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ABSTRACT

The Engineering Manpower Commission of the Engineers Joint Council conducted a survey of the professional income of engineers. Salaries were reported by employers, in this case deans or other officials of educational institutions, as a function of years since graduation at the bachelor's degree level or of age. Additional information on the questionnaire enabled the returns to be broken down according to six academic ranks or levels, two contract periods, and three types of institution; i.e., engineering schools with Ph.D. programs, those without Ph.D. programs, and technical schools with two-year or nonengineering curricula only. The salaries reported include base salary and any regular allowances that are equivalent to salary, but do not include payment for work not covered by the academic contract. Responses to the survey were received from 304 institutions covering 13,094 engineering graduates. (JMF)

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# SALARIES OF ENGINEERS IN EDUCATION SPECIAL REPORT

1976

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EDUCATION & WELFARE  
NATIONAL INSTITUTE OF  
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ENGINEERS JOINT COUNCIL

**SALARIES OF ENGINEERS IN EDUCATION**

**Special Report**

**1976**

**Engineering Manpower Commission  
of Engineers Joint Council  
345 East 47th Street  
New York, New York 10017**

**December 1976**

**Engineers Joint Council 1976**

**Price \$5.00**

## ENGINEERS JOINT COUNCIL

ENGINEERS JOINT COUNCIL (founded in 1941 and incorporated in 1958) is an organization of engineering societies whose general objective is to advance the art and science of engineering in the public interest.

In furtherance of this general objective the Council shall:

- (a) Provide for regular and orderly communications among its member societies.
- (b) Act as an advisory and coordinating agency for member society activities, as mutually agreed.
- (c) Organize and conduct forums for the consideration of problems of expressed concern to member societies.
- (d) Identify needs and opportunities for service in the engineering community and inform the concerned engineering institutions.
- (e) Recommend appropriate programs of studies and research to engineering institutions and especially to member societies.
- (f) Undertake, in accordance with policies mutually agreed to, specific activities or projects that the member societies acting individually could not accomplish as well.
- (g) Represent the member societies when they deem such joint representation desirable.

THE ENGINEERING MANPOWER COMMISSION  
OF ENGINEERS JOINT COUNCIL

The Engineering Manpower Commission was organized in 1950 as part of Engineers Joint Council, to serve as a focus for national technological manpower problems.

The Commission's program is carried out through the collection, analysis, and publication of significant data on engineering manpower, as well as the development of programs and policies designed to acquaint the public with the importance of engineering to the national welfare.

The Engineering Manpower Commission is charged with the following responsibility:

"To engage in studies and analyses of the supply, demand, and utilization of engineering and technical manpower; to make recommendations, conduct programs, and develop reports concerning these aspects of engineering and technical manpower; and to carry on such other programs in the field of manpower as may be authorized by the Board of Directors of EJC."

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Arthur W. Gilmore. . . . .Chairman  
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Richard C. Fremon . . . . .Chairman, Surveys Committee  
John D. Alden . . . . .Executive Secretary  
Jerry Dooley . . . . . Assistant

### ACKNOWLEDGMENTS

This survey was conducted by John D. Alden, Adrienne Marshal, and Jerry Dooley of the EJC Staff.

The computer program used for processing the data to obtain salary curves was written by Richard C. Fremon of Bell Telephone Laboratories, who is also Chairman of the EMC Surveys Committee.

We are particularly grateful to the many deans and salary administrators who provided the basic data from the participating employers of engineers. Space does not permit their individual identification in this report, but without their cooperation we would be unable to conduct our biennial salary surveys.

### NOTE TO USERS

Additional data from the 1976 engineers' salary survey are published in three other reports, that may be of interest to educators, placement officials, and students. These publications may be ordered from EJC Dept. P, 345 East 47th Street, New York, New York 10017:

Professional Income of Engineers, 1976 \$8.00 (prepaid orders only)  
Engineers' Salaries, Special Industry Report, 1976 \$60.00  
Engineering Manpower Bulletin No. 33 (Salary Survey Highlights & Trends) \$2.00 (prepaid orders only)

# SALARIES OF ENGINEERS IN EDUCATION, 1976

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## SALARIES OF ENGINEERS IN EDUCATION - 1976

### INTRODUCTION

This report is based on data collected during EJC's twelfth annual survey of the professional income of engineers. Salaries were reported by employers, in this case deans or other officials of educational institutions, as a function of years since graduation at the bachelor's degree level or of age. Additional information on the questionnaire enabled the returns to be broken down according to six academic ranks or levels, two contract periods, and three types of institution - engineering schools with PhD programs, those without PhD programs, and technical schools with 2-year or non-engineering curricula only. Schools responding to the survey are listed in the Appendix.

The survey methodology was essentially the same as that used in 1972 and 1974, but data cannot be compared with the results of surveys prior to 1972 except in a general sense. Our 1970 survey was not broken down by rank or duration of contract, and our special engineering teachers' surveys of 1956 to 1968 were based on an entirely different methodology in which individual postcard returns were received from faculty members. However, we have reason to believe that salary curves derived from individual reports are not significantly different from those based on employer's data, other parameters being the same.

It should be noted that salaries include base salary and any regular allowances that are equivalent to salary, but do not include payment for extra teaching outside of the normal academic contract, consultation fees, or other professional or personal income. Salary information was collected between June and August 1976 and consists of salary scales for the 1976-1977 school year for most, if not all institutions.

The purpose of this report is to show the current level of engineering teachers' salaries and to indicate, roughly, trends over the past years. It is not intended as a guide to establish salary scales for any institution or to determine what any individual's salary ought to be.

### Coverage and Response

304 educational institutions provided data covering 13,094 engineering graduates. The Engineering Manpower Commission's salary survey is probably the most comprehensive in the United States from the point of view of engineers covered. Based on the National Science Foundation's estimate of engineers in academic employment, this represents a 56% sample.

Salary figures were reported by employers via a special questionnaire designed specifically for educational institutions (see Questionnaire Form at end of report.) The form provided for the tabulation of salaries by academic rank and years of experience. Questionnaires were mailed late in May 1976 to all U.S. engineering schools and several hundred major technical schools. Replies were accepted until late August.

Survey participants were urged to submit salary information based on



baccalaureate year. Some schools, however, were able to supply data only on the basis of age. In such cases we use age 22 as the equivalent year of baccalaureate. Because there are always a few individuals whose degree and salary patterns differ widely from the norm, inclusion of their data in the report may occasionally produce a non-typical curve, particularly if one is based on a relatively small number of individuals. All returns were carefully edited before keypunching, and checks were made throughout the data processing to insure accuracy of the results. The confidentiality of individual salary schedules is protected at all times, as explained on the survey questionnaire.

#### Technical Note on Computer Program

The computer program used for this survey is designed to calculate the median, quartile, and decile points in the array of salaries reported in a given "years of experience" column. Since these points fall within a salary bracket which covers a dollar range, the computer interpolates the point within the bracket, to the nearest \$50, by assuming essentially a straight-line distribution within the salary extremes. For example, if the median engineer turned out to be the 20th one in the \$17,000-18,000 bracket, and there were 100 salaries reported in this bracket, the median point would be 20/100 of the range covered, or \$200, and the computed median salary would be \$17,200.

The fractiles are first produced as "raw" data. In general we have found that curves plotted on the basis of raw data contain many irregularities that result more from inherent limitations of the methodology than from significant changes in compensation practices. Therefore the data presented in this report are based on four-parameter smooth curves calculated by a least squares method. Each curve has the form  $y = ax^2 + bx + c$ , with  $y$  equal to the reciprocal of salary and  $x = (43 \text{ minus years from first degree})$  raised to the power  $z$ . The computer program determines the values of the parameters  $a$ ,  $b$ ,  $c$ , and  $z$  that give the minimum sum of the squares of the differences between the raw and smooth values of  $y$ . In the summation the differences squared are weighted by the populations associated with each of the data points. Since each curve (median, quartile, etc.) is computed independently, it is possible for occasional anomalies to be found, such as curves apparently crossing. These are usually due to inherent limitations in the smoothing routine, and should not be viewed as having any real significance. No statistics are computed where there are fewer than five salaries in a given year column.

#### Method of Presentation

Data for selected groups are presented in the form of plotted curves, below which are printed the data points on which they are based. The data tables also include mean salaries (which are not plotted and normally differ little from the median) and the number of salaries within each column. Users should always note these figures to be sure that the age distribution of their own organization is consistent with the group described by the curves. Data points have been omitted where there were fewer than five salaries in a column. The data tables also list the number of salaries above \$42,000 or below \$11,000, which were the limits established

by the questionnaire form. The data tables are terminated where they go beyond these limits.

Master's degree salaries normally do not become applicable until at least one year after the BS degree. Similarly, doctor's degree salaries usually do not apply until about three years after the BS. Data for fewer years after the BS, where they may appear in some tables, should be ignored as unreliable.

### Explanation of Charts and Tables

All curves in this report have been smoothed through use of the program described above, except that the chart showing median salaries from 1953 to 1974 is based on unsmoothed data from 1953 to 1966 and on smoothed data since then.

Data for 1976 are presented in four groupings, as follows:

(1) Tables of median and mean salaries for the different combinations of rank, type of institution, and months on contract. In these statistics no account has been taken of years of experience. The breakdowns correspond with the distribution of salaries reported, and the data given an indication of salaries for groups not covered by any of the more detailed curves.

(2) Salary curves for all educational institutions combined. These three curves show salary distributions for all faculty members regardless of rank, all administrators, and all researchers according to the most prevalent length of contract in each case. These curves are also reproduced in the publication Professional Income of Engineers 1976 as representative of salaries in the educational sector. No other curves and data tables in this report appear in any other publications.

(3) Curves for engineering schools broken down by academic rank and the most prevalent lengths of contract, with separate data for PhD-granting and other institutions.

(4) Curves for technical schools broken down similarly.

### Definitions

In the interest of uniformity of understanding, the following definitions are provided:

- (1) Salary -- Base salary paid by employers before deductions, and regular allowances including cost-of-living differential, if any. Payments for work not covered by the academic contract are not included.
- (2) Chart Data:
  - a. Median -- The point in any array of data above and below which half of the series is located, that is, the midpoint.
  - b. Mean -- The arithmetical average.
  - c. Quartile --  
Upper Quartile: The point in any array of data above which one-quarter of the series is located and below which three-quarters of the series is located.

Lower Quartile: The point in any array of data above which three-quarters of the series is located and below which one-quarter of the series is located.

d. Decile --

Upper Decile: The point in any array of data above which one-tenth of the series is located and below which nine-tenths of the series is located.

Lower Decile: The point in any array of data above which nine-tenths of the series is located and below which one-tenth of the series is located.

- (3) Engineers -- Those holding a minimum of a Bachelor's degree in a recognized field of engineering.
- (4) Years of Experience -- The number of years since the baccalaureate degree was awarded. This places the different degree levels on an approximately equal footing, because those engineers with advanced degrees start out with salaries substantially higher, but they are, of course, older.

### History of the Survey

Throughout its history, Engineers Joint Council has conducted studies related to the economic status of engineers. In 1949 EJC published "The Engineering Profession in Transition." Studies were made on starting salaries of engineering graduates by fields of employment in 1949 and 1950.

A specialized study made by EJC on behalf of the Department of Defense was published by the Bureau of Labor Statistics in 1952 under the title, "Employment, Education, and Income of Engineers 1949-50 -- A Survey of Engineering Society Members of Full Professional Grade."

Realizing the lack of comprehensive data on engineering income, EJC decided in 1953 to undertake a series of studies in this area. The first report of the series "Professional Income of Engineers" was completed by EJC in 1953, the second in 1956. Initially, the interval between surveys was three years. However, responding to requests for more frequent updating of information, it was decided that surveys should be conducted biennially. In 1957 the EJC survey activities were assigned to the Engineering Manpower Commission. EMC has conducted and published the salary surveys since 1958.

This report should not be confused with the biennial series of Salaries and Income of Engineering Teachers reports published by EJC from 1956 to 1968 under grants from the National Science Foundation. These reports were based on postcard returns from individual faculty members and went into considerable detail. NSF has suspended its support of these surveys and no further ones are planned.

### Limitations

Users of this report should apply salary curves with judgment. EMC reports salary data as furnished by the survey respondents, but there is no way of knowing whether respondents represent a "typical" cross section of their employment group. Users should also note that data in some

instances may be based on relatively small numbers of individual salaries. Salary patterns are also influenced by variables whose effect is impossible to determine without detailed analysis beyond the scope of the EMC survey.

In publishing these curves EMC is attempting to show only what prevailing salaries are, not what they ought to be. We recognize that the salary paid to any individual is, in the final analysis, affected by personal factors related to the specific duties of the position and the way they are performed. These factors can be resolved only between the engineer and the employer. Therefore EMC cannot undertake to evaluate individual salary situations, nor to advise employers on the salaries they should pay for specific positions.

**DISTRIBUTION OF SALARIES REPORTED**

**NUMBER OF SALARIES REPORTED, BY TYPE OF INSTITUTION, RANK, AND MONTHS ON CONTRACT**

	<u>ALL SCHOOLS</u> <u>9-10 Mo. Contract</u>	<u>11-12 Mo. Contract</u>
Instructor	572	33
Ass't Prof.	2052	231
Assoc. Prof.	3343	338
Professor	3977	420
Administrator	368	
Researcher	97	780

	<u>PhD ENGINEERING SCHOOLS</u> <u>9-10 Mo. Contract</u>	<u>11-12 Mo. Contract</u>
Instructor	251	6
Ass't Prof.	1432	192
Assoc. Prof.	2504	276
Professor	3305	378
Administrator	257	547
Researcher	76	737

	<u>NON-PhD ENGINEERING SCHOOLS</u> <u>9-10 Mo. Contract</u>	<u>11-12 Mo. Contract</u>
Instructor	69	9
Ass't Prof.	313	24
Assoc. Prof.	544	44
Professor	545	28
Administrator	63	124
Researcher	18	29

	<u>TECHNICAL SCHOOLS</u> <u>9-10 Mo. Contract</u>	<u>11-12 Mo. Contract</u>
Instructor	252	18
Ass't Prof.	307	15
Assoc. Prof.	295	18
Professor	127	14
Administrator	48	116
Researcher	0	14

**SALARIES OF ENGINEERS IN EDUCATION, 1976**

**MEDIAN SALARY BY RANK, TYPE OF INSTITUTION, AND MONTHS ON CONTRACT**

	Engineering School PhD Program <u>9-10 Mo.</u>	Engineering School, Non-PhD <u>9-10 Mo.</u>	Technical School <u>9-10 Mo.</u>
Instructor	\$13,600	\$14,550	\$13,450
Ass't Prof.	16,200	15,600	15,500
Assoc. Prof.	19,500	18,550	17,850
Professor	24,900	24,050	21,150
Administrator	27,700	20,100	16,900
Researcher	16,900	14,500	NA
	<u>11-12 Mo.</u>	<u>11-12 Mo.</u>	<u>11-12 Mo.</u>
Instructor	\$18,500	\$12,400	\$15,650
Ass't Prof.	19,850	15,000	15,900
Assoc. Prof.	23,950	23,950	17,000
Professor	29,300	27,650	15,350
Administrator	32,350	28,000	22,100
Researcher	18,250	15,750	NA

Note: These figures are medians of all salaries reported in the 1976 EMC salary survey. In some cases the data above are based on a very small number of salaries reported. See the next page for a similar table of mean (average) salaries.

**SALARIES OF ENGINEERS IN EDUCATION, 1976**

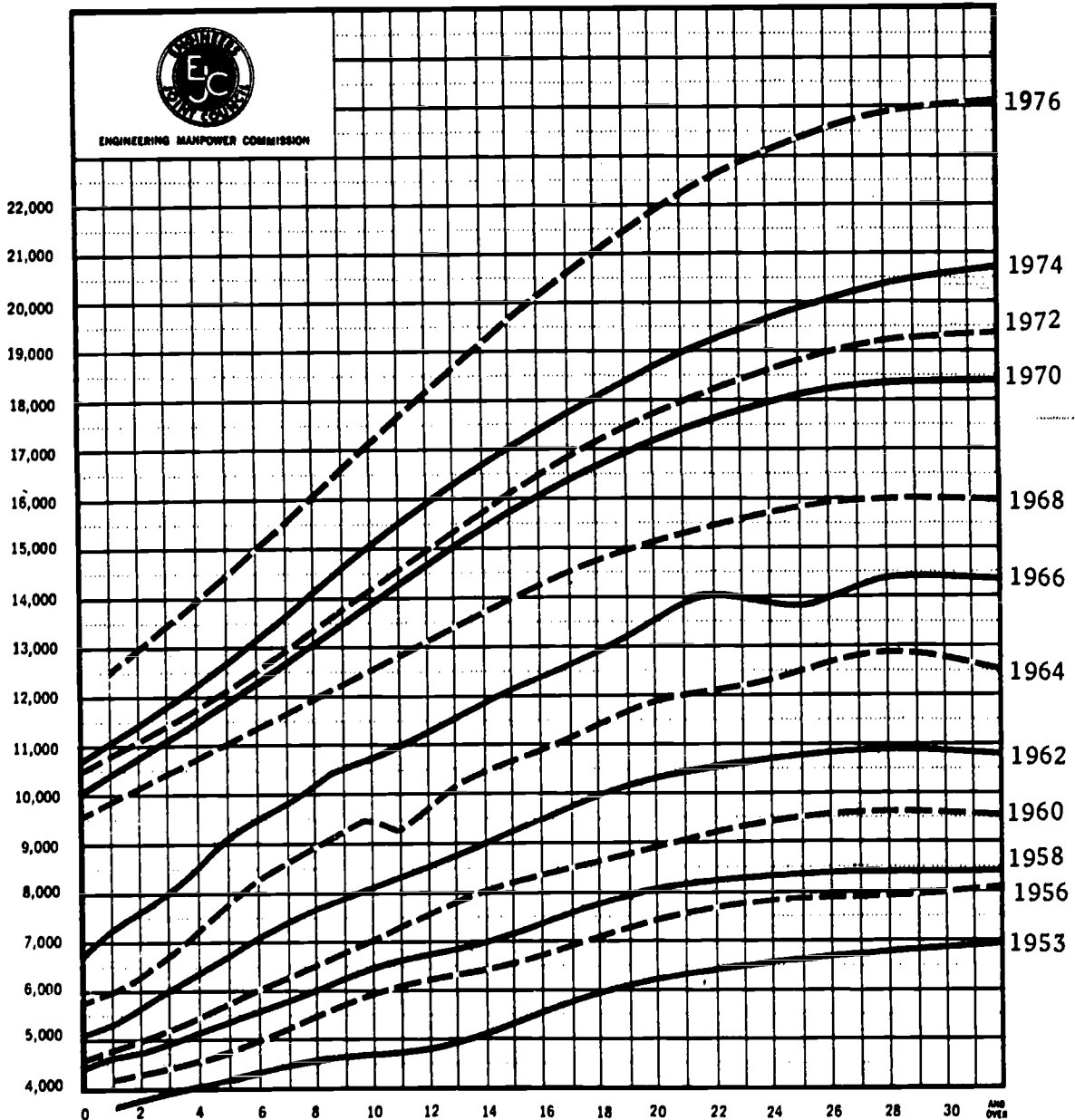
**MEAN SALARY BY RANK, TYPE OF INSTITUTION, AND MONTHS ON CONTRACT**

	Engineering School, PhD Program <u>9-10 mo.</u>	Engineering School, non-PhD <u>9-10 mo.</u>	Technical School <u>9-10 mo.</u>
	Instructor	\$14,400	\$16,050
Ass't Prof.	16,300	15,800	15,650
Assoc. Prof.	19,650	18,650	17,950
Professor	25,600	23,650	21,750
Administrator	27,900	20,800	19,900
Researcher	17,150	15,900	NA
	<u>11-12 mo.</u>	<u>11-12 mo.</u>	<u>11-12 mo.</u>
Instructor	\$18,650	\$12,650	\$15,250
Ass't Prof.	19,800	15,100	15,350
Assoc. Prof.	24,650	22,700	16,100
Professor	29,700	26,550	17,900
Administrator	32,650	27,800	22,350
Researcher	18,600	17,000	NA

Note: These figures are means (averages) of all salaries reported in the 1976 EMC salary survey, rather than medians as usually shown. In some cases the data above are based on a very small number of salaries reported. See the preceding page for a similar table of median salaries.

