

COMMITTEE ON WOMEN IN PSYCHOLOGY

THE CHANGING GENDER COMPOSITION OF PSYCHOLOGY

UPDATE AND EXPANSION OF THE 1995 TASK FORCE REPORT



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

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Note: The use of National Science Foundation (NSF) data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.

Appendix A

Additional Data for Chapter 2: Psychology in Sociocultural Context

A.1. Additional Data for Expansion and Concentration of the Field

Table A.1.a. Counts by Industry as per the American Community Survey (ACS)

Industry	Counts									
	1990	2000	2005	2006	2007	2008	2009	2010	2011	2012
Agriculture	68	25	0	0	0	0	0	0	0	0
Mining	25	0	0	0	0	0	0	0	0	0
Utilities	15	0	0	0	0	0	0	0	196	0
Construction	16	22	0	0	0	0	0	0	0	0
Manufacturing	268	85	153	159	0	141	0	0	133	0
Wholesale trade	27	0	0	0	0	0	0	0	0	0
Retail trade	102	0	0	0	0	0	0	0	0	0
Transportation	34	42	0	0	0	111	0	0	0	0
Publishing and information	49	149	0	0	0	0	105	0	0	74
Finance, insurance, and real estate	336	254	248	0	0	140	243	228	231	349
Professional services	10,585	2,927	8,142	2,876	3,400	5,380	5,063	7,822	6,824	1,747
Education	11,299	13,234	13,863	14,973	13,533	16,815	18,900	16,854	17,179	16,535
Medical	35,581	54,450	55,330	55,869	54,707	56,159	55,477	56,870	57,701	59,658
Social and community	2,021	1,821	1,806	2,493	3,173	3,015	2,235	2,677	1,823	887
Entertainment	0	0	87	75	258	0	0	29	0	71
Personal services	112	821	903	293	78	283	592	0	422	637
Government Administration	2,018	3,192	3,388	4,964	3,453	4,004	5,364	5,534	5,431	6,332
Military	153	290	381	52	80	232	368	120	228	68
Counts	62,709	77,312	84,301	81,754	78,682	86,280	88,347	90,134	90,168	86,358

Note. Table A.1.a corresponds to Figure 2.1. The industry definitions are from the broad categories in the ACS and the Census. *Psychologists* are defined as those whose reported occupation was a psychologist in the ACS. Only psychologists not matriculated in school and who had a doctorate or a professional degree (post-undergraduate) were included. Those that were retired or semi-retired were excluded (the definition of *retired* was if a person was more than 60 years of age and out of the labor force; *semi-retired* was defined as being more than 55 years of age and in one of two conditions: (1) the person worked less than 40 hr a week or (2) worked less than 20 hr a week normally).

Source. American Community Survey, selected years (U.S. Census Bureau, n.d.).

Table A.1.b. Market Share Detail

Industry	Market Shares									
	1990	2000*	2005*	2006	2007	2008	2009	2010*	2011	2012*
Agriculture	0.1	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Mining	0.0	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Utilities	0.0	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.22	0.00
Construction	0.0	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Manufacturing	0.4	0.1	0.18	0.19	0.00	0.16	0.00	0.00	0.15	0.00
Wholesale trade	0.0	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Retail trade	0.2	0.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transportation	0.1	0.1	0.00	0.00	0.00	0.13	0.00	0.00	0.00	0.00
Publishing and information	0.1	0.2	0.00	0.00	0.00	0.00	0.12	0.00	0.00	0.09
Finance, insurance, and real estate	0.5	0.3	0.29	0.00	0.00	0.16	0.28	0.25	0.26	0.40
Professional services	16.9	3.8	9.66	3.52	4.32	6.24	5.73	8.68	7.57	2.02
Education	18.0	17.1	16.44	18.31	17.20	19.49	21.39	18.70	19.05	19.15
Medical	56.7	70.4	65.63	68.34	69.53	65.09	62.79	63.09	63.99	69.08
Social and community	3.2	2.4	2.14	3.05	4.03	3.49	2.53	2.97	2.02	1.03
Entertainment	0.0	0.0	0.10	0.09	0.33	0.00	0.00	0.03	0.00	0.08
Personal services	0.2	1.1	1.07	0.36	0.10	0.33	0.67	0.00	0.47	0.74
Government administration	3.2	4.1	4.02	6.07	4.39	4.64	6.07	6.14	6.02	7.33
Military	0.2	0.4	0.45	0.06	0.10	0.27	0.42	0.13	0.25	0.08

Note. The industry definitions are from the broad categories in the American Community Survey (ACS). *Psychologists* are defined as those whose reported occupation was a psychologist in the ACS. Only psychologists not matriculated in school and who had a doctorate or a professional degree (post-undergraduate) were included. Those that were retired or semi-retired were excluded (the definition of *retired* was if a person was more than 60 years of age and out of the labor force; *semi-retired* was defined as being more than 55 years of age and in one of two conditions: (1) the person worked less than 40 hr a week or (2) worked less than 20 hr a week normally).

*Years 2000, 2005, 2010, and 2012 are shown in the following graph.

Source. American Community Survey, selected years (U.S. Census Bureau, n.d.).

A.2. Additional Data for Growth in Work Settings and Activities

Table A.2.a. Counts by Sector as per the American Community Survey (ACS)

Industry	Counts									
	1990	2000	2005	2006	2007	2008	2009	2010	2011	2012
Health	37,480	55,899	57,397	58,655	57,796	59,083	57,777	59,524	59,570	60,879
Education	11,299	13,234	13,863	14,973	13,533	16,815	18,900	16,854	17,179	16,535
Post-secondary education	5,427	3,724	3,287	3,941	3,720	2,834	4,143	2,961	3,685	3,340
Secondary and primary education	5,576	9,358	10,339	10,690	9,657	13,380	14,452	13,548	12,968	12,755
Education other	296	152	237	342	156	601	305	345	526	440
Private research	623	2,750	7,890	2,566	3,107	5,380	4,800	7,587	6,957	1,313
Other	13,307	5,429	5,151	5,560	4,246	5,002	6,870	6,169	6,462	7,631
Counts	62,709	77,312	84,301	81,754	78,682	86,280	88,347	90,134	90,168	86,358

Note. Table A.2.a corresponds to Figure 2.2. The industry definitions are from the broad categories in the ACS and the Census. *Psychologists* are defined as those whose reported occupation was a psychologist in the ACS. Only psychologists not matriculated in school and who had a doctorate or a professional degree (post-undergraduate) were included. Those that were retired or semi-retired were excluded (the definition of *retired* was if a person was more than 60 years of age and out of the labor force; *semi-retired* was defined as being more than 55 years of age and in one of two conditions: (1) the person worked less than 40 hr a week or (2) worked less than 20 hr a week normally).

Source. American Community Survey, selected years (U.S. Census Bureau, n.d.).

Table A.3.a. Journal Operations 1995

Table A.3.a. Journal Operations 1995

[illegible]

Table A.3.b. Journal Operations 2013

Summary Report of Journal Operations, 2013											
Journal	Manuscripts				Printed Pages			Average Lag in Months ¹		Print Subscriptions	
	No. received	No. accepted	No. rejected ²	Rejection Rate ³	Pages published ⁴	Total pages published	Online First	Print	Internet	Print	
Primary Journals											
Behavioral Neuroscience	184	85	37	64%	94	858	1.2	2.3	136	191	
Developmental Psychology	721	147	220	66%	200	3,400	1.4	7.7	333	591	
Evolution	915	118	117	81%	118	1,168	2.4	5.3	433	40	
Experimental and Clinical Psychopharmacology	88	60	5	44%	58	511	1.8	2.8	189	29	
Health Psychology	873	141	98	84%	148	1,227	3.8	8.8	3,838	290	
Int. of Abnormal Psychology	573	68	48	84%	112	1,168	1.8	3.5	450	819	
Int. of Applied Psychology	963	81	313	91%	75	1,372	1.2	3.2	842	547	
Int. of Comparative Psychology	84	41	18	54%	48	462	2.4	7.3	85	128	
Int. of Consulting and Clinical Psychology	488	114	142	78%	101	1,143	1.3	3.9	768	476	
Int. of Counseling Psychology	315	68	28	78%	85	848	1.5	2.9	1,558	485	
Int. of Educational Psychology	524	95	129	86%	95	1,223	2.4	4.8	850	751	
JEP: Asian Balance Processes ⁵	153	38	19	63%	38	384	2.8	3.2	74	172	
JEP: Applied ⁶	223	48	5	62%	30	418	1.8	2.3	347	98	
JEP: General	588	107	90	83%	108	1,368	1.1	8.9	152	368	
JEP: Human Perception and Performance	541	117	80	78%	141	1,794	1.4	8.8	54	300	
JEP: Learning, Memory, and Cognition	832	134	87	78%	185	1,888	1.5	8.1	132	336	
Int. of Family Psychology	438	84	103	78%	103	884	1.8	2.4	888	145	
Int. of Personality and Social Psychology	968	113	177	88%	121	2,175	1.2	3.8	332	808	
Neuropsychology	321	119	84	68%	88	728	1.8	3.2	1,421	103	
Psychological Processes: Research and Practice	183	51	45	68%	48	451	2.4	4.5	2,787	117	
Psychological Assessment	572	126	148	73%	130	1,407	1.5	6.7	1,284	347	
Psychological Inquiry	217	48	58	65%	60	1,368	1.4	5.3	433	602	
Psychological Methods ⁷	214	44	51	58%	30	827	2.1	6.2	1,214	114	
Psychology: Review	254	37	34	68%	38	918	1.7	2.9	340	578	
Psychology and Aging	347	80	88	78%	110	1,171	2.2	4.8	370	177	
Psychology of Addictive Behaviors	483	108	70	78%	130	1,304	1.4	7.3	1,418	56	
Psychology, Public Policy, and Law	123	28	14	78%	38	805	2.4	5.2	826	91	
Publication Psychology	153	55	35	46%	58	431	1.7	2.8	1,337	75	
Subtotal or average	11,753	2,885	3,352	75%	2,488	28,852	1.8	6.3	22,332	7,822	
Special Journals											
American Psychologist	188	48	57	78%	130	848	1.4	2.7	88,817	488	
Total or average primary and special	11,941	2,933	3,409	76%	2,618	30,700	1.8	6.3	108,889	8,410	
Notes: This summary is compiled from the 2013 annual reports of the Council of Editors and from Central Office records. Corresponding figures for 2012 can be found in the July/August 2012 issue of American Psychologist. Numbers are rounded off in the second whole number. Int. = Journal, JEP = Journal of Experimental Psychology.											
1. Includes manuscripts for which final editorial decisions had not been made as of December 31, 2013. By the date of this report, decisions will have been reached on most of these manuscripts.											
2. The rejection rate indicates the percentage of submitted manuscripts not accepted for publication in a journal. For example, a rejection rate of 35% means that manuscripts submitted to a journal have a 35% chance of acceptance. The average rejection rate for all journals is indicated by dividing total acceptances by total submissions (both pending manuscripts factored out) and subtracting from 100%. It is not an average of the individual journal rejection rates.											
3. Includes articles, brief reports, case reports, discussions, monographs, and brief communications.											
4. Average Lag in Months is calculated using the acceptance and publication dates for all manuscripts published in 2013. As an estimate, this lag is computed for manuscripts published first online then in print.											
5. Data for the editors and managing editors were combined in order to reflect activity for the journals as a whole.											
6. Includes several addresses, correspondence columns, editorials, discussions, and introductions.											
7. Includes Peer Review and other activities for which data was available (N/A = not applicable).											

