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Seventh Triennial Toxicology Salary Survey

The Seventh Triennial Toxicology Salary Survey results are providing employment and salary information based on responses from 3,424 toxicologists. This survey was conducted by Shayne Gad, Gad Consulting, and the Society of Toxicology Career Resource and Development Committee. In addition to SOT, the organizations that participated in this salary survey include the Academy of Toxicological Sciences, American Board of Toxicology, American College of Toxicology, Environmental Mutagen Society, Safety Pharmacology Society, Society of Environmental Toxicology and Chemistry, and the Teratology Society.

TABLE 1a
 Summary Statistics

Gender				
Gender	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Female	1150	35.22	1150	35.22
Male	2115	64.78	3265	100.00

Frequency Missing = 195

Highest Degree				
Highest Degree	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Associates	3	0.09	3	0.09
Bachelors	244	7.48	247	7.57
Doctoral	2501	76.62	2748	84.19
Masters	511	15.66	3259	99.85
No degree	5	0.15	3264	100.00

Frequency Missing = 196

Years Experience Post-Terminal Degree				
Years Since Highest Degree	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0-1	105	3.24	105	3.24
1-3	222	6.86	327	10.10
3-5	941	29.06	1268	39.16
5-9	833	25.73	2101	64.89
10-19	229	7.07	2330	71.96
20-29	459	14.18	2789	86.13
30 plus	449	13.87	3238	100.00

Frequency Missing = 222

TABLE 1b

Summary Statistics

Industry Type				
Industry Employment	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Chemical (or chemical division of a major corporation)	157	13.69	157	13.69
Consumer Product (or consumer product division of a major corporation)	124	10.81	281	24.50
Food/Food Ingredients	21	1.83	302	26.33
Medical Devices	11	0.96	313	27.29
Other industry (please specify)	77	6.71	390	34.00
Petroleum	46	4.01	436	38.01
Pharmaceutical (or pharmaceutical division of a major corporation)	711	61.99	1147	100.00

Frequency Missing = 2313

Employment Category				
Employment Category	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Academic	699	21.36	699	21.36
Business Development and/or Sales of Equipment or Services	22	0.67	721	22.04
Clinical Practice	5	0.15	726	22.19
Consulting—as an employee of a consulting firm	304	9.29	1030	31.48
Consulting—independent	154	4.71	1184	36.19
Contract laboratory	228	6.97	1412	43.15
Government—Federal (including military)	429	13.11	1841	56.27
Government—State or Local	146	4.46	1987	60.73
Industry	1152	35.21	3139	95.94
Nonprofit Research Institution	78	2.38	3217	98.32
Other (please specify)	55	1.68	3272	100.00

Frequency Missing = 188

TABLE 1c
Summary Statistics

Annual Salary				
Annual Salary	Frequency	Percent	Cumulative Frequency	Cumulative Percent
\$100,000–\$109,999	266	8.34	266	8.34
\$110,000–\$119,999	265	8.30	531	16.64
\$120,000–\$149,999	556	17.42	1087	34.06
\$150,000–\$199,999	430	13.48	1517	47.54
\$20,000–\$29,999	67	2.10	1584	49.64
\$200,000–\$249,999	143	4.48	1727	54.12
\$30,000–\$39,999	88	2.76	1815	56.88

\$40,000–\$49,999	129	4.04	1944	60.92
\$50,000–\$59,999	156	4.89	2100	65.81
\$60,000–\$69,999	161	5.05	2261	70.86
\$70,000–\$79,999	225	7.05	2486	77.91
\$80,000–\$89,999	285	8.93	2771	86.84
\$90,000–\$99,999	301	9.43	3072	96.27
Under \$19,999	51	1.60	3123	97.87
over \$250,000	68	2.13	3191	100.00

Frequency Missing = 269

Receive Bonus				
Receive Bonus	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	1506	47.30	1506	47.30
Yes	1678	52.70	3184	100.00

Frequency Missing = 276

TABLE 3
2007 U.S. Doctoral Annual Salaries

Employment Category	Gender	0–1	1–3	3–5	5–9	10–19	20–29	30 plus
Academic	Female	37 ± 8 (14)	43 ± 9 (22)	58 ± 20 (16)	61 ± 17 (21)	81 ± 21 (44)	90 ± 35 (23)	134 ± 40 (15)
	Male	37 ± 10 (6)	52 ± 18 (20)	55 ± 19 (11)	73 ± 18 (40)	93 ± 34 (66)	124 ± 45 (77)	142 ± 63 (78)
Business Development and/or Sales of Equipment or Services	Female		95 ± NC(1)			135 ± NC(1)	135 ± NC (1)	
	Male						120 ± 21 (2)	378 ± NC (1)
Clinical Practice	Male						277 ±144 (2)	
Consulting—as an employee of a consulting firm	Female	68 ± 6 (3)	70 ± 7 (2)	82 ± 26 (7)	95 ± 22 (7)	118 ± 27 (18)	147 ± 27 (5)	73 ± 88 (3)
	Male	85 ± 0 (2)	65 ± 10 (3)	83 ± 18 (8)	109 ± 26 (8)	120 ± 38 (15)	161 ± 78 (23)	171 ± 97 (22)
Consulting—independent	Female				88 ± 42 (3)	196 ±158 (3)	204 ±120 (12)	79 ± 73 (4)
	Male		225 ± NC (1)			138 ± 85 (3)	226 ±124 (24)	190 ±120 (59)
Contract laboratory	Female	75 ± 14 (2)	75 ± NC (1)	90 ± 7 (2)	105 ± 22 (8)	120 ± 20 (11)	144 ± 36 (9)	139 ± 36 (5)
	Male	75 ± NC (1)	55 ± NC (1)	92 ± 6 (3)	108 ± 30 (8)	123 ± 31 (24)	134 ± 42 (15)	162 ± 50 (10)
Government—Federal (including military)	Female	58 ± 5 (4)	61 ± 17 (14)	74 ± 16 (12)	83 ± 16 (20)	100 ± 30 (24)	121 ± 21 (16)	141 ± 15 (7)