## EDUCATIONAL INSTITUTION MEDIANS

Annual Salary by Years  
Since Baccalaureate Degree

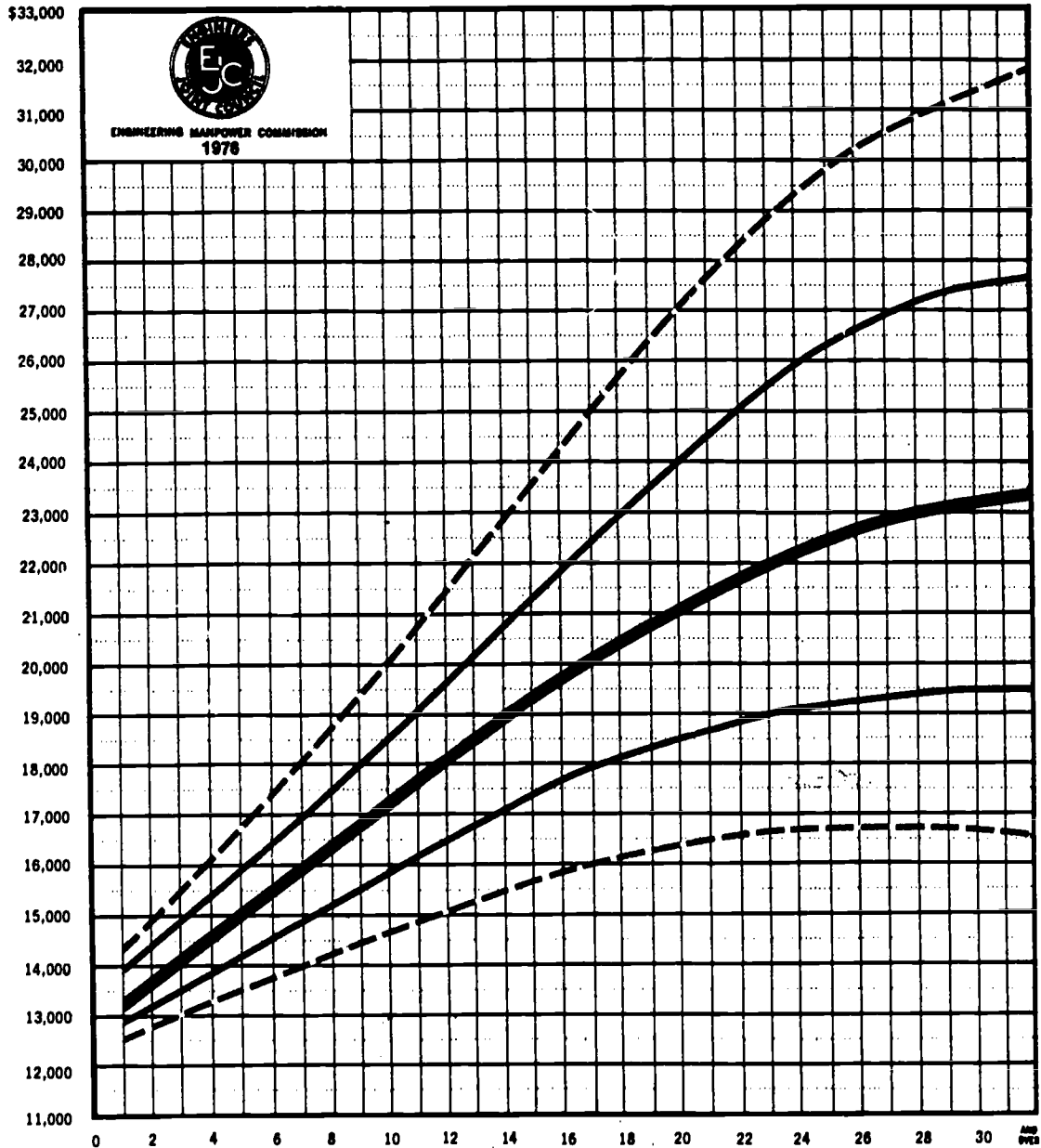


Note: These are overall medians taken from the EMC engineers' salary surveys for each year without regard to rank or months on contract. The 1953-1968 data were obtained from individual faculty members via postcard surveys, while data for other years were obtained from the schools. All curves prior to 1968 are based on raw data, whereas later curves have been smoothed as described in the introduction. Despite these and other variations in survey methodology and participation over the years, the curves give a rough but useful indication of trends during the period covered.



ALL FACULTY, 9-MO. CONTRACT  
ALL EDUCATIONAL INSTITUTIONS

Annual Salary by Years  
Since Baccalaureate Degree



LEGEND

Upper Decile  
Upper Quartile  
Median  
Lower Quartile  
Lower Decile

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---  
---  
---  
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YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	14450	15000	15600	16150	16800	17400	18050	18700
UPPER QUARTILE	0	13950	14450	14900	15400	15900	16400	16950	17450
MEDIAN	0	13350	13750	14150	14600	15000	15450	15900	16300
LOWER QUARTILE	0	12950	13300	13600	13950	14300	14600	14950	15300
LOWER DECILE	0	12500	12750	13000	13300	13550	13800	14050	14300
MEAN	0	13500	13900	14300	14750	15150	15600	16000	16450
TOTAL NUMBER	1	5	8	12	26	64	112	153	161
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	1	0	0	0	0	0	2	2

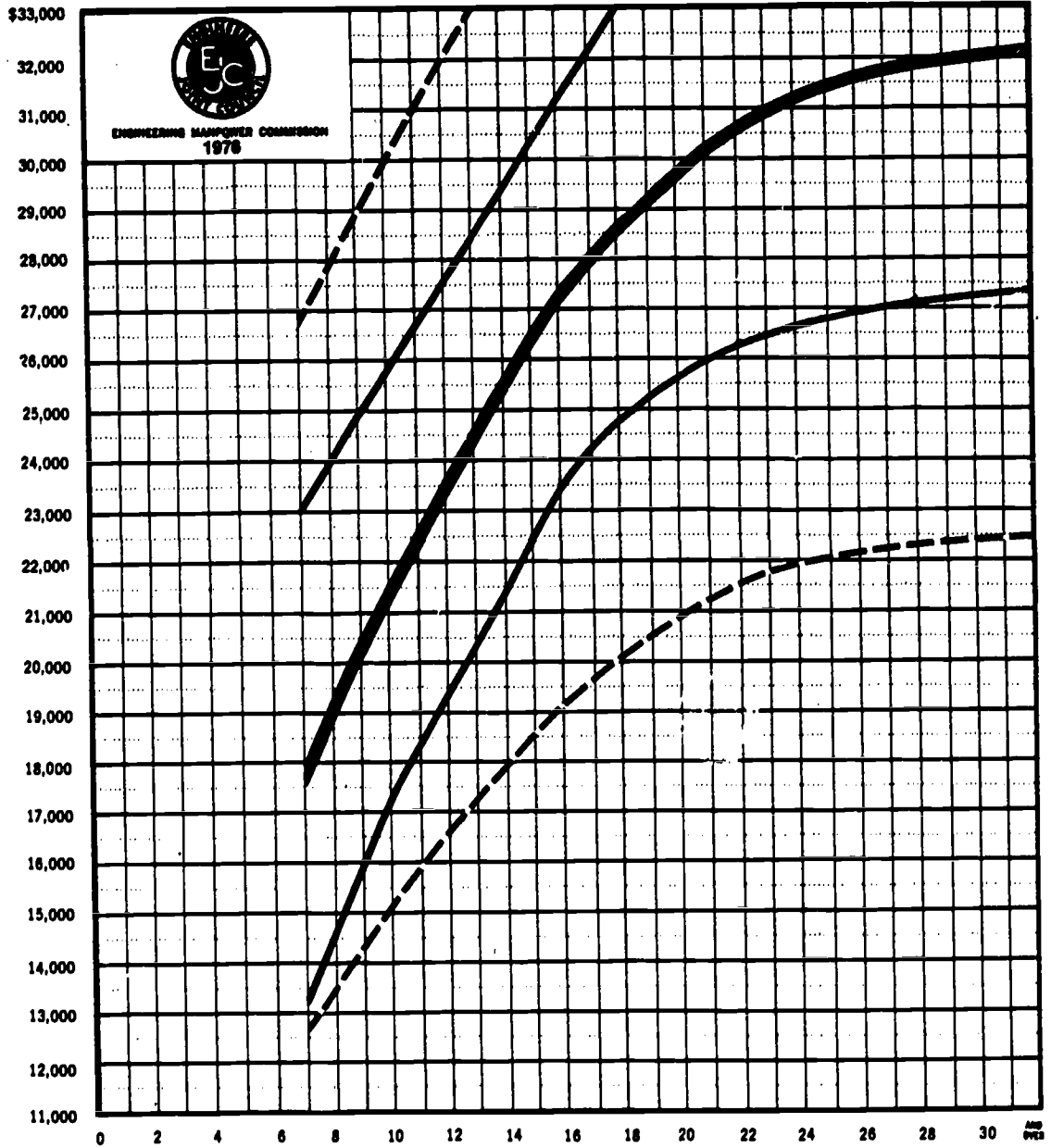
  

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	20050	22150	24300	26350	28250	29800	30950	31750	31200
UPPER QUARTILE	18550	20250	21950	23550	25050	26250	27150	27700	27050
MEDIAN	17200	18500	19750	20850	21800	22550	23050	23350	22950
LOWER QUARTILE	15950	16850	17700	18350	18900	19250	19450	19450	18850
LOWER DECILE	14750	15400	15950	16350	16600	16750	16750	16550	15900
MEAN	17350	18650	19950	21150	22150	23000	23550	23850	23200
TOTAL NUMBER	810	1087	1154	1187	978	854	818	1006	1069
NUMBERS OVER \$42000	0	0	0	0	1	0	0	1	2
NUMBERS UNDER \$11000	1	6	3	4	1	1	5	4	3

NUMBER OF ENGINEERS COVERED - 9455

# ADMINISTRATORS, 12-MO. CONTRACT ALL SCHOOLS

Annual Salary by Years  
Since Baccalaureate Deg.



**LEGEND**

- Upper Decile -----
- Upper Quartile \_\_\_\_\_
- Median **—————**
- Lower Quartile \_\_\_\_\_
- Lower Decile -----

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	26600	0
UPPER QUARTILE	0	0	0	0	0	0	0	23050	0
MEDIAN	0	0	0	0	0	0	0	17850	0
LOWER QUARTILE	0	0	0	0	0	0	0	13250	0
LOWER DECILE	0	0	0	0	0	0	0	12600	0
MEAN	0	0	0	0	0	0	0	18100	0
TOTAL NUMBER	0	0	1	2	0	3	2	6	3
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	1	1	0	0

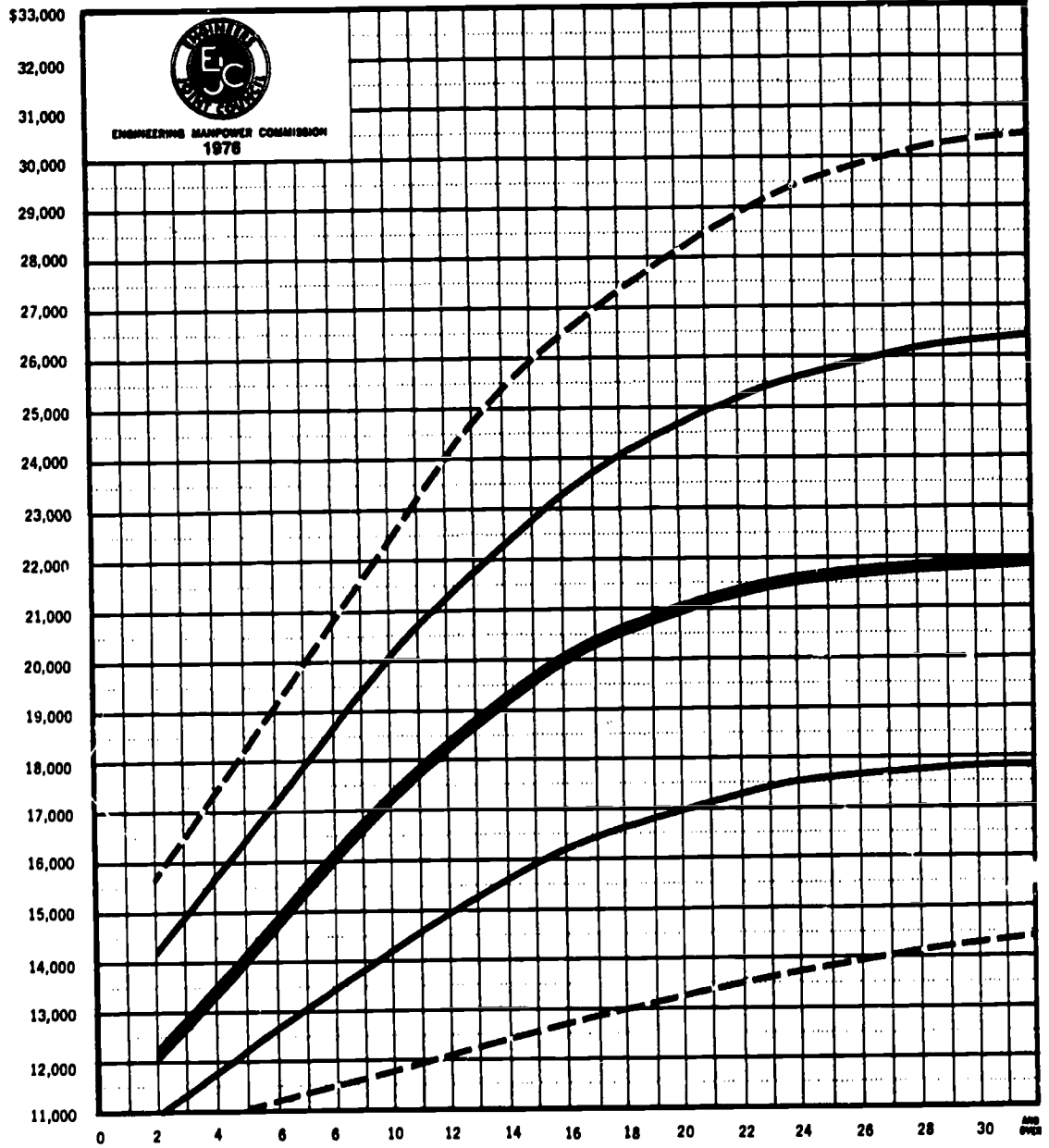
  

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	29900	32900	35900	37550	39100	40150	40800	41250	41500
UPPER QUARTILE	25850	28600	31100	33250	34950	36200	37000	37500	37600
MEDIAN	21400	24700	27350	29350	30650	31450	31850	32150	32300
LOWER QUARTILE	17350	20950	23600	25350	26400	26950	27200	27350	27350
LOWER DECILE	15150	17350	19200	20550	21500	22000	22300	22450	22900
MEAN	21650	24900	27550	29400	30650	31400	31750	32000	32100
TOTAL NUMBER	14	28	61	78	110	116	100	148	117
NUMBERS OVER \$42000	0	0	1	4	9	6	4	11	11
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 789

# RESEARCHERS, 12-MO. CONTRACT ALL SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



**LEGEND**

- Upper Decile -----
- Upper Quartile =====
- Median - - - - -
- Lower Quartile =====
- Lower Decile -----

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	15700	16550	17400	18300	19150	20000	20850
UPPER QUARTILE	0	0	14250	15000	15800	16550	17300	18050	18750
MEDIAN	0	0	12050	12750	13450	14150	14850	15550	16200
LOWER QUARTILE	0	0	10950	11350	11800	12200	12650	13050	13450
LOWER DECILE	0	0	13500	10850	11850	11000	11200	11350	11500
MEAN	0	0	12850	13400	14000	14600	15150	15700	16250
TOTAL NUMBER	0	0	23	37	23	23	41	39	36
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	5	6	2	4	9	6	2

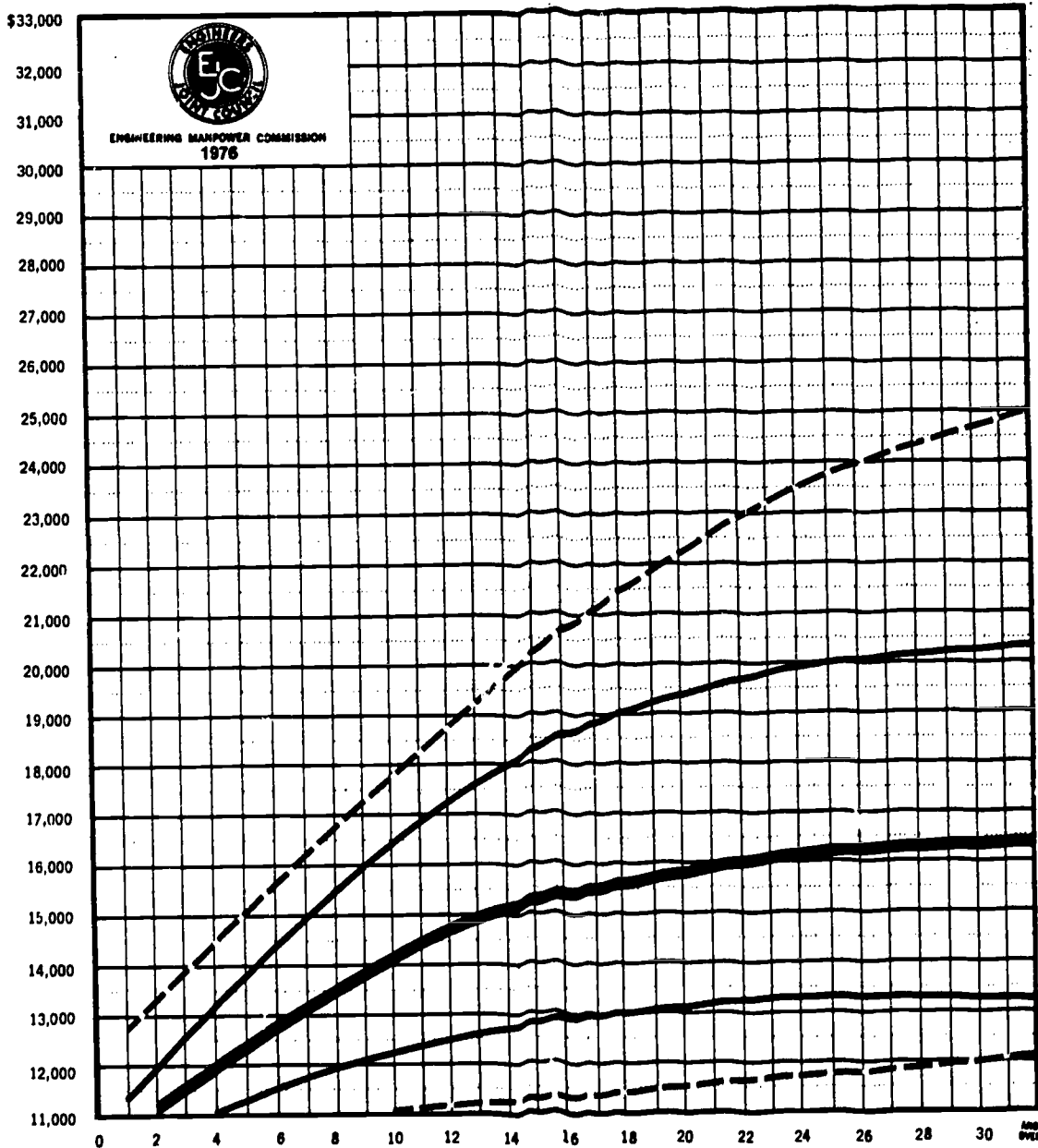
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	22450	24650	26450	27850	28850	29600	30050	30450	30650
UPPER QUARTILE	20100	21850	23300	24400	25150	25750	26100	26400	26550
MEDIAN	17400	18900	20000	20800	21300	21650	21800	21950	22000
LOWER QUARTILE	14250	15300	16150	16800	17300	17600	17750	17800	17750
LOWER DECILE	11850	12300	12750	13150	13550	13850	14150	14400	14750
MEAN	17350	18750	19900	20800	21500	21950	22250	22450	22600
TOTAL NUMBER	121	102	75	57	56	34	39	39	35
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	8	4	3	1	1	0	1	1	0

