20-24	28	81,127	24,740	60,000	74,000	97,500
25-29			23	91,950	17,978	77,256	92,300	103,000	
30-34			23	99,527	28,106	72,000	103,000	110,000	
Total			110	70,647	29,475	49,975	63,500	85,000	
5-9			23	54,168	16,986	42,000	52,000	62,500	

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

Table 2.2.6
SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by EMPLOYER SIZE and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER SIZE	Less than 50	Total	120	71,112	46,240	40,500	60,000	84,000
		2-4	21	43,978	17,190	31,667	40,000	57,000
		10-14	18	66,974	32,014	42,000	53,000	75,000
		15-19	17	68,904	33,949	40,353	65,000	90,405
		20-24	17	72,390	23,708	51,225	66,216	87,500
	50 to 100 to 499	Total	67	68,538	38,203	45,634	55,000	76,000
		Total	197	65,234	27,023	45,863	61,000	84,000
		2-4	23	45,135	19,798	30,500	43,680	49,000
		5-9	35	49,623	15,774	37,000	49,700	53,600
		10-14	30	63,146	23,744	48,000	56,000	73,300
	15-19	18	73,102	25,145	52,340	72,000	85,000	
		20-24	24	67,571	20,599	50,120	63,000	70,000
		25-29	27	83,400	32,074	60,000	87,000	100,512
		30-34	23	78,508	20,527	64,000	72,000	90,000
		Total	190	74,060	38,363	51,000	67,200	84,000
	500 to 2,499	2-4	17	42,619	11,544	31,131	40,900	47,800
		5-9	34	54,493	12,744	45,000	53,000	60,000
		10-14	27	64,286	19,705	50,000	57,000	75,000
		15-19	15	72,589	17,827	61,000	75,000	83,100
		20-24	24	71,137	20,632	58,500	68,000	80,500
	25-29	32	93,063	25,249	76,000	90,000	106,000	
		30-34	28	100,416	71,400	64,666	77,660	100,000
		Total	199	68,281	26,057	49,900	65,000	82,000
		2-4	26	46,741	10,282	40,458	43,700	53,400
		5-9	31	50,913	11,078	45,000	51,000	56,975
	10,000 to 24,999	10-14	27	70,008	20,529	53,000	67,500	76,200
		15-19	26	73,831	21,519	56,532	71,087	80,106
20-24		29	80,332	27,441	55,000	77,000	94,206	
25-29		23	84,612	29,171	65,000	88,000	103,000	
30-34		21	70,854	26,524	58,000	70,500	87,314	
25,000 or more	Total	143	76,383	31,040	56,000	71,100	90,084	
	2-4	18	52,727	12,455	43,333	51,000	62,000	
	5-9	23	62,674	19,627	48,052	57,430	70,000	
	10-14	19	66,720	16,067	53,700	68,275	74,000	
	15-19	15	69,839	12,576	62,400	67,416	72,000	
	20-24	19	83,536	27,649	62,000	84,446	95,000	
	25-29	23	90,016	27,182	67,000	89,414	103,000	
	Total	271	79,294	25,317	60,000	75,000	95,000	
	2-4	24	53,622	11,746	44,500	52,000	60,000	
	5-9	44	58,800	14,149	48,000	59,000	64,700	
	10-14	44	73,760	18,715	64,000	71,000	82,600	
	15-19	28	88,458	16,620	75,000	86,700	102,000	
	20-24	43	90,352	21,690	71,000	92,400	102,600	
	25-29	41	89,935	24,618	72,000	90,131	101,000	
	30-34	23	99,907	32,381	76,878	95,000	120,600	

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

Table 2.3.1
SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SPECIALTY	Ag/Food chemistry	Total	35	86,174	31,750	66,000	82,200	100,819
	Analytical chemistry	Total	255	81,345	26,282	63,500	77,500	95,000
		5-9	21	57,192	11,028	51,000	60,000	64,345
		10-14	30	68,695	16,691	56,000	67,000	77,000
		15-19	37	75,824	18,660	61,500	78,360	88,000
		20-24	30	94,147	39,330	67,200	81,274	103,000
		25-29	44	86,847	21,386	73,820	84,000	98,500
		30-34	40	88,886	23,997	73,294	82,400	103,610
		35-39	35	89,338	28,985	72,671	86,940	98,500
	Biochemistry	Total	23	82,067	32,936	58,847	78,661	93,600
	Biotechnology	Total	35	96,297	41,907	64,101	92,000	120,000
	Chemical education	Total	139	56,714	19,657	41,000	52,000	69,000
		10-14	18	44,090	11,395	36,400	42,000	49,000
		25-29	18	56,236	15,928	46,000	52,000	68,000
		30-34	28	59,352	19,643	42,000	56,000	69,000
		35-39	23	59,239	16,470	43,029	57,911	72,000
		40 or more	20	74,066	22,277	53,000	70,000	90,000
	Environmental chemistry	Total	102	85,234	36,497	61,000	75,000	101,700
		20-24	16	91,677	26,822	70,040	80,000	110,000
		25-29	18	89,819	37,359	61,000	81,900	109,000
		30-34	24	85,135	35,626	60,250	75,000	103,600
		35-39	17	97,709	44,541	70,000	95,000	98,460
	Inorganic chemistry	Total	25	90,730	58,479	60,000	82,572	86,400
	Materials science	Total	51	83,081	23,983	68,500	85,000	96,400
	Medicinal- Pharmaceutical	Total	168	85,158	29,355	69,264	80,000	92,772
		5-9	25	65,864	9,639	54,300	65,350	73,500
		10-14	31	75,156	16,297	63,100	76,000	82,400
		15-19	33	83,977	12,990	76,556	81,960	91,000
		20-24	24	91,315	24,621	75,600	88,632	95,800
		30-34	21	105,734	33,548	70,000	100,900	134,000
	Organic chemistry	Total	84	82,016	33,862	60,000	72,000	100,000
	Physical chemistry	Total	18	95,791	22,872	76,277	97,300	115,000
	Polymer chemistry	Total	97	89,096	25,154	73,549	88,600	107,000
		20-24	19	92,637	20,473	78,000	94,500	100,800
		25-29	15	96,097	28,508	82,000	98,603	109,000
		30-34	17	98,806	26,866	80,000	95,000	125,900
	Other chemical science	Total	52	81,758	30,325	55,000	80,000	100,000
	Business Administration	Total	31	113,402	46,377	86,460	103,000	135,000
	Other nonchemistry	Total	70	87,273	42,979	62,000	83,000	102,000
		20-24	20	87,626	45,021	63,000	77,553	94,246
		25-29	16	81,630	41,142	55,000	80,000	92,000

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

Table 2.3.2
SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION	Analytical services	Total	167	78,148	21,429	62,500	77,000	90,000
		10-14	22	62,266	12,995	52,891	64,400	70,000
		15-19	21	75,672	13,371	60,000	78,800	87,600
		20-24	21	86,033	21,193	66,500	87,000	100,000
		25-29	29	79,839	19,082	64,500	80,000	90,000
		30-34	30	88,423	19,939	74,046	84,000	104,000
		35-39	20	87,499	27,153	74,000	81,000	96,292
	Chemical info	Total	32	83,821	28,169	60,000	89,264	103,000
	Consulting	Total	33	111,811	51,977	72,000	105,000	139,350
	Forensics	Total	17	78,288	29,167	48,500	69,384	109,700
	General mgmt	Total	53	107,862	56,764	73,000	101,700	133,000
	Health & Safety	Total	60	89,343	32,501	63,475	84,600	110,000
		20-24	16	82,133	24,645	66,000	81,000	100,547
	Marketing,sales	Total	51	88,454	28,221	67,000	85,000	100,850
	Production, QC	Total	107	76,426	22,778	62,659	78,000	87,655
		20-24	22	89,091	26,229	77,250	79,300	100,500
		30-34	20	78,559	23,042	64,258	79,430	89,600
	Applied Research	Total	290	80,444	23,165	63,100	77,000	92,500
		5-9	38	61,991	9,952	55,400	62,000	69,264
		10-14	54	71,950	15,373	62,581	72,200	81,100
		15-19	41	76,227	17,945	62,865	73,549	85,000
		20-24	45	84,000	20,117	70,000	85,000	95,600
		25-29	40	89,765	21,090	73,101	88,000	103,000
		30-34	38	93,248	25,306	76,000	90,000	103,594
	Basic Research	Total	88	81,921	20,609	67,000	80,000	93,500
		5-9	20	63,175	9,272	58,000	63,000	71,000
		15-19	18	83,110	9,483	77,500	81,000	92,772
	R&D mgmt	Total	102	114,018	41,762	93,064	104,000	124,500
		20-24	18	129,550	51,517	98,000	108,000	158,360
		25-29	17	107,576	16,809	97,495	106,641	112,500
		30-34	19	130,185	45,465	99,802	120,000	138,488
	Training	Total	32	64,612	23,306	43,500	62,000	72,740
Other function	Total	49	77,335	38,594	53,179	77,553	90,848	

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

Table 2.3.3
SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile	
NONACADEMIC EMPLOYER	Aerospace	Total	16	85,449	31,079	64,000	80,000	100,000	
	Ag chemicals	Total	19	96,213	50,040	69,400	82,200	100,819	
	Coatings, inks, paints	Total	57	85,980	19,767	67,725	88,000	100,850	
		20-24	16	84,951	17,759	75,018	84,000	99,900	
	Electronics/semi	Total	25	93,849	35,720	68,500	93,008	111,000	
	Food	Total	21	90,685	36,447	61,500	74,970	110,000	
	Instruments	Total	22	90,178	30,103	74,300	80,000	111,000	
	Medical devices	Total	24	91,437	25,345	78,000	90,000	100,800	
	Personal Care	Total	18	85,288	28,314	62,000	80,000	100,000	
	Pharmaceuticals	Total	310	87,940	29,136	69,000	82,000	98,282	
		5-9	43	65,148	8,093	59,990	63,775	72,000	
		10-14	50	72,611	16,864	62,000	73,300	81,100	
		15-19	47	84,484	16,499	73,500	85,000	93,500	
		20-24	53	97,016	32,884	75,600	94,000	104,000	
		25-29	34	96,655	21,012	80,000	90,855	110,000	
		30-34	47	105,304	29,153	85,000	100,000	121,000	
		35-39	23	112,253	44,231	80,708	103,000	132,000	
		Plastics	Total	34	90,068	21,747	77,000	89,690	107,300
		Specialty chems	Total	56	83,543	32,084	56,200	84,600	102,000
		Other	Total	57	92,087	48,614	62,800	80,000	101,579
		Analytical serv	Total	36	67,459	24,068	52,500	60,700	79,000
		Biotech	Total	23	69,977	14,750	58,000	69,798	78,661
		Contract res firm	Total	16	85,962	27,875	59,823	82,920	91,956
		Non-profit	Total	25	90,831	32,408	65,800	96,000	103,000
		Profl services	Total	37	92,784	39,253	60,000	84,000	118,545
		Research	Total	17	77,724	15,272	70,000	78,400	82,400
		Other nonmanuf	Total	24	77,101	54,352	36,000	60,000	102,000
		Federal Civilian	Total	60	90,357	19,975	74,506	90,000	100,554
		State, local	Total	45	62,387	18,886	47,500	62,500	75,000
		No answer or acad	Total	203	59,764	24,392	42,001	55,000	70,000
			10-14	20	46,843	11,568	36,400	44,000	56,000
			15-19	19	52,497	17,867	40,000	45,000	60,046
			20-24	21	71,523	45,410	40,000	65,000	72,000
			25-29	24	55,964	15,696	41,801	52,000	62,254
			30-34	43	62,073	21,516	49,500	60,000	69,000
			35-39	30	60,141	19,458	45,000	55,000	72,740
			40 or more	30	68,570	23,748	49,000	63,519	90,000

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

Table 2.3.4
SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION	Pacific	Total	177	84,052	33,793	60,233	78,661	99,314
		5-9	21	57,284	16,245	53,000	58,000	63,000
		10-14	24	75,579	22,321	58,000	71,500	86,000
		15-19	27	79,369	21,125	62,800	79,700	90,200
		20-24	24	92,448	31,566	68,500	88,632	110,000
		25-29	21	93,919	35,421	68,000	84,521	115,000
		30-34	26	94,400	33,690	65,000	96,000	110,790
		35-39	22	98,186	48,725	72,000	89,400	107,820
	Mountain	Total	57	73,271	28,013	49,000	70,000	85,000
	West North	Total	63	82,933	47,808	60,000	77,000	91,000
		10-14	15	55,308	23,024	41,000	59,000	73,300
	West South	Total	90	73,065	29,987	48,000	70,000	94,000
		25-29	16	75,717	27,815	48,000	88,045	94,600
	East North Central	Total	244	81,849	26,235	65,000	79,300	96,000
		5-9	17	60,563	13,033	49,000	59,990	72,400
		10-14	30	72,747	17,916	62,000	71,000	84,000
		15-19	35	77,688	18,905	65,800	76,000	80,900
		20-24	28	88,616	30,625	70,000	81,274	96,000
		25-29	38	82,837	24,929	65,676	84,000	94,000
		30-34	48	86,209	28,725	68,000	82,400	101,954
		35-39	28	90,852	32,205	70,000	85,034	105,242
	40 or more	16	94,199	21,568	86,400	98,600	107,500	
	East Middle Atlantic	Total	30	70,294	23,485	51,000	63,000	89,900
	South Atlantic	Total	276	81,716	30,773	61,000	78,000	95,279
		5-9	29	60,401	10,548	53,179	60,318	65,350
		10-14	31	64,391	14,859	55,395	62,000	76,000
		15-19	26	76,937	19,362	63,000	78,360	87,600
		20-24	40	87,033	34,363	66,000	82,400	95,810
		25-29	39	85,900	30,018	62,000	84,000	105,000
		30-34	55	90,066	33,934	73,294	85,000	99,000
		35-39	28	91,739	40,174	66,000	86,940	98,500
	40 or more	22	95,271	26,004	78,000	93,000	117,850	
	South Atlantic	Total	193	85,032	37,557	62,000	79,000	103,000
		5-9	16	63,312	20,634	48,500	62,108	71,847
		10-14	29	64,847	16,385	52,250	65,000	73,175
		15-19	22	74,212	25,319	55,400	65,000	91,000
		20-24	35	94,563	39,253	70,040	94,000	103,000
		25-29	25	87,942	30,039	75,000	87,700	109,000
	New England	30-34	23	108,446	53,360	64,102	103,594	114,200
		35-39	30	98,452	40,261	71,000	96,400	110,000
		Total	106	87,217	37,319	62,400	77,250	104,000
		20-24	17	100,640	37,533	74,000	100,800	115,000
		25-29	15	90,692	35,911	62,254	87,000	118,000
		30-34	25	90,902	33,136	55,000	95,000	121,000

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

Table 2.3.6
SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by EMPLOYER SIZE and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER SIZE	Less than 50	Total	94	80,303	45,277	52,000	67,000	96,400
		20-24	15	107,315	58,381	72,000	84,000	117,000
		30-34	23	92,542	42,454	60,000	95,279	114,200
	50 to	Total	54	74,562	26,140	56,200	69,000	91,000
	100 to	Total	118	77,290	33,992	56,000	71,847	86,400
	499	5-9	18	55,701	14,796	51,000	53,000	71,847
		10-14	19	60,145	14,441	48,500	56,000	65,000
		20-24	17	81,056	35,541	60,000	73,000	100,000
		25-29	15	102,713	28,749	82,000	94,000	122,745
	500 to	Total	141	84,788	27,874	65,676	79,900	100,000
	2,499	10-14	17	65,634	12,782	55,000	67,725	71,500
		15-19	17	73,136	18,579	60,000	73,500	78,661
		20-24	31	103,178	34,534	78,520	92,437	115,000
		25-29	21	83,607	21,876	67,854	81,099	96,070
		35-39	25	86,333	27,609	69,666	88,500	104,000
	2,500 to	Total	141	90,047	31,537	68,000	87,100	100,850
	9,999	10-14	20	74,838	23,146	59,615	76,900	85,000
		15-19	23	80,934	17,110	64,544	86,000	92,000
		20-24	15	91,883	36,071	66,000	84,000	92,000
		25-29	30	87,868	21,408	73,101	87,700	98,500
		30-34	21	105,978	51,532	82,200	89,600	110,620
		35-39	18	107,398	25,661	88,107	101,565	120,000
	10,000 to	Total	123	88,001	28,794	67,000	85,000	102,000
	24,999	10-14	18	77,547	11,039	71,000	74,631	84,000
		20-24	22	88,465	24,005	73,850	88,632	94,500
		25-29	18	100,701	37,207	82,920	105,000	115,000
		30-34	18	100,532	26,005	83,000	90,000	109,552
	25,000 or more	Total	280	88,980	27,722	71,600	85,000	100,900
		5-9	30	66,470	9,361	60,192	65,000	73,500
		10-14	39	70,176	18,340	62,000	69,500	78,000
		15-19	35	85,811	18,850	76,000	85,000	94,500
		20-24	50	89,981	21,275	75,018	92,000	101,500
		25-29	35	96,940	20,089	87,000	90,855	109,803
		30-34	51	104,074	32,556	86,000	100,000	110,790
		35-39	26	105,968	38,966	79,682	96,400	115,000

