

# Support for continued data collection and analysis concerning mobility patterns and career paths of researchers

## Country profile – Remuneration USA

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# 1 RESEARCHER REMUNERATION IN ACADEMIA

## 1.0 Introduction

This is one of a series of more than 40 country profiles summarising data on the remuneration of researchers and work-related benefits in the academic sector. Data were collected for the European Commission in 2012 by an extensive network of national experts as part of the MORE 2 study. The profiles provide also complementary data from official sources.<sup>1</sup>

A report containing a comparative analysis of the data and more qualitative information related to the remuneration of researchers will also be published as part of the MORE2 study.

The profiles are structured as follows:

1. Main indicators
2. Salaries, stipends and benefits by job position and employment contract
3. Tax system
4. Labour legislation in the Higher Education Sector
5. Social security system
6. Quality of life
7. Where available: Gross annual earnings and hourly earnings of non-academic researchers
8. Where available: Salary data of university researchers by country – A literature survey

In the first section, the main indicators on remuneration (salaries, stipends, and the degree of autonomy of universities to decide on remuneration-related aspects) are compared with the EU-average and the US. In the second section, the profiles summarise minimum, average and maximum annual gross salaries (both in national currency and in purchasing power parities) for all available job positions and employment statuses.

The following sections present an assessment of the value of the gross annual salaries. As it is very difficult to collect data on net salaries that are meaningfully comparable across countries due to very specific regulations, the country profiles include information on the dues that are typically deducted from gross salaries in order to provide an indication of the level of net salaries. Furthermore, data are also presented on the public benefits researchers receive for these deductions. It is important to note that the data provide an indication of the remuneration package and do not offer an exact, comparable measure for researcher salaries across countries.

Finally, where available the profiles also contain information on the gross annual and hourly earnings of non-academic researchers based on Eurostat's Structure of Earnings Survey, and a summary table on salary data collected in other studies.

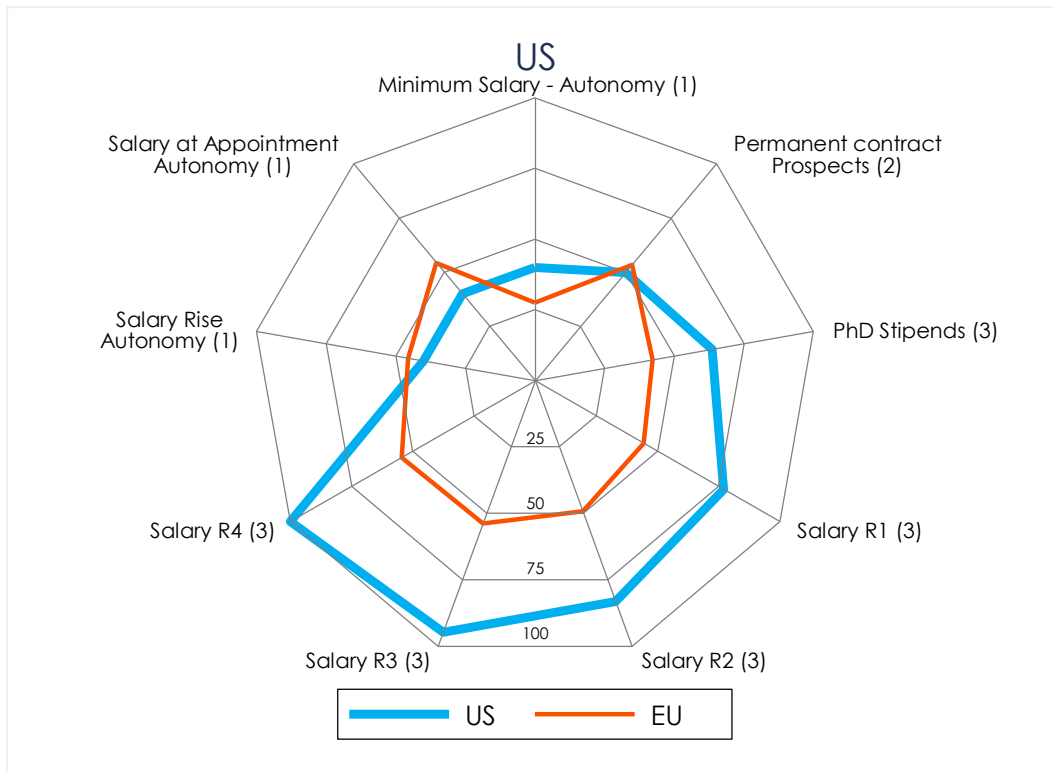
Further information on data collection and results of the study is available in:

*IDEA Consult et al, 2013. MORE2 - Support for continued data collection and analysis concerning mobility patterns and career paths of researchers, Remuneration Cross-Country Report (WP4). European Commission, DG Research and Innovation.*

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<sup>1</sup> Data have been collected in 2012. If there are more recent data available, they have not been included in the country profiles but the respective sources are listed in chapter 7 of the MORE2 WP4 report (IDEA et al. 2013).

## 1.1 Main indicators



Source: MORE II expert survey; Spokes are normalised minimum = 0, and maximum = 100% in case of „PhD-Stipends“ and „Salaries R1-R4“, maximum = R1 in case of „Permanent contract“, and maximum = 5 in case of „Salary rise“, „Salary at appointment“, and „Minimum salary“. Missing values are set to zero.

- 1) **Degree of autonomy:** „Salary rise“, „Salary at appointment“, and „Minimum salary“ based on question: „Please indicate the institutional level at which the following aspects of public university researchers are de-termined?“ Scale: (1) National, (2) Regional (state), (3) Sector/collective agreements, (4) University, (5) Individual negotiation, (0) missing value;
- 2) **Prospect of a “permanent contract”** shows the lowest career stage (R1-R4) at which university researchers can obtain permanent contracts.
- 3) **Salaries:** „PhD Stipends“, „Salaries R1-R4“ show gross annual salaries (in PPP €) paid in the country as a percentage of the best paying country at this career stage.

## 1.2 Salaries, stipends and benefits by job positions and employment contract

Rank	Name	Type of contract		Annual Gross Salary in national currency and (in PPP €)			Mandatory insurances		
		Employment status	Contract duration	Minimum	Average	Maximum	Health care	Unemployment	Pension
R1	PhD-Candidate <sup>1)</sup>	Stipendiary	Fixed < 1 year	.	22,032	.			
				(.)	(15,828)	(.)			
R1	Research Associate <sup>2)</sup>	Employee	Fixed < 1 year	23,174	42,408	65,823	X	X	
				(16,648)	(30,466)	(47,287)			
R2	Assistant Professor <sup>3)</sup>	Employee	Fixed 1-2 years	60,343	66,564	72,677	X	X	X
				(43,350)	(47,819)	(52,210)			
R2	Post-Doctoral Fellow <sup>4)</sup>	Employee	Fixed 1-2 years	39,264	.	54,180			
				(28,207)	(.)	(38,922)			
R2	Research Scientist <sup>5)</sup>	Employee	Fixed 1-2 years	50,287	.	93,175	X	X	X
				(36,126)	(.)	(66,936)			
R3	Associate Professor <sup>6)</sup>	Employee	Permanent	73,115	78,565	86,241	X	X	X
				(52,525)	(56,440)	(61,955)			
R4	Senior Research Scientist <sup>7)</sup>	Employee	Other	71,674	.	129,517	X	X	X
				(51,490)	(.)	(93,044)			
R4	Full Professor <sup>8)</sup>	Employee	Permanent	99,691	117,368	139,954	X	X	X
				(71,617)	(84,316)	(100,542)			