NUMBER OF ENGINEERS COVERED - 780



# INSTRUCTORS, 9-MO. CONTRACT ALL ENGINEERING SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



**LEGEND**

- Upper Decile -----
- Upper Quartile \_\_\_\_\_
- Median **—————**
- Lower Quartile \_\_\_\_\_
- Lower Decile -----

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	12850	13400	13950	14500	15050	15600	16150	16700
UPPER QUARTILE	0	11450	12100	12700	13300	13900	14450	15000	15550
MEDIAN	0	10700	11150	11600	12050	12450	12800	13150	13500
LOWER QUARTILE	0	10450	10650	10900	11150	11350	11550	11750	11950
LOWER DECILE	0	10500	10550	10600	10650	10750	10800	10850	10900
MEAN	0	11250	11650	12050	12400	12750	13100	13450	13750
TOTAL NUMBER	1	6	6	13	18	17	21	14	16
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	1	3	3	4	3	4	4	3	2

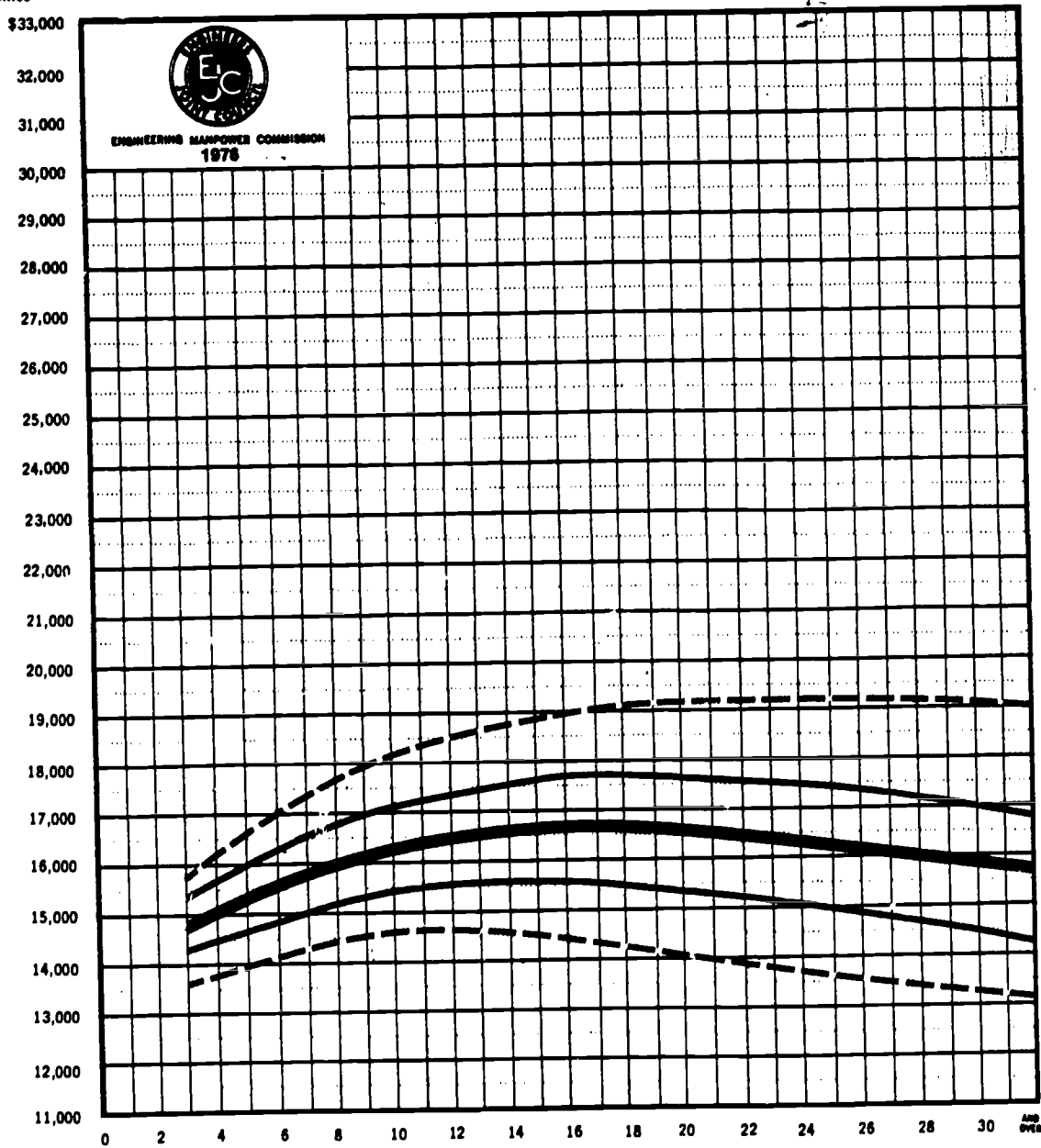
  

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	17800	14300	20700	21900	22950	23750	24400	25000	25450
UPPER QUARTILE	16450	17650	19550	19200	19650	19950	20150	20300	20350
MEDIAN	14100	14800	15350	15700	16000	16150	16250	16350	16400
LOWER QUARTILE	12250	12650	12950	13150	13300	13350	13350	13300	13200
LOWER DECILE	11050	11200	11350	11500	11650	11800	11900	12050	12250
MEAN	14350	15100	15750	16250	16600	16900	17100	17250	17350
TOTAL NUMBER	51	39	22	22	14	19	16	8	17
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	5	4	0	2	1	1	1	0	0

NUMBER OF ENGINEERS COVERED - 320

# ASS'T PROFESSORS, 9-MO. CONTRACT ALL ENGINEERING SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



**LEGEND**

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

	0	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30	AND OVER
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8								
UPPER DECILE	0	0	0	15800	16250	16650	17050	17400	17700								
UPPER QUARTILE	0	0	0	15400	15750	16050	16350	16600	16850								
MEDIAN	0	0	0	14850	15100	15350	15600	15850	16100								
LOWER QUARTILE	0	0	0	14350	14550	14750	14950	15100	15200								
LOWER DECILE	0	0	0	13650	13850	14050	14200	14350	14450								
MEAN	0	0	0	14000	15100	15350	15600	15850	16000								
TOTAL NUMBER	1	4	4	8	21	51	93	128	135								
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0								
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0								
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+								
UPPER DECILE	18150	18650	18950	19050	19100	19050	19050	19000	18950								
UPPER QUARTILE	17200	17550	17700	17650	17500	17300	17100	16900	16850								
MEDIAN	16250	16500	16600	16500	16350	16150	15950	15700	15350								
LOWER QUARTILE	15400	15550	15550	15400	15200	14950	14700	14350	14000								
LOWER DECILE	14550	14550	14400	14150	13900	13650	13450	13200	13000								
MEAN	16300	16550	16600	16550	16450	16250	16100	15900	15700								
TOTAL NUMBER	477	340	154	78	71	42	43	46	49								
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0								
NUMBERS UNDER \$11000	0	1	1	0	0	0	2	1	2								

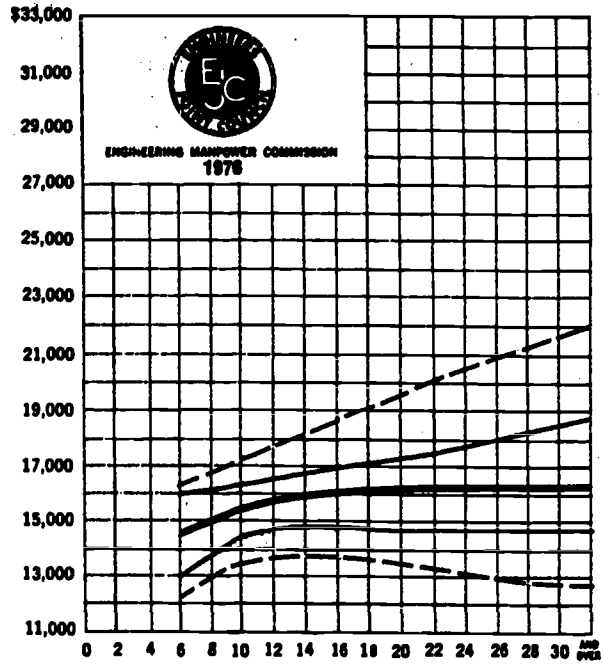
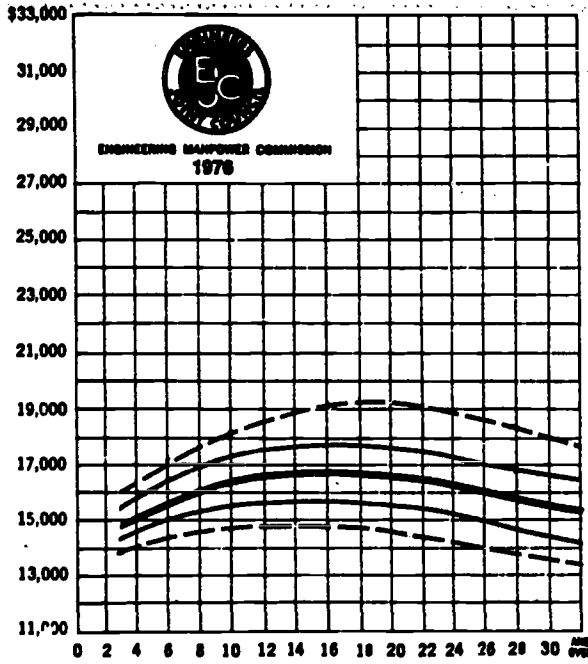
NUMBER OF ENGINEERS COVERED - 1745

PhD ENGINEERING SCHOOLS

NON-PhD ENGINEERING SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree

Annual Salary by Years  
Since Baccalaureate Degree



LEGEND

Upper Decile  
Upper Quartile  
Median  
Lower Quartile  
Lower Decile

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		PhD SCHOOLS									
		0	1	2	3	4	5	6	7	8	
YEARS SINCE B.S.		0	1	2	3	4	5	6	7	8	
UPPER DECILE		0	0	0	16800	16400	16750	17100	17400	17700	
UPPER QUARTILE		0	0	0	15450	15000	16150	16450	16700	16950	
MEDIAN		0	0	0	14050	13150	15600	15650	15900	16100	
LOWER QUARTILE		0	0	0	14450	14700	14900	15050	15200	15350	
LOWER DECILE		0	0	0	13950	14150	14300	14450	14550	14650	
MEAN		0	0	0	14950	15200	15500	15700	15950	16150	
TOTAL NUMBER		0	3	3	7	20	47	86	113	122	
NUMBERS OVER \$42000		0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$11000		0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.		9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+	
UPPER DECILE		10200	10000	19100	19150	19050	18750	18400	17450	17050	
UPPER QUARTILE		17350	17700	17000	17700	17500	17200	16850	16450	15950	
MEDIAN		16400	16650	16750	16650	16400	16150	15800	15400	14900	
LOWER QUARTILE		15600	15750	15750	15600	15350	15050	14700	14250	13600	
LOWER DECILE		14750	14800	14750	14550	14300	14000	13700	13350	12900	
MEAN		16450	16750	16850	16750	16550	16250	15950	15500	14900	
TOTAL NUMBER		402	271	113	62	50	33	36	30	34	
NUMBERS OVER \$42000		0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$11000		0	1	1	0	0	0	2	1	2	

NUMBER OF ENGINEERS COVERED - 1432

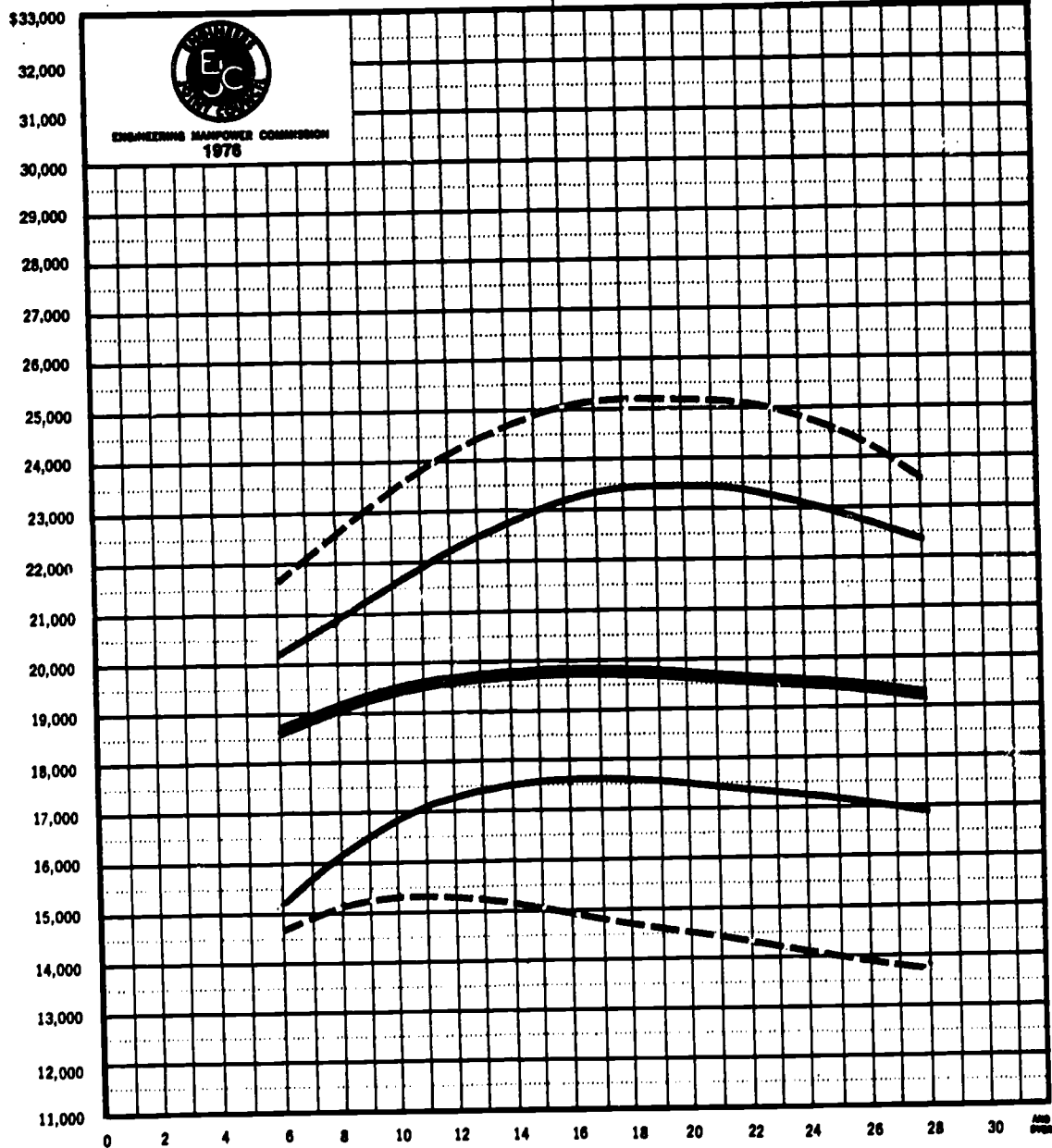
NON-PhD SCHOOLS

YEARS SINCE B.S.		0	1	2	3	4	5	6	7	8
UPPER DECILE		0	0	0	0	0	0	16200	16450	16700
UPPER QUARTILE		0	0	0	0	0	0	16000	16050	16150
MEDIAN		0	0	0	0	0	0	14950	14800	15050
LOWER QUARTILE		0	0	0	0	0	0	12950	13650	14100
LOWER DECILE		0	0	0	0	0	0	12200	12800	13300
MEAN		0	0	0	0	0	0	14300	14650	14950
TOTAL NUMBER		1	1	1	1	1	4	7	15	13
NUMBERS OVER \$42000		0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000		0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.		9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE		17250	10000	10750	19450	20100	20750	21300	22000	22050
UPPER QUARTILE		16350	16650	17000	17300	17650	18000	18350	18650	19050
MEDIAN		15400	15000	16000	16100	16200	16200	16250	16250	16250
LOWER QUARTILE		14650	14800	14800	14750	14750	14750	14750	14750	14750
LOWER DECILE		13000	13950	13700	13400	13150	13000	12900	12650	12050
MEAN		15450	15900	16200	16350	16450	16500	16550	16550	16550
TOTAL NUMBER		75	69	41	16	21	9	7	16	15
NUMBERS OVER \$42000		0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000		0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 313

ASST. PROFESSOR, 12-MO. CONTRACT  
ALL ENGINEERING SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



LEGEND

Upper Decile  
Upper Quartile  
Median  
Lower Quartile  
Lower Decile

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YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	21750	22200	22650
UPPER QUARTILE	0	0	0	0	0	0	20100	20500	20900
MEDIAN	0	0	0	0	0	0	18700	18950	19150
LOWER QUARTILE	0	0	0	0	0	0	15100	15650	16150
LOWER DECILE	0	0	0	0	0	0	14700	14950	15150
MEAN	0	0	0	0	0	0	18600	18650	18900
TOTAL NUMBER	0	4	3	3	4	4	7	13	0
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