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

Table 2.4.1
SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SPECIALTY	Ag/Food chemistry	Total	108	104,881	32,033	84,200	105,000	122,000
		20-24	15	97,401	28,954	65,000	103,594	116,000
		25-29	16	105,855	20,040	90,450	105,000	112,000
		30-34	22	117,342	20,670	100,000	117,371	128,500
		35-39	20	112,218	37,492	90,000	118,000	126,675
		40 or more	20	112,312	39,652	85,000	100,000	139,774
	Analytical chemistry	Total	564	95,196	33,020	73,300	92,688	113,300
		5-9	27	67,309	17,456	52,000	67,450	73,840
		10-14	62	76,010	30,753	50,000	74,650	96,500
		15-19	78	91,189	29,372	74,000	92,500	106,283
		20-24	107	100,076	30,525	80,000	99,000	117,437
		25-29	91	99,534	38,057	75,000	97,000	116,000
		30-34	68	105,935	32,275	79,950	105,000	132,000
		35-39	74	98,642	31,031	76,143	98,000	116,000
		40 or more	56	101,888	30,614	83,093	92,000	120,000
		Biochemistry	Total	288	102,468	55,623	60,100	91,720
	10-14		35	64,678	21,629	46,000	58,300	77,200
	15-19		39	70,922	27,775	50,210	64,575	81,000
	20-24		33	93,276	32,854	64,000	90,000	115,000
	25-29		46	117,734	69,965	58,831	95,279	155,000
	30-34		38	112,121	42,179	79,961	107,000	144,000
	35-39		32	146,684	64,894	100,500	132,607	168,000
	40 or more	51	121,410	59,084	82,000	118,828	148,000	
	Biotechnology	Total	220	124,830	50,460	90,000	115,000	150,000
		10-14	22	97,991	35,899	71,353	89,000	109,500
		15-19	40	113,449	45,156	90,000	104,000	120,000
		20-24	36	125,507	42,132	98,000	112,800	140,000
		25-29	26	130,964	48,813	92,000	120,000	160,646
		30-34	37	145,007	56,055	110,000	140,000	179,068
		35-39	18	145,644	66,177	112,000	134,359	210,497
	40 or more	26	142,437	44,459	109,156	139,595	163,793	
	Chemical education	Total	320	64,498	21,048	49,700	61,250	77,000
		10-14	37	48,136	12,625	41,000	46,000	54,000
		15-19	34	50,348	7,127	46,128	50,000	53,786
		20-24	39	59,452	15,857	46,107	55,532	64,030
		25-29	41	69,191	24,567	52,000	64,000	76,000
		30-34	40	65,584	19,037	51,225	67,300	79,800
		35-39	50	69,255	18,557	55,000	69,800	82,500
	40 or more	71	77,299	22,596	62,000	76,000	87,494	
	Clinical chemistry	Total	35	109,349	39,192	76,000	106,000	132,000
	Environmental chemistry	Total	171	96,374	39,072	70,000	91,000	117,000
		10-14	16	68,703	22,004	56,348	64,000	80,000
		15-19	15	80,503	28,554	60,000	73,467	93,700
		20-24	16	89,592	22,887	75,500	88,000	93,500
		25-29	29	98,178	28,545	75,500	103,000	112,000
		30-34	25	104,940	42,805	70,000	98,000	140,703
		35-39	34	116,161	47,530	84,500	105,500	143,200
	40 or more	27	101,103	39,677	73,000	96,000	124,000	
	Inorganic chemistry	Total	168	90,609	38,655	61,700	87,000	111,725
		10-14	22	65,443	20,377	52,000	63,000	84,000
		15-19	20	70,914	20,194	54,000	63,000	90,000
		20-24	28	94,629	39,735	64,249	81,240	116,000
		25-29	28	103,045	38,159	83,250	100,000	120,000
		30-34	17	90,104	30,965	63,000	90,000	111,898
		35-39	15	104,971	41,840	84,600	102,000	117,000
	40 or more	27	112,410	43,683	76,838	108,000	139,000	

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

Table 2.4.1
SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SPECIALTY	Materials science	Total	295	103,948	41,593	82,000	99,300	120,000
		5-9	16	67,269	18,176	47,500	72,100	77,500
		10-14	51	85,724	19,177	75,000	85,000	100,000
		15-19	54	96,165	25,974	82,000	93,600	110,000
		20-24	61	104,772	30,018	91,466	103,703	115,000
		25-29	37	116,684	29,820	90,072	110,000	140,000
		30-34	28	137,759	86,354	93,900	120,000	143,976
		35-39	28	117,640	37,759	96,000	123,000	134,900
		40 or more	20	108,192	44,840	80,000	109,000	140,000
	Medicinal- Pharmaceutical	Total	569	121,793	51,739	92,000	111,000	142,000
		5-9	24	85,360	17,643	75,000	90,000	96,000
		10-14	90	90,134	26,583	75,000	95,500	105,000
		15-19	113	108,668	29,747	91,181	108,564	126,000
		20-24	114	122,939	44,811	95,000	117,500	142,000
		25-29	80	138,157	48,119	106,000	130,954	160,000
		30-34	67	147,290	56,250	111,000	148,553	170,617
		35-39	44	154,834	83,925	91,000	130,000	180,000
	Organic chemistry	Total	521	99,084	47,138	71,000	92,205	116,000
		5-9	30	70,142	20,105	50,198	75,000	89,000
		10-14	63	78,199	25,904	55,000	78,000	98,589
		15-19	79	80,126	27,211	58,000	75,500	97,000
		20-24	91	94,095	29,076	72,000	95,000	113,000
		25-29	59	103,923	39,764	80,000	98,200	123,000
		30-34	69	119,864	53,667	89,439	113,000	142,000
		35-39	57	113,160	51,425	85,000	97,000	126,000
	Physical chemistry	Total	281	91,302	36,843	63,000	86,700	117,000
		10-14	30	58,947	22,428	44,902	58,000	69,000
		15-19	34	69,257	22,593	53,179	63,000	83,000
		20-24	43	91,160	38,331	66,593	76,928	103,806
		25-29	51	92,089	30,622	66,000	89,000	113,333
		30-34	21	119,157	37,632	93,537	120,000	136,191
		35-39	38	112,822	36,350	85,100	110,000	132,948
		40 or more	54	101,099	33,563	78,243	93,000	125,000
	Polymer chemistry	Total	329	103,250	30,586	84,900	100,000	120,000
		5-9	18	75,199	12,419	72,000	73,000	83,700
		10-14	43	80,378	18,849	71,000	84,048	89,000
		15-19	38	89,477	20,368	82,000	90,000	101,268
		20-24	55	102,992	23,740	85,000	101,900	115,698
		25-29	57	112,123	30,003	88,212	106,000	134,000
		30-34	53	119,747	32,681	96,000	112,000	132,948
		35-39	41	110,527	27,994	96,024	113,500	129,200
	Other chemical science	Total	111	99,421	32,593	75,610	95,000	120,000
		25-29	15	118,344	44,041	90,214	106,026	137,000
		30-34	22	100,748	32,431	80,000	97,000	121,856
		35-39	19	110,364	31,656	89,000	103,000	124,600
		40 or more	22	98,296	26,195	77,553	92,900	119,000
	Business Administration	Total	52	147,469	78,054	108,000	132,200	160,000
	Computer science	Total	40	106,222	35,356	82,000	93,000	129,000
	Law	Total	54	156,413	84,617	105,000	137,000	177,000

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

Table 2.4.1
SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SPECIALTY	Other nonchemistry	Total	208	119,570	60,287	84,000	110,000	141,850
		10-14	21	85,055	27,719	68,000	84,000	100,000
		20-24	34	114,357	60,410	75,000	105,000	125,000
		25-29	21	120,469	60,188	80,000	101,000	159,000
		30-34	37	122,131	38,173	87,524	120,000	144,027
		35-39	38	137,352	70,812	99,600	122,678	153,000
		40 or more	43	131,362	74,771	92,205	120,000	150,000

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

Table 2.4.2
SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
2006 ACS Salary Survey

WORK FUNCTION			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile	
Analytical services	Total		246	94,048	28,776	75,000	92,205	108,000	
	5-9		16	69,127	14,654	53,500	72,000	80,000	
		10-14		25	82,864	23,515	68,848	83,000	95,723
		15-19		28	93,141	23,298	82,533	93,600	103,000
		20-24		47	97,577	32,198	80,000	96,000	110,119
		25-29		41	101,951	30,572	82,800	100,550	112,000
		30-34		33	101,567	28,313	78,000	101,000	117,000
		35-39		34	96,957	29,137	75,000	93,288	116,000
		40 or more		22	87,990	25,621	75,000	85,300	100,500
	Chemical info	Total		47	87,169	23,434	65,000	90,000	101,000
		Computers	Total	29	103,312	33,516	75,000	91,000	131,500
	Consulting	Total		58	118,975	70,396	75,000	112,400	146,000
		40 or more		19	106,187	64,234	48,000	105,000	147,000
	Forensics	Total		20	117,844	105,535	76,000	91,000	113,000
		General mgmt	Total	139	132,053	71,634	90,000	118,828	151,200
		20-24		16	160,545	81,753	98,800	125,000	205,000
		25-29		18	132,464	55,460	90,000	124,000	159,000
		30-34		28	144,204	72,457	103,000	132,200	180,000
		35-39		25	123,578	51,363	80,704	117,000	147,000
		40 or more		28	139,404	103,096	90,000	118,000	142,450
	Health & Safety	Total		78	107,505	35,847	90,242	108,000	125,300
		35-39		18	109,895	31,435	97,976	114,000	129,000
		40 or more		19	105,662	54,816	76,000	109,000	124,000
	Marketing,sales	Total		85	104,667	34,894	80,000	100,000	121,000
		20-24		16	115,917	41,753	93,000	105,000	133,680
	Patents	Total		49	145,704	52,198	107,000	137,000	170,000
	Production, QC	Total		138	102,004	30,885	83,750	96,000	119,600
15-19			15	89,307	20,128	78,887	92,500	95,791	
20-24			24	102,179	29,588	83,750	92,800	112,680	
25-29			23	105,237	33,060	84,000	97,000	120,000	
30-34			21	103,422	22,930	84,000	105,039	120,000	
35-39			22	99,941	31,723	85,000	96,400	119,600	
Applied Research	Total		1096	102,712	28,090	87,000	100,000	116,000	
	5-9		64	76,592	14,470	68,000	77,700	87,000	
	10-14		171	88,716	18,375	77,200	91,000	100,300	
	15-19		200	99,699	28,218	86,000	96,845	112,000	
	20-24		206	100,802	21,713	87,400	100,000	114,000	
	25-29		149	110,775	28,178	93,900	107,000	125,000	
	30-34		123	114,750	26,665	95,000	113,000	132,000	
	35-39		104	113,433	30,483	96,303	110,000	130,000	
	40 or more		72	119,217	35,323	96,000	117,000	134,460	
	Basic Research	Total		336	105,788	36,302	85,000	105,360	123,000
5-9			30	81,150	23,550	68,000	85,000	96,387	
10-14			59	86,453	23,192	74,000	90,000	104,500	
15-19			54	98,462	25,436	85,086	104,900	112,000	
20-24			56	110,031	24,905	95,065	111,000	124,000	
25-29			44	112,947	33,101	85,000	109,000	140,149	
30-34			36	127,386	47,181	105,000	120,000	151,000	
35-39			22	122,991	32,554	109,000	123,000	132,607	
40 or more			34	123,513	54,165	100,000	110,000	146,746	

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

Table 2.4.2
SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
WORK FUNCTION	R&D mgmt	Total	623	144,639	48,171	115,000	137,380	163,969
		10-14	32	109,814	24,862	98,000	107,000	116,330
		15-19	78	124,104	29,120	101,000	125,220	145,000
		20-24	137	137,220	35,947	115,000	130,588	156,000
		25-29	117	150,888	46,355	120,000	142,000	172,832
		30-34	128	158,552	59,428	125,000	147,000	173,830
		35-39	79	162,530	56,635	125,000	146,243	187,789
	40 or more	48	145,455	42,919	119,000	142,000	164,000	
	Training	Total	97	72,834	29,658	50,000	68,000	87,000
		35-39	18	88,288	32,295	70,000	86,000	113,560
		40 or more	30	85,712	35,120	60,000	77,553	99,500
	Other function	Total	96	124,050	80,076	79,000	105,000	138,488
		30-34	18	100,562	48,323	78,887	87,524	120,000
		35-39	19	156,426	91,543	97,000	132,000	157,000
		40 or more	18	160,351	127,561	83,093	115,000	150,000

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

Table 2.4.3
SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
NONACADEMIC EMPLOYER	Aerospace	Total	51	117,707	28,473	97,000	116,500	130,000
	Ag chemicals	Total	68	114,735	28,955	100,000	112,000	123,500
		30-34	21	123,544	38,421	101,000	117,088	122,400
	Basic chemicals	Total	70	111,103	30,606	92,000	106,188	120,000
		30-34	15	125,639	30,031	110,000	120,000	125,000
	Biochemical	Total	50	112,220	44,617	79,961	104,000	140,703
	Building	Total	25	108,625	27,321	85,000	108,480	123,000
	Coatings, inks, paints	Total	105	98,879	26,603	80,000	92,000	111,000
		10-14	15	79,463	10,549	76,000	80,000	85,000
		15-19	15	90,914	21,064	73,000	89,000	92,000
		20-24	17	102,034	26,846	80,000	94,495	115,698
		25-29	17	111,649	38,170	83,000	101,000	125,000
		30-34	19	108,104	23,769	90,754	105,000	115,316
		35-39	15	103,560	20,802	90,000	103,578	113,500
	Electronics/semi conductors	Total	90	114,247	37,777	90,000	106,000	135,000
		15-19	17	107,637	32,266	82,000	93,600	128,516
		20-24	19	108,949	25,621	90,000	104,000	115,000
	Food	Total	38	120,329	83,221	86,000	96,300	129,000
	Instruments	Total	76	99,520	35,594	76,500	94,172	114,000
	Medical devices	Total	120	115,564	38,830	92,000	109,500	140,000
		15-19	16	103,010	29,791	80,000	98,000	114,000
		20-24	18	112,089	39,479	96,450	106,200	125,000
		25-29	15	111,645	32,883	87,000	106,000	140,000
		30-34	19	132,327	38,463	102,000	126,000	140,000
		35-39	15	145,737	35,578	120,000	136,800	160,000
		40 or more	17	120,880	33,077	95,000	115,000	142,000
	Metals	Total	15	99,262	30,948	88,600	100,860	105,000
	Personal Care	Total	41	128,208	70,238	92,000	108,000	145,000
	Petroleum	Total	27	112,355	36,001	91,300	100,128	117,000
	Pharmaceuticals	Total	768	126,131	46,802	98,589	115,900	145,000
		5-9	36	86,320	12,933	80,000	87,500	94,000
		10-14	107	99,815	16,815	92,000	100,500	108,000
		15-19	148	113,566	26,798	98,309	110,000	126,919
		20-24	153	122,515	34,101	99,000	118,000	140,000
		25-29	124	142,016	45,282	110,000	136,896	160,646
		30-34	108	154,376	64,752	113,000	145,000	170,000
		35-39	52	151,027	62,457	113,000	139,900	157,000
		40 or more	36	136,755	64,203	99,558	122,095	159,538
	Plastics	Total	82	107,996	30,690	91,500	105,000	122,112
		25-29	16	115,795	40,662	90,214	119,075	134,000
	Specialty chems	Total	218	109,217	31,760	88,000	105,000	123,500
		10-14	17	83,539	18,136	74,000	86,400	92,000
		15-19	19	95,915	25,586	82,000	93,500	102,000
		20-24	50	105,569	26,932	85,000	102,000	118,000
		25-29	29	119,978	27,594	100,819	118,000	140,885
		30-34	39	119,503	26,811	103,500	116,000	128,800
		35-39	35	117,374	37,767	96,024	110,000	124,000
		40 or more	18	120,740	42,739	96,000	111,000	121,500
	Other manufacturing	Total	149	115,601	54,999	89,300	108,833	132,362
		15-19	23	98,420	22,177	84,000	97,116	108,000
	20-24	30	123,066	54,171	98,000	114,600	125,000	
	25-29	16	123,910	29,100	105,000	129,000	140,000	
	30-34	25	128,027	31,945	108,833	130,000	138,488	
	35-39	22	110,744	35,527	90,000	112,000	132,456	
	40 or more	16	132,574	130,130	75,000	95,000	141,400	
Analytical serv	Total	38	86,631	35,319	65,000	75,000	100,000	