	Male	57 ± 8 (5)	59 ± 12 (11)	78 ± 23 (14)	86 ± 18 (21)	101 ± 17 (50)	127 ± 31 (55)	130 ± 20 (37)
Government—State or Local	Female	70 ± 7 (2)		63 ± 15 (4)	79 ± 11 (5)	76 ± 9 (11)	85 ± 13 (7)	98 ± 32 (3)
	Male	55 ± 14 (2)	50 ± 7 (2)		72 ± 6 (3)	85 ± 16 (13)	92 ± 7 (15)	97 ± 8 (10)
Industry	Female	80 ± 6 (4)	96 ± 35 (10)	100 ± 19 (18)	117 ± 16 (39)	139 ± 34 (95)	173 ± 36 (44)	206 ± 91 (11)
	Male	104 ± 55 (7)	97 ± 24 (16)	101 ± 25 (24)	116 ± 25 (76)	152 ± 44 (186)	180 ± 65 (159)	174 ± 46 (47)
Nonprofit Research Institution	Female	75 ± NC (1)	40 ± 7 (2)	75 ± NC (1)	120 ± 21 (2)	110 ± 21 (4)	111 ± 39 (5)	
	Male	52 ± 21 (3)	110 ± 92 (2)	125 ± 14 (2)	87 ± 33 (5)	102 ± 50 (6)	142 ± 28 (9)	176 ± 80 (11)
Other (please specify)	Female		55 ± NC (1)	105 ± 14 (2)	75 ± 57 (2)	85 ± 17 (3)	130 ± 64 (2)	155 ± 28 (2)
	Male			35 ± NC (1)	95 ± 20 (3)	135 ± 0 (2)	154 ± 49 (7)	

Table 3. 2007 U.S. Doctoral Annual Salaries. Cell format is mean ± std (n), NC is not calculable or missing data. All values are in 1000's U.S. dollars. There were 14 of 1991 U.S. doctoral respondents missing one or more variables.

TABLE 4
2007 U.S. Masters Annual Salaries

Employment Category	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Academic	Female	19 ± 0 (2)	24 ± 5 (10)	23 ± 3 (3)	32 ± 18 (2)	45 ± NC (1)		
	Male	19 ± 0 (3)	27 ± 6 (7)	28 ± 10 (5)	30 ± 14 (3)	55 ± 14 (2)	95 ± NC (1)	
Business Development and/or Sales of Equipment or Services	Female		55 ± NC (1)		85 ± NC (1)	55 ± NC (1)		
	Male						105 ± NC (1)	
Clinical Practice	Female				75 ± NC (1)	35 ± NC (1)		
Consulting—as an employee of a consulting firm	Female	50 ± 13 (4)	55 ± 8 (4)	53 ± 5 (4)	64 ± 11 (8)	93 ± 33 (11)	120 ± 50 (6)	95 ± NC (1)
	Male		45 ± 14 (4)	70 ± 7 (2)	69 ± 12 (10)	100 ± 46 (13)	105 ± 43 (12)	75 ± NC (1)
Consulting—-independent	Female					115 ± 101 (5)	162 ± 71 (3)	135 ± NC (1)
	Male					85 ± NC (1)	140 ± 120 (2)	118 ± 95 (3)
Contract laboratory	Female	60 ± 7 (2)	45 ± NC (1)	55 ± NC (1)	83 ± 38 (4)	75 ± NC (1)	93 ± 22 (4)	
	Male	45 ± NC (1)	55 ± 10 (3)	75 ± 28 (2)	65 ± NC (1)	85 ± 34 (4)	98 ± 15 (3)	95 ± 14 (2)

