21st ANNUAL

1977

AMS SURVEY

FIRST REPORT

The following pages contain a first report on the 1977 AMS Survey. Included in this issue are data on faculty salaries in four-year colleges and universities, a report on the 1977 survey of new doctorates, and a list of the names and thesis titles of the members of the 1976-1977 Ph.D. class.

As in 1976, the distribution of some of the questionnaires for the Annual AMS Survey was postponed several months in order to make it possible to obtain more current data on two-year colleges, fall enrollments, class size, teaching loads and faculty mobility than were obtained in previous years. These data will be included in a

second report on the 1977 AMS Survey which is planned for the February or April 1978 issue of these cNoticea

This Survey is the twenty-first in an annual series begun in 1957 by the Society's Committee on the Economic Status of Teachers. The present Survey is under the direction of the Committee on Employment and Educational Policy, whose members are Lida K. Barrett, David Blackwell, Wendell H. Fleming (chairman), Hugo Rossi, Martha K. Smith, and Robert J. Thompson. The data were compiled by the AMS staff under the direction of Lincoln K. Durst.

Faculty Salaries

As has been the practice for several years, questionnaires were sent to departments in the mathematical sciences, asking for information on salaries. Departments submitted a minimum, median, and maximum salary figure for each of four academic ranks, both for staff members with and without doctorates. Annual salaries of full-time faculty members for the academic year of 9-10 months were sought. The 1977 questionnaire requested information for both the years 1976-1977 and 1977-1978. The sample in this survey is thus the same for both years and is different from the sample used in the Twentieth Salary Survey in 1976. The information reported this year on the number of faculty members is based on usable returns from 828 departments in the mathematical sciences, 110 of which did not contain usable salary information. On pages 338-340 the salary data in parentheses give the range of the middle fifty percent of salaries reported. The figures outside the parentheses represent the minimum and maximum salary listed by any reporting institution. In some categories, relatively few departments reported and, inasmuch as there were no significant figures available, salaries are not listed.

For these reports, the departments are divided into groups according to the highest degree offered in the mathematical sciences. The doctorate granting departments are in six groups as follows:

Group I and Group II include the leading departments of mathematics in the U.S.A. according to the findings of the American Council of Education in 1969* in which departments were ranked according to the quality of their graduate faculty. Group I is composed of the 27 departments ranked highest; Group II is made up of the other 38 leading departments listed in that report.

Group III contains all other U.S.A. departments of mathematics.

Group IV includes U.S.A. departments of statistics, biostatistics and biometrics.

Group V includes all other U.S.A. departments in the mathematical sciences.

Group VI consists of all departments in the mathematical sciences from Canadian universities.

Although Canadian doctorate granting departments are grouped separately, those granting bachelor and master degrees are included with U.S.A. departments.

^{*}The findings were published in "A Rating of Graduate Programs" by Kenneth D. Roose and Charles J. Andersen, American Council of Education, Washington, D.C., 1969, 115 pp. The information on mathematics was reprinted by the Society and can be found on pages 338-340 of the February 1971 issue of these Notices.

NUMBER OF FACULTY REPORTED

Table 1 below provides a summary of the number of faculty members reported on the faculty salary survey questionnaires. Readers should be aware of certain limitations on these figures as indicators of the size and composition of the North American mathematical sciences faculty: (1) The samples of responding departments in each category, being self-selected, cannot be assumed to be random samples. (2) Departments in each category differ greatly in size, so that extrapolation

based on the sample size is not simple. Two years ago figures were provided to indicate how great some of these deviations actually are (these <code>CNoticeal</code>), October 1975, page 303, column 2, last paragraph). (3) In previous years, the questionnaire carried instructions to omit faculty members on leave. This year the instructions were changed: faculty members on leave were to be included at their regular full-time salary, and departments were asked to provide the total number of those on leave in each year.

