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THIS ACS WEBINAR IS WILL BEGIN SHORTLY... SAY HELLO IN THE QUESTIONS WINDOW!
How Much Did American Chemists Make in 2021?
Analyzing the Data from the 2021 ACS Salary Survey

KEVIN TRAYLOR
Manager of Research and Decision Support,
American Chemical Society

ERIC BRUTON
Chair, Committee on Economic and Professional Affairs, American Chemical Society

ANDREA WIDENER
Editor, C&EN

Presentation slides are available now! The edited recording will be made available as soon as possible.
www.acs.org/acswebinars

This ACS Webinar is co-produced with Chemical & Engineering News and ACS Careers.

Survey Methodology

• An online survey was conducted
May 10 to June 23, 2021

• The survey was emailed by ACS to ACS members
  – Sent: 122,439
  – Response: 7,138 (5.83%)

• The survey sample was defined by:
  – ACS Members Worldwide
  – Excluded age 70+
  – Excluded emeritus and retired
  – Pulled from Netforum membership file dated May 1, 2021

• Incentive: 100 $50 Amazon gift cards

Survey Methodology

Table: Survey

<table>
<thead>
<tr>
<th>Category</th>
<th>Survey</th>
<th>%</th>
<th>Sample File %*</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. members</td>
<td>5,488</td>
<td>76.9%</td>
<td>72.5%</td>
</tr>
<tr>
<td>Non-U.S.</td>
<td>1,650</td>
<td>23.1%</td>
<td>27.5%</td>
</tr>
<tr>
<td>Male</td>
<td>4,246</td>
<td>59.5%</td>
<td>63.0%</td>
</tr>
<tr>
<td>Female</td>
<td>2,663</td>
<td>37.3%</td>
<td>36.7%</td>
</tr>
<tr>
<td>Age &lt;25</td>
<td>528</td>
<td>7.4%</td>
<td>14.2%</td>
</tr>
<tr>
<td>25-34</td>
<td>1,563</td>
<td>21.9%</td>
<td>20.2%</td>
</tr>
<tr>
<td>35-44</td>
<td>1,536</td>
<td>21.5%</td>
<td>17.5%</td>
</tr>
<tr>
<td>45-54</td>
<td>1,381</td>
<td>19.3%</td>
<td>19.8%</td>
</tr>
<tr>
<td>55-69</td>
<td>1,810</td>
<td>25.4%</td>
<td>28.2%</td>
</tr>
</tbody>
</table>

* based on available data by gender, age, etc.
gender: 29,867 missing | age: 41,874 missing

American Chemical Society
Education and Employment

- Six-in-ten ACS members have a Ph.D.

- Males and those age 35 - 54, are more likely to have attained a doctorate than their counterparts.

- Women and younger members are more likely to have a Bachelor’s degree to date.

<table>
<thead>
<tr>
<th>Gender</th>
<th>Age</th>
<th>Race</th>
<th>No degree to date</th>
<th>Associate’s or less</th>
<th>Bachelor’s</th>
<th>Master’s</th>
<th>Ph.D</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td></td>
<td></td>
<td>2%</td>
<td>1%</td>
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<td>15%</td>
<td>68%</td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>22%</td>
<td>22%</td>
<td>51%</td>
</tr>
<tr>
<td>White</td>
<td>&lt;25</td>
<td></td>
<td>0%</td>
<td>0%</td>
<td>14%</td>
<td>15%</td>
<td>68%</td>
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<tr>
<td></td>
<td>25-34</td>
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<td>0%</td>
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<tr>
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<td>35-44</td>
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<td>0%</td>
<td>14%</td>
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<td>45-54</td>
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<td>0%</td>
<td>0%</td>
<td>14%</td>
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<td>68%</td>
</tr>
<tr>
<td></td>
<td>55+</td>
<td></td>
<td>0%</td>
<td>0%</td>
<td>14%</td>
<td>15%</td>
<td>68%</td>
</tr>
<tr>
<td>Black</td>
<td>&lt;25</td>
<td></td>
<td>0%</td>
<td>0%</td>
<td>14%</td>
<td>15%</td>
<td>68%</td>
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<td>0%</td>
<td>14%</td>
<td>15%</td>
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<td>35-44</td>
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<td></td>
<td>45-54</td>
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<td>0%</td>
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<td>15%</td>
<td>68%</td>
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<tr>
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<td>0%</td>
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<td>15%</td>
<td>68%</td>
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<tr>
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<tr>
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<td>55+</td>
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<td>0%</td>
<td>0%</td>
<td>14%</td>
<td>15%</td>
<td>68%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>&lt;25</td>
<td></td>
<td>0%</td>
<td>0%</td>
<td>14%</td>
<td>15%</td>
<td>68%</td>
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<tr>
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<td>25-34</td>
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<td>68%</td>
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<td>0%</td>
<td>0%</td>
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<td>14%</td>
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<td>68%</td>
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<tr>
<td></td>
<td>55+</td>
<td></td>
<td>0%</td>
<td>0%</td>
<td>14%</td>
<td>15%</td>
<td>68%</td>
</tr>
</tbody>
</table>

