



# TORONTO

APA 117TH ANNUAL CONVENTION • AUGUST 6-9

# 2009

## **Debt, Salaries, and Careers in Psychology: What You Need to Know About the Employment Landscape**

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**117<sup>th</sup> Annual APA Convention  
Toronto Canada  
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American Psychological Association  
Center for Workforce Studies



# Mission Statement

*The Center for Workforce Studies (CWS) collects, analyzes, and disseminates information relevant to psychology's workforce and education system.*

# Overview

*Educational Pipeline*

*Debt and Salaries*

*Planning for a Career in  
Psychology*

# **The Psychology Educational Pipeline**

***Demographic Shifts***

***Degrees***

***Pipeline Issue: The Internship***

***Licensure***

# Demographic Shifts

# Demographic Shifts: Women in Psychology

<u>Women</u>	<u>%</u>	<u>%</u>	<u>% Annual Growth</u>
% of bachelor's degrees <sup>1</sup> : 1976 & 2006	54	77	3
% of graduate enrollments <sup>2</sup> : 1977 & 2006	47	76	2
% of new doctorates <sup>3</sup> : 1976 & 2005	33	72	3
% of PhDs in workforce <sup>4</sup> : 1973 & 2003	20	50	3

Sources: (1) IPEDS, US Department of Education. (2) *Graduate Students and Postdoctorates in Science and Engineering*, NSF. (3) *Doctorate Employment Survey*, APA. (4) National Science Foundation/Division of Science Resources Statistics, *Survey of Doctorate Recipients*: (1973, 2003). Compiled by APA Center for Workforce Studies, July, 2008.

Note. PsyDs are included in doctoral counts from *Doctorate Employment Survey* (APA).

# Demographic Shifts: Ethnic Minority Representation in Psychology

<u>Ethnic Minorities</u>	<u>%</u>	<u>%</u>	<u>% Annual Growth</u>
% of bachelor's degrees <sup>1</sup> : 1976 & 2006	12	27	3
% of graduate enrollments <sup>2</sup> : 1980 & 2005	12	27	3
% of new doctorates <sup>3</sup> : 1977 & 2005	8	19	3
% of PhDs in workforce <sup>4</sup> : 1973 & 2003	2	11	6

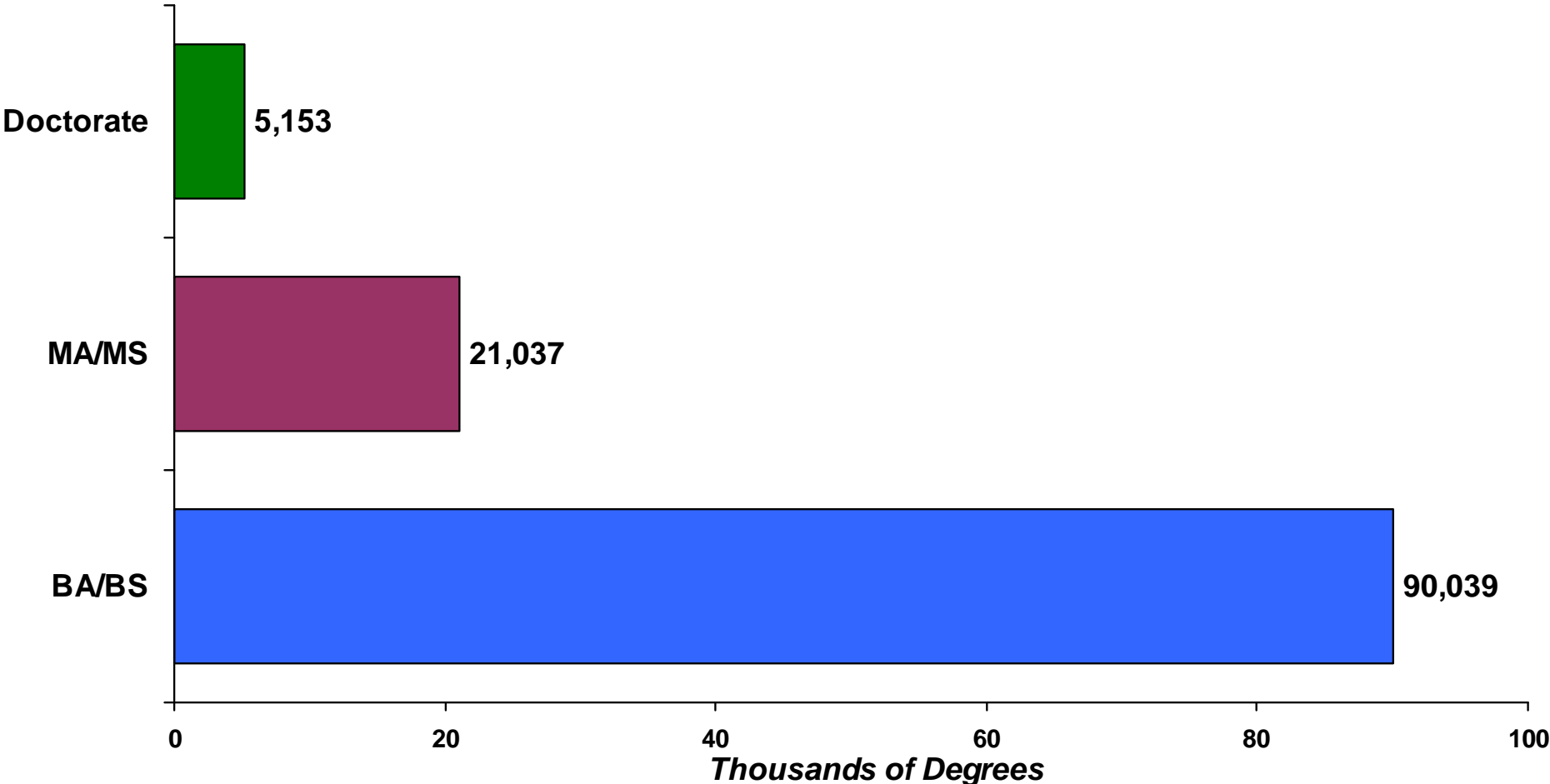
Sources: (1) IPEDS, US Department of Education. (2) *Graduate Students and Postdoctorates in Science and Engineering*, NSF. (3) *Doctorate Employment Survey*, APA. (4) National Science Foundation/Division of Science Resources Statistics, *Survey of Doctorate Recipients*: (1973, 2003). Compiled by APA Center for Workforce Studies, July, 2008.

Note. PsyDs are included in doctoral counts from *Doctorate Employment Survey* (APA).

# **Degrees: Undergraduate through Graduate**

***Degrees Awarded  
Path to the PsyD  
Time to Doctorate Degree***

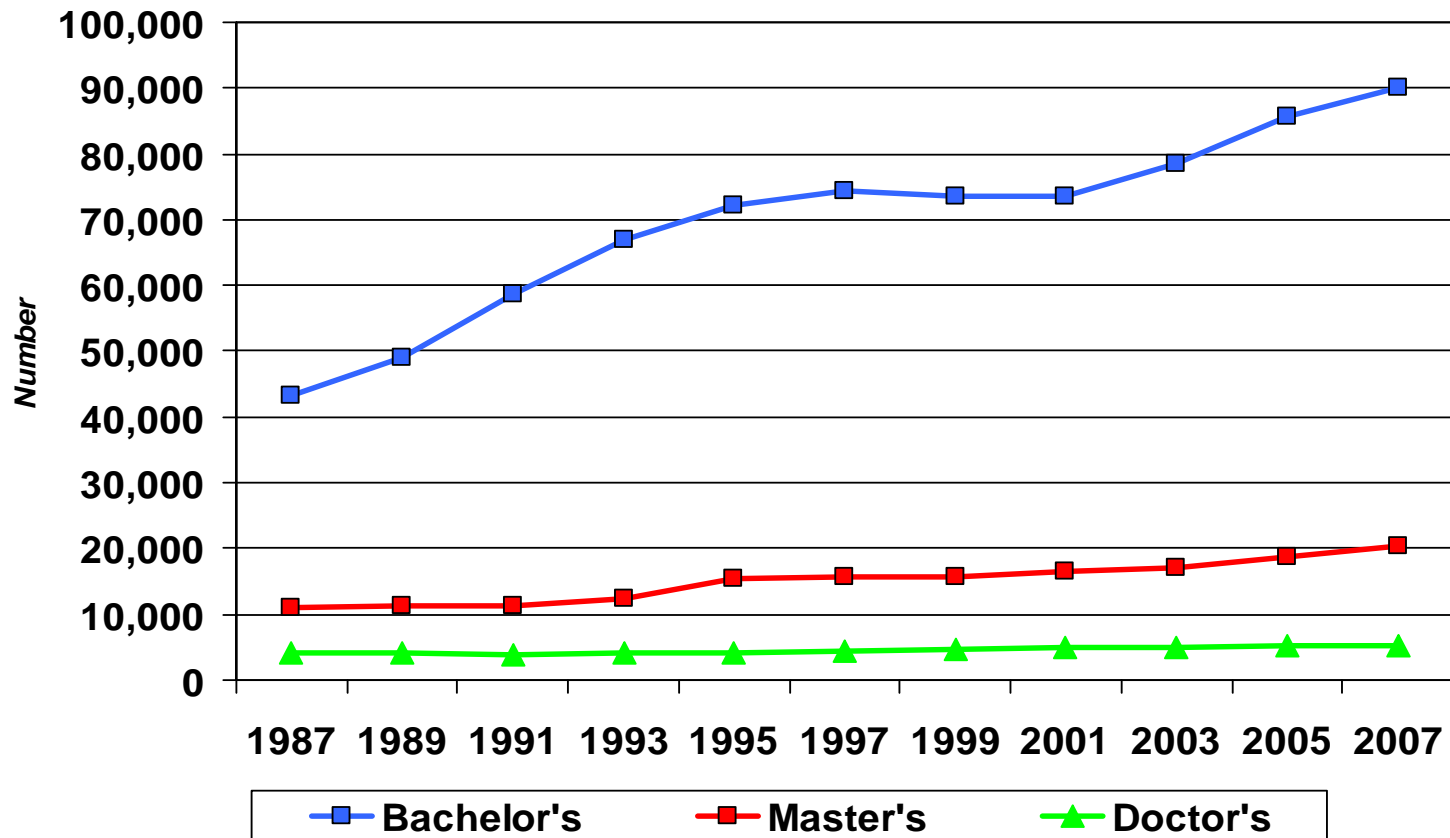
# Number of Psychology Degrees Conferred by Level of Degree: 2007