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

Table 2.4.3
SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
NONACADEMIC EMPLOYER	Biotech research	Total	128	122,460	49,429	89,000	105,000	144,241
		10-14	26	93,702	22,279	84,000	90,000	102,671
		15-19	34	109,021	25,686	90,000	102,000	126,301
		20-24	26	144,500	51,557	110,000	124,000	175,000
	Contract res firm	Total	82	100,614	33,716	80,000	95,065	116,200
		10-14	15	80,934	22,373	65,000	80,000	88,300
		20-24	16	95,517	17,312	80,000	95,065	105,505
	Non-profit	Total	66	95,961	37,138	71,000	90,600	114,000
		40 or more	20	106,862	37,311	90,000	100,000	115,000
	Prof'l services	Total	79	115,846	49,607	80,000	101,000	150,000
	Research	Total	58	109,168	44,641	83,200	104,000	132,948
	Other nonmanuf	Total	29	113,128	78,524	65,500	100,000	121,869
	Federal Civilian	Total	250	110,857	29,702	91,000	107,023	130,588
		10-14	18	89,991	18,309	79,000	89,000	101,927
		15-19	17	91,904	19,186	77,353	88,000	109,000
		20-24	28	112,915	32,795	90,242	100,300	123,379
		25-29	39	108,918	24,230	90,450	103,292	117,437
		30-34	31	117,516	26,398	93,101	120,000	137,000
		35-39	43	118,386	29,688	98,000	117,437	132,000
		40 or more	62	120,782	30,369	104,143	120,000	139,774
	Military	Total	20	96,703	25,465	75,782	93,000	108,000
	State, local	Total	57	78,255	42,083	57,000	75,000	90,000
	Other govmt'	Total	20	105,343	30,931	79,500	98,400	125,900
	Self-employed	Total	47	139,235	100,919	69,000	120,000	170,617
		40 or more	15	155,520	132,855	50,000	131,250	150,000
	No answer or acad	Total	1549	79,566	41,165	52,500	70,000	93,000
		5-9	68	51,810	15,401	42,228	48,000	58,000
		10-14	202	53,983	19,905	43,000	50,000	61,000
		15-19	212	62,426	19,094	49,700	58,000	72,689
		20-24	198	72,024	24,607	56,000	66,800	81,960
		25-29	194	79,752	36,735	54,500	70,000	95,000
		30-34	158	85,191	39,476	58,050	73,630	100,000
35-39	197	100,801	56,858	70,060	87,000	112,000		
40 or more	312	101,896	46,624	72,000	89,000	124,477		

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

Table 2.4.4
SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION	Pacific	Total	808	115,743	54,329	82,000	105,000	140,000
		5-9	31	78,383	22,705	60,935	82,600	95,000
		10-14	115	84,458	27,791	65,000	87,000	101,927
		15-19	115	104,747	32,473	87,083	104,989	125,414
		20-24	140	117,166	46,483	82,000	108,000	146,100
		25-29	106	130,416	55,687	95,000	127,409	157,200
		30-34	101	129,817	59,058	88,000	124,000	160,000
		35-39	107	136,167	79,142	86,570	110,790	168,000
		40 or more	88	123,978	53,781	83,093	117,000	150,000
	Mountain	Total	188	94,591	33,983	72,895	89,856	114,000
		10-14	33	76,276	20,582	60,000	73,100	93,000
		15-19	22	83,022	23,964	56,000	85,000	99,000
		20-24	26	104,732	40,345	75,600	98,000	120,000
		25-29	30	98,733	33,936	77,500	85,000	116,900
		30-34	20	100,619	29,289	83,200	98,000	114,000
		35-39	28	100,059	41,920	55,000	100,100	124,000
		40 or more	22	109,627	35,302	87,494	106,643	120,000
		West North Central	Total	258	95,550	50,155	65,000	90,000
	10-14		34	73,483	29,206	52,045	65,000	90,000
	15-19		44	82,589	30,469	60,000	82,000	104,000
	20-24		28	89,369	28,953	64,000	85,000	108,000
	25-29		37	105,118	51,508	71,000	95,000	120,000
	30-34		36	110,639	39,124	78,300	100,000	145,000
	35-39		29	111,296	26,015	83,000	115,000	133,000
	40 or more		36	112,884	94,173	67,521	91,000	120,000
	West South Central		Total	279	90,268	54,348	55,000	79,000
		10-14	32	62,537	37,252	39,858	48,000	81,000
		15-19	49	79,053	45,849	53,000	73,200	96,000
		20-24	40	83,112	39,229	52,000	72,398	110,000
		25-29	34	90,637	44,067	60,000	74,000	121,500
		30-34	29	94,960	34,307	65,000	90,000	120,000
		35-39	34	109,400	44,815	84,600	107,000	147,500
		40 or more	47	119,871	87,025	70,000	89,000	125,000
		East North Central	Total	698	102,625	46,503	72,000	99,000
	5-9		28	62,366	18,363	47,000	60,000	73,800
	10-14		68	76,673	22,270	56,000	73,000	97,200
	15-19		105	90,183	31,275	60,500	93,500	110,000
	20-24		127	100,814	32,349	80,000	100,000	121,000
	25-29		104	113,786	40,087	90,000	110,000	138,488
	30-34		107	123,248	61,065	88,500	115,000	143,000
	35-39		79	103,356	34,252	74,000	98,000	123,000
	40 or more		77	110,593	51,537	76,838	103,680	134,460
East South Central	Total	154	80,500	48,248	50,000	70,000	96,000	
	10-14	19	49,553	17,879	42,000	44,000	48,920	
	15-19	21	67,948	23,516	49,000	58,439	90,000	
	20-24	26	81,947	25,707	56,840	81,000	96,000	
	25-29	24	76,431	31,353	52,366	75,650	92,800	
	30-34	18	92,807	53,131	60,841	75,000	114,000	
	35-39	15	120,805	88,660	80,000	96,024	128,000	
	40 or more	22	98,088	59,913	65,042	76,000	109,000	

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

Table 2.4.4
SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION	Middle Atlantic	Total	825	101,269	42,811	73,047	95,000	120,000
		5-9	44	73,924	21,960	54,000	77,000	89,000
		10-14	98	80,095	29,830	59,000	81,150	96,000
		15-19	102	89,356	34,180	59,562	88,000	110,000
		20-24	133	98,958	32,194	75,100	97,000	116,000
		25-29	120	110,450	42,491	84,200	102,000	133,500
		30-34	107	124,585	59,317	90,000	119,000	147,000
		35-39	92	114,576	47,407	81,000	106,500	132,000
		40 or more	125	101,559	37,934	75,000	93,500	121,500
	South Atlantic	Total	750	100,356	39,265	77,000	98,000	120,000
		5-9	29	69,380	15,795	53,000	70,000	83,700
		10-14	78	76,162	27,742	53,210	76,000	93,000
		15-19	89	83,498	33,684	60,000	80,000	100,000
		20-24	126	103,237	39,655	84,700	100,300	119,500
		25-29	101	97,390	29,592	80,000	98,000	114,036
		30-34	108	111,943	42,626	89,000	106,641	136,191
		35-39	101	115,011	36,680	96,292	112,000	130,000
		40 or more	113	113,666	43,542	84,755	117,000	139,770
	New England	Total	410	106,020	41,166	79,950	100,400	130,000
		5-9	14	72,880	18,573	68,000	70,000	86,932
		10-14	59	82,482	24,178	61,000	83,500	100,400
		15-19	59	98,487	30,800	75,500	98,000	116,000
		20-24	61	104,951	34,170	80,000	99,000	130,000
		25-29	60	115,383	41,465	88,400	107,000	145,000
		30-34	51	130,621	58,213	95,000	120,000	145,000
		35-39	53	112,409	40,609	86,000	110,000	129,200
		40 or more	51	108,558	38,942	80,000	106,000	130,000

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

Table 2.4.6
SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by EMPLOYER SIZE and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile	
EMPLOYER SIZE	Less than 50	Total	296	110,364	63,193	71,000	93,288	135,000	
		10-14	41	84,248	25,813	66,624	80,000	98,000	
		15-19	36	92,587	39,565	60,000	85,000	99,711	
		20-24	46	109,321	54,790	71,715	90,000	132,948	
		25-29	43	137,187	58,630	92,205	124,000	160,000	
		30-34	37	109,139	58,999	65,000	100,000	150,000	
		35-39	34	119,252	85,535	68,727	91,000	147,000	
		40 or more	46	127,451	87,559	76,000	105,000	150,000	
		Total	132	108,790	47,817	79,000	93,264	122,112	
	50 to 99	10-14	19	90,107	28,267	71,500	86,000	92,500	
		15-19	26	100,557	28,152	84,000	97,000	110,000	
		20-24	32	112,137	51,114	80,000	92,000	120,000	
		40 or more	15	120,889	58,263	75,000	105,000	143,000	
		Total	318	103,445	45,357	72,000	95,000	120,207	
	100 to 499	5-9	16	65,819	18,562	52,000	63,000	75,000	
		10-14	35	87,134	29,431	68,000	86,000	103,367	
		15-19	40	99,892	55,004	65,000	92,000	117,500	
		20-24	60	106,707	35,586	81,120	100,000	120,510	
		25-29	45	109,459	46,013	76,500	100,937	134,600	
		30-34	46	117,390	38,503	93,600	111,000	140,000	
		35-39	25	101,938	38,096	71,800	96,000	117,000	
		40 or more	49	107,973	61,691	66,593	90,000	135,000	
		Total	343	105,930	44,342	78,000	100,000	123,000	
		500 to 2,499	10-14	40	90,140	28,409	72,000	85,000	106,000
	15-19		40	96,061	42,005	72,504	93,500	105,000	
	20-24		64	111,387	41,138	84,100	103,587	126,005	
	25-29		47	110,723	35,861	90,000	105,000	130,656	
	30-34		50	116,002	58,235	79,950	103,680	132,200	
	35-39		46	116,942	47,354	90,000	108,120	133,000	
	40 or more		43	101,220	47,029	75,800	96,000	125,000	
	Total		464	112,985	44,437	87,780	105,000	132,846	
	2,500 to 9,999		5-9	22	78,393	13,073	72,100	77,353	84,500
			10-14	48	84,323	21,314	69,960	85,000	100,128
15-19		59	93,546	22,857	79,000	94,484	104,000		
20-24		79	111,118	28,653	93,000	112,680	130,000		
25-29		72	117,352	33,581	92,000	110,188	139,500		
30-34		57	126,818	38,138	94,500	116,291	149,788		
35-39		68	131,190	52,689	100,500	116,000	139,774		
40 or more		58	132,204	72,823	100,500	124,477	150,431		
Total		368	113,969	42,584	90,000	108,000	127,000		
10,000 to 24,999		5-9	15	76,765	13,549	71,127	76,000	80,000	
	10-14	45	86,564	21,129	75,000	90,000	99,100		
	15-19	51	102,361	22,625	87,000	100,000	115,000		
	20-24	63	116,884	42,458	95,238	108,120	121,140		
	25-29	66	121,350	49,333	97,900	116,000	140,885		
	30-34	49	139,517	56,239	106,641	125,000	146,381		
	35-39	42	122,682	36,479	97,976	116,100	143,200		
40 or more	34	118,531	34,080	100,000	111,800	134,460			

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

Table 2.4.6
SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by EMPLOYER SIZE and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
EMPLOYER SIZE	25,000 or more	Total	888	118,525	41,198	95,500	110,000	135,000
		5-9	39	80,491	15,680	70,000	85,000	91,500
		10-14	106	95,243	19,195	86,500	97,000	105,500
		15-19	153	112,041	24,026	96,500	110,000	125,878
		20-24	157	113,990	28,130	94,495	110,000	130,000
		25-29	131	126,661	35,019	101,000	120,000	147,000
		30-34	146	139,342	57,676	109,000	129,000	153,700
		35-39	106	125,263	34,457	103,578	123,000	139,900
		40 or more	45	128,213	41,590	100,500	120,800	144,027

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

Table 3.1.1
SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME
by DEGREE and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
HIGHEST DEGREE	BA or BS	Total	146	69,142	25,617	50,000	68,519	86,000
		20-24	17	68,507	17,974	53,040	68,000	80,280
		25-29	29	78,232	25,991	50,000	82,500	96,500
		30-34	27	74,726	26,462	64,000	75,000	87,314
	MS	Total	108	79,639	22,994	63,000	80,000	97,461
		10-14	15	56,339	17,090	47,500	52,000	63,000
		25-29	17	87,308	23,856	67,854	86,000	106,641
		30-34	23	79,209	17,865	64,102	79,548	90,000
	PHD	35-39	22	90,864	20,306	72,890	83,384	104,000
		Total	331	104,547	31,219	84,000	100,550	125,000
		10-14	28	85,370	20,408	74,650	84,240	95,410
		15-19	25	86,754	19,615	73,720	85,086	99,000
20-24		39	106,744	34,757	90,000	97,500	120,000	
25-29		53	104,771	26,748	87,400	100,550	117,437	
30-34		40	107,153	31,871	89,000	105,039	136,000	
35-39		57	110,907	32,248	87,780	112,000	129,023	
40 or more	75	115,691	31,662	98,537	118,828	139,000		

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

Table 4.1.1
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by CONTRACT STATUS and RANK
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
CONTRACT LENGTH	9-10 month	RANK	Full professor	408	93,333	31,569	73,000	86,460	102,500
			Assoc professor	234	62,413	13,232	52,790	60,000	70,000
			Asst professor	221	53,960	11,035	45,150	52,045	60,228
			Instructor, adjunct	55	60,289	39,716	40,000	49,500	63,000
			No ranks	22	56,709	18,753	44,000	56,000	70,000
	11-12 month	RANK	Secondary teacher	33	60,867	16,412	50,000	61,000	73,457
			Full professor	164	133,421	60,516	96,992	124,477	160,000
			Assoc professor	44	88,538	38,990	70,380	82,000	99,250
			Asst professor	73	67,938	27,244	50,000	63,000	81,500
			Instructor, adjunct	39	55,769	19,828	43,029	50,000	64,000
			Research appt	137	68,012	36,544	44,500	62,000	83,000
			Other nonfaculty	73	74,709	37,273	46,254	68,000	92,500

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

Table 4.2.1
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and YEARS SINCE PhD - 9 or 10 Month Contract
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
RANK	Full professor	Total	401	93,124	31,608	72,740	86,405	102,450
		10-14	16	77,982	39,369	50,000	67,000	86,000
		15-19	47	84,199	21,412	68,000	81,000	95,000
		20-24	64	90,060	27,880	70,000	86,058	100,000
		25-29	59	86,231	27,396	68,000	79,600	93,703
		30-34	83	96,535	33,335	75,000	88,960	103,000
		35-39	92	100,537	35,682	75,000	87,000	120,000
		40+	39	101,451	30,620	84,000	93,000	102,000
	Assoc professor	Total	234	62,413	13,232	52,790	60,000	70,000
		5-9	37	57,730	11,745	49,500	56,000	64,074
		10-14	81	61,072	12,827	50,268	57,800	67,300
		15-19	57	65,148	13,251	56,030	63,000	72,398
	Asst professor	20-24	23	62,631	12,808	53,821	60,000	70,000
		Total	219	54,030	11,054	45,500	53,000	60,228
		2-4	53	51,311	10,651	44,000	48,000	56,400
Instructor, No ranks	5-9	100	54,500	11,587	47,000	53,000	62,000	
	10-14	38	57,176	11,209	49,000	57,753	63,000	
	Total	55	60,289	39,716	40,000	49,500	63,000	
Secondary	Total	20	54,230	17,605	43,500	51,225	65,600	
	Total	33	60,867	16,412	50,000	61,000	73,457	

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

Table 4.2.2
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and YEARS SINCE PhD - 11 or 12 Month Contract
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
RANK	Full professor	Total	163	133,504	60,694	96,992	128,000	160,000
		20-24	20	130,333	50,208	82,000	124,000	160,000
		25-29	20	150,025	50,006	104,000	150,000	180,000
		30-34	37	132,358	80,594	86,570	112,000	136,000
		35-39	41	136,962	56,930	109,156	128,000	156,000
		40+	24	155,795	42,491	122,000	159,000	180,000
	Assoc	Total	43	90,387	37,447	71,000	82,400	99,250
	Asst professor	Total	73	67,938	27,244	50,000	63,000	81,500
		5-9	30	69,262	20,287	53,000	63,000	81,500
	Instructor, Research appt	Total	39	55,769	19,828	43,029	50,000	64,000
		Total	132	68,964	36,760	45,000	62,200	83,352
		2-4	26	50,417	23,395	36,000	42,000	66,624
		5-9	34	53,312	18,048	41,000	50,000	59,092
		10-14	21	92,611	59,524	64,000	77,000	97,328
		15-19	18	80,168	29,250	65,000	71,000	92,205
Other	Total	72	75,330	37,153	48,000	68,000	92,500	

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

Table 4.3.1
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and ACADEMIC WORK FUNCTION - 9 or 10 Month Contract
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
ACADEMIC WORK FUNCTION	Teaching	RANK	Full professor	265	82,270	22,351	69,000	79,024	92,000
			Assoc professor	181	59,707	11,762	51,000	57,500	65,400
			Asst professor	165	51,705	9,724	44,825	50,000	57,358
			Instructor, adjunct	52	60,563	40,828	39,000	48,480	63,929
			No ranks	21	56,076	18,974	43,500	56,000	67,000
		Secondary teacher	15	60,983	16,676	46,000	61,000	76,000	
	Research	RANK	Full professor	94	115,450	35,798	90,000	105,000	138,700
			Assoc professor	32	72,765	15,786	63,000	69,000	75,000
			Asst professor	46	61,032	12,549	57,000	60,000	65,000