**Source:** MORE II - Expert Survey; **National currency:** USD; **Annual Gross Salary:** **Source:** 1, 4) 2012; :grants.nih.gov/grants/guide/notice-files/NOT-OD-12-033.html; 2) 2011; US Department of Labor, Bureau of Labor Statistics. (May 2011). Occupational employment and wage estimates for Social Sciences Research Assistant (Annual Salary). A check of three public research university websites showed a median salary of \$35,544. (These included: <http://www1.umn.edu/ohr/pay/salaries/1213floors/index.html>; [http://www.suny.edu/hr/compensation/sal\\_sched/research.cfm](http://www.suny.edu/hr/compensation/sal_sched/research.cfm) [https://www.his.admin.uwa.edu.au/his/acad\\_sals.asp](https://www.his.admin.uwa.edu.au/his/acad_sals.asp)); 3, 6, 8) 2011; American Association of University Professors; 5) 2011; U.S. Federal Government, GS-11 minimum and GS-13 maximum; 7) 2011; U.S. Federal Government, GS-13 minimum and GS-15 maximum; **Notes:** ad 2) Contracts can be terminated in case of non-renewal of external grant or contract; 7) At some U.S. federal agencies, researchers working on important intra-mural research programs are eligible for tenure granted by the Deputy Director of the agency; 8) If the institution declares financial exigency, it is possible to dismiss tenured faculty, according to the standards of the American Association of University Professors. In the past, this has meant that the entire institution must be on the financial brink. More recently, institutions have dismissed tenured faculty when they have discontinued academic programs, e.g. eliminating foreign language departments. These cases have not been successfully reversed by the American Association of University Professors; ad Salary: ad 3, 6, 8) Salaries in research intensive universities only (Max -Avg - Min): 89307 - 74772 -71465; 5, 7) In addition, federal employees are eligible for locality bonuses of up to 35% of salary to address cost-of-living differentials in different geographic locations of federal jobs; ad Stipends: The stipend is payable monthly over the ten months of the academic year (September through June). Students have to study on a full-time basis (usually minimum of 9 credit hours of coursework) to receive a stipend. This precluding other full-time employment. There are no citizenship restriction: recipients should at a minimum hold a J-1 student visa. **PPP:** Salaries and Stipends in national currency are converted into PPP US-Dollar (2011) and the resulting PPPs are converted into EURO using the currency exchange rate of Eurostat 1,3920\$ = 1EURO; if the year of the salary or the stipend is not 2011, the amount was grossed up to 2011 using the unit labour costs index of the AMECO database.

### 1.3 Tax System

Taxes						
Income bracket in national currency from	0	8,501	34,501	83,601	174,401	379,151
Income bracket in national currency to	8,500	34,500	83,600	174,400	379,150	max
Marginal Tax rate	10.0	15.0	25.0	28.0	33.0	35.0

Levy of income tax	The employer automatically deducts the income tax from the gross salary; The employee pays the income tax after her annual tax declaration
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Tax Wedge in % of labour costs			
Single, no children (average wage)	29.73	Married couple, two children (average wage)	16.32
Single, no children (167% of average wage)	35.20	Married couple, two children (167% of average wage)	24.90
Married couple, no children (133% of average wage)	28.10		

**Tax rate:** Source: OECD, 2011\*; **Levy of income tax:** Source: MORE II - Expert Survey based on question "Please indicate how personal income tax is usually levied?"; **Tax Wedge in % of labour costs:** Source: OECD, 2010\*; **Note:** Income tax plus employee and employer contributions less cash benefits in % of the labour costs for selected personal circumstances.

\* More recent data available, cf. IDEA et al. 2013, ch. 7.

### 1.4 Labour legislation in the Higher Education Sector

Institutional levels determining remuneration aspects			
Salary (at appointment)	Individual negotiation; Sector/collective agreements; University	Unemployment insurance	National
Salary rise	Sector/collective agreements; University	Health care insurance	Regional (state); Sector/collective agreements; University
Minimum salary	Sector/collective agreements; University	Retirement pension insurance	Regional (state); Sector/collective agreements; University
Working time	Sector/collective agreements; University		

Relevant factors for salary rise (incl. rank)	Seniority(1); Other reasons(2); Performance(2)
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**Source:** MORE II - Expert Survey based on question "Please indicate the institutional level at which the following aspects of public university researchers are determined?"; **Country-specific comment:** Across the board cost-of-living increases for all academic staff.