Summary Report of Division Journal Operations, 2013											
Journal Division	Manuscripts				Printed Pages			Average Lag in Months ¹		Print Subscriptions	
	No. received	No. accepted	No. rejected ²	Rejection Rate ³	Pages published ⁴	Total pages published	Online First	Print	Internet	Print	
Division of General Psychology (1)											
Teaching of Psychology (2)	212	51	3	76%	83	367	N/A	7.2	N/A	N/A	
Personality & Social Psychology Bulletin (3)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Personality and Social Psychology Review (3)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Journal of Social Issues (3)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Analysis of Social Issues and Public Policy (6)	92	23	24	75%	38	446	1.0	18.0	N/A	N/A	
Psychology of Aesthetics, Creativity, and the Arts (10)	154	45	26	68%	44	418	2.9	5.0	510	19	
Clinical Psychology: Science & Practice (12)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Counseling Psychology Journal: Practice & Research (13)	45	27	8	54%	28	327	N/A	1.5	1,291	13	
Individual and Organizational Psychology (14)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Educational Psychologist (15)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
School Psychology Quarterly (18) ⁵	177	28	33	81%	27	404	2.5	3.7	2,352	81	
The Counseling Psychologist (17)	183	5	31	96%	58	1,190	2.6	12.3	N/A	N/A	
Psychological Services (19)	118	41	41	73%	63	458	3.0	8.0	825	10	
Military Psychology (19)	118	23	41	71%	55	821	N/A	N/A	838	56	
Journal of Consumer Psychology (23)	481	58	71	87%	90	968	5.9	7.7	N/A	N/A	
Journal of Theoretical & Philosophical Psychology (24)	91	22	14	64%	24	278	1.8	8.0	485	9	
History of Psychology (25)	83	29	18	62%	38	384	2.9	4.0	431	36	
American Journal of Community Psychology (27)	287	58	16	78%	90	967	0.9	8.4	N/A	N/A	
Psychiatry (28)	288	58	17	68%	84	585	6.0	7.5	2,385	179	
The Humanistic Psychologist (32)	57	31	8	43%	38	411	2.8	3.8	N/A	N/A	
Psychology of Women Quarterly (33)	281	43	55	64%	58	527	1.0	8.0	N/A	N/A	
Psychology of Religion and Spirituality (36)	182	32	58	64%	34	341	2.6	5.9	886	17	
Psychosomatics: Psychology (36)	117	60	32	68%	81	862	3.5	4.1	3,569	37	
Law & Human Behavior (41)	328	38	36	81%	42	450	1.8	5.9	3,512	128	
Gender and Family Psychology: Research and Practice (45)	45	39	14	48%	21	307	2.3	2.3	1,180	4	
Cultural Diversity & Ethnic Minority Psychology (46)	284	74	75	78%	82	478	3.4	5.1	1,377	52	
Sport, Exercise, and Performance Psychology (47)	118	19	5	63%	29	384	2.5	5.4	1,048	7	
Peace & Conflict: The Journal of Peace Psychology (48)	87	17	38	72%	50	434	N/A	N/A	479	41	
Group Dynamics: Theory, Research, & Practice (48)	83	27	-	34%	21	314	1.7	3.5	291	36	
Psychology of Men and Masculinity (51)	128	47	21	65%	81	462	1.7	8.2	570	13	
International Perspectives in Psychology: Research, Practice, Consult	68	22	38	55%	39	398	1.4	2.1	877	3	
Journal of Clinical Child & Adolescent Psychology (53)	378	121	58	75%	34	883	6.7	7.7	N/A	N/A	
Journal of Pediatric Psychology (54)	361	110	215	63%	111	1,158	1.4	1.5	N/A	N/A	
Psychological Trauma: Theory, Research, Practice, and Policy (56)	183	62	70	70%	73	589	2.8	12.0	1,783	7	
Notes: This summary is compiled from the 2013 annual reports of the division journal editors. N/A = not applicable; D/A = data not available to journal.											
1. Includes manuscripts for which final editorial decisions had not been made as of December 31, 2013. By the date of this report, decisions will have been reached on most of these manuscripts.											
2. Data for the editors and managing editors were combined in order to reflect activity for the journals as a whole.											
3. Includes Peer Review and other activities for which data was available (N/A = not applicable).											

Source. Summary Report of Journal Operations, 2013 (American Psychological Association, 2014).

Table A.3.c. Federal Obligations for Research, by Detailed Field of Science and Engineering: Fiscal Years 1995, 2000, 2005, 2010, and 2012

Field of science and engineering	1995	2000	2005	2010	2012 (preliminary)
All fields	28,434,396	38,470,550	53,738,245	63,727,973	60,712,323
Environmental sciences	2,854,437	3,328,771	3,502,612	3,338,941	3,312,690
Atmospheric sciences	1,135,553	1,104,344	1,185,133	953,824	NA
Geological sciences	848,307	639,155	673,506	530,383	NA
Oceanography	407,317	673,034	771,514	743,690	NA
Environmental sciences, nec	463,260	912,238	872,459	1,111,045	NA
Life sciences	11,811,035	17,964,701	28,127,841	33,909,132	30,803,923
Agricultural sciences	670,295	894,956	1,094,192	1,131,888	NA
Biological sciences (excluding environmental biology)	4,925,399	10,740,022	13,351,637	17,213,885	NA
Environmental biology	806,850	740,025	698,997	816,360	NA
Medical sciences	4,972,195	4,463,771	10,862,104	11,677,000	NA
Life sciences, nec	436,296	1,125,927	2,120,911	3,070,000	NA
Mathematics and computer sciences	1,579,053	2,205,594	2,983,355	3,411,838	3,590,282
Computer sciences	1,013,851	1,659,570	2,157,075	2,361,953	NA
Mathematics	258,607	432,927	686,604	835,467	NA
Mathematics and computer sciences, nec	306,595	113,097	139,676	214,418	NA
Physical sciences	4,278,334	4,787,950	5,493,697	5,870,776	5,902,407
Astronomy	764,458	880,267	884,891	559,870	NA
Chemistry	863,510	1,225,601	1,197,532	1,310,649	NA
Physics	2,451,210	2,405,361	3,041,297	3,470,083	NA
Physical sciences, nec	199,156	276,721	369,977	530,174	NA
Psychology	622,596	1,626,660	1,891,772	2,155,559	1,960,097
Biological aspects	58,816	7,807	2,345	13,596	NA
Social aspects	156,303	56,401	46,632	74,539	NA
Psychological sciences, nec	407,477	1,562,452	1,842,795	2,067,423	NA
Social sciences	678,708	1,050,312	1,097,142	1,197,322	1,258,414
Anthropology	21,718	15,883	18,021	24,700	NA
Economics	206,513	249,492	215,861	274,016	NA
Political science	22,332	22,583	32,706	14,246	NA
Sociology	47,833	90,608	70,155	132,349	NA
Social sciences, nec	380,312	671,746	760,399	752,011	NA
Other sciences, nec	901,792	1,160,181	2,088,888	2,763,233	3,028,720
Engineering	5,708,441	6,346,381	8,552,938	11,081,173	10,855,790
Aeronautical engineering	1,248,257	1,463,898	1,276,299	830,124	NA
Astronautical engineering	546,530	514,988	494,069	389,892	NA
Chemical engineering	246,145	196,519	283,831	509,682	NA
Civil engineering	339,430	239,220	279,225	699,832	NA
Electrical engineering	756,299	744,787	1,033,474	1,360,895	NA
Mechanical engineering	412,485	289,300	323,732	363,621	NA
Metallurgy and materials engineering	815,331	918,102	1,184,055	1,758,773	NA
Engineering, nec	1,343,964	1,979,567	3,678,253	5,168,355	NA

Note. Dollars are in thousands.

Source. For the years 1995 and 2000: National Science Foundation, Division of Science Resources Statistics (2004); for the year 2005: National Science Foundation, Division of Science Resources Statistics (2008); for the years 2010 and 2012: National Science Foundation, National Center for Science and Engineering Statistics (2013).

Appendix B

Additional Data for Chapter 3: Education and Training of Psychologists

B.1. Additional Data Regarding Enrollments in Graduate Psychology Departments

Table B.1.a. Numbers of Applications, Students, and Graduates by Program Area in Graduate Departments of Psychology: 2000, 2005, 2010, 2012, and 2014

Year	Subfield	Applied Sum	Accepted Sum	Enrolled Sum	Total enrolled full time Sum	Total enrolled part time Sum	Students withdrew or dismissed Sum	Degrees awarded Sum	Years to program completion Mean
2014	Health service provider subfields	86,423	19,788	14,094	40,755	8,610	972	11,375	3.98
	Other subfields	37,525	8,685	6,205	16,504	4,222	794	4,442	4.12
	Total	123,948	28,473	20,299	57,259	12,832	1766	15,817	4.05
2012	Health service provider subfields	78,546	18,939	14,307	38,692	9,606	1,040	10,384	4.11
	Other subfields	35,310	8,096	6,334	15,041	6,317	833	4,342	5.01
	Total	113,856	27,035	20,641	53,733	15,923	1,873	14,726	4.55
2010	Not specified	29	14	4	34	5	0	18	3.00

	Health service provider subfields	73,694	19,404	14,175	39,342	9,135	1,557	10,348	4.13
	Research & other subfields	34,794	10,373	7,622	19,223	5,095	1,258	4,745	4.25
	Total	108,517	29,791	21,801	58,599	14,235	2,815	15,111	4.19
2005	Health service provider subfields	65,353	19,077	13,277	34,907	9,314	996	9,673	4
	Research and other subfields	28,663	8,878	5,421	15,732	3,227	436	3,725	4
	other fields	410	89	49	119	40	4	38	4
	Not specified	*	*	*	*	*	*	*	*
	Total	94,426	28,044	18,747	50,758	12,581	1,436	13,436	4
2000	health service provider subfields	66,275	18,447	12,041	31,017	9,621	*	10,251	*

	research and other subfields	28,928	8,975	5,252	14,069	3,545	*	4,262	*
	other fields	151	50	34	61	36	*	22	*
	Total	95,354	27,472	17,327	45,147	13,202	*	14,535	*

Note. The 2000 edition of Graduate Study was the earliest year for which these data can be compiled.

*Not available for this year.

Source. Graduate Study in Psychology, selected years (American Psychological Association [APA], n.d.-a). Compiled by the APA Center for Workforce Studies.

Table B.1.b. Demographic Characteristics of Students in Graduate Departments of Psychology: 2004, 2010, 2012, and 2014

Demographic characteristic	2004		2010		2012		2014	
	Sum	<i>N</i> departments	Sum	<i>N</i> departments	Sum	<i>N</i> departments	Sum	<i>N</i> departments
Female students enrolled full-time	33,271	566	45,733	569	40,382	613	42,803	595
Female students enrolled part-time	8,441	566	9,471	492	12,898	608	10,164	579
Male students enrolled full-time	12,007	567	14,606	569	13,371	611	14,225	594
Male students enrolled part-time	2,808	567	3,004	490	4,128	610	3,119	578
Total students enrolled full-time	46,083	571	60,372	575	53,550	615	57,028	597
Total students enrolled part-time	11,579	569	12,502	577	16,892	615	13,283	597
African American/Black full-time students	2,950	557	4,783	538	3,340	610	3,704	589
African American/Black part-time students	818	537	1131	471	1556	609	1517	580
Hispanic/Latino(a) full-time students	2,672	556	4,024	541	4,064	612	4,145	590
Hispanic/Latino(a) part-time students	539	538	818	470	1,330	610	1,185	583
Asian/Pacific Islander full-time students	2,303	550	3,535	534	3,349	611	3,921	589
Asian/Pacific Islander part-time students	411	540	568	469	704	609	672	584

Native American full-time students	388	551	390	523	305	610	410	585
Native American part-time students	59	540	83	469	110	610	91	586
Caucasian full-time students	n/a		39,834	546	33,653	612	36,308	589
Caucasian part-time students	n/a		7,991	396	8,853	607	8,177	582
Multiethnic full-time students	356	286	769	443	921	610	1,220	580
Multiethnic part-time students	70	218	184	354	225	611	209	586
Students enrolled full-time who are subject to the Americans With Disabilities Act	347	342	485	501	467	610	614	590
Students enrolled part-time who are subject to the Americans With Disabilities Act	86	229	120	397	111	611	103	589
Full-time students of unknown ethnicity	n/a		6,891	402	3,267	610	4,453	592
Part-time students of unknown ethnicity	n/a		1,727	259	3,082	610	1,125	590
International students enrolled full-time	n/a				2,334	612	2570	589
International students enrolled part-time	n/a				246	613	276	593

Note. Surveys between 2004 and 2010 did not collect demographic counts of students (n/a).

Source. Graduate Study in Psychology, selected years (American Psychological Association [APA], n.d.-a). Compiled by the APA Center for Workforce Studies.