Government—Federal (including military)	Female	40 ± 7 (2)	55 ± 14 (2)	70 ± 10 (4)	70 ± 19 (6)	99 ± 18 (7)	83 ± 15 (5)	95 ± NC (1)
	Male	35 ± NC (1)	45 ± NC (1)	35 ± NC (1)	82 ± 21 (3)	90 ± 17 (4)	90 ± 21 (2)	115 ± 17 (3)
Government—State or Local	Female		65 ± NC (1)	55 ± NC (1)	55 ± 14 (2)	66 ± 15 (7)	55 ± 16 (4)	75 ± NC (1)
	Male		75 ± 42 (2)	35 ± NC (1)	50 ± 6 (4)	70 ± 6 (4)	72 ± 16 (7)	65 ± 0 (2)
Industry	Female	67 ± 13 (5)	78 ± 6 (3)	82 ± 15 (3)	98 ± 18 (10)	106 ± 28 (19)	130 ± 26 (17)	105 ± NC (1)
	Male	70 ± 35 (2)	100 ± 7 (2)	78 ± 12 (3)	98 ± 35 (8)	109 ± 27 (17)	147 ± 36 (23)	132 ± 37 (6)
Nonprofit Research Institution	Female		19 ± NC (1)	25 ± NC (1)	65 ± NC (1)	82 ± 32 (3)	100 ± 7 (2)	
	Male						105 ± NC (1)	
Other (please specify)	Female		45 ± NC (1)	62 ± 21 (3)		85 ± 14 (2)	65 ± NC (1)	
	Male			105 ± NC (1)		100 ± 21 (2)	125 ± 17 (3)	

Table 4. 2007 U.S. Masters Annual Salaries. Cell format is mean ± std (n), NC is not calculable or missing data. All values are in 1000's U.S. dollars. There were 6 of 394 doctoral respondents missing one or more variables.

TABLE 5
2007 U.S. Bachelors Annual Salaries

Employment Category	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Academic	Female		27 ± 4 (5)	24 ± 3 (10)	23 ± 3 (5)	33 ± 10 (4)	65 ± NC (1)	
	Male	22 ± 4 (2)	27 ± 4 (5)	28 ± 6 (3)	25 ± NC (1)		75 ± NC (1)	
Business Development and/or Sales of Equipment or Services	Male							85 ± NC (1)
Consulting—as an employee of a consulting firm	Female	35 ± NC (1)	55 ± NC (1)	35 ± NC (1)		72 ± 40 (3)	90 ± 7 (2)	
	Male		35 ± NC (1)				98 ± 32 (3)	110 ± 7 (2)
Consulting —independent	Male						302 ±108 (2)	
Contract laboratory	Female			55 ± NC (1)	50 ± 21 (2)	75 ± 26 (3)	65 ± 0 (2)	85 ± 14 (2)
	Male			50 ± 7 (2)	55 ± 14 (2)	54 ± 9 (9)	91 ± 19 (5)	158 ± 78 (4)
Government—Federal (including military)	Female	35 ± NC (1)			35 ± NC (1)	115 ± NC (1)		90 ± 7 (2)
	Male						85 ± NC (1)	108 ± 23 (3)
Government—State or Local	Female			45 ± NC (1)	75 ± NC (1)	60 ± 7 (2)	45 ± NC (1)	

	Male		35 ± NC (1)		75 ± NC (1)		75 ± NC (1)	65 ± NC (1)
Industry	Female		72 ± 29 (3)	55 ± NC (1)	69 ± 13 (7)	80 ± 14 (10)	96 ± 31 (9)	137 ± 39 (5)
	Male		45 ± NC (1)			89 ± 8 (7)	105 ± 19 (10)	111 ± 9 (5)
Nonprofit Research Institution	Female				75 ± NC (1)			85 ± NC (1)
	Male		35 ± NC (1)			45 ± NC (1)	65 ± NC (1)	
Other (please specify)	Female				55 ± NC (1)	75 ± 14 (2)	95 ± NC (1)	
	Male							135 ± NC (1)

Table 5. 2007 U.S. Bachelors Annual Salaries. Cell format is mean ± std (n), NC is not calculable or missing data. All values are in 1000's U.S. dollars. There were 10 of 182 doctoral respondents missing one or more variables.

TABLE 6
2007 U.S. Doctoral Bonus Amount

Employment Category	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Academic	Female			9 ± 1 (2)	3 ± 2 (3)	5 ± 5 (6)	11 ± NC (1)	
Academic	Male			7 ± NC (1)	8 ± 1 (2)	7 ± NC (1)	11 ± 10 (6)	22 ± 24 (7)
Business Development and/or Sales of Equipment or Services	Female		10 ± NC (1)			9 ± NC (1)	15 ± NC (1)	
Business Development and/or Sales of Equipment or Services	Male						31 ± 30 (2)	
Clinical Practice	Male						20 ± NC (1)	
Consulting—as an employee of a consulting firm	Female		4 ± 1 (2)	10 ± 12 (7)	8 ± 6 (5)	21 ± 41 (12)	50 ± 74 (4)	280 ± NC (1)
Consulting—as an employee of a consulting firm	Male		2 ± 1 (2)	11 ± 14 (6)	21 ± 9 (6)	15 ± 25 (9)	46 ± 46 (13)	56 ±141 (14)
Consulting—independent	Female				1 ± NC (1)			
Consulting—independent	Male					15 ± NC (1)	18 ± 3 (2)	19 ± 9 (2)
Contract laboratory	Female	25 ± NC (1)	8 ± NC (1)	2 ± NC (1)	11 ± 9 (3)	17 ± 17 (7)	11 ± 7 (7)	18 ± 24 (2)
Contract laboratory	Male		2 ± NC (1)	5 ± 6 (3)	22 ± 32 (4)	17 ± 13 (10)	31 ± 41 (12)	51 ± 55 (9)
Government—Federal (including military)	Female	2 ± NC (1)	1 ± NC (1)	1 ± 1 (5)	4 ± 2 (10)	6 ± 5 (6)	27 ± 52 (5)	4 ± 2 (3)
Government—Federal (including military)	Male	1 ± 0 (2)	1 ± 0 (2)	2 ± 1 (2)	3 ± 3 (11)	5 ± 6 (19)	2 ± 1 (11)	2 ± 1 (10)