Dismissal of University Researchers					
	9 months tenure	4 years tenure	20 years tenure		
Notice period (in months)	0.0	0.0	0.0	2008	OECD
Severance pay (in months)	0.0	0.0	0.0	2008	OECD
Duration of Compensation in case of Unemployment (in Months)	23	2010	OECD		
Average Net Replacement Rate in case of Unemployment (in % of previous income for a 40 year old)					
Two-earner married couple, no child	56		Two-earner married couple, two children	58	

**Dismissal of University Researcher:** **Note:** Conversion into months if original data are listed in weeks or days: weeks/7 days \* 30 days; days \* 30 days; **Duration of Compensation in case of Unemployment (in Months):** **Note:** For a 40-year old (where benefits are conditional on work history, the table assumes a long and uninterrupted employment record); **Average Net Replacement Rate:** **Source:** OECD, 2010\*; **Note:** The percentage of a worker's pre-unemployment income that is paid out by the unemployment insurance when the worker becomes unemployed in two different categories of personal circumstances.

\* More recent data available, cf. IDEA et al. 2013, ch. 7.

## 1.5 Social Security System

Public social spending (% of GDP)	16.20	2007*	OECD	Public health spending (% of GDP)	7.24	2007*	OECD
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Insurances usually go beyond what is mandated by law

Additional health care insurance							
Additional health care insurance by university	Always			Do researchers usually have additional private health care insurance?	Yes		
Covered by researchers' remuneration package (incl. mandatory insurance)	Ambulant treatment; Hospital treatment; Rehabilitation; Drugs/pharmaceuticals						
Additional retirement pension insurance							
Additional retirement pension insurance by university	Always			Do researchers usually have additional private retirement pension insurance?	Yes		
Additional (private) retirement pension insurance is...	Not important						

**Additional health care/retirement pension insurances by university:** Source: MORE II - Expert Survey based on question "Do universities provide the following social security insurances for university researchers, exceeding what is mandated by law?"; **Do researchers usually have additional private health care/retirement pension insurance?** Source: MORE II - Expert Survey based on questions "Do researchers usually purchase additional health care insurance/pension funds, beyond what is already provided in the remuneration package?"; Country-specific comments: The may purchase health care coverage for their spouses and dependent children through the age of 26 at special group rates. Typically, the institution contributes a percentage of employees' monthly salary to a pension fund (either TIAA-CREF in the private sector or a state retirement system in the public sector) contingent on an employee matching such a contribution - although individual match is usually less than institutions, e.g. 10% institution; 5% individual. **Covered by researchers' remuneration package (incl. mandatory insurance):** Source: MORE II - Expert Survey based on question "Please indicate the extent to which health care is compulsorily covered by researchers' remuneration packages in your country."; **Additional (private) retirement pension insurance is...** Source: MORE II - Expert Survey based on question "How important is additional (private) retirement pension insurance for researchers in order to maintain their personal standard of living after retirement?".

\* More recent data available, cf. IDEA et al. 2013, ch. 7.

## 1.6 Quality of Life

Income and Welfare				Governance			
GDP per capita (in PPP €)	34,800	2011	Worldbank	Voice and Accountability #	18 / 46	2011	Worldbank
GDP per capita (in €)	34,800	2011	Worldbank	Political Stability and Absence of Violence #	28 / 46	2011	Worldbank
Human Development Index #	3 / 46	2011*	HDI	Government Effectiveness #	19 / 46	2011	Worldbank
Life expectancy	78.50	2011*	UNDESA	Regulatory Quality #	14 / 46	2011	Worldbank
				Rule of Law #	17 / 46	2011	Worldbank
				Control of Corruption #	20 / 46	2011	Worldbank
Quality of public child care				Quality of Education			
Net childcare costs (% avg wage)	27.28	2004	OECD	Average Years of Schooling #	22 / 45	2010	OECD
Childcare fees (% avg wage)	19.53	2004	OECD	PISA reading score #	15 / 43	2009	OECD
Public spending on childcare and early education (% GDP)	0.38	2007*	OECD	PISA mathematic score #	26 / 43	2009	OECD
Public spending on family benefits (% GDP)	1.19	2007*	OECD	PISA science score #	19 / 43	2009	OECD
Public spending on pre school services (% GDP)	0.31	2007*	OECD	Public expenditures on education (% of GDP)	5.29	2009	OECD
Ratio of child to carer	5.00	2009	OECD	Private expenditures on education (% of GDP)	2.05	2009	OECD
Ratio of children to teaching staff	14.49	2009	OECD				