TABLE 1: TOTAL FACULTY REPORTED FOR FOUR-YEAR COLLEGES AND UNIVERSITIES

1976-1977 1977-1978

		2010	2011					
	FACU	JLTY	WO	MEN	FACU	JLTY	WO	MEN
	Total	With Tenure	Total	With Tenure	Total	With Tenure	Total	With Tenure
WITHOUT DOCTORATE Instructor Assistant Professor Associate Professor Professor	485 718 532 131 1,866	77 573 516 125 1,291	187 169 68 9 433	$ \begin{array}{r} 30 \\ 136 \\ 64 \\ \hline 239 \end{array} $	480 687 524 136 1,827	68 546 511 131 1,256	188 156 69 9 422	29 120 64 9 222
On leave	(33)	(23)	(7)	(2)	(28)	(22)	(7)	(1)
WITH DOCTORATE Instructor Assistant Professor Associate Professor Professor	197 2,363 2,955 3,129 8,644	9 435 2,666 <u>3,072</u> 6,182	25 234 161 <u>125</u> 545	$ \begin{array}{r} 1 \\ 53 \\ 145 \\ \underline{122} \\ 321 \end{array} $	189 2,266 3,045 3,290 8,790	8 387 2,763 3,241 6,399	$ \begin{array}{r} 26 \\ 248 \\ 171 \\ \underline{137} \\ \overline{582} \end{array} $	$ \begin{array}{r} 1 \\ 44 \\ 152 \\ \underline{134} \\ 331 \end{array} $
On leave	(376)	(293)	(18)	(10)	(353)	(268)	(14)	(6)

Note. Table 1 (Total Faculty Reported) shows a modest increase in the total number of full-time faculty members among responding departments between 1976–1977 and 1977–1978. On the other hand, the data indicate that the long-term up-

ward trend in tenure percentages may be nearing an end. Using the faculty counts shown on the left-half of the following pages, Table 2 summarizes percentages of doctorate faculty members who are tenured.

TABLE 2: PERCENT OF DOCTORATE FACULTY WITH TENURE

	Fall 1976	<u>Fall 1977</u>
Groups I, II, III	75.3%	75.6%
Groups IV, V	67.3%	67.8%
Group VI	77.1%	80.1%
Masters and Bachelors	67.8%	70.1%

A striking feature of Table 2 is that, for U.S. doctorate granting departments (Groups I-V), the percentage tenured scarcely changed between 1976–1977 and 1977–1978. This is contrary to an upward trend of some 2% to 3% per year in tenure percentages observed for several years (see these c% lice), November 1974, p.

335; February 1977, p. 102). Thus it had been the case that the number of individuals granted tenure exceeded the number of positions made available by those who died or retired. Table 2 indicates that this is probably no longer possible, at least among doctorate granting departments. WHF

