

Where Are New Psychologists Going? Employment, Debt, and Salary Data

APA Research Office

Presented at the Annual Convention
of the Western Psychological Association,
May 2003 in Vancouver, British Columbia.



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

Data Source	Agency	Web Location
Doctorate employment survey	APA	http://research.apa.org/des99report.html
Faculty salaries survey	APA	http://research.apa.org/facsalreports.html
Salaries in psychology	APA	http://research.apa.org/salsurv.html
Survey of graduate departments of psychology	APA/Council of Graduate Departments of Psychology (COGDOP)	http://research.apa.org/9899graduate.html
The Integrated Postsecondary Education Data System (IPEDS)	U.S. Department of Education	http://nces.ed.gov/ipeds/
Survey of earned doctorates	National Opinion Research Center (NORC)	http://www.norc.org/issues/sed-2001.pdf
Graduate students and postdoctorates in science and engineering	National Science Foundation (NSF)	http://www.nsf.gov/sbe/srs/sgss/start.htm
National survey of recent college graduates	NSF	http://www.nsf.gov/sbe/srs/snsrsg/start.htm
Science and engineering doctorate awards	NSF	http://www.nsf.gov/sbe/srs/ssed/start.htm
SESTAT	NSF	http://srsstats.sbe.nsf.gov/
Survey of doctorate recipients	NSF	http://www.nsf.gov/sbe/srs/ssdr/start.htm

Overview

Demographic Shifts

Education

Employment

Finding a Job

Demographic Shifts

Demographic Shifts in Psychology

Women	<u>%</u>	<u>%</u>
% among BAs ¹ : 1971 & 2000	46.0	76.5
% among graduate enrollments ² : 1977 & 2000	47.0	73.0
% among new doctorates ³ : 1976 & 2001	33.0	71.4
% among PhDs in workforce ⁴ : 1973 & 2001	20.0	47.9
People of Color		
% among BAs ¹ : 1976 & 2000	11.6	25.0
% among graduate enrollments ² : 1980 & 2000	11.8	21.6
% among new doctorates ³ : 1977 & 2001	7.5	16.2
% among PhDs in workforce ⁴ : 1973 & 2001	2.0	9.6

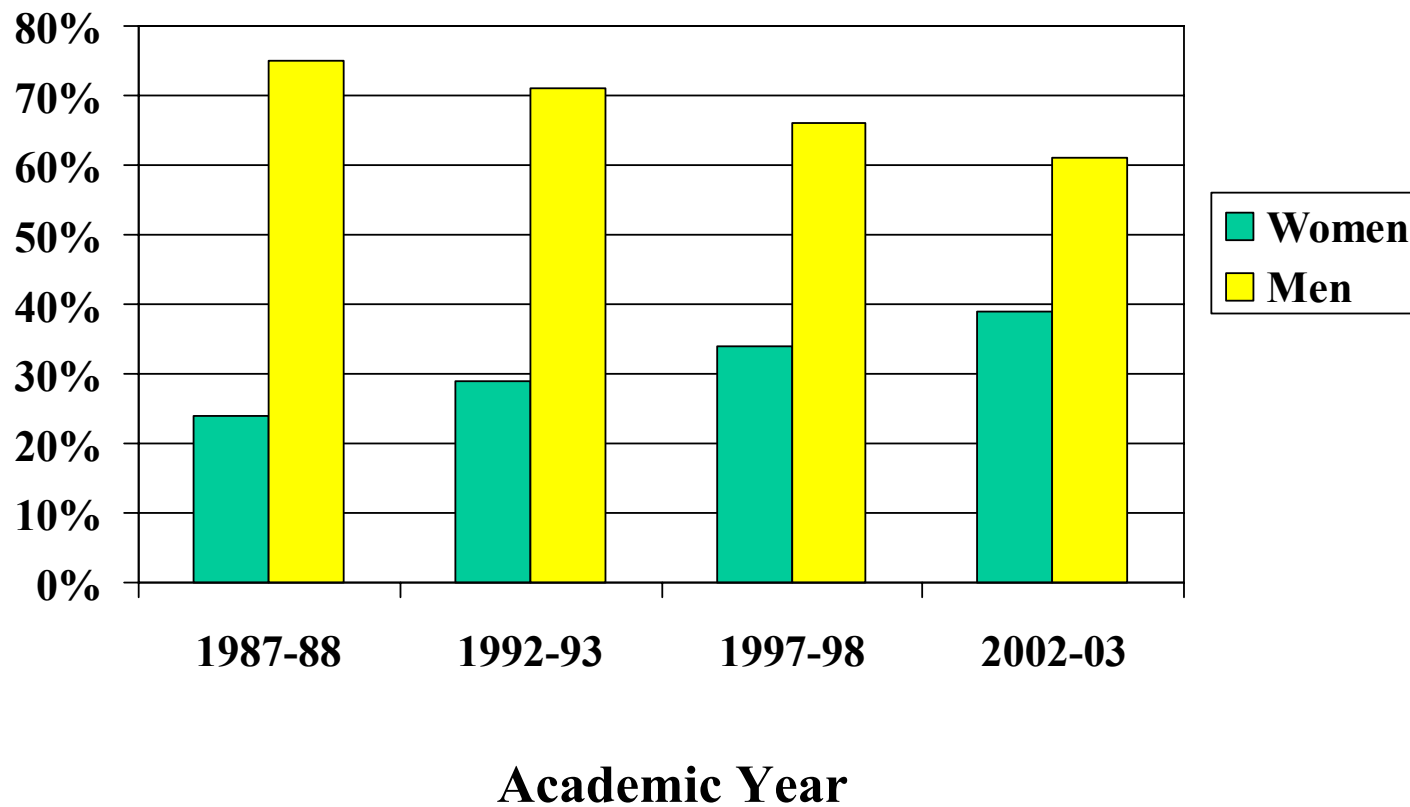
Sources: (1) IPEDS. US Department of Education. (2) Graduate Students and Postdoctorates in Science and Engineering. NSF. (3) Doctorate Employment Survey. APA. (4) Survey of Doctorate Recipients. NSF.
Compiled by the APA Research Office, April 2003.

Characteristics of Recent Doctorates in Psychology: 2001

% Female	71%
% Minority	16%
Median Age	33.0 years
Mean Age	35.4 years
% under 35	60%
% in health service provider subfields	71%
% in research/other subfields	28%

Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, April 2003.

Gender of Faculty in U.S. Graduate Departments of Psychology by Academic Year



Source: Faculty Salary Surveys, selected years. APA. Compiled by APA Research Office, April 2003.

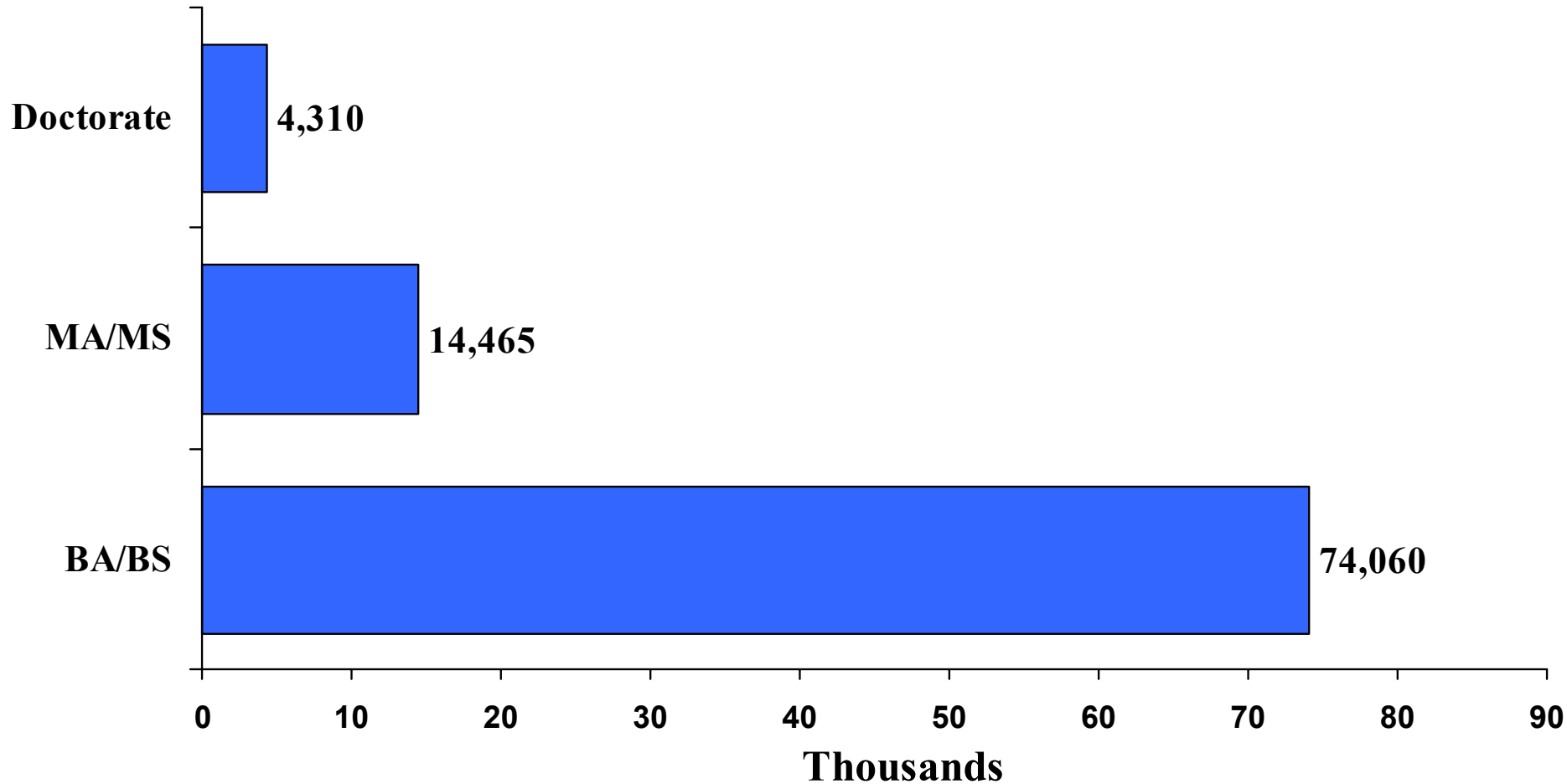
Education

Degrees Awarded

Sources of Support

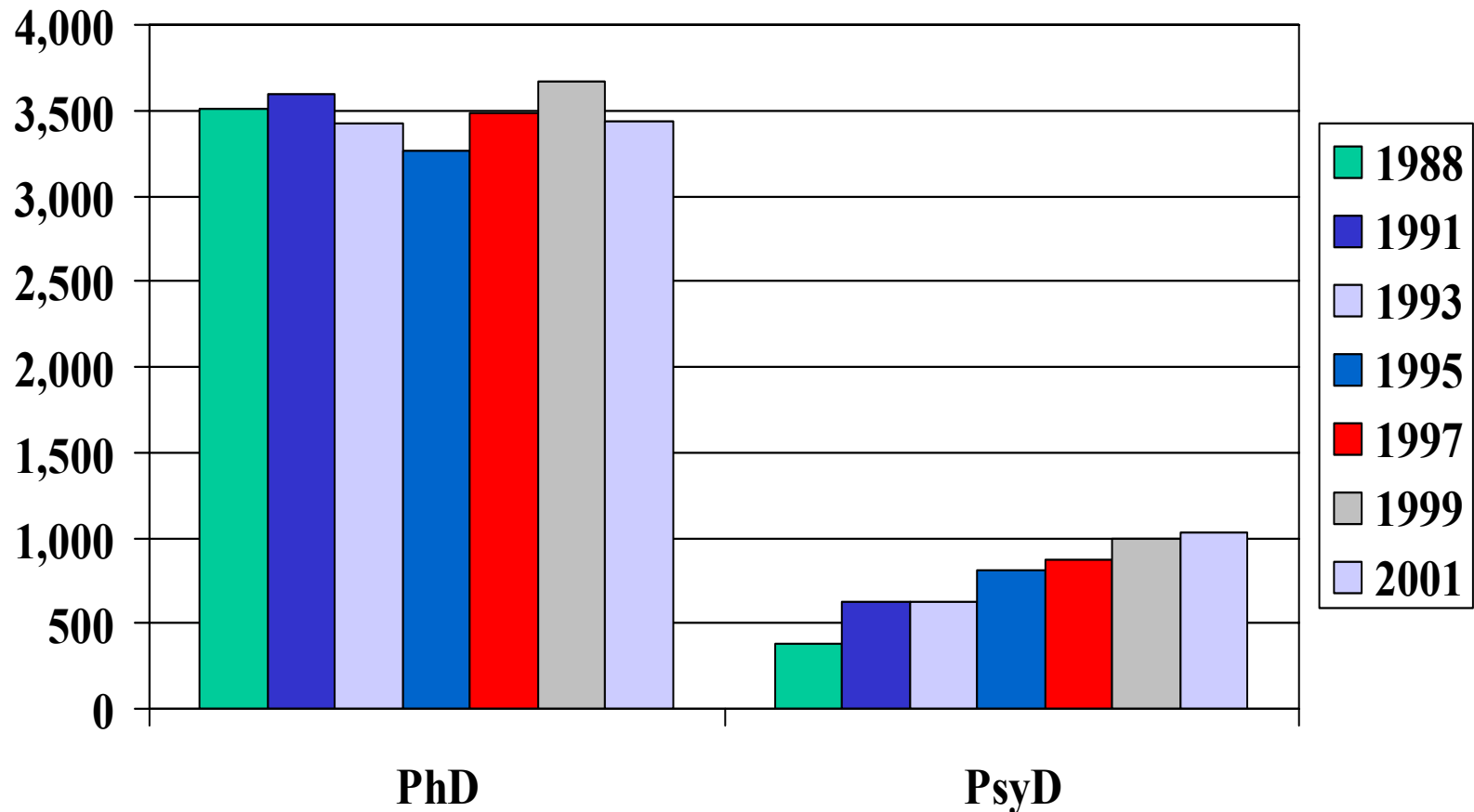
Levels of Debt

Number of Psychology Degrees Conferred by Level of Degree: 2000



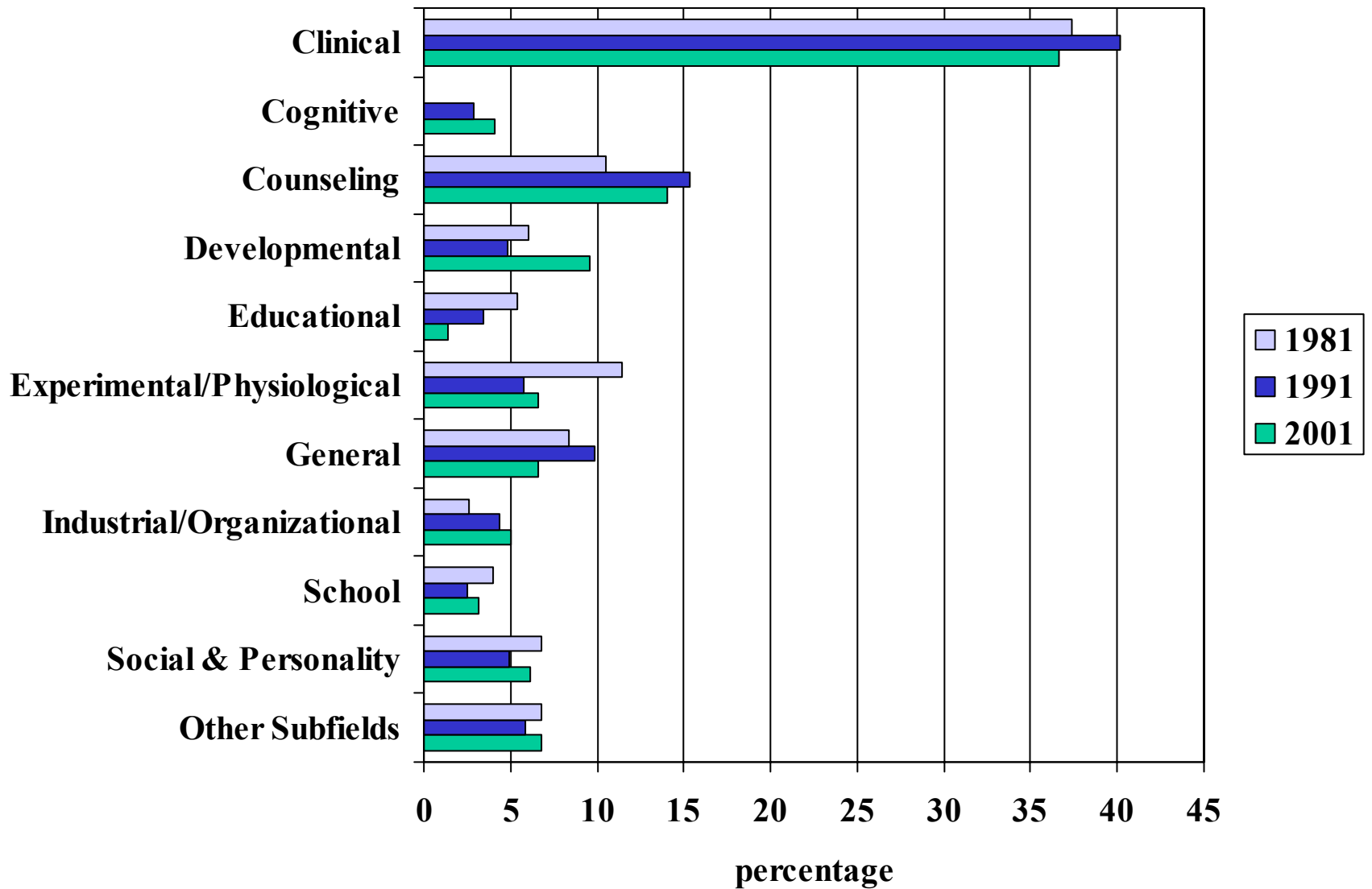
Source: US Department of Education, National Center for Education Statistics. Integrated Postsecondary Data System (IPEDS), "Completion" Survey.

Number of PhDs and PsyDs Awarded in Psychology



Source: Data on PsyDs are from APA's Graduate Study in Psychology. Data on PhDs are drawn from NRC/NORC Surveys of Earned Doctorates, and APA Graduate Study in Psychology. Compiled by APA Research Office, April 2003. Note. Data on PsyDs represent an undercount as several departments did not report number of PsyDs awarded.

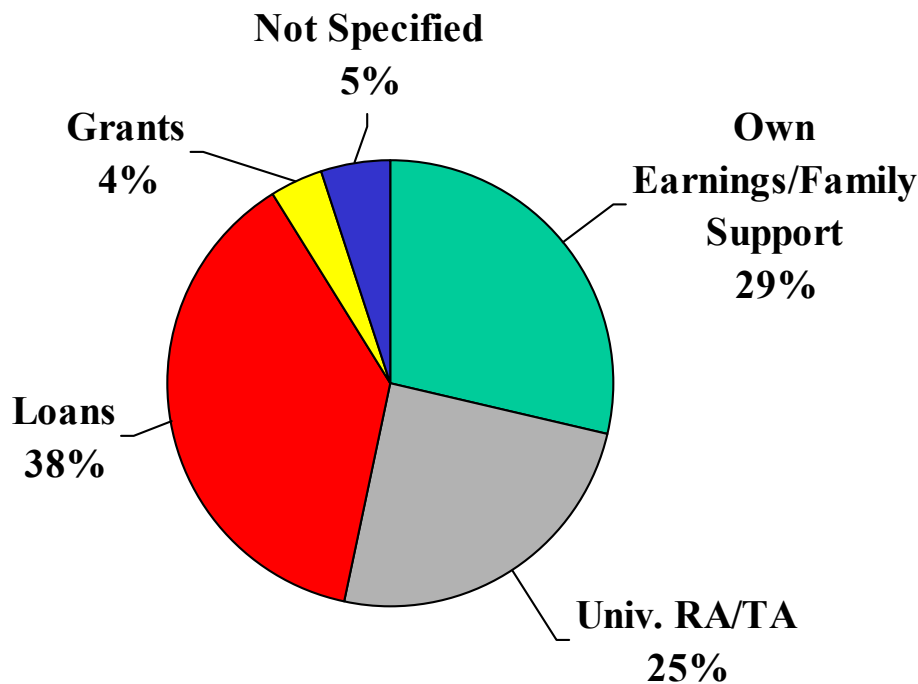
Degree Fields of Psychology PhDs Awarded in 1981-2001



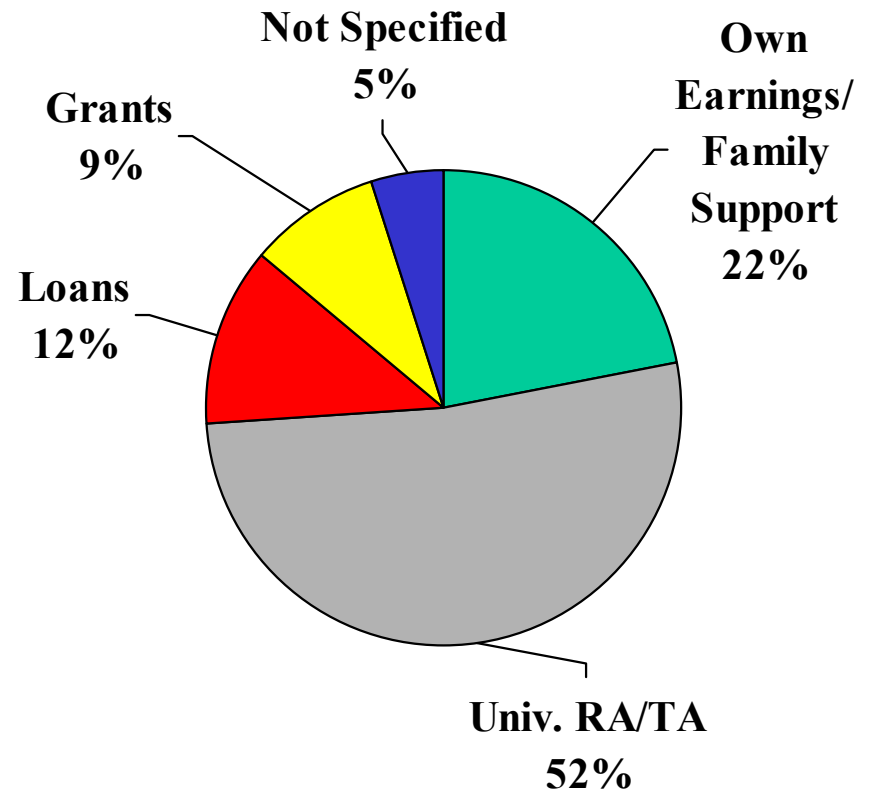
Source: Surveys of Earned Doctorates, selected years. National Science Foundation. Compiled by APA Research Office, April 2003.

Primary Sources of Financial Support by Broad Subfield for Recent Doctorates in Psychology: 2001

Health Service Provider Fields

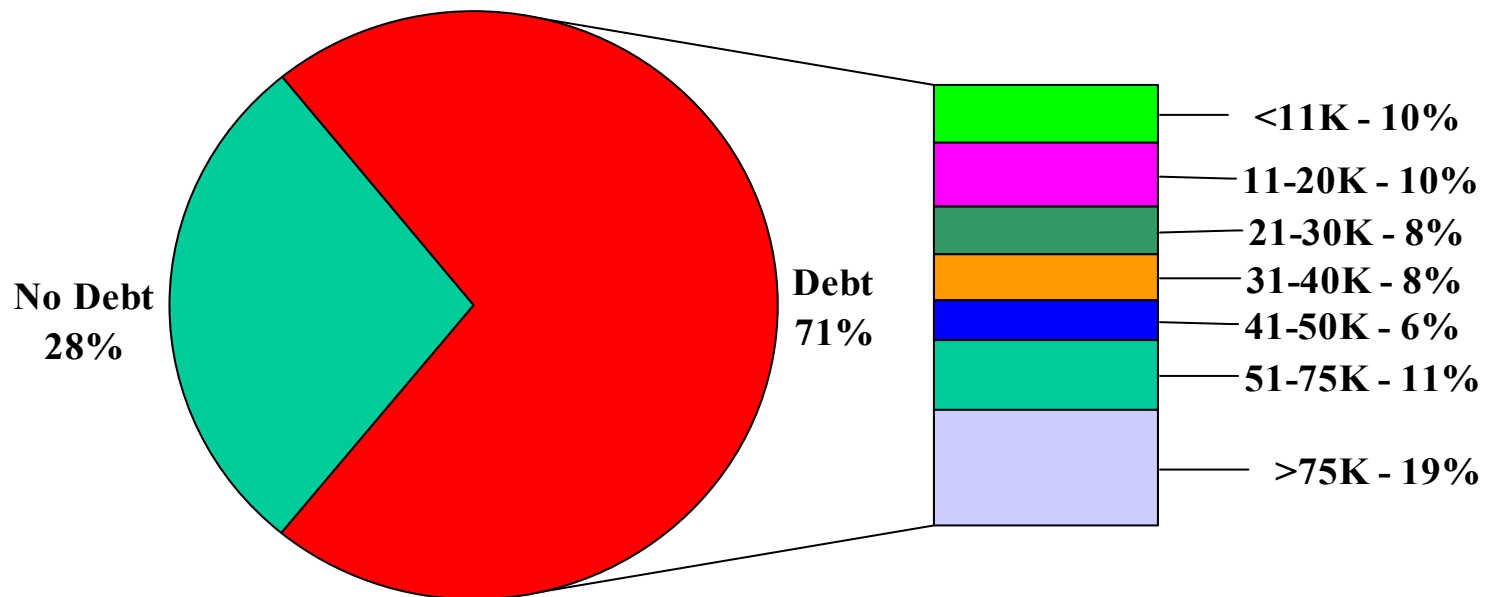


Research/Other Fields



Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, April 2003.

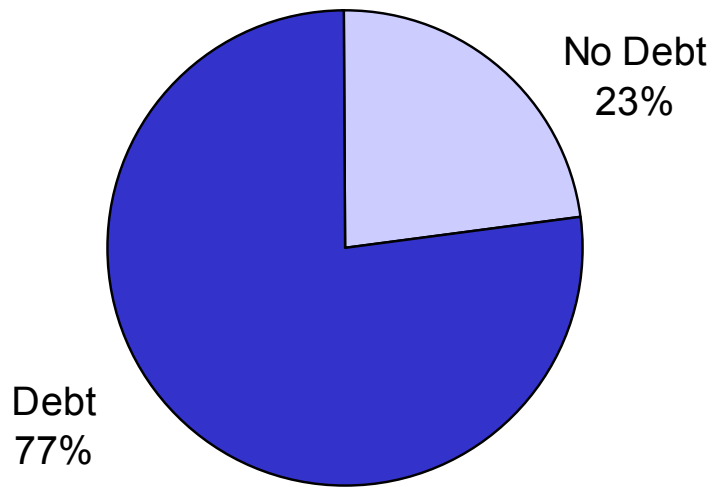
Debt Related to Graduate Education Reported by Recent Doctorates in Psychology: 2001



Source: 2001 Doctorate Employment Survey. Compiled by the APA Research Office, April 2003.

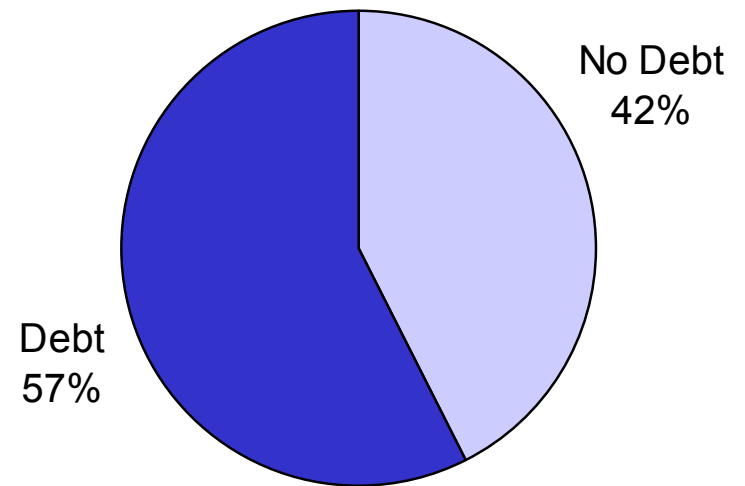
Debt Related to Graduate Education by Subfield for Recent Doctorates in Psychology: 2001

Health Service Provider Subfields



Median	\$50,000
Mean	\$58,885
SD	\$42,336

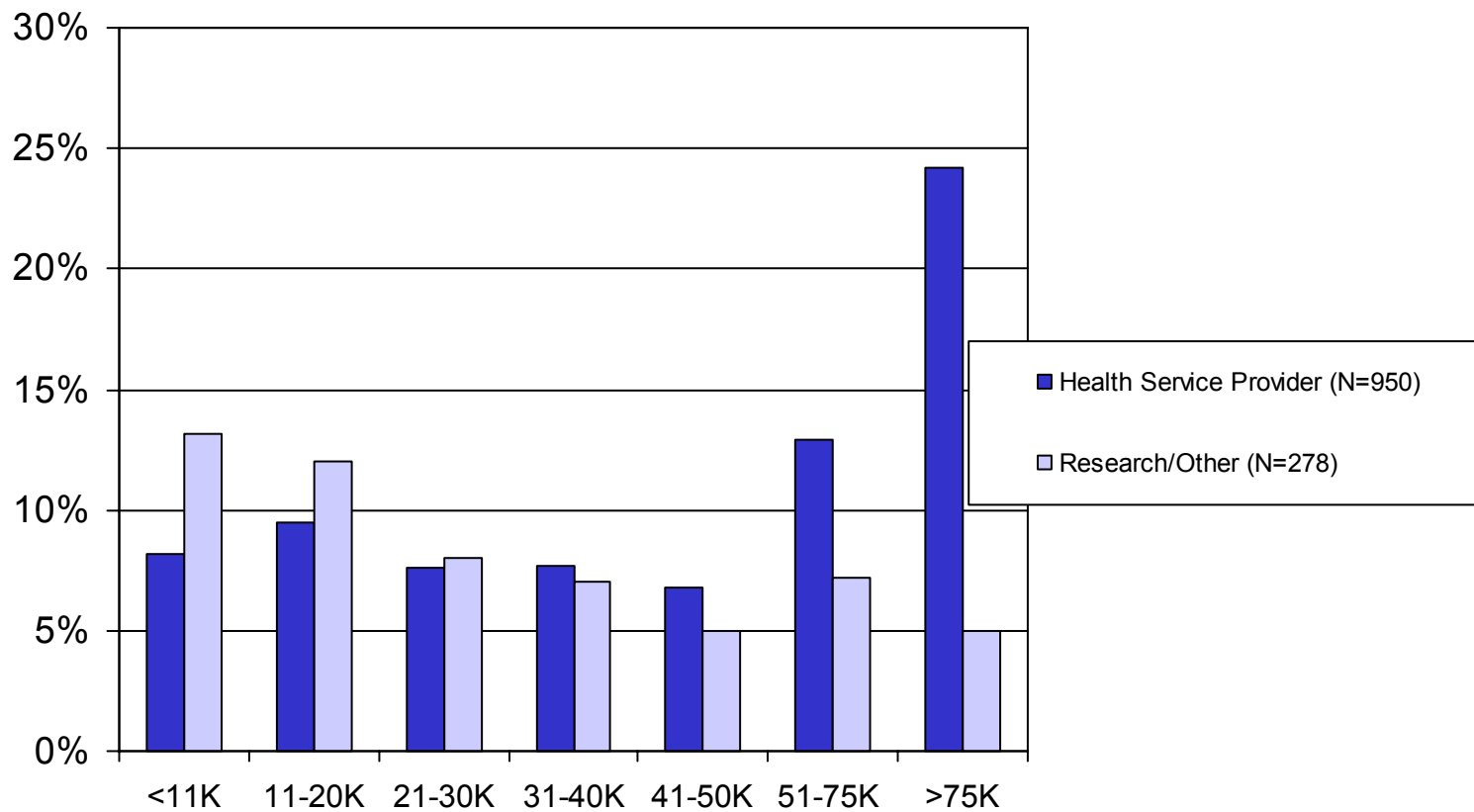
Research/Other Subfields



Median	\$25,000
Mean	\$33,755
SD	\$28,006

Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, April 2003.

Level of Debt by Subfield for Recent Doctorates in Psychology: 2001



Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, April 2003.

Employment

Employment status

Work Settings

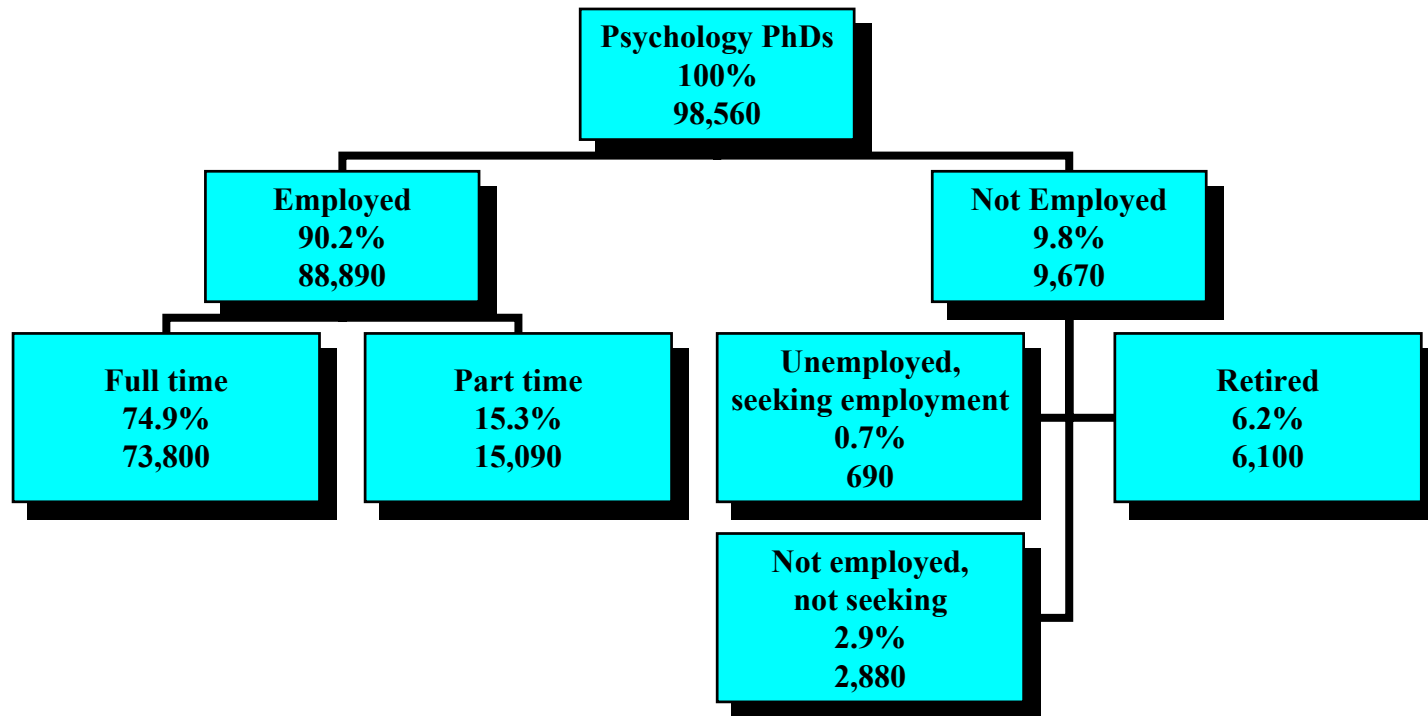
Work activities

Income

Academia

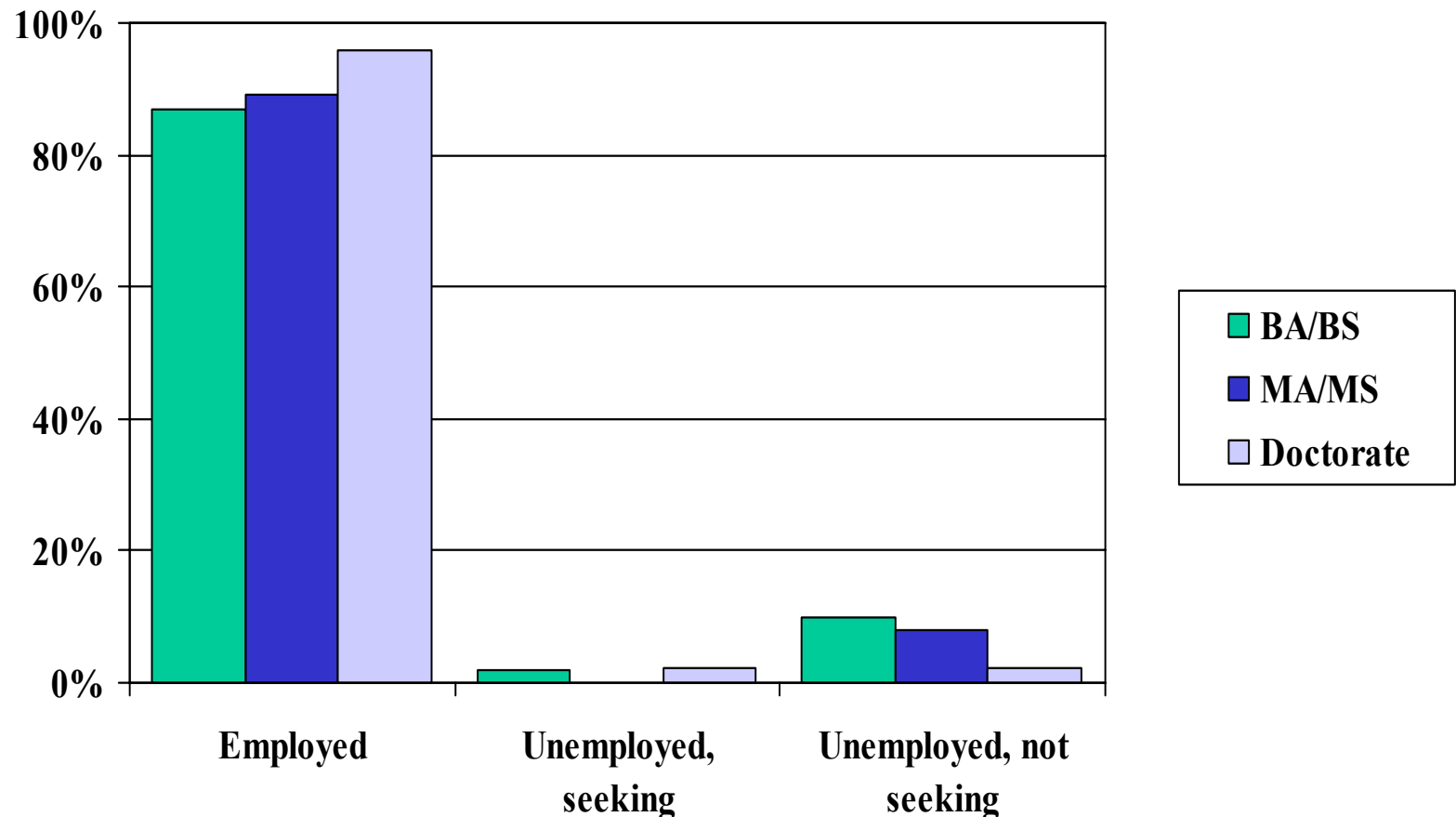
Perceptions

Employment Characteristics of Psychology PhDs: 2001



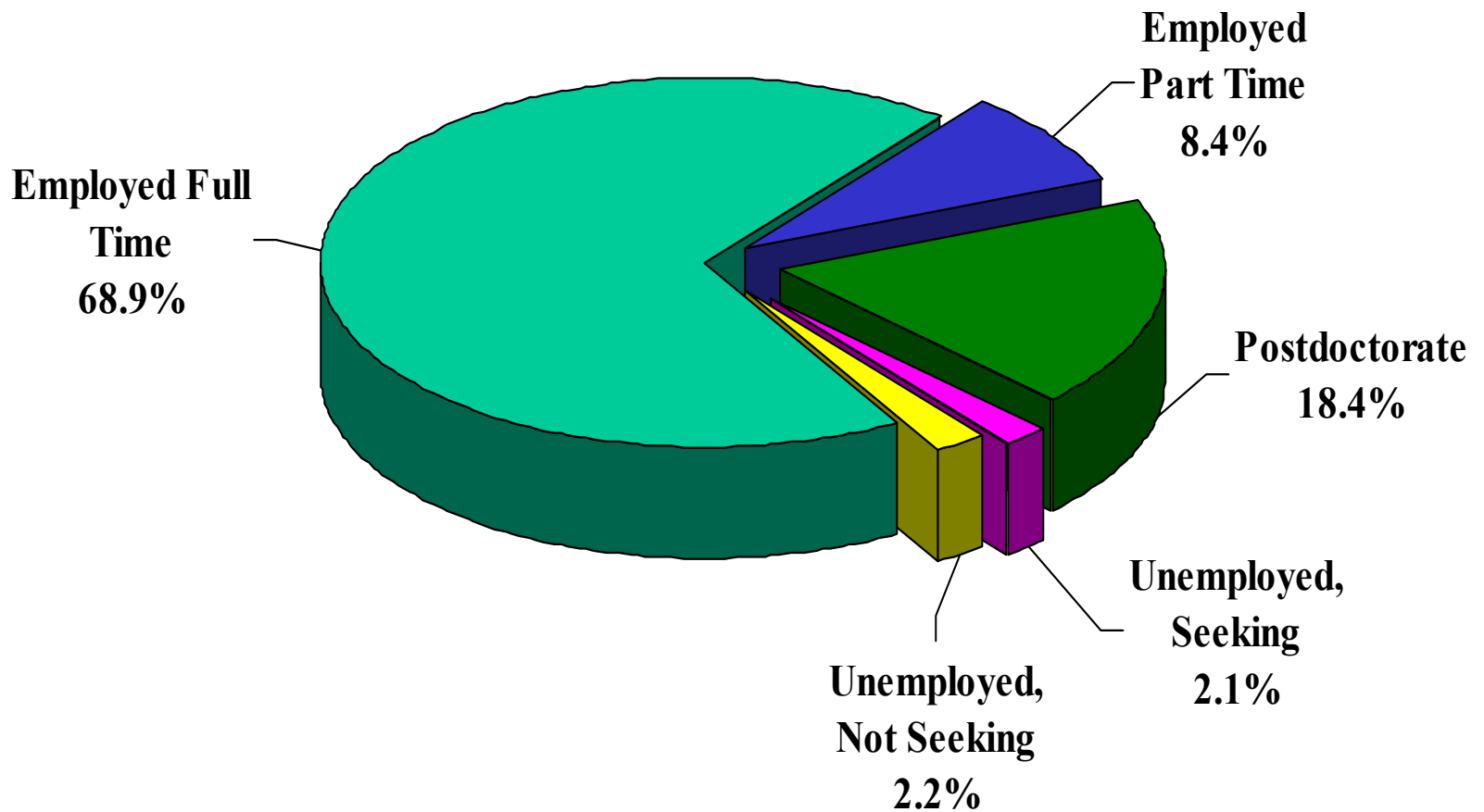
Source: 2001 Survey of Doctorate Recipients. National Science Foundation. Compiled by APA Research Office.

Employment Status of Psychology Degree Recipients by Level of Degree: Selected Years



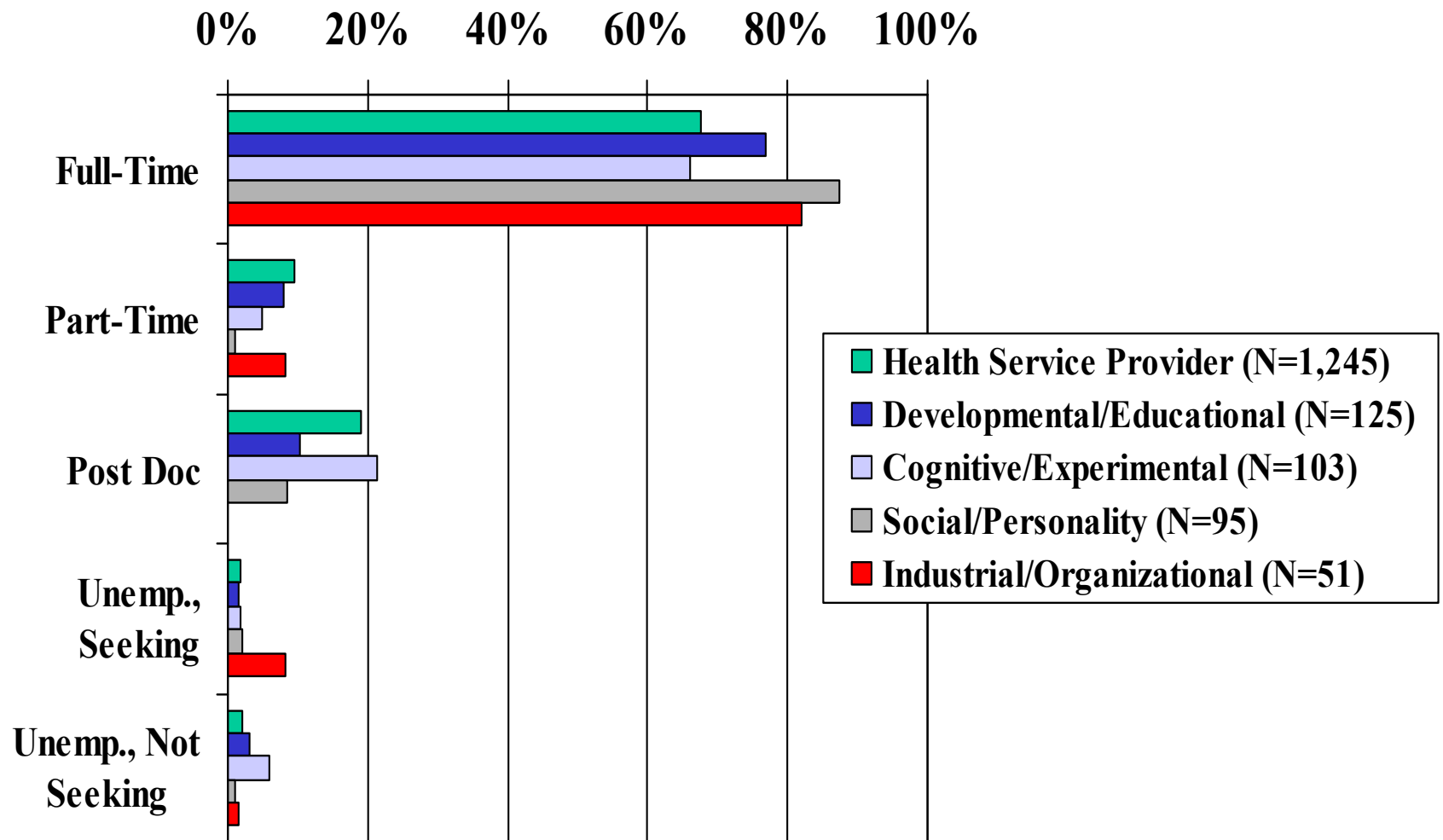
Source: Bachelor's and Master's degree data are from 1997 National Survey of Recent College Graduates, National Science Foundation (NSF). Doctoral degree information is from 2001 Doctorate Employment Survey, Research Office, APA.

Employment Status of Recent Doctorates in Psychology: 2001



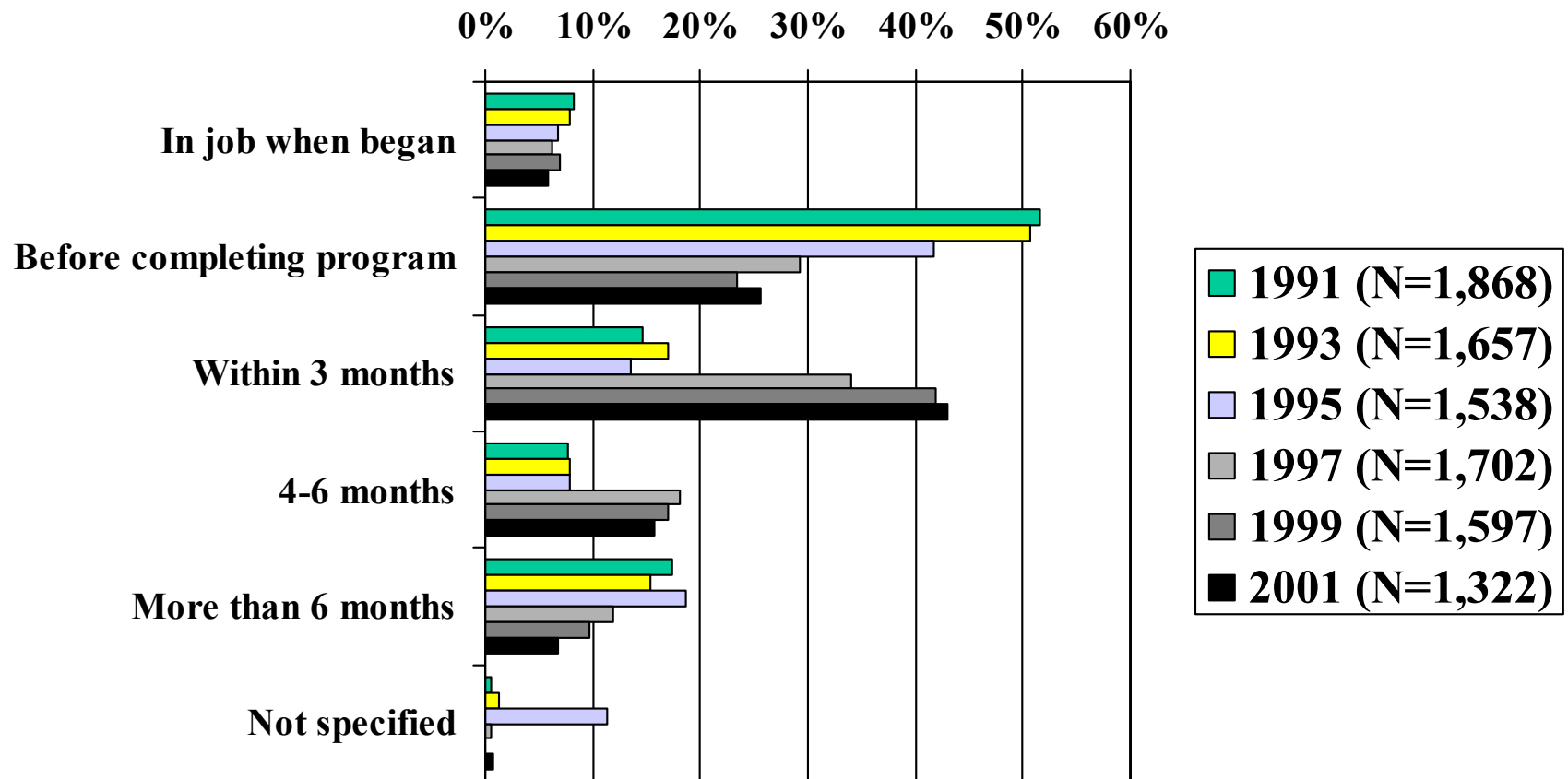
Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, April 2003.

Employment Status by Subfield for Doctorate Recipients in Psychology: 2001



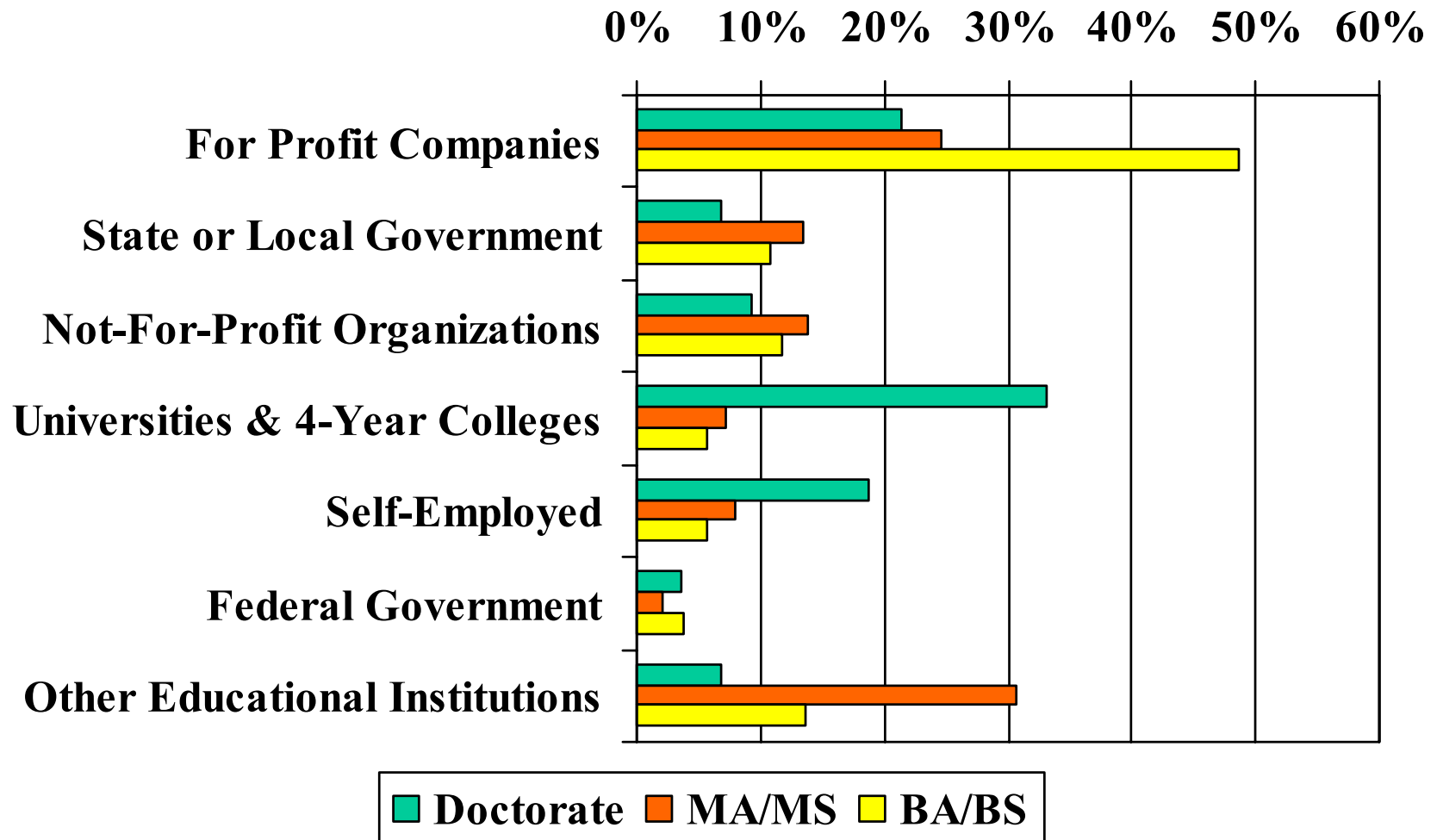
Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, April 2003.

Time to Current Job: Recent Doctorates in Psychology, 1991 - 2001



Source: APA Doctorate Employment Surveys, specified years. Compiled by APA Research Office, April 2003.

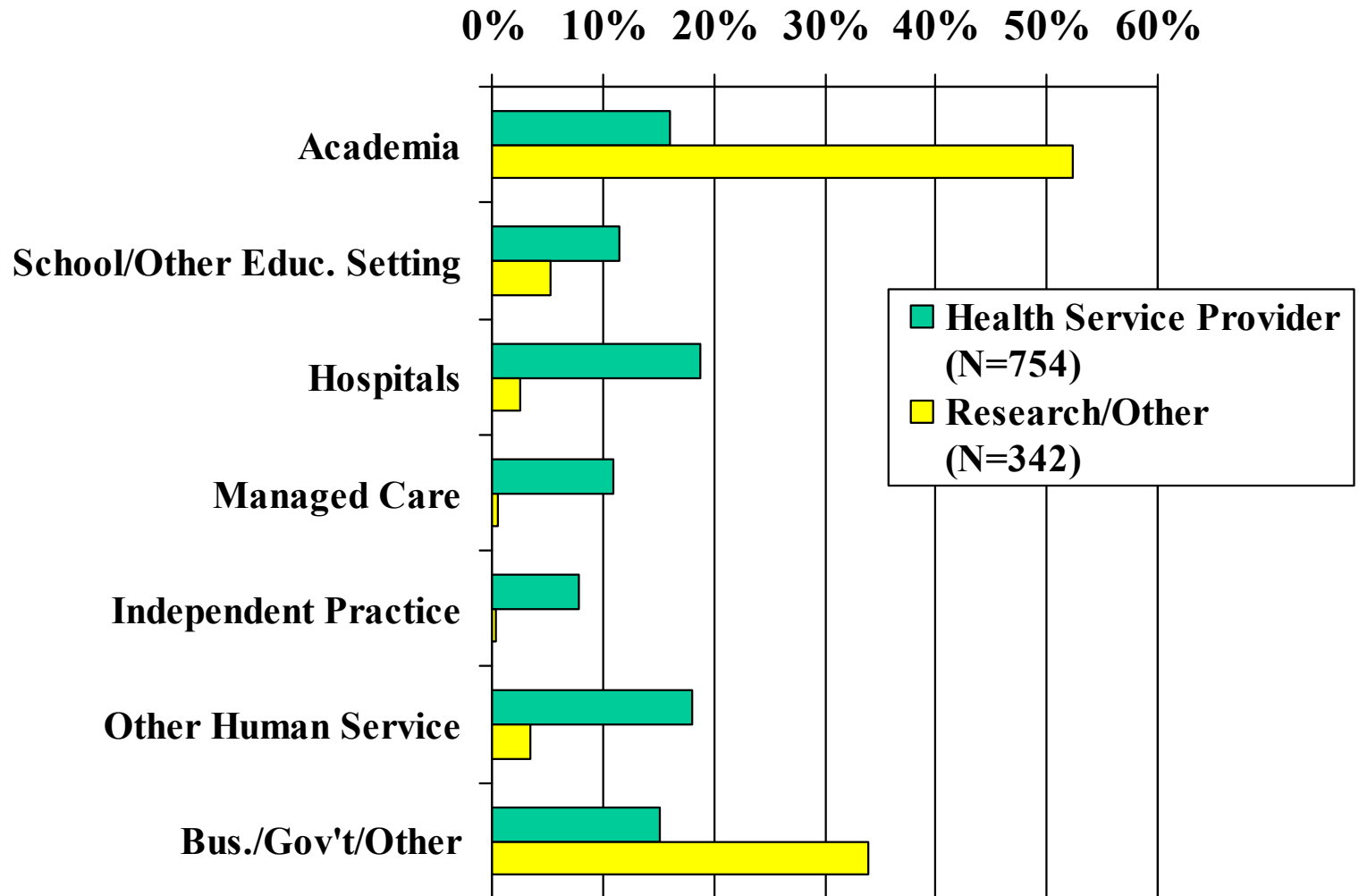
Work Settings for Psychology Degree Recipients



Source: 1999 SESTAT. National Science Foundation.

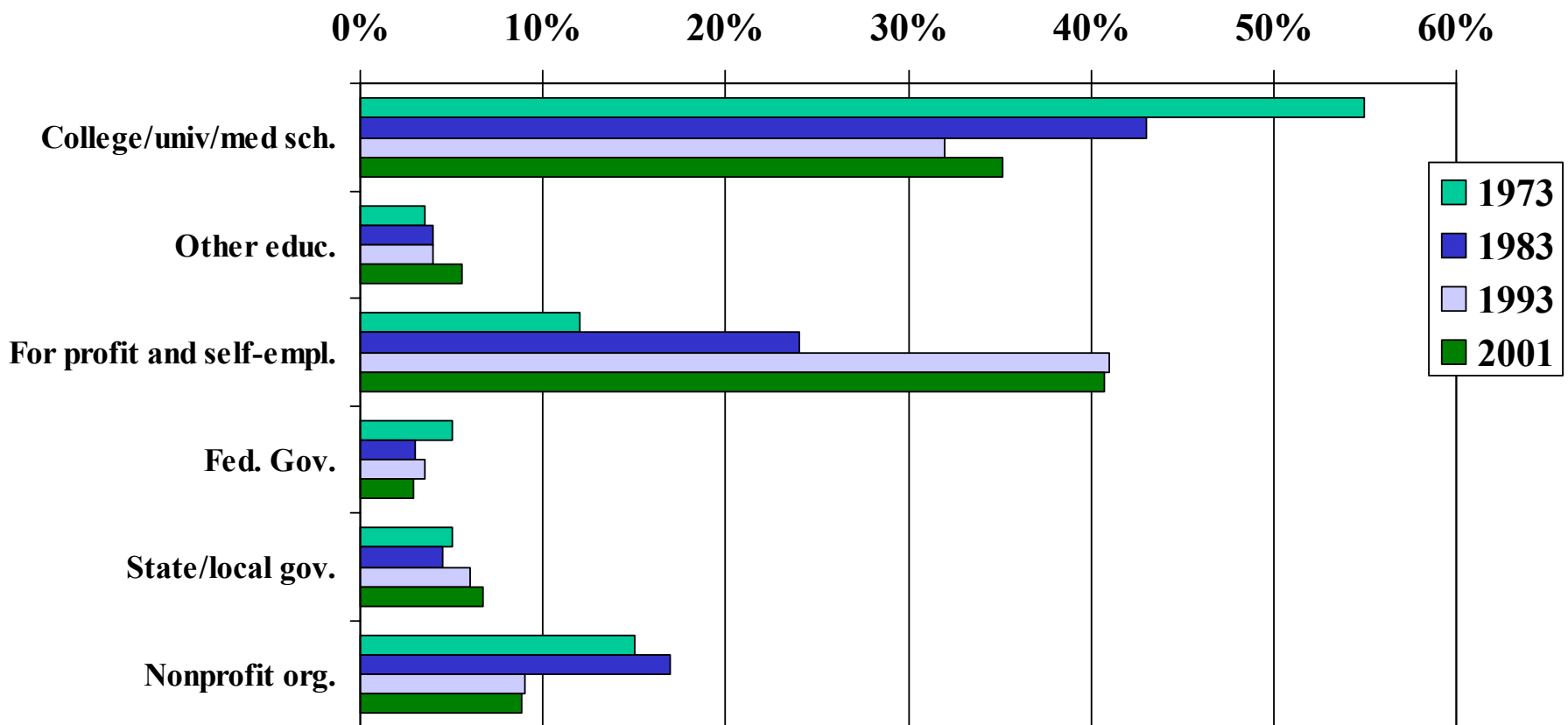
Note: Psychologists earning PsyDs are not included here but are most often located in practice settings (self-employed and organized health care settings).

Primary Full-time Employment Settings by Subfield for Recent Doctorates in Psychology: 2001



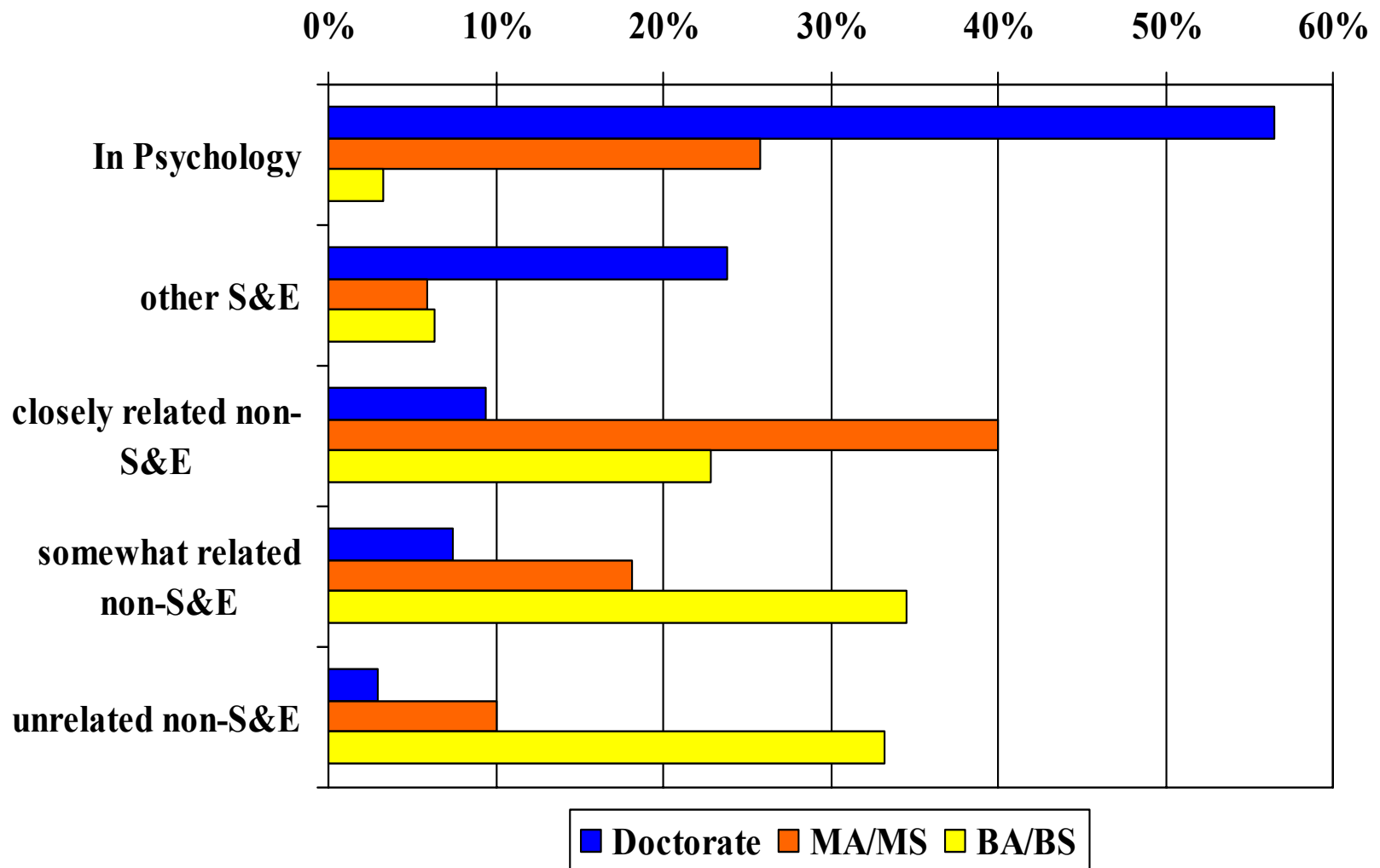
Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, April 2003.

Changes in Employment Settings for PhD Psychologists: Selected Years



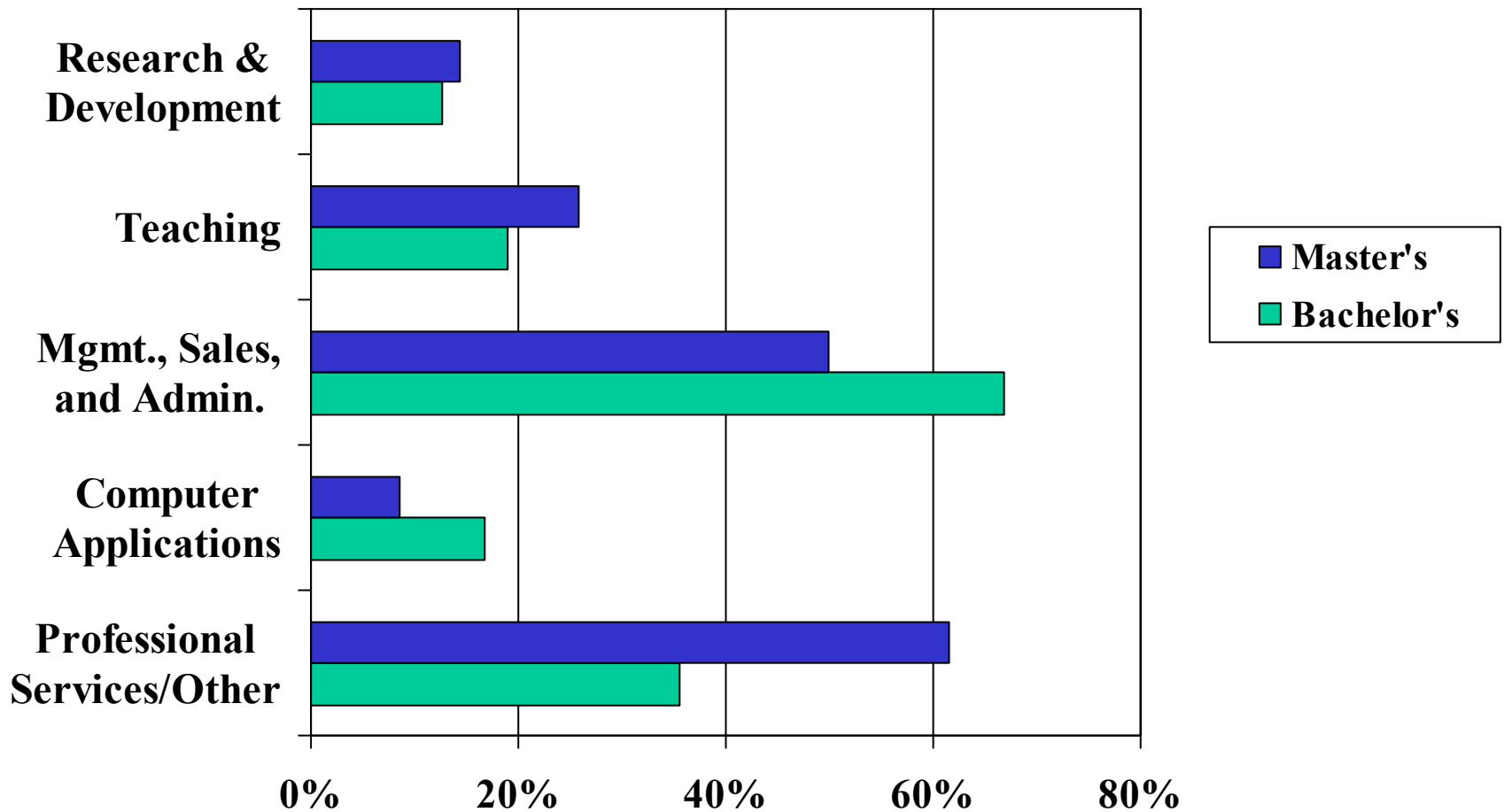
Source: Survey of Doctorate Recipients, selected years. National Science Foundation. Compiled by APA Research Office, April 2003.

Occupational Characteristics of Psychology Degree Recipients



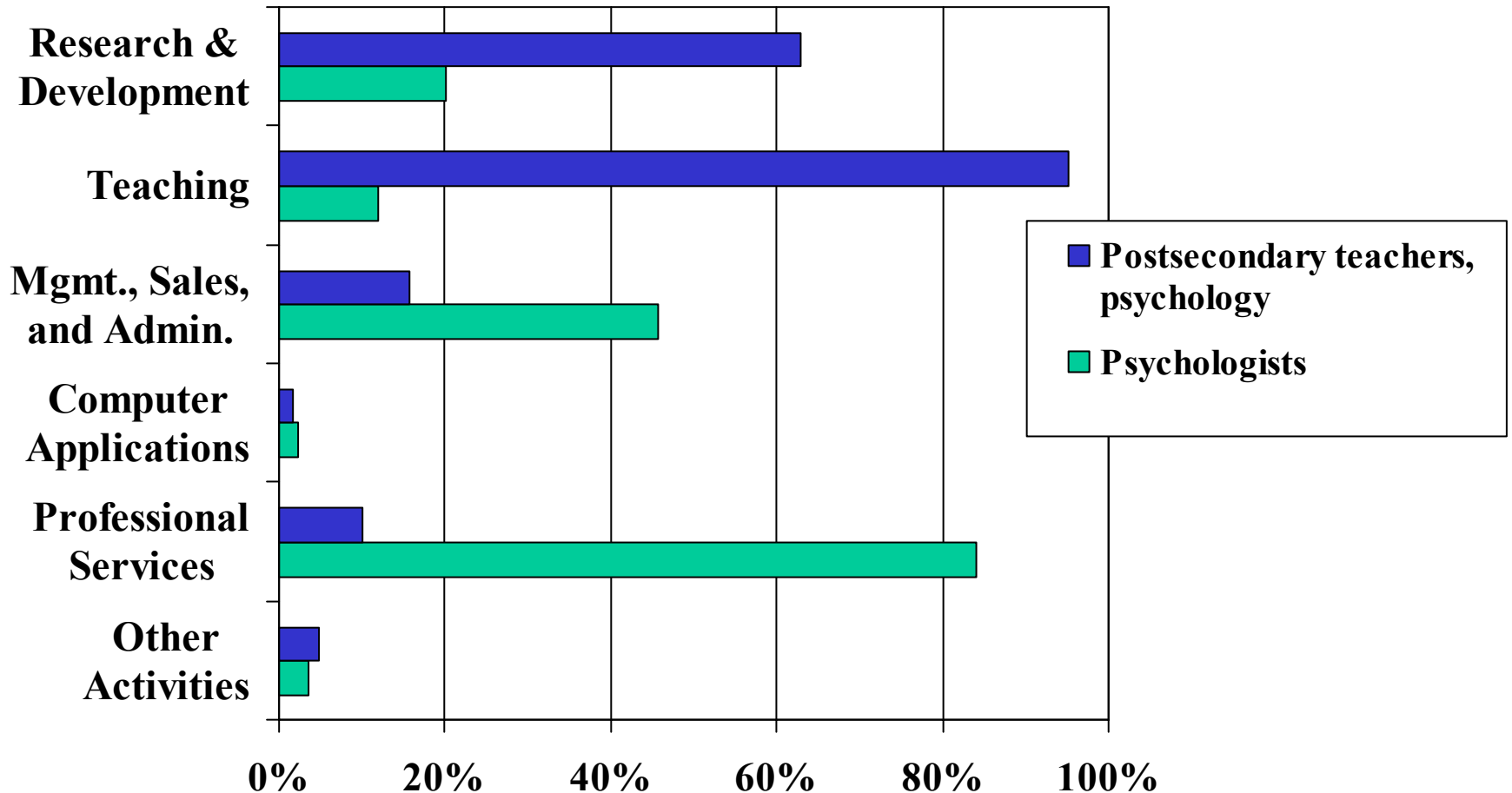
Source: 1999 SESTAT. National Science Foundation. Compiled by APA Research Office, April 2003.

Primary and Secondary Work Activities of Psychology Degree Recipients



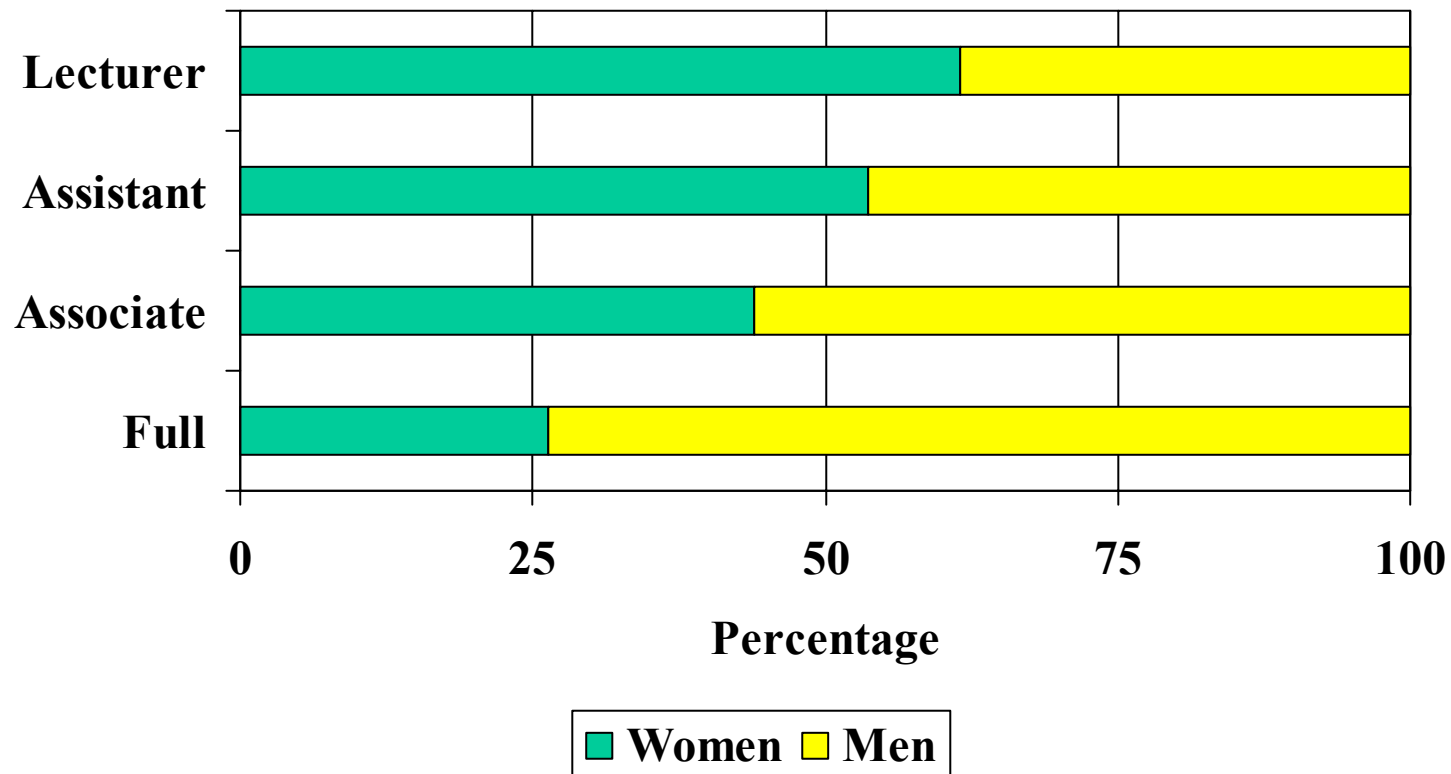
Source: 1999 SESTAT. National Science Foundation. Compiled by APA Research Office, April 2003.

Primary and Secondary Work Activities of Psychology PhDs: 2001



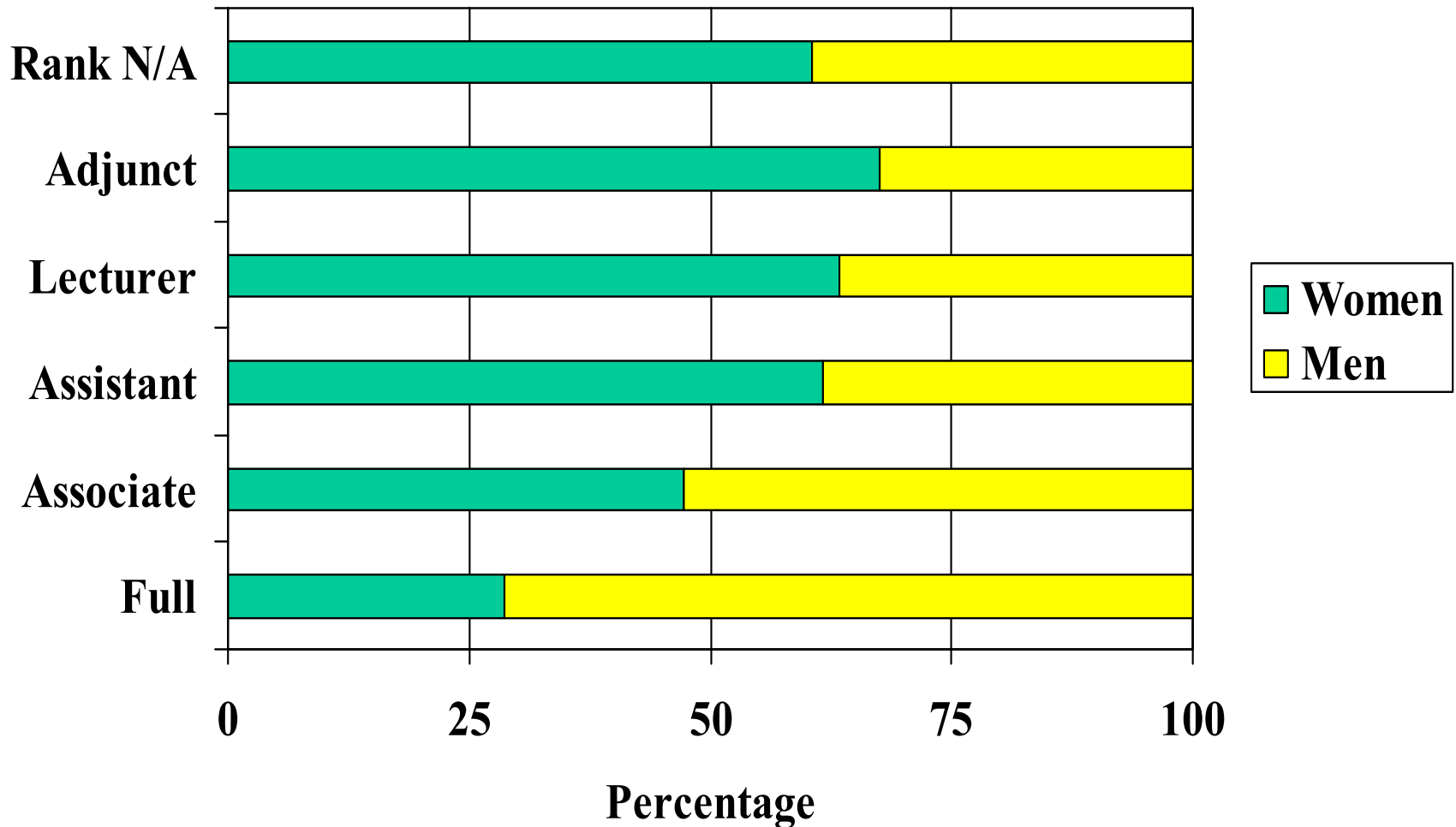
Source: 2001 Survey of Doctorate Recipients. National Science Foundation. Compiled by APA Research Office, April 2003.

Percentage of Full-time Doctoral Faculty in U.S. Graduate Departments of Psychology by Gender and Rank: 2003



Source: 2002-2003 Faculty Salaries Survey. APA. Compiled by APA Research Office, April 2003.

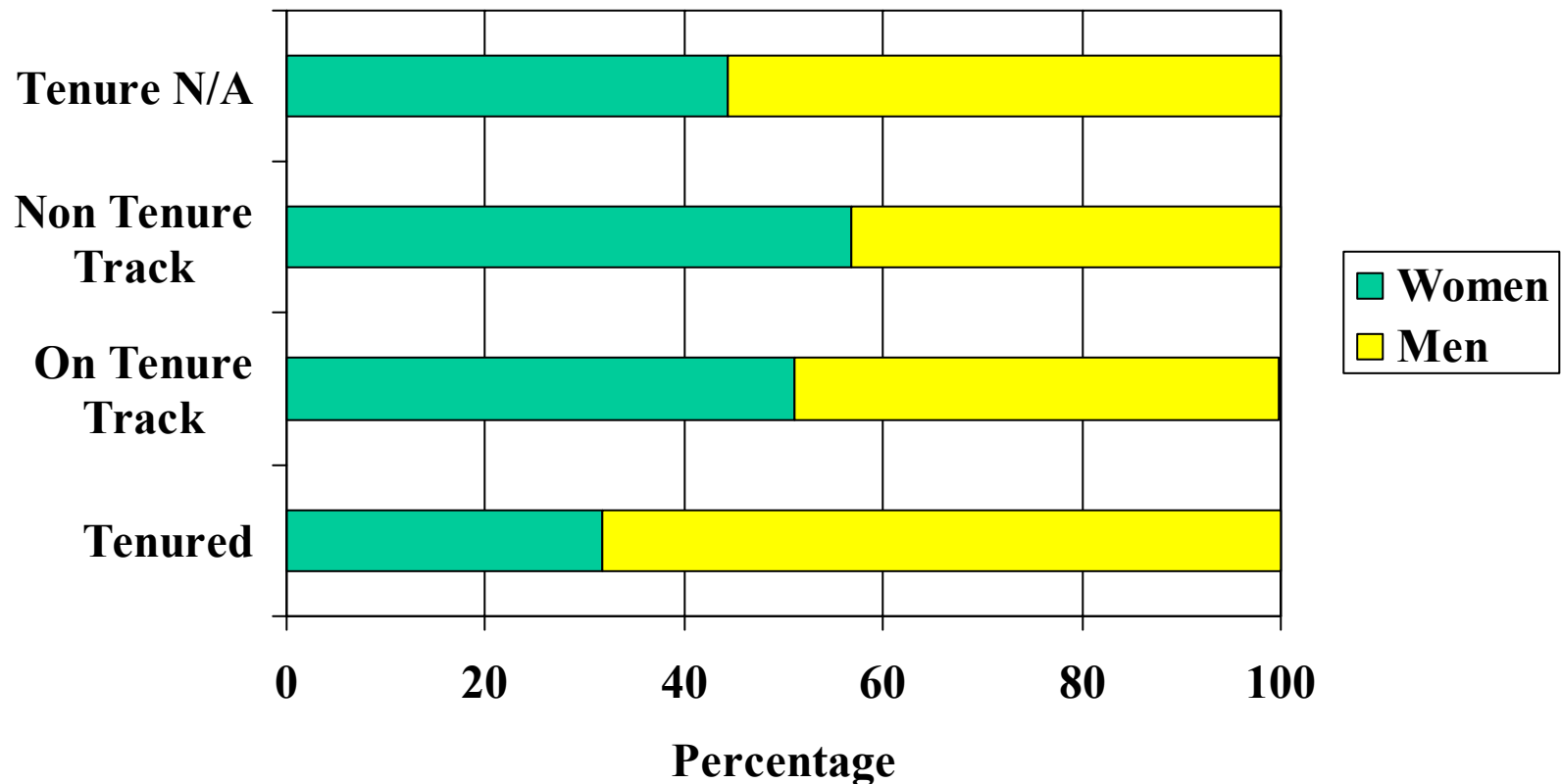
Percentage of Psychology PhD Faculty in Academic Institutions by Gender and Rank: 2001



Source: 2001 Survey of Doctorate Recipients. NSF. Compiled by APA Research Office, April 2003.

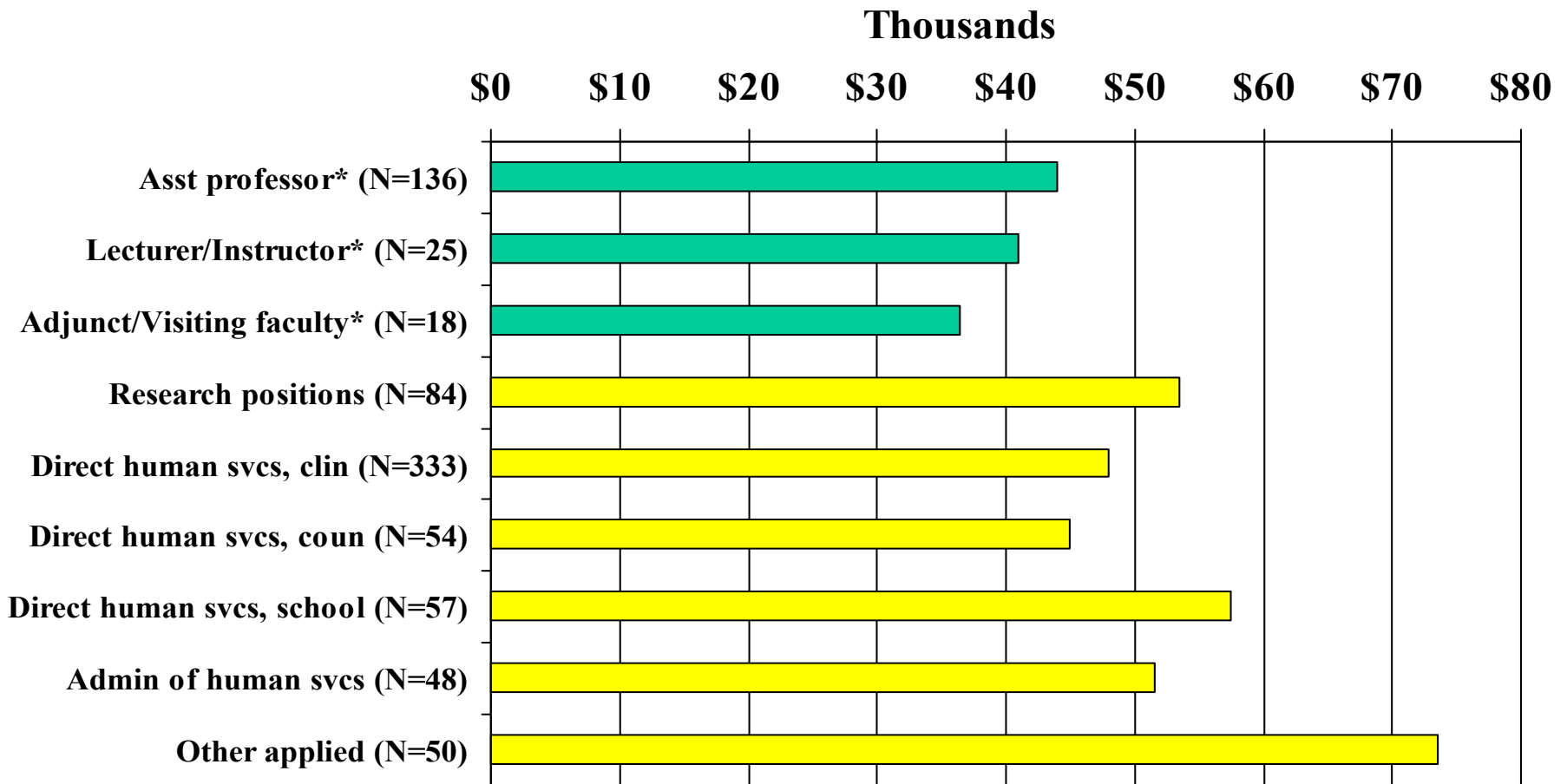
Note. Unlike APA's Faculty Salary Survey, the faculty included in this graph represent those in undergraduate and graduate departments, and do not necessarily work in departments of psychology.

Percentage of Full-time Doctoral Faculty in U.S. Graduate Departments of Psychology by Gender and Tenure Status: 2003



Source: 2002-2003 Faculty Salaries Survey. APA. Compiled by APA Research Office, April 2003.

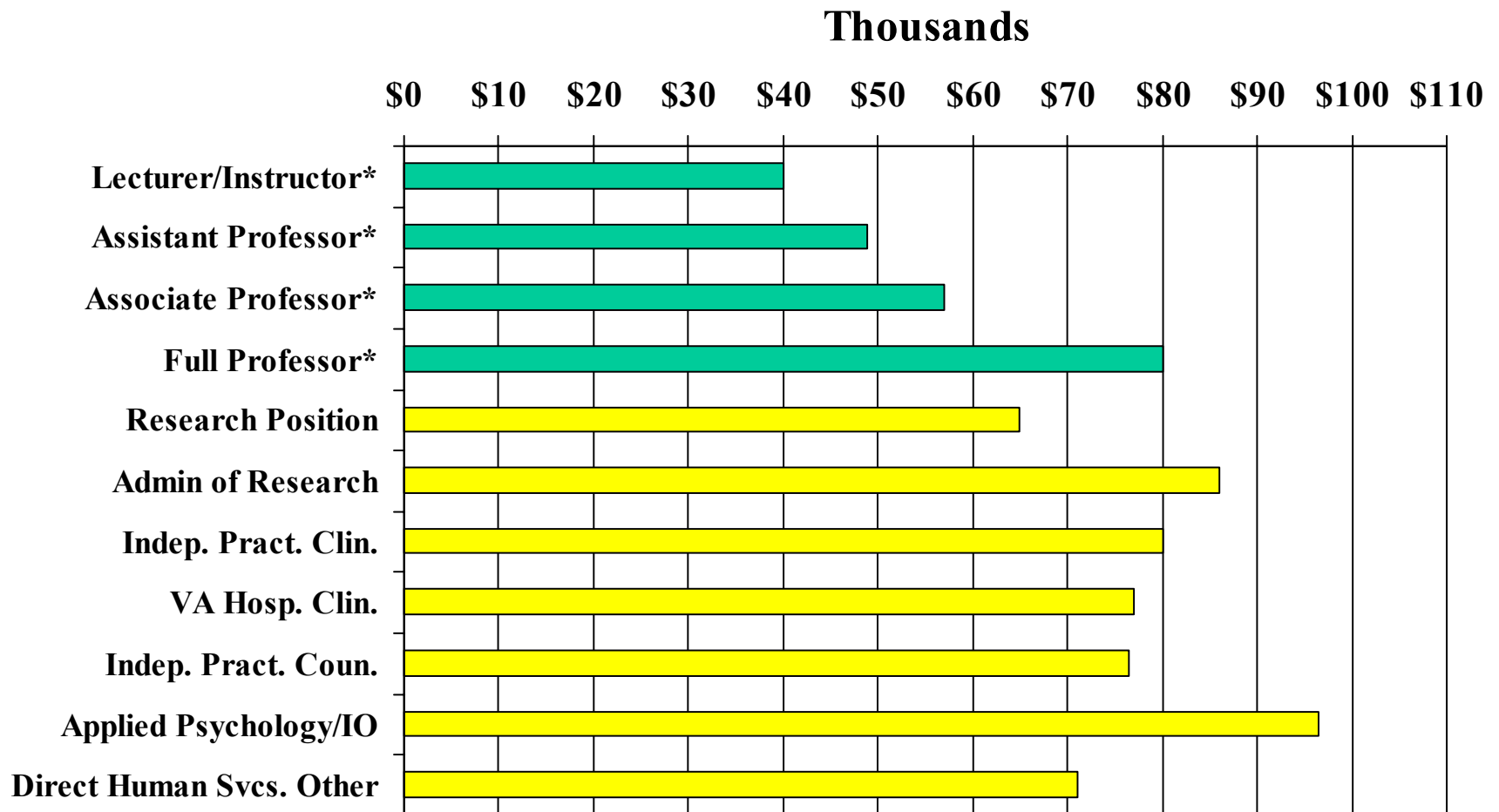
Median Starting Salaries for Full-Time Employment Positions of Recent Doctorates in Psychology: 2001



Source: 2001 Doctorate Employment Survey. Compiled by the APA Research Office, April 2003.

* Salaries are reported for a 9-10-month academic year. To calculate 11-12 month equivalent, multiply by 11/9.

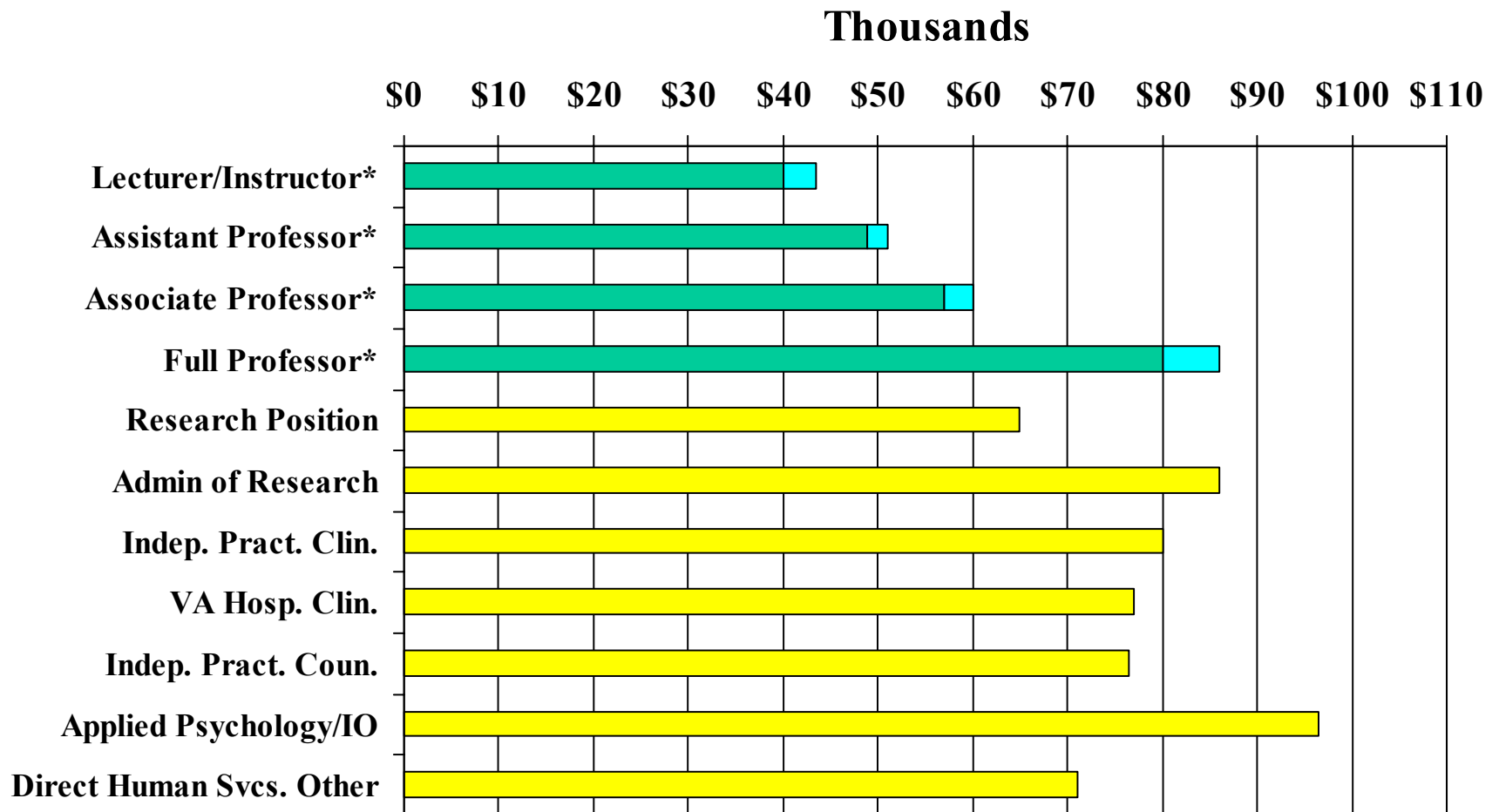
Median Full-Time Salaries of Doctoral-Level Psychologists by Employment Position: 2001



Source: 2001-2002 Faculty Salaries in Graduate Departments of Psychology. 2001 Salaries in Psychology. APA.

* Faculty salaries are reported for a 9-10 month academic year. To calculate 11-12 month equivalent, multiply by 11/9.

Median Full-Time Salaries of Doctoral-Level Psychologists by Employment Position



Source: 2002-2003 Faculty Salaries in Graduate Departments of Psychology. 2001 Salaries in Psychology. APA.

* Faculty salaries are reported for a 9-10 month academic year. To calculate 11-12 month equivalent, multiply by 11/9.

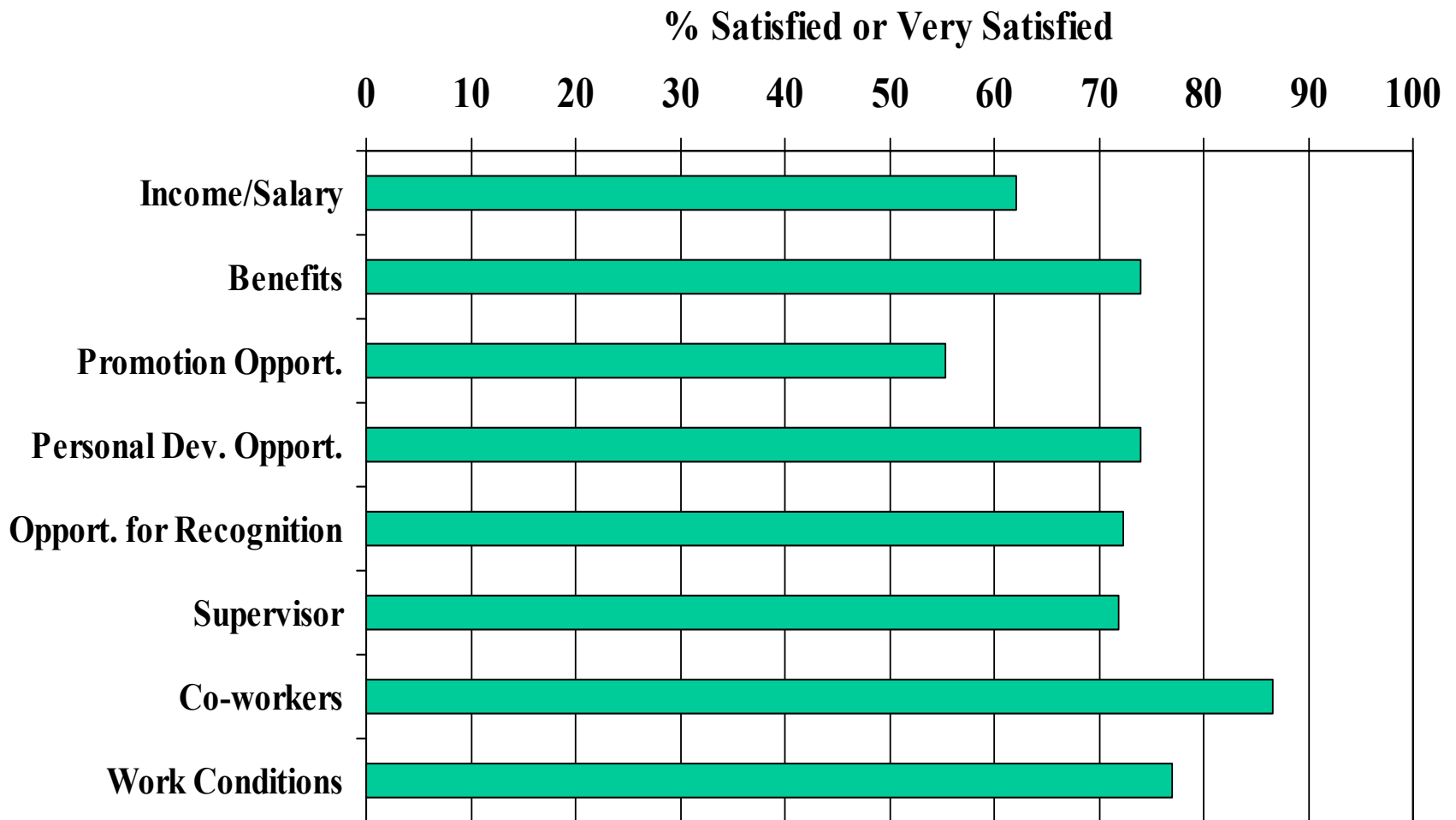
Employment and Market Perceptions: Psychology Doctorate Recipients by Degree Year

	1991	1993	1995	1997	1999	2001
Unemployed	1.2%	1.2%	0.6%	0.7%	1.2%	0.8%
Involuntarily out of field ("underemployed")	1.0%	3.5%	3.1%	3.1%	2.8%	3.1%

	% said job market was "bleak"	% said job market was "excellent"
1989	2.3	11.6
1991	3.6	9.8
1993	6.8	6.0
1995	9.7	3.0
1997	5.5	8.7
1999	3.7	11.1
2001	2.3	11.5

Source: Surveys of Doctorate Recipients. National Science Foundation. Doctorate Employment Surveys. APA.

Levels of Satisfaction With Aspects of Position Reported by Recent Doctorates in Psychology: 2001



Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, April 2003.

Finding a Job

Most Successful Job Search Methods for Recent Doctorates in Psychology: 2001

		<u>Health Services</u>	<u>Other Positions</u>
Top 3	Informal channels	35%	Informal channels 33%
	Postdoc became permanent	9%	Electronic resource 10%
	Newspaper ads	9%	APA Monitor ads 8%
Bottom 3	Journals	<1%	Journals <1%
	Employment agency	0%	Regional conventions <1%
	APS Observer ads	0%	Civil service appl. <1%

Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, April 2003.

Career Strategies

- **Identify your skills**
 - Don't pigeonhole yourself
 - Reconceptualize your skills and abilities
 - Open up your ideas to non-traditional careers using your psychology degree and knowledge
- **Develop new skills**
- **Market your skills**

Don't be afraid to explore other avenues in order to get a job. Sometimes you end up in the area that you're interested in by pursuing your interests in a more roundabout way.

Example: practitioner receiving grant money to conduct research that allows him/her to actually practice/counsel individuals.

Skills Learned in Graduate School

- **Ability to function in various roles/environments**
- **Teaching skills** (*not just in the classroom...*)
- **Counseling/interviewing skills**
 - Ability to simplify complex ideas into lay person's language
 - Ability to listen well and refrain from emoting
 - Trained to pick up on non-verbal and verbal cues/body language
 - Management of human behavior
- **Public speaking**
 - Gain experience in this area by speaking at presentations
 - *a leadership position in a student organization (forums, panels, meetings, etc.)*
 - Defending theses and dissertations
- **Computer skills**

Learn as much as you can about SPSS, SAS (statistical software), Excel, Word, the Internet, Distance Learning, and telehealth

Skills Learned in Graduate School (cont.)

- **Able to argue and defend different viewpoints**
- **Scientific method**
- **Research methods, data analysis, statistics**
 - Problem solving and analytical skills (used in multiple settings including clinical, research, forensics, and consulting)
 - Ability to manipulate numbers/stats
 - Library skills
- **Integrate information from multiple sources**
- **Evaluate critically**
 - Evaluate research of peers and colleagues
 - Review and evaluate research grants and proposals
 - Review articles for journals

Skills Learned in Graduate School (cont.)

- **Understanding group dynamics**
- **Ability to appreciate and work with differing viewpoints**
- **Ability to accept criticism and rejection such as**
 - submission of an article to a journal
 - grant funding agency(those who can attract \$\$ are attractive!)*
 - theses defenses
 - patient calling you names or rejecting you as a therapist
 - patient has issues of whether you are competent
- **Objective thinking**
- **Working with ambiguity**

A psychology background enables us to learn how to adapt to constantly changing environments. Have the ability to work with ambiguity or unclear situations.

Valuable Skills in the Workplace

- **Ability to work productively in difficult situations**
- **Ability to work in a high-stress environment**
 - Learned to deal with pressure, how to remain calm and keep others calm in difficult situations
 - Useful skill- Crisis Management - can be used in clinical work, business settings.
 - Learn how to act and think quickly and concisely
- **Understanding the formal and informal norms of an organization**
 - Knowing how to work around and with other coworkers and procedures to accomplish your goals
- **Persistence (*stubbornness*)**
- **Ability to start projects with limited information or experience**

Developing New Skills

- **Billing**
 - Learn to deal with Managed Care organizations, learn the billing process from colleagues
- **Grant writing** (*practitioners, too!*)
 - Check out conferences and special offers by local associations.
 - Ex: NIH offers free workshops on learning how to write grants
 - Attend any training offered by your employer to learn new skills
 - Check foundation websites to learn how to write grants and proposals
- **Negotiating with managed care organizations**
 - (getting yourself ON a provider panel -- fighting for your market share!)*

Developing New Skills (cont.)

- **Obtaining tenure or other academic contracts**

Learn what it takes to get tenured. Don't go into a position blind or you could be left out in the cold. Contact the university prior to accepting or applying to a position to find out their requirements for tenure (e.g., number of publications, grant money).

- **Peer-review of journal articles and books**

Work with professors, employers writing and reviewing journal articles. Learn how to write for refereed journals.

- **Consulting** (*not just for I/O people; practitioners, too!*)

Find your special area of expertise and market yourself to other companies. Submit unsolicited vitae to companies selling your strengths. Convince the company that your strengths are worth while and that they need your assistance. Show them how much better off they would be with your help.

Other Places to Develop Skills

- **On the job**

Seek out new opportunities to learn new skills. Ask your employer where you can become more involved. Make your interests and willingness to learn known.

- **Mentors**

- **Employer training**

Attend as many as possible. Meet new people in your company and learn new skills to make yourself more marketable.

- **External training workshops**

- **Professional society workshops**

- **Continuing education courses**

- **University-based career services**

See what the career center has to offer

Marketing Your Skills

- **Repackage your professional identity** (*requires sensitivity to culture! Esp. in business. Ex: two sets of business cards*)
- **Educate yourself and employers about what you have to offer** (*this is not a time to be inconspicuous*)
- **Be wise and savvy when you select your references**
Choose individuals for recommendations or references who can speak the language of the position you are applying to.
- **Join relevant associations, societies, listservs**
Find out where the hot jobs and openings are. Join associations and societies to make connections in the field. *Remember, it's those informal channels that land you a job!*

NETWORK, NETWORK, NETWORK!!