Government—State or Local	Female	1 ± NC (1)			1 ± NC (1)			3 ± 3 (2)
Industry	Female	16 ± NC (1)	34 ± 28 (4)	11 ± 5 (12)	28 ± 54 (30)	35 ± 50 (65)	45 ± 37 (36)	81 ± 71 (9)
Industry	Male	3 ± 4 (4)	15 ± 21 (11)	14 ± 8 (17)	19 ± 12 (59)	34 ± 33 (132)	42 ± 33 (118)	52 ± 45 (35)
Nonprofit Research Institution	Female	3 ± NC (1)	1 ± NC (1)		15 ± 7 (2)	2 ± 2 (2)		
Nonprofit Research Institution	Male			1 ± NC (1)	6 ± 8 (3)	5 ± 7 (2)	11 ± 8 (4)	18 ± 12 (4)
Other (please specify)	Female				5 ± NC (1)	2 ± NC (1)		
Other (please specify)	Male				1 ± 0 (2)	2 ± NC (1)	38 ± NC (1)	

Table 6. 2007 U.S. Doctoral Bonus Amount. Cell format is mean ± std (n), NC is not calculable or missing data. All values are in 1000's U.S. dollars. There were 194 of 833 doctoral respondents who received a bonus missing one or more variables.

TABLE 7
2007 U.S. Doctoral Respondents Employed in Industry

Industry Type	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Chemical (or chemical division of a major corporation)	Female	75 ± NC (1)	75 ± NC (1)	122 ± 23 (3)	100 ± 6 (4)	117 ± 24 (13)	135 ± 0 (3)	135 ± 0 (3)
	Male		85 ± 10 (3)		98 ± 10 (6)	128 ± 31 (18)	137 ± 24 (30)	169 ± 15 (7)
Consumer Product (or consumer product division of a major corporation)	Female			85 ± NC (1)	127 ± 11 (5)	133 ± 27 (13)	153 ± 21 (9)	175 ± NC (1)
	Male		85 ± 0 (2)	103 ± 10 (4)	96 ± 13 (9)	141 ± 28 (15)	177 ± 55 (20)	154 ± 35 (7)
Food/Food Ingredients	Female		65 ± NC (1)	85 ± NC (1)	115 ± NC (1)			
	Male				75 ± NC (1)	142 ± 31 (3)	238 ± 96 (4)	135 ± 0 (2)
Medical Devices	Female			85 ± NC (1)				
	Male				135 ± 57 (2)	135 ± 24 (5)		
Other industry (please specify)	Female		175 ± NC (1)	75 ± NC (1)	105 ± NC (1)	122 ± 23 (3)	165 ± 42 (5)	
	Male	75 ± NC (1)		90 ± 7 (2)	95 ± 28 (2)	123 ± 36 (10)	171 ± 41 (11)	153 ± 32 (5)
Petroleum	Female		105 ± NC (1)	95 ± NC (1)		75 ± NC (1)	165 ± 20 (4)	
	Male	90 ± 7 (2)	105 ± NC (1)	115 ± NC (1)	135 ± NC (1)	182 ± 105 (6)	147 ± 28 (9)	175 ± 61 (5)
Pharmaceutical (or pharmaceutical division of a	Female	82 ± 6 (3)	90 ± 26 (6)	101 ± 16	118 ± 17	146 ± 33 (64)	188 ± 36 (23)	242 ± 98 (7)

major corporation)				(10)	(28)			
Male	118 ± 73 (4)	102 ± 29 (10)	101 ± 29 (17)	122 ± 24 (55)	159 ± 43 (129)	198 ± 72 (85)	191 ± 52 (21)	

Table 7. 2007 U.S. Doctoral Respondents Employed in Industry. Cell format is mean ± std (n), NCis not calculable or missing data. All values are in 1000's U.S. dollars. There were 5 of 740 doctoral respondents employed in industry missing one or more variables.

TABLE 8
2007 Geographical Distribution of Respondents

Country				
Country	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Argentina	1	0.41%	1	0.41%
Australia	5	2.07%	6	2.48%
Belgium	13	5.37%	19	7.85%
Bermuda	1	0.41%	20	8.26%
Brazil	1	0.41%	21	8.68%
Canada	149	1.65%	25	10.33%
China	2	0.83%	27	11.16%
Croatia	1	0.41%	28	11.57%
Czech Republic	1	0.41%	29	11.98%
Denmark	8	3.31%	37	15.29%
Egypt	2	0.83%	39	16.12%
England	4	1.65%	43	17.77%
Europe	1	0.41%	44	18.18%
Finland	2	0.83%	46	19.01%
France	16	6.61%	62	25.62%
Germany	25	10.33%	87	35.95%
Hungary	1	0.41%	88	36.36%
India	2	0.83%	90	37.19%
Ireland	1	0.41%	91	37.60%
Israel	1	0.41%	92	38.02%
Italy	7	2.89%	99	40.91%
Japan	38	15.70%	137	56.61%
Korea	2	0.83%	139	57.44%
Mexico	6	2.48%	145	59.92%
Netherlands	12	4.96%	157	64.88%
New Zealand	2	0.83%	159	65.70%
Nigeria	3	1.24%	162	66.94%
Norway	5	2.07%	167	69.01%
Pakistan	1	0.41%	168	69.42%
Portugal	1	0.41%	169	69.83%
Scotland, UK	1	0.41%	170	70.25%