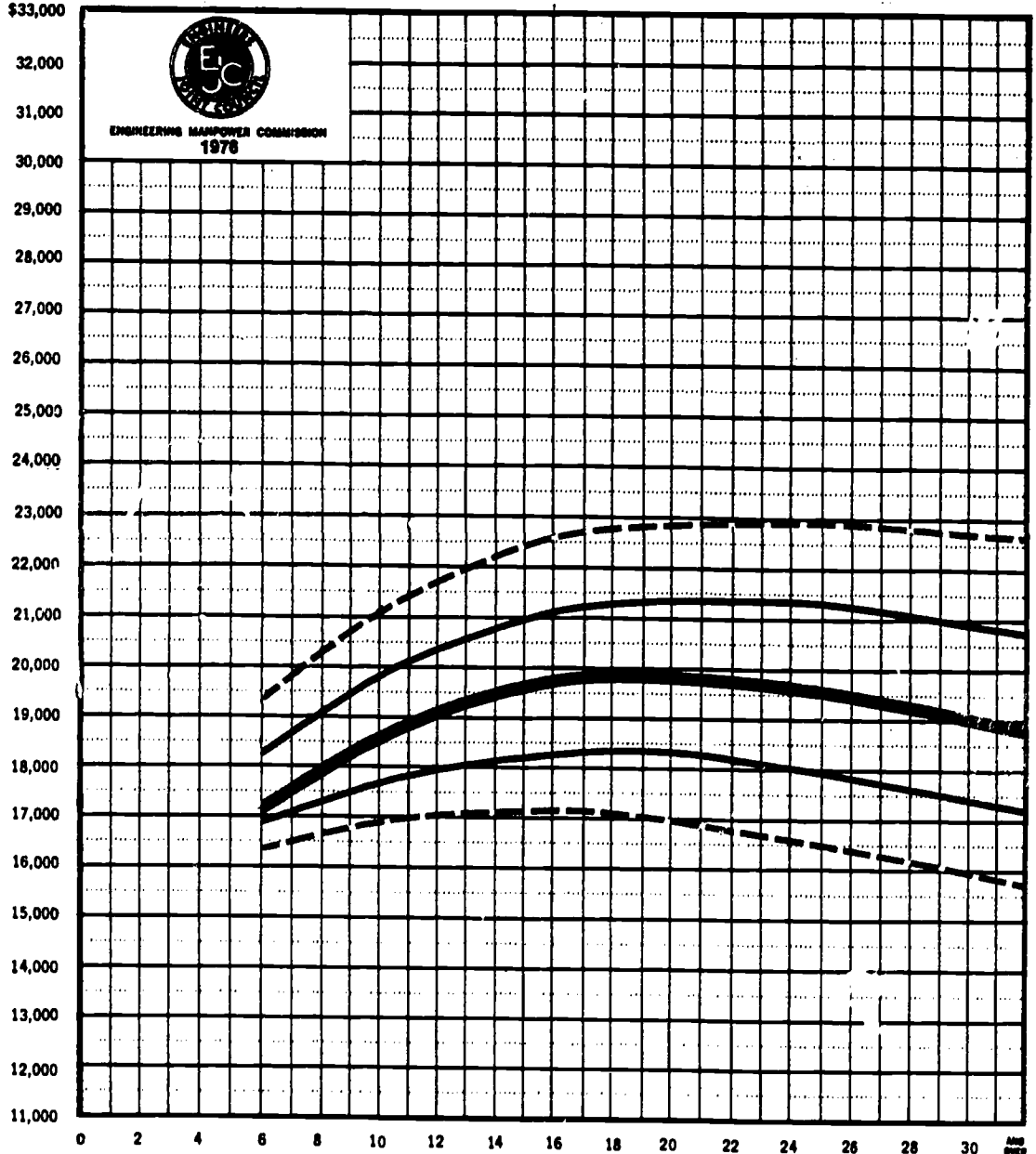
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23450	24400	25050	25250	25050	24500	23550	0	0
UPPER QUARTILE	21600	22500	23150	23450	23400	23050	22400	0	0
MEDIAN	19450	19700	19800	19750	19550	19350	19100	0	0
LOWER QUARTILE	16850	17500	17650	17550	17350	17150	16950	0	0
LOWER DECILE	15350	15250	14950	14600	14300	14050	13900	0	0
MEAN	19350	19600	20100	20200	20000	19650	19550	0	0
TOTAL NUMBER	40	46	21	15	12	15	14	3	3
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 216



ASSOC. PROFESSORS, 9-MO. CONTRACT  
ALL ENGINEERING SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	19400	19900	20400
UPPER QUARTILE	0	0	0	0	0	0	18250	18700	19100
MEDIAN	0	0	0	0	0	0	17200	17650	18000
LOWER QUARTILE	0	0	0	0	0	0	16950	17200	17350
LOWER DECILE	0	0	0	0	0	0	16400	16600	16700

MEAN	0	0	0	0	0	0	17650	17950	18300
TOTAL NUMBER	0	0	0	0	1	0	5	0	14
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	21200	22100	22650	22900	22950	22900	22800	22650	22450
UPPER QUARTILE	19850	20650	21100	21350	21350	21250	21050	20800	20450
MEDIAN	18650	19300	19650	19750	19650	19450	19200	18850	18450
LOWER QUARTILE	17700	18050	18250	18250	18150	17950	17650	17250	16950
LOWER DECILE	16950	17100	17150	17800	16800	16500	16200	15750	15100

MEAN	18800	19420	19750	19850	19800	19650	19400	19100	18650
TOTAL NUMBER	293	539	593	487	284	234	210	231	189
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	1	1

NUMBER OF ENGINEERS COVERED - 3840

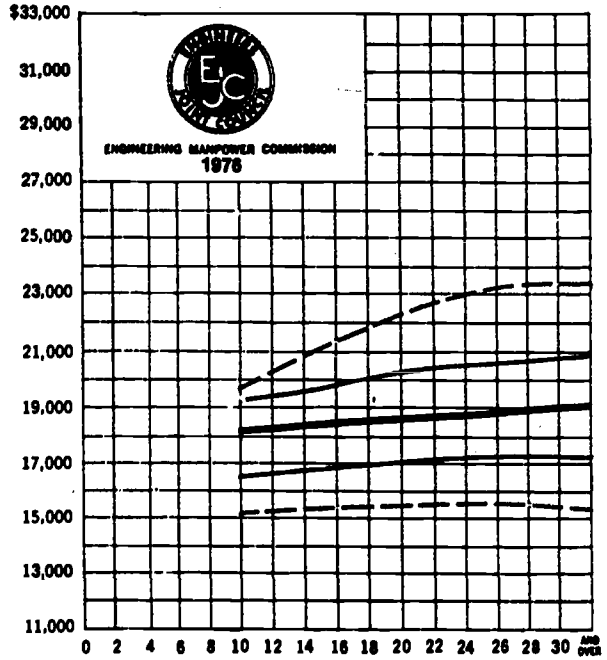
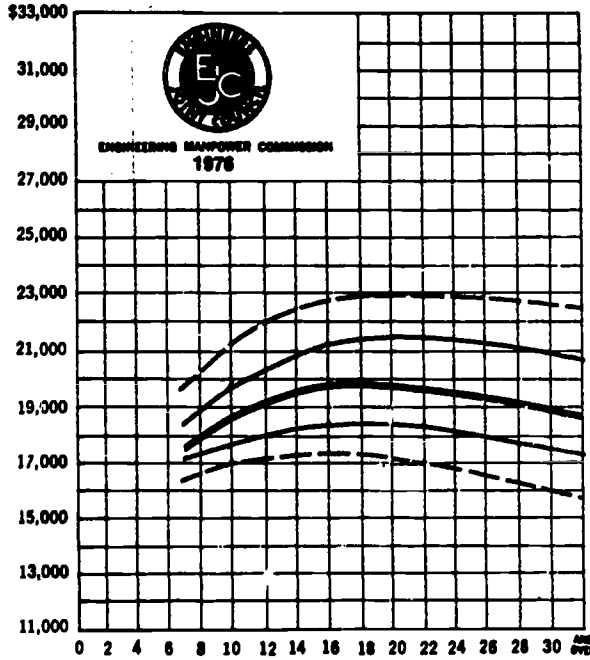


PhD ENGINEERING SCHOOLS

NON-PhD ENGINEERING SCHOOLS

Annual Salary by Years Since Baccalaureate Degree

Annual Salary by Years Since Baccalaureate Degree



LEGEND

- Upper Decile - - - - -
- Upper Quartile - - - - -
- Median - - - - -
- Lower Quartile - - - - -
- Lower Decile - - - - -

		PhD SCHOOLS									
		0	1	2	3	4	5	6	7	8	
YEARS SINCE B.S.		0	1	2	3	4	5	6	7	8	
UPPER DECILE		0	0	0	0	0	0	0	19850	20450	
UPPER QUARTILE		0	0	0	0	0	0	0	18550	19850	
MEDIAN		0	0	0	0	0	0	0	17500	17950	
LOWER QUARTILE		0	0	0	0	0	0	0	17100	17350	
LOWER DECILE		0	0	0	0	0	0	0	16500	16700	
MEAN		0	0	0	0	0	0	0	17050	18250	
TOTAL NUMBER		0	0	0	0	0	0	3	0	14	
NUMBERS OVER \$42000		0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$11000		0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.		9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+	
UPPER DECILE		21350	22300	22800	22950	22900	22800	22700	22550	22500	
UPPER QUARTILE		19900	20850	21350	21550	21500	21300	21050	20700	20350	
MEDIAN		18700	19500	19900	20000	19850	19600	19250	18800	18350	
LOWER QUARTILE		17800	18250	18500	18500	18400	18100	17800	17300	16950	
LOWER DECILE		17050	17350	17450	17300	17050	16700	16300	15850	15250	
MEAN		18950	19650	20000	20100	19950	19750	19450	19050	18600	
TOTAL NUMBER		210	453	493	399	244	184	165	105	146	
NUMBERS OVER \$42000		0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$11000		0	0	0	0	0	0	0	1	1	

NUMBER OF ENGINEERS COVERED - 2504

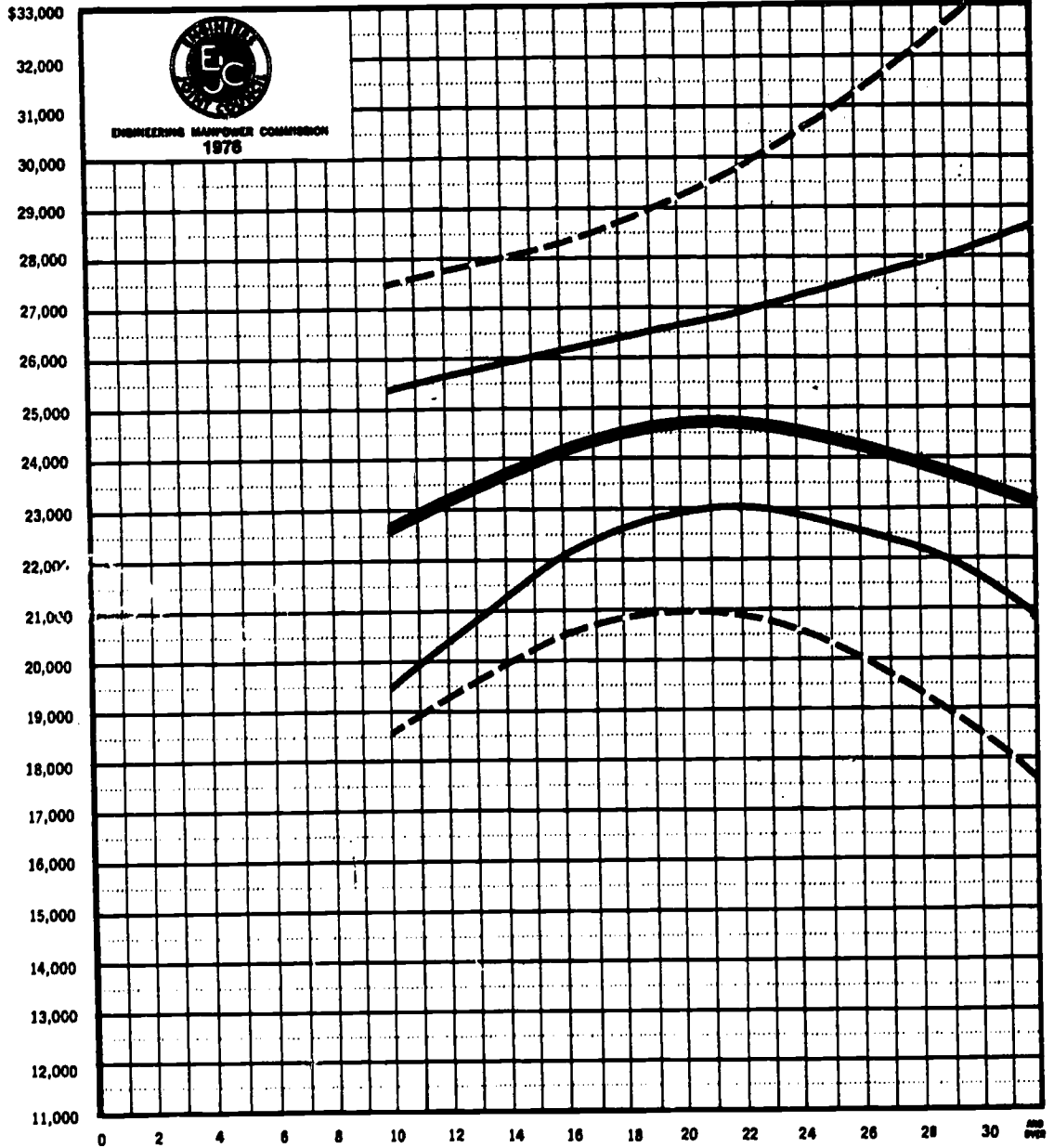
NON-PhD SCHOOLS

		NON-PhD SCHOOLS									
		0	1	2	3	4	5	6	7	8	
YEARS SINCE B.S.		0	1	2	3	4	5	6	7	8	
UPPER DECILE		0	0	0	0	0	0	0	0	0	
UPPER QUARTILE		0	0	0	0	0	0	0	0	0	
MEDIAN		0	0	0	0	0	0	0	0	0	
LOWER QUARTILE		0	0	0	0	0	0	0	0	0	
LOWER DECILE		0	0	0	0	0	0	0	0	0	
MEAN		0	0	0	0	0	0	0	0	0	
TOTAL NUMBER		0	0	0	0	1	0	2	0	0	
NUMBERS OVER \$42000		0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$11000		0	0	0	0	0	0	0	0	0	
YEARS SINCE B.S.		9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+	
UPPER DECILE		19850	20750	21550	22250	22600	23150	23400	23350	22550	
UPPER QUARTILE		19100	19500	19900	20200	20450	20650	20800	20950	20850	
MEDIAN		18200	18350	18500	18600	18750	18850	18950	19050	19150	
LOWER QUARTILE		16650	16800	16950	17050	17150	17200	17200	17150	17000	
LOWER DECILE		15100	15350	15500	15600	15600	15600	15500	15250	14650	
MEAN		17850	18200	18500	18750	18950	19100	19150	19200	19000	
TOTAL NUMBER		43	86	100	88	40	50	45	46	48	
NUMBERS OVER \$42000		0	0	0	0	0	0	0	0	0	
NUMBERS UNDER \$11000		0	0	0	0	0	0	0	0	0	

NUMBER OF ENGINEERS COVERED - 541

ASSOC. PROFESSORS, 12-MO CONTRACT  
ALL ENGINEERING SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



LEGEND

- Upper Decile ---
- Upper Quartile ———
- Median —————
- Lower Quartile ———
- Lower Decile ---

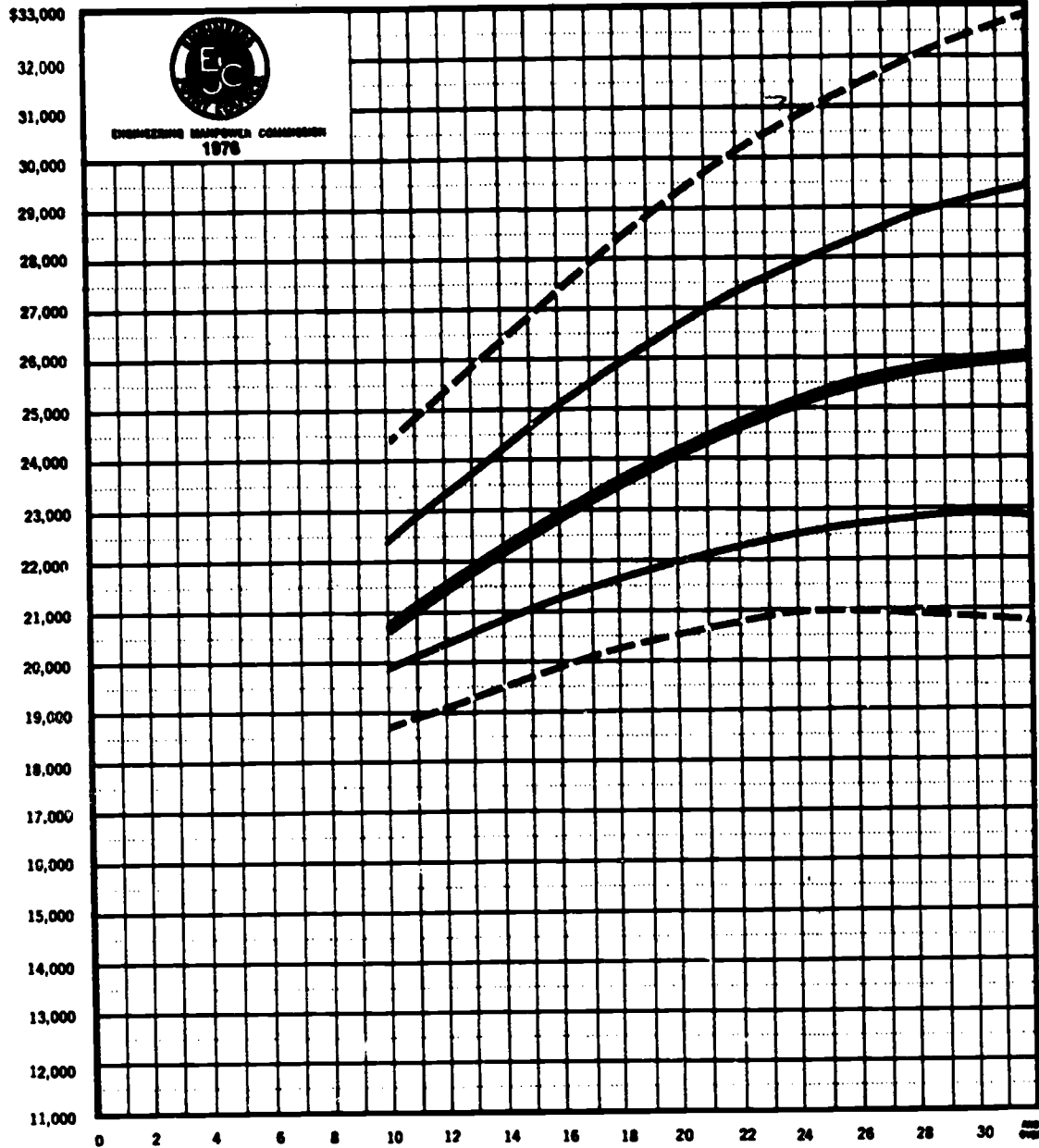
- MEAN
- TOTAL NUMBER
- NUMBERS OVER \$42000
- NUMBERS UNDER \$11000

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	1	0	0	2	0
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	27500	27800	28300	28950	29800	30850	32150	34200	38000
UPPER QUARTILE	25900	25750	26100	26500	26950	27450	27950	28650	29550
MEDIAN	22650	23500	24100	24500	24600	24450	24000	23050	20700
LOWER QUARTILE	19950	21200	22150	22800	23000	22800	22150	20800	17600
LOWER DECILE	18550	19750	20600	21000	20950	20350	19400	17650	14200
MEAN	22850	23550	24150	24650	25050	25250	25350	25300	24500
TOTAL NUMBER	35	52	63	48	37	25	26	23	16
NUMBERS OVER \$42000	0	0	0	0	0	0	0	2	1
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 320

