

Appendix A

Salary Data Comparison

Tables A1, A2 and A3 below are average salary data broken down by academic rank, gender, and institution type (public or private). The first row in each table is data obtained from the National Center for Education Statistics (NCES) for full-time faculty on 9-month contracts in degree-granting postsecondary institutions for the 2013-2014 academic year.¹ The second row in each table is the average salary data calculated from the APSA web survey of the 2003-2008 cohort of political science PhD recipients who, at the time of the survey (2014), had faculty positions. *Note: The NCES data is for faculty in all academic fields, while the APSA survey data is only for political science faculty.*

Table A1: Salary for All Faculty

	All Faculty	Full Prof.	Associate	Assistant	Public (All)	Private (All)
NCES	78,625	109,905	78,593	66,025	75,241	86,265
APSA Survey	79,617	100,451	81,820	71,834	78,762	81,227
Difference	-992	+9,454	-3,227	-5,809	-3,521	+5,038

Table A2: Salary for Males only

	All Faculty	Full Prof.	Associate	Assistant	Public (All)	Private (All)
NCES	85,528	115,455	81,156	68,534	81,560	94,016
APSA Survey	81,363	96,393	83,330	69,982	80,063	83,760
Difference	+4,165	+19,062	-2,174	-1,448	+1,497	+10,256

Table A3: Salary for Females only

	All Faculty	Full Prof.	Associate	Assistant	Public (All)	Private (All)
NCES	70,355	98,064	75,388	63,599	67,944	76,173
APSA Survey	76,914	111,000	79,274	73,994	76,784	77,166
Difference	-6,559	-12,936	-3,886	-10,395	-8,840	-993

Appendix B

The data upon which this report is based are available on the APSA website.

Survey Methodology

The research was financed through funds provided by the American Political Science Association (APSA) and the questionnaire was created and approved by members of APSA Status Committees. The Principal Investigator (PI) was Vicki Hesli Claypool, University of Iowa. Data were collected by The Pennsylvania State University Survey Research Center (SRC) utilizing two web surveys. The target audience was individuals who were awarded a Ph.D. in Political Science (or related field) by a U.S. institution of higher learning during 2003-2008.

Questionnaire Design

Questions for this survey are based upon questionnaires that had been used in research published by Hesli and Burrell (1995), Hesli, Fink, and Duffy (2003) and Hesli, DeLaat, Youde, Mendez, and Lee (2006). Additional questions were taken from questionnaires developed by the National Research Council and the University of Michigan's fall 2001 Survey of Academic Climate and Activities, which was created for an NSF ADVANCE project. A draft of the questionnaire was circulated to the members of the APSA status committees. The questionnaire was revised and expanded to address the concerns of the members of the status committees. The instrument was pilot tested by distributing it to political science faculty members at a research university and a private four-year college. The feedback from the pilot test was used to make further revisions in the questionnaire. The analyses reported in this article come a 2014 administration of this questionnaire by the Survey Research Center at Penn State. The web survey was administered using Qualtrics® software.

Sample Selection

We used as our target population the names contained within a file provided by APSA in 2009. The file contained the names and email address of people awarded a Ph.D. in political science or a related field by a U.S. institution during the 2003 to 2008 period. The email addresses from this 2009 file were verified over a period of three weeks using web searches in order to obtain the most updated and accurate email addresses available for each individual in the target population.

With these e-mail addresses, in August 2014 the APSA used an IRB-approved a letter of invitation from the executive director and the president of the APSA to contact individuals in the sample file. This letter notified potential respondents that in the following weeks they would be invited to participate in a survey administered by Penn State University. Using responses from this invitation letter, individuals wishing to opt out were removed from the target population file. Some invitations were returned to the APSA as an UNDELIVERABLE message. Efforts were made, via Internet searches over the next 12 days, to locate an updated email to which an invitation could be resent using the original IRB-approved invitation. The APSA resent the invitation to participate in the study to individuals who were unreachable at the email address that was initially attempted in August. The email file was again edited to exclude anyone that had opted out of the survey project in September. This edited file was then sent to Penn State Survey Research Center. The file sent to Penn State contained email addresses (some which were we able to update, and some which we were not able to update) for 3762 names.

On 10/6/2014, Penn State sent requests to participate in the survey containing an active survey link to the 3762 email addresses. Reminder emails were sent to all non-respondents on 11/10/2014 and 11/17/2014. For the second reminder, the secondary email address was used for respondents if available. On 12/18/2014 the third reminder email was sent to all non-respondents. On 1/5/2015 the final reminder email was sent. If applicable, a third email address was used.