Singapore	1	0.41%	171	70.66%
South Korea	1	0.41%	172	71.07%
Sweden	13	5.37%	185	76.45%
Switzerland	21	8.68%	206	85.12%
Taiwan	1	0.41%	207	85.54%
Taiwan, ROC	1	0.41%	208	85.95%
United Arab Emirates	1	0.41%	209	86.36%
United Kingdom	33	13.64%	242	100.00%

Frequency Missing = 3218

TABLE 9
2007 Geographical Distribution of U.S. Respondents

USA State				
USA State	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Alabama	14	0.54	14	0.54
Alaska	2	0.08	16	0.62
Arizona	13	0.51	29	1.13
Arkansas	26	1.01	55	2.14
California	297	11.54	352	13.68
Colorado	35	1.36	387	15.04
Connecticut	83	3.23	470	18.27
Delaware	26	1.01	496	19.28
District of Columbia	1	0.04	497	19.32
Florida	32	1.24	529	20.56
Georgia	46	1.79	575	22.35
Idaho	1	0.04	576	22.39
Illinois	64	2.49	640	24.87
Indiana	49	1.90	689	26.78
Iowa	9	0.35	698	27.13
Kansas	20	0.78	718	27.91
Kentucky	27	1.05	745	28.95
Louisiana	22	0.86	767	29.81
Maine	12	0.47	779	30.28
Maryland	159	6.18	938	36.46
Massachusetts	78	3.03	1016	39.49
Michigan	87	3.38	1103	42.87
Minnesota	39	1.52	1142	44.38
Mississippi	23	0.89	1165	45.28
Missouri	30	1.17	1195	46.44
Montana	4	0.16	1199	46.60
Nebraska	5	0.19	1204	46.79
Nevada	14	0.54	1218	47.34

New Hampshire	4	0.16	1222	47.49
New Jersey	213	8.28	1435	55.77
New Mexico	19	0.74	1454	56.51
New York	90	3.50	1544	60.01
North Carolina	230	8.94	1774	68.95
North Dakota	8	0.31	1782	69.26
Ohio	109	4.24	1891	73.49
Oklahoma	11	0.43	1902	73.92
Oregon	26	1.01	1928	74.93
Pennsylvania	123	4.78	2051	79.71
Puerto Rico	2	0.08	2053	79.79
Rhode Island	8	0.31	2061	80.10
South Carolina	24	0.93	2085	81.03
South Dakota	1	0.04	2086	81.07
Tennessee	31	1.20	2117	82.28
Texas	105	4.08	2222	86.36
USA	1	0.04	2223	86.40
Utah	14	0.54	2237	86.94
Vermont	2	0.08	2239	87.02
Virginia	81	3.15	2320	90.17
Washington	99	3.85	2419	94.01
Washington DC	60	2.33	2479	96.35
West Virginia	16	0.62	2495	96.97
Wisconsin	70	2.72	2565	99.69
Wyoming	8	0.31	2573	100.00

Frequency Missing = 887

TABLE 10
2007 Geographical Distributions of Canada Respondents

Canada Province				
Canada Province	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Alberta	12	8.05	12	8.05
British Columbia	23	15.44	35	23.49
New Brunswick	4	2.68	39	26.17
Newfoundland and Labrador	1	0.67	40	26.85
Northwest Territories	1	0.67	41	27.52
Nova Scotia	3	2.01	44	29.53
Ontario	71	47.65	115	77.18
Prince Edward Island	1	0.67	116	77.85
Quebec	24	16.11	140	93.96
Saskatchewan	8	5.37	148	99.33
Yukon Territory	1	0.67	149	100.00

