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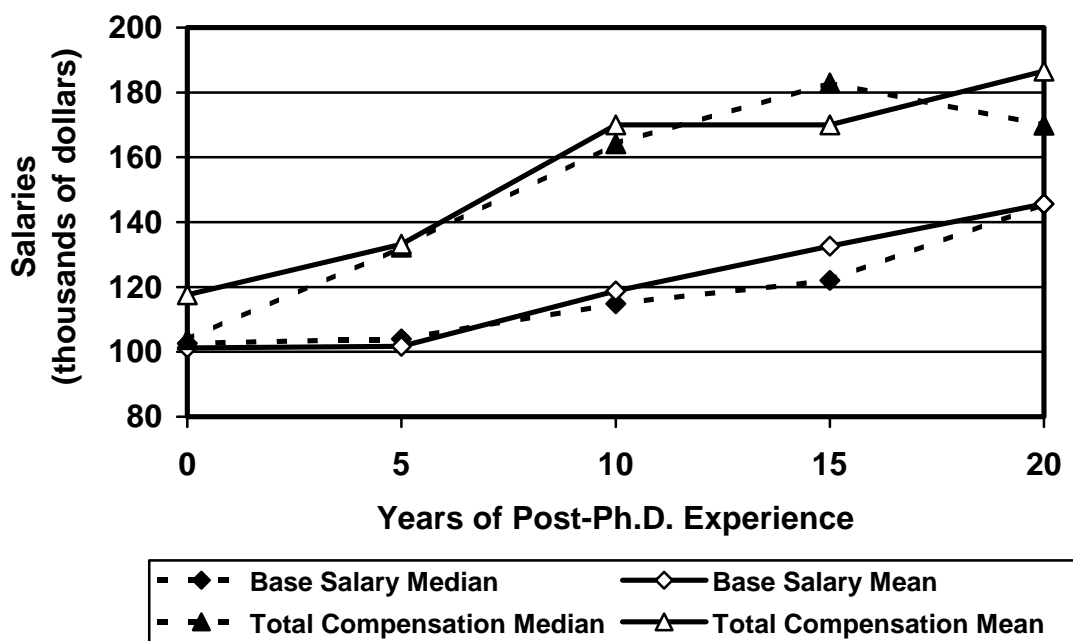
Results of the 2000 CRA Industrial Salary Survey of CS Research Labs

By David Waltz

In November 2000, CRA conducted its fourth Industrial Salary Survey of CS Research Laboratories. Organizations were asked to provide data about *base salary* (the annual salary independent of items such as bonus and options) and *total compensation*, which includes *variable cash* and *variable non-cash compensation* (items such as bonuses and the value of stock options which respondents were asked to estimate). The survey collected minimum, average, and maximum salaries for researchers in their first year after receiving their degrees and for four additional five-year periods. Companies that completed the survey received the results in January 2001.

Fourteen organizations representing 1,189 researchers responded to the 2000 survey. (In 1999, twelve organizations with 1,378 researchers participated.) Of these researchers, 72 percent held Ph.D.s, 21 percent M.S. degrees, and 6 percent B.S. degrees. A portion of the survey's results are summarized in Figure 1, which reports both the means and medians of base salaries and total compensation for researchers with doctorates.

Figure 1. Industrial Lab Salaries in 2000



Although there are differences in how salary data are tabulated and reported between this survey and CRA's Taulbee Survey of Ph.D.-granting CS/CE departments, Table 1 provides nine-month faculty salary data for the 2000/2001 academic year.

Table 1. AY00/01 Nine-month Salaries among U.S. CS Departments	
Faculty Rank	Average of all Salaries
Non-Tenure Teaching Faculty	\$51,909
Assistant Professor	\$68,628
Associate Professor	\$76,997
Full Professor	\$99,690
Source: CRA 1999-2000 Taulbee Survey	

Observations

Compensation was strikingly higher in 2000 than in 1999, especially for the most highly paid researchers and for those with the longest experience. For those with six or more years of experience, the average maximum total compensation approximately doubled! For the same period, the average base salaries of doctorate holders increased between 5 percent and 29 percent, while average total compensation increased between 17 percent and 39 percent. In 2000, average variable compensation appears to have accounted for between 14 percent and 30 percent of total compensation.

This month CRA will again conduct its survey of industry lab salaries for 2001. Companies that complete the survey will receive the full set of results in December.

This article, as well as those regarding previous Industrial Salary Surveys are available online at <http://www.cra.org/statistics/industrial/>. I would especially like to thank Jay Vegso of CRA for his excellent efforts in collecting, analyzing, and organizing this data; and CRA's Patrick McMullen for generating Figure 1.

Dr. Waltz is President of the NEC Research Institute, and was elected to the CRA Board this year. He is chair of CRA's Industry Committee.