B.2. Additional Data Regarding Doctoral Degree Attainment

Table B.2.a. Counts and Chi-Square Tests for Table 3.4 (Percentage of Doctoral Degrees Awarded to Women in Psychology and Other Major Fields and Professions: 1993, 2002, and 2011)

Major Field	1993		2002		2011		1993	2002	2011
	Men	Women	Men	Women	Men	Women	χ^2 tests	χ^2 tests	χ^2 tests
Anthropology (doctoral) ^a	129	213	206	289	224	331	$\chi^2(1) = 0.04, ns$	$\chi^2(1) = 20.57, p < .001$	$\chi^2(1) = 17.46, p < .001$
Computer Sciences (doctoral) ^b	689	116	581	171	1,267	321	$\chi^2(1) = 605.88, p < .001$	$\chi^2(1) = 576.20, p < .001$	$\chi^2(1) = 1,124.85, p < .001$
Dentistry (DDS or DMD) ^b	2,383	1,222	2,608	1,631	2,764	2,307	$\chi^2(1) = 593.84, p < .001$	$\chi^2(1) = 810.01, p < .001$	$\chi^2(1) = 525.17, p < .001$
Law (LLB or JD) ^b	23,182	17,120	20,254	18,727	23,493	20,952	$\chi^2(1) = 557.71, p < .001$	$\chi^2(1) = 704.39, p < .001$	$\chi^2(1) = 778.58, p < .001$
Medicine (MD) ^b	9,679	5,852	8,469	6,768	8,701	8,162	$\chi^2(1) = 765.41, p < .001$	$\chi^2(1) = 835.49, p < .001$	$\chi^2(1) = 596.67, p < .001$
Neurosciences (doctoral) ^a	165	110	288	202	484	473	$\chi^2(1) = 50.75, p < .001$	$\chi^2(1) = 146.15, p < .001$	$\chi^2(1) = 126.73, p < .001$
Psychology (doctoral) ^b	1,570	2,530	1,503	3,256	1,481	4,370			
Sociology (doctoral) ^a	270	243	212	333	254	402	$\chi^2(1) = 39.10, p < .001$	$\chi^2(1) = 11.97, p < .001$	$\chi^2(1) = 13.40, p < .001$
Veterinary Medicine (DVM) ^b	766	1,291	652	1,637	580	1,984	$\chi^2(1) = 0.65, ns$	$\chi^2(1) = 6.99, p = .01$	$\chi^2(1) = 65.74, p = .01$
Biological/Biomedical Sciences (doctoral) ^b	2,866	1,883	2,836	2,268	3,648	4,045	$\chi^2(1) = 428.20, p < .001$	$\chi^2(1) = 574.86, p < .001$	$\chi^2(1) = 304.05, p < .001$
Social Sciences and History (doctoral) ^b	2,203	1,257	2,248	1,654	2,331	2,059	$\chi^2(1) = 483.40, p < .001$	$\chi^2(1) = 591.65, p < .001$	$\chi^2(1) = 434.22, p < .001$
Health Professions and Related Programs (doctoral) ^b	18,446	12,643	19,760	19,675	25,361	34,792	$\chi^2(1) = 653.81, p < .001$	$\chi^2(1) = 583.79, p < .001$	$\chi^2(1) = 203.45, p < .001$
Pharmacy (PharmD) ^b	673	1,231	2,428	4,648	4,694	7,580	$\chi^2(1) = 4.82, p = .03$	$\chi^2(1) = 9.57, p = .002$	$\chi^2(1) = 65.74, p < .001$
Nursing/Nursing Science (doctoral) ^a			23	414	47	484	N/A	$\chi^2(1) = 133.66, p < .001$	$\chi^2(1) = 119.15, p < .001$

Note. Anthropology, neurosciences, and sociology were in the original table but were not available in the Digest of Education Statistics but were available in the National Science Foundation (NSF) Survey of Earned Doctorates. Biological/biomedical sciences, social sciences and history, health professions and related programs, pharmacy, and nursing/nursing science were not included in the original table. Chi-square tests did not examine the effects of time. However, results were fairly consistent from year to year.

Source. ^aNational Science Foundation (1994, 2003, 2012), Survey of Earned Doctorates, Doctorate Recipients from U.S. Universities (also see Hoffer et al., 2003). ^bU.S. Department of Education, National Center for Education Statistics (1995, 2003, 2012b), Digest of Education Statistics.

B.3. Additional Data Regarding Educational Costs, Support, and Student Debt

Table B.3.a. Availability of Financial Assistance and Tuition Remission in U.S. Doctoral and Master's Departments, 2002–2003

Variable	Doctoral departments				Master's departments				All U.S. departments			
	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>N</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>N</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>N</i>
% full-time students receiving financial assistance	62.1	37.1	75.0	380	34.5	34.8	22.0	177	53.3	38.6	60.0	557

Variable	Remission type	Doctoral departments		Master's departments		All U.S. departments	
		<i>N</i>	%	<i>N</i>	%	<i>N</i>	%
% departments offering teaching assistantships to 1st year students		239	62.9	72	40.7	311	55.8
Teaching assistantship: Tuition remission given (1st year students)	No remission	26	10.9	23	31.9	49	15.8
	Partial	64	26.8	27	37.5	91	29.3
	Full	138	57.7	19	26.4	157	50.5
	Both	11	4.6	3	4.2	14	4.5
% departments offering research assistantships to 1st year students		278	73.2	78	44.1	356	63.9
Research assistantship: Tuition remission given (1st year students)	No remission	62	22.3	25	32.1	87	24.4
	Partial	67	24.1	23	29.5	90	25.3
	Full	133	47.8	25	32.1	158	44.4
	Both	16	5.8	5	6.4	21	5.9
% departments offering traineeships to 1st year students		56	14.7	7	4.0	63	11.3
Traineeship: Tuition remission given (1st year students)	No remission	11	19.6	1	14.3	12	19.0
	Partial	8	14.3	4	57.1	12	19.0
	Full	35	62.5	2	28.6	37	58.7

	Both	2	3.6	0	0.0	2	3.2
% departments offering fellowship/scholarships to 1st year students		254	66.8	54	30.5	308	55.3
Fellowship/scholarship: Tuition remission given (1st year students)	No remission	67	26.4	27	50.0	94	30.5
	Partial	56	22.0	15	27.8	71	23.1
	Full	112	44.1	8	14.8	120	39.0
	Both	19	7.5	4	7.4	23	7.5
% departments offering teaching assistantships to advanced students		308	81.1	80	45.2	388	69.7
Teaching assistantship: Tuition remission given (advanced students)	No remission	72	23.4	33	41.3	105	27.1
	Partial	78	25.3	29	36.3	107	27.6
	Full	139	45.1	16	20.0	155	39.9
	Both	19	6.2	2	2.5	21	5.4
% departments offering research assistantships to advanced students		294	77.4	78	44.1	372	66.8
Research assistantship: Tuition remission given (advanced students)	No remission	74	25.2	33	42.3	107	28.8
	Partial	74	25.2	20	25.6	94	25.3
	Full	127	43.2	20	25.6	147	39.5
	Both	19	6.5	5	6.4	24	6.5
% departments offering traineeships to advanced students		98	25.8	14	7.9	112	20.1
Traineeship: Tuition remission given (advanced students)	No remission	26	26.5	4	28.6	30	26.8
	Partial	22	22.4	5	35.7	27	24.1
	Full	47	48.0	4	28.6	51	45.5
	Both	3	3.1	1	7.1	4	3.6
% departments offering fellowship/scholarships to advanced students		231	60.8	44	24.9	275	49.4

Fellowship/scholarship: Tuition remission given (advanced students)	No remission	65	28.1	23	52.3	88	32.0
	Partial	53	22.9	14	31.8	67	24.4
	Full	97	42.0	4	9.1	101	36.7
	Both	16	6.9	3	6.8	19	6.9

Source. Graduate Study in Psychology, 2004 (American Psychological Association [APA], n.d.-a). Compiled by the APA Center for Workforce Studies.

Table B.3.b. Availability of Financial Assistance and Tuition Remission in U.S. Doctoral and Master's Departments, 2008–2009

Variable	Doctoral departments				Master's departments				All U.S. departments			
	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>N</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>N</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>N</i>
% full-time students receiving financial assistance	72.2	29.9	80.0	387	45.7	34.8	40.0	137	65.3	33.3	75.0	524

Variable	Remission type	Doctoral departments		Master's departments		All U.S. departments	
		<i>N</i>	%	<i>N</i>	%	<i>N</i>	%
% departments offering teaching assistantships to 1st year students		261	65.4	72	48.3	333	60.8
Teaching assistantship: Tuition remission given (1st year students)	No remission	26	10.0	23	31.9	49	14.7
	Partial	52	19.9	26	36.1	78	23.4
	Full	171	65.5	16	22.2	187	56.2
	Both	12	4.6	7	9.7	19	5.7
% departments offering research assistantships to 1st year students		317	79.4	81	54.4	398	72.6
Research assistantship: Tuition remission given (1st year students)	No remission	59	18.6	31	38.3	90	22.6
	Partial	65	20.5	27	33.3	92	23.1
	Full	176	55.5	16	19.8	192	48.2
	Both	17	5.4	7	8.6	24	6.0
% departments offering traineeships to 1st year students		52	13.0	14	9.4	66	12.0
Traineeship: Tuition remission given (1st year students)	No remission	12	23.1	6	42.9	18	27.3
	Partial	3	5.8	5	35.7	8	12.1
	Full	32	61.5	3	21.4	35	53.0

	Both	5	9.6	0	0.0	5	7.6
% departments offering fellowship/scholarships to 1st year students		290	72.7	59	39.6	349	63.7
Fellowship/scholarship: Tuition remission given (1st year students)	No remission	77	26.6	32	54.2	109	31.2
	Partial	52	17.9	18	30.5	70	20.1
	Full	135	46.6	7	11.9	142	40.7
	Both	26	9.0	2	3.4	28	8.0
% departments offering teaching assistantships to advanced students		344	86.2	81	54.4	425	77.6
Teaching assistantship: Tuition remission given (advanced students)	No remission	67	19.5	33	40.7	100	23.5
	Partial	66	19.2	24	29.6	90	21.2
	Full	189	54.9	18	22.2	207	48.7
	Both	22	6.4	6	7.4	28	6.6
% departments offering research assistantships to advanced students		340	85.2	83	55.7	423	77.2
Research assistantship: Tuition remission given (advanced students)	No remission	71	20.9	34	41.0	105	24.8
	Partial	66	19.4	26	31.3	92	21.7
	Full	179	52.6	17	20.5	196	46.3
	Both	24	7.1	6	7.2	30	7.1
% departments offering traineeships to advanced students		111	27.8	15	10.1	126	23.0
Traineeship: Tuition remission given (advanced students)	No remission	27	24.3	7	46.7	34	27.0
	Partial	20	18.0	4	26.7	24	19.0
	Full	57	51.4	3	20.0	60	47.6
	Both	7	6.3	1	6.7	8	6.3
% departments offering fellowship/scholarships to advanced students		288	72.2	50	33.6	338	61.7

Fellowship/scholarship: Tuition remission given (advanced students)	No remission	80	27.8	28	56.0	108	32.0
	Partial	53	18.4	16	32.0	69	20.4
	Full	134	46.5	3	6.0	137	40.5
	Both	21	7.3	3	6.0	24	7.1

Source. Graduate Study in Psychology, 2010 (American Psychological Association [APA], n.d.-a). Compiled by the APA Center for Workforce Studies.