Frequency Missing = 3311

TABLE 11
2007 Geographic Comparison: Doctoral Salaries USA

USA state	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
California	Female	62 ± 23 (3)	73 ± 13 (4)	84 ± 22 (8)	109 ± 23 (20)	138 ± 59 (33)	133 ± 43 (19)	
California	Male	85 ± 0 (2)	53 ± 15 (5)	85 ± 22 (6)	114 ± 38 (16)	142 ± 40 (47)	185 ± 91 (43)	167 ± 83 (23)
Connecticut	Female	85 ± 0 (2)	45 ± NC (1)		108 ± 31 (3)	121 ± 35 (5)	200 ± 29 (4)	135 ± NC (1)
Connecticut	Male	55 ± 35 (3)	95 ± NC (1)		123 ± 15 (4)	164 ± 29 (19)	181 ± 86 (17)	240 ± 130 (5)
Maryland	Female	85 ± NC (1)	51 ± 19 (8)	83 ± 33 (5)	83 ± 12 (8)	111 ± 30 (18)	153 ± 83 (11)	120 ± 59 (5)
Maryland	Male	55 ± NC (1)	55 ± 17 (3)	77 ± 28 (6)	82 ± 21 (9)	110 ± 28 (17)	151 ± 69 (18)	159 ± 74 (24)
New Jersey	Female	45 ± NC (1)	125 ± 44 (3)	105 ± 30 (3)	121 ± 15 (7)	138 ± 23 (19)	136 ± 62 (11)	112 ± 78 (3)
New Jersey	Male	73 ± 26 (4)	90 ± 10 (4)	97 ± 30 (10)	118 ± 32 (16)	167 ± 71 (39)	180 ± 80 (26)	181 ± 74 (25)
North Carolina	Female	45 ± 10 (3)	48 ± 15 (8)	71 ± 5 (5)	88 ± 20 (10)	116 ± 44 (15)	139 ± 39 (11)	119 ± 45 (10)
North Carolina	Male	60 ± 21 (2)	62 ± 42 (10)	80 ± 24 (4)	104 ± 29 (17)	125 ± 36 (27)	142 ± 35 (36)	158 ± 86 (28)
Ohio	Female	35 ± NC (1)	55 ± NC (1)	75 ± NC (1)	100 ± 21 (2)	114 ± 29 (13)	141 ± 32 (8)	
Ohio	Male		65 ± NC (1)	85 ± 14 (2)	85 ± 28 (2)	112 ± 35 (15)	135 ± 60 (28)	148 ± 45 (6)
Pennsylvania	Female	60 ± 21 (2)		95 ± 10 (3)	89 ± 34 (5)	129 ± 48 (11)	193 ± 108 (10)	276 ± 88 (3)
Pennsylvania	Male	25 ± NC (1)	95 ± 0 (2)	128 ± 36 (4)	112 ± 13 (7)	149 ± 28 (13)	160 ± 32 (17)	147 ± 56 (13)
Texas	Female	35 ± NC (1)	55 ± NC (1)	87 ± 17 (6)	117 ± 16 (6)	97 ± 23 (9)	132 ± 50 (6)	175 ± NC (1)
Texas	Male	65 ± NC (1)	113 ± 77 (4)	85 ± NC (1)	88 ± 19 (10)	119 ± 40 (15)	147 ± 99 (8)	154 ± 86 (12)
Virginia	Female	65 ± NC (1)	70 ± 7 (2)	45 ± NC (1)	80 ± 21 (2)	70 ± 7 (2)		122 ± 57 (6)
Virginia	Male			98 ± 21 (3)	88 ± 10 (4)	104 ± 36 (11)	174 ± 68 (12)	183 ± 91 (14)
Washington	Female	65 ± 0 (2)	65 ± 42 (2)	75 ± NC (1)	73 ± 29 (4)	125 ± 20 (4)	158 ± 72 (4)	
Washington	Male	45 ± NC (1)	50 ± 17 (4)	105 ± NC (1)	112 ± 21 (6)	146 ± 39 (13)	164 ± 49 (15)	196 ± 100 (6)

Annual Salary of the top 10 U.S. states with the greatest number of respondents

TABLE 12
2007 Society Membership of Respondents

Society	Doctoral	Masters	Bachelors	Associates	No Degree
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AACR	240	8	6	.	.
ACS	418	49	21	.	.
ACT	484	76	46	.	1
ASPE	186	5	1	.	.
EMS	169	32	12	.	1
ISSX	191	8	5	.	.
SPS	87	17	21	.	.
SRA	248	52	9	.	.
SOT	1871	237	100	1	3
SETA	546	237	89	1	.
STP	98	4	1	.	.
TERATOLOGY	176	33	18	1	1
other	1014	163	59	.	1

Table 12. Society Membership. Respondents often belong to multiple Societies.

TABLE 13
2007 Annual Salary of U.S. Doctoral SOT Members

SOT	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
member	Female	58 ± 20 (21)	63 ± 30 (40)	81 ± 25 (48)	98 ± 27 (82)	118 ± 42 (167)	148 ± 63 (104)	140 ± 71 (43)
member	Male	69 ± 42 (21)	70 ± 34 (39)	86 ± 27 (49)	103 ± 29 (135)	133 ± 48 (275)	165 ± 71 (298)	168 ± 84 (221)
not a member	Female	48 ± 16 (9)	53 ± 15 (13)	74 ± 26 (14)	79 ± 27 (25)	112 ± 41 (47)	114 ± 38 (20)	156 ± 54 (7)
not a member	Male	57 ± 8 (5)	77 ± 42 (17)	80 ± 32 (14)	79 ± 23 (29)	111 ± 39 (90)	131 ± 57 (90)	125 ± 52 (54)

Table 13. 2007 Annual Salary of U.S. Doctoral SOT Members.

TABLE 14
2007 Annual Salary of U.S. Doctoral SETAC Members

SETAC	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
member	Female	52 ± 17 (13)	56 ± 15 (12)	72 ± 23 (23)	78 ± 27 (26)	97 ± 30 (42)	106 ± 33 (16)	146 ± 37 (8)
member	Male	55 ± 12 (7)	65 ± 19 (23)	81 ± 28 (17)	86 ± 28 (40)	106 ± 45 (83)	133 ± 57 (84)	140 ± 82 (47)
not a member	Female	57 ± 20 (17)	62 ± 30 (41)	83 ± 25 (39)	99 ± 27 (81)	121 ± 43 (172)	147 ± 62 (108)	141 ± 73 (42)
not a member	Male	71 ± 44 (19)	77 ± 44 (33)	86 ± 29 (46)	103 ± 29 (124)	134 ± 45 (282)	163 ± 71 (304)	164 ± 79 (228)

Table 14. 2007 Annual Salary of U.S. Doctoral SETAC Members.

TABLE 15
2007 Annual Salary of U.S. Doctoral ACT Members

ACT	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
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member	Female	40 ± 7 (2)	83 ± 57 (5)	115 ± 15 (7)	116 ± 19 (14)	148 ± 51 (53)	178 ± 86 (28)	175 ± 67 (12)
member	Male	60 ± 35 (2)	108 ± 36 (6)	88 ± 34 (8)	120 ± 29 (31)	143 ± 35 (76)	184 ± 67 (90)	185 ± 91 (85)
not a member	Female	56 ± 19 (28)	58 ± 22 (48)	75 ± 22 (55)	90 ± 28 (93)	106 ± 32 (161)	132 ± 47 (96)	131 ± 66 (38)
not a member	Male	68 ± 39 (24)	67 ± 34 (50)	84 ± 28 (55)	94 ± 27 (133)	124 ± 48 (289)	149 ± 68 (298)	149 ± 72 (190)

Table 15. 2007 Annual Salary of U.S. Doctoral ACT Members.

TABLE 16
2007 Annual Salary of U.S. Doctoral Respondents: Board Certification

certification	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Certified	Female	60 ± 21 (2)	155 ± 28 (2)	101 ± 24 (8)	113 ± 20 (41)	131 ± 46 (95)	156 ± 58 (64)	153 ± 82 (24)
Certified	Male	225 ± NC (1)	142 ± 58 (3)	105 ± 27 (11)	110 ± 22 (59)	141 ± 44 (160)	178 ± 80 (213)	170 ± 86 (142)
Not Certified	Female	54 ± 19 (28)	57 ± 20 (51)	76 ± 23 (54)	82 ± 26 (66)	105 ± 34 (119)	128 ± 61 (60)	132 ± 54 (26)
Not Certified	Male	61 ± 21 (25)	68 ± 31 (53)	80 ± 27 (52)	93 ± 31 (105)	117 ± 45 (205)	131 ± 41 (175)	150 ± 73 (133)

ABVT	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Certified	Female					82 ± 40 (3)	105 ± NC (1)	
Certified	Male					95 ± NC (1)	163 ± 27 (5)	125 ± 72 (4)
Not Certified	Female	55 ± 19 (30)	60 ± 27 (53)	79 ± 25 (62)	94 ± 28 (107)	117 ± 41 (211)	142 ± 61 (123)	142 ± 69 (50)
Not Certified	Male	67 ± 38 (26)	72 ± 36 (56)	85 ± 28 (63)	99 ± 29 (164)	128 ± 46 (364)	157 ± 70 (383)	160 ± 80 (271)

ACLAM	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Certified	Male					175 ± NC (1)	277 ± 144 (2)	
Not Certified	Female	55 ± 19 (30)	60 ± 27 (53)	79 ± 25 (62)	94 ± 28 (107)	116 ± 42 (214)	142 ± 61 (124)	142 ± 69 (50)
Not Certified	Male	67 ± 38 (26)	72 ± 36 (56)	85 ± 28 (63)	99 ± 29 (164)	128 ± 46 (364)	156 ± 69 (386)	160 ± 80 (275)

ACVP	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Certified	Female					175 ± 0 (2)	302 ± 108 (2)	175 ± NC (1)
Certified	Male				135 ± 57 (2)	217 ± 78 (12)	254 ± 87 (7)	193 ± 102 (7)
Not Certified	Female	55 ± 19 (30)	60 ± 27 (53)	79 ± 25 (62)	94 ± 28 (107)	116 ± 41 (212)	139 ± 57 (122)	141 ± 69 (49)
Not Certified	Male	67 ± 38 (26)	72 ± 36 (56)	85 ± 28 (63)	98 ± 29 (162)	125 ± 42 (353)	155 ± 68 (381)	159 ± 80 (268)

ATS	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Certified	Female						257 ± 172 (2)	145 ± 20 (4)
Certified	Male					135 ± 0 (2)	185 ± 87 (15)	199 ± 109 (35)
Not Certified	Female	55 ± 19 (30)	60 ± 27 (53)	79 ± 25 (62)	94 ± 28 (107)	116 ± 42 (214)	140 ± 57 (122)	142 ± 71 (46)
Not Certified	Male	67 ± 38 (26)	72 ± 36 (56)	85 ± 28 (63)	99 ± 29 (164)	128 ± 47 (363)	156 ± 69 (373)	154 ± 74 (240)

CIH	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Certified	Female						175 ± NC (1)	
Certified	Male					113 ± 52 (4)	162 ± 62 (7)	200 ± 102 (5)
Not Certified	Female	55 ± 19 (30)	60 ± 27 (53)	79 ± 25 (62)	94 ± 28 (107)	116 ± 42 (214)	142 ± 61 (123)	142 ± 69 (50)
Not Certified	Male	67 ± 38 (26)	72 ± 36 (56)	85 ± 28 (63)	99 ± 29 (164)	128 ± 46 (361)	157 ± 70 (381)	159 ± 80 (270)