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			SIZI	SIZE OF FA	FACULTY	>					SALARIES	RIES		
		1976-1977	1977		,_	-7791	-1978				(in hundreds of dollars)	of dollars)		
	FACULTY	ILTY	æ		FACULTY	JLTY	WOMEN	EN	16	1976-1977		16	1977-1978	
	With Total Tenure		With Total Tenure	With	Total	With	Total T	Tenure	Minimum	Median	Maximum	Minimum	Median	Maximum
DOCTORATE GRANTING DEPARTMENTS. Group	NG DEP	RTMEN	ITS. Gre	l doc	(19 ou	(19 out of 27	reporting)	(Su						
WITHOUT DOCTORATE Instructor Asst, Prof.	TE 3	0 0 0	2 0 2	0 0 0	80 G	0 0 0	2 0 2	0 0 0						
WITH DOCTORATE Instructor Asst, Prof, Asso, Prof, Professor	47 156 187 467 857	0 6 177 467 650	16 9 9	0 9 9 21	44 151 179 488 862	$\begin{array}{c} 0 \\ 6 \\ 487 \\ \hline 661 \end{array}$	3 10 34	0 3 8 21	125 (130-140) 150 (158-180) 182 (200-225)	(140-156) (179-201) (264-309)	(153-170)200 (198-240)274 (383-418)450	130(135-150) 150(166-192) 188(208-244)	(149–165) (190–210) (269–313)	(162-175)197 (210-249)300 (395-441)480
On leave (79) (58) (3 DOCTORATE GRANTING DEPARTMENTS.	(79)	(58) ARTME	~	(Z) Group II	(77) (57) (32 out of	(57) it of 38	(2) (0 reporting)	(0) ing)						
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On leave					(1)	Œ								
WITH DOCTORATE Instructor Asst. Prof. Asso. Prof. Professor	50 254 374 451 1129	4 11 358 450 823	12 16 16 16 16	0 4 4 15 28 28	64 267 369 462 1162	$ \begin{array}{c} 2\\12\\355\\461\\830\\(51) \end{array} $	16 18 50 50	0 4 4 8 31 31 (2)	105(113-135) 114(127-141) 130(160-178) 155(203-230)	(120-125) (137-158) (185-202) (250-288)	(120-130)163 (148-179)197 (205-234)272 (335-388)473	110(115-130) 98(135-150) 143(168-188) 155(212-231)	(121–141) (144–163) (193–211) (263–293)	(124-142)148 (155-187)209 (214-249)272 (355-399)473
DOCTORATE GRANTING DEPARTMENTS.	ING DEF	ARTME		Group III	(74 or	(74 out of 91	r	ing)						
WITHOUT DOCTORATE Instructor 6 Asst. Prof. Asso. Prof. Professor 1 On leave	$\begin{array}{c} ATE \\ \hline 64 \\ 70 \\ 49 \\ \hline 193 \\ \end{array}$	$ \begin{array}{c} 15 \\ 65 \\ 48 \\ \hline 10 \\ \hline 138 \end{array} $		$\begin{array}{c} 10\\21\\5\\\hline 0\\36 \end{array}$	65 67 47 9 188 (1)	14 64 46 133 (1)	$\begin{array}{c} 27 \\ 21 \\ 5 \\ 0 \\ 63 \\ \end{array}$	$ \begin{array}{c} 10 \\ 21 \\ 4 \\ 0 \\ 0 \end{array} $ (0)	90(103-123) 112(120-152) 145(161-193) 183(218-285)	(103-128) (127-159) (177-202) (218-235)	(110-134)148 (133-165)186 (177-207)225 (218-235)329	92(100-134) 120(132-160) 166(172-203) 192(234-300)	(102-136) (139-166) (184-211) (234-300)	(109–145)171 (145–171)198 (189–219)234 (234–300)339
WITH DOCTORATE Instructor Asst. Prof. Asso. Prof. Professor On leave	23 413 664 613 1713 (56)	0 91 618 1313 (44)	3 41 32 32 <u>16</u> (4)	0 6 28 16 50 (3)	23 386 657 652 1718 (58)	0 76 621 1339 (42)	5 39 28 19 91 (9)	0 6 25 19 50 (3)	115(125-148) 125(160-175) 174(198-226)	(140-162) (177-197) (236-274)	(155-173)198 (195-221)267 (277-341)438	115(132-151) 119(164-188) 174(206-234)	(149–167) (186–207) (242–289)	(163–183)213 (206–234)279 (280–358)460

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		1977-1978	Median		(110-144) (143-167) (170-203) (208-256)		(145–168) (175–201) (219–263)		(106-125) (125-158) (143-183) (173-233)	(130-152) (151-186) (184-242)
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SALARIES	(in hundreds of dollars)		Maximum		(106-139)200 (140-168)248 (169-206)266 (200-256)319		(145-169)240 (178-213)280 (225-270)371		(100-125)263 (120-156)225 (140-178)287 (163-226)344	(128-153)225 (147-182)270 (180-240)382
		1976-1977	Median		(105-130) (135-161) (163-200) (196-239)		(138–160) (169–193) (208–254)		(100-120) (120-150) (140-173) (162-226)	(125-145) (145-177) (179-230)
		197	Minimum		72(99-128) 102(130-158) 125(156-185) 163(196-239)		90(130-149) 110(156-177) 113(193-235)		60(96-120) 60(115-146) 91(136-171) 126(126-226)	90(120-140) 100(143-173) 113(173-220)
		Z	With Tenure	orting)	13 63 26 106	(T)	$ \begin{array}{c} 0\\22\\50\\43\\\hline115\\(1) \end{array} $	(416 out of 1047 reporting)	$ \begin{array}{c} 4 \\ 27 \\ 31 \\ \hline 67 \\ (3) \end{array} $	0 8 37 36 81 (0)
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	1976-1977			DEPAR	31 278 197 51 557	(12)	$ \begin{array}{c} 0\\175\\686\\568\\\hline1429\\(66) \end{array} $	4G DEP	26 208 236 50 520 (8)	4 97 392 349 842 (20)
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		•	•	MASTER DEGREE GRANTING DEPARTMENTS	WITHOUT DOCTORATE Instructor 18 Asst. Prof. 31 Asso. Prof. 19 Professor 5	On leave	WITH DOCTORATE Instructor Asst. Prof. Asso. Prof. Professor On leave	BACHELOR DEGREE GRANTING DEPARTMENTS	WITHOUT DOCTORATE Instructor Asst. Prof. Asso. Prof. Professor On leave (1	WITH DOCTORATE Instructor Asst. Prof. Asso., Prof. Professor On leave