Table B.3.c. Availability of Financial Assistance and Tuition Remission in U.S. Doctoral and Master's Departments, 2012–2013

Variable	Doctoral departments				Master's departments				All U.S. departments			
	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>N</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>N</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>N</i>
% of students who get financial assistance	74.8	29.7	90.0	387	45.1	34.4	35.0	130	67.3	33.5	80.0	517

Variable	Remission type	Doctoral departments		Master's departments		All U.S. departments	
		<i>N</i>	%	<i>N</i>	%	<i>N</i>	%
% departments offering teaching assistantships to 1st year students		269	64.2	69	45.4	338	59.2
Teaching assistantship: Tuition remission given (1st year students)	No remission	27	10.0	25	36.2	52	15.4
	Partial	54	20.1	24	34.8	78	23.1
	Full	174	64.7	15	21.7	189	55.9
	Both	14	5.2	5	7.2	19	5.6
% departments offering research assistantships to 1st year students		322	76.8	82	53.9	404	70.8
Research assistantship: Tuition remission given (1st year students)	No remission	55	17.1	33	40.2	88	21.8
	Partial	61	18.9	23	28.0	84	20.8
	Full	184	57.1	20	24.4	204	50.5
	Both	22	6.8	6	7.3	28	6.9
% departments offering traineeships to 1st year students		47	11.2	13	8.6	60	10.5
Traineeship: Tuition remission given (1st year students)	No remission	10	21.3	6	46.2	16	26.7
	Partial	3	6.4	5	38.5	8	13.3
	Full	28	59.6	2	15.4	30	50.0
	Both	6	12.8	0	0.0	6	10.0

% departments offering fellowship/scholarships to 1st year students		294	70.2	56	36.8	350	61.3
Fellowship/scholarship: Tuition remission given (1st year students)	No remission	79	26.9	32	57.1	111	31.7
	Partial	52	17.7	16	28.6	68	19.4
	Full	137	46.6	5	8.9	142	40.6
	Both	26	8.8	3	5.4	29	8.3
% departments offering teaching assistantships to advanced students		355	84.7	85	55.9	440	77.1
Teaching assistantship: Tuition remission given (advanced students)	No remission	72	20.3	38	44.7	110	25.0
	Partial	65	18.3	24	28.2	89	20.2
	Full	195	54.9	19	22.4	214	48.6
	Both	23	6.5	4	4.7	27	6.1
% departments offering research assistantships to advanced students		351	83.8	79	52.0	430	75.3
Research assistantship: Tuition remission given (advanced students)	No remission	73	20.8	31	39.2	104	24.2
	Partial	65	18.5	21	26.6	86	20.0
	Full	188	53.6	22	27.8	210	48.8
	Both	25	7.1	5	6.3	30	7.0
% departments offering traineeships to advanced students		103	24.6	15	9.9	118	20.7
Traineeship: Tuition remission given (advanced students)	No remission	26	25.2	8	53.3	34	28.8
	Partial	17	16.5	4	26.7	21	17.8
	Full	54	52.4	3	20.0	57	48.3
	Both	6	5.8	0	0.0	6	5.1
% departments offering fellowship/scholarships to advanced students		297	70.9	52	34.2	349	61.1
	No remission	83	27.9	32	61.5	115	33.0

Fellowship/scholarship: Tuition remission given (advanced students)	Partial	58	19.5	13	25.0	71	20.3
	Full	130	43.8	3	5.8	133	38.1
	Both	26	8.8	4	7.7	30	8.6

Source. Graduate Study in Psychology, 2014 (American Psychological Association [APA], n.d.-a). Compiled by the APA Center for Workforce Studies.

B.4. Additional Data Regarding Job Entry Factors for New Doctorate Recipients

Table B.4.a. Full Table of Results of Analyses of Job Market Perceptions for Men and Women

Degree year	Gender	Perception of the job market										Total		Mean rating ^a	SD
		Bleak		Poor		Fair		Good		Excellent		N			
		N	%	N	%	N	%	N	%	N	%				
1995	N =	97	9.3	304	29.2	417	40.0	192	18.4	32	3.1	1,042	100.0	2.8	1.0
	Men	37	10.5	100	28.5	121	34.5	74	21.1	19	5.4	351	100.0	2.8	1.1
	Women	60	8.7	204	29.5	296	42.8	118	17.1	13	1.9	691	100.0	2.7	.9
1997	N =	117	5.6	463	22.1	796	37.9	542	25.8	181	8.6	2,099	100.0	3.1	1.0
	Men	35	5.4	138	21.2	259	39.8	169	26.0	50	7.7	651	100.0	3.1	1.0
	Women	82	5.7	325	22.4	537	37.1	373	25.8	131	9.0	1,448	100.0	3.1	1.0
1999	N =	78	3.7	326	15.7	697	33.5	748	35.9	232	11.1	2,081	100.0	3.4	1.0
	Men	28	4.5	100	16.1	191	30.8	212	34.2	89	14.4	620	100.0	3.4	1.1
	Women	50	3.4	226	15.5	506	34.6	536	36.7	143	9.8	1,461	100.0	3.3	1.0
2001	N =	40	2.3	203	11.7	600	34.5	696	40.0	201	11.6	1,740	100.0	3.5	.9
	Men	17	3.4	76	15.2	168	33.7	175	35.1	63	12.6	499	100.0	3.4	1.0
	Women	23	1.9	127	10.2	432	34.8	521	42.0	138	11.1	1,241	100.0	3.5	.9
2003	N =	40	2.5	219	13.6	560	34.8	623	38.7	168	10.4	1,610	100.0	3.4	.9
	Men	11	2.6	58	13.6	157	36.7	154	36.0	48	11.2	428	100.0	3.4	.9
	Women	29	2.5	161	13.6	403	34.1	469	39.7	120	10.2	1,182	100.0	3.4	.9
2005	N =	53	2.8	218	11.4	652	34.0	776	40.5	218	11.4	1,917	100.0	3.5	.9
	Men	17	3.1	68	12.5	179	32.8	212	38.8	70	12.8	546	100.0	3.5	1.0
	Women	36	2.6	150	10.9	473	34.5	564	41.1	148	10.8	1,371	100.0	3.5	.9
2007	N =	22	2.0	140	12.6	368	33.2	424	38.3	154	13.9	1,108	100.0	3.5	.9
	Men	2	.7	32	11.9	91	34.0	97	36.2	46	17.2	268	100.0	3.6	.9

	Women	20	2.4	108	12.9	277	33.0	327	38.9	108	12.9	840	100.0	3.5	1.0
2009	N =	62	5.1	268	22.2	438	36.2	361	29.9	80	6.6	1,209	100.0	3.1	1.0
	Men	18	6.3	64	22.4	97	33.9	85	29.7	22	7.7	286	100.0	3.1	1.0
	Women	44	4.8	204	22.1	341	36.9	276	29.9	58	6.3	923	100.0	3.1	1.0

Note. Table excludes respondents who did not specify their job market perception or their gender.

^aMeans were calculated using the following coding scheme: 1 = *Bleak*, 2 = *Poor*, 3 = *Fair*, 4 = *Good*, 5 = *Excellent*.

Source. Doctorate Employment Survey, selected years (American Psychological Association [APA], n.d.-c). Compiled by the APA Center for Workforce Studies.

Table B.4.b. Men's and Women's Perceptions of the Job Market

Degree year	<i>M (SD) rating^a</i>	
	Men	Women
1995	2.8 (1.1)	2.7 (0.9)
1997	3.1 (1.0)	3.1 (1.0)
1999	3.4 (1.1)	3.3 (1.0)
2001	3.4 (1.0)	3.5 (0.9)
2003	3.4 (0.9)	3.4 (0.9)
2005	3.5 (1.0)	3.5 (0.9)
2007	3.6 (0.9)	3.5 (1.0)
2009	3.1 (1.0)	3.1 (1.0)

^aMeans were calculated using the following coding scheme: 1 = *Weak*, 2 = *Poor*, 3 = *Fair*, 4 = *Good*, 5 = *Excellent*.

Source. Doctorate Employment Survey, selected years (American Psychological Association [APA], n.d.-c). Compiled by the APA Center for Workforce Studies.

Table B.4.c. Perceptions of the Job Market by Gender and Race/Ethnicity

Year	Mean rating ^a			
	Men	Women	Minority	Non-minority
1995	2.8	2.7		
1997	3.1	3.1	3.2	3.1
1999	3.4	3.3	3.4	3.3
2001	3.4	3.5	3.5	3.5
2003	3.4	3.4	3.4	3.4
2005	3.5	3.5	3.4	3.5
2007	3.6	3.5	3.4	3.5
2009	3.1	3.1	3.0	3.1

Note. Table B.4.c corresponds to Figure 3.11.

^aMeans were calculated using the following coding scheme: 1 = *Weak*, 2 = *Poor*, 3 = *Fair*, 4 = *Good*, 5 = *Excellent*.

Source. Doctorate Employment Survey, selected years (American Psychological Association [APA], n.d.-c). Compiled by the APA Center for Workforce Studies.

Appendix C

Additional Data for Chapter 4: Employment of Psychologists

C.1. Additional Data Regarding Compensation

Table C.1.a. Median Salaries of Full-Time Employed Recent Graduates With Bachelor's Degrees in Science, Engineering, or Health by Gender, Race/Ethnicity, and Major Field of Degree: October 2008

Degree level and major field	All full-time employed	Gender		Race/ethnicity					
		Male	Female	American Indian or Alaska Native	Asian	Black or African American	Hispanic	White	Other
Bachelor's degrees									
Biological, agricultural, and environmental life sciences	\$34,000	\$34,000	\$34,000	D	\$34,000	\$34,000	\$34,000	\$34,000	\$38,000
Psychology	\$32,000	\$31,000	\$32,000	D	\$33,000	\$32,000	\$37,000	\$31,000	\$32,000
Social and related sciences	\$36,000	\$39,000	\$35,000	D	\$41,000	\$36,000	\$39,000	\$35,000	\$37,000
Health	\$50,000	\$52,000	\$48,000	D	\$53,000	\$47,000	\$48,000	\$48,000	\$52,000
Master's degrees									
Biological, agricultural, and environmental life sciences	\$48,000	\$48,000	\$48,000	D	\$49,000	\$53,000	\$36,000	\$47,000	\$64,000
Psychology	\$43,000	\$45,000	\$42,000	D	\$44,000	\$40,000	\$37,000	\$43,000	\$38,000
Social and related sciences	\$55,000	\$64,000	\$48,000	\$41,000	\$56,000	\$50,000	\$69,000	\$52,000	\$63,000
Health	\$64,000	\$75,000	\$60,000	D	\$67,000	\$59,000	\$63,000	\$64,000	\$54,000

Note. Salaries are rounded to nearest \$1,000. Salary data are for principal jobs only. Full-time employed persons are those working at least 35 hr per week at their principal jobs. Self-employed persons and full-time students are excluded from salary data. American Indian or Alaska Native, Asian, Black or African American, and White are single race; Hispanic can be of any race. Other race/ethnicity category includes non-Hispanic Native Hawaiian or other Pacific Islander and non-Hispanic individuals reporting two or more races. Estimates are from a survey of college graduates who received bachelor's or master's degrees in science, engineering, or health fields in the 2006 and 2007 academic years. Biological, agricultural, and environmental life sciences include the fields of study of agricultural/food sciences, biological sciences, and environmental life sciences. Social and related sciences include economics, political and related sciences, sociology/anthropology, and other social sciences. D = suppressed to avoid disclosure of confidential information.

Source. Scientists and Engineers Statistical Data System (SESTAT), Integrated Survey Data, Survey of Recent College Graduates, 2008 (National Science Foundation, n.d.-a).

Table C.1.b. Median Full-Time Salaries for Doctoral-Level American Psychological Association (APA) Members in Direct Human Service Positions by Gender

Year	Range	Men			Women		
		Current	Adjusted	N	Current	Adjusted	N
2001	0–1 year	\$48,000	\$63,139	21	\$45,000	\$59,193	48
	2–4 years	\$52,000	\$68,401	117	\$50,000	\$65,770	229
	5–9 years	\$59,000	\$77,608	177	\$55,000	\$72,347	233
	10–14 years	\$70,000	\$92,078	183	\$61,000	\$80,239	191
	15–19 years	\$75,000	\$98,655	218	\$65,000	\$85,501	177
	20–24 years	\$80,000	\$105,232	255	\$70,000	\$92,078	134
	25–29 years	\$75,000	\$98,655	188	\$70,000	\$92,078	74
	30+ years	\$80,000	\$105,232	127	\$67,000	\$88,132	49
2009	0–1 year	\$57,000	\$61,894	27	\$57,006	\$61,901	58
	2–4 years	\$67,000	\$72,753	115	\$63,000	\$68,409	340
	5–9 years	\$83,000	\$90,126	163	\$70,000	\$76,011	343
	10–14 years	\$97,000	\$105,328	160	\$75,000	\$81,439	255
	15–19 years	\$89,000	\$96,641	209	\$80,000	\$86,869	262
	20–24 years	\$100,000	\$108,586	237	\$79,000	\$85,783	239
	25–29 years	\$100,500	\$109,129	290	\$85,000	\$92,298	209
	30+ years	\$100,000	\$108,586	440	\$81,000	\$87,955	190

Source. APA Salary Survey, selected years (APA, n.d.-e). Compiled by the APA Center for Workforce Studies.

