

ACADEMIC SALARY SURVEY 2001

Preparation of the Survey

A survey of salaries and benefits for service crystallographers employed by academic institutions was conducted for the Service Crystallography Special Interest Group of the American Crystallographic Association by Phillip Fanwick of Purdue University. The survey was created by Dr. Fanwick and edited by past and present officers of the SIG. The survey and cover letter are provided as Appendix I.

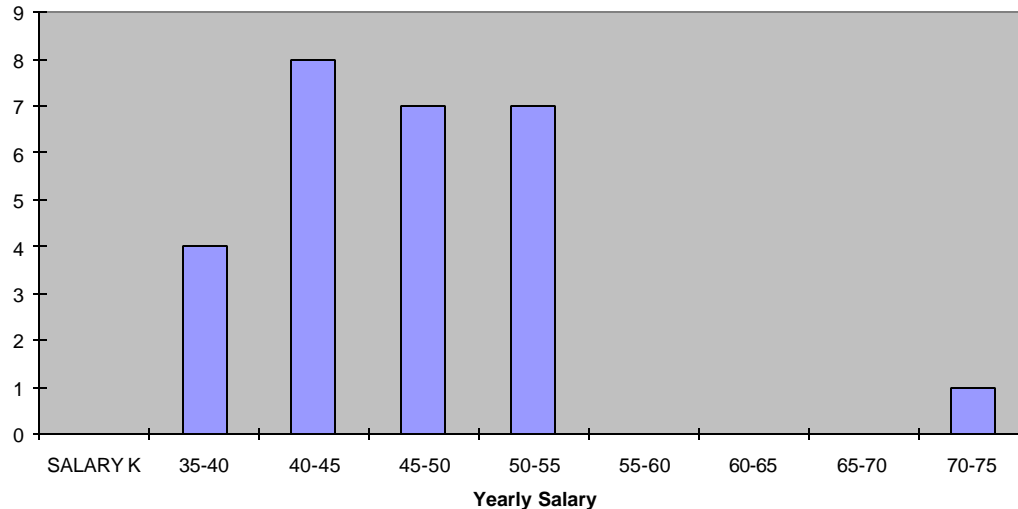
Participants

The membership of the SIG was used as the starting point in selecting who would participate in the survey. Those with addresses outside the U.S. and Canada, those with corporate addresses and student and retired members were eliminated from that list. Additional names were obtained from Carol Brock's list of service crystallographers. Finally, past and present officers of the SIG reviewed the list for additions and deletions. The final list consisted of 122 names that included both known service crystallographers and those whose status could not be determined. From the 108 U.S. mailings 31 responses were obtained while from the 14 Canadian only 3 were returned.

Salary and Duties

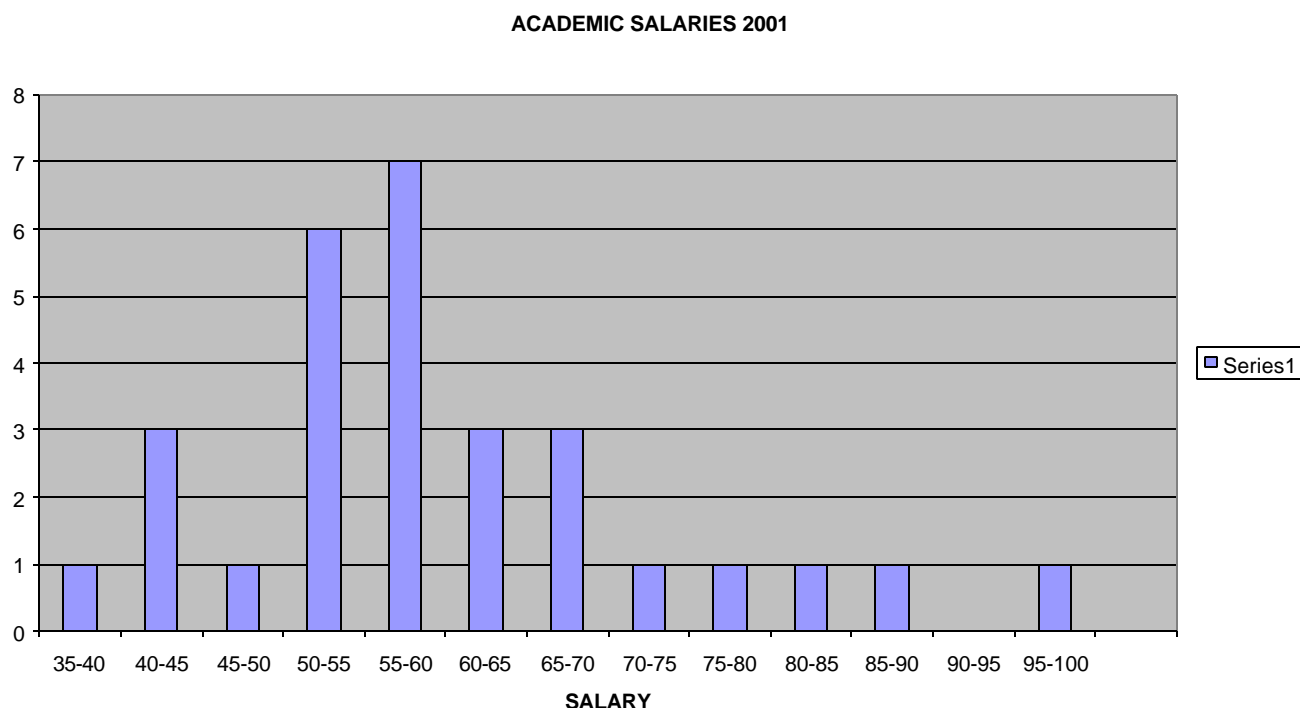
The chart below displays the result of the previous survey conducted in 1996.