PROFESSORS, 9-MO. CONTRACT  
ALL ENGINEERING SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	3
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24400	25950	27400	28850	30100	31200	32000	32700	32450
UPPER QUARTILE	22450	23800	25100	26350	27400	28300	28950	29400	29000
MEDIAN	20850	21900	22950	23850	24650	25300	25750	26000	25450
LOWER QUARTILE	19000	20650	21350	21900	22350	22650	22850	22850	22200
LOWER DECILE	18750	19400	19950	20400	20750	20900	20950	20750	19900
MEAN	21300	22400	23400	24300	25050	25700	2610	26350	25850
TOTAL NUMBER	11	91	315	534	589	581	501	651	734
NUMBERS OVER \$42000	0	0	0	0	1	0	0	1	2
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

LEGEND

- Upper Decile -----
- Upper Quartile =====
- Median =====
- Lower Quartile =====
- Lower Decile -----

NUMBER OF ENGINEERS COVERED - 3858



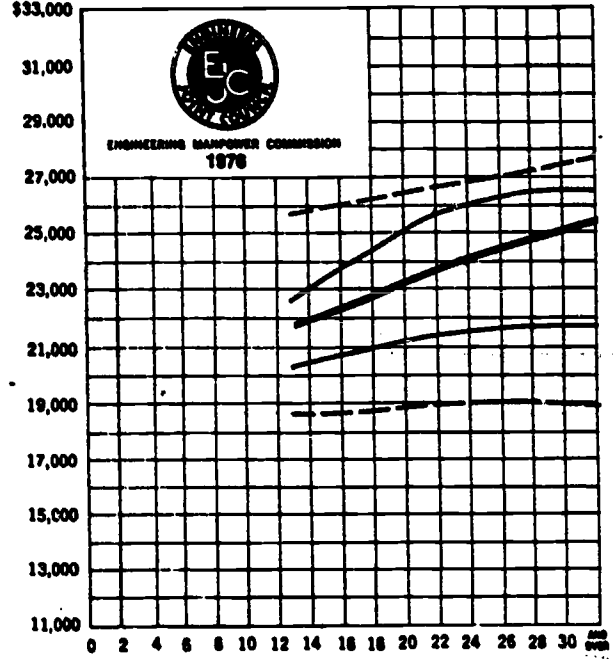
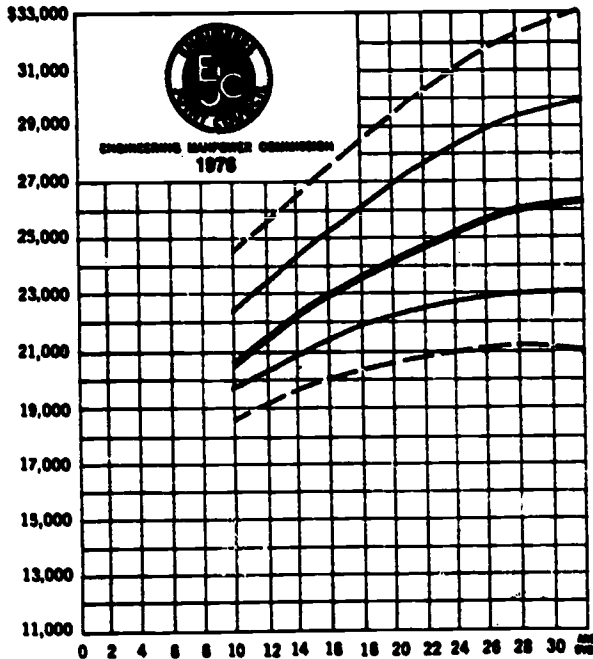
PROFESSORS, 9-MO. CONTRACT

PhD ENGINEERING SCHOOLS

NON-PhD ENGINEERING SCHOOLS

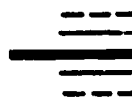
Annual Salary by Years Since Baccalaureate Degree

Annual Salary by Years Since Baccalaureate Degree



LEGEND

Upper Decile  
Upper Quartile  
Median  
Lower Quartile  
Lower Decile



PhD SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	2
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24650	26200	27700	29150	30450	31550	32400	33050	32750
UPPER QUARTILE	22400	23850	25250	26550	27750	28700	29450	29900	29400
MEDIAN	20750	21900	23000	24000	24850	25550	26050	26300	25650
LOWER QUARTILE	19900	20700	21400	22000	22500	22850	23000	23000	22300
LOWER DECILE	18750	19450	20050	20550	20900	21100	21150	21000	20050
MEAN	21350	22450	23950	24500	25350	26000	26450	26700	26150
TOTAL NUMBER	10	77	271	450	441	426	427	560	625
NUMBERS OVER \$42000	0	0	0	0	1	0	0	1	2
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 3305

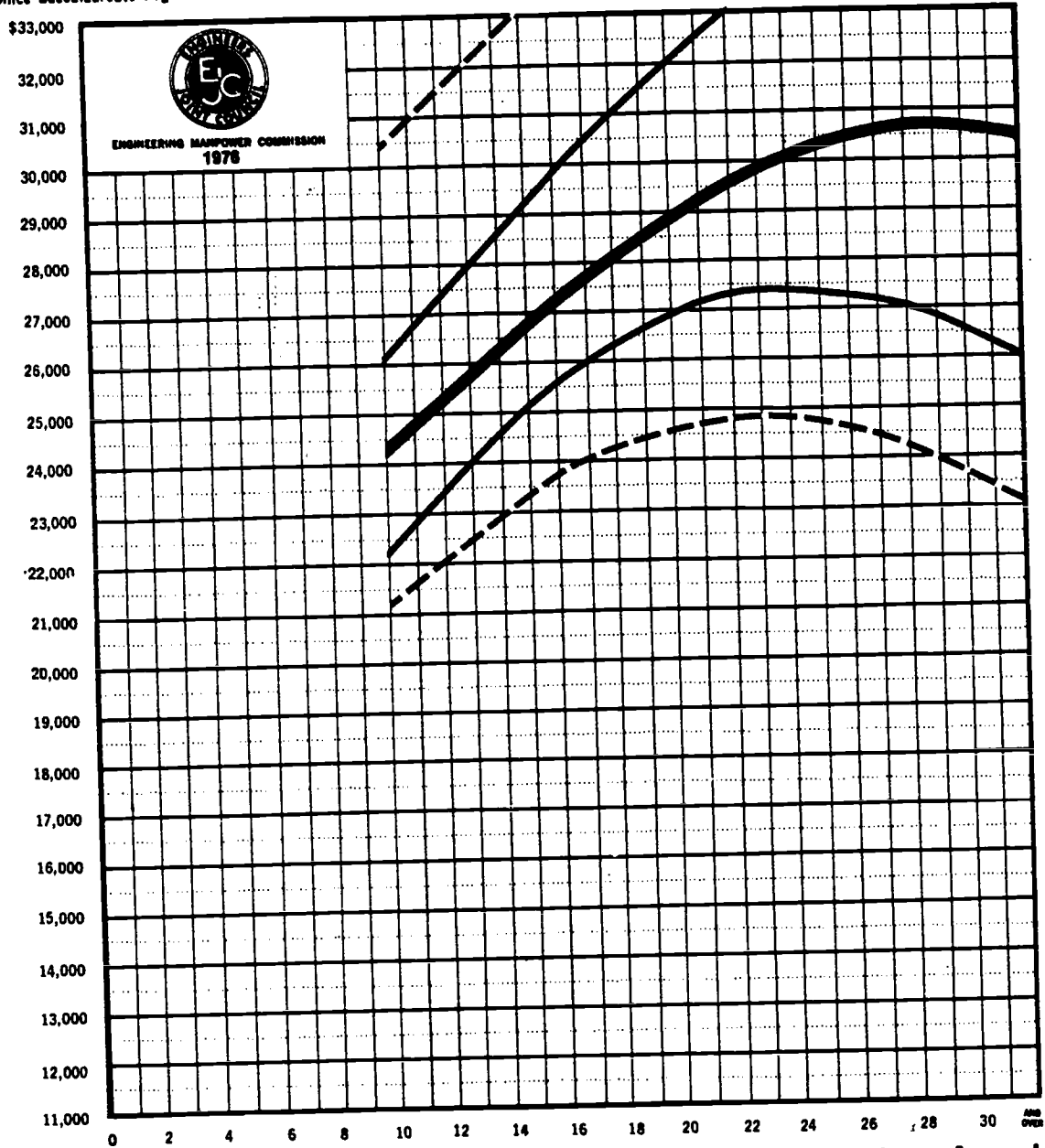
NON-PhD SCHOOLS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	1
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	25850	26150	26400	26700	27000	27300	27750	28500
UPPER QUARTILE	0	22800	24300	25300	25900	26200	26400	26500	26500
MEDIAN	0	21400	22300	23100	23850	24400	24850	25200	25000
LOWER QUARTILE	0	20350	20800	21200	21500	21700	21800	21800	21550
LOWER DECILE	0	18800	18900	18950	19000	19050	19050	18950	18700
MEAN	0	21750	22450	23050	23500	23800	24000	24150	24150
TOTAL NUMBER	1	14	44	76	60	75	74	83	109
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 545

PROFESSORS, 12-MO CONTRACT  
ALL ENGINEERING SCHOOLS

Annual Salary by Years  
since Baccalaureate Degree



LEGEND

Upper Decile  
Upper Quartile  
Median  
Lower Quartile  
Lower Decile

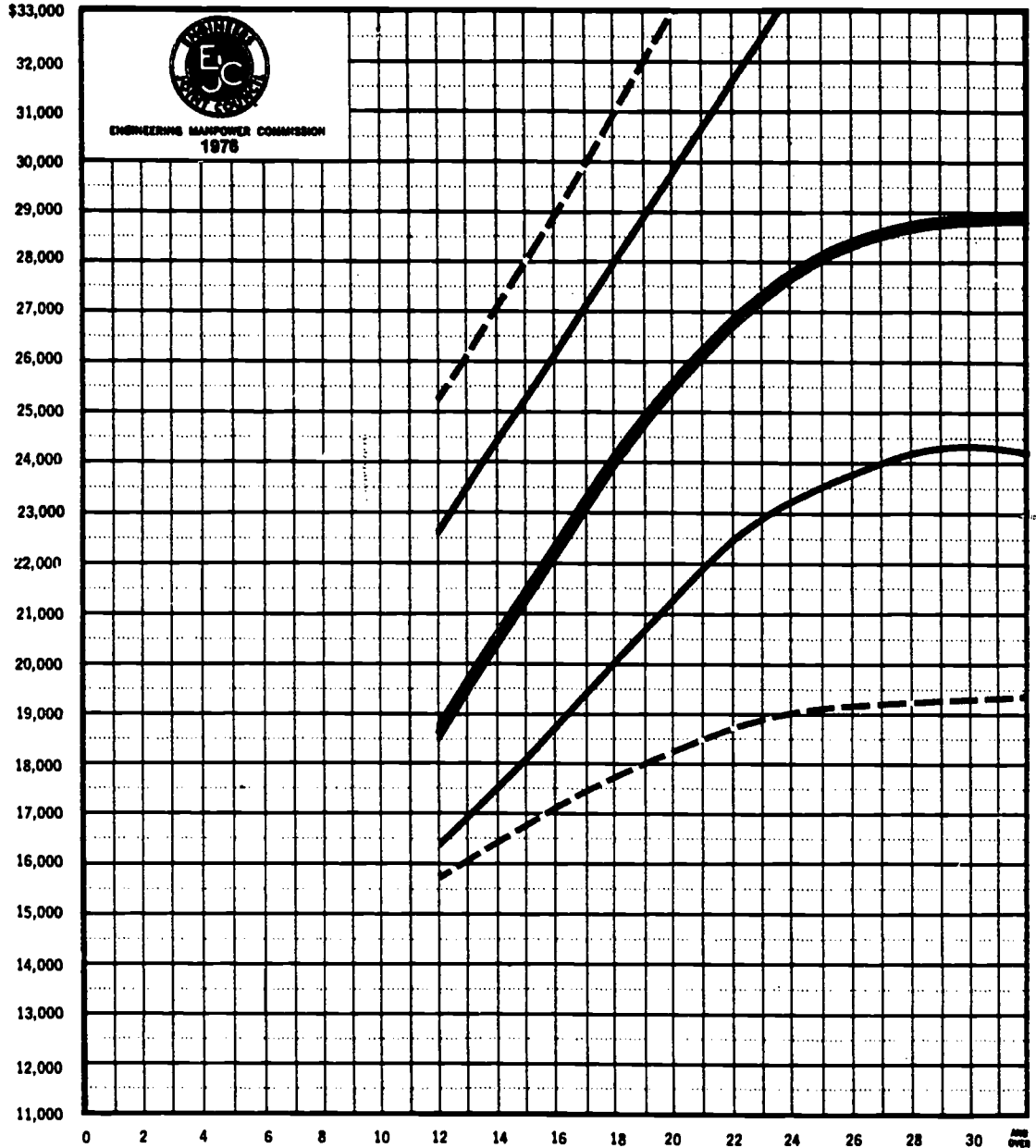
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YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	30450	32050	33550	34850	35950	36800	37300	37450	36300
UPPER QUARTILE	26150	28100	29950	31600	33000	34050	34600	34600	32550
MEDIAN	24250	25850	27300	28600	29650	30300	30650	30400	28400
LOWER QUARTILE	22150	24000	25550	26650	27300	27400	27050	26050	23700
LOWER DECILE	21250	22750	23900	24600	24850	24650	24150	23150	21300
MEAN	25150	26600	27950	29100	30000	30550	30750	30400	28400
TOTAL NUMBER	7	12	41	51	43	60	62	56	74
NUMBERS OVER \$42000	0	0	0	0	0	1	0	1	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 406

# ADMINISTRATORS, 9-MO. CONTRACT ALL ENGINEERING SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



**LEGEND**

Upper Decile ---  
Upper Quartile ———  
Median —————  
Lower Quartile ———  
Lower Decile ---

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

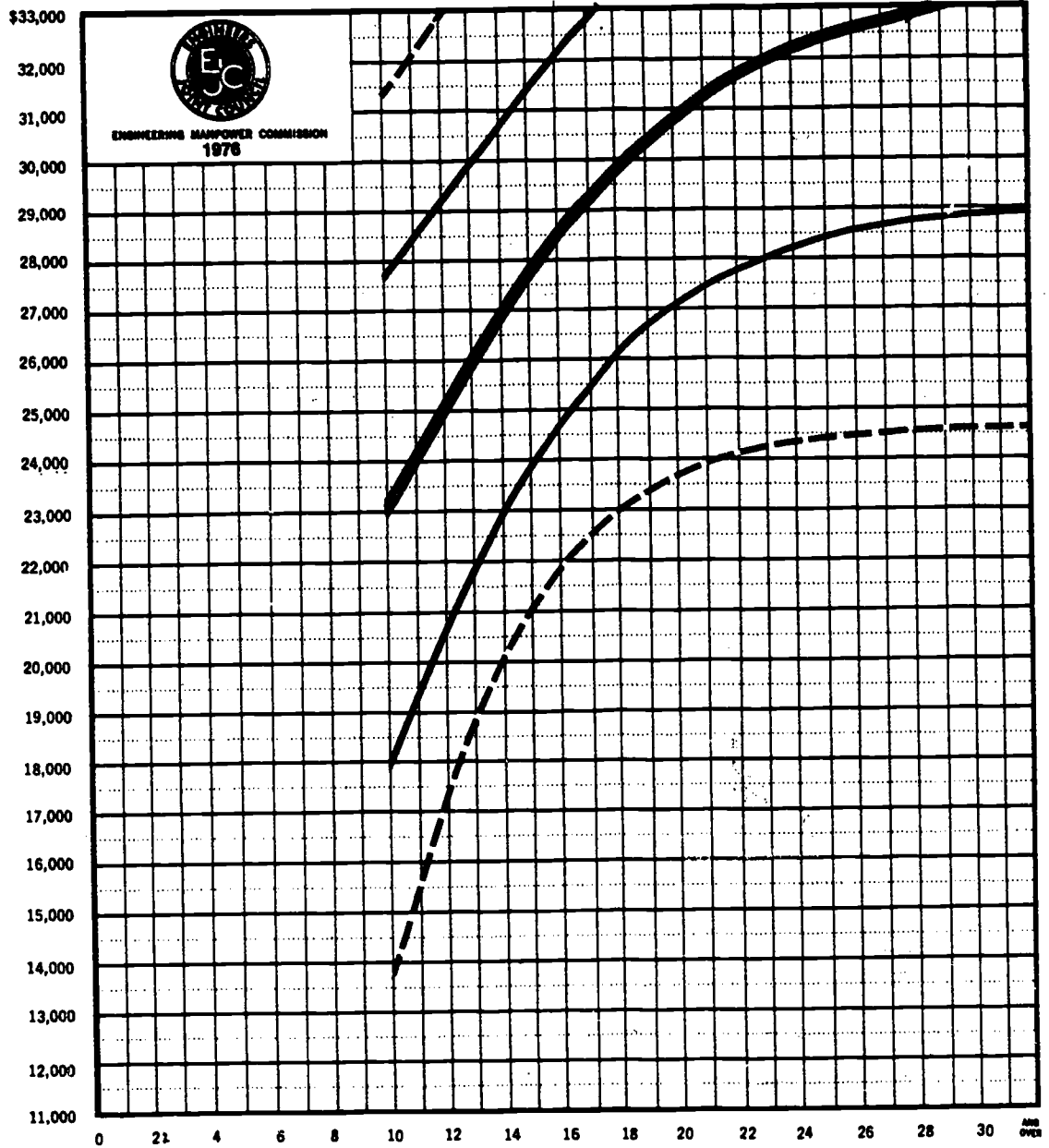
  

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	25350	29750	32000	34650	36550	37450	37250	34800
UPPER QUARTILE	0	22600	26100	29250	31650	33150	33750	33400	31800
MEDIAN	0	19650	22200	24950	26800	27900	28600	29000	29150
LOWER QUARTILE	0	16400	18650	20750	22500	23650	24250	24150	22900
LOWER DECILE	0	15900	17150	18050	18650	19050	19250	19450	19500
MEAN	0	19950	22600	25000	26900	28200	28850	28850	27800
TOTAL NUMBER	4	23	28	45	44	41	34	58	43
NUMBERS OVER \$42000	0	0	0	0	1	2	2	1	1
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 320

**ADMINISTRATORS, 12-MO. CONTRACT  
ALL ENGINEERING SCHOOLS**

Annual Salary by Years  
Since Baccalaureate Degree



**LEGEND**

Upper Decile ---  
Upper Quartile ———  
Median —————  
Lower Quartile ———  
Lower Decile ---