* indicates significant difference at the 95% confidence level.
Which field of chemistry is most common for those with a PhD?

- Environmental
- Biochemistry
- Polymer
- Organic
- General

* If your answer differs greatly from the choices above tell us in the chat!

---

**Education: Field of Highest Degree**

- Overall, organic chemistry is the highest degree attained by close to 1 in 5 ACS members surveyed, more than any other field concentration.
- General chemistry emerges as the top field among new grads.

<table>
<thead>
<tr>
<th>Field</th>
<th>Male (n=3031)</th>
<th>Female (n=2128)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organic chemistry</td>
<td>21.9%</td>
<td>13.4%</td>
</tr>
<tr>
<td>Analytical chemistry</td>
<td>9.9%</td>
<td>10.9%</td>
</tr>
<tr>
<td>General chemistry</td>
<td>8.0%</td>
<td>13.0%</td>
</tr>
<tr>
<td>Inorganic chemistry</td>
<td>11.2%</td>
<td>8.5%</td>
</tr>
<tr>
<td>Physical chemistry</td>
<td>9.4%</td>
<td>7.5%</td>
</tr>
<tr>
<td>Biochemistry</td>
<td>6.5%</td>
<td>9.2%</td>
</tr>
<tr>
<td>Chemical engineering</td>
<td>6.8%</td>
<td>3.4%</td>
</tr>
<tr>
<td>Chemical education</td>
<td>1.9%</td>
<td>5.9%</td>
</tr>
<tr>
<td>Polymer chemistry</td>
<td>2.8%</td>
<td>2.5%</td>
</tr>
<tr>
<td>Biology</td>
<td>1.4%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Environmental chemistry</td>
<td>1.8%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Computational chemistry</td>
<td>2.2%</td>
<td>1.4%</td>
</tr>
<tr>
<td>Materials science</td>
<td>1.7%</td>
<td>1.6%</td>
</tr>
<tr>
<td>Medicinal/Pharmaceutical chemistry</td>
<td>2.2%</td>
<td>1.3%</td>
</tr>
</tbody>
</table>

American Chemical Society
Source: ACS Workforce and Salary Survey, U.S. respondents

Q03A/SC3A: Please indicate the one field of the highest degree you have earned. Select one.
Employment: Status

- The majority of ACS members are employed full time.
- Unchanged since March 2020, 4.0 percent are underemployed – they have taken part-time work because suitable full-time work was not available, or they are unemployed and seeking employment.

Employment: Status Trends

- The unemployment rate continues to be lower than the U.S. unemployment rate, which rose since last year:
  - 2019: 2.6%
  - 2020: 2.4%
  - 2021: 3.7%

Adapted from ACS Comprehensive Salary and Employment Survey and ChemCensus 2002 to 2021 and Bureau of Labor Statistics Unemployment (as of March of each year)

Base: U.S. members under age 70 (n=5488)
### Employment: Annual Salary

- Average annual salary ranges from $70K to $120K depending on highest degree held. Recent grads average base salary is $34K to $75K.
- Gender disparities persist, but are less pronounced among recent grads.