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

Table 4.3.2
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and ACADEMIC WORK FUNCTION - 11 or 12 Month Contract
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
ACADEMIC WORK FUNCTION	Teaching	RANK	Full professor	40	98,495	40,315	70,000	89,000	110,000
			Asst professor	26	52,340	15,731	42,000	49,482	59,000
			Instructor, adjunct	23	53,048	18,890	43,029	50,000	60,000
	Research	RANK	Full professor	63	146,812	65,402	110,000	145,000	168,000
			Assoc professor	20	89,685	47,058	71,000	82,000	97,000
			Asst professor	42	75,083	29,033	56,000	74,000	85,000
			Research appt	117	65,696	37,355	42,000	57,750	80,000
		Other nonfaculty	28	55,499	26,303	36,000	42,000	62,000	
	Administration	RANK	Full professor	42	154,563	60,824	112,257	136,000	165,000
			Other nonfaculty	21	106,304	44,358	75,000	97,600	118,584

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

Table 4.4.1
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SPECIALTY - 9 or 10 Month Contract
2006 ACS Salary Survey

SPECIALTY		RANK		Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Analytical chemistry		RANK	Full professor	37	93,122	27,174	75,000	88,000	100,913
			Assoc professor	21	62,873	14,315	51,000	58,530	72,398
			Asst professor	21	51,475	8,620	43,000	48,920	60,000
Biochemistry		RANK	Full professor	29	102,103	38,280	73,368	91,000	125,000
			Assoc professor	25	61,635	13,733	50,713	58,601	65,400
			Asst professor	28	57,108	10,023	49,000	57,358	63,500
Chemical education		RANK	Full professor	95	77,052	16,589	66,813	76,185	86,460
			Assoc professor	58	59,538	13,275	52,000	55,450	63,000
			Asst professor	44	48,861	8,296	43,039	47,127	54,000
			Instructor, adjunct	19	48,538	12,975	36,540	47,739	52,000
			No ranks	18	58,910	19,780	50,000	57,844	72,000
			Secondary teacher	22	58,907	18,236	46,000	60,000	76,000
Environmental chemistry		RANK	Full professor	15	113,554	35,069	85,000	107,000	130,000
Inorganic chemistry		RANK	Full professor	32	93,210	29,640	78,000	92,205	108,000
			Assoc professor	22	58,973	8,050	52,300	56,840	64,249
			Asst professor	24	54,796	9,366	49,000	54,000	61,700
Materials science		RANK	Full professor	20	117,268	43,640	88,000	105,000	123,000
Organic chemistry		RANK	Full professor	59	92,721	28,048	72,895	87,854	102,000
			Assoc professor	36	63,813	11,544	53,000	63,000	74,250
			Asst professor	36	52,423	7,536	46,000	50,500	59,000
Physical chemistry		RANK	Full professor	62	96,636	29,237	76,831	89,250	115,000
			Assoc professor	35	65,926	15,908	55,000	65,000	72,000
			Asst professor	18	54,316	15,008	48,400	58,700	60,000

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

Table 4.4.2
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SPECIALTY - 11 or 12 Month Contract
2006 ACS Salary Survey

SPECIALTY		RANK		Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Analytical chemistry		RANK	Research appt	22	62,218	19,567	50,000	56,000	73,300
Biochemistry		RANK	Full professor	46	141,588	53,422	112,000	140,000	169,000
			Asst professor	17	75,576	20,588	52,366	77,250	95,000
			Research appt	17	63,047	26,293	42,000	48,000	85,470
Chemical education		RANK	Full professor	15	86,572	30,837	65,000	75,194	105,000
Medicinal- Pharmaceutical		RANK	Full professor	19	147,733	93,175	87,716	111,000	165,000
			Research appt	23	63,606	33,703	41,000	58,000	74,000
Physical chemistry		RANK	Full professor	15	114,698	38,460	84,000	124,000	131,385
			Research appt	16	59,352	22,196	38,000	57,000	76,000

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

Table 4.5.1
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and TENURE - 9 or 10 Month Contract
2006 ACS Salary Survey

TENURE		RANK		Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Yes		RANK	Full professor	397	93,987	31,609	74,000	87,000	105,000
			Assoc professor	211	63,205	12,939	53,000	60,100	70,800
			Asst professor	17	59,327	7,803	52,045	59,000	61,750
No, in tenure		RANK	Assoc professor	16	57,622	14,865	48,471	54,000	62,000
			Asst professor	192	53,746	10,840	45,150	51,512	60,000
No, no Not		RANK	Instructor, adjunct	44	56,495	32,421	38,600	49,500	54,250
			Secondary teacher	17	55,855	18,246	40,000	53,200	70,000

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

Table 4.5.2
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and TENURE - 11 or 12 Month Contract
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
TENURE	Yes	RANK	Full professor	138	139,638	59,248	101,000	130,000	164,696
			Assoc professor	22	90,957	43,171	70,380	81,240	97,000
	No, in tenure track	RANK	Asst professor	43	67,510	23,466	50,000	63,000	81,000
			Asst professor	23	60,739	21,423	50,000	57,881	76,000
			Instructor, adjunct	26	58,173	17,332	44,800	53,000	70,000
			Research appt	82	69,686	39,313	48,000	62,000	83,531
			Other nonfaculty	23	70,790	44,708	45,000	62,000	80,000
			Research appt	55	65,516	32,164	42,000	61,000	76,000
	Not applicable	RANK	Research appt	55	65,516	32,164	42,000	61,000	76,000
			Other nonfaculty	48	76,260	34,308	48,000	66,732	104,000

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

Table 4.6.1
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and INSTITUTIONAL CONTROL - 9 or 10 Month Contract
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile
INSTITUTIONAL CONTROL	Public	RANK	Full professor	242	96,416	32,661	75,000
			Assoc professor	124	63,668	13,481	53,274
			Asst professor	130	55,357	11,792	48,400
			Instructor, adjunct	36	65,992	46,419	40,000
			No ranks	22	56,709	18,753	44,000
			Secondary teacher	21	62,238	15,675	53,200
	Private	RANK	Full professor	165	88,855	29,515	70,774
			Assoc professor	110	60,997	12,860	51,000
			Asst professor	91	51,963	9,565	45,000
			Instructor, adjunct	18	49,454	19,361	39,000
			Secondary teacher	12	58,469	18,081	48,561

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

Table 4.6.1
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and INSTITUTIONAL CONTROL - 9 or 10 Month Contract
2006 ACS Salary Survey

				50th %-ile	75th %-ile
INSTITUTIONAL CONTROL	Public	RANK	Full professor	90,400	107,500
			Assoc professor	62,000	72,000
			Asst professor	55,000	61,000
			Instructor, adjunct	50,000	68,524
			No ranks	56,000	70,000
			Secondary teacher	64,611	73,457
	Private	RANK	Full professor	82,040	97,000
			Assoc professor	58,000	67,600
			Asst professor	50,000	59,500
			Instructor, adjunct	48,000	50,325
			Secondary teacher	55,000	65,000

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

Table 4.6.2
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and INSTITUTIONAL CONTROL - 11 or 12 Month Contract
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INSTITUTIONAL CONTROL	Public	RANK	Full professor	107	130,871	57,358	98,000	124,000	150,000
			Assoc professor	23	91,352	30,091	76,000	82,400	102,000
			Asst professor	36	69,029	30,509	51,500	70,000	81,150
			Instructor, adjunct	20	56,472	21,284	43,796	51,000	65,000
			Research appt	91	67,798	37,472	45,117	62,200	77,862
	Private	RANK	Other nonfaculty	43	75,732	40,303	51,000	66,732	91,520
			Full professor	57	138,208	66,307	86,570	135,000	169,000
			Assoc professor	21	85,456	47,469	54,000	80,000	95,500
			Asst professor	37	66,876	24,025	50,000	58,300	81,500
			Instructor, adjunct	19	55,030	18,727	43,000	48,000	60,000
			Research appt	46	68,434	35,037	42,000	57,000	90,000
			Other nonfaculty	29	74,734	32,603	42,000	74,891	105,000

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

Table 4.7.1
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and TYPE OF INSTITUTION - 9 or 10 Month Contract
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INSTITUTIONAL TYPE	AA-granting	RANK	Full professor	39	69,853	15,135	56,348	69,000	84,000
			Assoc professor	19	56,638	15,629	44,000	53,260	64,074
			No ranks	22	56,709	18,753	44,000	56,000	70,000
	BS-granting	RANK	Full professor	145	79,488	18,829	68,500	76,540	90,000
			Assoc professor	108	57,838	9,649	50,000	56,030	62,251
			Asst professor	108	49,487	7,824	44,000	47,800	54,000
	MS-granting	RANK	Full professor	29	83,749	15,367	75,000	84,000	92,205
			Assoc professor	35	60,605	10,669	52,469	58,000	65,000
			Asst professor	24	54,988	10,181	48,552	52,000	57,556
	PhD-granting	RANK	Full professor	189	109,291	34,636	85,034	100,800	125,000
			Assoc professor	68	71,552	13,992	60,200	71,000	76,928
			Asst professor	67	60,636	11,897	55,000	60,000	65,000
			Instructor, adjunct	17	72,625	42,278	48,480	54,250	75,000
	High school	RANK	Secondary teacher	32	60,451	16,496	50,000	60,000	71,250

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

Table 4.7.2
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and TYPE OF INSTITUTION - 11 or 12 Month Contract
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INSTITUTIONAL TYPE	BS-granting	RANK	Full professor	23	93,740	63,697	57,000	80,000	108,000
			Asst professor	16	52,032	13,177	42,000	49,482	58,000
	PhD-granting	RANK	Full professor	73	138,073	55,618	101,000	133,000	164,696
			Asst professor	25	68,056	25,649	51,500	74,000	84,000
			Instructor, adjunct	24	60,831	17,967	46,103	55,000	70,000
			Research appt	104	69,467	40,100	44,000	61,000	83,352
			Other nonfaculty	47	76,829	39,384	51,000	68,699	97,000
	Medical school	RANK	Full professor	50	156,277	62,873	120,000	145,434	188,000
			Assoc professor	20	98,020	47,533	75,800	86,005	106,000
			Asst professor	27	80,095	31,218	58,300	75,000	88,000
			Research appt	27	64,246	21,432	52,800	63,724	75,813
			Other nonfaculty	16	69,998	35,343	37,000	60,000	90,000

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

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
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
INSTITUTIONAL CONTROL	Public	NonPhD-granting	RANK Full professor	100	77,262	16,204	67,000	77,000	90,000
			Assoc professor	68	58,376	11,237	50,000	55,729	64,074
			Asst professor	72	50,859	8,728	44,100	50,000	55,000
			Instructor, adjunct	22	56,045	44,320	36,900	43,000	54,000
		PhD-granting	RANK No ranks	22	56,709	18,753	44,000	56,000	70,000
			Full professor	136	109,276	34,359	86,405	102,000	125,000
			Assoc professor	52	69,809	13,556	60,000	69,000	75,000
			Asst professor	52	61,344	11,984	56,348	60,000	65,000
	Private	Secondary School	RANK Secondary teacher	20	61,639	15,835	53,200	63,400	71,250
		NonPhD-granting	RANK Full professor	113	79,226	19,825	66,813	76,540	88,000
			Assoc professor	94	58,237	10,384	50,000	57,000	63,000
			Asst professor	74	50,229	8,208	44,825	47,928	56,000
			Full professor	52	109,781	35,866	84,600	99,000	125,000
		PhD-granting	RANK Assoc professor	16	77,216	14,312	67,600	72,000	80,000
			Asst professor	15	58,184	11,655	50,000	55,490	63,000

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

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
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile	
INSTITUTIONAL CONTROL	Public	NonPhD-granting	RANK Full professor	22	100,047	29,033	81,000	103,000	120,000	
			PhD-granting	RANK Full professor	53	127,071	50,343	96,000	122,000	151,000
			Instructor, adjunct	15	63,848	17,192	50,000	60,500	70,000	
			Research appt	72	68,665	40,912	45,000	62,000	80,000	
		Medical school	Other nonfaculty	26	75,732	43,016	51,225	63,207	92,500	
			RANK Full professor	32	158,357	70,344	120,120	143,000	167,000	
			Asst professor	18	80,512	32,910	62,000	75,000	88,000	
			Research appt	17	64,283	19,837	48,688	63,300	74,789	
	Private	NonPhD-granting	RANK Full professor	19	94,046	67,151	57,000	75,194	89,000	
			Asst professor	15	50,424	10,831	42,000	49,482	57,000	
			PhD-granting	RANK Full professor	20	167,229	59,609	120,000	159,000	188,500
			Research appt	32	71,271	38,785	41,000	57,000	92,205	
		Medical school	Other nonfaculty	20	80,596	34,477	42,000	76,838	105,000	
			RANK Full professor	18	152,579	48,455	110,000	145,434	188,000	

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

Table 4.9.1
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SEX - 9 or 10 Month Contract
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SEX	Men	RANK	Full professor	335	93,823	31,032	74,000	87,000	105,000
			Assoc professor	154	63,547	12,736	54,000	61,400	72,000
			Asst professor	142	54,554	11,335	47,500	53,000	61,000
			Instructor, adjunct	33	63,282	47,263	37,000	49,500	68,524
			Secondary teacher	21	63,817	14,091	52,000	65,000	74,200
	Women	RANK	Full professor	70	91,773	34,417	70,060	82,000	97,200
			Assoc professor	78	60,304	14,132	50,000	56,030	67,300
			Asst professor	77	52,839	10,412	44,500	50,500	60,000
			Instructor, adjunct	22	55,800	24,838	40,000	48,000	63,000

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

Table 4.9.2
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SEX - 11 or 12 Month Contract
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
SEX	Men	RANK	Full professor	139	134,063	58,248	100,000	130,000	158,961
			Assoc professor	37	92,517	39,730	71,000	82,900	102,000
			Asst professor	46	69,085	29,612	50,000	62,000	81,500
			Instructor, adjunct	31	58,535	19,761	43,029	50,000	70,000
			Research appt	103	67,960	30,262	45,000	62,552	83,531
			Other nonfaculty	49	80,607	40,132	51,000	76,838	97,600
			Women	RANK	Full professor	25	129,855	73,132	76,544
	Asst professor	27	65,984		23,053	51,000	65,000	81,150	
	Research appt	33	69,022		52,260	44,000	60,000	75,813	
	Other nonfaculty	24	62,668		27,613	37,000	52,500	78,887	

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

Table 4.10.1
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and GEOGRAPHIC REGION - 9 or 10 Month Contract
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION	Pacific	RANK	Full professor	70	103,848	30,523	84,000	93,000	125,000
			Assoc professor	20	71,572	14,047	62,000	69,051	77,000
			Asst professor	23	58,605	9,184	52,000	58,700	62,500
			Instructor, adjunct	13	75,737	55,426	49,176	53,000	75,000
	West	RANK	Full professor	29	78,948	16,383	66,576	76,831	89,250
			Assoc professor	18	58,519	8,364	50,000	57,800	65,000
	North Central	RANK	Asst professor	18	56,194	9,429	50,000	55,000	61,750
			Full professor	54	82,468	33,219	68,000	75,000	88,960
	South Central	RANK	Assoc professor	21	61,506	11,460	52,300	60,000	72,000
			Asst professor	25	47,994	12,884	43,000	46,300	51,360
	East Central	RANK	Full professor	46	92,351	34,391	70,000	81,500	102,000
			Assoc professor	38	61,156	13,189	50,000	59,968	65,000
	East Central	RANK	Asst professor	31	52,736	10,192	46,615	50,500	55,000
			Full professor	18	72,273	22,282	60,841	69,000	78,000
	South Central	RANK	Assoc professor	23	53,150	6,567	50,000	53,821	55,729
			Asst professor	10	45,957	7,075	42,000	43,000	48,552
	Middle Atlantic	RANK	Full professor	80	100,866	35,702	77,400	92,604	110,000
			Assoc professor	54	63,019	12,405	53,000	60,000	71,242
			Asst professor	50	56,041	12,206	46,000	54,000	61,000
	South Atlantic	RANK	Full professor	46	91,802	27,125	72,000	84,755	110,000
			Assoc professor	28	64,819	17,181	54,000	62,000	72,400
			Asst professor	27	50,856	9,540	43,039	49,176	59,000
	New England	RANK	Full professor	45	97,003	26,264	79,000	91,075	106,000
			Assoc professor	16	71,037	13,573	58,000	72,000	80,000
			Asst professor	20	59,216	8,708	50,800	59,500	63,500

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

Table 4.10.2
SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and GEOGRAPHIC REGION - 11 or 12 Month Contract
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
GEOGRAPHIC REGION	Pacific	RANK	Full professor	29	147,720	82,697	86,570	140,357	170,000
			Research appt	32	79,044	33,118	59,092	66,624	92,205
	West	RANK	Full professor	18	129,512	61,221	105,000	114,500	165,000
			Full professor	19	124,413	45,903	97,800	130,000	150,000
	North		Research appt	25	61,813	22,223	45,000	57,000	72,014
	East	RANK	Full professor	16	125,940	89,661	80,000	96,000	131,000
	Middle Atlantic	RANK	Full professor	30	131,205	45,736	94,000	124,477	158,961
			Asst professor	24	64,561	25,309	42,000	59,000	81,150
	South Atlantic	RANK	Research appt	20	66,649	19,809	46,000	62,200	83,531
			Full professor	19	136,246	54,079	112,000	135,000	159,000
		Research appt	16	54,197	23,178	40,000	48,688	62,000	

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

Table 5.1.1
STIPENDS of ACADEMIC POSTDOCTORAL FELLOWS
by INSTITUTIONAL CONTROL and WORK SPECIALTY
2006 ACS Salary Survey

				Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile	
WORK SPECIALTY	Chemistry	Total		165	39,148	27,621	32,000	36,000	42,000	
			INSTITUTIONAL CONTROL	Public	110	39,357	33,387	30,900	35,345	41,000
				Private	55	38,731	8,167	35,858	38,000	42,000

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

Table 6.1.1
SALARIES of CHEMICAL ENGINEERS employed FULL-TIME in INDUSTRY
by DEGREE and YEARS SINCE BS
2006 ACS Salary Survey

			Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
HIGHEST DEGREE	BA or BS	Total	51	84,173	27,735	67,000	80,000	96,320
		MS	74	106,390	34,577	79,000	102,000	121,637
		25-29	16	115,069	42,219	77,000	103,000	138,000
PHD	Total		91	110,605	28,671	90,408	109,865	127,000
		20-24	15	109,689	43,218	90,840	105,000	129,643
		25-29	16	111,185	24,365	96,000	109,200	119,600

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

Appendix A: Survey Questionnaire

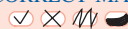


AMERICAN CHEMICAL SOCIETY 2006 Comprehensive Salary and Employment Status Survey

MARKING INSTRUCTIONS

• Use a No. 2 pencil or blue or black ink pen only.