Table C.1.c. Full-Time Salaries for Doctoral-Level American Psychological Association (APA) Members in Direct Human Service Positions by Gender, 2001

Range	Gender	<i>Mdn</i>	25%	75%	<i>M</i>	<i>SD</i>	<i>N</i>
0–1 year	Men	\$48,000	\$41,000	\$58,000	\$49,524	\$10,998	21
	Women	\$45,000	\$37,000	\$51,000	\$43,833	\$11,602	48
	Not specified						1
	Total	\$46,000	\$40,000	\$52,000	\$45,543	\$11,560	70
2–4 years	Men	\$52,000	\$43,000	\$61,000	\$57,128	\$22,818	117
	Women	\$50,000	\$42,000	\$59,000	\$50,629	\$13,931	229
	Not specified						1
	Total	\$50,000	\$42,000	\$60,000	\$52,813	\$17,662	347
5–9 years	Men	\$59,000	\$49,000	\$72,000	\$65,706	\$31,060	177
	Women	\$55,000	\$46,000	\$66,000	\$57,627	\$19,892	233
	Not specified						1
	Total	\$57,000	\$47,000	\$69,000	\$61,112	\$25,574	411
10–14 years	Men	\$70,000	\$60,000	\$90,000	\$82,503	\$50,702	183
	Women	\$61,000	\$48,000	\$73,000	\$64,471	\$25,662	191
	Total	\$65,000	\$53,000	\$80,000	\$73,294	\$40,881	374
15–19 years	Men	\$75,000	\$60,000	\$100,000	\$84,092	\$35,645	218
	Women	\$65,000	\$54,000	\$87,000	\$75,972	\$42,616	177
	Not specified						1
	Total	\$72,000	\$56,000	\$92,500	\$80,298	\$39,155	396
20–24 years	Men	\$80,000	\$60,000	\$107,000	\$91,812	\$58,697	255
	Women	\$70,000	\$56,000	\$90,000	\$76,910	\$34,233	134
	Total	\$76,000	\$60,000	\$100,000	\$86,679	\$52,033	389

25–29 years	Men	\$75,000	\$60,000	\$98,500	\$81,665	\$34,773	188
	Women	\$70,000	\$53,000	\$86,000	\$71,689	\$25,493	74
	Total	\$72,000	\$59,000	\$94,000	\$78,847	\$32,686	262
30+ years	Men	\$80,000	\$66,000	\$107,000	\$96,323	\$68,155	127
	Women	\$67,000	\$56,000	\$87,000	\$80,755	\$45,110	49
	Total	\$77,000	\$62,000	\$100,000	\$91,989	\$62,862	176
Total	Men	\$71,000	\$55,000	\$93,000	\$80,686	\$47,110	1,287
	Women	\$59,000	\$46,000	\$72,000	\$63,824	\$30,038	1,136
	Not specified						4
	Total	\$65,000	\$50,000	\$83,000	\$72,731	\$40,880	2,427

Source. APA Salary Survey, 2001 (APA, n.d.-e). Compiled by the APA Center for Workforce Studies.

Table C.1.d. Full-Time Salaries for Doctoral-Level American Psychological Association (APA) Members in Direct Human Service Positions by Gender and Race, 2001

Range	Race/gender	<i>Mdn</i>	25%	75%	<i>M</i>	<i>SD</i>	<i>N</i>
0–1 year	Not specified	\$44,000	\$36,500	\$52,000	\$44,398	\$12,631	108
	White men						1
	White women						3
	Total	\$44,500	\$37,000	\$52,000	\$44,634	\$12,515	112
2–4 years	Not specified	\$50,000	\$42,000	\$60,000	\$52,070	\$16,692	242
	Minority men	\$48,000	\$47,000	\$48,000	\$49,800	\$9,654	5
	Minority women	\$53,000	\$45,000	\$62,000	\$54,533	\$11,218	15
	White men	\$52,500	\$46,000	\$65,000	\$60,500	\$28,837	38
	White women	\$50,000	\$41,000	\$59,000	\$50,286	\$11,145	77
	Total	\$50,000	\$42,000	\$60,000	\$52,623	\$17,293	377
5–9 years	Not specified	\$52,000	\$42,000	\$64,000	\$53,991	\$18,967	117
	Minority men	\$50,000	\$45,000	\$71,000	\$59,600	\$27,183	10
	Minority women	\$60,000	\$47,000	\$67,000	\$58,000	\$16,803	19
	White men	\$60,500	\$51,000	\$75,000	\$69,579	\$33,472	126
	White women	\$56,000	\$48,000	\$67,000	\$59,442	\$20,956	147
	Total	\$57,000	\$47,000	\$69,000	\$60,907	\$25,565	419
10–14 years	Not specified	\$65,000	\$50,000	\$82,500	\$79,875	\$63,990	72
	Minority men	\$65,000	\$60,000	\$100,000	\$71,455	\$22,124	11
	Minority women	\$57,500	\$45,000	\$65,000	\$57,778	\$18,466	18
	White men	\$70,000	\$60,000	\$85,000	\$78,525	\$38,673	141
	White women	\$63,000	\$48,000	\$75,000	\$65,971	\$26,576	137
	Total	\$65,000	\$52,000	\$80,000	\$73,053	\$40,680	379

15–19 years	Not specified	\$55,000	\$49,000	\$72,000	\$65,094	\$40,229	53
	Minority men	\$66,000					7
	Minority women	\$64,000	\$45,000	\$79,000	\$67,467	\$30,270	15
	White men	\$79,500	\$62,000	\$100,000	\$84,592	\$32,876	184
	White women	\$70,000	\$57,000	\$90,000	\$81,080	\$45,122	138
	Total	\$72,000	\$56,000	\$92,000	\$80,202	\$39,152	397
20–24 years	Not specified	\$70,000	\$50,000	\$85,000	\$88,718	\$111,652	39
	Minority men	\$80,000					7
	Minority women						3
	White men	\$84,000	\$63,000	\$110,000	\$90,435	\$40,634	223
	White women	\$70,000	\$58,000	\$90,000	\$78,068	\$34,940	118
	Total	\$76,000	\$60,000	\$100,000	\$86,641	\$51,972	390
25–29 years	Not specified	\$70,000	\$60,000	\$95,000	\$76,095	\$30,138	21
	Minority men	\$90,000					7
	Minority women						1
	White men	\$75,000	\$59,000	\$99,000	\$81,357	\$35,098	171
	White women	\$70,000	\$54,000	\$86,000	\$72,574	\$26,160	68
	Total	\$72,000	\$59,000	\$94,500	\$78,832	\$32,751	268
30+ years	Not specified	\$109,000					5
	Minority men						2
	Minority women						3
	White men	\$80,000	\$66,000	\$106,500	\$96,403	\$68,646	124
	White women	\$66,000	\$56,000	\$83,000	\$79,714	\$46,173	42
	Total	\$77,000	\$62,000	\$100,000	\$91,989	\$62,862	176
Total	Not specified	\$51,000	\$43,000	\$65,000	\$58,627	\$41,435	657

	Minority men	\$65,000	\$48,000	\$90,000	\$77,041	\$46,033	49
	Minority women	\$58,500	\$46,000	\$68,000	\$59,824	\$19,828	74
	White men	\$75,000	\$59,000	\$98,000	\$83,110	\$42,431	1,009
	White women	\$63,000	\$50,000	\$77,000	\$69,118	\$33,177	731
	Total	\$63,000	\$50,000	\$82,000	\$71,866	\$40,517	2,520

Source. APA Salary Survey, 2001 (APA, n.d.-e). Compiled by the APA Center for Workforce Studies.

Table C.1.e. Full-Time Salaries for Doctoral-Level American Psychological Association (APA) Members in Direct Human Service Positions by Gender, 2009

Range	Gender	<i>Mdn</i>	25%	75%	<i>M</i>	<i>SD</i>	<i>N</i>
0–1 year	Men	\$57,000	\$43,725	\$74,000	\$56,644	\$18,062	27
	Women	\$57,006	\$43,000	\$61,000	\$53,553	\$13,887	58
	Total	\$57,000	\$43,725	\$62,944	\$54,535	\$15,295	85
2–4 years	Men	\$67,000	\$55,000	\$80,500	\$71,205	\$28,608	115
	Women	\$63,000	\$50,000	\$75,250	\$64,909	\$33,547	340
	Total	\$65,000	\$50,000	\$78,000	\$66,500	\$32,455	455
5–9 years	Men	\$83,000	\$66,000	\$100,000	\$88,604	\$38,632	163
	Women	\$70,000	\$57,600	\$85,000	\$78,731	\$63,370	343
	Total	\$73,600	\$60,000	\$90,000	\$81,911	\$56,742	506
10–14 years	Men	\$97,000	\$75,000	\$125,000	\$106,094	\$49,908	160
	Women	\$75,000	\$60,000	\$93,288	\$80,470	\$35,952	255
	Total	\$81,000	\$65,000	\$103,889	\$90,349	\$43,653	415
15–19 years	Men	\$89,000	\$70,000	\$110,000	\$97,108	\$45,845	209
	Women	\$80,000	\$62,000	\$98,000	\$89,072	\$72,849	262
	Total	\$84,000	\$65,000	\$104,000	\$92,638	\$62,395	471
20–24 years	Men	\$100,000	\$80,000	\$130,000	\$112,190	\$53,136	237
	Women	\$79,000	\$60,000	\$100,000	\$85,484	\$43,300	239
	Total	\$89,000	\$69,250	\$115,000	\$98,781	\$50,209	476
25–29 years	Men	\$100,500	\$80,000	\$135,000	\$119,234	\$67,186	290
	Women	\$85,000	\$60,000	\$110,000	\$92,848	\$63,061	209
	Total	\$95,000	\$72,000	\$123,168	\$108,183	\$66,711	499
30+	Men	\$100,000	\$80,000	\$141,000	\$121,135	\$74,485	440

	Women	\$81,000	\$61,111	\$108,000	\$93,314	\$49,399	190
	Total	\$96,750	\$75,000	\$130,000	\$112,745	\$69,055	630
Total	Men	\$93,000	\$72,000	\$123,000	\$107,189	\$60,548	1,641
	Women	\$72,900	\$56,311	\$92,000	\$81,014	\$53,518	1,896
	Total	\$80,000	\$62,000	\$105,000	\$93,158	\$58,359	3,537

Source. APA Salary Survey, 2009 (APA, n.d.-e). Compiled by the APA Center for Workforce Studies.

Table C.1.f. Full-Time Salaries for Doctoral-Level American Psychological Association (APA) Members in Direct Human Service Positions by Gender and Race, 2009

Range	Race/gender	<i>Mdn</i>	25%	75%	<i>M</i>	<i>SD</i>	<i>N</i>
0–1 year	Not specified						3
	Minority men						2
	Minority women	\$60,000	\$56,000	\$61,000	\$56,605	\$11,877	13
	White men	\$57,000	\$43,725	\$68,472	\$56,136	\$18,261	25
	White women	\$54,206	\$43,000	\$62,333	\$53,333	\$14,667	42
	Total	\$57,000	\$43,725	\$62,944	\$54,535	\$15,295	85
2–4 years	Not specified	\$68,000					9
	Minority men	\$69,500	\$50,000	\$85,000	\$68,156	\$18,827	18
	Minority women	\$60,000	\$50,000	\$72,000	\$62,375	\$17,383	58
	White men	\$65,000	\$55,000	\$80,000	\$71,696	\$30,716	93
	White women	\$64,778	\$50,000	\$75,778	\$65,511	\$36,190	277
	Total	\$65,000	\$50,000	\$78,000	\$66,500	\$32,455	455
5–9 years	Not specified	\$73,750	\$63,000	\$90,000	\$76,453	\$23,265	10
	Minority men	\$90,000	\$80,000	\$128,333	\$102,278	\$39,942	21
	Minority women	\$66,500	\$51,889	\$80,343	\$77,472	\$72,594	60
	White men	\$80,000	\$65,000	\$100,000	\$86,833	\$38,747	137
	White women	\$70,500	\$58,667	\$85,000	\$79,102	\$61,813	278
	Total	\$73,600	\$60,000	\$90,000	\$81,911	\$56,742	506
10–14 years	Not specified	\$90,000					7
	Minority men	\$98,000	\$79,000	\$110,000	\$116,063	\$92,610	14
	Minority women	\$87,000	\$61,111	\$100,000	\$83,772	\$26,483	30
	White men	\$95,000	\$75,000	\$125,000	\$104,853	\$44,457	143