Salary Survey for New Recipients of the Doctorate

The latest figures in this Survey were compiled from questionnaires sent to individuals who received a doctorate in the mathematical sciences during the 1976–1977 academic year from universities in the United States and Canada. This year no attempt was made to obtain information from individuals who were reported to have left the U.S.A. or Canada.

A total of 875 questionnaires was distributed to recipients of degrees using addresses provided by the departments which granted the degrees. Of these, 33 were returned by the postal service as undeliverable and could not be forwarded. Of the 490 which were returned between late June and early September, 440 (386 men and 54 women) were used in the tables below. Of the unused returns, 19 did not have sufficient information for use in this compilation, 16 persons (14 men and 2 women) reported that they were not yet employed, 3 persons (2 men and 1 woman) were not seeking employment and 12 persons (6 men and 6 women) had accepted part-time employment.

Of the doctorates included in this report, 75% accepted academic positions, 16% positions in business or industry and 9% in government, including federal, state and provincial governments. Of those reporting academic positions, 180 held

positions in doctorate granting departments, 51 in departments granting masters as the highest degree, 49 in bachelor granting departments, 14 in two-year colleges, 12 in departments granting no degrees and 2 in high school.

Of all those reporting, including those whose questionnaires were not usable in the salary compilations, 92% accepted positions in the United States, 5% in Canada, and 3% were seeking employment at the time of reporting.

KEY TO TABLE

Salaries are listed in hundreds of dollars. Years listed refer to the academic year ending in the listed year. M and F are Male and Female respectively. One year experience means that the persons had experience limited to one year or less in the same position or a position similar to the one reported; some persons receiving a doctorate had been employed in their present position for several years. (X + Y) means there are X men and Y women in the 1977 sample. Quartile figures are given only in cases where the number of responses is large enough to make them meaningful.

NINE-MONTH SALARIES

TWELVE-MONTH SALARIES

Year	Min.	Q_1	Median	\underline{Q}_3	Max.	Year	Min.	Median	Max.	Year	Min.	Median	Max.
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1974	85	115	121	135	200	1974	90	138	185	1974	120	197	287
1975	90	120	128	135	173	1975	87	145	204	1975	78	182	247
1976	85	124	133	145	245	1976	100	155	270	1976	115	194	270
1977	72	130	140	150	328	1977	111	170	260	1977	105	187	330
1974M	85	115	124	137	200	1974M	90	146	185	1974M	120	199	287
1974F	90	108	115	120	145	1974F	106	126	145	1974F	ec.	177	_
1975M	90	120	130	137	173	1975M	87	145	204	1975M	150	185	247
1975F	95	120	126	135	160	1975F	145	_	185	1975F	78	100	145
1976M	93	125	134	145	245	1976M	100	150	270	1976M	118	194	270
1976F	85	120	125	145	168	1976F	100	174	240	1976F	115	194	200
1977M	72	130	140	150	328	1977M	111	170	260	1977M	105	192	330
1977F	72	120	135	148	170	1977F	125	_	182	1977F	115	182	204
			198 + 24)			One year	r expe	erience (28	3 + 4)	One yea	r expe	rience (21	
1977M	72	130	138	150	180	1977M	$11\overline{1}$	155	220	1977M	105	171	216
1977F	72	120	135	140	170	1977F	125	-	182	1977F	115	172	204
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1974	50		80		130	1974	72	95	265	1975	114	187	240
1975	100		-		110	1975	90	119	180	1976	120	205	400
1976	70		80		180	1976	90	130	210	1977	100	210	380
1977	80		86		160	1977	100	156	250	1974M	140	190	251
1974M	50		81		130	1974M	72	95	265	1974M 1974F	150	156	190
1974F	**		70		_	1974F	90	-	180	1974F 1975M	114	189	240
1975M	100		-		110	1975M	90	119	180	1975M 1975F	120	175	224
1975F	-				_	1975F	-		010	1976M	120	206	400
1976M	70		80		180	1976M	90	121	210	1976W	185	200	200
1976F	_		-			1976F	-	195		1976F 1977M	100	216	380
1977M	80		-		160	1977M	100	139	210	1977M 1977F	130	195	220
1977F	_		86		-	1977F	190	222	250			erience (48	
One yea		ience ((2 + 1)					erience (1			ar expe	210	330
1977M	80		-		160	1977M	100	135	250	1977M	130	195	220
1977F			86		_	1977F	190	_	222	1977F	190	190	220

Report on the 1977 Survey of New Doctorates

by Wendell H. Fleming

This report concerns employment patterns for 1976-1977 mathematical science doctorates, trends in the number of doctoral degrees granted, and sex, minority group status, and citizenship of new doctorates. The employment pattern for new doctorates is similar to that observed last year. The proportion employed in university or four-year college mathematical science departments is slightly lower. Again this year there was a drop in the number of doctorates granted, but the percentage of women doctorates continued to increase.

Employment Status of New Doctorates. Table 1 shows the employment status by type of employer

and field of degree of the 972 new doctorates listed on pages $344\overline{-361}$ of this issue of these colors. In row 1 ("University"), the recipients are counted who accepted appointments in U.S. doctorate granting mathematical science departments (Groups I-V as defined on page 336). Similarly, in row 2 ("College"), the figures represent those accepting appointments in U.S. mathematical science departments granting bachelors and masters degrees only. The information was obtained from the departments granting the degrees and from questionnaires subsequently completed by over 56% of the recipients themselves.

TAB

1077, 1078 EMPLOYMENT STATUS OF NEW DOCTORATES IN THE MATHEMATICAL SCIENCES

1977-1978 EMPLOY	MENT	STATI	US OF	NEW	DOCT	ORAI	ES IN	IHE.	VLA IIIEW	IATIO	II bell	THOLE
		PU	RE M	ATHE	MATIO	CS	/		ě			Total
Type of Employer	A Z Z	An Fu	3 2	29	4	St	ည တွ	0 4	47	EE		
University	40	54	41	6	15	41	37	1	25	2	11	273
College	32	31	25	4	5	18	11	2	17	4	9	158
Two-year college and high school	9	3	5	1			1		1	3	2	25
Other academic de- partments or re- search institutes	4	6	6	1	1	18	15	4	13		12	80
Government	5	6	1		1	24	6	3	8		4	58
Business and industry	3	11	5	1	2	17	50	5	23		8	125
Canada	14	12	2	4	5	9	8	2	7		6	69
Foreign	11	14	16	2	2	16	8	2	8	1	4	84
Not seeking employment	2	2	2	2	1	2		2	9		5	8 69
Not yet employed	12	14	14	Z	1	7	2	1	2	1	1	23
Unknown	3	4	1		1							
Total	135	157	118	21	33	162	138	22	113	11	62	972

Among those 1976–1977 new doctorates employed in the U.S., 60% took positions in university or college mathematical science departments. This is a decline from 63% reported in last year's survey of 1975–1976 new doctorates, and from 67% reported two years ago. About 25% of 1976–1977 new doctorates employed in the U.S. took positions in government, business, and industry, while the remaining 15% are in two-year colleges, high schools, other academic departments, or research institutes.

Table 1 shows as "not yet employed" about 10% of the 1976-1977 new doctorates (this excludes those whose employment status is unknown, and those now in Canada or other foreign countries). The data in Table 1 were in many instances obtained in early summer 1977, and do not reflect

subsequent hiring during the summer; an update of Table 1 is planned for a later issue of these *cNotices*. A similar update last year revealed a substantial drop between summer and winter 1976 in the number of 1975–1976 new doctorates seeking employment. See these *cNotices*, October 1976, p. 318, and February 1977, p. 99.

Trends in Number of Doctorates. Table 1 shows 464 pure mathematics doctorates out of a 972 total, about 48% pure mathematics. This is approximately the same percentage reported in last year's survey, but it is lower than two years ago. Table 2 shows the number of doctorates granted by those mathematical science departments in the U.S. and Canada which reported in both of the last two years.