#### Mean base income shown

<table>
<thead>
<tr>
<th>Degree</th>
<th>Total U.S. (n=5339)</th>
<th>New grad (n=670)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>Male $80,632↑</td>
<td>Male $36,776</td>
</tr>
<tr>
<td></td>
<td>Female $62,433</td>
<td>Female $33,055</td>
</tr>
<tr>
<td>Master’s</td>
<td>Male $100,660↑</td>
<td>Male $56,095</td>
</tr>
<tr>
<td></td>
<td>Female $73,758</td>
<td>Female $45,640</td>
</tr>
<tr>
<td>Ph.D</td>
<td>Male $129,748↑</td>
<td>Male $73,612</td>
</tr>
<tr>
<td></td>
<td>Female $102,199</td>
<td>Female $71,123</td>
</tr>
</tbody>
</table>

Mean base income shown

↑ † indicates significant difference at the 95% confidence level

#### Q11: What was your base ANNUAL salary from your primary employer?

<table>
<thead>
<tr>
<th>Degree</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s</td>
<td>$70,874↑</td>
<td>$34,785</td>
</tr>
<tr>
<td>Master’s</td>
<td>$86,572↑</td>
<td>$50,493</td>
</tr>
<tr>
<td>Ph.D</td>
<td>$120,334↑</td>
<td>$75,583</td>
</tr>
</tbody>
</table>

Mean base income shown

↑ † indicates significant difference at the 95% confidence level

#### Employment: New Grad Job Fit

- Most recent grads are employed in positions that are at least somewhat related to their field and commensurate with their education and training, however, they report less alignment in 2021 than in 2020.

<table>
<thead>
<tr>
<th>My position is…</th>
<th>Total (n=630)</th>
<th>Bachelor’s (n=234)</th>
<th>Master’s (n=127)</th>
<th>Ph.D (n=255)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Related to my field</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly agree</td>
<td>60% 66%↑</td>
<td>54% 55%↑</td>
<td>60% 60%↑</td>
<td>66%↑</td>
</tr>
<tr>
<td>Somewhat agree</td>
<td>27% 24%</td>
<td>30% 28%</td>
<td>28% 24%</td>
<td></td>
</tr>
<tr>
<td>Commensurate with my education/ training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly agree</td>
<td>49% 55%↑</td>
<td>40% 40%</td>
<td>55%↑ 55%↑</td>
<td>55%↑</td>
</tr>
<tr>
<td>Somewhat agree</td>
<td>32% 28%</td>
<td>38% 38%</td>
<td>55%↑ 55%↑</td>
<td>28% 28%</td>
</tr>
<tr>
<td>Professionally challenging</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly agree</td>
<td>51% 60%↑</td>
<td>45% 45%↑</td>
<td>46% 46%↑</td>
<td>51%↑</td>
</tr>
<tr>
<td>Somewhat agree</td>
<td>27% 23%</td>
<td>27% 27%</td>
<td>32% 28%</td>
<td></td>
</tr>
<tr>
<td>Similar to what I expected to be doing when I began my academic program</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly agree</td>
<td>32% 34%</td>
<td>30% 35%↑</td>
<td>35%↑ 35%↑</td>
<td></td>
</tr>
<tr>
<td>Somewhat agree</td>
<td>28% 26%</td>
<td>30% 30%</td>
<td>29% 29%</td>
<td></td>
</tr>
</tbody>
</table>

↑ † indicates significant difference at the 95% confidence level

↑ † indicates significant difference since 2020
Which job search resource do you find most beneficial?

- Employment Agency
- Faculty Advisor
- Electronic Resources
- Informal Channels
- Sending out vita/resume

* If your answer differs greatly from the choices above tell us in the chat!

Employment: Job Search

- Electronic resources or an informal channel are the top two most used job search channels and are considered the most effective.
- Recent grads' report they were more likely to use an electronic resource than their faculty advisor – a shift from last year.