	White women	\$75,000	\$60,000	\$92,500	\$80,194	\$37,125	221
	Total	\$81,000	\$65,000	\$103,889	\$90,349	\$43,653	415
15–19 years	Not specified	\$106,833					4
	Minority men	\$89,000	\$65,000	\$111,222	\$89,215	\$24,946	14
	Minority women	\$93,458	\$69,000	\$114,456	4131,078	\$172,733	22
	White men	\$89,000	\$70,000	\$110,000	\$97,569	\$47,345	191
	White women	\$79,000	\$61,056	\$96,033	\$85,221	\$54,741	240
	Total	\$84,000	\$65,000	\$104,000	\$92,638	\$62,395	471
20–24 years	Not specified	\$85,000					7
	Minority men	\$88,000	\$62,000	\$123,000	\$90,009	\$30,121	11
	Minority women	\$70,000	\$60,000	\$85,000	\$72,860	\$20,473	17
	White men	\$100,000	\$80,000	\$130,778	\$113,389	\$54,157	221
	White women	\$80,000	\$60,500	\$100,000	\$86,678	\$44,558	220
	Total	\$89,000	\$69,250	\$115,000	\$98,781	\$50,209	476
25–29 years	Not specified	\$113,667					5
	Minority men	\$81,500	\$72,000	\$102,500	\$93,321	\$37,562	14
	Minority women	\$76,000	\$65,000	\$93,071	\$80,552	\$23,366	13
	White men	\$101,395	\$80,000	\$135,000	\$120,455	\$68,512	272
	White women	\$85,000	\$60,000	\$110,000	\$93,849	\$64,903	195
	Total	\$95,000	\$72,000	\$123,168	\$108,183	\$66,711	499
30+ years	Not specified	\$72,500	\$53,000	\$110,000	\$79,174	\$35,758	10
	Minority men	\$76,100	\$66,000	\$101,500	\$114,296	\$133,279	20
	Minority women	\$68,000					9
	White men	\$103,500	\$80,000	\$145,000	\$122,529	\$71,012	411
	White women	\$84,350	\$62,056	\$110,000	\$94,258	\$50,142	180

	Total	\$96,750	\$75,000	\$130,000	\$112,745	\$69,055	630
Total	Not specified	\$75,000	\$59,889	\$105,000	\$82,987	\$34,490	55
	Minority men	\$81,500	\$68,000	\$104,000	\$96,115	\$69,972	114
	Minority women	\$68,750	\$56,000	\$86,000	\$77,974	\$69,849	222
	White men	\$95,000	\$73,000	\$125,000	\$108,358	\$60,155	1,493
	White women	\$74,000	\$57,000	\$93,000	\$81,602	\$51,164	1,653
	Total	\$80,000	\$62,000	\$105,000	\$93,158	\$58,359	3,537

Source. APA Salary Survey, 2009 (APA, n.d.-e). Compiled by the APA Center for Workforce Studies.

Table C.1.g. Median Salary of Full-Time Employed Recent Graduates With Bachelor's Degrees in Science, Engineering, or Health by Gender, Race/Ethnicity, and Major Field of Degree: October 2008

Major field	All full-time employed	Gender		Race/ethnicity					
				American Indian or Alaska Native	Asian	Black or African American	Hispanic	White	Other
		Male	Female						
Biological, agricultural, and environmental life sciences	\$34,000	\$34,000	\$34,000	D	\$34,000	\$34,000	\$34,000	\$34,000	\$38,000
Psychology	\$32,000	\$31,000	\$32,000	D	\$33,000	\$32,000	\$37,000	\$31,000	\$32,000
Social and related sciences	\$36,000	\$39,000	\$35,000	D	\$41,000	\$36,000	\$39,000	\$35,000	\$37,000
Health	\$50,000	\$52,000	\$48,000	D	\$53,000	\$47,000	\$48,000	\$48,000	\$52,000

Note. Salaries are rounded to nearest \$1,000. Salary data are for principal jobs only. Full-time employed persons are those working at least 35 hr per week at their principal jobs. Self-employed persons and full-time students are excluded from salary data. American Indian or Alaska Native, Asian, Black or African American, and White are single race; Hispanic can be of any race. Other race/ethnicity category includes non-Hispanic Native Hawaiian or other Pacific Islander and non-Hispanic individuals reporting two or more races. Estimates are from a survey of college graduates who received bachelor's or master's degrees in science, engineering, or health fields in the 2006 and 2007 academic years. Biological, agricultural, and environmental life sciences include the fields of study of agricultural/food sciences, biological sciences, and environmental life sciences. Social and related sciences include economics, political and related sciences, sociology/anthropology, and other social sciences. D = suppressed to avoid disclosure of confidential information.

Source. Scientists and Engineers Statistical Data System (SESTAT), Integrated Survey Data, Survey of Recent College Graduates, 2008 (National Science Foundation, n.d.-a).

C.2. Additional Data Regarding Academic Employment

Table C.2.a. Chairs of U.S. Graduate Departments of Psychology by Minority Status, 2013–2014

Status	Doctoral departments		Master's departments		All	
	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%
Total faculty	179	100.0	39	100.0	218	100.0
Minority	27	15.1	4	10.3	31	14.2
Nonminority	152	84.9	35	89.7	187	85.8

Source. Faculty Salary Survey, 2013–2014 (American Psychological Association [APA], n.d.-d). Compiled by the APA Center for Workforce Studies.

C.3. Additional Data Regarding Psychologists Who Are Health Service Providers

Table C.3.a. Highest Education Attained by Gender

Degree	Gender	
	Female	Male
PhD	2,681 76.4%	2,033 81.1%
EdD	83 2.4%	97 3.9%
PsyD	742 21.1%	376 15.0%
Other	3 0.1%	2 0.1%
Total	3,509 100.0%	2,508 100.0%

Source. The 2008 American Psychological Association (APA) Survey of Psychology Health Service Providers (Michalski et al., 2010). Compiled by the APA Center for Workforce Studies.

Table C.3.b. Employment Status by Gender Employment Status by Gender

Employment status	Gender	
	Female	Male
Full-time	2,240 63.2%	1,954 77.4%
Part-time	1,101 31.0%	443 17.5%
Post doc	40 1.1%	13 0.5%
Not working, seeking work	20 0.6%	1 0.0%
Not working, not seeking	14 0.4%	2 0.1%
Retired	11 0.3%	28 1.1%
Other	121 3.4%	84 3.3%
Total	3,547 100.0%	2,525 100.0%

Source. The 2008 American Psychological Association (APA) Survey of Psychology Health Service Providers (Michalski et al., 2010). Compiled by the APA Center for Workforce Studies.

Table C.3.c. Primary Position Type by Gender

Position	Gender	
	Female	Male
Direct human services	2,362 76.2%	1,672 68.0%
Administration of direct human services	254 7.4%	267 10.9%
Applied	31 0.9%	53 2.2%
Administration of applied	20 0.6%	23 0.9%
Educational administration	34 1.0%	43 1.7%
Research	73 2.1%	42 1.7%
Other administration of research	9 0.3%	8 0.3%
Faculty	338 9.8%	282 11.5%
Other administration position	37 1.1%	35 1.4%
Other	26 0.8%	34 1.4%
Total	3,454 100.0%	2,459 100.0%

Source. The 2008 American Psychological Association (APA) Survey of Psychology Health Service Providers (Michalski et al., 2010). Compiled by the APA Center for Workforce Studies.

Table C.3.d. Secondary Position Type by Gender

Position	Gender	
	Female	Male
Direct human services	764 63.3%	624 61.0%
Administration of direct human services	69 5.7%	57 5.6%
Applied	28 2.3%	49 4.8%
Administration of applied	12 1.0%	14 1.4%
Educational administration	10 0.8%	9 0.9%
Research	36 3.0%	18 1.8%
Other administration of research	4 0.3%	6 0.6%
Faculty	223 19.3%	197 19.3%
Other administration position	15 1.2%	18 1.8%
Other	36 3.0%	31 3.0%
Total	1,207 100.0%	1,023 100.0%

Source. The 2008 American Psychological Association (APA) Survey of Psychology Health Service Providers (Michalski et al., 2010). Compiled by the APA Center for Workforce Studies.

Table C.3.e. Primary Employment Settings by Gender

Employment setting	Gender	
	Female	Male
University	392 11.5%	301 12.3%
4-year college	49 1.4%	23 0.9%
Other educational	316 9.2%	208 8.5%
Organized health setting	835 24.4%	623 25.6%
Private practice	1,607 47.0%	1,075 44.1%
Business and government	220 6.4%	208 8.5%
Total	3,419 100.0%	2,438 100.0%

Source. The 2008 American Psychological Association (APA) Survey of Psychology Health Service Providers (Michalski et al., 2010). Compiled by the APA Center for Workforce Studies.

Table C.3.f. Secondary Employment Settings by Gender

Employment setting	Gender	
	Female	Male
University	183 14.3%	145 13.4%
4-year college	25 1.9%	15 1.4%
Other educational	138 10.7%	103 9.5%
Organized health setting	247 19.2%	203 18.8%
Private practice	568 44.2%	514 47.5%
Business and government	123 9.6%	102 9.4%
Total	1,284 100.0%	1,082 100.0%

Source. The 2008 American Psychological Association (APA) Survey of Psychology Health Service Providers (Michalski et al., 2010). Compiled by the APA Center for Workforce Studies.

Table C.3.g. Private Practice by Gender

Employment setting	Gender	
	Female	Male
Private practice	1,607 46.6%	1,075 43.8%
Other setting	1,843 53.4%	1,379 56.2%
Total	3,450 100.0%	2,454 100.0%

Source. The 2008 American Psychological Association (APA) Survey of Psychology Health Service Providers (Michalski et al., 2010). Compiled by the APA Center for Workforce Studies.

Table C.3.h. Highest Degree by Gender and Race/Ethnicity

Degree	Gender and Race/Ethnicity			
	White (non-Hispanic) females	White (non-Hispanic) males	Racial/ethnic minority females	Racial/ethnic minority males
PhD	2,305 77.0%	1,865 81.9%	336 73.0%	142 73.6%
EdD	75 2.5%	83 3.6%	8 1.7%	7 3.6%
PsyD	611 20.4%	327 14.4%	116 25.2%	43 22.3%
Other	3 0.1%	1 0.0%	0 0.0%	1 0.5%
Total	2,994 100.0%	2,276 100.0%	460 100.0%	193 100.0%

Note. Table C.3.h presents the underlying data for Figure 4.10.

Source. The 2008 American Psychological Association (APA) Survey of Psychology Health Service Providers (Michalski et al., 2010). Compiled by the APA Center for Workforce Studies.

Table C.3.i. Employment Status by Gender and Race/Ethnicity

Employment status	Gender and Race/Ethnicity			
	White (non-Hispanic) females	White (non-Hispanic) males	Racial/ethnic minority females	Racial/ethnic minority males
Full-time	1,897 62.7%	1,777 77.5%	315 67.7%	155 79.9%
Part-time	972 32.1%	407 17.8%	113 24.3%	28 14.4%
Post doc	27 0.9%	12 0.5%	11 2.4%	1 0.5%
Not working, seeking work	17 0.6%	1 0.0%	2 0.4%	0 0.0%
Not working, not seeking	10 0.3%	2 0.1%	3 0.6%	0 0.0%
Retired	6 0.2%	21 0.9%	0 0.0%	1 0.5%
Other	97 3.2%	72 3.1%	21 4.5%	9 4.6%
Total	3,026 100.0%	2,292 100.0%	465 100.0%	194 100.0%

Note. Table C.3.i presents the underlying data for Figure 4.11.

Source. The 2008 American Psychological Association (APA) Survey of Psychology Health Service Providers (Michalski et al., 2010). Compiled by the APA Center for Workforce Studies.

Table C.3.j. Primary Position Type by Gender and Race/Ethnicity

Position	Gender and Race/Ethnicity			
	White (non- Hispanic) females	White (non- Hispanic) males	Racial/ethnic minority females	Racial/ethnic minority males
Direct human services	2,292 77.6%	1,542 68.9%	307 67.9%	111 59.4%
Administration of direct human services	202 6.8%	237 10.6%	46 10.2%	26 13.9%
Applied	27 0.9%	46 2.1%	3 0.7%	5 2.7%
Administration of applied	14 0.5%	20 0.9%	4 0.9%	2 1.1%
Educational administration	23 0.8%	39 1.7%	11 2.4%	4 2.1%
Research	55 1.9%	39 1.7%	15 3.3%	2 1.1%
Administration of research	9 0.3%	8 0.4%	0 0.0%	0 0.0%
Faculty	278 9.4%	244 10.9%	58 12.8%	32 17.1%
Other administrative position	32 1.1%	34 1.5%	3 0.7%	1 0.5%
Other	21 0.7%	30 1.3%	5 1.1%	4 2.1%
Total	2,953 100.0%	2,239 100.0%	452 100.0%	187 100.0%

Note. Table C.3.j presents the underlying data for Figure 4.12.

Source. The 2008 American Psychological Association (APA) Survey of Psychology Health Service Providers (Michalski et al., 2010). Compiled by the APA Center for Workforce Studies.