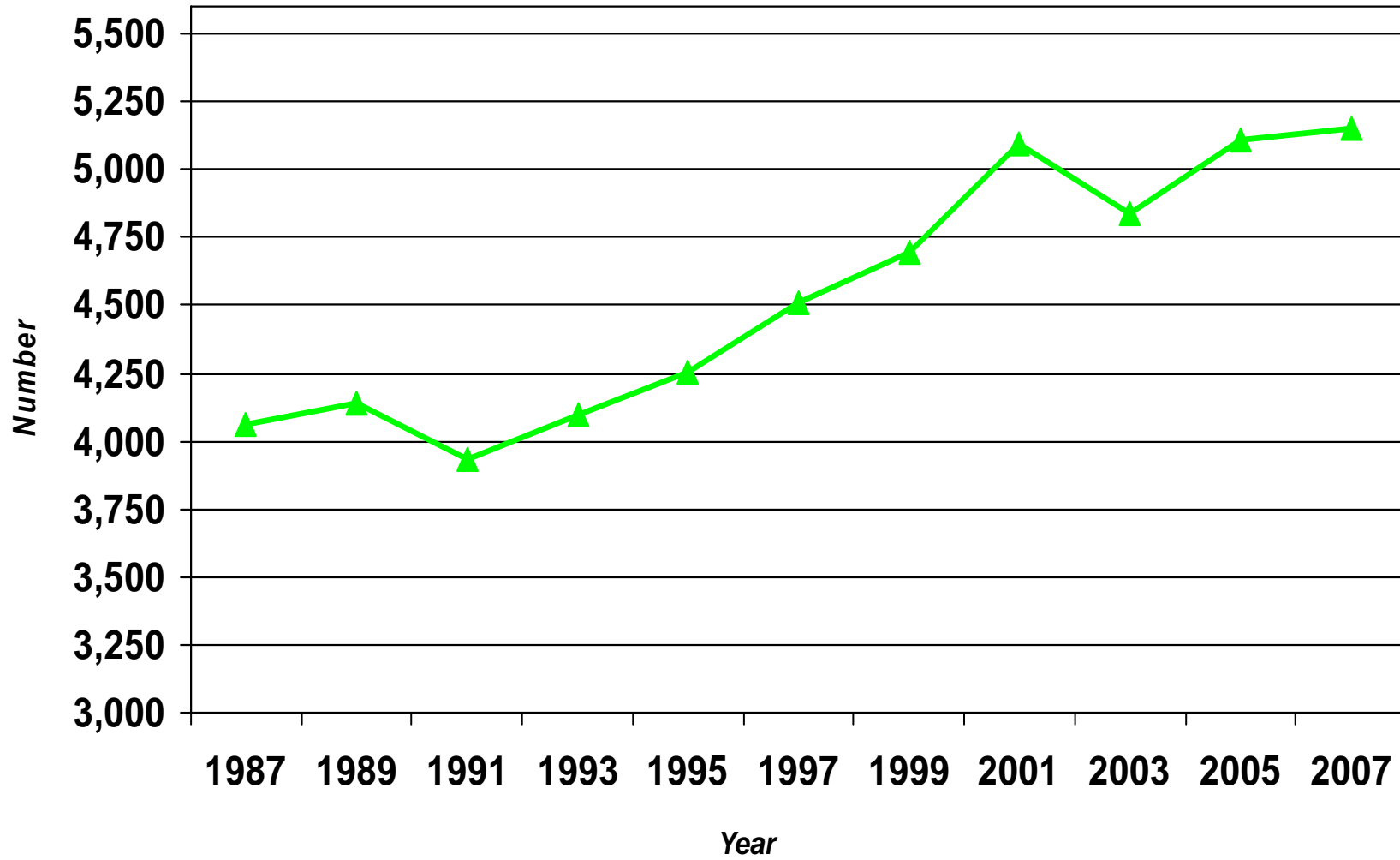
Source: US Department of Education, National Center for Education Statistics. Integrated Postsecondary Data System (IPEDS), "Completion" Survey. Compiled by the APA Center for Workforce Studies. April, 2009.

Note. Doctorate degree includes PsyDs.

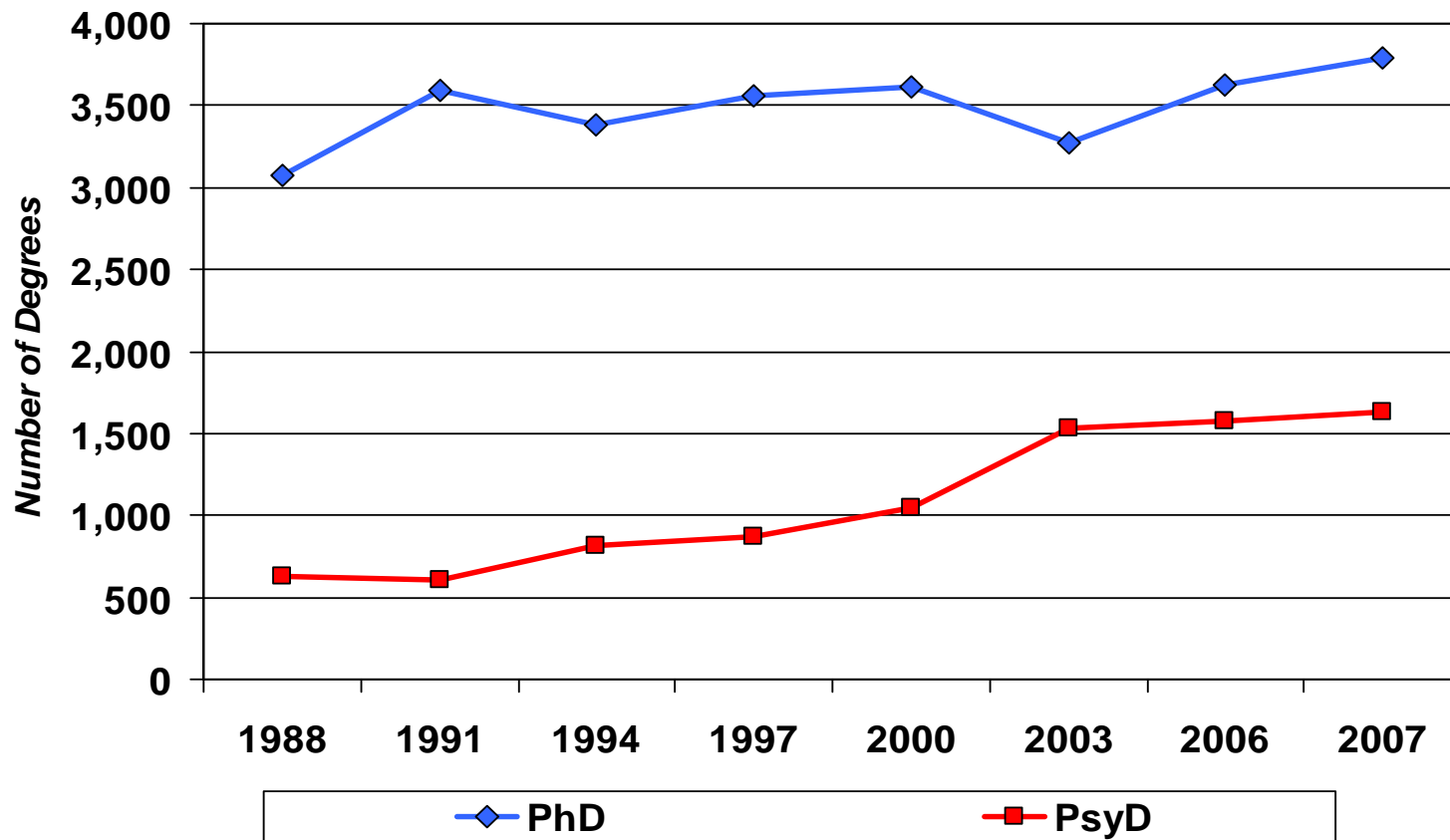
# Number of Degrees Awarded in Psychology: 1987-2007



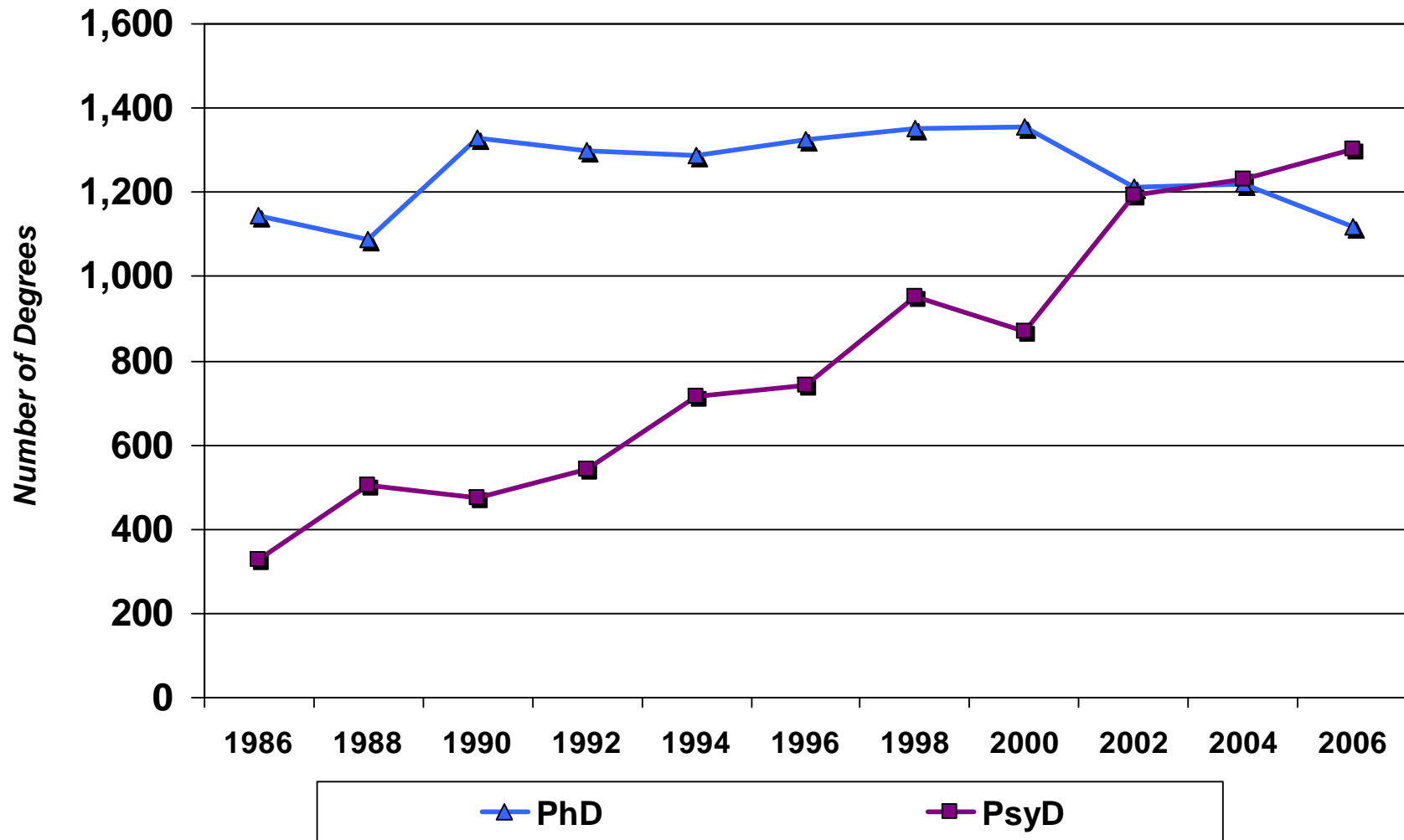
# Number of Doctoral Degrees Awarded in Psychology: 1987-2007



# Number of PhDs and PsyDs Awarded in Psychology: 1988-2007



# Number of Clinical PhDs and PsyDs Awarded in Psychology: 1986-2006

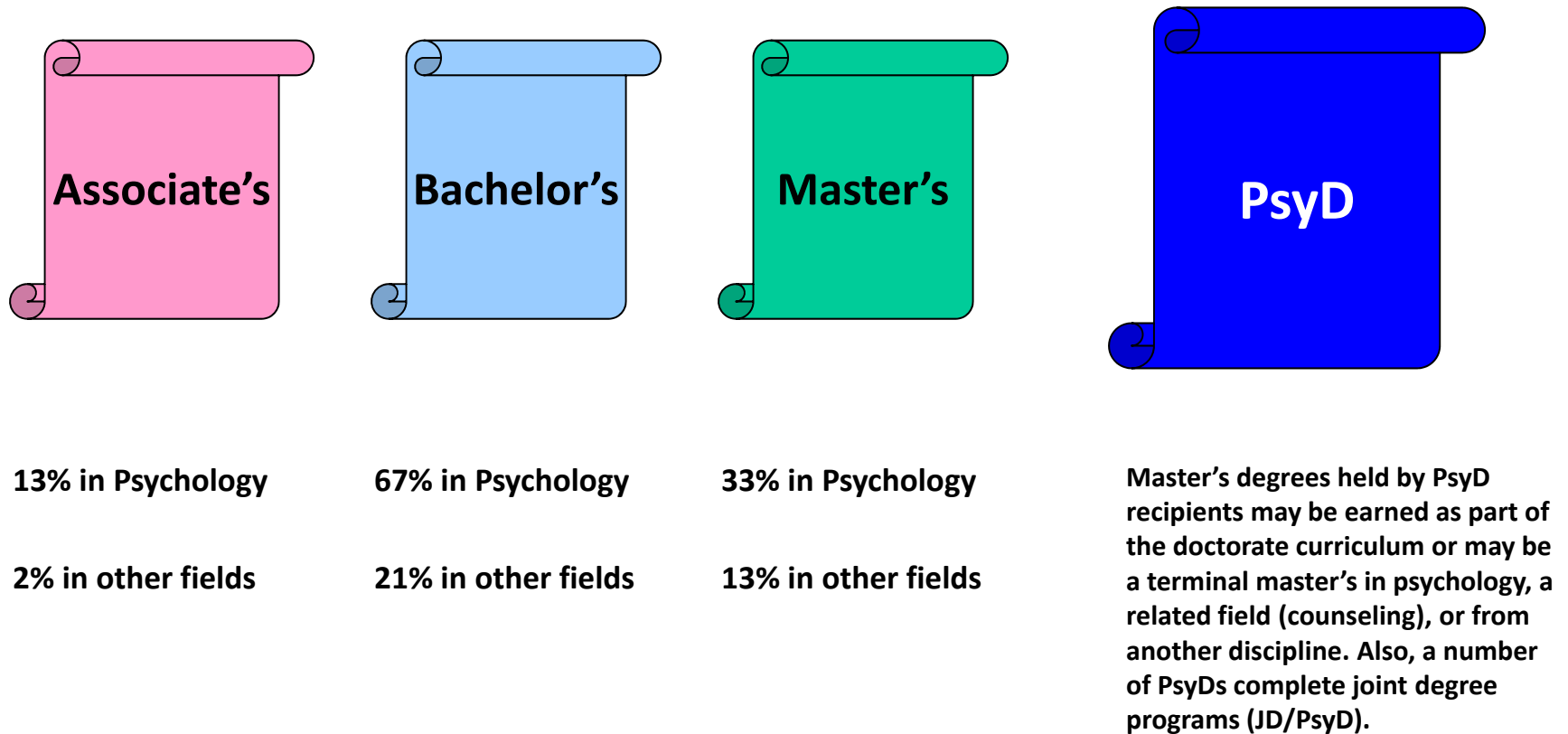


Source: Data on PsyDs are from *Graduate Study in Psychology* (APA). Data on PhDs are drawn from NSF/NIH/USED/NEH/USDA/NASA; *2006 Survey of Earned Doctorates*. Compiled by APA Center for Workforce Studies, February 2009.

Note. Data on PsyDs represent an undercount as several departments did not report number of PsyDs awarded.

# The PsyD Educational Pipeline: 2008

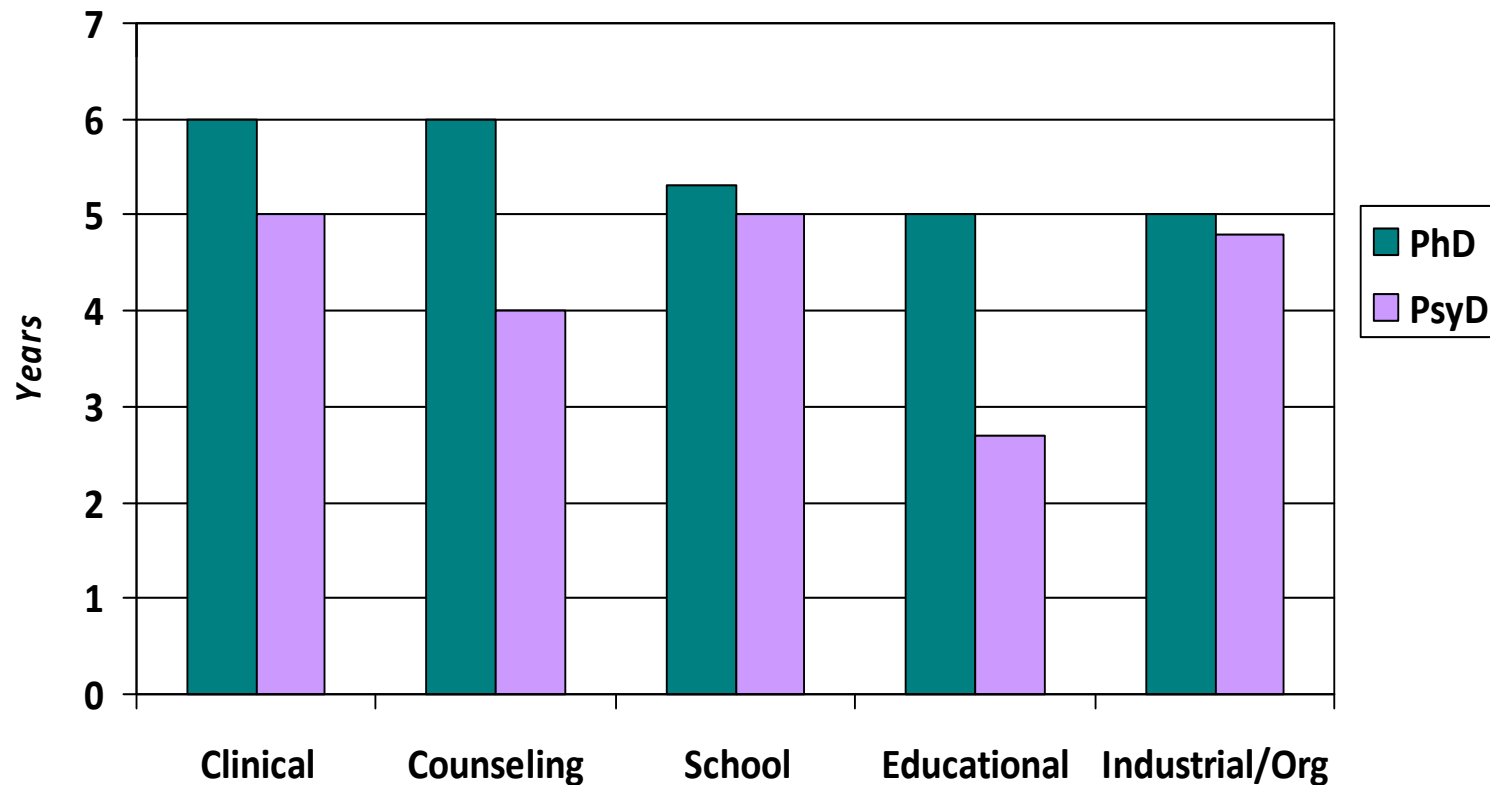
*What types of predoctoral degrees are held by PsyD psychologists? How did they arrive at the PsyD?*



Note. Percentages sum less than 100 and represent “at least” estimated values as only affirmative responses were included in analysis.

Source: 2008 APA Survey of PsyD Granting Schools and Programs, APA Center for Workforce Studies, June 2009.

# Median Years to Complete Doctorate by Selected Subfields and Degree Type: 2008



Source: *APA 2010 Graduate Study in Psychology*. Compiled by APA Center for Workforce Studies, July 2009.

Note. Median years to degree by degree type for all subfields: PhD=5.5; PsyD=5.0.

# Doctoral Internships

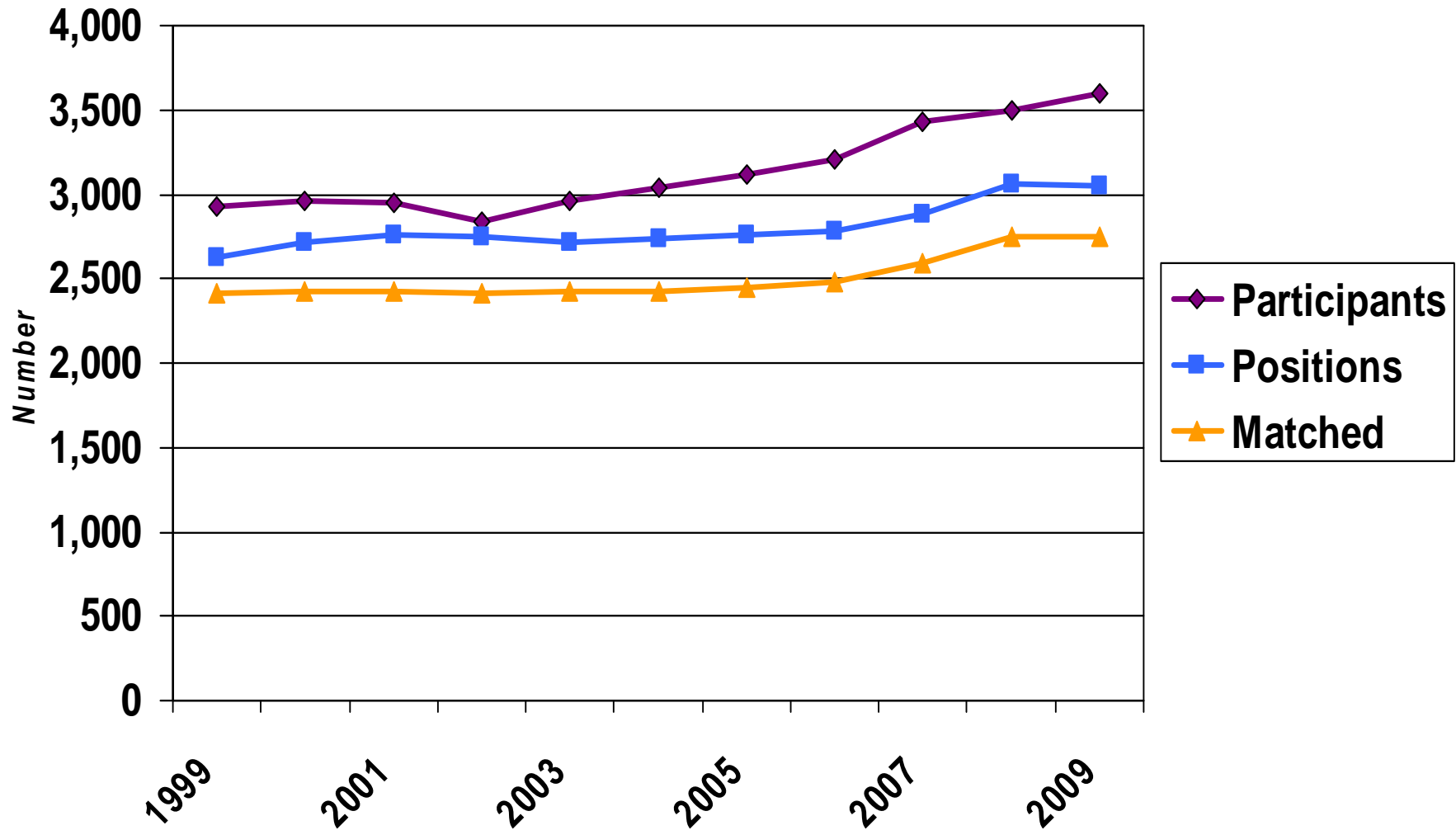
*The Match*

*What can I do?*

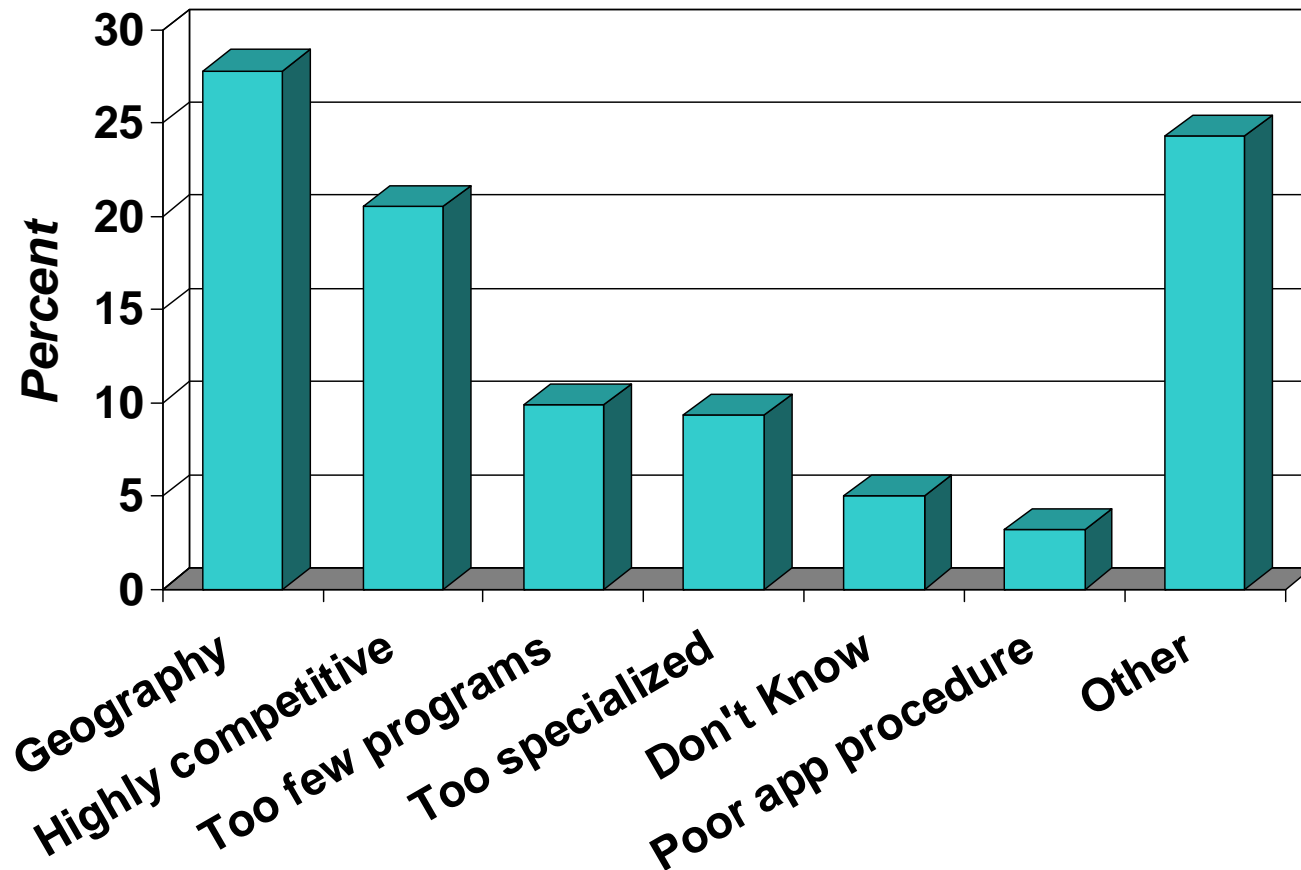
# Structure of the Doctoral Internship: APIC, APPIC, and The Match

- Before 1970, internships were obtained through school based programs, direct application, or less formal recommendation/referral processes. Association of Psychology Internship Centers (APIC) founded in 1968. (Name changed to APPIC in 1991 when postdoctoral training programs were added to their mission).
- The role of the Association of Psychology Postdoctoral and Internship Centers (APPIC) grew significantly between 1970 and 2000. During the 1990s, nearly two fifths (39%) of respondents reported having obtained their internship through APPIC.
- APPIC commences the national computerized Match in 1999. Thirty percent (30%) of respondents completing their internship since 2000 obtained their position through the Match.

# APPIC Match 1999-2009: Participants, Positions, & Matched



# Primary Reason for Non-Placement for APPIC Applicants: 2007



# The Doctoral Internship: The Future

- Questions (Greater meaning to the workforce)
- Concerns (Match Imbalance? Bottleneck?)
- Policy prescriptions? (Ongoing debate)

# Licensure

- **Where do you plan to be licensed?**
- **What are the requirements for licensure?**
- **Accreditation Status: education and training**
- **Resources:**
  - Association of State and Provincial Psychology Boards (ASPPB) [www.asppb.org](http://www.asppb.org)
  - APA Model Licensure Act [www.apapractice.org](http://www.apapractice.org)
  - State/Provincial boards/agencies that regulate the professional practice of psychology.
  - APA's *Graduate Study in Psychology* <http://www.apa.org/gradstudy/>

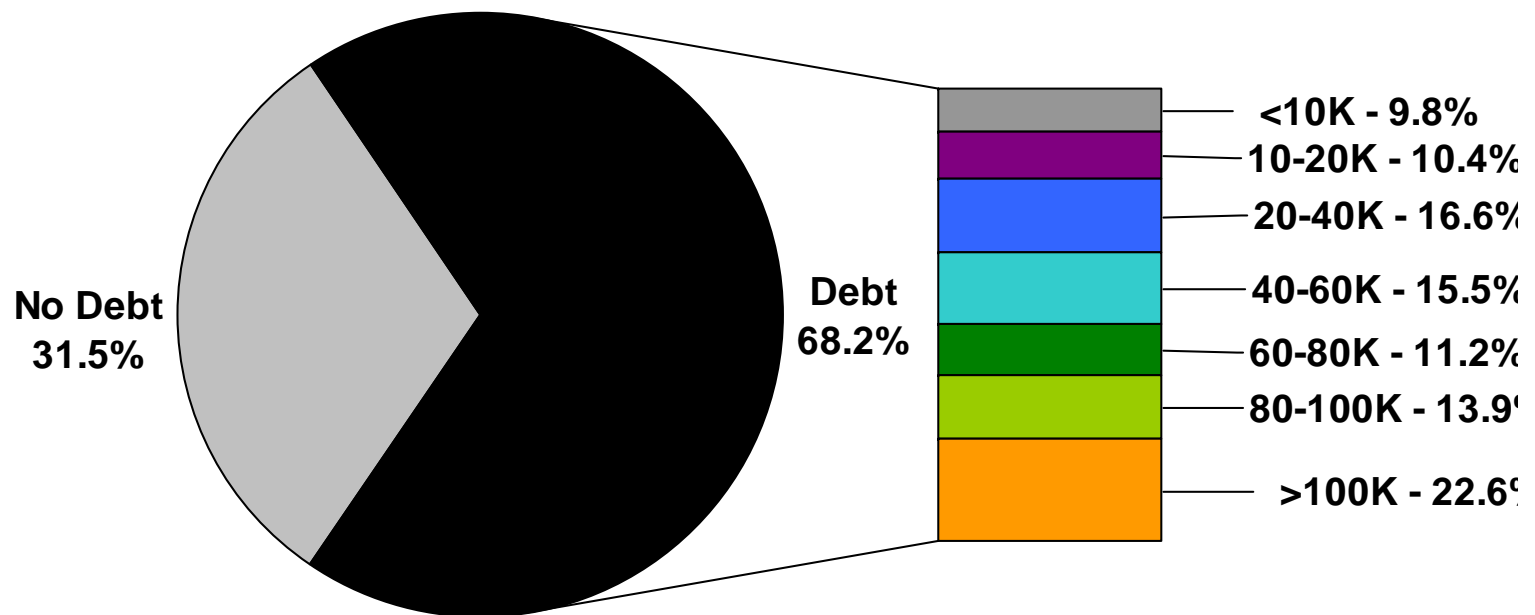
# To Sum up...

- It takes time for the demographic shifts to move through the pipeline. Gender and ethnic diversity in enrollments and degrees have occurred, but have yet to fully filter into the academic workforce.
- Degrees awarded in psychology continue to increase across all levels. Increasingly more master's recipients, PsyDs, and psychologists in HSP subfields.
- The doctoral internship: Bottleneck? Imbalance? What can I do?
- Going into professional practice? Research licensure requirements and ask questions!

# DEBT



# Debt Related to Graduate Education Reported by Recent Doctorates in Psychology: 2007

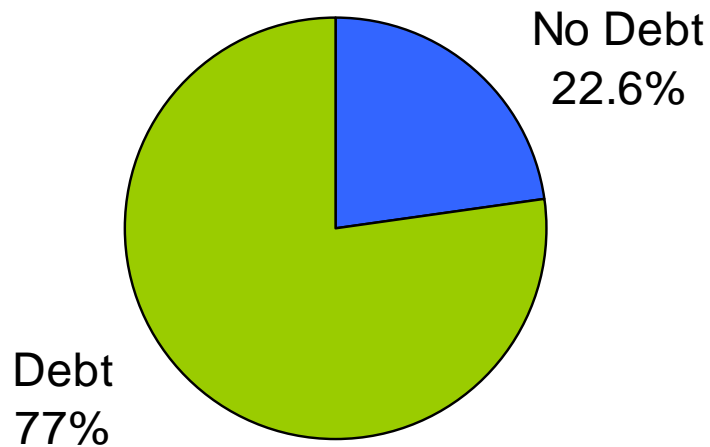


Source: 2007 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, June 2009.

Note. Includes PsyDs. Reported in USD.

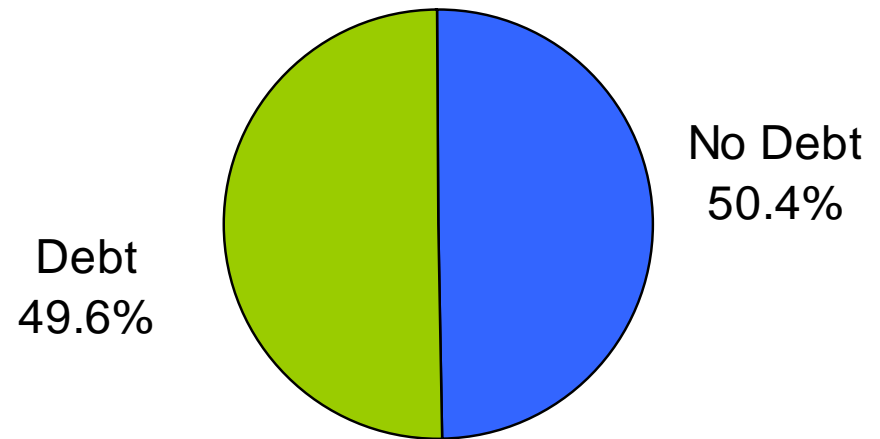
# Debt Related to Graduate Education by Subfield for Recent Doctorates in Psychology: 2007

## Health Service Provider Subfields



Median    \$70,000  
 Mean      \$78,360  
 SD        \$53,569

## Research/Other Subfields

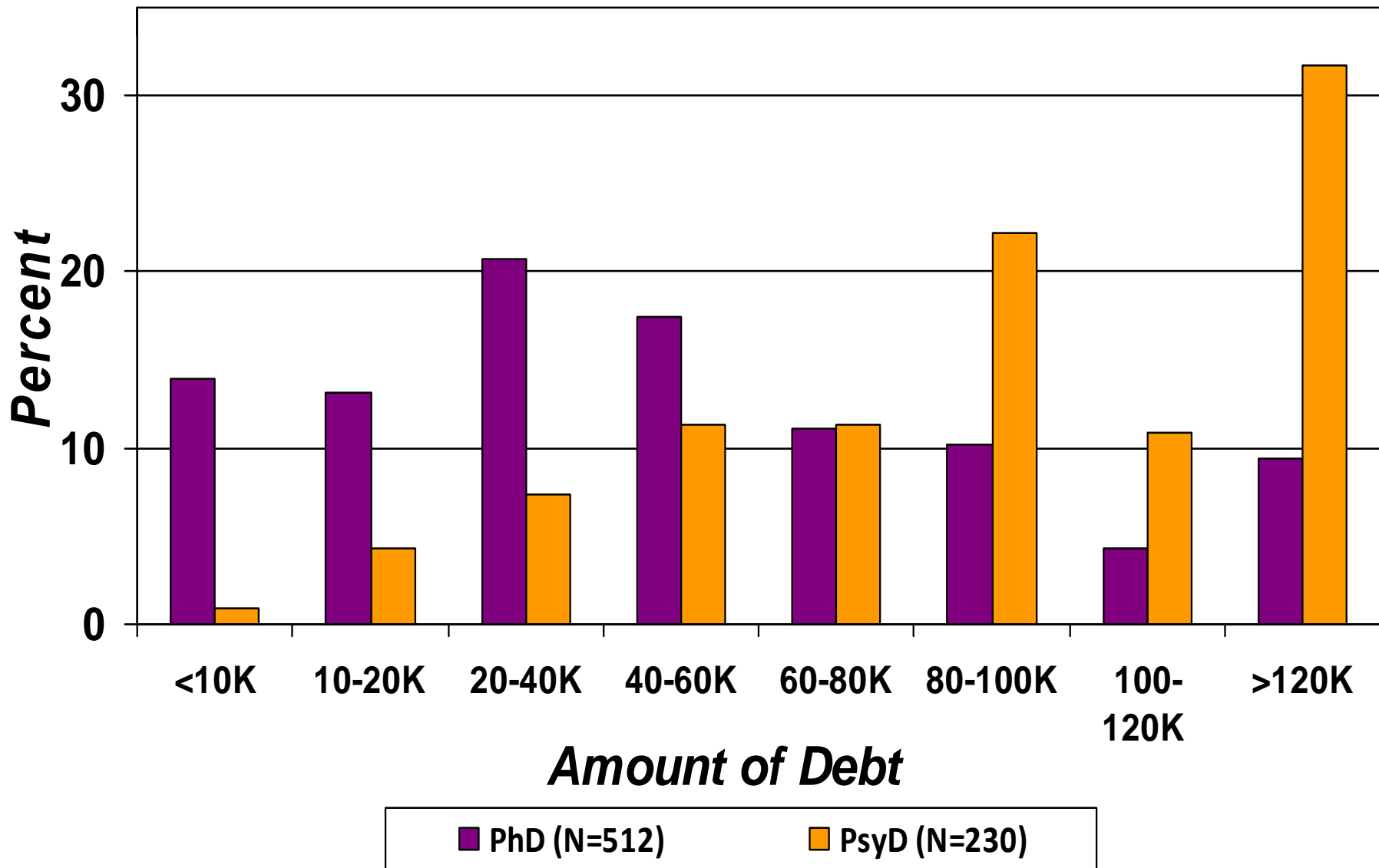


Median    \$35,000  
 Mean      \$46,743  
 SD        \$40,009

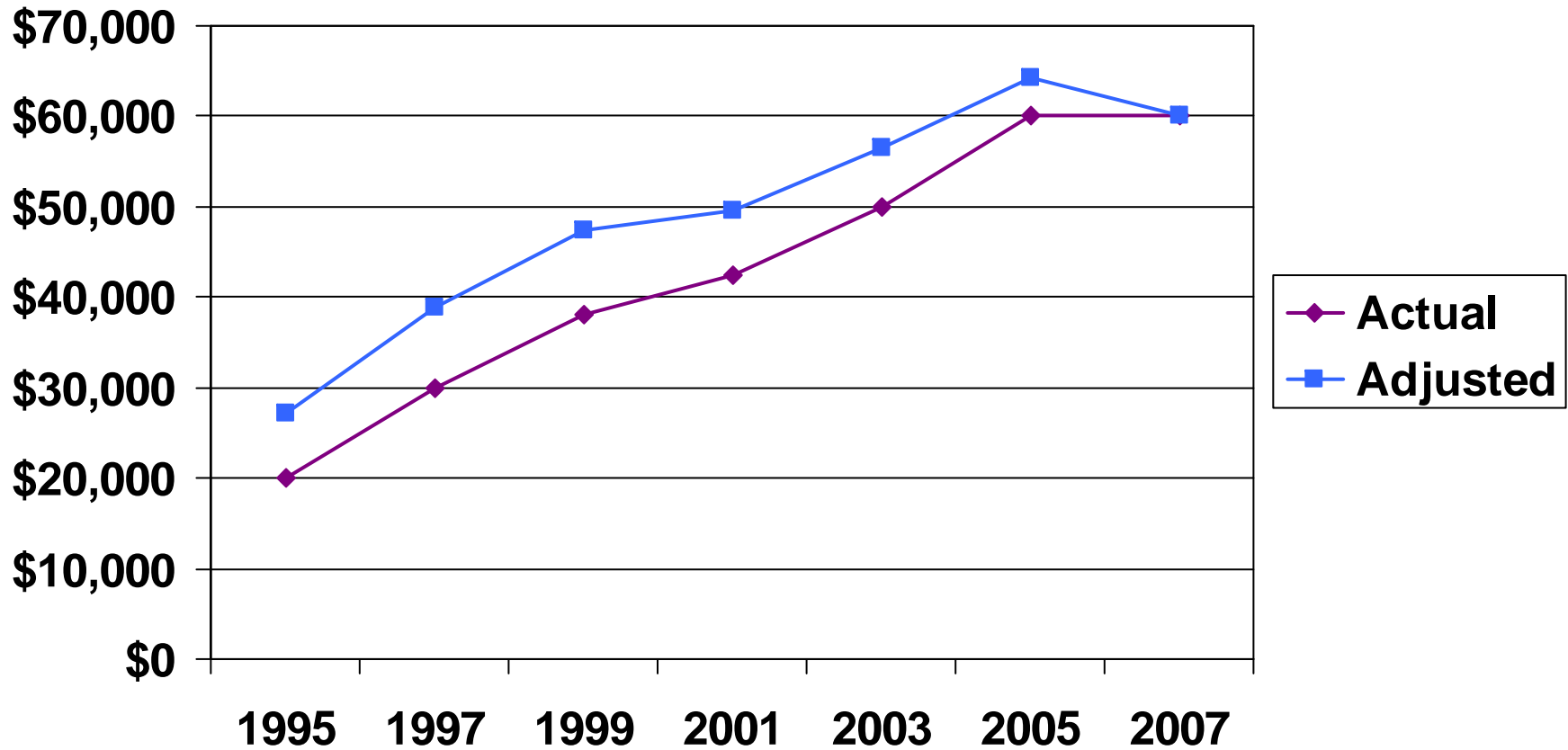
Source: 2007 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, June 2009.

Note. Includes PsyDs. Reported in USD.

# Level of Debt by Type of Degree for Recent Doctorates: 2007



# Median Debt by Year: Doctorate Recipients Who Reported Any Debt

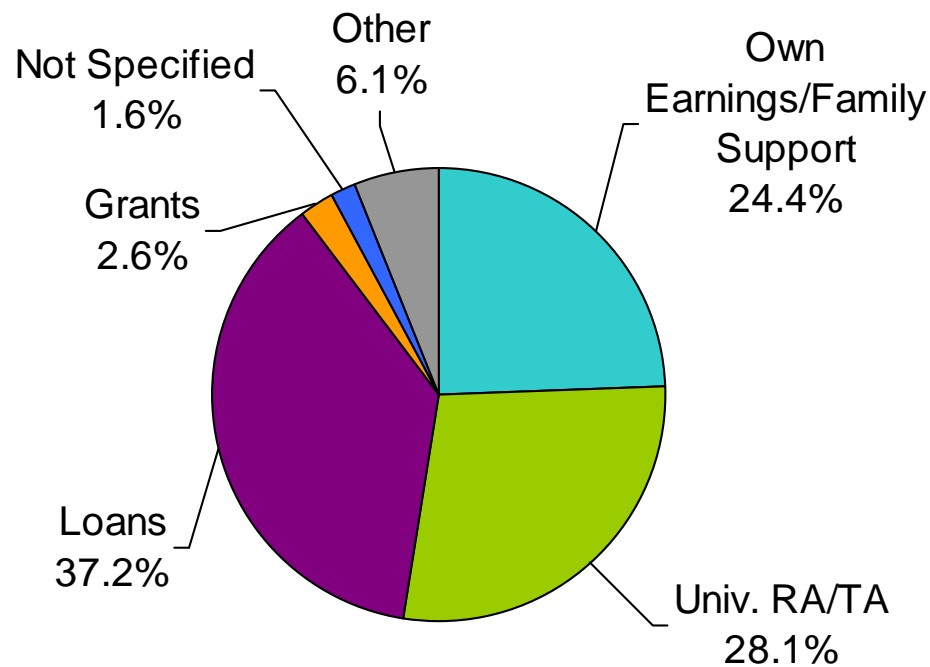


Source: Doctorate Employment Survey, selected years, APA Center for Workforce Studies, July 2009.

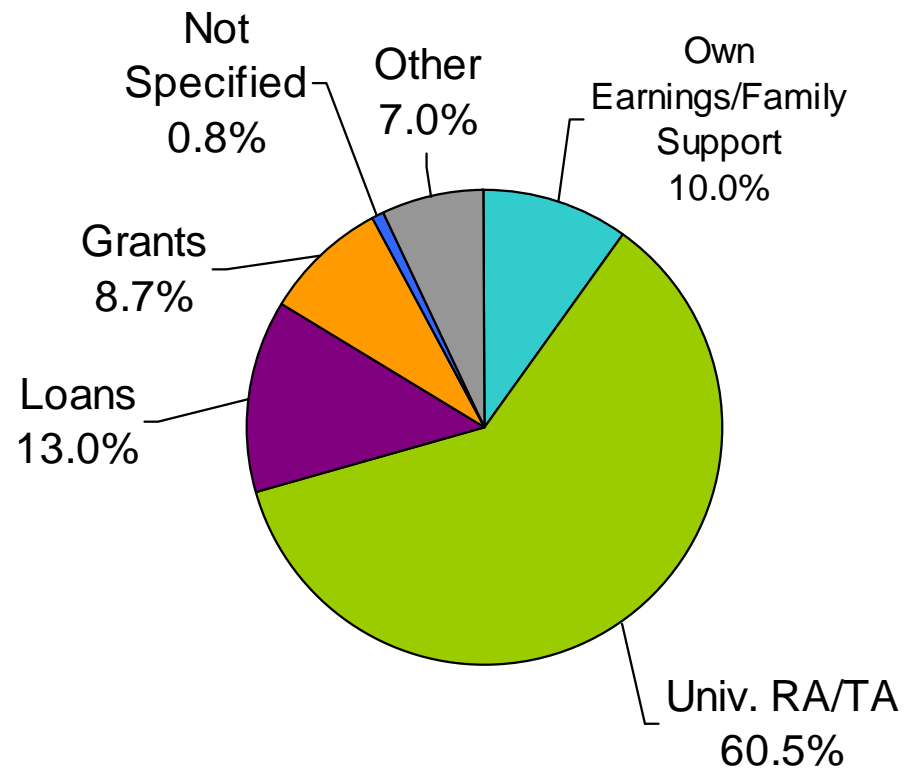
Note: Debt adjusted for inflation from Consumer Price Index.

# Primary Sources of Financial Support by Broad Subfield for Recent Doctorates in Psychology: 2007

## Health Service Provider Fields



## Research/Other Fields



Source: 2007 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, June 2009.

Note. Includes PsyDs.

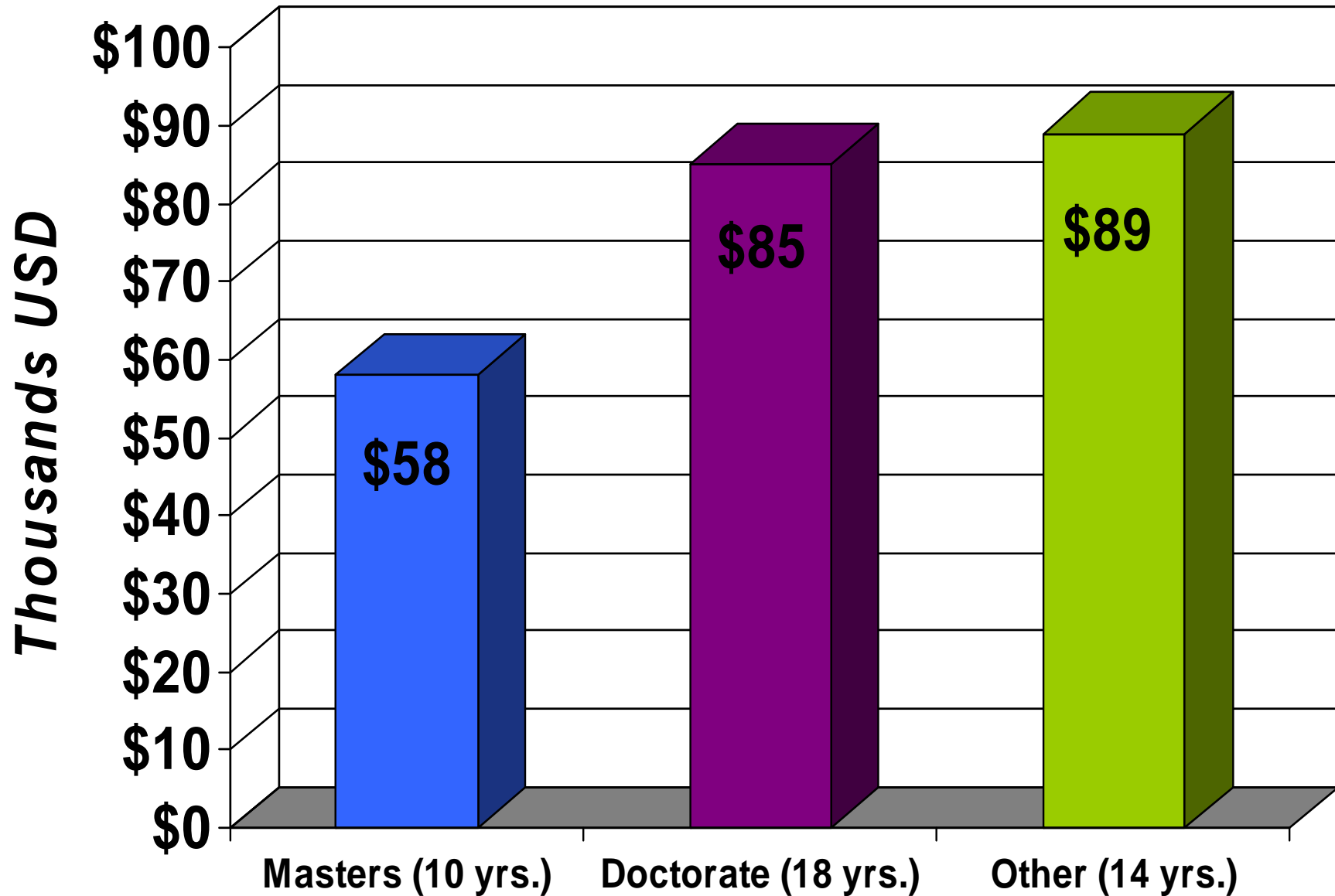
# Loan Repayment/Forgiveness Programs

- National Health Service Corps
- U.S. Department of Veterans Affairs
- National Center on Minority Health and Health Disparities
- American Recovery and Reinvestment Act of 2009
- National Institute of Health

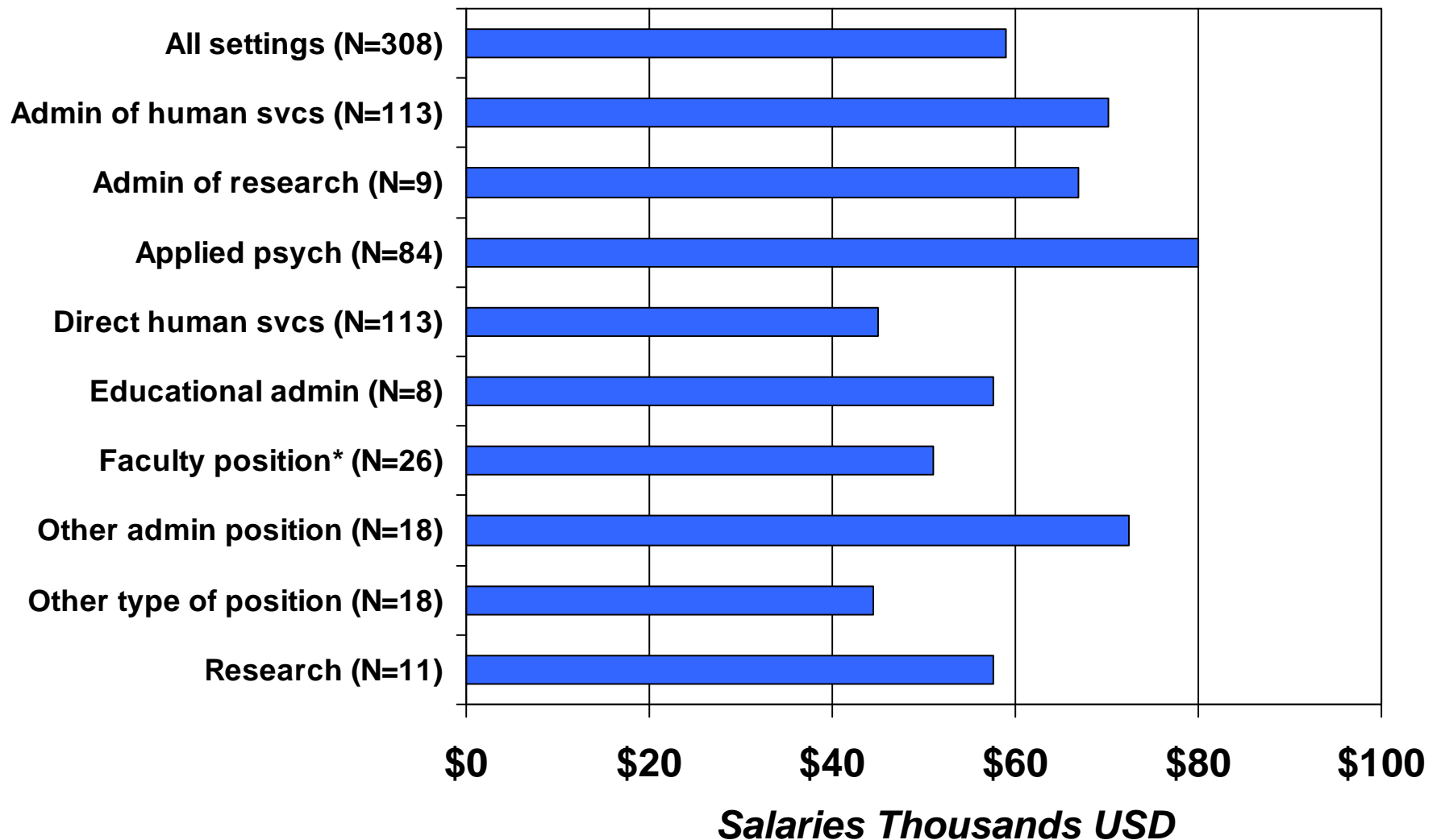
# Salaries



# Median Annual Full-time Salaries in Psychology By Level of Degree and Median Years Work Experience: 2009



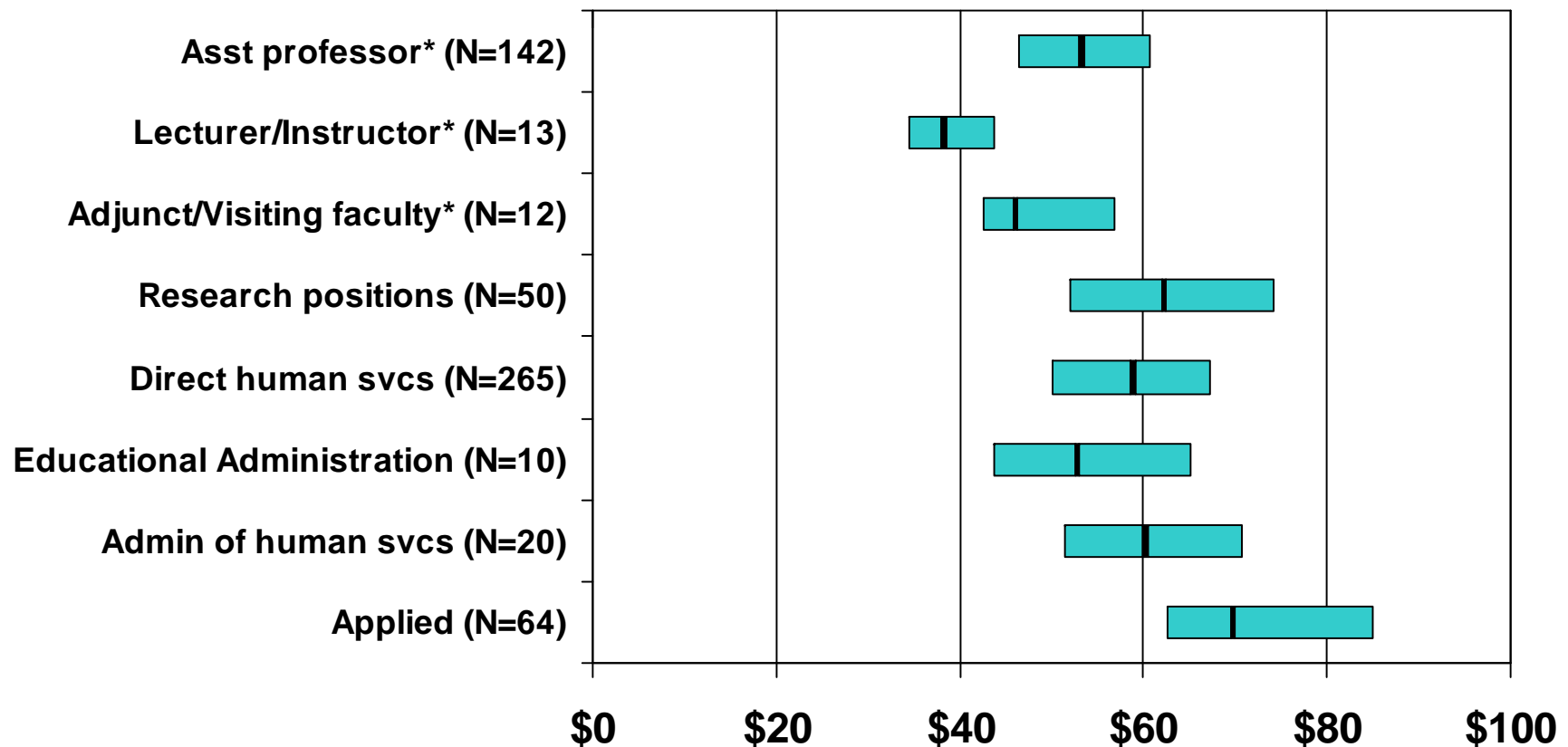
# Median Annual Full-time Salaries by Employment Position for Master's-Level APA Members in Psychology: 2009



Source: 2009 APA Salary Survey, Preliminary Data . Compiled by the APA Center for Workforce Studies, July 2009.

\*Faculty position is for all higher education, including undergraduate and community college. Salary is reported for a 9-10-month academic year. To calculate 11-12 month equivalent, multiply by 11/9.

# Starting Salaries for Full-time Employment Positions of Recent Doctorates in Psychology: 2007



**Starting Salaries in Thousands USD**

Source: 2007 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, June 2009.

Note. Graph includes first quartile, median, and third quartile values. Includes PsyDs.

\* Faculty salaries are for all higher education, including undergraduate and community college. Salaries are reported for a 9-10-month academic year. To calculate 11-12 month equivalent, multiply by 11/9.

# Full-time Salaries of Doctoral-Level Psychologists by Employment Position and Median Years Work Experience: 2009

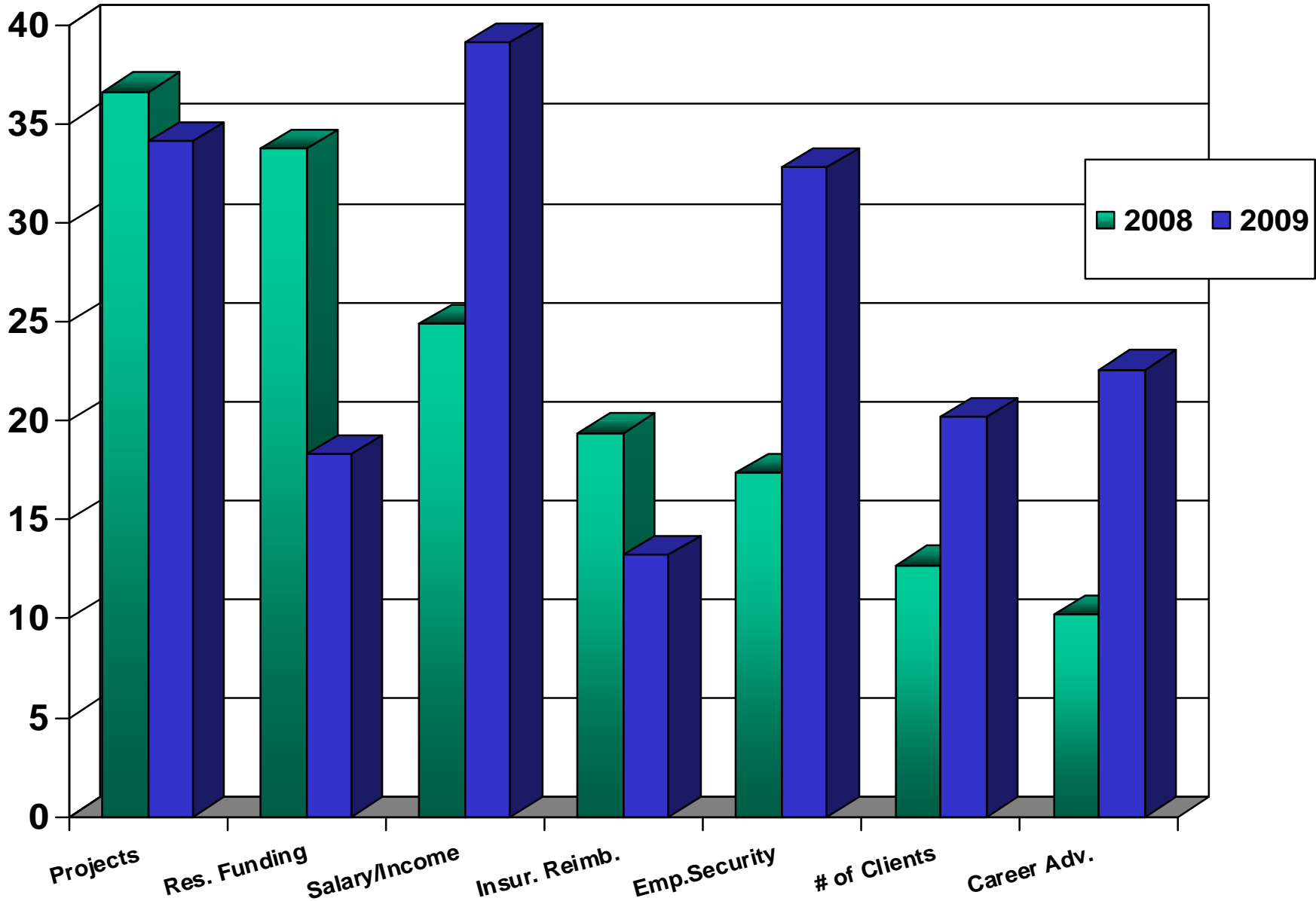


Source: 2009 APA Salary Survey, Preliminary Data. Compiled by the APA Center for Workforce Studies, July 2009.  
 Note. Graph includes first quartile, median, and third quartile values. Includes PsyDs.  
 Faculty salaries are reported for a 9-10-month academic year. To calculate 11-12 month equivalent, multiply by 11/9.

# Planning for a Career in Psychology



# Percent Members Indicating Decreases as a Result of the Current Economic Situation: 2008 & 2009



Source: APA QuiP Poll: 2008 Economic Climate & APA QuiP Poll: 2008 Economic Climate: Follow-Up. Compiled by the APA Center for Workforce Studies, July 2009

# Most Successful Job Search Methods for Recent Doctorates in Psychology: 2007

Health Services		Other Positions	
<b>Informal channels</b>	<b>39%</b>	<b>Informal channels</b>	<b>33.8%</b>
<b>Electronic resource</b>	<b>16%</b>	<b>Electronic resource</b>	<b>13%</b>
<b>Postdoc became permanent</b>	<b>8%</b>	<b>APA Monitor ads</b>	<b>5.9%</b>
		<b>Faculty advisors</b>	<b>8.1%</b>
<b>Conventions placement serv.</b>	<b>&lt;1%</b>	<b>Civil service appl.</b>	<b>0%</b>
<b>Employment agency</b>	<b>0%</b>	<b>Employment agency</b>	<b>&lt;1%</b>
<b>Professional journals</b>	<b>&lt;1%</b>	<b>Professional journals</b>	<b>&lt;1%</b>
<b>APS Observer ads</b>	<b>0%</b>	<b>Conventions placement serv.</b>	<b>3%</b>

Source: 2007 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, June 2009.

Note. Includes PsyDs.