DABT	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Certified	Female	75 ± NC (1)	175 ± NC (1)	101 ± 24 (8)	113 ± 20 (41)	133 ± 45 (90)	148 ± 41 (59)	153 ± 82 (24)
Certified	Male	225 ± NC (1)	142 ± 58 (3)	105 ± 27 (11)	110 ± 22 (59)	137 ± 39 (142)	177 ± 80 (193)	171 ± 87 (117)
Not Certified	Female	54 ± 19 (29)	58 ± 22 (52)	76 ± 23 (54)	82 ± 26 (66)	104 ± 34 (124)	137 ± 74 (65)	132 ± 54 (26)
Not Certified	Male	61 ± 21 (25)	68 ± 31 (53)	80 ± 27 (52)	93 ± 31 (105)	122 ± 50 (223)	137 ± 50 (195)	152 ± 74 (158)

DABVT	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Certified	Female					85 ± 44 (3)	105 ± NC (1)	
Certified	Male					98 ± 6 (3)	163 ± 27 (5)	154 ± 128 (5)
Not Certified	Female	55 ± 19 (30)	60 ± 27 (53)	79 ± 25 (62)	94 ± 28 (107)	117 ± 41 (211)	142 ± 61 (123)	142 ± 69 (50)
Not Certified	Male	67 ± 38 (26)	72 ± 36 (56)	85 ± 28 (63)	99 ± 29 (164)	128 ± 47 (362)	157 ± 70 (383)	160 ± 79 (270)

DACVP	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Certified	Female		135 ± NC (1)			175 ± NC (1)	302 ± 108 (2)	175 ± NC (1)
Certified	Male			175 ± NC (1)		205 ± 80 (7)	175 ± NC (1)	135 ± 69 (3)
Not Certified	Female	55 ± 19 (30)	59 ± 26 (52)	79 ± 25 (62)	94 ± 28 (107)	116 ± 41 (213)	139 ± 57 (122)	141 ± 69 (49)
Not Certified	Male	67 ± 38 (26)	72 ± 36 (56)	83 ± 26 (62)	99 ± 29 (164)	126 ± 44 (358)	157 ± 70 (387)	160 ± 80 (272)

ERT	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
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Certified	Female					175 ± NC (1)		175 ± NC (1)
Certified	Male				95 ± NC (1)		175 ± NC (1)	244 ± 156 (4)
Not Certified	Female	55 ± 19 (30)	60 ± 27 (53)	79 ± 25 (62)	94 ± 28 (107)	116 ± 41 (213)	142 ± 61 (124)	141 ± 69 (49)
Not Certified	Male	67 ± 38 (26)	72 ± 36 (56)	85 ± 28 (63)	99 ± 29 (163)	128 ± 46 (365)	157 ± 70 (387)	159 ± 78 (271)

FAACT	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Certified	Male						175 ± NC (1)	225 ± NC (1)
Not Certified	Female	55 ± 19 (30)	60 ± 27 (53)	79 ± 25 (62)	94 ± 28 (107)	116 ± 42 (214)	142 ± 61 (124)	142 ± 69 (50)
Not Certified	Male	67 ± 38 (26)	72 ± 36 (56)	85 ± 28 (63)	99 ± 29 (164)	128 ± 46 (365)	157 ± 70 (387)	160 ± 80 (274)

FRC Path	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Certified	Male							225 ± NC (1)
Not Certified	Female	55 ± 19 (30)	60 ± 27 (53)	79 ± 25 (62)	94 ± 28 (107)	116 ± 42 (214)	142 ± 61 (124)	142 ± 69 (50)
Not Certified	Male	67 ± 38 (26)	72 ± 36 (56)	85 ± 28 (63)	99 ± 29 (164)	128 ± 46 (365)	157 ± 69 (388)	160 ± 80 (274)

MRC Path	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Certified	Male				95 ± NC (1)			
Not Certified	Female	55 ± 19 (30)	60 ± 27 (53)	79 ± 25 (62)	94 ± 28 (107)	116 ± 42 (214)	142 ± 61 (124)	142 ± 69 (50)
Not Certified	Male	67 ± 38 (26)	72 ± 36 (56)	85 ± 28 (63)	99 ± 29 (163)	128 ± 46 (365)	157 ± 69 (388)	160 ± 80 (275)

Other Certification	Gender	0-1	1-3	3-5	5-9	10-19	20-29	30 plus
Certified	Female	25 ± NC (1)	115 ± 28 (2)		90 ± 7 (2)	142 ± 48 (11)	135 ± 35 (3)	135 ± NC (1)
Certified	Male		75 ± NC (1)	102 ± 42 (3)	103 ± 19 (5)	143 ± 74 (16)	177 ± 96 (18)	172 ± 97 (22)

Table 16. 2007 Annual Salary of U.S. Doctoral Respondents: Board Certification. Cell format is mean ± std (n), NC is not calculable or missing data. All values are in 1000's U.S. dollars.



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