We have 1051 respondents (complete or partial). The final dispositions of the 2014 Survey (Persons Awarded a Ph.D. in Political Science during the 2003-2008 Period) is shown in Table B1.

Table B1: Sample Response Rate

FINAL DISPOSITION	FREQUENCY	PERCENT
Completed (I) and Partially Completed Surveys (P)	1051	27.9%
Invalid Email Addresses (O)	303	8.0%
Refusals (Declined after reading informed consent) (R)	200	5.3%
Non-Respondents (NC)	2208	58.7%
TOTAL	3762	100.0%

Appendix C**Summary Statistics for Variables**

Table C1 reports means, standard deviations, minimum and maximum values for the valid responses for all variables included in the analysis.

Table C1: Summary Statistics of Variables

<u>Variable</u>	<u>Obs</u>	<u>Mean</u>	<u>Std. Dev.</u>	<u>Min</u>	<u>Max</u>	<u>Mean for Women</u>	<u>Mean for Men</u>
Salary	660	79.617	26.730	20	243	76.914	81.363
Female	660	0.392	0.489	0	1		
Caucasian	660	0.783	0.412	0	1	.822	0.758
Children	660	0.650	0.477	0	1	.653	0.648
NRC Rank	660	0.364	0.481	0	1	.378	0.354
Northeast/West	660	0.485	0.500	0	1	.517	0.464
PhD Granting	660	0.445	0.497	0	1	.440	0.449
Private	660	0.347	0.476	0	1	.340	0.352
Negotiation	660	0.576	0.495	0	1	.537	0.601
Class Load	652	3.863	2.610	0	14	3.961	3.799
Service Index	660	8.374	4.627	0	24	8.502	8.292
Journal Articles	660	7.939	9.452	0	92	6.205	9.060

Full Prof.	601	0.060	0.237	0	1	0.042	0.071
Assoc Prof.	601	0.599	0.491	0	1	0.568	0.619
Assist Prof.	601	0.260	0.439	0	1	0.305	0.230
Books	660	0.705	0.982	0	8	0.637	0.748
Books Edited	660	0.397	1.019	0	9	0.263	0.484
Book Chapters	660	2.915	4.513	0	50	2.432	3.227
Grants	660	2.176	4.267	0	50	2.127	2.207
Work Hours	637	48.287	11.209	5	80	48.077	48.425
Grad Satisfaction	657	4.259	0.887	1	5	4.147	4.331
Research Experience	660	0.333	0.472	0	1	0.653	0.621
Years Since Degree	655	8.376	1.669	5	11	8.191	8.494
Grad School Publication	660	0.623	0.485	0	1	0.552	0.669

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Appendix D

Variable Coding Descriptions

<u>Variable</u>	<u>Coding</u>
Salary	Respondent's self-reported salary during AY 2014
Female	=1 if respondent is female, =0 otherwise
Caucasian	=1 if respondent is racially white, =0 otherwise
Children	=1 if respondent or spouse has children
NRC Rank	Ranking of institution from which respondent received doctorate degree (via National Research Council)
Northeast/West	=1 if respondent received degree in Northeast or Western region, =0 otherwise
PhD Granting	=1 if respondent is employed at a PhD-granting institution, =0 otherwise
Private	=1 if respondent is employed at a private (not public) institution, =0 otherwise
Negotiation	=1 if respondent negotiated salary when hired for current job, =0 otherwise
Class Load	Number of undergraduate courses taught during academic year
Service	Ordinal additive index of service, see Appendix D for description
Journal Articles	Number of journal articles published in entire career
Full Prof.	=1 if academic rank is full professor, =0 otherwise

Assoc Prof.	=1 if academic rank is associate professor, =0 otherwise
Assist Prof.	=1 if academic rank is assistant professor, =0 otherwise
Books	Number of books published over entire career
Books Edited	Number of books edited over entire career
Book Chapters	Number of book chapters published over entire career
Grants	Number of external grants received over entire career
Work Hours	Number of hours worked during typical work week
Grad Satisfaction	Ordinal, respondent's reported satisfaction with graduate school experience
Research Experience	=1 if respondent had experience as a research assistant in graduate school, =0 otherwise
Years Since Degree	Number of years since recipient received doctorate degree
Grad School Publication	= 1 if respondent had a publication while in graduate school
Service Index	<p>This is an additive measure of the respondent's total service to general academia calculated as follows: +1 if respondent served on only one committee in their department (+2 if more than one), +1 if a respondent served on only one committee in another department (+2 if more than one), +1 if respondent served on a university-wide committee (+2 if more than one university-wide committee).</p> <p>Because chairing a committee reflects a larger responsibility to a committee than serving only as a member, respondents who chaired committees were further scored as follows: +3 if respondent chaired only one committee in their department (+4 if respondent chaired more than one committee), +3 if respondent chaired only one committee in another department (+4 if respondent chaired more than one committee in another department), +3 if respondent chaired only one university-wide committee, (+4 if respondent chaired more than one university-wide committee). Lastly, respondents received an additional +5 points for serving on a professional association committee, and +6 points if they chaired the committee of a professional association.</p> <p>As just one example of the Total Service Index, a respondent who served on three committees in their home department, chaired a committee in their home department, served on two committees in another department, and served on a professional association committee would receive a score of twelve (12) for this variable. This service index reflects the authors' best attempt to weight committee service according to the time commitment, value, and prestige that accompanies each type of service.</p>

