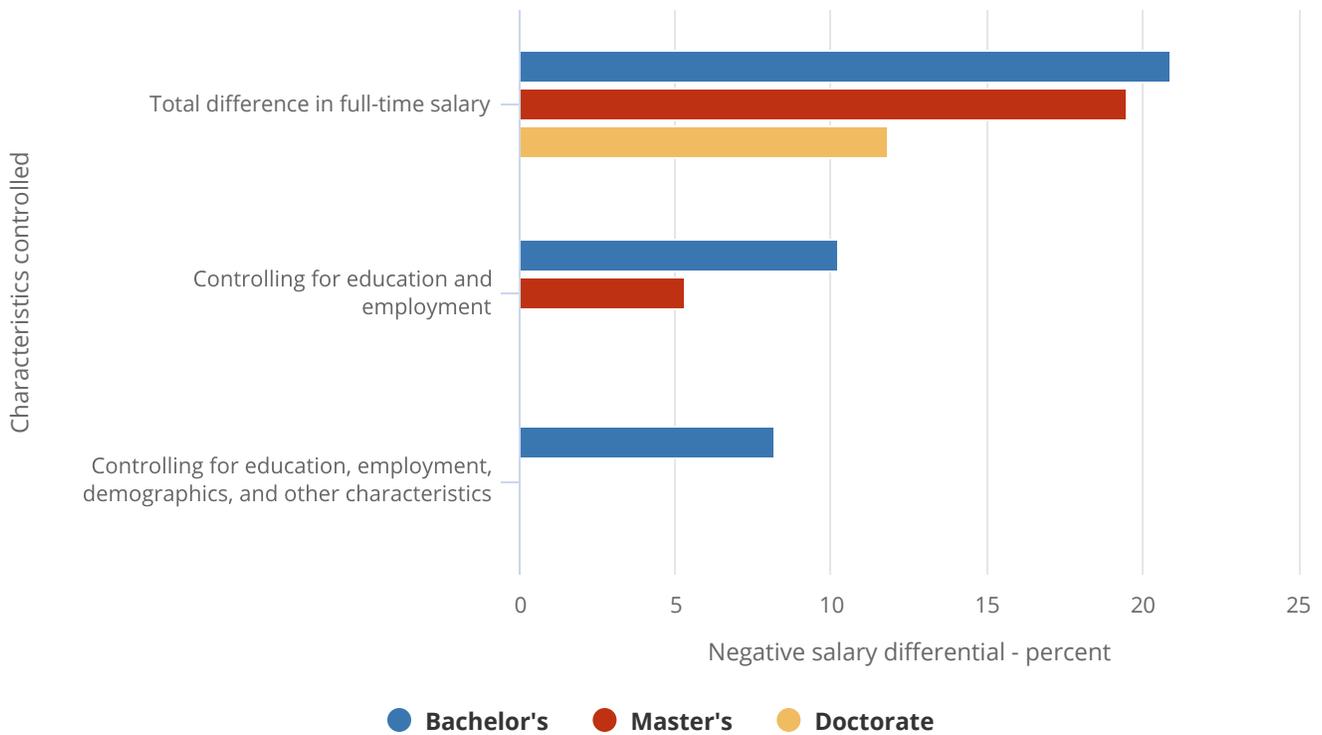**FIGURE 3-23**

Estimated salary differences between whites and Asians and all other races and ethnicities employed full time with highest degree in S&E, controlling for selected characteristics, by degree level: 2017

Note(s)

The estimates for doctorates in the "controlling for education and employment" and for doctorates and master's degrees in the "controlling for education, employment, demographics, and other characteristics" categories are not statistically significant at the 90% confidence level and have been suppressed. Salary differences represent the estimated percentage difference in the average full-time salary of minorities relative to the average full-time salary of whites and Asians. Coefficients are estimated in an ordinary least squares regression model using the natural log of full-time annual salary as the dependent variable, then transformed into percentage difference. Minorities include American Indians or Alaska Natives, blacks or African Americans, Hispanics or Latinos, Native Hawaiians or Other Pacific Islanders, and those reporting more than one race. Hispanic may be any race; race categories exclude Hispanic origin. Controlling for education and employment includes 20 field-of-degree categories (out of 21 S&E fields), 38 occupational categories (out of 39 categories), 6 employment sector categories (out of 7 categories), years since highest degree, and years since highest degree squared. In addition to the above education- and employment-related variables, controlling for education, employment, demographics and other characteristics includes the following indicators: nativity and citizenship, sex, marital status, disability, number of children living in the household, geographic region (classified into 9 U.S. Census divisions), and whether either parent holds a bachelor's or higher-level degree.

Source(s)

National Center for Science and Engineering Statistics, National Science Foundation, National Survey of College Graduates (NSCG), 2017, and the Survey of Doctorate Recipients (SDR), 2017.

Science and Engineering Indicators