# Ranking within countries with available data covered in this study; **GDP per capita (in PPP €):** Note: GDP per capita is converted into PPP US-Dollar (2011) and the resulting PPPs are converted into EURO using the currency exchange rate of Eurostat 1,3920\$ = 1EURO; **Life expectancy:** Note: Number of years a new born infant could expect to live if prevailing patterns of age-specific mortality rates at the time of birth stay the same throughout the infant's life; **Net childcare costs:** Note: for a dual earner family with full-time arrangements of 167% of the average wage in % of the average wage; **Childcare fees:** Note: Childcare fees per two-year old attending accredited early-years care and education services; Childcare fees in % of average wage; **Public spending on childcare and early education:** Note: Total spending in % of GDP; **Public spending on family benefits:** Note: Public expenditure on pre-school services in % of GDP; **Public spending on pre school services:** Note: Public expenditure on pre-school services, in % of GDP; **Ratio of children to carers:** Note: Shows the average child-to-carer/educator ratio for children not yet 4 years of age who attend licensed day care facilities; **Ratio of children to teaching staff:** Note: For children attending pre-school, certified teacher-to-child ratios are calculated by dividing the number of full-time equivalent children enrolled in pre-school programmes by the number of full-time equivalent teachers at that level.

\* More recent data available, cf. IDEA et al. 2013, ch. 7.

## 1.7 Salary data of university researchers by country – A literature survey

United States					
Position	Salary (Range)	Currency	Reported salary	Year	Source Note
Assistant Professor	4589	PPP\$	Average monthly salary	2005-06	Altbach et al. (2008) Academic year
Full Professor	7385	PPP\$	Average monthly salary	2005-06	Altbach et al. (2008) Academic year
Lecturer	70700	PPP US\$	Average annual salary	2008	Coates et al. (2009)
Associate Professor	83000	PPP US\$	Average annual salary	2008	Coates et al. (2009)
Professor	113900	PPP US\$	Average annual salary	2008	Coates et al. (2009)
Assistant Professor	70700	PPP US\$	Average annual gross salary	2006-08	Deloitte (2008)
Associate Professor	83000	PPP US\$	Average annual gross salary	2006-08	Deloitte (2008)
Professor (minimum)	113900	PPP US\$	Average annual gross salary	2006-08	Deloitte (2008)
Lecturer (Private Doctoral)	62799	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Assistant	82295	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Professor (Private Doctoral)	151403	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Lecturer (Public Doctoral)	51827	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Assistant	68048	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Professor (Public Doctoral)	115509	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Lecturer (Private Masters)	54408	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Assistant	61986	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Professor (Private Masters)	99555	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Lecturer (Public Masters)	49159	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Assistant	59416	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Professor (Public Masters)	88357	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Assistant	58014	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Professor (Private Bachelors)	58886	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Lecturer (Private Bachelors)	98808	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Assistant	49708	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Professor (Public Bachelors)	56997	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Lecturer (Public Bachelors)	84488	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Assistant	50415	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Professor (2-Year Colleges)	53427	US\$	Average annual salary	2008-2009	Ehrenberg (2010)
Lecturer (2-Year Colleges)	74933	US\$	Average annual salary	2008-2009	Ehrenberg (2010)