Appendix E

Survey Questionnaire & Variables

Salary: What is your current annual salary? (Please report your base salary, excluding the value of benefits, before taxes)

Female: What is your gender? Male, Female, Transgender, Other _____

Caucasian:

What is your race or ethnic origin? Check all that apply.

- Caucasian
- African
- African American
- Arab
- Arab American
- Asian
- Asian American
- Latina/o or Hispanic American
- Native American/ American Indian
- Other (please describe) _____

Has Children:

Do you or a spouse/partner of yours have any children?

- Yes - How many? _____
- No

Ph.D. Granting:

Type of department where you are employed (in terms of highest degree offered):

- Ph.D. granting program
- M.A. granting program
- Bachelor's degree program
- Department within a 2 year college
- Other academic unit (specify) _____

Private Institution:

Is this institution:

- Public
- Private

Negotiated Salary:

Did you negotiate your salary when you were hired?

- Yes
- No
- I don't remember

Class Load:

How many undergraduate classes do you teach in a typical year?

Note: The productivity-related variables listed below were created by asking the respondent to enter a number corresponding to the following prompts:

For each of the following, please give your best estimate over your entire career:

Books: "Number of monographs (books) published: ____"

Books Edited: "Number of books edited: ____"

Book Chapters: "Number of book chapters published: ____"

Grants: "Number of external grants/fellowships awarded: ____"

Work Hours:

How many hours is your typical work week?

Grad Satisfaction is based on the respondent's level of agreement on an ordinal scale (Strongly Agree, Somewhat Agree, Neither Agree Nor Disagree, Somewhat Disagree, Strongly Disagree) to the following statement: "I was very satisfied with my graduate career experience."

Research Experience is coded =1 only if respondent indicated they had assisted professors with their research in the following item:

What were your duties? Check all that apply, as your answer may be different for different years.

- Teaching or assisting professors with their classes
- Assisting professors with their research
- On a fellowship with no duties required

NRC Rank was created by manually coding the ranking of the institution from which the recipient received their PhD degree according to the National Research Council. We obtained the NRC report of graduate program rankings from http://www.nap.edu/rdp/index.html??record_id=12850#download. The NRC report used data collected in 2005-2006, the file was last updated in 2011. An alternative measure of ranking was also employed in the analyses: *US News* rankings for graduate programs was found to be highly correlated with the NRC rankings, and using this variable does not change the substantive findings of the models. Only the NRC ranking variable was retained for the reported models. Further, we used the NRC ranking as a dummy variable in the reported models in order to minimize the number of observations that were dropped due to missing values in the data. Running these models using the NRC rankings without collapsing it into the "Top-20" variable does not change the substantive results of the models but does cause some observations to be dropped from the analyses.

Northeast/West represents the geographic region of the university where the recipient received their PhD degree. To account for possible regional effects, we used dichotomous variables associated with the five regional categories used by the NRC: Northeast, Midwest, South Atlantic, South Central, and West. Preliminary analysis revealed that the only significant regional predictors were the variables indicating whether the respondent received their degree at a university in the Northeast or West regions of the United States. These two regions were collapsed into a more general "Northeast-West" dummy variable that encompasses schools in Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, Pennsylvania, New Jersey (Northeast) and Idaho, Montana, Wyoming, Nevada, Utah, Colorado, Arizona, New Mexico, Alaska, Washington, Oregon, California, Hawaii (West).

Service Index was created from: **Please indicate the number of committees** (e.g., personnel, search, graduate admissions, other selection, graduate affairs, curriculum, prize) **you served on**, excluding thesis committees, **for this past academic year**. (If you were on leave this past academic year, answer for the previous year.) See table below:

ⁱ The data used to create these tables can be viewed on the NCES webpage online at the following location:
https://nces.ed.gov/programs/digest/d14/tables/dt14_316.10.asp