### Job Search Methods Used

<table>
<thead>
<tr>
<th>Job Search Methods Used</th>
<th>Bachelor's</th>
<th>Master's</th>
<th>PhD</th>
<th>Recent grad</th>
<th>Not a recent grad</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(n=267)</td>
<td>(n=468)</td>
<td>(n=3332)</td>
<td>(n=661)</td>
<td>(n=4576)</td>
</tr>
<tr>
<td>Electronic resource</td>
<td>26%</td>
<td>27%</td>
<td>34%†</td>
<td>34%†</td>
<td>31%</td>
</tr>
<tr>
<td>Informal channel</td>
<td>21%</td>
<td>25%†</td>
<td>28%†</td>
<td>21%</td>
<td>13%</td>
</tr>
<tr>
<td>Former employer</td>
<td>14%†</td>
<td>14%†</td>
<td>12%†</td>
<td>11%</td>
<td>13%</td>
</tr>
<tr>
<td>Faculty advisor(s)</td>
<td>15%†</td>
<td>8%</td>
<td>12%†</td>
<td>26%†</td>
<td>10%</td>
</tr>
<tr>
<td>Newsletter/magazine</td>
<td>1%</td>
<td>1%</td>
<td>13%†</td>
<td>0%</td>
<td>10%†</td>
</tr>
<tr>
<td>Unsolicited offer</td>
<td>8%</td>
<td>9%</td>
<td>8%</td>
<td>5%†</td>
<td>8%</td>
</tr>
<tr>
<td>Sent vita or resume</td>
<td>6%</td>
<td>9%</td>
<td>7%</td>
<td>9%</td>
<td>7%</td>
</tr>
<tr>
<td>Employment agency</td>
<td>8%†</td>
<td>6%†</td>
<td>4%</td>
<td>6%†</td>
<td>5%</td>
</tr>
<tr>
<td>Placement service</td>
<td>4%†</td>
<td>3%</td>
<td>4%</td>
<td>6%†</td>
<td>4%</td>
</tr>
<tr>
<td>Newspaper advertisement</td>
<td>5%†</td>
<td>4%</td>
<td>2%</td>
<td>1%</td>
<td>3%†</td>
</tr>
<tr>
<td>ACS Network</td>
<td>1%</td>
<td>1%</td>
<td>3%†</td>
<td>1%</td>
<td>2%†</td>
</tr>
</tbody>
</table>

† indicates significant difference at the 95% confidence level
+1/- since 2020

Q10A: Which job search methods did you use for your most recent position? Please select all that apply.
Q10B: Which was the single most effective job search method? Select one.
**Employment: Sector**

- Half (49%) of members are employed by an academic institution.
- Just over one-third (39%) are employed in industry and have an average base salary significantly higher than their academic counterparts.

**Current or Most Recent Employer**

- **Academic:** 49%
- **Industry:** 39%
- **Self-employed:** 2%
- **Govern't or Military:** 7%

**Employed or Seeking employment**

- **Academic:** 48%
- **Industry:** 56%
- **Self-employed:** 12%

**Full-time employed**

- (n=4622):
  - 48% Academic
  - 41% Industry
  - 1% Self-employed

**Part-time employed**

- (n=229):
  - 55% Academic
  - 16% Industry
  - 12% Self-employed

**Academic: Avg base salary $82,000**

**Industry: Avg base salary $130,000**

---

**QAB:** Which of the following best describes your current or most recent employer? Select one.

---

**Employment: Sector Trends**

**ACS Workforce by Field**

- **Industry (manufacturing):**
  - 55% 50% 49% 49% 49% 45% 45% 45% 45% 44% 42% 42% 40% 40% 40% 41% 42% 42% 40% 39% 39% 37% 42% 51% 49%
  - 28% 28% 29% 29% 31% 31% 36% 36% 39% 39% 40% 40% 40% 40% 40% 40% 40% 40% 41% 39% 34% 37%

- **Academic:**
  - 14% 14% 13% 13% 13% 13% 13% 13% 13% 13% 13% 13% 13% 13% 13% 13% 13% 13% 13% 13% 13% 13% 13%

- **Industry (non-manufacturing):**
  - 12% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12%

- **Government:**
  - 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8%

- **Self-Employed:**
  - 2% 1% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2% 2%

- **Adapted from ACS Comprehensive Salary and Employment Survey and ChemCensus 2004 to 2021**

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ACS Membership and Gender

- 40% of U.S. ACS members surveyed are female*.
- Female members have largely closed the experience gap with males but their base income remained the same while males increased -- creating a growing income disparity with male members than in 2020.

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men (n=3081)</th>
<th>Women (n=2217)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>47†</td>
<td>41</td>
</tr>
<tr>
<td>Base Income</td>
<td>$119,000†</td>
<td>$87,000</td>
</tr>
<tr>
<td>Experience in Field</td>
<td>20 years</td>
<td>17 years</td>
</tr>
</tbody>
</table>

*note: the survey was comprised of 40.4% females; the sample list was 40% female too (based on available sample data by gender; 29,867 missing

International Respondents

- International survey participants are primarily from India and Canada, and mostly male

- Non-U.S. respondents are less likely to be full-time employed, more post docs, and have a higher unemployment rate

- International members are more likely to hold a doctorate

- International respondents are largely employed academically

<table>
<thead>
<tr>
<th>PhD</th>
<th>61%</th>
<th>64%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master's</td>
<td>22%</td>
<td>U.S.</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>8%</td>
<td>U.S.</td>
</tr>
</tbody>
</table>

Mean Annual Salary in USD | $58,660
Median Annual Salary in USD | $52,619
Other ACS Member Resources

• Salary Calculator
  https://www.acs.org/content/acs/en/careers/salaries/salary-calculator.html

• Salary & Employment Trends Archive
  https://www.acs.org/content/acs/en/careers/salaries/surveys.html
HOW TO LAND YOUR FIRST JOB

C&EN's 7-step email roadmap for successfully navigating the job hunt.

Subscribe for tried-and-true advice from your peers in academia, industry, and other careers.

SIGN UP AT cenm.ag/chemjob
How Much Did American Chemists Make in 2021?
Analyzing the Data from the 2021 ACS Salary Survey

Presentation slides are available now! The edited recording will be made available as soon as possible. www.acs.org/acswebinars

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Before You Press Send!
How to Avoid Email Pitfalls and Faux Pas

Date: Wednesday, January 26 @ 2-3pm ET
Speaker: Mark Jones, Dow Chemical (retired)
Moderator: Patricia Simpson, University of Illinois at Urbana-Champaign

What You Will Learn:
- Why good communication and good email results from clearly defining your goal and shaping that goal for your audience
- How to make emails easy to understand and hard to misinterpret
- How many flaws of email communication make it a poor choice in some situations

Co-produced with: Industry Member Programs

Can Medical Instruments Be Racist?

Date: Thursday, January 27, 2022 @ 1-2pm ET
Speaker: RogerTx Tuten, Science History Institute
Moderator: Bill Tsujiyuki, The Uranii Group Inc.

What You Will Learn:
- The history of the spirometer and pulse oximeter from the work of Lundy Brown and Amy Marlin Thomas
- How medical instruments can amplify racial disparities
- What we can learn from the history of these instruments to create ones to better serve all people they measure

Co-produced with: Science History Institute and Chemical & Engineering News

The Inclusivity Triangle
Approaching DEIR in Chemistry through Academia, Industry, and Community

Date: Tuesday, February 1 @ 1-2pm ET
Speakers: Pamela M. Legget-Robinson, P&R Consulting / Shenine Olumbe, North Carolina A&T State University and UNC Greensboro / Shanna Sanders Johnson, Spelman College
Moderator: Paula Christopher, American Chemical Society

What You Will Learn:
- How to design curricular activities that engage students and build upon their diverse backgrounds in an inclusive manner
- How to build a research environment where every student can successfully develop the skills, talent, competence, and confidence needed for the workforce
- How to utilize local, sectorial activities to increase inclusivity of diverse perspectives, professions, and identities/gendered identities of members

Co-produced with: ACS Office of Diversity, Equity, Inclusion & Respect

www.acs.org/acswebinars