INCORRECT MARKS



CORRECT MARK



I. EDUCATION AND EMPLOYMENT STATUS

1. What is the highest degree you have received to date?
Fill in one.

Less than Bachelor's	<input type="checkbox"/>
Bachelor's	<input type="checkbox"/>
Master's	<input type="checkbox"/>
Doctorate	<input type="checkbox"/>
Other, please specify	<input type="checkbox"/>

2. Please indicate the year for each degree you have earned.

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

3. Please indicate the one field of the highest degree you have earned and the one specialty most related to your current or most recent job using the appropriate column below.
Fill in one response for each column.

	One field of degree	One work specialty
Chemical engineering	<input type="checkbox"/>	<input type="checkbox"/>
Agricultural/food chemistry	<input type="checkbox"/>	<input type="checkbox"/>
Analytical chemistry	<input type="checkbox"/>	<input type="checkbox"/>
Biochemistry	<input type="checkbox"/>	<input type="checkbox"/>
Biotechnology	<input type="checkbox"/>	<input type="checkbox"/>
Chemical education	<input type="checkbox"/>	<input type="checkbox"/>
Clinical chemistry	<input type="checkbox"/>	<input type="checkbox"/>
Environmental chemistry	<input type="checkbox"/>	<input type="checkbox"/>
General chemistry	<input type="checkbox"/>	<input type="checkbox"/>
Inorganic chemistry	<input type="checkbox"/>	<input type="checkbox"/>
Materials science	<input type="checkbox"/>	<input type="checkbox"/>
Medicinal/pharmaceutical chemistry	<input type="checkbox"/>	<input type="checkbox"/>
Organic chemistry	<input type="checkbox"/>	<input type="checkbox"/>
Physical chemistry	<input type="checkbox"/>	<input type="checkbox"/>
Polymer chemistry	<input type="checkbox"/>	<input type="checkbox"/>
Other chemical science	<input type="checkbox"/>	<input type="checkbox"/>
Business administration	<input type="checkbox"/>	<input type="checkbox"/>
Computer science	<input type="checkbox"/>	<input type="checkbox"/>
Law	<input type="checkbox"/>	<input type="checkbox"/>
Other non-chemistry	<input type="checkbox"/>	<input type="checkbox"/>

4. Please indicate your primary employment status as of March 1, 2006. Choose the one category that best fits your situation.

Employed full-time (35 hours or more per week)	<input type="checkbox"/> Go to 5
Employed part-time	<input type="checkbox"/> Go to 5
Postdoctoral or other fellowship	<input type="checkbox"/> Go to 5
Not employed but actively seeking employment	<input type="checkbox"/> Go to 7
Not employed and <u>not</u> seeking employment	<input type="checkbox"/> Go to 28
Fully retired	<input type="checkbox"/> Go to 28

5. If you are currently employed, how long have you worked for your current employer? Fill in one.

<input type="checkbox"/> Less than 1 year	<input type="checkbox"/> 5 to 9 years	<input type="checkbox"/> 20 or more years
<input type="checkbox"/> 1 to 4 years	<input type="checkbox"/> 10 to 19 years	

6. If you are currently employed, is your job permanent or temporary? Fill in one.

<input type="checkbox"/> Permanent – Go to 8	<input type="checkbox"/> Agency temp – Go to 8
<input type="checkbox"/> Temporary – Go to 8	<input type="checkbox"/> Fixed term contract – Go to 8

7. If you were not employed but actively seeking employment on March 1, 2006, how long had you been unemployed? Fill in one.

<input type="checkbox"/> Less than 1 month	<input type="checkbox"/> 4 to 6 months	<input type="checkbox"/> More than 1 year
<input type="checkbox"/> 1 to 3 months	<input type="checkbox"/> 7 to 12 months	

8. Regardless of your current status, was there any period when you were not employed but actively seeking employment in calendar year 2005? Fill in one.

Yes No – Go to 9

If yes, how many total months were you not employed but actively seeking employment in calendar year 2005? Fill in one.

<input type="checkbox"/> Less than 1 month	<input type="checkbox"/> 4 to 6 months	<input type="checkbox"/> 12 months
<input type="checkbox"/> 1 to 3 months	<input type="checkbox"/> 7 to 11 months	

9. 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

II. CURRENT INCOME AND JOB EVALUATION

If you are employed, either full-time or part-time, please answer current income and job evaluation. If you are not currently employed, please go to Section III.

10. What was your base annual salary from your primary employer as of March 1, 2006? Do not include bonuses, earnings from second employer, 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. If none, enter zero.

	\$	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr> <tr><td>1</td><td>1</td><td>1</td><td>1</td><td>1</td><td>1</td><td>1</td></tr> <tr><td>2</td><td>2</td><td>2</td><td>2</td><td>2</td><td>2</td><td>2</td></tr> <tr><td>3</td><td>3</td><td>3</td><td>3</td><td>3</td><td>3</td><td>3</td></tr> <tr><td>4</td><td>4</td><td>4</td><td>4</td><td>4</td><td>4</td><td>4</td></tr> <tr><td>5</td><td>5</td><td>5</td><td>5</td><td>5</td><td>5</td><td>5</td></tr> <tr><td>6</td><td>6</td><td>6</td><td>6</td><td>6</td><td>6</td><td>6</td></tr> <tr><td>7</td><td>7</td><td>7</td><td>7</td><td>7</td><td>7</td><td>7</td></tr> <tr><td>8</td><td>8</td><td>8</td><td>8</td><td>8</td><td>8</td><td>8</td></tr> <tr><td>9</td><td>9</td><td>9</td><td>9</td><td>9</td><td>9</td><td>9</td></tr> </table>	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	.00
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																																																																			
SALARY THIS MARCH	Annual As of 3/1/06																																																																								

DO NOT MARK IN THIS AREA



01234

11. What was your base annual salary from your primary employer as of March 1, 2005? Do not include bonuses, earnings from second employer, 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. If none, enter zero.

SALARY Annual LAST As of MARCH 3/1/05

\$

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

 .00

12. What was your total professional income during calendar year 2005? Include consulting fees, base annual salary, bonuses, earnings from second employer, overtime, summer teaching, and other supplemental earnings.

Calendar Year 2005

\$

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

 .00

13. Were you eligible for bonus during calendar year 2005?

- Yes No - Go to 14

If Yes, did you receive a bonus?

- Yes No - Go to 14

If Yes, please indicate amount \$

Calendar Year 2005

\$

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

 .00

14. Did you receive stock as part of your annual professional income in 2005?

- Yes No

15. Was consulting your primary occupation in 2005?

- Yes - Go to 16A No

16. Did you do any consulting in 2005? Fill in one.

- Yes No - Go to Section III

16A. If yes, how many hours did you consult per month? Fill in one.

- Less than 10 hrs 10 - 19 hrs 20 - 39 hrs 40 - 99 hrs 100 or more hrs

16B. If you did any consulting, what was your approximate hourly rate?

Per hour

\$

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

 .00

16C. What was your total consulting income during calendar year 2005?

Calendar Year 2005

\$

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

 .00

III. CURRENT OR MOST RECENT PRIMARY JOB

If your most recent employer is not or was not an academic institution, go to Section III. B. Question 23

A. Academic employer.

17. Please indicate your current or most recent primary academic employer: Fill in one only for Q17.

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

- Associate's
- Bachelor's
- Master's
- Doctorate
- University medical or professional school
- High school
- Other academic, please specify

18. What is or was your academic employer? Fill in one.

- Public institution Private institution

19. What is or was your academic rank? Fill in one.

- Full professor
- Associate professor
- Assistant professor
- Visiting or adjunct professor, instructor, lecturer
- Non-teaching research appointment
- Other non-faculty
- My institution does not have ranks
- Secondary Teacher

20. Have or had you been granted tenure? Fill in one.

- Yes
- Not tenured, in tenure track
- Not tenured, not in tenure track
- Not Applicable

21. What is or was your basic contract period? Fill in one.

- 9 or 10 months 11 or 12 months

22. About what fraction of your total working time in your contract period is or was devoted to: Fill in all that apply.

- Teaching, undergraduate
- 1-25% 26-33% 34-50% 51-66% 67-75% 76-100%
- Teaching, graduate
- 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%

Go to 28

B. Non-academic employer.

23. Please indicate current or most recent principal employer: **Fill in one only for Q23.**

Manufacturing company primarily involved in:

- Aerospace/auto/transportation
- Agricultural chemicals
- Basic commodity chemicals
- Biochemical products
- Building materials
- Coatings/paints/inks
- Electronics/computers/semiconductors
- Food
- Instruments
- Medical devices/diagnostic products
- Metals/minerals
- Paper
- Personal care
- Petroleum/natural gas
- Pharmaceutical products
- Plastics
- Rubber
- Soaps/detergents/surfactants
- Specialty/fine chemicals
- Textiles
- Other manufacturing, please specify _____

Or
Non-manufacturing company, not self-employed, primarily involved in:

- Analytical service/testing laboratory
- Biotech research firm
- Independent or contract research firm
- Hospital or clinical laboratory
- Non-profit organization
- Private utility company
- Professional services - scientific/engineering/law
- Research institution
- Scientific temporary or personnel agency
- Other non-manufacturing, please specify _____

Or
Government:

- Federal (civilian)
- Military
- State or local
- Other government, please specify _____

Or
Self-employed

24. Employer's approximate number of employees (total for the whole organization/parent company):

- Fewer than 50
- 50 to 99
- 100 to 499
- 500 to 2,499
- 2,500 to 9,999
- 10,000 to 24,999
- 25,000 or more

25. Please indicate the one work function that best describes your job: Fill in one.

- Analytical services, other than forensics
- Chemistry information services
- Computer programming, analysis, design
- Consulting
- Forensic analysis
- General management or administration (other than R&D)
- Health and safety/regulatory affairs
- Marketing, sales, purchasing, technical service, economic evaluation
- Patents, licensing, trademarks
- Production, quality control
- Research and Development:
 - Applied research, development, design
 - Basic research
 - Management or administration of R&D
 - Training or teaching
 - Other, please specify _____

26. How is your job classified? Fill in one.

- Manager or administrator
- Scientist or engineer
- Chemical or engineering technician
- Other, please specify _____

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

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

Total number Supervised As of 3/1/2006

IV. QUESTIONS ABOUT YOURSELF

28. What is your sex?

- Male
- Female

29. What was your age on March 1, 2006?

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

Age As of 3/1/2006

30. What is your citizenship or visa status? Fill in one.

- U.S. native
- U.S. naturalized
- U.S. permanent resident visa
- Other visa

31. Are you of Hispanic or Latino origin or descent?

- Yes
- No

32. Fill in the one race with which you most identify.

- American Indian or Alaskan Native
- Asian or Pacific Islander
- Black or African American
- White
- Other race, please specify _____

V. **FRINGE BENEFITS 2006**

In a continued effort to observe the changes in the total compensation of ACS members, this section is a follow-up to the fringe benefits questions that appeared on the 1998 Salary Survey. Please take the time to answer the following questions.

33. Paid Leave. Please indicate which of the following types of paid leave are available to you.

Type of Paid Leave	Available	
	Yes	No
Holidays	(1)	(2)
Vacation/leave	(1)	(2)
Sick leave	(1)	(2)
Leave for care of sick family members	(1)	(2)
Newborn leave	(1)	(2)
Funeral/bereavement leave	(1)	(2)
Jury duty leave	(1)	(2)
Other paid personal leave (specify) _____	(1)	(2)

34. Unpaid Leave. Please indicate whether unpaid leave is available to you.

Available	
Yes	No
(1)	(2)

35. Retirement and Savings Programs. Please indicate which of the following types of retirement and savings programs are available to you.

Savings plans e.g., 401(k) or 403(b)	Available	
	Yes	No
Employee stock ownership	(1)	(2)
Employer matching savings program	(1)	(2)
Profit sharing plan	(1)	(2)
Stock options	(1)	(2)
Flexible spending accounts	(1)	(2)
Employer-defined benefit pension	(1)	(2)
Other retirement or savings (specify) _____	(1)	(2)

36. Are your benefits provided under a flexible benefits program? This is where you determine how your benefits package is apportioned.

- (1) Yes (2) No - Go to 37

If yes, simply answer the remaining questions "Yes" or "No", i.e. do not indicate portion of premium "paid by employer".

37. Medical/Dental Plans. Please indicate which of the following types of medical and dental benefits are available to you. If available and not a flexible benefit, what approximate portion of the premium is paid by your employer?

Plan or Benefit	Available		Portion of Premium Paid by Your Employer		
	Yes	No	All	Partial	None
Medical coverage for employee	(1)	(2)	(1)	(2)	(3)
Medical coverage for family	(1)	(2)	(1)	(2)	(3)
Dental coverage for employee	(1)	(2)	(1)	(2)	(3)
Dental coverage for family	(1)	(2)	(1)	(2)	(3)
Vision coverage for employee	(1)	(2)	(1)	(2)	(3)
Vision coverage for family	(1)	(2)	(1)	(2)	(3)
Prescription drug program	(1)	(2)	(1)	(2)	(3)
Annual physical	(1)	(2)	(1)	(2)	(3)
Wellness/fitness program	(1)	(2)	(1)	(2)	(3)
Other Medical coverage (specify) _____	(1)	(2)	(1)	(2)	(3)

38. Insurance. Please indicate which of the following types of insurance are available to you. If available and not a flexible benefit, what approximate portion of the premium is paid by your employer?

Type of Insurance	Available		Portion of Premium Paid by Your Employer		
	Yes	No	All	Partial	None
Life insurance for employee	(1)	(2)	(1)	(2)	(3)
Life insurance for family	(1)	(2)	(1)	(2)	(3)
Accidental death/dismemberment	(1)	(2)	(1)	(2)	(3)
Long term care insurance	(1)	(2)	(1)	(2)	(3)
Short term disability	(1)	(2)	(1)	(2)	(3)
Long term disability	(1)	(2)	(1)	(2)	(3)
Other insurance (travel, etc.)	(1)	(2)	(1)	(2)	(3)

39. Professional Development. Please indicate which of the following types of professional development benefits are available to you. If available and not a flexible benefit, what approximate portion of the cost is paid by your employer?

Professional Development	Available		Portion of Cost Paid by Your Employer		
	Yes	No	All	Partial	None
College tuition reimbursement	(1)	(2)	(1)	(2)	(3)
Cultural diversity training	(1)	(2)	(1)	(2)	(3)
Educational leave	(1)	(2)	(1)	(2)	(3)
In-house training courses	(1)	(2)	(1)	(2)	(3)
Outside training/workshops/short courses	(1)	(2)	(1)	(2)	(3)
Professional assn. dues	(1)	(2)	(1)	(2)	(3)
Sabbatical leave	(1)	(2)	(1)	(2)	(3)
Travel to technical meetings	(1)	(2)	(1)	(2)	(3)
Other prof development (specify) _____	(1)	(2)	(1)	(2)	(3)

40. Other Programs. Please indicate which of the following types of programs are available to you. If available and not a flexible benefit, what portion of the cost is paid by your employer?

Other Programs	Available		Portion of Cost Paid by Your Employer		
	Yes	No	All	Partial	None
Benefit sharing with other employees	(1)	(2)	(1)	(2)	(3)
Employee assistance program	(1)	(2)	(1)	(2)	(3)
Ergonomic equipment	(1)	(2)	(1)	(2)	(3)
Flexible work hours	(1)	(2)	(1)	(2)	(3)
Job Sharing	(1)	(2)	(1)	(2)	(3)
Off-site child care	(1)	(2)	(1)	(2)	(3)
On-site child care	(1)	(2)	(1)	(2)	(3)
Personal Protective Equipment	(1)	(2)	(1)	(2)	(3)
Other (specify) _____	(1)	(2)	(1)	(2)	(3)

Thank you.