Table C.3.k. Primary Work Setting by Gender and Race/Ethnicity

Employment setting	White (non-Hispanic) females	White (non-Hispanic) males	Racial/ethnic minority females	Racial/ethnic minority males
University	304 10.4%	261 11.8%	84 18.9%	34 18.3%
4-year college	39 1.3%	21 0.9%	9 2.0%	2 1.1%
Other educational setting	266 9.1%	185 8.3%	49 11.0%	16 8.6%
Organized health setting	687 23.5%	562 25.3%	134 30.1%	55 29.6%
Private practice	1,454 49.7%	1,003 45.2%	131 29.4%	61 32.8%
Business and government	175 6.0%	187 8.4%	38 8.5%	18 9.7%
Total	2,925 100.0%	2,219 100.0%	445 100.0%	186 100.0%

Note. Table C.3.k presents the underlying data for Figure 4.13.

Source. The 2008 American Psychological Association (APA) Survey of Psychology Health Service Providers (Michalski et al., 2010). Compiled by the APA Center for Workforce Studies.

C.4. XXXXXXXXXXXXXXX

Table C.4.a. Estimated U.S. Employment and Annual Mean Wages for Behavioral Health Occupations

Occupation	Employment	Annual mean wage
Clinical, counseling, and school psychologists	104,480	\$72,710
Substance abuse and behavioral disorder counselors	83,120	\$41,090
Marriage and family therapists	29,060	\$51,690
Mental health counselors	115,580	\$43,700
Rehabilitation counselors	103,840	\$37,660
Child, family, and school social workers	276,760	\$46,060
Health care social workers	141,830	\$52,520
Mental health and substance abuse social workers	110,010	\$44,420
Psychiatrists	25,040	\$182,660

Note.
These data

do not include self-employed workers.

Source. May 2013 National Occupational Employment and Wage Estimates United States (U.S. Department of Labor, Bureau of Labor Statistics, 2013).

Appendix D

Professional Activities of Psychologists

D.1. Additional Data Regarding American Psychological Association (APA) Membership and Division Participation

Table D.1.a. Female American Psychological Association (APA) Membership by Membership Type and Year

Year	Associate		Member		Fellow		Total	
	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%
1987	4,353	49.9	18,299	35.0	615	16.7	23,267	36.0
1993	3,921	53.9	25,880	41.9	844	20.3	30,645	41.8
1995	4,825	57.3	31,687	45.1	813	20.4	37,325	45.2
1997	4,516	59.0	34,370	47.5	1,005	22.9	39,891	47.2
1998	4,489	59.8	36,644	48.8	1,098	24.1	42,231	48.5
2000	3,910	59.2	35,354	49.2	1,142	24.5	40,406	48.6
2002	4,916	60.6	41,488	51.4	1,188	25.2	47,552	50.9
2004	4,019	61.0	39,794	52.6	1,211	26.1	45,024	51.9
2006	5,018	62.7	45,077	54.3	1,300	26.8	51,395	53.6
2008	5,740	64.8	46,504	55.9	1,372	27.9	53,616	55.3
2010	6,469	66.9	46,799	57.0	1,422	29.4	54,690	56.6
2012	6,344	67.2	43,263	57.6	1,431	30.6	51,038	57.2
2013	6,273	66.8	42,943	58.2	1,481	31.6	50,697	57.7

Note. Table excludes members who did not specify gender.

Source. APA Directory. Compiled by the APA Center for Workforce Studies.

Table D.1.b. Male American Psychological Association (APA) Membership by Membership Type and Year

Year	Associate		Member		Fellow		Total	
	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%
1987	4,363	50.1	33,914	65.0	3,078	83.3	41,355	64.0
1993	3,352	46.1	35,954	58.1	3,317	79.7	42,623	58.2
1995	3,602	42.7	38,571	54.9	3,166	79.6	45,339	54.8
1997	3,135	41.0	38,020	52.5	3,380	77.1	44,535	52.8
1998	3,013	40.2	38,370	51.2	3,459	75.9	44,842	51.5
2000	2,969	40.8	36,468	50.8	3,521	75.5	42,685	51.4
2002	3,060	37.7	38,789	48.1	3,527	74.8	45,376	48.6
2004	2,501	38.0	35,530	47.0	3,421	73.9	41,452	47.7
2006	2,896	36.2	37,627	45.3	3,546	73.2	44,069	45.9
2008	3,117	35.2	36,722	44.1	3,538	72.1	43,377	44.7
2010	3,148	32.6	35,093	42.7	3,410	70.6	41,651	43.1
2012	3,060	32.4	31,626	42.1	3,242	69.4	37,928	42.5
2013	3,073	32.7	30,714	41.6	3,205	68.4	36,992	42.1

Note. Table excludes members who did not specify gender.

Source. APA Directory. Compiled by the APA Center for Workforce Studies.

Table D.1.c. Transgender American Psychological Association (APA) Membership by Membership Type and Year

Year	Associate		Member		Fellow		Total	
	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%
2008	1	0.011	2	0.002	0	0.000	3	0.003
2010	4	0.041	7	0.009	0	0.000	11	0.011
2012	6	0.064	13	0.017	0	0.000	19	0.021
2013	6	0.064	14	0.019	0	0.000	20	0.023

Note. Table excludes members who did not specify gender. The transgender option was added in 2008.

Source. APA Directory. Compiled by the APA Center for Workforce Studies.

D.2.Additional Data Regarding American Psychological Association (APA) Governance

Table D.2.a. Selected Characteristics of American Psychological Association (APA) Members and Governance Survey Respondents

Demographic characteristics		APA members (2011)		Governance Survey respondents (2012)	
		<i>N</i>	%	<i>N</i>	%
		96,100	100.0	322	100.0
Gender	Female	55,073	57.3	171	53.1
	Male	40,781	42.4	146	45.3
	Transgender	9	0.0	S	S
	Not specified	237	0.2	S	S
Race/ethnicity	American Indian	165	0.2	S	S
	Asian	2,257	2.3	16	5.0
	Black	1,690	1.8	23	7.1
	Hispanic	2,095	2.2	18	5.6
	White	59,425	61.8	238	73.9
	Other	18	0.0	S	S
	Pacific Islander	S	S	S	S
	Multiple	601	0.6	18	5.6
	Not specified	29,846	31.1	S	S
	Minority total	6,811	7.1	78	24.2
Disability status	Reported a Disability	794	0.8	20	6.2
Age in years	<31	3,138	3.3	11	3.4
	31–45	25,808	26.9	54	16.8
	46–60	29,650	30.9	131	40.7
	61–75	25,902	27.0	112	34.8
	>75	7,419	7.7	5	1.6

	Not specified	4,183	4.4	9	2.8
Years as full APA member	1–10	30,798	32.0	63	19.6
	11–20	21,112	22.0	70	21.7
	21–30	17,455	18.2	87	27.0
	31+	16,423	17.1	88	27.3
	Not specified/not applicable	10,312	10.7	14	4.3

Note. Only cells with an *N* of 5 or more were reported. S = suppressed due to cell size.

Source. 2011 APA Directory and 2012 APA Governance Survey (Stamm & Christidis, 2013). Compiled by the APA Center for Workforce Studies.

Table D.2.b. Selected Characteristics of Council of Representatives Members by Year

Demographic characteristics		Year																			
		1996		1997		1998		1999		2000		2001		2004		2006 (I)		2006 (II)		2012	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
		111	100.0	114	100.0	119	100.0	151	100.0	152	100.0	147	100.0	112	100.0	49	100.0	112	100.0	121	100.0
Gender	Female	43	38.7	40	35.1	40	33.6	52	34.4	60	39.5	61	41.5	52	47.3	27	55.1	57	50.9	57	47.1
	Male	68	61.3	74	64.9	79	66.4	99	65.6	92	60.5	86	58.5	58	52.7	21	42.9	54	48.2	61	50.4
	Transgender																			S	S
Race/ ethnicity	American Indian	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Asian	S	S	S	S	S	4.2	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Black	S	S	S	S	S	S	S	S	S	S	S	S	11	9.8	S	S	12	10.5	9	7.4
	Hispanic	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	7	6.1	7	5.8
	White	98	88.3	101	88.6	104	87.4	134	88.7	138	90.8	136	92.5	94	83.9	41	83.6	81	71.1	93	76.9
	Other	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Multiple	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	7	6.1	8	6.6
	Not specified	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Minority total	8	7.2	7	6.1	12	10.1	13	8.5	11	7.2	7	4.8	22	19.7	8	16.3	21	18.4	28	23.1
Disability status	Disability	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	10	8.9	13	10.7
	No disability	36	32.4	44	38.6	58	48.7	91	60.3	107	70.4	115	78.2	85	75.9	34	69.4	83	74.1	106	87.6
	Not specified	72	64.9	67	58.8	58	48.7	56	37.1	41	27.0	29	19.7	19	17.0	13	26.5	19	17.0	S	S

Sexual orientation	Openly gay/lesbian/bisexual	S	S	5	4.4	S	S	8	5.3	7	4.6	7	4.8	7	6.3	S	S	7	6.3	7	5.8
	Not openly gay/lesbian/bisexual	34	30.6	39	34.2	49	41.2	78	51.7	95	62.5	105	71.4	94	83.9	44	89.8	96	85.7	111	91.7
	Chose not to respond	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Not specified	72	64.9	68	59.6	66	55.5	64	42.4	49	32.2	34	23.1	8	7.1	S	S	7	6.3	S	S
Age in years	<31	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	31–45	9	8.1	5	4.4	10	8.4	18	11.9	8	5.3	11	7.5	5	4.5	S	S	9	8.0	9	7.4
	46–60	67	60.4	68	59.6	68	57.1	84	55.6	95	62.5	88	59.9	64	57.1	25	51.0	58	51.8	45	37.2
	61–75	29	26.1	33	28.9	32	26.9	41	27.2	41	27.0	36	24.5	33	29.5	15	30.6	30	26.8	57	47.1
	>75	S	S	S	S	S	S	5	3.3	6	3.9	8	5.4	5	4.5	7	14.3	10	8.9	S	S
	Not specified	5	4.5	6	5.3	5	4.2	S	S	S	S	S	S	5	4.5	S	S	5	4.5	S	S
Years as full APA member	1–10	5	4.5	S	S	S	S	5	3.3	6	3.9	10	6.8	S	S	S	S	6	5.4	13	10.7
	11–20	30	27.0	31	27.2	40	33.6	52	34.4	52	34.2	52	35.4	25	22.3	8	16.3	15	13.4	20	16.5
	21–30	47	42.3	44	38.6	42	35.3	50	33.1	54	35.5	44	29.9	53	47.3	16	32.7	42	37.5	39	32.2
	31+	27	24.3	33	28.9	33	27.7	44	29.1	40	26.3	41	27.9	24	21.4	22	44.9	39	34.8	48	39.7
	Not specified	S	S	S	S	S	S	S	S	S	S	S	S	8	7.1	S	S	10	9.0	S	S

Note. Only cells with an *N* of 5 or more were reported. Due to rounding, percentages may not add up to 100. Transgender was added as a response option in 2006 and added to the tables in 2012. S = suppressed due to cell size.

Source. 2012 American Psychological Association (APA) Governance Survey (Stamm & Christidis, 2013). Compiled by the APA Center for Workforce Studies.