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United States (continued)						
Position	Salary (Range)	Currency	Reported salary	Year	Source	Note
Lecturer/Lecturer B (public 4-year)	42627	US\$	Average annual salary	2003	Robinson (2006)	
Assistant Professor/Senior Lecturer (public 4-year)	52626	US\$	Average annual salary	2003	Robinson (2006)	
Associate Professor/Senior Lecturer/Reader (public 4-year)	62545	US\$	Average annual salary	2003	Robinson (2006)	
Professor (public 4-year)	85843	US\$	Average annual salary	2003	Robinson (2006)	
Lecturer/Lecturer B (private 4-year)	47643	US\$	Average annual salary	2003	Robinson (2006)	
Assistant Professor/Senior Lecturer (private 4-year)	52098	US\$	Average annual salary	2003	Robinson (2006)	
Associate Professor/Senior Lecturer/Reader (private 4-year)	62894	US\$	Average annual salary	2003	Robinson (2006)	
Professor (private 4-year)	91439	US\$	Average annual salary	2003	Robinson (2006)	
Assistant Professor	4690	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Public universities; Men
Associate Professor	5445	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Public universities; Men
Professor	7851	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Public universities; Men
Lecturer	3667	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Public universities; Men
Instructor	3103	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Public universities; Men
Assistant Professor	4334	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Public universities, Women
Associate Professor	5068	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Public universities, Women
Professor	7107	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Public universities, Women
Lecturer	3296	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Public universities, Women
Instructor	2963	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Public universities, Women
Assistant Professor	5723	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Private/independent universities, Men
Associate Professor	6564	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Private/independent universities, Men
Professor	10270	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Private/independent universities, Men
Lecturer	4372	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Private/independent universities, Men
Instructor	3878	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Private/independent universities, Men
Assistant Professor	5211	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Private/independent universities, Women
Associate Professor	6003	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Private/independent universities, Women
Professor	9458	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Private/independent universities, Women
Lecturer	3775	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Private/independent universities, Women
Instructor	3747	€	Monthly gross salary	2009/10	Academic Careers Observatory (ACO)	average Private/independent universities, Women
Assistant	68072	US\$	Average salary	2009	Altbach et al. (2012)	Doctoral, public institution
Assistant	79915	US\$	Average salary	2009	Altbach et al. (2012)	Doctoral, private institution
Assistant	59397	US\$	Average salary	2009	Altbach et al. (2012)	Master, public institution
Assistant	60069	US\$	Average salary	2009	Altbach et al. (2012)	Master, private institution
Assistant	56883	US\$	Average salary	2009	Altbach et al. (2012)	Baccalaureate, public institution
Assistant	54945	US\$	Average salary	2009	Altbach et al. (2012)	Baccalaureate, private institution
Associate	80013	US\$	Average salary	2009	Altbach et al. (2012)	Doctoral, public institution
Associate	93317	US\$	Average salary	2009	Altbach et al. (2012)	Doctoral, private institution
Associate	70233	US\$	Average salary	2009	Altbach et al. (2012)	Master, public institution
Associate	72522	US\$	Average salary	2009	Altbach et al. (2012)	Master, private institution
Associate	68121	US\$	Average salary	2009	Altbach et al. (2012)	Baccalaureate, public institution
Associate	66703	US\$	Average salary	2009	Altbach et al. (2012)	Baccalaureate, private institution
Professor	115553	US\$	Average salary	2009	Altbach et al. (2012)	Doctoral, public institution
Professor	147286	US\$	Average salary	2009	Altbach et al. (2012)	Doctoral, private institution
Professor	88298	US\$	Average salary	2009	Altbach et al. (2012)	Master, public institution
Professor	94760	US\$	Average salary	2009	Altbach et al. (2012)	Master, private institution
Professor	84502	US\$	Average salary	2009	Altbach et al. (2012)	Baccalaureate, public institution
Professor	88092	US\$	Average salary	2009	Altbach et al. (2012)	Baccalaureate, private institution
Rank 3	4950	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	public universities
Rank 2	5853	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	public universities
Top rank	7358	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	public universities
Rank 3	5006	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	private universities
Rank 2	6044	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	private universities
Top rank	7897	PPP US\$	Average monthly salary	2010	Altbach et al. (2012)	private universities