Please provide comments on other fringe benefits.

Please provide any additional comments.

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

**Appendix B:
Reprint of Employment & Salary Survey
by Michael Heylin, *C&EN***

EMPLOYMENT & SALARY SURVEY

Uptick in the job market for chemists in 2006 and a routine salary boost for those with jobs

MICHAEL HEYLIN, C&EN WASHINGTON

THE LATEST VERSION OF THE AMERICAN Chemical Society's annual survey of the employment status and salaries of its members in the domestic workforce indicates an improvement in the job market as well as a higher-than-inflation gain in the salaries of individual chemists. The survey also takes the first look since 1998 at the fringe benefits received by working chemists.

The improvement in employment is small statistically. But, however slight, it is welcome after four weak years following the last good year for the employment of chemists in 2001. The 2005–06 increase in the median full-time salaries of those in their jobs for at least a year was 4.7%. This is exactly the same as the average year-to-year gain for the previous 10 years.

The percentage of survey respondents with full-time jobs moved up from 90.8% in 2005 to 91.3% in 2006. But it was still well shy of the recent high of 94.6% in 2001. The 3.0% of 2006 respondents who were unemployed but seeking employment was down only nominally from the 3.1% in 2005. But it remained below the all-time high jobless rates of 3.5% in 2003 and 3.6% in 2004. In 2006, 3.4% of respondents had part-time jobs and 2.3% were on postdocs or fellowships.

These incremental job gains for chemists came as overall employment in the U.S. was continuing to show considerable, if belated, improvement after a protracted difficult period.

The median full-time base salaries of chemists—those who responded to the 2006 survey, had not changed jobs since the previous survey, and reported their salaries as of March 1 of both 2005 and 2006—rose from \$83,000 in 2005 to \$86,900 in 2006 for the 4.7% increase. The consumer price

index for urban consumers rose by 3.4% over the period.

For those with a bachelor's as their highest degree, the change was from \$64,000 in 2005 to \$67,200, for a 5.0% increase. The gain for those with a master's was from \$75,000 to \$79,000, or 5.3%, and for Ph.D.s, from \$92,000 to \$96,000, or 4.4%.

For all chemists as a group, the median full-time salary of all respondents to the 2006 survey was \$85,000. This was up by 2.4% from the \$83,000 median for all respondents to the 2005 survey. This way of determining salary growth as the difference in the medians from separate surveys done one year apart yields lower rates of gain because it does not account for raises due to the growing experience and promotions of individual chemists.

Responses to the questions on benefits indicate that they are about as available to chemists in 2006 as they were in 1998. However, employers are tending to pay less of the associated costs, whereas chemists are needing to pay a little more.

The 2006 survey involved mailing questionnaires to a random sample of 24,000 ACS members who were most likely to be in the domestic workforce. They all resided in the U.S., were under 70 years of age, and were not in the emeritus, retired, or student member categories.

TOTAL RESPONSE was 8,580, for a 36% response rate. Almost 400 respondents, or about 4%, were either fully retired or otherwise unemployed and not seeking employment. This means that 96% of respondents were in the domestic workforce.

The 2005 survey was a census conducted once every five years. Questionnaires were sent to all 86,600 members believed to be in the domestic workforce at that time. Total response was a little more than 35,000, or 40%.

Of the 2006 respondents, almost 8,000 were chemists, about 300 were chemical engineers, and about 400 identified themselves as "other." With the exception of the box on chemical engineers, all of the data in this report are for chemist respondents only.

For survey purposes, ACS defines chemists as those who identify any one of 15 chemical disciplines or specialties listed in the questionnaire as being the most closely related to their current or latest employment. Also included as chemists are those with chemistry as their highest degree and who indicate business administration, computer science, law, or "other nonchemistry activities" as their specialty.

Chemical engineers are those who identify chemical engineering as being closest to their employment, including those whose highest degree is in chemistry.

Workforce chemists are defined as those who have full- or part-time jobs, are on postdocs or fellowships, or are unemployed but actively seeking employment. Respondents who are fully retired or otherwise unemployed and not seeking employment are not included in the analyses.

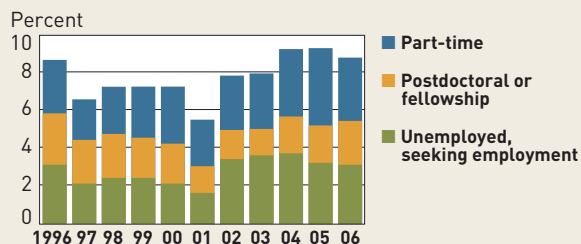
This year's survey was conducted by Senior Research As-

EMPLOYMENT STATUS

Job market improved slightly for chemists in 2006

	EMPLOYED			UNEMPLOYED, SEEKING EMPLOYMENT
	FULL-TIME	PART-TIME	POSTDOC	
1996	91.5%	2.7%	2.8%	3.0%
1997	93.5	2.1	2.3	2.0
1998	92.9	2.5	2.3	2.3
1999	92.9	2.7	2.1	2.3
2000	92.9	3.0	2.1	2.0
2001	94.6	2.5	1.4	1.5
2002	92.2	3.0	1.5	3.3
2003	92.1	3.0	1.4	3.5
2004	90.9	3.6	1.9	3.6
2005	90.8	4.1	2.0	3.1
2006	91.3	3.4	2.3	3.0

NOTE: As of March 1 each year. Based on population that excluded those fully retired or otherwise unemployed and not seeking employment. SOURCE: ACS salary survey 2006



sociate Janel Kasper-Wolfe of ACS's Department of Member Research & Technology under the general guidance of the ACS Committee on Economic & Professional Affairs.

A full report of the 2006 member survey will be available this fall for \$250 from the American Chemical Society, Office of Society Services, 1155-16th St., N.W., Washington, DC 20036; (202) 872-4600.

Questions concerning the content of the 2006 survey should be directed to Kasper-Wolfe at (202) 872-6120.

THE WORKING chemical community continues slowly to become more diverse. In 2006, 25.8% of respondents were women. This was up from 25.1% in 2005 and 15.0% in 1985. Of those with a bachelor's as their highest degree in 2006, 34.8% were women, as were 34.1% of the master's and 20.7% of the Ph.D.s.

Women have been earning just at or just above 50% of new chemistry bachelor's degree graduates since 2002, according to data gathered for the ACS Com-

SALARY TRENDS

Current-dollar salaries of chemists as a group over the past decade have increased faster than inflation

\$ THOUSANDS	BACHELOR'S	MASTER'S	PH.D.	ALL CHEMISTS
1996	\$45.0	\$53.6	\$68.0	\$60.0
1997	49.4	56.2	71.0	63.0
1998	49.6	57.7	73.3	65.0
1999	50.1	61.0	76.0	68.0
2000	53.1	62.0	79.0	70.0
2001	55.0	65.0	82.2	73.0
2002	58.0	68.5	85.2	76.5
2003	59.7	71.3	90.0	80.0
2004	62.0	72.3	91.6	82.0
2005	63.0	74.0	93.0	83.0
2006	65.2	77.5	95.0	85.0

AVERAGE ANNUAL SALARY INCREASE

2005-06	3.5%	4.7%	2.2%	2.4%
1996-06	3.7	3.8	3.4	3.5

CONSUMER PRICE INDEX, AVERAGE ANNUAL INCREASE

2005-06	3.4%
1996-06	2.5

NOTE: Median base salaries in thousands of dollars for those with full-time permanent jobs as of March 1 each year. SOURCES: ACS's annual salary and employment surveys; Bureau of Labor Statistics for consumer price index

By race, the number of respondents to ACS's salary surveys who are white continues to drift down—from 91.0% in 1990 to 85.8% in 2005 and 84.3% in 2006. Asians have posted the biggest gains, moving from 6.3% to 10.9% to 11.7% over the same years. Penetration into chemistry by blacks and Hispanics, both of whom constitute about 13% of the U.S. population, remains limited. In 1990, 1.3% of respondents were black and 1.4% were Hispanic. In 2006, these levels had increased to only 1.9% and 2.8%, respectively.

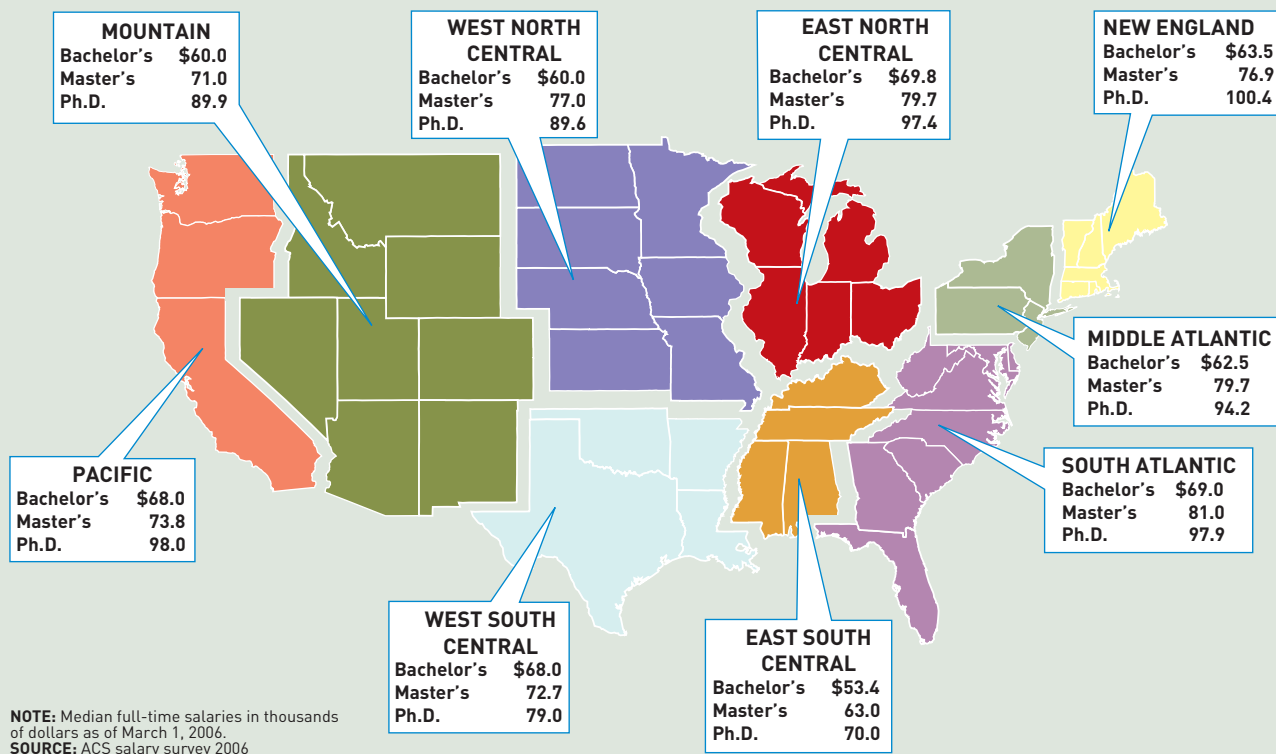
ACS members in the workforce are steadily becoming better qualified. In 1985, 25.4% of the respondents had a bachelor's as their highest degree. By 2006, this was down to 19.6%. The reverse trend holds for Ph.D.-degree holders, up from 56.7% of all respondents in 1985 to 62.7% in 2006. Master's graduates have remained largely level, at 17.9% in 1985 and 17.7% in 2006.

mittee on Professional Training (C&EN, July 24, page 43).

ANOTHER BIG CHANGE has been in the age of chemists. Their median age has ris-

SALARIES BY REGION

Chemists on the East and West Coasts may have an advantage



en from 42 years in the 1990 and 1995 surveys to 47 years in 2006. Men, with a median age of 48, are six years older than women. This difference is even larger for industrial chemists, with men's median at 48 in 2006 and women's at 39. Ph.D.s, at 48 years, are four years older than bachelor's.

This upward trend may be topping out. The mean age of all chemists in 2006 of 46.6 years was slightly down from 47.0 a year earlier.

The demographics of bachelor's and Ph.D. chemists vary quite sharply, and those of master's generally fall somewhere between the two. The 2006 survey indicates that 10% of bachelor's chemists are nonwhite. This compares with 18% of Ph.D.s and 13% of master's. More than 93% of bachelor's are native born, and just under 5% are naturalized citizens, whereas only 73% of Ph.D.s are native born and 13% are naturalized.

Another big difference by degree is in type of employment, with 81% of bachelor's working in business or industry compared with 53% of Ph.D.s. In contrast, 39% of Ph.D.s are working in academia, compared with 8% of bachelor's.

The percent of chemists who are women varies from 18% of those whose highest degree is in organic chemistry to 43% of those with

ACS MEMBERS IN DOMESTIC WORKFORCE

Working chemists as a group have become older, better qualified, and somewhat more diverse

	1985	1990	1995	2000	2005	2006
BY DEGREE						
Bachelor's	25.4%	24.3%	24.3%	22.1%	19.9%	19.6%
Master's	17.9	17.2	16.9	17.4	17.0	17.7
Ph.D.	56.7	58.5	58.8	60.5	63.1	62.7
BY GENDER						
Men	85.0	81.7	78.5	75.8	74.9	74.2
Women	15.0	18.3	21.5	24.2	25.1	25.8
BY AGE						
Up to 39	42.8	41.8	40.7	34.1	27.8	33.0
40 to 54	37.1	37.9	42.2	42.9	44.7	47.6
55 and older	19.9	20.4	17.2	22.9	27.5	19.4
Mean age	43.6	41.3	43.3	44.7	47.0	46.6
BY EMPLOYER						
Business/industry	66.4	63.8	65.5	64.7	62.0	61.6
Government	9.7	8.9	7.9	6.9	7.4	7.8
Academia	23.0	24.2	25.1	26.4	28.8	28.9
Self-employed	0.9	3.1	1.4	2.0	1.8	1.7
BY CITIZENSHIP						
Native born	87.6	87.7	82.3	79.5	79.8	79.3
Naturalized	8.0	7.1	8.5	10.2	10.2	10.7
Permanent resident	3.7	3.9	7.1	6.9	6.5	6.5
Other visa	0.7	1.3	2.1	3.4	3.5	3.5
BY RACE						
American Indian	na	0.4	0.2	0.2	0.2	0.2
Asian	na	6.3	10.3	11.1	10.9	11.7
Black	na	1.3	1.4	1.9	1.9	1.9
White	na	91.0	85.8	85.5	85.8	84.3
Other	na	1.0	2.3	1.3	1.2	1.9
BY ETHNICITY						
Hispanic	na	1.4	2.3	2.5	2.6	2.8

na = data not available. SOURCES: ACS censuses; ACS salary survey 2006

DEMOGRAPHICS BY DEGREE

Profiles of working ACS members vary markedly by highest degree earned

	BACHELOR'S	MASTER'S	PH.D.	ALL
BY GENDER				
Men	65.2%	65.9%	79.3%	74.2%
Women	34.8	34.1	20.7	25.8
BY RACE				
American Indian	0.4	0.2	0.2	0.2
Asian	5.1	9.1	14.5	11.7
Black	2.8	2.4	1.4	1.9
White	89.9	86.8	81.9	84.3
BY ETHNICITY				
Hispanic	3.6	2.8	2.6	2.8
BY CITIZENSHIP				
Native born	93.4	85.6	73.1	79.3
Naturalized	4.7	10.0	12.8	10.7
Permanent resident	1.4	3.0	9.1	6.5
Other visa	0.5	1.5	5.0	3.5
BY EMPLOYER				
Business/Industry	80.8	71.3	52.9	61.6
Government	9.7	8.6	7.0	7.8
Academia	7.8	18.1	38.6	28.9
Self-employed	1.6	2.0	1.6	1.7

HOW TO READ THIS TABLE: Using the example of men: 65.2% of bachelor's degree respondents are male, as are 65.9% of master's, 79.3% of Ph.D.s, and 74.2% of all respondents. **NOTE:** Data are for ACS members in the domestic workforce as of March 1, 2006. **SOURCE:** ACS salary survey 2006

WHERE THE JOBS ARE

Younger chemists are more likely to work in academia or pharmaceuticals

% OF CHEMISTS	AGE		ALL
	UNDER 40	40+	
MANUFACTURING			
Chemical & related	52%	50%	51%
Pharmaceutical/health/bio	13	16	15
Other manufacturing	29	20	23
ACADEMIA			
University/four-year college	10	14	13
Two-year college	32	28	29
Medical school	23	19	20
High school	2	3	3
Other	3	3	3
NONMANUFACTURING/ NONACADEMIC			
Analytical/research services	2	2	2
Government	2	1	1
Other	2	1	1
SELF-EMPLOYED			
	16	20	18
	8	7	7
	5	9	8
	3	4	3
	1	2	2

NOTE: Percentage of chemists at all degree levels with full-time jobs as of March 1, 2006. **SOURCE:** ACS salary survey 2006

their highest degree in biotechnology and 46% of clinical chemists. By work specialty, it ranges from 18% of those working in organic chemistry, polymer chemistry, and materials science to 43% of those in chemical education.