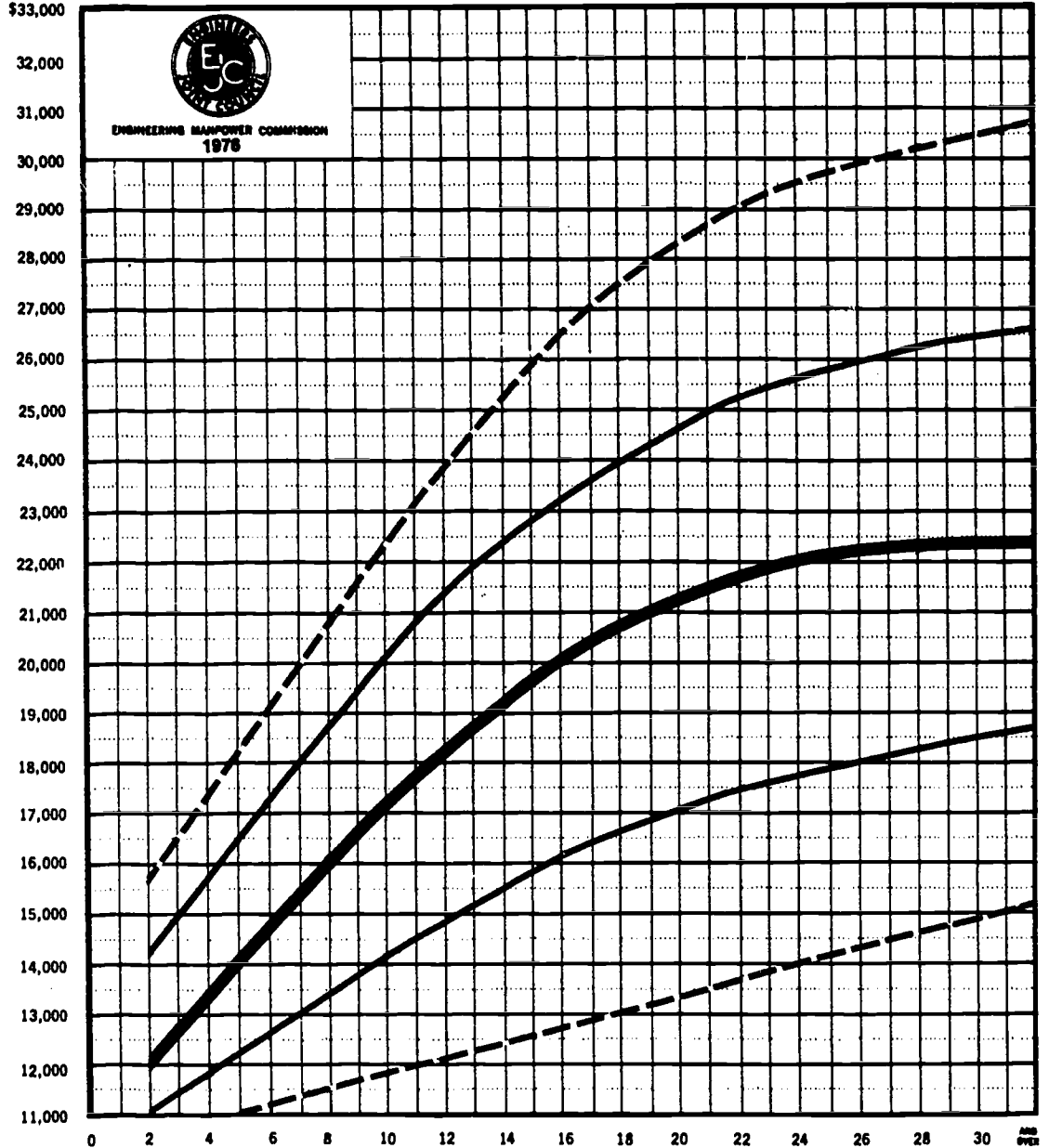
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	0	1	0	3	2
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31450	34200	36550	38350	39700	40600	41150	41550	41700
UPPER QUARTILE	27650	30000	32100	33900	35350	36450	37250	37900	38300
MEDIAN	23100	26150	28600	30350	31550	32300	32750	33050	33200
LOWER QUARTILE	17800	21650	24700	26700	27850	28450	28750	28900	28950
LOWER DECILE	13750	18700	21050	23400	24100	24400	24500	24550	24590
MEAN	22900	26200	28000	30600	31750	32400	32800	33050	33150
TOTAL NUMBER	6	23	46	70	100	101	90	127	101
NUMBERS OVER \$42000	0	0	1	4	9	6	4	10	11
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 671



# RESEARCHERS, 12-MO. CONTRACT ALL ENGINEERING SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	15700	16550	17400	18300	19150	20000	20850
UPPER QUARTILE	0	0	14250	15050	15800	16550	17300	18050	18750
MEDIAN	0	0	12050	12750	13450	14150	14850	15500	16150
LOWER QUARTILE	0	0	11000	11400	11800	12250	12650	13050	13450
LOWER DECILE	0	0	10550	10700	10850	11000	11150	11300	11500

**LEGEND**

Upper Decile   
 Upper Quartile   
 Median   
 Lower Quartile   
 Lower Decile

	0	1	2	3	4	5	6	7	8
MEAN	0	0	12900	13450	14050	14600	15150	15700	16250
TOTAL NUMBER	0	0	22	37	23	22	41	39	36
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	4	6	2	4	9	6	2

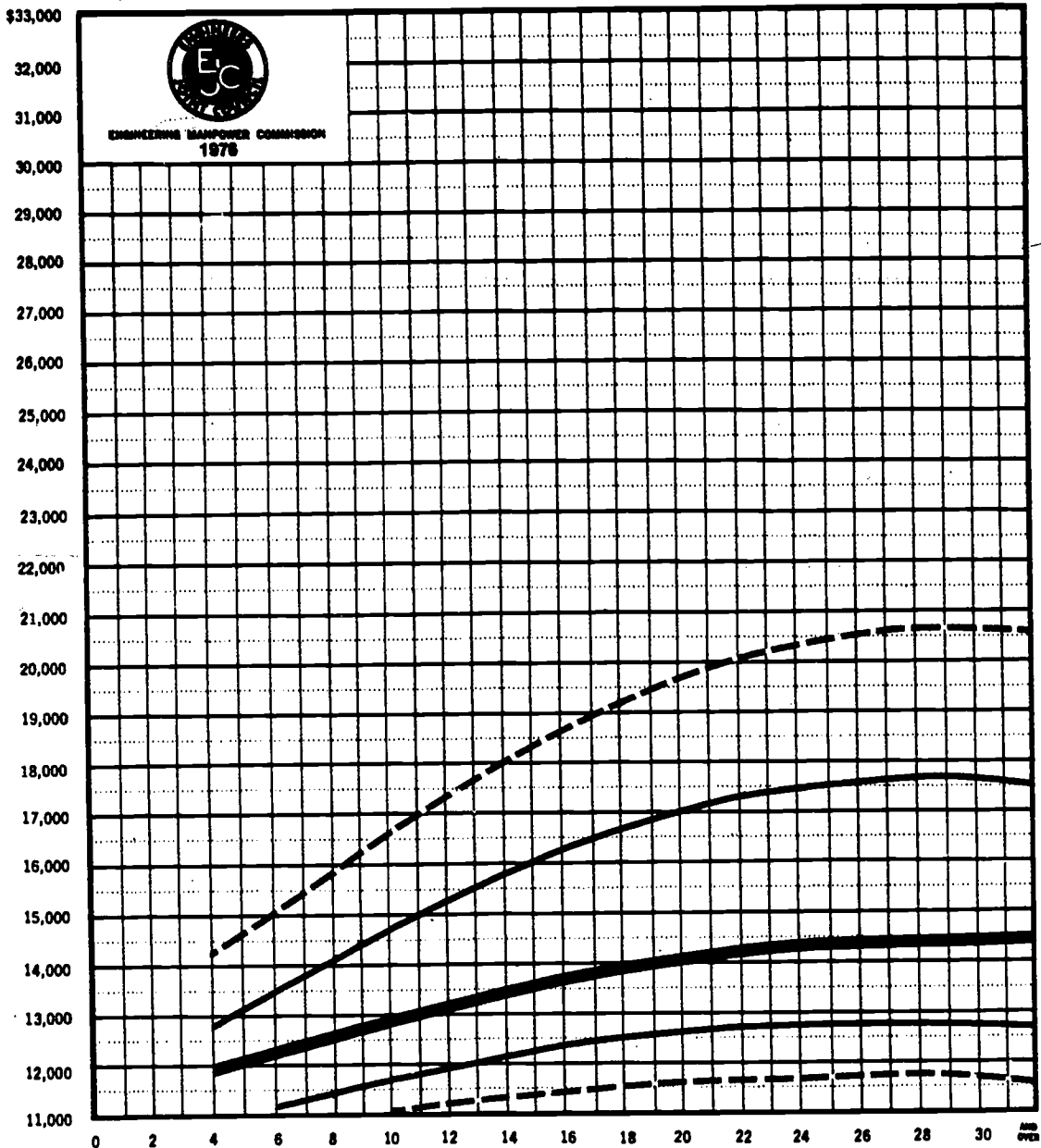
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	22450	24650	26500	27900	29000	29750	30250	30650	30900
UPPER QUARTILE	20100	21900	23350	24450	25250	25850	26250	26550	26750
MEDIAN	17350	18900	20100	20950	21550	21950	22150	22350	22450
LOWER QUARTILE	14200	15250	16150	16900	17500	17950	18300	18600	18800
LOWER DECILE	11800	12250	12750	13200	13700	14150	14550	15100	15900
MEAN	17300	18750	19950	20900	21600	22150	22500	22800	23000
TOTAL NUMBER	121	102	74	56	53	32	38	38	32
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	8	4	3	1	1	0	1	0	0

NUMBER OF ENGINEERS COVERED - 766



# INSTRUCTORS, 9-MO. CONTRACT TECHNICAL SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	14250	14650	15050	15450	15800
UPPER QUARTILE	0	0	0	0	12900	13250	13550	13850	14150
MEDIAN	0	0	0	0	11950	12100	12250	12400	12550
LOWER QUARTILE	0	0	0	0	10750	10900	11100	11250	11400
LOWER DECILE	0	0	0	0	10500	10600	10700	10800	10900
MEAN	0	0	0	0	12100	12300	12500	12700	12950
TOTAL NUMBER	0	3	3	2	9	11	10	13	8
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	1	2	3	2	1	4	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	16550	17650	18600	19450	20050	20450	20650	20550	19750
UPPER QUARTILE	14750	15600	16300	16900	17350	17600	17650	17500	16800
MEDIAN	12850	13250	13600	13900	14150	14350	14450	14500	14250
LOWER QUARTILE	11700	12100	12400	12600	12700	12800	12750	12700	12400
LOWER DECILE	11050	11250	11450	11600	11650	11700	11700	11550	11200
MEAN	13350	13900	14400	14800	15150	15350	15450	15400	14750
TOTAL NUMBER	29	19	14	24	16	17	17	33	24
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	5	2	2	0	0	1	4	1	2

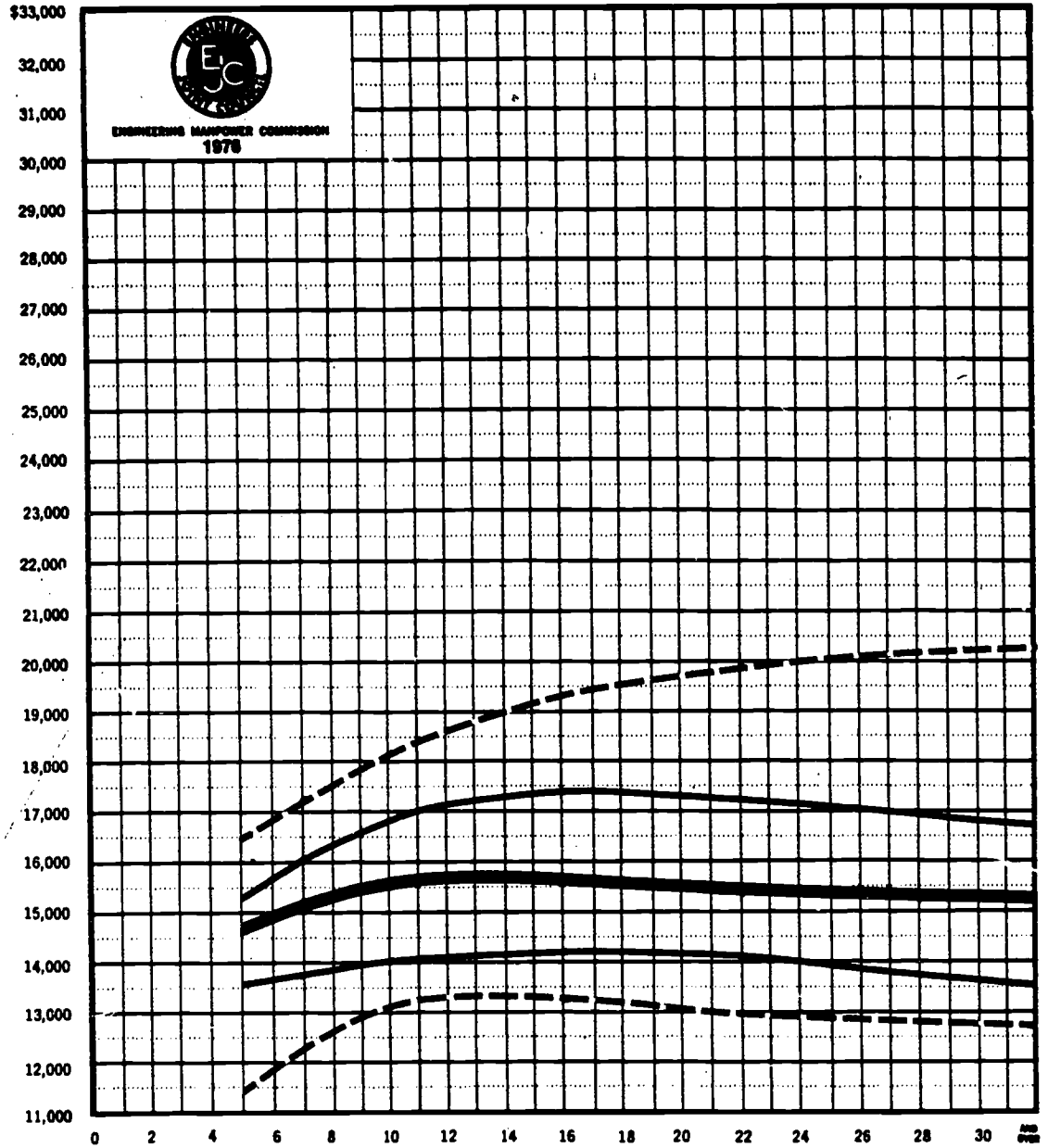
**LEGEND**

- Upper Decile -----
- Upper Quartile \_\_\_\_\_
- Median \_\_\_\_\_
- Lower Quartile \_\_\_\_\_
- Lower Decile -----

NUMBER OF ENGINEERS COVERED - 252

ASST. PROFESSORS, 9-MO. CONTRACT  
TECHNICAL SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	16500	16900	17250	0
UPPER QUARTILE	0	0	0	0	0	15250	15650	16050	0
MEDIAN	0	0	0	0	0	14750	15050	15300	0
LOWER QUARTILE	0	0	0	0	0	13550	13650	13750	0
LOWER DECILE	0	0	0	0	0	11450	11950	12400	0
MEAN	0	0	0	0	0	14200	14650	15000	0
TOTAL NUMBER	0	1	3	4	3	8	10	10	4
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	18200	18850	19350	19650	19900	20000	20100	20150	20200
UPPER QUARTILE	16900	17300	17450	17400	17250	17100	16950	16850	16750
MEDIAN	15600	15650	15550	15400	15350	15250	15250	15200	15200
LOWER QUARTILE	14050	14200	14200	14200	14100	13950	13750	13550	13200
LOWER DECILE	13100	13250	13150	13050	12900	12800	12750	12750	12700
MEAN	15650	15900	15900	15850	15800	15750	15750	15700	15700
TOTAL NUMBER	48	63	27	24	21	17	19	10	27
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	1	0	0	0	0	0	0	0

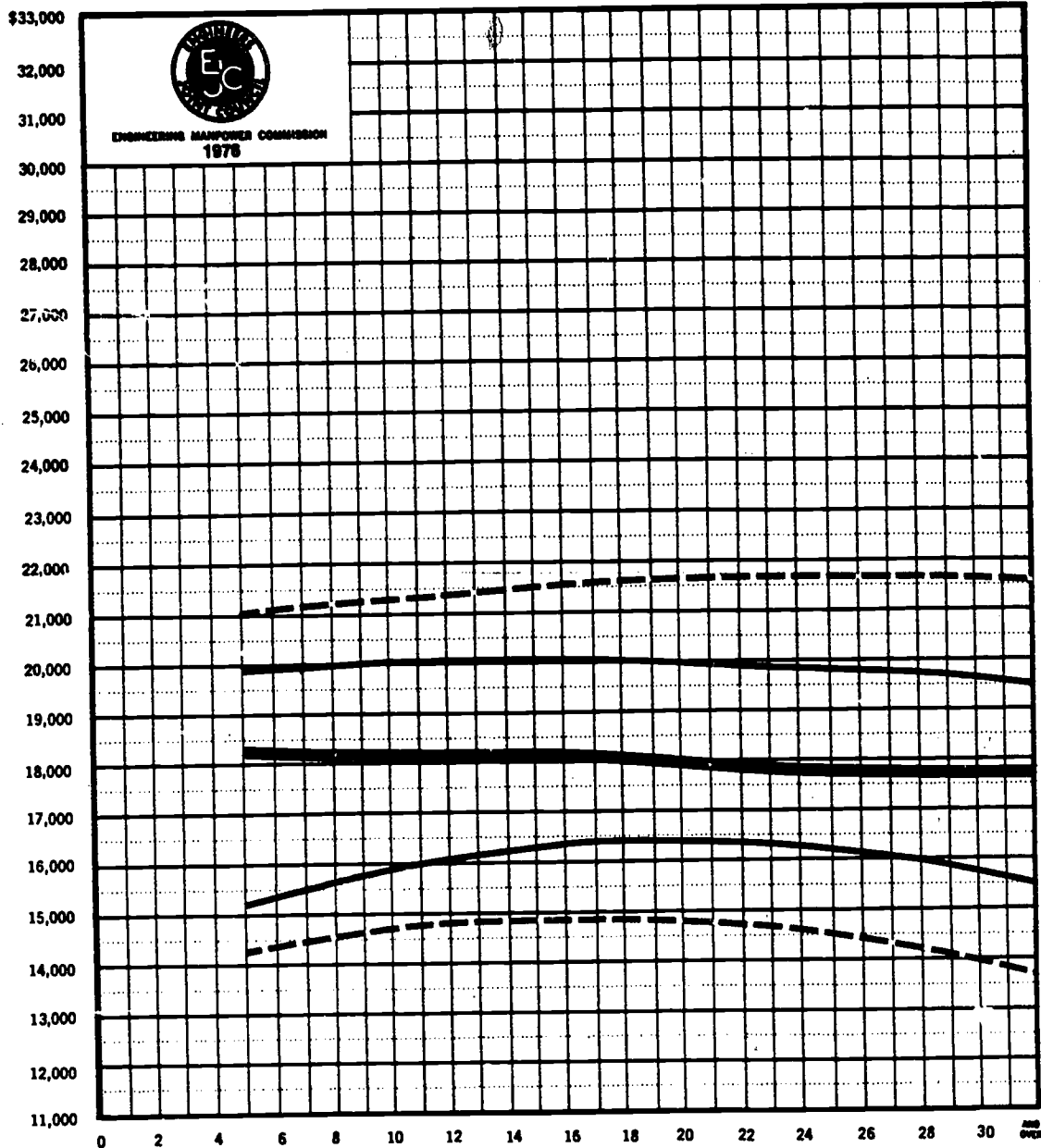
LEGEND

- Upper Decile -----
- Upper Quartile =====
- Median -----
- Lower Quartile -----
- Lower Decile -----

NUMBER OF ENGINEERS COVERED - 307

ASSOC. PROFESSORS, 9-MO. CONTRACT  
TECHNICAL SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	21050	0	21200	0
UPPER QUARTILE	0	0	0	0	0	19950	0	20000	0
MEDIAN	0	0	0	0	0	18250	0	18200	0
LOWER QUARTILE	0	0	0	0	0	15250	0	15550	0
LOWER DECILE	0	0	0	0	0	14300	0	14500	0
MEAN	0	0	0	0	0	17900	0	18000	0
TOTAL NUMBER	0	0	1	0	0	5	4	5	3
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	21350	21450	21550	21650	21650	21650	21650	21550	21300
UPPER QUARTILE	20050	20050	20050	20000	19950	19850	19700	19500	19000
MEDIAN	18150	18050	18000	17900	17850	17750	17700	17600	17400
LOWER QUARTILE	15900	16200	16400	16450	16400	16250	16000	15500	14350
LOWER DECILE	14700	14850	14900	14850	14700	14500	14200	13700	12650
MEAN	18100	18150	18200	18150	18100	18050	17900	17700	17200
TOTAL NUMBER	15	41	37	43	30	35	21	24	31
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

LEGEND

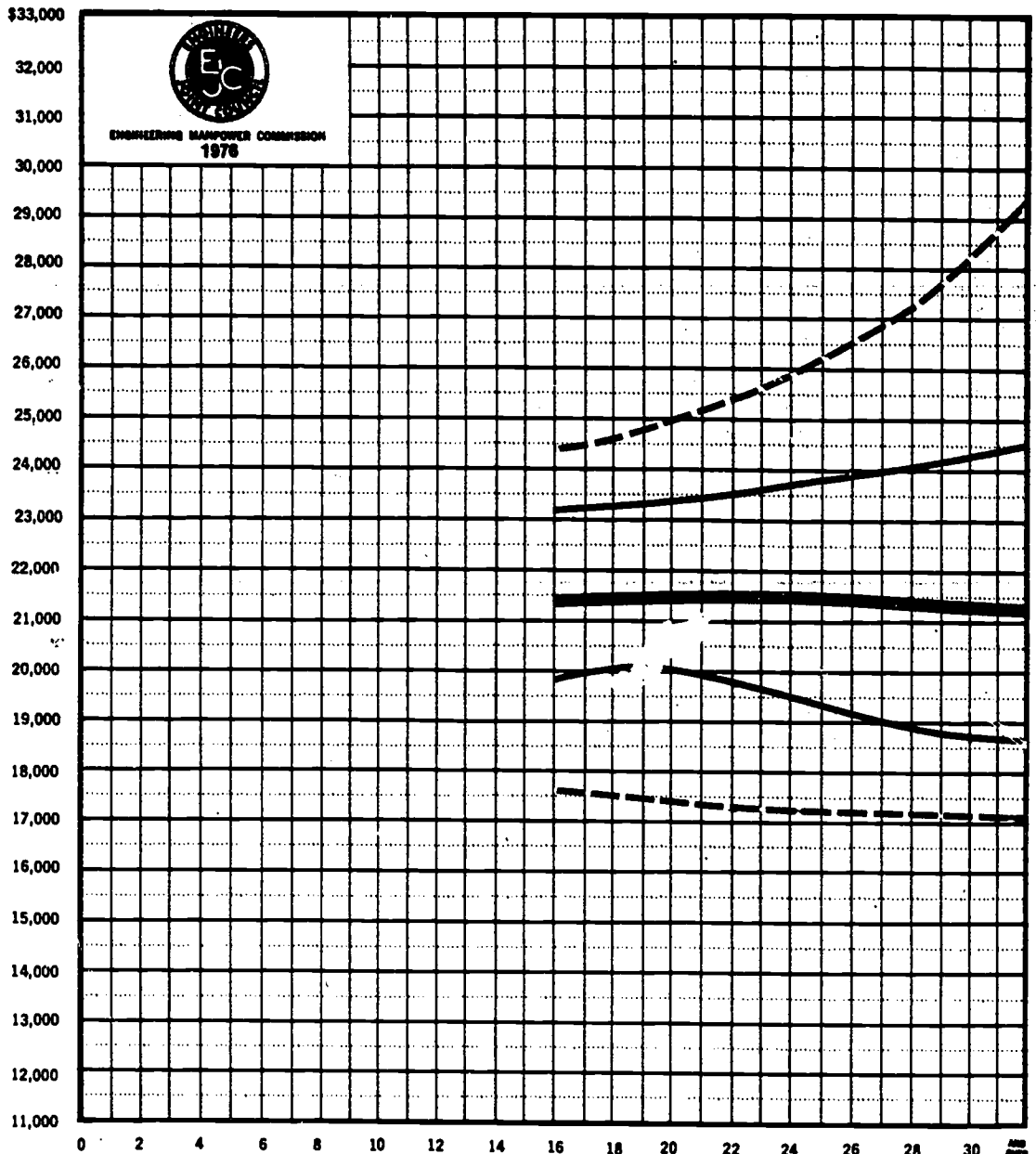
Upper Decile  
Upper Quartile  
Median  
Lower Quartile  
Lower Decile

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NUMBER OF ENGINEERS COVERED - 295

# PROFESSORS, 9-MO. CONTRACT TECHNICAL SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



**LEGEND**

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

	0	1	2	3	4	5	6	7	8
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	1	0	0	0	0
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

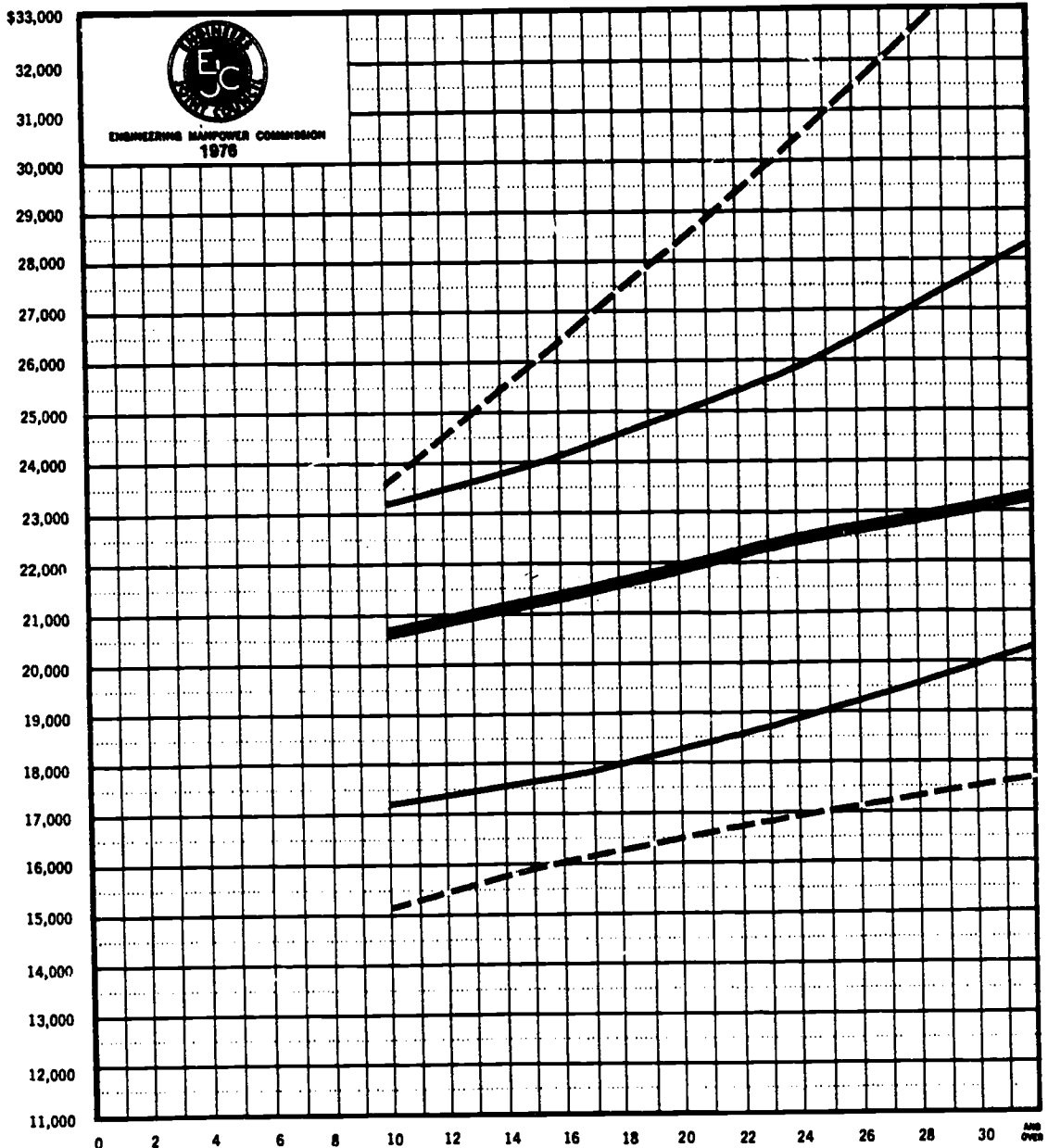
  

	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	24150	24400	24850	25450	26300	27350	29300	34750
UPPER QUARTILE	0	23100	23200	23350	23500	23750	24050	24500	25550
MEDIAN	0	21350	21400	21450	21450	21400	21300	21100	20550
LOWER QUARTILE	0	16600	19850	20250	19700	19150	18050	18650	18600
LOWER DECILE	0	17700	17550	17440	17250	17150	17100	17050	17050
MEAN	0	21300	21250	21250	21300	21450	21650	22000	22950
TOTAL NUMBER	2	5	15	13	8	20	17	20	23
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 127

# ADMINISTRATORS, 12-MO. CONTRACT TECHNICAL SCHOOLS

Annual Salary by Years  
Since Baccalaureate Degree



**LEGEND**

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

	0	1	2	3	4	5	6	7	8
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	1	1	0	2	2	3	1
NUMBERS OVER \$42000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER \$11000	0	0	0	0	0	1	1	0	0

	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23550	25000	26450	27950	29400	30900	32250	34000	36250
UPPER QUARTILE	23200	23700	24200	24800	25450	26200	27650	28300	24800
MEDIAN	20650	21050	21400	21800	22150	22500	22850	23300	24800
LOWER QUARTILE	17100	17450	17750	18150	18550	19050	19550	20350	22050
LOWER DECILE	15150	15600	16050	16450	16800	17100	17350	17600	17850
MEAN	20250	20600	21100	21700	22350	23100	23800	24750	25900
TOTAL NUMBER	7	5	15	8	10	15	10	20	16
NUMBERS OVER \$42000	0	0	0	0	0	0	0	1	0
NUMBERS UNDER \$11000	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 116

EDUCATIONAL INSTITUTIONS

ENGINEERING SCHOOLS, PHD

Air Force Institute of Technology  
Arizona State University  
Brigham Young University  
Brown University  
Case Western Reserve University  
Christian Brothers College  
Clemson University  
Cleveland State University  
Clarkson College  
Columbia University  
Cornell University  
Dartmouth College  
Drexel University  
Duke University  
Florida Institute of Technology  
Georgia Institute of Technology  
Institute of Paper Chemistry  
Iowa State University  
Kansas State University  
Lamar University  
Louisiana State University  
Louisiana Technological University  
Marquette University  
Massachusetts Institute of Technology  
Michigan State University  
Michigan Technological University  
Mississippi State University  
New Mexico State University  
North Carolina State University  
Northeastern University  
Northwestern University  
Ohio State University  
Ohio University  
Old Dominion University  
Oregon State University  
Pennsylvania State University  
Portland State University  
Princeton University  
Purdue University  
Rensselaer Polytechnic Institute  
South Dakota School of Mines & Technology  
Southern Methodist University  
Stanford University  
SUNY College of Ceramics at Alfred University  
SUNY College of Environmental Science & Forestry  
Stevens Institute of Technology  
Syracuse University  
Tennessee Technological University  
Texas A&M University  
Texas Technological University  
Tufts University  
Union College  
U.S. Naval Postgraduate School  
University of Akron  
University of Alabama, Birmingham  
University of Alabama, Huntsville  
University of Alabama, University  
University of Arizona  
University of Arkansas  
University of California, Davis  
University of California, Los Angeles  
University of California, Santa Barbara  
University of Colorado  
University of Connecticut  
University of Dayton  
University of Delaware  
University of Florida  
University of Hawaii  
University of Iowa  
University of Kansas  
University of Kentucky  
University of Louisville  
University of Maine  
University of Maryland

University of Massachusetts  
University of Miami  
University of Minnesota  
University of Mississippi  
University of Missouri, Columbia  
University of Missouri, Rolla  
University of Nebraska  
University of Nevada, Reno  
University of Oklahoma  
University of Pennsylvania  
University of Pittsburgh  
University of Rhode Island  
University of Rochester  
University of South Carolina  
University of Southern California  
University of Tennessee Space Institute  
University of Texas, Arlington  
University of Toledo  
University of Vermont  
University of Virginia  
University of Washington  
University of Wisconsin, Madison  
University of Wisconsin, Milwaukee  
Utah State University  
Vanderbilt University  
Virginia Polytechnic Institute  
Washington State University  
Washington University  
Wayne State University  
West Virginia University  
White State University  
Worcester Polytechnic Institute  
Yale University

ENGINEERING SCHOOLS, NON-PHD

Arkansas State University  
Arkansas Polytechnic College  
Arkansas State University  
Bradley University  
Bucknell University  
California Polytechnic State University  
California State Polytechnic University  
California State University, Chico  
California State University, Fresno  
California State University, Long Beach  
California State University, Los Angeles  
California State University, Northridge  
California State University, Sacramento  
The Citadel  
Cooper Union  
Embry-Riddle Aeronautical University  
Fairleigh Dickenson University  
Florida Technological University  
General Motors Institute  
Geneva College  
The Hartford Graduate Center  
Harvey Mudd College  
Howard University  
Indiana Institute of Technology  
John Brown University  
Lafayette College  
LeTourneau College  
Loyola College  
Loyola Marymount University  
Manhattan College  
Marietta College  
Massachusetts Maritime Academy  
McNeese State University  
Memphis State University  
Milwaukee School of Engineering  
Monmouth College  
Montana College of Mineral Science & Technology  
New England College  
Norwich University  
Ohio Northern University  
Parks College of St. Louis University  
C.W. Post College - LIU



Purdue University, Indianapolis  
 San Diego State University  
 San Jose State University  
 Seattle Pacific College  
 Seattle University  
 South Dakota State University  
 Southeastern Massachusetts University  
 Southern Illinois University, Edwardsville  
 Southern University  
 SUNY Maritime College  
 Swarthmore College  
 Trinity College  
 Trinity University  
 Tri-State University  
 U.S. Naval Academy  
 University of Arkansas, Little Rock  
 University of Bridgeport  
 University of Hartford  
 University of Lowell  
 University of Michigan, Dearborn  
 University of Nevada, Las Vegas  
 University of New Haven  
 University of North Carolina  
 University of North Dakota  
 University of the Pacific  
 University of Redlands  
 University of South Alabama  
 University of Southwestern Louisiana  
 University of Tennessee, Chattanooga  
 University of Texas, El Paso  
 University of Texas, Permian Basin  
 University of Wisconsin, Platteville  
 Villanova University  
 Valparaiso University  
 Virginia Military Institute  
 Walla Walla College  
 Webb Institute of Naval Architecture  
 West Coast University  
 Western Michigan University  
 Western New England College  
 West Virginia College of Graduate Studies  
 Youngstown State University

Gaston College  
 Georgia Southern College  
 Guilford Technical Institute  
 Hartford State Technical College  
 Hawkeye Institute of Technology  
 Lake Superior State College  
 Lincoln Land Community College  
 Lincoln University  
 Marshall University  
 Meramec Community College  
 Milwaukee Area Technical College  
 Missouri Western State College  
 Monroe County Community College  
 Montgomery College  
 Morrison Institute of Technology  
 Morton College  
 Muskegon Community College  
 Nashville State Technical Institute  
 New Hampshire Vocational-Technical College  
 New York City Community College  
 New York Institute of Technology  
 Niagara County Community College  
 Normandale Community College  
 North Carolina A&T University  
 North Dakota State School of Science  
 Northern Montana College  
 Ohio College of Applied Science  
 Oklahoma State University  
 Old Dominion University  
 Oregon Institute of Technology  
 Palm Beach Junior College  
 Parkland College  
 Purdue University Indianapolis  
 Purdue University, School of Technology  
 Rochester Institute of Technology  
 Rock Valley College  
 St. Cloud State University  
 St. Petersburg Junior College  
 San Bernardino Valley College  
 Sandhills Community College  
 San Jacinto College  
 Solano College  
 Somerset Community College  
 South Carolina State College  
 Southern Technical Institute  
 South Plains College  
 Southwest State University  
 Spartanburg Technical College  
 Springfield Technical Community College  
 SUNY Agricultural & Technical College at Alfred  
 SUNY Agricultural & Technical College at Canton  
 SUNY Agricultural & Technical College at Delhi  
 State University of New York at Buffalo  
 Sumter Area Technical College  
 Technical Career Institutes  
 Technical Institute of Alamance  
 Temple University  
 Tennessee State University  
 Texas A&M University  
 Thames Valley State Technical College  
 Tri-County Technical College  
 Trident Technical College  
 University of Akron  
 University of Hartford  
 University of Nevada  
 University of North Carolina  
 University of Pittsburgh  
 University of Southern Colorado  
 University of Wisconsin at Parkside  
 Washington Technical Institute  
 Waterbury State Technical College  
 Waterbury State Technical College  
 Weber State College  
 Wentworth College of Technology  
 Western Kentucky University  
 West Virginia Institute of Technology  
 Wilkes Community College

#### TECHNICAL INSTITUTES

Academy of Aeronautics  
 American River College  
 Andrews University  
 Anoka-Ramsey Community College  
 Arizona State University  
 Asheville Buncombe Technical Institute  
 Bluefield State College  
 Bristol Community College  
 Broward Community College  
 Butler County Community College  
 California Polytechnic State University  
 Cape Fear Technical Institute  
 Central Missouri State University  
 Central Piedmont Community College  
 Chabot College  
 Clark Technical College  
 Clatsop Community College  
 Cogswell College  
 College of the Desert  
 College of Lake County  
 College of Marin  
 College of the Siskiyous  
 Colorado Technical College  
 Delaware Technical and Community College  
 Delgado College  
 Del Mar College  
 Dutchess County Community College  
 Eastern Kentucky University  
 Fairmont State College  
 Florence-Darlington Technical College  
 Florida International University  
 Florida Keys Community College  
 Forest Park Community College

DO NOT DETACH THIS PAGE — SEE INSTRUCTIONS ON FORM

## PROFESSIONAL INCOME OF ENGINEERS — 1976

Please return this sheet with your filled-out data form. Unidentified returns cannot be included in the survey. Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

If the mailing label affixed below is incorrect, incomplete, or missing, please indicate correct address:

1. Name of Reporting Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

2. Name and title of person responsible for data: \_\_\_\_\_

Tel. No. ( )- \_\_\_\_\_

3. Check type of institution:

- Engineering school, PhD granting.
- Engineering school, non-PhD granting.
- Technology school.
- Research unit.

RETURN ENTIRE DATA FORM TO:  
**ENGINEERING MANPOWER COMMISSION**  
**345 East 47th Street, New York, New York 10017**



# ENGINEERS JOINT COUNCIL

346 EAST 47TH STREET, NEW YORK, N. Y. 10017  
(212) 644-7848-7

ENGINEERING MANPOWER COMMISSION

May 1976

To Deans of Engineering and Technology:

This is the twelfth biennial survey of engineers' salaries conducted by the Engineering Manpower Commission of Engineers Joint Council. In order to provide statistics representing all sectors of engineering employment, we require data from educational institutions in their capacity as employers of engineering graduates in faculty, administrative, and research positions. The attached form for engineering and technical schools has separate sections for each academic rank, and is the source of our special report on Salaries of Engineers in Education. All returns are handled so as to insure the confidentiality of each employer's data.