TABLE 2

MATHEMATI	CAL SCIENCE DO	CTORATES
	1975-1976	1976-1977
Group I	262	223
Group II	141	147
Group III	205	204
Total I, II, III	608	574
Group IV	120	132
Group V	153	155
Group VI	_57	_50
Total	938	911

Table 2 indicates a modest decline in the number of new doctorates between 1975-1976 and 1976-1977, less dramatic than that observed between 1974-1975 and 1975-1976 (these Notices), October 1766, p. 319). The most noticeable drop in Table 2 occurred among the top-rated Group I mathematics departments. However, it should be pointed out that during recent years Group II departments had already experienced a drastic decline in the number of doctorates awarded. The 223 Group I doctorates for 1976-1977 shown in Table 2 represent 23 departments, while the 351 Group II and III doctorates represent 116 departments reporting both years. Thus the average number of doctorates produced during 1976-1977 per Group II and III department is low (only about 3 per department).

Since departments are not included in Table 2 which failed to report either 1975-1976 or 1976-1977 new doctorates, the totals do not represent all doctoral degrees granted. For Groups I-III the missing departments contributed perhaps an additional 55 to 70 doctorates. For the applications-oriented departments in Groups IV and V. there is an inherent difficulty in attempting to determine just which degrees belong in the mathematical sciences. Moreover, the Group V row in Table 2 does not include several major computer science departments and programs. Thus, the data for Group V are less reliable, either as an indicator of the number of doctorates or of trends, than are the data for the other categories of departments. A reasonable estimate of the total number of mathematical science doctorates (U.S. and Canada) would be in the 1100-1200 range for 1976-1977, down slightly from 1975-1976.

Sex, Race, and Citizenship of New Doctorates (July 1, 1976—June 30, 1977). The tables below represent an analysis according to sex, minority group and citizenship of the group of 972 recipients of doctorates in the mathematical sciences from universities in the U.S. and Canada for the academic year 1976—1977. The information summarized in the tables was obtained from department heads and in some cases from recipients themselves.

TABLE 3

SEX, RACE, AND CITIZENSHIP OF NEW DOCTORATES

July 1 1977—June 30 1977

		July	1, 197	7-June 3	30, 1977	7					
U. S. DEGREES		MI	EN				WOI	MEN			TOTAL
		CITIZE	NSHIP				CITIZI	ENSHIP	,		
RACIAL/ETHNIC GROUP	U.S.	Canada	Other	Not Known	Total Men	U.S.	Canada	Other	Not Known	Total Women	
American Indian, Eskimo Black, Afro-American Mexican American, Puerto Rican	2 9 3		3 4		2 12 7	2 1		1 1		2 1 2	4 13 9
Oriental, Pacific Islander None of those above Not Known	12 530 46	13 6	60 93 3	1 6 5	73 642 60	4 71 9	1	10 16 1	1	15 87 11	88 729 71
Total Number	602	19	163	12	796	87	1	29	1	118	914
CANADIAN DEGREES		M1	EN				WO	MEN			TOTAL
		CITIZE	NSHIP				CITIZ	ENSHIP			
RACIAL/ETHNIC GROUP	u.s.	Canada	Other	Not Known	Total Men	u.s.	Canada	Other	Not Known	Total Women	
American Indian, Eskimo Black, Afro-American Mexican American, Puerto Rican		1	2		1 2						1 2
Oriental, Pacific Islander None of those above Not Known	2 1	6 13 14	2 6 3		8 21 18		4 3	1		4 4	8 25 22
Total Number	3	34	13		50		7	1		8	58

Table 3 shows that 13% of the new U.S. 1976-1977 doctorates are women. This compares with 9% in 1973-1974, 10% in 1974-1975, and 11% in 1975-1976. About three-quarters of the new 1976-1977 doctorates are U.S. citizens. Table 3 shows thirty-three new doctorates who are both U.S. citizens and members of a minority group listed there. As in previous years this number represents only a small percentage of the total.

Analysis of the employment forms indicate that among the new 1976-1977 doctorates from

U.S. universities employed by Group I, II, and III departments, 10% are women. (The percentage remains nearly the same if Group IV and V departments are included.) Among new doctorates employed by bachelors and masters degree granting departments 16% are women, while among those employed by government, business, and industry 11% are women. Among the 69 individuals shown in Table 1 as seeking employment, 10 are women.