# 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.

# **Career Skills Learned in Graduate School**

- **Functioning in various roles**
- **Teaching skills**
- **Counseling/interviewing skills**
- **Public speaking**
- **Computer skills**
- **Argue and defend different viewpoints**
- **Scientific method**
- **Research methods, Data analysis, Statistics**
- **Integrate information**
- **Evaluate critically**

# **Developing New Skills for a Successful Career**

- **Billing/Administration**
- **Grant writing**
- **Negotiating with managed care organizations**
- **Consulting**
- **Coaching**
- **Specialization**
- **Working in more than one employment position**

# Marketing Your Skills

- **Repackage your professional identity** (*requires sensitivity to culture*)
- **Educate yourself and employers about what you have to offer**
- **Be wise 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 current jobs and openings are. Join associations and societies to make connections in the field.  
*Informal channels are proven avenues to jobs!*

# Psychology Careers in Academia

- **Obtaining tenure or other academic contracts**

Learn what it takes to get tenured. Don't go into a position blind. 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 referred journals.

- **Decrease in tenure track positions**

Being aware of the current climate within university and four-year departments when you are job seeking, and looking at popular alternatives (i.e. 2-year and community colleges, elementary schools, etc.) to traditional academic positions.

# Psychology Careers in Practice

## •Working with Managed Care Companies

Deciding to work only with clients who can pay out-of-pocket, or broadening your client base and opportunities for income flow by working with government organizations such as Medicare and Medicaid and managed care companies.

## •Learning to Negotiate with Managed Care

Working with managed care to receive the highest reimbursement rates available for your skill level, increased client session hours allotted by managed care based on diagnosis. Working with managed care can mean negotiation rather than acceptance of what is offered.

## •Expanding Service Provision Opportunities

Reaching out to provide services to underserved areas and having more than one employment position

## •Health Care Reform

What that will mean for current and future psychology practitioners, being active in lobbying for the field of psychology as equals among other health care providers in proposed legislation.

# Areas of Need/Opportunities in the Field

- Underserved populations
- Incarcerated Individuals
- Chronically mentally Ill (Axis I diagnosis)
- Veterans/military
- Youth/children
- Elderly/geriatric population
- Retiring/Aging “baby boomer” generations psychology
- Opportunities for prevention vs. intervention – Health Care Reform-medical “teams,” holistic care teams

# Psychology Careers in Research

- **Your Own Grants Funded while Still in Graduate School**

Submitting proposals for your own grants while still a graduate student is an ideal way to lengthen your funding track record and increase your independence.

- **Working with minority populations**

Increases your chances of being funded, an alternative to working in a field that has plenty of replication of research, working with minority populations increases the likelihood get funding when you apply for grant monies for your proposal. *In fact NIH will not fund research that has been previously conducted.*

- **Availability of Funds Due to Other Factors**

Being aware of the current national economic and political climates when seeking research funds will help you stay on top of current issues that are being awarded funds, and whether or not you should diversify your job roles to weather uncertain economic climates.

# Continuing Your Education During Your Career

- **New Opportunities**

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-APA Science Student Council**

- **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**

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- [2007-2008 Faculty Salaries in Graduate Departments of Psychology](#)
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- [2005 Doctorate Employment Survey](#)
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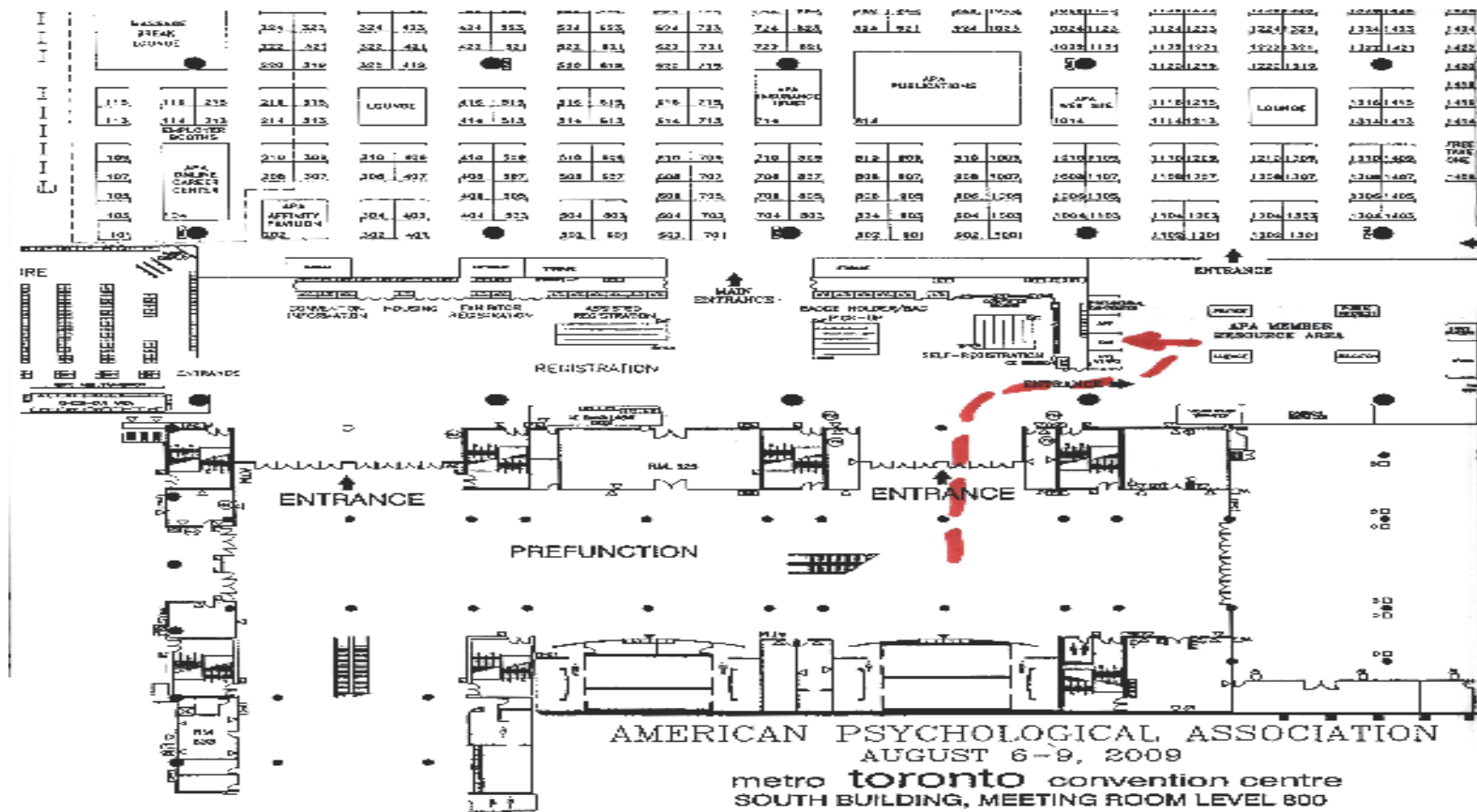
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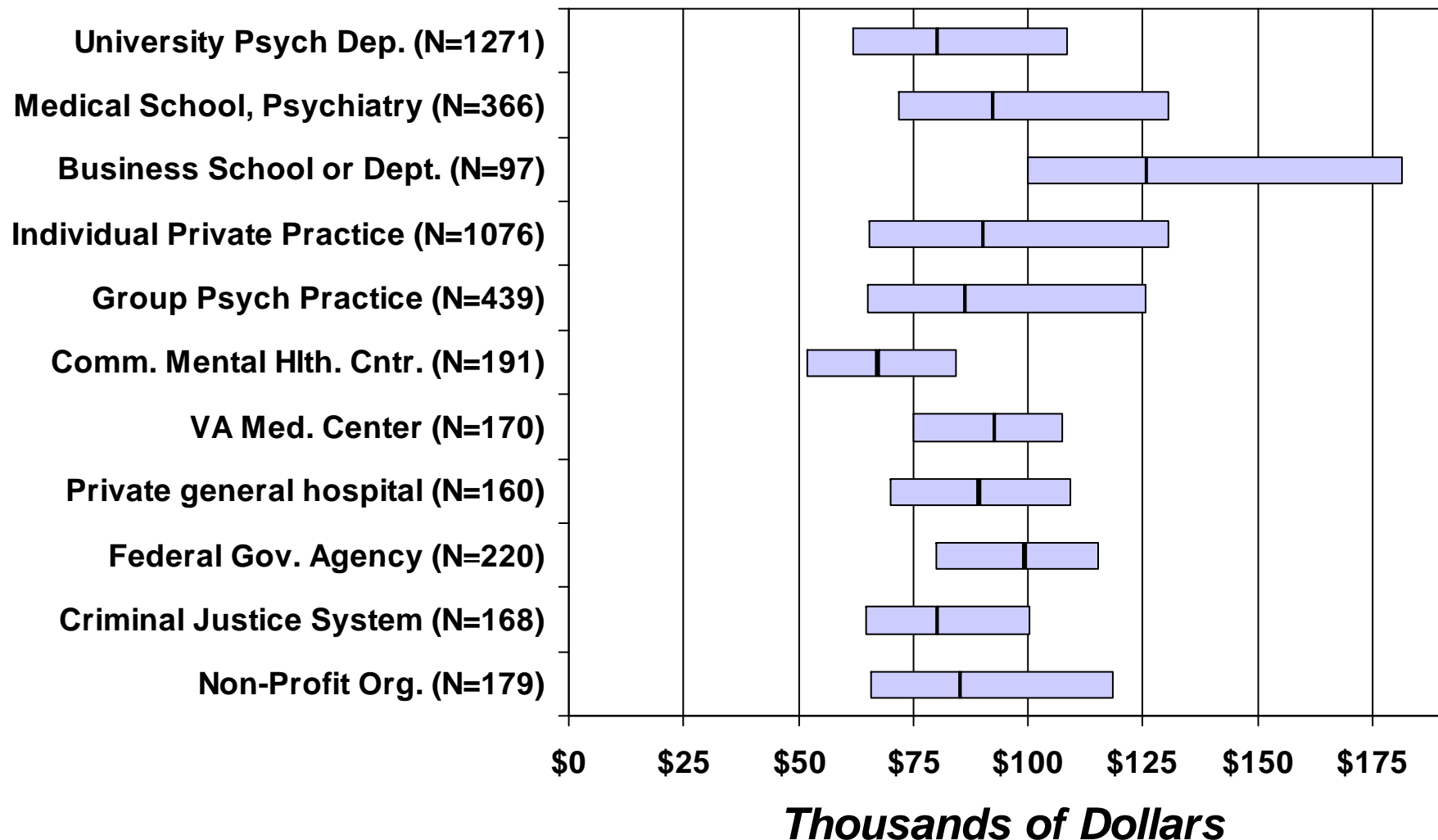
## CWS Contact Information

Email - [CWS@apa.org](mailto:CWS@apa.org)

Website - <http://research.apa.org>



# Full-time Salaries of Doctoral-level Psychologists by Employment Setting: 2009



Source: 2009 APA Salary Survey, Preliminary Data. Compiled by the APA-Center for Workforce Studies, July 2009.

Notes. Graph includes first quartile, median, and third quartile values. Includes PsyDs.