Respondents who provide usable returns will be sent a complimentary copy of the salary curves for their employment group. In addition, we are now able to offer the following special services.

(1) Groups of employers desiring special salary curves for their own use may order these by contacting EMC while there is still time to accomplish this without delaying the survey.

(2) Respondents requiring salary data in advance of regular publication may order copies of the advance computer printouts, which are available about eight weeks before the final report.

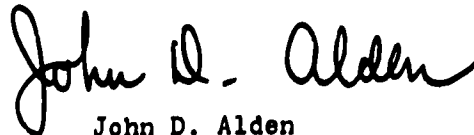
(3) Respondents who submit prepaid orders for the detailed salary report in advance of publication will be entitled to a substantial discount from the full publication price.

All of these special services are described on the enclosed pink order form, and should be ordered as specified thereon.

This year's data form is similar to those of previous years, and is not difficult to fill out. Please follow the instructions on the form and return all parts to us. If you need additional forms, we will be glad to provide them.

We look forward to your participation in this year's survey.

Sincerely



John D. Alden  
Executive Secretary



... TO ADVANCE THE ART AND SCIENCE OF ENGINEERING IN THE PUBLIC INTEREST

PROFESSIONAL INCOME OF ENGINEERS—1976

FORM C

PRESENT SALARY OF ENGINEERING GRADUATES EMPLOYED IN EDUCATIONAL INSTITUTIONS BY ACADEMIC RANK

IMPORTANT — please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of academic rank, salary bracket, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — note that some brackets include a wider salary range than others. Separate sections of the form are set aside for various academic ranks, on both sides of the form. Individuals are to be reported in the section corresponding to their rank, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1976 graduate is 22, etc.)

SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, outside consulting, etc. Please indicate number of months included in the normal contract for each rank, in the space at the top of each section of the form. Do not report part-time employees, graduate students, adjunct faculty, etc.

ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	1978	1975	1974	1973	1972	1971	1970	1968	1966	1965-1967	1962-1964	1960-1961	1955-1956	1953-1954	1950-1952	1947-1948	1942-1946	UP TO 1941	
Assistant Professor Months on normal contract <input type="text"/>	(27)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	(31-32)	(34-36)	(37-39)	(40-42)	(43-45)	(46-48)	(49-51)	(52-56)	(57+)	
101 \$42,000 & over																			
102 \$39,000-41,999																			
103 \$36,000-38,999																			
104 \$33,000-35,999																			
105 \$31,000-32,999																			
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125 \$11,500-11,999																			
126 \$11,000-11,999																			
127 Less than \$11,000																			
ASSOCIATE PROFESSOR. Months on normal contract <input type="text"/>																			
201 \$42,000 & over																			
202 \$39,000-41,999																			
203 \$36,000-38,999																			
204 \$33,000-35,999																			
205 \$31,000-32,999																			
206 \$29,000-30,999																			
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225 \$11,500-11,999																			
226 \$11,000-11,999																			
227 Less than \$11,000																			
PROFESSOR. Months on normal contract <input type="text"/>																			
301 \$42,000 & over																			
302 \$39,000-41,999																			
303 \$36,000-38,999																			
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325 \$11,500-11,999																			
326 \$11,000-11,999																			
327 Less than \$11,000																			

SEE OTHER SIDE FOR ADDITIONAL POSITIONS

**FORM C (continued)**

This side includes sections for the following additional ranks: Instructors etc. (full time only), Administrative Faculty, and Research & Other Non-teaching Positions. Refer to other side for instructions on filling out this form. Do not include part-time employees, graduate students, adjunct faculty, etc. PLEASE DO NOT NEGLECT TO INDICATE NUMBER OF MONTHS IN THE NORMAL CONTRACT FOR EACH ACADEMIC RANK.

ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	1976	1975	1974	1973	1972	1971	1970	1969	1968	1965-1967	1963-1964	1959-1961	1956-1956	1953-1955	1950-1952	1947-1949	1942-1946	UP TO 1941	
INSTRUCTOR, LECTURER, ETC. Months on contract <input type="checkbox"/>	(22)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	(31-33)	(34-36)	(37-39)	(40-42)	(43-45)	(46-48)	(49-51)	(52-56)	(57+)	
101 \$42,000 & over																			
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126 \$11,000-11,499																			
127 Less than \$11,000																			

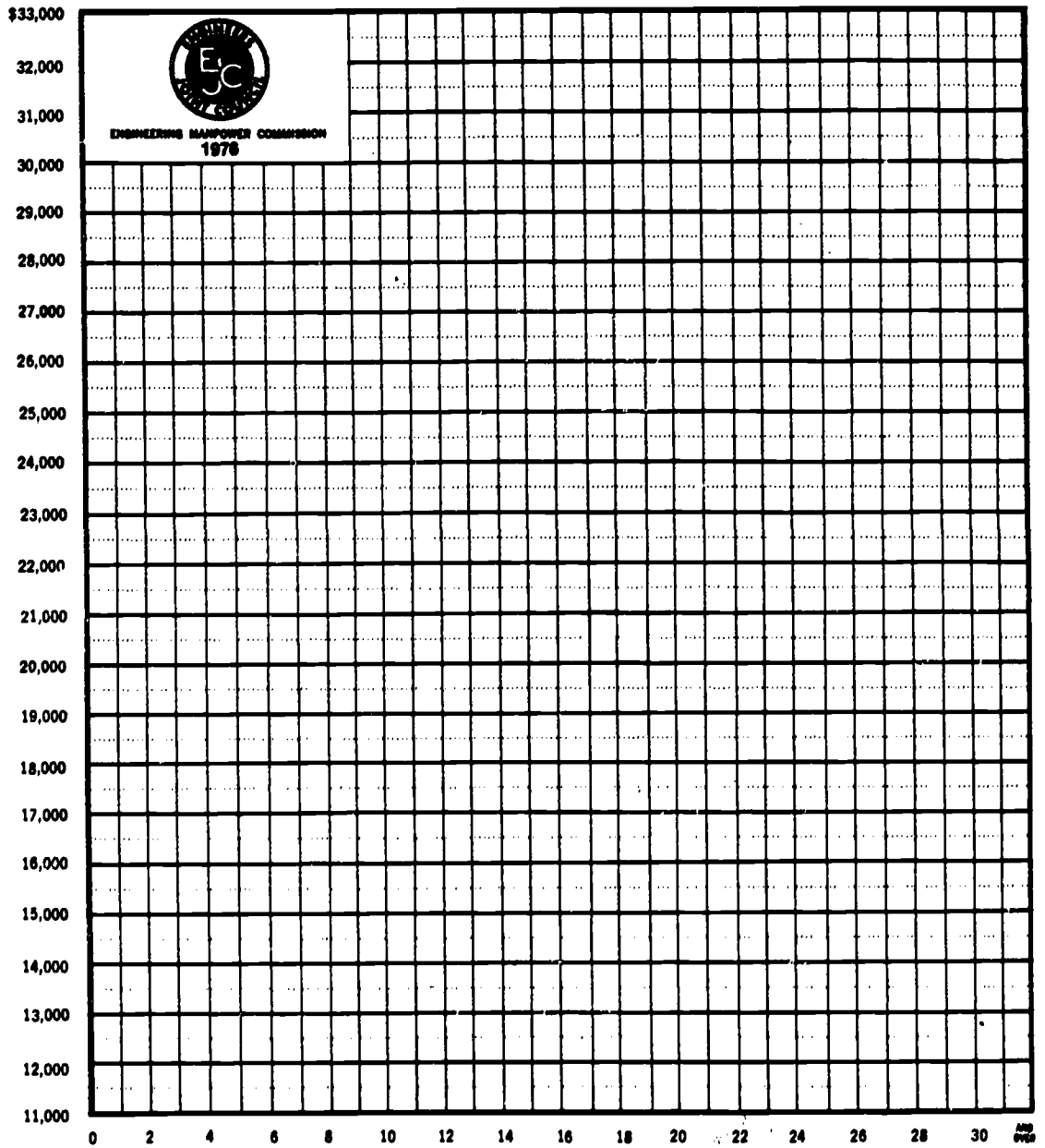
ADMINISTRATIVE FACULTY (DEANS, DEPARTMENT HEADS, ETC.) Months on contract <input type="checkbox"/>	1976	1975	1974	1973	1972	1971	1970	1969	1968	1965-1967	1963-1964	1959-1961	1956-1956	1953-1955	1950-1952	1947-1949	1942-1946	UP TO 1941	
201 \$42,000 & over																			
202 \$39,000-41,999																			
203 \$36,000-38,999																			
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224 \$12,000-12,499																			
225 \$11,500-11,999																			
226 \$11,000-11,499																			
227 Less than \$11,000																			

RESEARCH & OTHER NON-TEACHING POSITIONS. Months on contract <input type="checkbox"/>	1976	1975	1974	1973	1972	1971	1970	1969	1968	1965-1967	1963-1964	1959-1961	1956-1956	1953-1955	1950-1952	1947-1949	1942-1946	UP TO 1941	
301 \$42,000 & over																			
302 \$39,000-41,999																			
303 \$36,000-38,999																			
304 \$33,000-35,999																			
305 \$31,000-32,999																			
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326 \$11,000-11,499																			
327 Less than \$11,000																			

SEE OTHER SIDE FOR ADDITIONAL POSITIONS



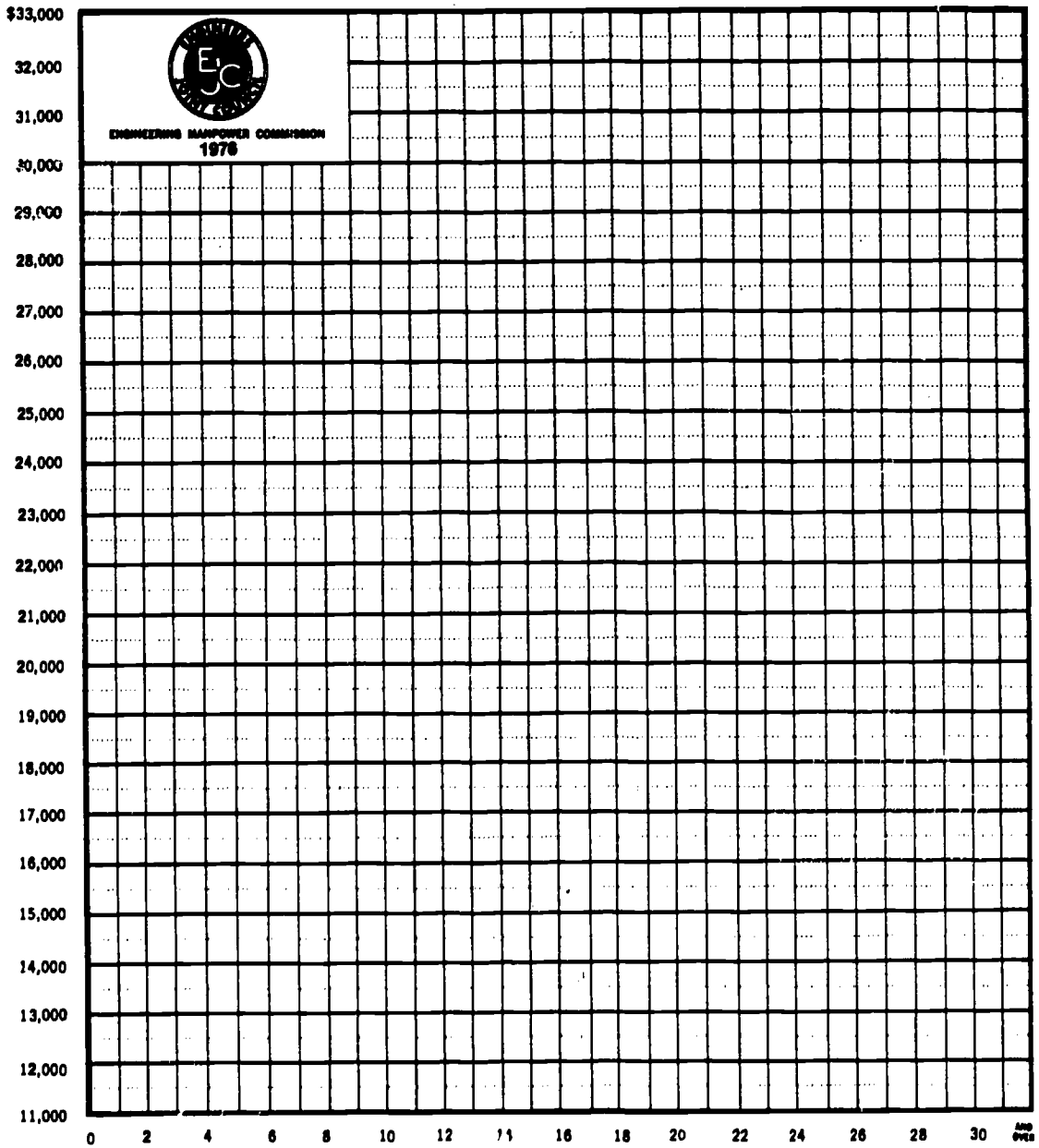
Annual Salary by Years  
Since Baccalaureate Degree



**LEGEND**

- Upper Decile      - - - - -
- Upper Quartile    - - - - -
- Median            - - - - -
- Lower Quartile    - - - - -
- Lower Decile      - - - - -

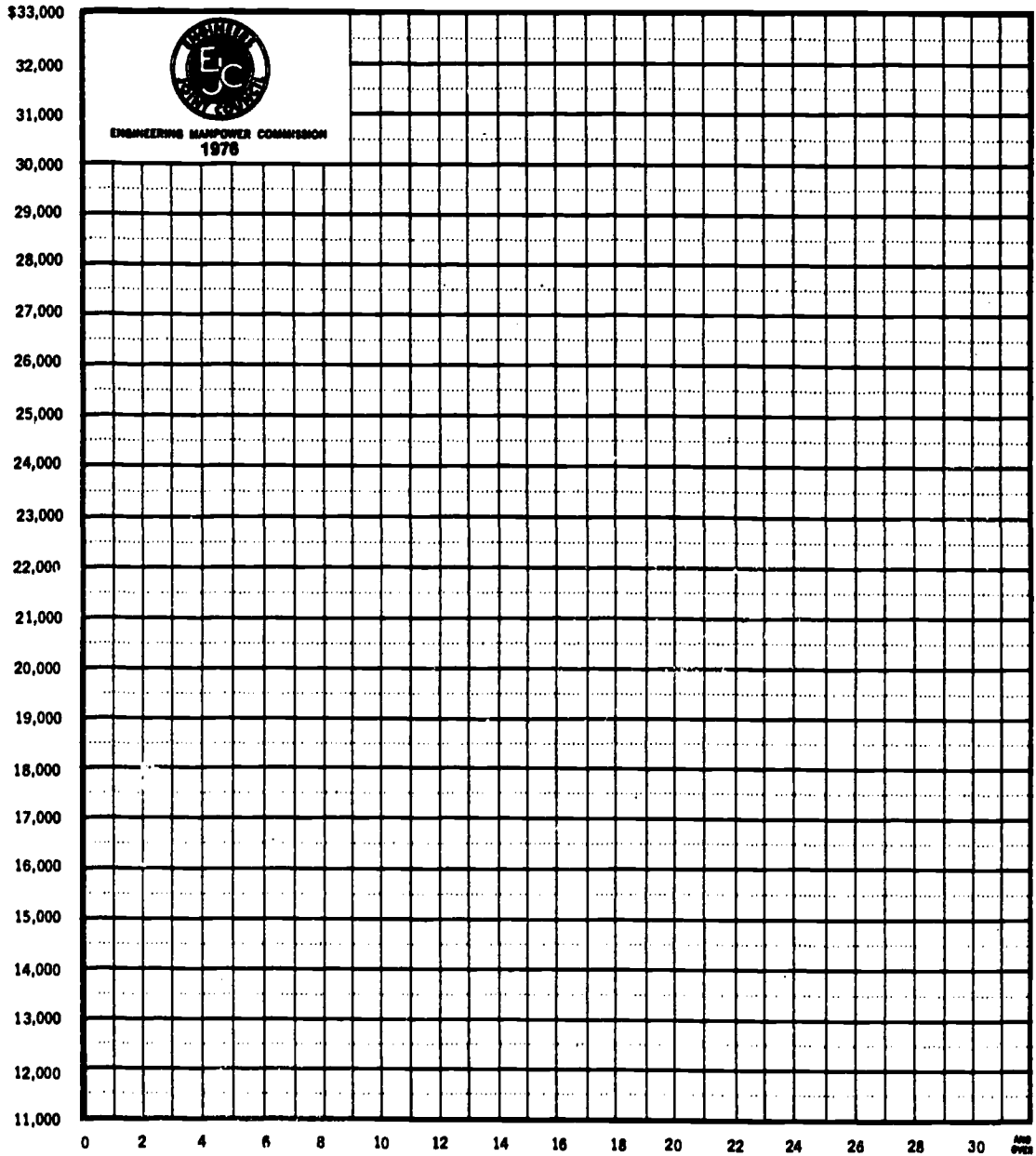
**Annual Salary by Years  
Since Baccalaureate Degree**



**LEGEND**

- Upper Decile      - - - -
- Upper Quartile    - - - -
- Median            - - - -
- Lower Quartile    - - - -
- Lower Decile      - - - -

Annual Salary by Years  
Since Baccalaureate Degree



**LEGEND**

- Upper Decile      - - - - -
- Upper Quartile    - - - - -
- Median            - - - - -
- Lower Quartile    - - - - -
- Lower Decile      - - - - -

# Membership of the **ENGINEERS JOINT COUNCIL**

## **MEMBER SOCIETIES**

ASCE	American Society of Civil Engineers
AIME	American Institute of Mining, Metallurgical, and Petroleum Engineers
ASME	American Society of Mechanical Engineers
ASAE	American Society of Agricultural Engineers
SME	Society of Manufacturing Engineers
ISA	Instrument Society of America
ASQC	American Society for Quality Control
AIIE	American Institute of Industrial Engineers
SFPE	Society of Fire Protection Engineers
AIPE	American Institute of Plant Engineers
AACE	American Association of Cost Engineers
AICHE	American Institute of Chemical Engineers
NICE	National Institute of Ceramic Engineers
ASEE	American Society for Engineering Education

## **ASSOCIATE SOCIETIES**

APCA	Air Pollution Control Association
ASNT	American Society for Nondestructive Testing
SPHE	Society of Packaging and Handling Engineers
IMMS	International Material Management Society
SWE	Society of Women Engineers
SHOT	Society for the History of Technology
WSE	Western Society of Engineers
LES	Louisiana Engineering Society
WSE-D.C.	Washington Society of Engineers
ESNE	Engineering Societies of New England
LACES	Los Angeles Council of Engineers and Scientists
IMMS/NJ	International Material Management Society (New Jersey Chapter)
CES	Cleveland Engineering Society
SAME	Society of American Military Engineers
SAWE	Society of Allied Weight Engineers
DEC	Danville Engineers Club
ACEC	American Consulting Engineers Council
NACE	National Association of Corrosion Engineers
ASGE	American Society of Gas Engineers
SES	Standards Engineers Society
SESA	Society for Experimental Stress Analysis