THE MODEST IMPROVEMENT in the employment situation for chemists between March 2005 and March 2006 came at a time when nonfarm payrolls, as measured by the Bureau of Labor Statistics (BLS), increased by a reasonably healthy 2.0 million. This followed a similar 2.1 million gain in the previous 12 months.

These recent gains are in the ballpark of the average 2.4 million yearly payroll increases during the 1992–2001 economic boom. And they follow a 2.6 million decline between 2001 and 2004. Payrolls remained below their February 2001 high for an unprecedented four years.

AGE OF CHEMISTS

Median age for men is six years more than for women, and that for Ph.D.s is four years more than for bachelor's

	MEDIAN AGE	MEAN AGE
ALL CHEMISTS	47	46.6
BY DEGREE		
Bachelor's	44	42.7
Master's	48	46.7
Ph.D.	48	47.9
BY GENDER		
Men	48	47.9
Women	42	42.9
BY RACE		
American Indian	46	45.5
Asian	43	44.4
Black	45	44.8
White	48	47.0
BY ETHNICITY		
Hispanic	44	43.5
BY CITIZENSHIP		
Native born	48	46.8
Naturalized	50	50.2
Permanent resident	40	42.0
Other visa	35	36.0
BY EMPLOYER		
Industry/business	46	45.5
Government	51	49.5
Academia	46	46.9

NOTE: As of March 1, 2006.
SOURCE: ACS salary survey 2006

WORK SPECIALTY/HIGHEST DEGREE

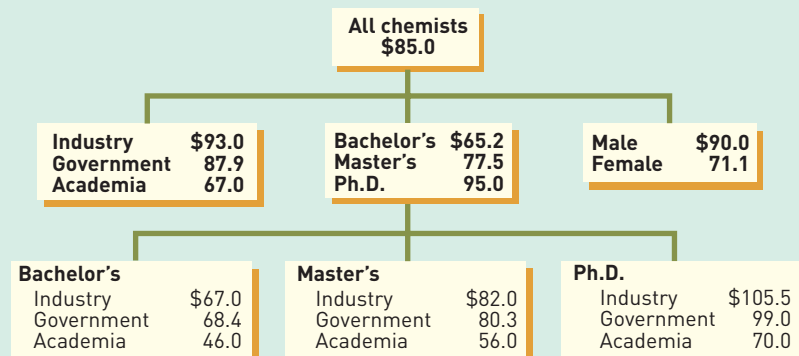
Many with inorganic, organic, and physical chemistry degrees work in other chemistry fields

	PERCENT OF TOTAL		PERCENT WHO ARE WOMEN ^a	
	WORK SPECIALTY	HIGHEST DEGREE	WORK SPECIALTY	HIGHEST DEGREE
CLASSIC CHEMISTRY	43.1%	62.2%	23%	22%
Analytical	17.3	12.3	30	28
Inorganic	3.2	9.4	20	25
Organic	10.3	26.3	18	18
Physical	4.5	10.7	21	21
Polymer	7.8	3.5	18	22
GENERAL CHEMISTRY	2.7	12.1	33	38
OTHER CHEMISTRY	45.6	17.8	28	30
Agricultural/food	2.8	0.8	25	29
Biochemistry	5.2	8.0	32	31
Biotechnology	3.7	0.4	25	43
Chemical education	7.1	1.3	43	40
Clinical chemistry	0.8	0.2	29	46
Environmental chemistry	5.7	2.1	29	28
Materials science	5.4	1.0	18	29
Medicinal/pharmaceutical	12.1	2.6	24	21
Other chemical	2.8	1.4	23	34
CHEMICAL ENGINEERING	id	3.1	id	18
NONCHEMISTRY	8.6	4.8	27	35
Business administration	1.5	1.0	18	29
Computer science	0.9	0.1	16	id
Law	1.2	0.2	27	id
Other nonchemistry	5.0	3.5	31	37

HOW TO READ THIS TABLE: Using the example of analytical chemistry: 17.3% of respondents, 30% of whom are women, work in analytical chemistry. 12.3% of respondents, 28% of whom are women, have their highest degree in analytical chemistry. ^a Given as integers because some of the sample sizes are small. id = insufficient data to be meaningful. SOURCE: ACS salary survey 2006

MEDIAN BASE SALARIES

Ph.D. brings a substantial salary advantage in all fields



NOTE: Median annual base salary in thousands of dollars for those with full-time permanent jobs as of March 1, 2006. SOURCE: ACS salary survey 2006

TYPE OF EMPLOYMENT

Pharmaceutical/health/bio claim largest share of ACS member chemists working in manufacturing

% OF CHEMISTS	AGE		ALL
	UNDER 40	40+	
MANUFACTURING	52.2%	50.2%	50.6%
CHEMICAL & RELATED	13.5	16.1	15.1
Agricultural chemicals	0.8	1.5	1.3
Basic chemicals	1.2	1.6	1.4
Coatings/ink/paint	2.9	3.4	3.2
Personal care products	0.8	1.0	0.9
Plastics	1.6	2.1	1.9
Rubber	0.4	0.6	0.5
Soaps	1.1	0.8	0.9
Specialty chemicals	4.7	5.1	5.0
PHARMACUTICAL/HEALTH/BIO	28.6	20.4	23.0
Biochemical products	1.0	0.9	0.9
Biotech research	3.9	1.6	2.4
Medical devices	2.3	2.2	2.3
Pharmaceuticals	21.4	15.7	17.4
OTHER MANUFACTURING	10.1	13.7	12.5
Aerospace	0.5	1.4	1.1
Building materials	0.6	0.8	0.7
Electronics/semiconductors	1.4	1.8	1.7
Food	1.2	1.5	1.4
Instruments	1.7	1.6	1.7
Metals	0.3	0.9	0.7
Paper	0.2	0.4	0.3
Petroleum	0.8	0.9	0.8
Textiles	0.4	0.3	0.3
Other manufacturing	3.0	4.1	3.8
ACADEMIA	31.8	28.0	29.2
Associate's-granting	2.2	2.8	2.6
Bachelor's-granting	7.3	6.6	6.8
Master's-granting	1.9	1.8	1.9
Ph.D.-granting	13.9	10.6	11.6
Medical school	3.3	3.0	3.1
High school	1.5	2.2	2.0
Other academic	1.7	1.0	1.2
NONMANUFACTURING/ NONACADEMIA	15.5	19.9	18.4
Research related	7.7	7.4	7.4
Analytical service labs	2.5	2.1	2.2
Contract research	1.3	1.6	1.5
Professional services	2.0	2.5	2.3
Research institution	1.7	1.1	1.3
Scientific agency	0.2	0.1	0.1
GOVERNMENT	5.2	8.7	7.6
Federal civilian	2.6	5.4	4.5
Military	0.4	0.3	0.3
State/local	1.8	2.5	2.3
Other government	0.4	0.5	0.5
OTHER	2.6	3.8	3.4
Hospitals	0.1	0.4	0.3
Nonprofit	1.3	1.8	1.6
Private utility	0.1	0.3	0.2
Other nonmanufacturing	1.1	1.3	1.3
SELF-EMPLOYED	0.5	2.3	1.7

NOTE: Percentage of chemists at all degree levels with full-time jobs as of March 1, 2006. SOURCE: ACS salary survey 2006

The estimate of payrolls is generally considered to be the most reliable and meaningful of several monthly BLS estimates of employment.

There is evolutionary change going on in what chemists do. Returns of the 2006 survey indicate that a total of 62% of chemists have their highest degree in the classic subdisciplines of analytical, inorganic, organic, physical, or polymer chemistry. Only 43%, however, indicate they work in these specialties. This is down from 52% in the 1990 survey.

In both 2006 and 1990, about 12% of working chemists had their degrees in general chemistry. But only 3% in 2006 and 6% in 1990 identified general chemistry as their work specialty.

The counterbalance comes in the "other" chemistry specialties. In 2006, 18% of chemists had their highest degrees in these chemistries, including 8% in biochemistry. However, 46% of responding chemists worked in these "other" specialties, including 12% in medicinal-pharmaceutical chemistry, 6% in environmental chemistry, and 5% each in

SALARIES OF CHEMISTS WHO HAVE NOT CHANGED JOBS

Compared with 2005, chemists post a 4.7% increase in basic salaries

MEDIAN SALARIES, \$ THOUSANDS	2005	2006	2005-06 INCREASE	% INCREASE
ALL	\$83.0	\$86.9	\$3.9	4.7%
BY DEGREE				
Bachelor's	64.0	67.2	3.2	5.0
Master's	75.0	79.0	4.0	5.3
Ph.D.	92.0	96.0	4.0	4.4
BY GENDER				
Men	88.0	92.0	4.0	4.6
Women	68.6	72.0	3.4	5.0
BY RACE				
American Indian	65.0	69.0	4.0	6.2
Asian	84.0	88.0	4.0	4.8
Black	70.5	75.3	4.8	6.8
White	83.0	87.0	4.0	4.8
BY ETHNICITY				
Hispanic	72.0	75.1	3.1	4.3
BY CITIZENSHIP				
Native born	82.4	86.0	3.6	4.4
Naturalized	90.4	94.6	4.2	4.7
Permanent resident	81.0	87.0	6.0	7.4
Other visa	66.3	71.5	5.2	7.8
BY EMPLOYER				
Industry/business	90.0	94.0	4.0	4.4
Government	85.0	90.0	5.0	5.9
Academia	65.0	68.3	3.3	5.1
BY AGE				
20-29	47.0	50.8	3.8	8.1
30-39	68.5	73.0	4.5	6.6
40-49	86.0	90.0	4.0	4.7
50-59	94.1	97.8	3.7	3.9
60-69	95.5	98.6	3.1	3.3

NOTE: Salaries are as of March 1. SOURCE: ACS salary surveys 2005 and 2006

EMPLOYMENT FACTORS

Chemists in manufacturing and management are more likely to be employed full-time

	EMPLOYED			UNEMPLOYED, SEEKING EMPLOYMENT
	FULL-TIME	PART-TIME	POSTDOC	
ALL CHEMISTS	91.3%	3.4%	2.3%	3.0%
BY DEGREE				
Bachelor's	93.4	3.2	0.2	3.2
Master's	92.4	4.6	0.0	2.9
Ph.D.	90.3	3.2	3.6	2.9
BY GENDER				
Men	91.8	2.7	2.4	3.1
Women	89.8	5.7	1.9	2.6
BY RACE				
Asian	88.1	1.8	7.3	2.9
Black	89.6	3.7	3.0	3.7
White	91.8	3.7	1.5	3.0
BY ETHNICITY				
Hispanic	93.5	2.5	3.0	1.0
BY CITIZENSHIP				
Native born	92.4	3.8	1.0	2.8
Naturalized	93.4	2.6	0.6	3.4
Permanent resident	90.0	1.5	4.2	4.2
Other visa	62.1	1.2	32.8	4.0
BY CURRENT OR MOST RECENT EMPLOYER				
Industry/manufacturing	95.7	1.3	0.1	2.9
Industry/nonmanufacturing	88.8	5.2	0.7	5.4
Government	94.1	1.8	2.3	1.8
High school	96.2	3.1	0.0	0.6
College/university	85.5	5.1	7.4	1.9
BY JOB FUNCTION				
R&D	89.6	1.6	5.6	3.2
R&D management	95.5	0.5	0.0	4.0
Teaching	90.7	8.0	0.6	0.7
General management	96.6	1.2	0.0	2.2
Marketing	92.9	4.0	0.0	3.1
Production	93.9	2.6	0.5	3.0
BY AGE				
Under 25	86.5	5.4	2.7	5.4
25-29	84.8	2.3	10.9	2.0
30-34	87.4	1.8	8.6	2.2
35-39	92.0	2.2	4.1	1.7
40-44	93.0	2.7	1.2	3.2
45-49	94.6	1.9	0.4	3.1
50-54	93.2	3.3	0.1	3.5
55-59	92.3	3.5	0.3	3.9
60-64	id	id	id	id
65-69	86.8	11.5	0.0	1.6
BY REGION				
Pacific	88.6	3.6	3.5	4.4
Mountain	90.8	3.2	3.2	2.7
West North Central	91.5	3.8	3.5	2.2
West South Central	95.5	2.1	1.5	0.9
East North Central	91.8	3.8	1.8	2.6
East South Central	91.8	1.6	2.3	4.3
Middle Atlantic	91.5	3.2	2.1	3.2
South Atlantic	91.4	3.6	2.4	2.6
New England	90.6	4.6	1.6	3.2

NOTE: As of March 1, 2006. Excludes those fully retired or unemployed and not seeking employment. **id** = insufficient data to be meaningful. **SOURCE:** ACS salary survey 2006

WHERE CHEMISTS WORK

Academia is claiming a growing share of ACS working member chemists

% OF CHEMISTS	2002	2003	2004	2005	2006
MANUFACTURING	55%	54%	56%	52%	51%
Chemical & related	17	15	17	15	15
Pharmaceutical/health/bio	22	21	23	22	23
Other manufacturing	16	18	16	15	13
ACADEMIA	24	26	24	27	29
University/four-year college	19	20	18	21	20
Two-year college	2	2	2	2	3
Medical school	1	2	2	2	3
High school	2	2	2	2	2
Other	na	na	na	na	1
NONMANUFACTURING/ NONACADEMIC	20	20	17	21	18
Analytical/research services	9	9	9	9	7
Government	8	8	7	8	8
Other	3	3	1	3	3
SELF-EMPLOYED	1	1	3	1	2

NOTE: Percentage of chemists at all degree levels with full-time jobs as of March 1, 2006; data given as intergers because some of the sample sizes are small. **na** = data not available. **SOURCE:** ACS salary and employment surveys

INDUSTRIAL SALARIES

Management pays the big bucks, and larger firms pay more

\$ THOUSANDS	BACHELOR'S	MASTER'S	PH.D.
BY WORK FUNCTION			
Analytical services	\$55.3	\$76.1	\$97.5
Applied research	71.0	77.4	100.0
Basic research	60.0	81.7	108.0
Chemical information	id	94.0	90.0
Computers	id	id	91.0
General management	98.0	104.0	122.4
Health & safety	70.9	94.2	118.2
Marketing & sales	75.0	85.0	103.0
Production/quality control	62.8	79.0	96.7
R&D management	90.3	103.0	129.0
BY SIZE OF EMPLOYER			
Fewer than 50 employees	58.0	63.3	95.0
50 to 99	55.7	66.7	90.0
100 to 499	62.5	79.0	100.0
500 to 2,499	65.0	83.0	105.0
2,500 to 9,999	65.0	87.7	104.0
10,000 to 24,999	72.0	86.3	108.0
25,000+	79.8	85.4	110.4

NOTE: Median full-time salaries as of March 1, 2006. **id** = insufficient data to be meaningful. **SOURCE:** ACS salary survey 2006

SALARIES OF ALL CHEMISTS BY EXPERIENCE

Pay tends to plateau at 30 years beyond the bachelor's degree

\$ THOUSANDS	YEARS SINCE BACHELOR'S DEGREE									ALL
	2-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	
BY GENDER										
Men	\$53.2	\$59.2	\$73.1	\$84.0	\$95.0	\$96.1	\$102.0	\$102.5	\$100.0	\$90.0
Women	45.0	54.6	68.0	75.0	81.7	82.0	84.6	82.0	81.8	71.1
BY DEGREE										
Bachelor's	44.5	50.8	65.1	71.1	72.0	84.8	83.0	80.0	82.2	65.2
Master's	55.0	60.0	67.0	74.6	85.0	85.0	85.2	85.0	90.0	77.5
Ph.D.	89.3	70.0	77.0	89.0	96.1	102.0	110.0	105.0	100.5	95.0
BY EMPLOYER										
Industry/business	48.9	60.0	78.0	90.6	98.0	102.0	108.0	106.8	107.8	93.0
Government	id	59.8	70.0	78.5	90.0	92.0	87.3	98.0	111.0	87.9
Academia	44.8	48.0	51.0	59.0	68.5	68.8	70.0	80.0	87.5	67.0

NOTE: Median full-time salaries as of March 1, 2006. **id** = insufficient data to be meaningful.
SOURCE: ACS salary survey 2006

SALARY SPREAD FOR INDUSTRIAL CHEMISTS

Highest paid 20% of chemists earn about twice or more that of lowest paid 20%

\$ THOUSANDS	YEARS SINCE BACHELOR'S DEGREE									ALL
	2-4	5-9	10-14	15-19	20-24	25-29	30-34	35-40	40+	
BACHELOR'S										
First 20%	\$65.0	\$72.5	\$92.2	\$100.0	\$110.0	\$120.0	\$126.5	\$135.0	\$144.0	\$109.0
Second 20%	56.5	61.0	75.0	85.0	95.0	101.6	105.0	105.6	119.0	88.2
Third 20%	46.0	51.3	66.0	71.8	74.0	87.0	85.8	83.1	92.8	67.0
Fourth 20%	38.0	44.8	50.5	60.0	60.0	70.0	65.0	61.0	75.0	51.0
Fifth 20%	30.5	37.0	43.0	45.0	49.0	60.0	52.0	40.9	58.4	40.5
MASTER'S										
First 20%	id	\$73.5	\$88.7	\$98.0	\$125.0	\$122.7	\$136.0	\$146.0	\$130.0	\$123.0
Second 20%	id	68.5	82.4	90.2	103.0	109.0	118.3	115.0	110.0	100.0
Third 20%	id	60.3	71.0	78.1	90.5	88.0	95.0	95.0	98.6	82.0
Fourth 20%	id	52.0	61.8	65.0	74.0	75.0	79.4	74.0	79.0	65.8
Fifth 20%	id	43.0	50.0	55.0	64.2	60.0	62.0	65.0	55.0	55.0
PH.D.										
First 20%	id	\$94.1	\$110.0	\$139.4	\$145.5	\$165.4	\$178.0	\$157.0	\$175.0	\$155.0
Second 20%	id	87.3	104.0	115.0	124.6	140.0	145.0	135.0	136.0	128.0
Third 20%	id	77.8	92.0	99.7	108.0	112.0	120.0	116.0	111.4	105.5
Fourth 20%	id	70.0	77.0	87.9	92.0	96.0	102.4	96.2	90.0	89.9
Fifth 10%	id	53.5	67.0	73.0	80.0	82.0	88.0	81.0	70.6	74.0

HOW TO READ THIS TABLE: Using the example of bachelor's chemists five to nine years after they have received their bachelor's degrees: The 20% best paid chemists had a median salary of \$72,500, whereas the 20% worst paid had a median salary of \$37,000. **NOTE:** Median salaries as of March 1, 2006. **id** = insufficient data to be meaningful.
SOURCE: ACS salary survey 2006

BONUSES

Almost half of chemists received bonuses in 2005

	INDUSTRY				ALL
	MANUFACTURING	NONMANUFACTURING	GOVERNMENT	ACADEMIA	
Eligible for bonus	72%	60%	39%	14%	52%
Percent of those eligible who received a bonus	95	87	87	84	92
Percent of all chemists who received a bonus	68	52	34	12	48
Median bonus awarded	\$8,000	\$5,000	\$2,000	\$3,000	\$6,800

SOURCE: ACS salary survey 2006

biochemistry and materials science. In 1990, a lower 33% of chemists worked in the "other" chemistry specialties, and just 15% had their highest degree in these specialties.