Table D.2.c. Selected Characteristics of Board Members by Year

Demographic characteristics		Year																			
		1996		1997		1998		1999		2000		2001		2004		2006 (I)		2006 (II)		2012	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
		76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	34	100.0	41	100.0	55	100.0	60	100.0
Gender	Female	34	44.7	37	48.7	30	39.5	30	39.5	43	56.6	41	53.9	15	44.1	24	58.5	30	54.5	33	55.0
	Male	42	55.3	39	51.3	46	60.5	46	60.5	33	43.4	35	46.1	19	55.9	17	41.5	24	43.6	25	41.7
	Transgender																			S	S
Race/ethnicity	American Indian	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Asian	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	5	6.6	S	S
	Black	6	7.9	5	6.6	7	9.2	7	9.2	8	10.5	5	6.6	S	S	5	12.1	7	9.2	5	8.3
	Hispanic	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	5	8.3
	White	57	75.0	60	78.9	55	72.4	55	72.4	58	76.3	62	81.6	29	85.3	31	75.6	35	46.1	40	66.7
	Other	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Multiple	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Not specified	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Minority total	15	19.7	13	17.1	16	21.0	16	21.0	16	21.0	11	14.4	8	23.5	10	24.3	16	27.6	19	31.7
Disability status	Disability	S	S	S	S	S	S	S	S	6	7.9	10	13.2	S	S	S	S	7	12.7	5	8.3
	No disability	30	39.5	32	42.1	29	38.2	29	38.2	43	56.6	53	69.7	27	79.4	33	80.5	44	80.0	55	91.7

	Not specified	45	59.2	41	53.9	45	59.2	45	59.2	27	35.5	13	17.1	5	14.7	S	S	S	S	S	S
Sexual orientation	Openly gay/lesbian/bisexual	S	S	S	S	S	S	S	S	S	S	5	6.6	6	17.6	5	12.2	7	12.7	9	15.0
	Not openly gay/lesbian/bisexual	21	27.6	23	30.3	22	28.9	22	28.9	41	53.9	52	68.4	27	79.4	34	82.9	46	83.6	49	81.7
	Chose not to respond	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Not specified	52	68.4	48	63.2	52	68.4	52	68.4	31	40.8	15	19.7	S	S	S	S	S	S	S	S
Age in years	<31	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	31–45	8	10.5	6	7.9	S	S	S	S	7	9.2	S	S	5	14.7	S	S	6	10.9	7	11.7
	46–60	41	53.9	46	60.5	37	48.7	38	50.0	44	57.9	44	57.9	19	55.9	22	53.7	27	49.1	26	43.3
	61–75	24	31.6	21	27.6	27	35.5	28	36.8	21	27.6	23	30.3	9	26.5	12	29.3	15	27.3	22	36.7
	>75	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Not specified	S	S	2	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
Years as full APA member	1–10	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	5	9.1	6	10.0
	11–20	20	26.3	22	28.9	16	21.1	11	14.5	26	34.2	23	30.3	6	17.6	8	19.5	7	12.7	9	15.0
	21–30	23	30.3	29	38.2	24	31.6	27	35.5	23	30.3	23	30.3	20	58.8	19	46.3	23	41.8	16	26.7
	31+	27	35.5	20	26.3	32	42.1	34	44.7	23	30.3	25	32.9	S	S	10	24.4	16	29.1	27	45.0
	Not specified	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S

Note. Only cells with an *N* of 5 or more were reported. Due to rounding, percentages may not add up to 100. Transgender was added as a response option in 2006 and added to the tables in 2012. S = suppressed due to cell size.

Source. 2012 American Psychological Association (APA) Governance Survey (Stamm & Christidis, 2013). Compiled by the APA Center for Workforce Studies.

Table D.2.d. Selected Characteristics of Committee Members by Year

Demographic characteristics		Year																			
		1996		1997		1998		1999		2000		2001		2004		2006 (I)		2006 (II)		2012	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
		273	100.0	271	100.0	284	100.0	269	100.0	268	100.0	263	100.0	171	100.0	98	100.0	162	100.0	188	100.0
Gender	Female	114	41.8	123	45.4	134	47.2	127	47.2	123	45.9	121	46.0	93	55.0	50	51.0	82	51.3	105	55.9
	Male	159	58.2	148	54.6	150	52.8	142	52.8	145	54.1	142	54.0	76	45.0	47	48.0	78	48.8	82	43.6
	Transgender																			S	S
Race/ethnicity	American Indian	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Asian	11	4.0	8	3.0	13	4.6	11	4.1	13	4.9	10	3.8	10	5.8	6	6.1	6	2.3	13	6.9
	Black	10	3.7	11	4.1	12	4.2	14	5.2	19	7.1	20	7.6	14	8.2	8	8.1	16	6.1	14	7.4
	Hispanic	15	5.5	15	5.5	16	5.6	15	5.6	15	5.6	21	8.0	10	5.8	S	S	11	4.2	8	4.3
	White	193	70.7	198	73.1	206	72.5	200	74.3	202	75.4	199	75.7	134	78.4	73	74.4	117	44.5	139	73.9
	Other	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Multiple	S	S	S	S	S	S	S	S	S	S	5	1.9	5	2.9	S	S	6	2.3	8	4.3
	Not specified	39	14.3	35	12.9	31	10.9	23	8.6	14	5.2	5	1.9	24	14.1	S	S	S	S	S	S
	Minority total	40	14.7	36	13.3	43	15.1	42	15.6	50	18.7	54	20.5	40	23.3	23	23.4	36	25.9	44	23.4
Disability status	Disability	8	2.9	9	3.3	13	4.6	12	4.5	15	5.6	13	4.9	17	9.9	11	11.2	11	6.8	9	4.8
	No disability	66	24.2	69	25.5	93	32.7	124	46.1	168	62.7	193	73.4	130	76.0	79	80.6	144	88.9	177	94.1

	Not specified	199	72.9	193	71.2	178	62.7	133	49.4	85	31.7	57	21.7	24	14.1	8	8.2	7	4.3	S	S
Sexual orientation	Openly gay/lesbian/bisexual	S	S	5	1.8	10	3.5	16	5.9	24	9.0	24	9.1	13	7.6	14	14.3	16	9.9	24	12.8
	Not openly gay/lesbian/bisexual	58	21.2	63	23.2	78	27.5	99	36.8	134	50.0	167	63.5	145	84.8	74	75.5	139	85.8	157	83.5
	Chose not to respond	S	S	S	S	S	S	S	S	S	S	S	S	S	S	5	5.1	S	S	S	S
	Not specified	210	76.9	202	74.5	194	68.3	152	56.5	107	39.9	69	26.2	9	5.3	5	5.1	5	3.1	S	S
Age in years	<31	S	S	S	S	S	S	S	S	S	S	6	2.3	S	S	5	5.1	S	S	9	4.8
	31–45	42	15.4	41	15.1	45	15.8	43	16.0	40	14.9	45	17.1	30	17.5	14	14.3	35	21.6	40	21.3
	46–60	125	45.8	133	49.1	152	53.5	153	56.9	156	58.2	154	58.6	98	57.3	52	53.1	83	51.2	78	41.5
	61–75	54	19.8	50	18.5	47	16.5	40	14.9	44	16.4	43	16.3	28	16.4	22	22.4	33	20.4	56	29.8
	>75	S	S	6	2.2	S	S	5	1.9	8	3.0	6	2.3	S	S	S	S	S	S	S	S
	Not specified	46	16.8	39	14.4	34	12.0	26	9.7	16	6.0	9	3.4	11	6.4	S	S	6	3.7	S	S
Years as full APA member	1–10	34	12.5	33	12.2	39	13.7	47	17.5	48	17.9	53	20.2	26	15.2	16	16.3	30	18.5	47	25.0
	11–20	84	30.8	87	32.1	85	29.9	81	30.1	79	29.5	82	31.2	42	24.6	16	16.3	30	18.5	46	24.5
	21–30	69	25.3	65	24.0	75	26.4	73	27.1	75	28.0	75	28.5	58	33.9	33	33.7	53	32.7	44	23.4
	31+	53	19.4	53	19.6	53	18.7	43	16.0	47	17.5	42	16.0	28	16.4	21	21.4	34	21.0	40	21.3
	Not specified	33	12.1	33	12.2	32	11.3	25	9.3	19	7.1	11	4.2	17	9.9	8	8.2	15	9.3	11	5.9

Note. Only cells with an *N* of 5 or more were reported. Due to rounding, percentages may not add up to 100. Transgender was added as a response option in 2006 and added to the tables in 2012. S = suppressed due to cell size.

Source. 2012 American Psychological Association (APA) Governance Survey (Stamm & Christidis, 2013). Compiled by the APA Center for Workforce Studies.

Table D.2.e. Selected Characteristics of All Governance Survey Respondents

Demographic characteristics		Year																			
		1996		1997		1998		1999		2000		2001		2004		2006 (I)		2006 (II)		2012	
		<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%
		397	100.0	407	100.0	422	100.0	430	100.0	437	100.0	431	100.0	339	100.0	219	100.0	269	100.0	322	100.0
Gender	Female	168	42.3	181	44.5	183	43.4	185	43.0	197	45.1	195	45.2	160	51.4	115	52.5	139	51.7	171	53.1
	Male	229	57.7	226	55.5	239	56.6	245	57.0	240	54.9	236	54.8	169	48.6	101	46.1	127	47.2	146	45.3
	Transgender																		S	S	
Race/ ethnicity	American Indian	6	1.5	S	S	S	S	S	S	6	1.4	5	1.2	8	2.4	S	S	S	S	S	S
	Asian	15	3.8	13	3.2	20	4.7	16	3.7	16	3.7	12	2.8	16	4.7	11	5.0	14	5.2	16	5.0
	Black	15	3.8	16	3.9	18	4.3	21	4.9	28	6.4	26	6.0	27	8.0	19	8.6	27	10.0	23	7.1
	Hispanic	20	5.0	18	4.4	21	5.0	19	4.4	20	4.6	25	5.8	16	4.7	8	3.6	17	6.3	18	5.6
	White	296	74.6	312	76.7	318	75.4	337	78.4	347	79.4	346	80.3	274	80.8	165	75.3	193	71.7	238	73.9
	Other	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Multiple	S	S	S	S	5	1.2	6	1.4	5	1.1	9	2.1	12	3.5	8	3.6	10	3.7	18	5.6
	Not specified	44	11.1	40	9.8	36	8.5	27	6.3	15	3.4	7	1.6	7	2.1	S	S	S	S	S	S
	Minority total	56	14.1	51	12.5	63	14.9	60	13.9	70	16.1	69	16.0	72	21.3	49	22.4	71	26.4	78	24.2
Disability status	Disability	11	2.8	14	3.4	16	3.8	15	3.5	22	5.0	23	5.3	29	8.6	17	7.8	20	7.4	20	6.2
	No disability	106	26.7	120	29.5	150	35.5	202	47.0	276	63.2	319	74.0	257	75.8	171	78.1	224	83.3	298	92.5

	Not specified	280	70.5	273	67.1	256	60.7	213	49.5	139	31.8	89	20.6	53	15.6	31	14.2	25	9.3	S	S
Sexual orientation	Openly gay/lesbian/bisexual	8	2.0	10	2.5	13	3.1	19	4.4	27	6.2	35	8.1	26	7.7	24	11.0	27	10.0	36	11.2
	Not openly gay/lesbian/bisexual	92	23.2	105	25.8	124	29.4	168	39.1	235	53.8	286	66.4	278	82.0	175	79.9	228	84.8	277	86.0
	Chose not to respond	S	S	S	S	S	S	S	S	5	1.1	6	1.4	9	2.7	10	4.6	S	S	S	S
	Not specified	295	74.3	288	70.8	282	66.8	240	55.8	170	38.9	104	24.1	26	7.7	10	4.6	11	4.1	5	1.6
Age in years	<31	S	S	S	S	S	S	S	S	S	S	6	1.4	S	S	7	3.2	S	S	11	3.4
	31–45	55	13.9	50	12.3	58	13.7	62	14.4	55	12.6	60	13.9	49	14.5	22	10.0	43	16.0	54	16.8
	46–60	197	49.6	212	52.1	227	53.8	235	54.7	257	58.8	253	58.7	181	53.4	110	50.2	135	50.2	131	40.7
	61–75	87	21.9	89	21.9	83	19.7	86	20.0	90	20.6	87	20.2	74	21.8	55	25.1	64	23.8	112	34.8
	>75	S	S	8	2.0	10	2.4	12	2.8	12	2.7	13	3.0	11	3.2	14	6.4	12	4.5	5	1.6
	Not specified	52	13.1	46	11.3	42	10.0	33	7.7	19	4.3	12	2.8	23	6.8	9	4.1	13	4.8	9	2.8
Years as APA member	1–10	40	10.1	38	9.3	42	10.0	52	12.1	57	13.0	66	15.3	38	11.2	25	11.4	36	13.4	63	19.6
	11–20	119	30.0	129	31.7	131	31.0	135	31.4	143	32.7	139	32.3	79	23.3	35	16.0	45	16.7	70	21.7
	21–30	113	28.5	113	27.8	116	27.5	121	28.1	128	29.3	128	29.7	119	35.1	73	33.3	93	34.6	87	27.0
	31+	87	21.9	90	22.1	96	22.7	94	21.9	89	20.4	86	20.0	67	19.8	65	29.7	71	26.4	88	27.3
	Not specified	38	9.6	37	9.1	37	8.8	28	6.5	20	4.6	12	2.8	36	10.6	11	5.0	24	8.9	14	4.3

Note. Only cells with an *N* of 5 or more were reported. Due to rounding, percentages may not add up to 100. Transgender was added as a response option in 2006 and added to the tables in 2012. S = suppressed due to cell size.

Source. 2012 American Psychological Association (APA) Governance Survey (Stamm & Christidis, 2013). Compiled by the APA Center for Workforce Studies.



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