Academic Salaries 1996



The mean salary was \$46,463; the median \$45,000; and the standard deviation \$6,840.

The results for 2001 are



with a mean of \$59,717; a median of \$58,000 and a standard deviation of \$13,074.

COMMENTS:

First, as reflected in the increase standard deviation the results in 2001 cover a wider range than in 1996.

The increase in the mean represents a 5% compounded yearly increase.

In 1996, the Canadian average salary was \$45,444 in Canadian dollars. Because only three surveys were received it is not possible to determine a reliable average. The average of those received was \$42,374.

What crystallographic services do you typically perform (circle all that apply)

- | | |
|-----------------------------|--------------------------------------|
| a. Crystal Growth | b. Crystal mounting |
| c. Data Collection | d. Structure Solution and Refinement |
| e. Graphics | f. Publication Preparation |
| g. Instrument Maintenance | h. Programming |
| i. Teaching Crystallography | j. Other (specify): |

RESULTS:

- a. 13% b. 100% c. 100% d. 97% e. 97% f. 90% g. 100% h. 61% i. 74%

Other duties included working with computers (webb development, system manager, etc.) 23%; Teaching courses outside of crystallography 10%; and other 6%

Travel

In the past university support for travel has paid:

- a. All Expenses
- b. Almost All Expenses
- c. A Majority of Expenses
- d. A Few Expenses
- e. Nothing
- f. Never tried to obtain university funding

RESULTS:

a. 60% b. 10% c. 17% d. 10% e. 3%

University support for travel has allowed you to

- a. Attend any scientific meeting or other event
- b. Attend 2 or more meetings a year
- c. Attend 1 meeting a year
- d. Not attend meetings
- e. Never tried to obtain university funding

RESULTS:

a. 10% b. 32% c. 42% d. 10% e. 6%

With regards to the upcoming IUCr meeting

- a. The university will provide full support for all expenses
- b. The university will provide a majority of the costs about \$_____
- c. A majority of support will come from sources other than the university
- d. You will not attend because you cannot get sufficient support
- e. You have no intention of attending regardless of support
- f. The University never funds international travel

RESULTS:

a. 13% b. 6% c. 6% d. 26% e. 39% f. 10%

Travel Support (select all that apply)

- a. Comes from a yearly budget under your control
- b. Is provided as needed from the department/school
- c. Comes from external grants
- d. Comes from internal grants
- e. Other (Please indicate):

RESULTS:

a. 39% b. 48% c. 16% d. 0% e. 6%

COMMENTS:

The total is greater than 100% because multiple answers were allowed

Facilities

Office space provided to you is

- a. An office in a room not separate from the x-ray facilities
- b. An enclosed office totally enclosed by the x-ray facility
- c. An open space in the x-ray facility
- d. No office space is provided

RESULTS:

a. 71% b. 23% c. 6% d. 0%

COMMENT:

Due to a proof reading error the first answer should not contain the not. Some indicated an answer e with the not crossed out while others selected a. Both are reported as a.

With regards to the size of the x-ray facility

- a. Sufficient space exists for now and for future growth
- b. Sufficient space exists for now but there is no room for growth
- c. The current space is marginal for the current needs
- d. The current space is inadequate for the current needs

RESULTS:

a. 35% b. 48% c. 10% d. 6%

With regards to the appearance and condition of the x-ray facility as compared to other research facilities within your department/institution

- a. It is outstanding -- a real show place
- b. It is as good as other similar labs and instrument facilities
- c. It is ok but not as good as the other labs and instrument facilities
- d. It is a disgrace

RESULTS:

a. 23% b. 48% c. 10% d. 6%

. Is the x-ray facility is shared with other research facilities?

RESULTS:

Yes 23% No 77%

Charges and Services

The average cost for a typical structure by an on-campus user is \$

RESULTS:

Mean \$234 Median \$200 Standard Deviation \$218 Low \$0 High \$1,000

Do you charge non-academic users unaffiliated with your institution more?