EVOLUTIONARY CHANGES have also occurred in the profile of where ACS member chemists work. There is a downward drift in those engaged in manufacturing, from 55% in 2002 to 51% in 2006. And there is an upward trend in those in academia, from 24% to 29% over the same period.

The employment profiles of subsets of the chemist workforce vary considerably, as would be expected. For instance, Ph.D.s are less likely to have full-time jobs, 90.3%, than are bachelor's and master's graduates, 93.4% and 92.4%, respectively. The difference is mainly due to the 3.6% of Ph.D. respondents who are on postdocs.

Similarly, fewer women, 89.8%, have full-time jobs than do men, 91.8%. This variance is related to the higher percentage of women with part-time jobs, 5.7%, compared with men, 2.7%. By race, far more Asians are postdocs, 7.3%, compared with 3.0% of blacks and 1.5% of whites.

By citizenship, 32.8% of respondents holding "other" visas are on postdocs. This compares with 4.2% of permanent residents, 1.0% of native-born citizens, and 0.6% of naturalized citizens.

By age, those with full-time jobs increase from almost 85% of 25- to 29-year-olds to a peak of almost 95% of 45- to 49-year-olds. By current or most recent employer, those in industry are somewhat more likely to be unemployed than are those in education or working for government.

Age appears to be an underlying factor in the rate of gain in the salaries of individual chemists who have had their jobs for a year or more.

The year-to-year increase in the median salaries of respondents to the 2006 survey of chemists who had not changed jobs and reported their salaries in both 2005 and 2006 was 8.1% for 20- to 29-year-olds. It sagged steadily to 3.3% for those 60 to 69 years old. Also, those with a bachelor's as their highest degree, who are generally younger, posted a 5.0% increase compared with 4.4% for Ph.D.s.

Women, also generally younger, posted a 5.0% gain compared with 4.6% for men.

The median salary of all female 2006 respondents was \$71,100, or 79% of the \$90,000 median for all male respondents. This percentage was up from 73% 10 years earlier in 1996 when the medians were \$45,700 for women and \$63,000 for men.

When the salaries of groups of men and women chemists with the same degree, in

COMPARE

Chemical Engineers Are Better Paid Than Chemists

The small number of chemical engineers responding to the 2006 salary survey, about 300, limits the amount of useful analysis that is possible. However, some broad comparisons with chemist respondents are possible. The most striking comparison this year, as always, is that of salaries.

Chemical engineers are just better paid. At the bachelor's degree level, the median salary of \$80,000 greatly exceeds the \$65,200 median for chemists. For master's, the gap is \$100,000 for chemical engineers compared with \$77,500 for chemists, and for Ph.D.s, \$109,200 versus \$95,000.

Part of this salary advantage for chemical engineers is the higher percentage of them working in higher paying industry jobs—78% compared with 62% of chemists.

Chemical engineers are only half as likely to be women as are chemists, 13% compared with 26%. They are less likely to have a Ph.D., 53% compared with 62%.

The differences in the race and citizenship status of chemical engineers and chemists are small and not statistically sig-

CONTRAST

Chemical engineers earn more at all degree levels and are less likely to have Ph.D.s or be women

	CHEMISTS	CHEMICAL ENGINEERS
BY EMPLOYMENT		
Full-time	91%	94%
Part-time	3	3
Postdoc	2	1
Unemployed/seeking	3	2
BY EMPLOYER		
Business/industry	62	78
Government/other	7	5
Academia	29	17
Self-employed	2	0
BY GENDER		
Men	74	87
Women	26	13
BY HIGHEST DEGREE		
Bachelor's	20	21
Master's	18	26
Ph.D.	62	53

Note: As of March 1, 2006. SOURCE: ACS salary survey 2006

nificant. For instance, 81% of chemical engineers are white, as are 84% of chemists. Also

	CHEMISTS	CHEMICAL ENGINEERS
BY CITIZENSHIP		
Native born	79%	76%
Naturalized	11	15
Permanent resident	7	5
Other visa	3	3
BY RACE		
American Indian	0	0
Asian	12	13
Black	2	3
White	84	81
Other	2	2
BY ETHNICITY		
Hispanic	3	5
MEDIAN BASE SALARY		
Bachelor's	\$65,200	\$80,000
Master's	77,500	100,000
Ph.D.	95,000	109,200

91% of chemical engineers are native-born or naturalized citizens as are 90% of chemists.

FACULTY SALARIES BY GENDER

Women earn between 95 and 100% of men's salaries in most cases

\$ THOUSANDS	MEN	WOMEN	WOMEN'S SALARIES AS % OF MEN'S	% WHO ARE WOMEN
B.A./B.S.-GRANTING SCHOOLS				
Full professor	\$76.8	\$75.0	98%	18%
Associate professor	57.8	55.0	95	38
Assistant professor	49.0	46.8	96	44
M.S.-GRANTING SCHOOLS				
Full professor	82.0	id	id	9
Associate professor	57.8	id	id	42
Assistant professor	49.0	id	id	16
PH.D.-GRANTING SCHOOLS				
Full professor	100.4	90.7	90	18
Associate professor	70.5	72.0	102	23
Assistant professor	60.0	60.0	100	33

NOTE: Median salaries for nine- or 10-month contracts as of March 1, 2006. id = insufficient data to be meaningful. SOURCE: ACS salary survey 2006

EMPLOYEE FRINGE BENEFITS

Availability of benefits for chemists has changed little since 1998

% OF RESPONDENTS RECEIVING THE BENEFIT	MANUFACTURING/ INDUSTRY	NONMANUFACTURING	GOVERNMENT	HIGH SCHOOL	COLLEGE/ UNIVERSITY	2006 ALL	1998 ALL
PAID LEAVE							
Holidays	99%	98%	99%	79%	89%	96%	97%
Vacations	99	98	99	67	77	93	93
Sick leave	95	91	98	96	90	93	94
Family sick leave	72	68	89	80	68	72	67
Newborn leave	77	69	76	75	71	74	68
Bereavement leave	93	87	84	94	72	86	87
Jury duty	96	91	94	95	83	91	92
RETIREMENT/SAVINGS							
Savings plans	97	92	89	83	90	93	91
Employee stock ownership	57	33	1	0	6	38	46
Employer matching savings	85	63	65	28	55	72	70
Profit sharing	41	24	3	1	4	27	33
Stock options	49	31	3	0	6	33	34
Flexible spending accounts	87	79	77	57	73	81	59
Employer-defined pension	63	36	80	61	52	58	nm
Flexible benefits programs	61	46	42	34	56	55	57
MEDICAL/DENTAL PLANS							
Employee medical coverage	99	98	99	99	100	99	99
Family medical coverage	99	96	99	99	98	98	98
Employee dental coverage	97	92	85	96	96	95	92
Family dental coverage	97	91	84	94	94	94	91
Employee vision coverage	85	76	73	76	79	80	63
Family vision coverage	83	72	71	75	76	79	58
Prescription drug program	94	86	90	89	91	91	90
Annual physical	68	55	63	57	65	65	61
Wellness/fitness program	64	47	51	40	54	57	49
INSURANCE							
Employee life insurance	95	89	95	90	93	93	94
Family life insurance	70	46	59	32	51	60	56
Accidental death/dismemberment	90	78	73	68	81	84	84
Long-term-care insurance	66	51	72	47	61	63	55
Short-term disability	88	77	58	65	75	80	78
Long-term disability	89	79	63	70	79	83	82
PROFESSIONAL DEVELOPMENT							
College tuition reimbursement	83	64	64	58	68	74	77
Cultural diversity training	46	21	58	42	40	42	34
Educational leave	28	18	39	44	39	31	35
In-house training	85	70	91	79	73	80	80
Outside training workshops	90	77	90	87	65	82	85
Professional association dues	80	62	31	39	35	62	60
Sabbatical leave	12	10	18	46	73	29	28
Travel to meetings	92	83	90	68	86	88	89
OTHER PROGRAMS							
Benefit sharing	6	7	31	5	13	10	9
Employee assistance	71	50	77	28	36	59	56
Ergonomic equipment	69	48	69	8	32	56	47
Flexible work hours	72	73	80	8	60	69	64
Job sharing	20	7	13	13	8	15	12
Off-site child care	16	5	15	3	14	14	12
On-site child care	16	6	24	11	34	19	12
Personal protective equipment	93	73	87	39	60	81	81

nm = not meaningful. SOURCE: ACS salary surveys 1998 and 2006

FRINGE BENEFITS: WHAT THE EMPLOYER PAYS

Employers are becoming a little less likely to cover all the costs of a benefit

	EMPLOYERS PAYING ALL		EMPLOYERS PAYING NONE	
	1998	2006	1998	2006
MEDICAL/DENTAL PLANS				
Employee medical coverage	28%	16%	2%	2%
Family medical coverage	13	7	8	7
Employee dental coverage	24	15	9	9
Family dental coverage	14	8	13	12
Employee vision coverage	19	12	22	18
Family vision coverage	11	7	28	21
Prescription drug program	16	12	6	7
Annual physical	43	29	15	18
Wellness/fitness program	24	19	30	29
INSURANCE				
Employee life insurance	44	37	9	11
Family life insurance	6	5	48	49
Accidental death/dismemberment	39	32	18	20
Long-term-care insurance	16	11	37	46
Short-term-care disability	46	37	15	19
Long-term disability	32	29	19	21
PROFESSIONAL DEVELOPMENT				
College tuition reimbursement	46	37	5	7
Cultural diversity training	66	65	28	27
Educational leave	14	14	52	57
In-house training	90	89	5	6
Outside training workshops	80	76	6	7
Professional association dues	66	67	18	19
Sabbatical leave	22	21	44	52
Travel to meetings	79	77	4	5
OTHER PROGRAMS				
Benefit sharing	16	14	71	67
Employee assistance	61	61	11	14
Ergonomic equipment	79	81	14	15
Flexible work hours	77	75	18	20
Job sharing	33	31	62	65
Off-site child care	2	2	77	81
On-site child care	3	3	79	80
Protective equipment	88	88	4	6

SOURCE: ACS salary survey 2006

INDUSTRIAL SALARIES BY EXPERIENCE AND GENDER

When adjusted for years of experience, women's salaries average 94% of men's

YEARS SINCE BACHELOR'S DEGREE	BACHELOR'S			MASTER'S			PH.D.		
	MEN	WOMEN	WOMEN AS % OF MEN	MEN	WOMEN	WOMEN AS % OF MEN	MEN	WOMEN	WOMEN AS % OF MEN
2-4	\$48.0	\$44.0	92%	id	id	id	id	id	id
5-9	51.5	51.3	100	\$60.7	\$60.2	99%	\$80.0	\$73.8	92%
10-12	66.0	62.3	94	72.1	69.5	96	93.0	89.0	96
15-19	71.0	75.0	106	80.7	74.3	92	100.0	97.2	97
20-24	79.1	69.4	88	94.4	79.5	84	109.0	103.0	95
25-29	87.0	79.9	92	91.2	80.0	88	113.3	110.0	97
30-34	88.0	82.5	94	95.0	100.0	105	121.0	112.2	93
35-39	89.0	id	id	92.5	id	id	118.0	100.0	85
40+	101.7	id	id	98.6	id	id	114.5	id	id

NOTE: Median salaries in thousands of dollars for chemists with full-time industrial jobs as of March 1, 2006. id = insufficient data to be meaningful. SOURCE: ACS salary survey 2006

the same type of work, and with the same amount of experience are compared, the gender differentials become far smaller. Female Ph.D. industrial chemists earn between 92 and 97% as much as their male colleagues for all five-year age groups up to 30 to 34 years beyond receipt of the bachelor's degree. Women master's chemists receive between 84 and 105%, and women bachelor's chemists between 88 and 106%.

The pattern is the same in academia. At bachelor's-granting institutions, the median nine- or 10-month contract for female full professors of \$75,000 is 98% of the \$76,800 median for men. At Ph.D.-granting departments, the gap is wider: \$90,700 for women and \$100,400 for men.

The big problem women still have is in becoming full professors. At both bachelor's- and Ph.D.-granting schools, only 18% of full professors are women.

About half of all working chemists received bonuses in 2006. The share ranged from 12% of academic chemists to 68% of chemists in manufacturing. The median bonus for those who received one was \$6,800. Industrial chemists did a little better at \$8,000; academics received \$3,000; and government employees, \$2,000.

THE 2006 SURVEY precisely repeated a study of fringe benefits conducted as part of the 1998 salary survey. The questionnaires for both surveys asked respondents to identify the fringe benefits available to them. They also asked how the cost of the benefits was handled: fully paid by the employer, partially paid by the employer, or paid by the respondent.

The responses from those with full-time jobs indicated little change in the availability of benefits over the eight-year span. The availability of the more than 40 benefits queried moved up slightly from an average of 65% to 67%. The availability of employee medical coverage remained at 99% in both surveys and of family medical coverage at 98%. The average for nine different medical benefits moved up from 78% to 84%. The availability of six insurance programs moved up slightly from an average of 75% to 77%.

For all 40-plus programs, on average, 39% were paid fully by the employer in 1998. This declined to 35% in 2006. The average paid fully by respondents rose nominally from 25% to 26%.

For the big-money medical programs, the percentage paid fully by the employer fell from an average of 21% in 1998 to 14% in 2006. The percentage paid fully by respondents also fell slightly from 15% to 14%. The gain was in programs partially paid for by employers, from 64% to 72%. ■

ACS Career Services: Workforce Publications

SALARIES The ACS annually surveys the ACS membership, gathering detailed employment and salary information on member chemists and chemical engineers living in the U.S. The reports describe the respondents' employment status, employer, work function, specialization, salary, and demographic characteristics. Reports are available each year from 1973 through the current year.

STARTING SALARIES The ACS surveys new graduates in chemistry and chemical engineering each year and publishes reports detailing the graduates' employment status, post-graduate plans, starting salaries, and other employment and demographic characteristics. Reports are available for each year from 1975.

MILLENNIUM SERIES A series of reports drawn from special studies that detail members' employment characteristics at the turn of the millennium.

ChemCensus 2005: An analysis of the 2005 ChemCensus, looking at over 25 years of the chemistry workforce.

Industrial Chemists 2005: An analysis of the 2005 ChemCensus, focusing on 25 years of the industrial chemistry workforce.

Academic Chemists 2005: An analysis of the 2005 ChemCensus, focusing on 25 years of the academic chemistry workforce.

Lifetimes in Chemistry 1999–2000: A report drawn from the 1999 study of ACS members, aged 50 through 69.

Early Careers of Chemists 2001: A detailed look at the education and early careers of ACS members under age 40, drawn from a survey conducted in 2001.

For prices and ordering information, please call or write:

ACS Office of Society Services
1155 16th Street NW
Washington, DC 20036
Phone: 800.227.5558 or 202.872.4600

For all of ACS Career Services: www.acs.org/careers