RESULTS:

Yes 90% No 0% Not applicable 10%

Do you provide Powder Diffraction Services?

RESULTS:

Yes 32% No 68%

APPENDIX I

August 31, 2001

Dear Crystallographer;

Six years ago the Service SIG of the American Crystallographic Association conducted a survey of service crystallographer's salaries. Since then academic crystallographers have made use of the data collected. The data in the previous survey are now out of date. The SIG has voted to conduct a new survey, which you are being asked to complete.

Because only those working for educational institutions used the results of the previous survey, the new survey is only for academic crystallographers. The intended group is those employed full time as a crystallographer at a college or university and who are not on the faculty. While the Service SIG has attempted to create a unique mailing list, some may receive this who are not in the target group. If you are not an academic crystallographer you may ignore this mailing.

If you are an academic crystallographer, please take a few minutes to complete and return the enclosed survey. While the survey appears long it should not take more than five minutes to complete. Do not take time researching exact numbers for responses. Your best estimate is more than adequate. While this survey has gone through many drafts and been reviewed by many, it is quite possible that no one answer completely describes your situation. Either pick the best answer or select more than one response if that gives a better fit. Feel free to skip questions that are not relevant to your situation.

Let me assure you that individual results will be kept confidential. I am the only one who will see the returned forms. In fact this survey is being conducted by mail to ensure the greatest confidentiality. No individual information was released from the last survey nor will it be from this one.

The current survey will only be useful if there are sufficient responses to make the results statistically meaningful. Therefore please complete and return this survey as soon as possible so we can all benefit from the results.

Thank you for your time and commitment.

For the Service SIG

Phillip E. Fanwick

**AMERICAN CRYSTALLOGRAPHIC ASSOCIATION
ACADEMIC CRYSTALLOGRAPHY SURVEY
2001**

1. Current Yearly Salary from your university/college: \$
2. What crystallographic services do you typically perform (circle all that apply)
 - a. Crystal Growth
 - b. Crystal mounting
 - c. Data Collection
 - d. Structure Solution and Refinement
 - e. Graphics
 - f. Publication Preparation
 - g. Instrument Maintenance
 - h. Programming
 - i. Teaching Crystallography
 - j. Other (specify):
3. Does your job include tasks not connected with crystallography?
 - a. No
 - b. Yes (please describe and indicate about what percent of your time is spent on these tasks):

TRAVEL SUPPORT

1. In the past university support for travel has paid:
 - a. All Expenses
 - b. Almost All Expenses
 - c. A Majority of Expenses
 - d. A Few Expenses
 - e. Nothing
 - f. Never tried to obtain university funding
2. University support for travel has allowed you to
 - a. Attend any scientific meeting or other event
 - b. Attend 2 or more meetings a year
 - c. Attend 1 meeting a year
 - d. Not attend meetings
 - e. Never tried to obtain university funding
3. With regards to the upcoming IUCr meeting
 - a. The university will provide full support for all expenses
 - b. The university will provide a majority of the costs about \$_____
 - c. A majority of support will come from sources other than the university
 - d. You will not attend because you cannot get sufficient support
 - e. You have no intention of attending regardless of support
 - g. The University never funds international travel
4. Travel Support (select all that apply)
 - a. Comes from a yearly budget under your control
 - b. Is provided as needed from the department/school
 - c. Comes from external grants
 - d. Comes from internal grants
 - f. Other (Please indicate):

FACILITIES

1. . Office space provided to you is
 - a. An office in a room not separate from the x-ray facilities
 - b. An enclosed office totally enclosed by the x-ray facility
 - c. An open space in the x-ray facility
 - d. No office space is provided

2. With regards to the size of the x-ray facility
 - a. Sufficient space exists for now and for future growth
 - b. Sufficient space exists for now but there is no room for growth
 - c. The current space is marginal for the current needs
 - d. The current space is inadequate for the current needs

3. With regards to the appearance and condition of the x-ray facility as compared to other research facilities within your department/institution
 - a. It is outstanding -- a real show place
 - b. It is as good as other similar labs and instrument facilities
 - c. It is ok but not as good as the other labs and instrument facilities
 - d. It is a disgrace

4. Is the x-ray facility is shared with other research facilities
 - a. Yes
 - b. No

CHARGES

(If your facility does not charge for services skip this section)

1. The average cost for a typical structure by an on-campus user is \$

2. Do you charge non-academic users unaffiliated with your institution more?
 - A. Yes
 - B. No
 - C. Not Applicable

3. Do you provide Powder Diffraction Services?
 - A. Yes
 - B. No

4. Do you provide services other than on-campus x-ray diffraction?
 - A. No
 - B. Yes-- please describe:

6. Briefly describe the basis for fees charged:

OTHER COMMENTS: