

Salaries, Student Debt, and Employment Opportunities in Psychology

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Mission Statement

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

| Data Source | Agency | Web Location |
|--|---|---|
| Doctorate Employment Survey, 2008 APA Survey of Psychology Health Service Providers, Master's, Specialist's, and Related Degrees Employment Survey, Survey of Graduate Departments of Psychology, Student Affiliate Survey | American Psychological Association (APA) | http://www.apa.org/workforce/ |
| Faculty Salaries Survey | APA | http://www.apa.org/workforce/publications/index.aspx |
| Salaries in Psychology | APA | http://www.apa.org/workforce/publications/index.aspx |
| The Integrated Postsecondary Education Data System (IPEDS) | U.S. Department of Education | http://nces.ed.gov/programs/digest |
| Survey of Earned Doctorates ¹ | National Opinion Research Center (NORC) | http://www.norc.org/issues/docdata.htm |
| SESTAT | National Science Foundation (NSF) | http://srsstats.sbe.nsf.gov/ |
| Graduate Students and Postdoctorates in Science and Engineering | NSF | http://www.nsf.gov/statistics/gradpostdoc/ |
| National Survey of Recent College Graduates | NSF | http://www.nsf.gov/statistics/srvyrecentgrads/ |
| Science and Engineering Doctorate Awards | NSF | http://www.nsf.gov/statistics/doctorates/ |
| Survey of Doctorate Recipients ² | NSF | http://www.nsf.gov/statistics/survey.cfm |
| CPST | Commission on Professionals in Science & Technology | http://www.cpst.org/ |

(1) Survey of Earned Doctorates is supported by the National Science Foundation (NSF), the National Institutes of Health (NIH), the U.S. Department of Education (USED), the National Endowment for Humanities (NEH), the U.S. Department of Agriculture (USDA), and the National Aeronautics and Space Administration (NASA). The National Opinion Research Center (NORC) is responsible for the survey.

(2) NORC conducts the Survey of Doctorate Recipients for NSF and NIH.

Contact Information

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- Website: www.apa.org/workforce
- Telephone: 1-800-374-2721, ext. 5980

For Further Information...

www.apa.org/workforce/presentations

A PDF version of this presentation is available for download.

Overview

Demographic Shifts
Degrees in Psychology
Financial Support and Debt
Employment Characteristics
Salaries in Psychology
Challenges and Opportunities

Demographic Shifts

Demographic Shifts in Psychology

| | <u>%</u> | <u>%</u> | <u>% Annual</u> <u>Growth</u> |
|--|----------|----------|----------------------------------|
| Women | | | |
| % of bachelor's degrees ¹ : 1976 & 2006 | 54 | 77 | 3 |
| % of graduate enrollments ² : 1977 & 2006 | 47 | 76 | 2 |
| % of new doctorates ³ : 1976 & 2009 | 33 | 75 | 3 |
| % of PhDs in workforce ⁴ : 1973 & 2003 | 20 | 50 | 3 |
| People of Color | | | |
| % of bachelor's degrees ¹ : 1976 & 2006 | 12 | 27 | 3 |
| % of graduate enrollments ² : 1980 & 2006 | 12 | 27 | 3 |
| % of new doctorates ³ : 1977 & 2009 | 8 | 19 | 3 |
| % of PhDs in workforce ⁴ : 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) NSF/NIH; *Survey of Doctorate Recipients*: (1973, 2003). Compiled by the APA Center for Workforce Studies. February, 2009.

Notes. PsyDs are included in doctoral counts from Doctorate Employment Survey (APA). The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.

Characteristics of Recent Psychology Doctorates: 2009

Source: 2009 APA Doctorate Employment Survey. Compiled by APA Center for Workforce Studies, April 2011.

Note. Includes PsyDs.

Characteristics of APA Members: 2009

Source: 2009 APA Directory. Compiled by APA Center for Workforce Studies, April 2010.

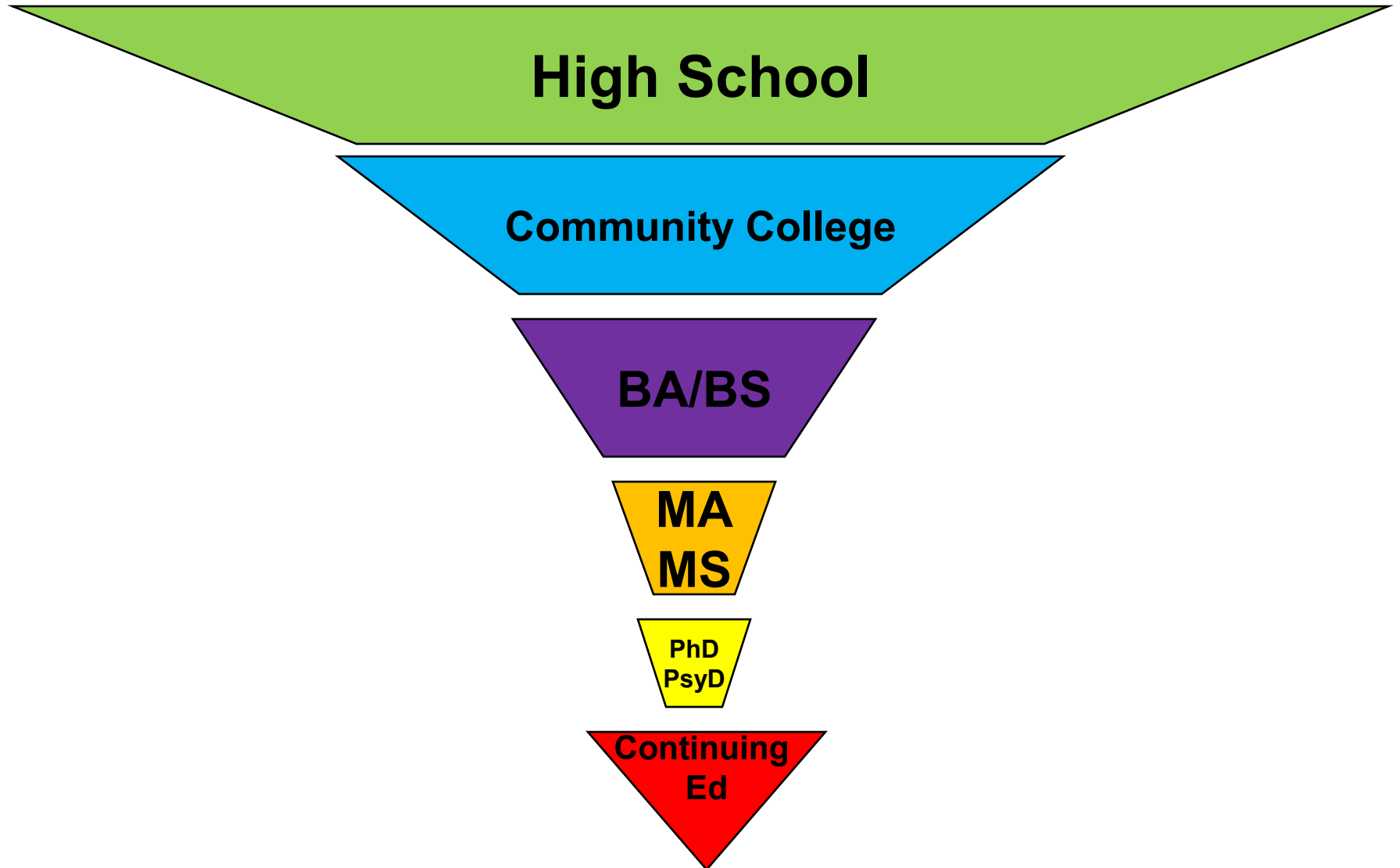
Notes. *Ethnic minority percentage represents an undercount due to high non-response rate for ethnicity item.

**Subfield percentages represent an -at least count- due to non-response rate for this item in the Directory Survey.

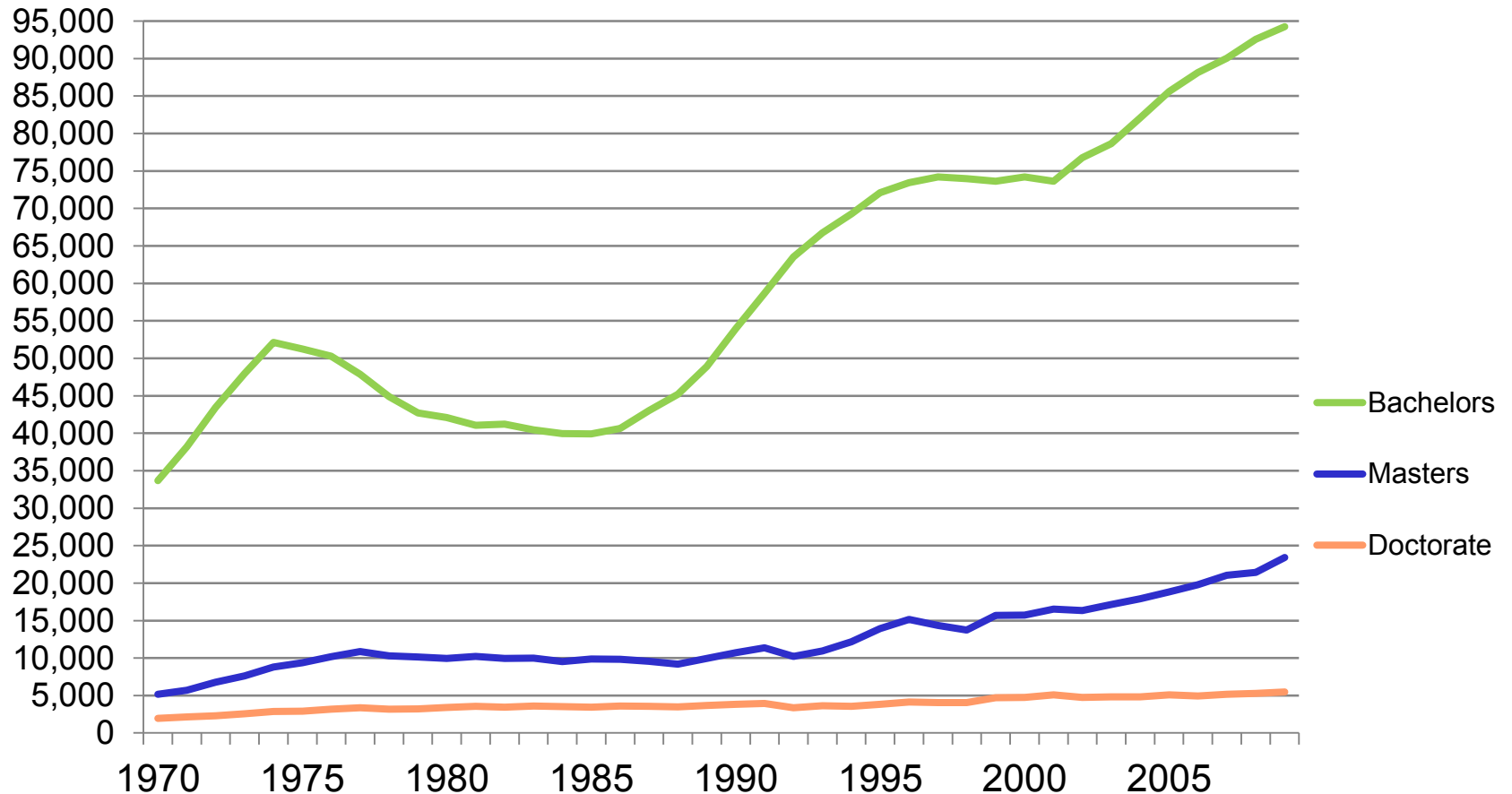
Degrees in Psychology

Degrees Awarded
Time to Degree

Psychology's Educational Pipeline

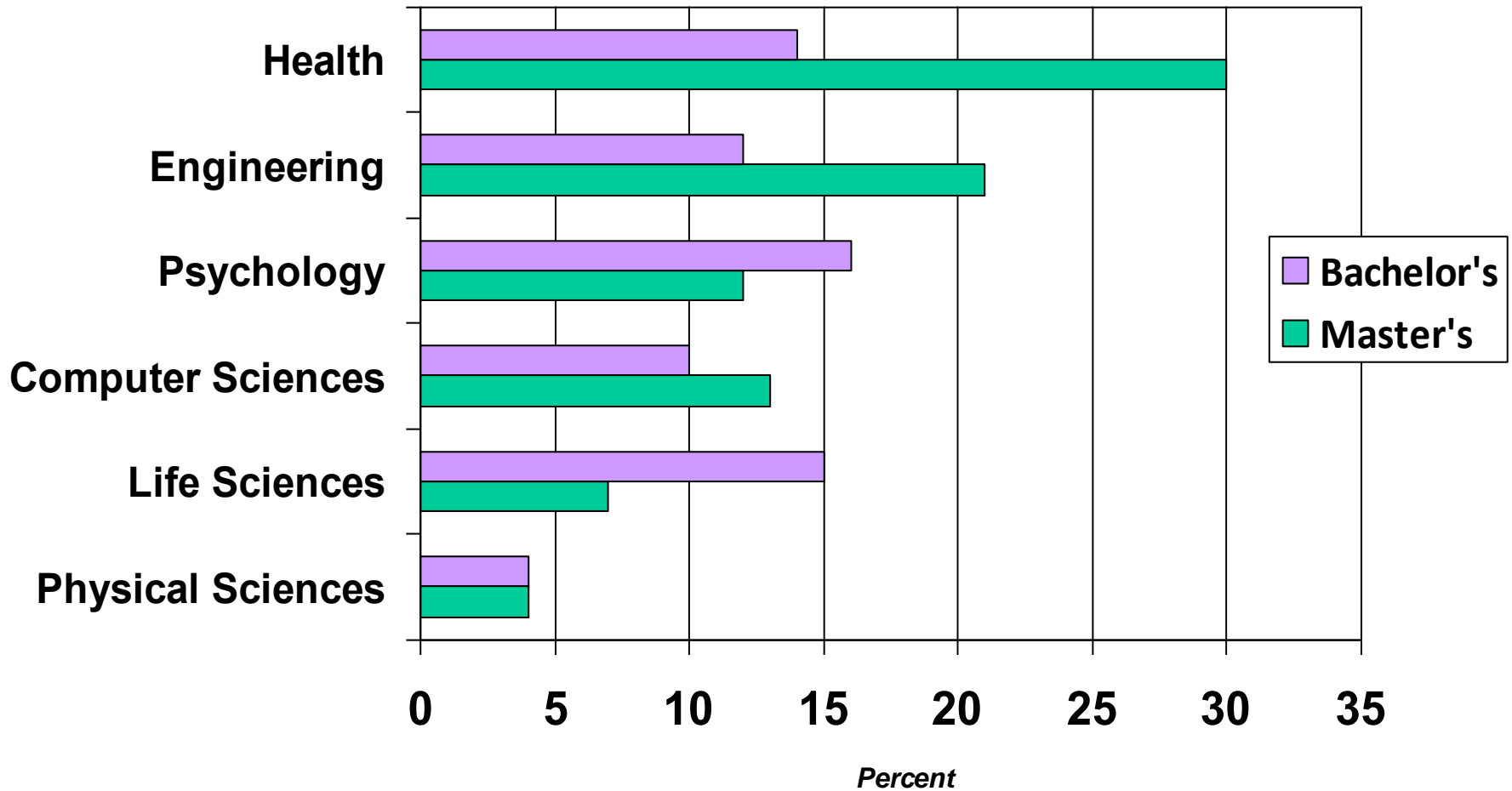


Number of Psychology Degrees Conferred by Level of Degree: 1970-2009



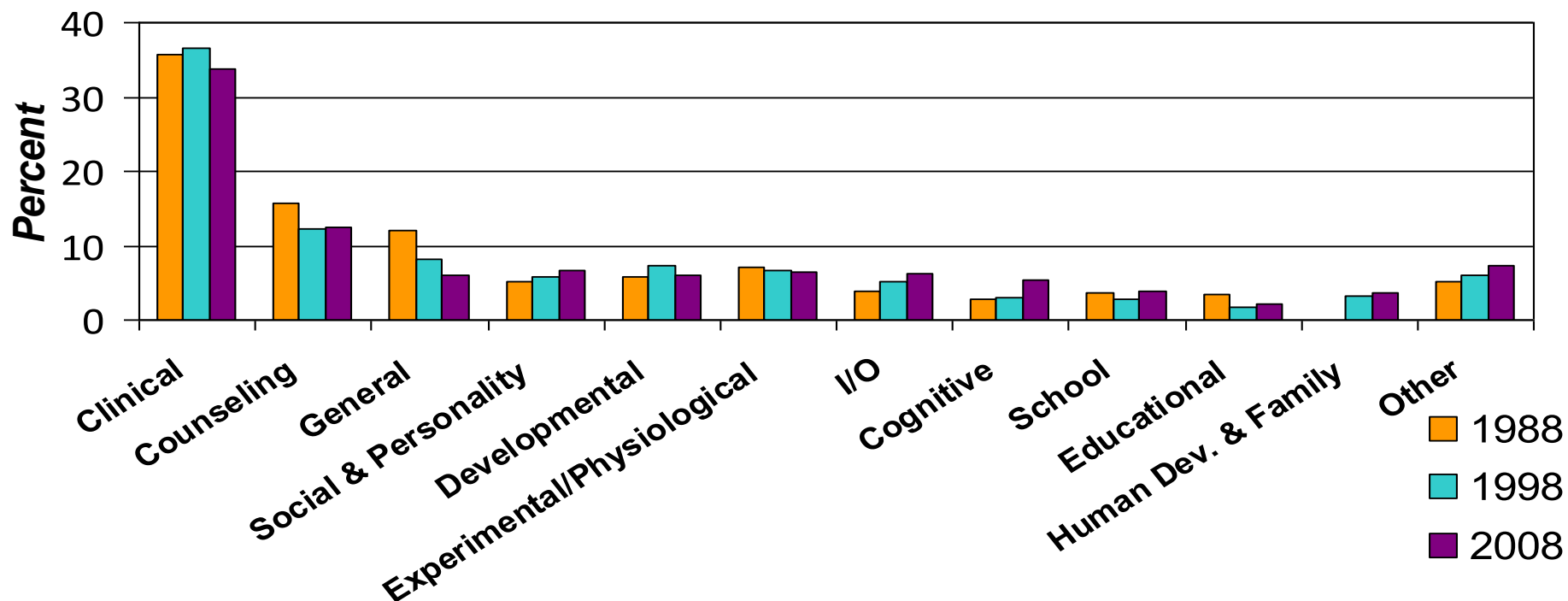
Source: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Degrees and Other Formal Awards Conferred" surveys, and Integrated Postsecondary Education Data System (IPEDS), "Completions" surveys.

Science, Engineering and Health Graduates by Field of Degree: 2006



Source: National Science Foundation/Division of Science Resources Statistics, National Survey of Recent College Graduates (2006). Compiled by APA Center for Workforce Studies, April 2010.

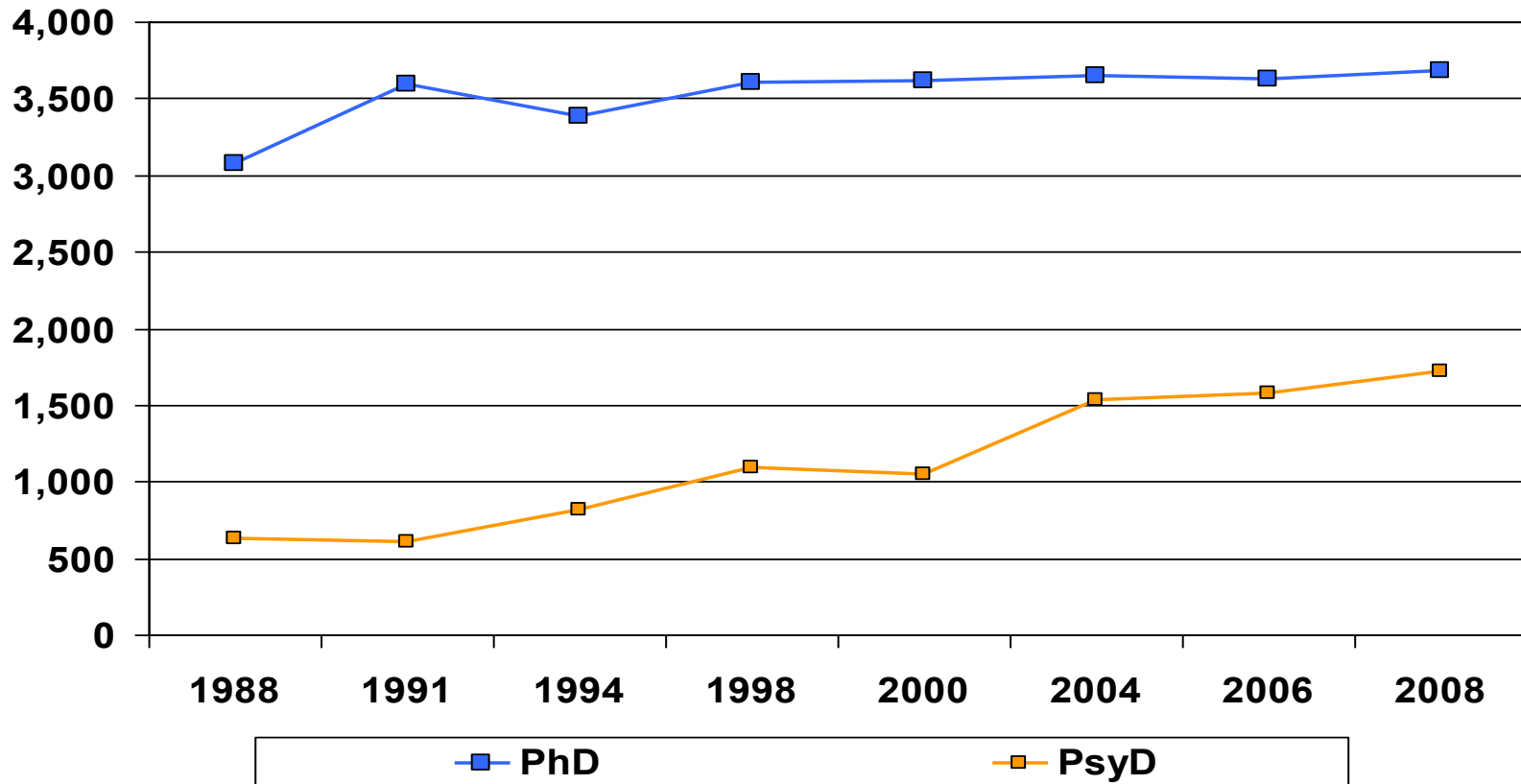
Degree Fields of Psychology PhDs Awarded in 1988 - 2008



Source: NSF/NIH/USED/NEH/USDA/NASA; 2008 Survey of Earned Doctorates. Compiled by APA CWS, June 2010.

Notes. Data for "Human Development and Family Psychology" was not available for 1988.

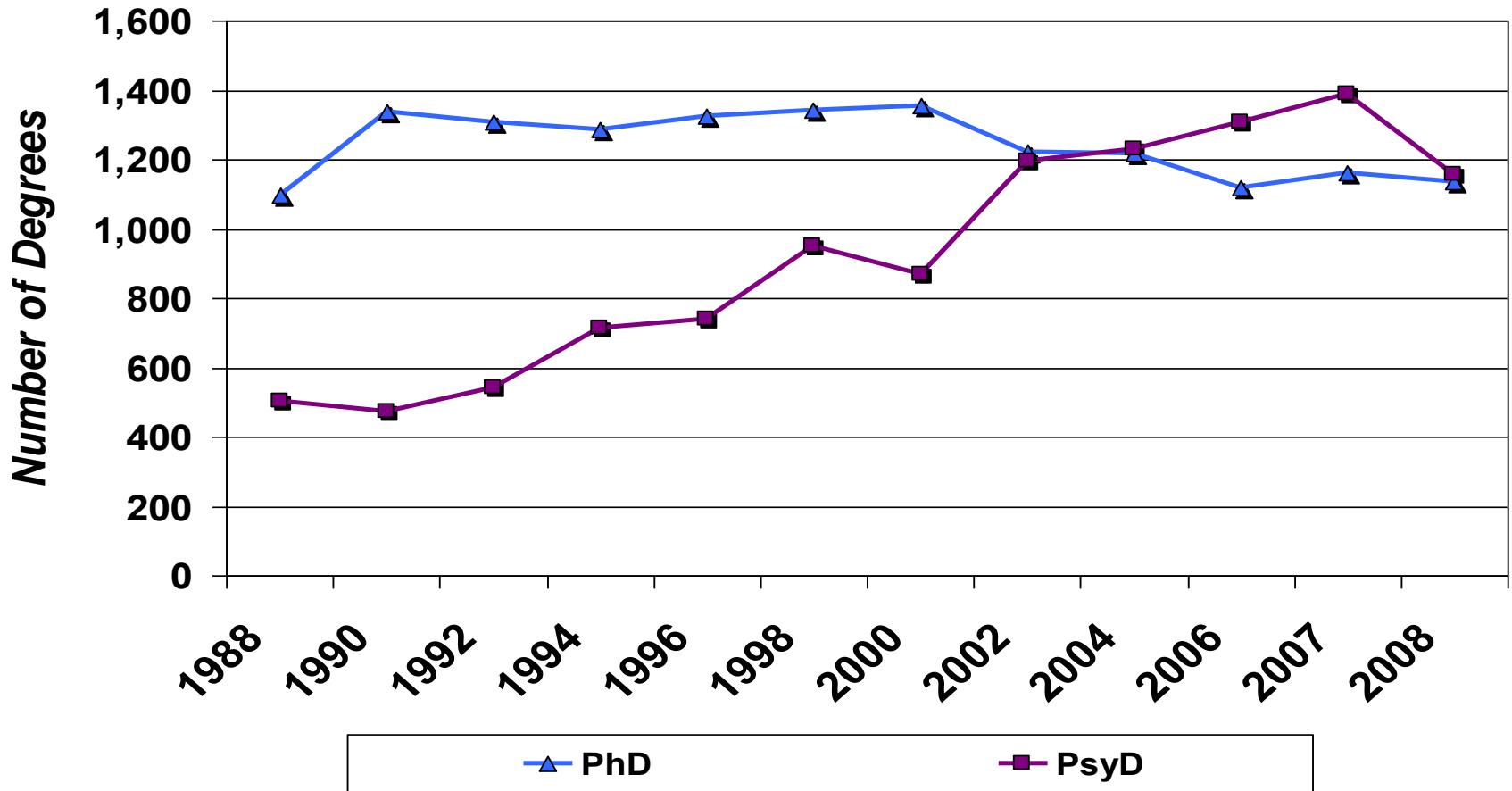
Number of PhDs and PsyDs Awarded in Psychology



Source: Data are from APA's *Graduate Study in Psychology*. Compiled by the APA Center for Workforce Studies, April, 2009

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

Number of Clinical PhDs and PsyDs Awarded in Psychology: 1988-2008



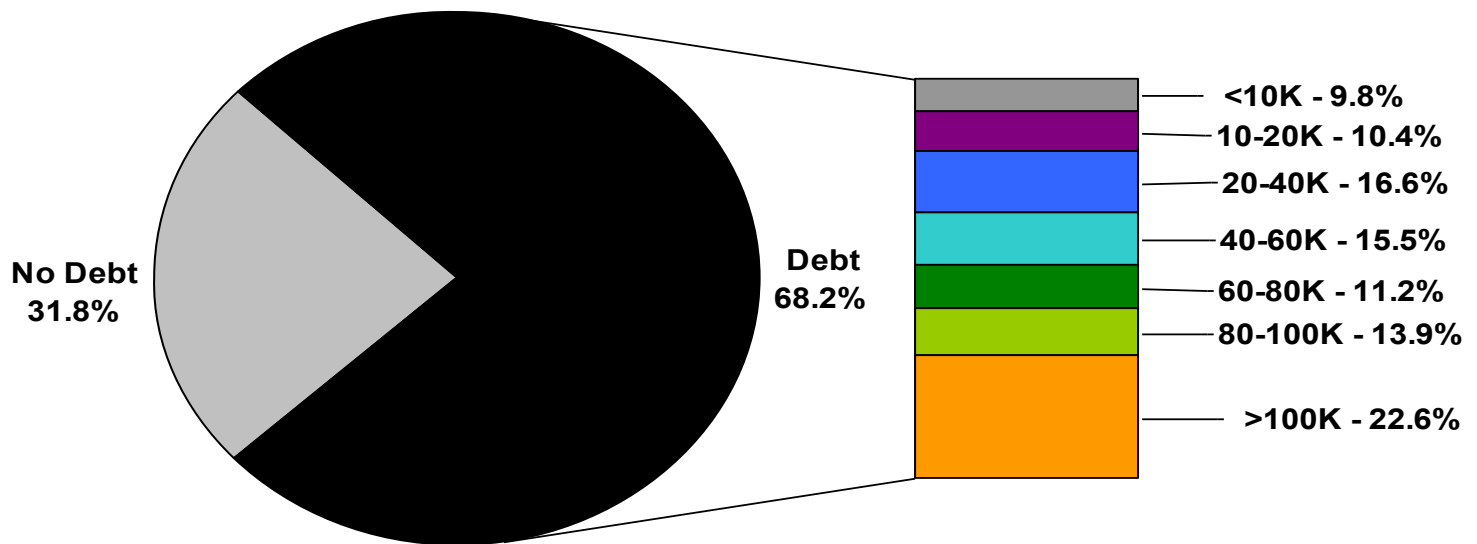
Source: Data on PsyDs are from *Graduate Study in Psychology* (APA). Data on PhDs are drawn from NSF/NIH/USED/NEH/USDA/NASA; *2007 Survey of Earned Doctorates*. Compiled by APA Center for Workforce Studies, June 2010.

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

Debt and Financial Support

Levels of Debt
Sources of Support

Debt Related to Graduate Education Reported by Recent Doctorates in Psychology: 2009

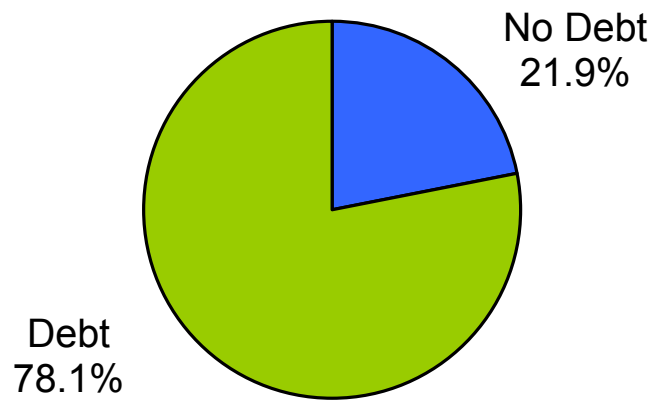


Source: 2009 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, April 2011.

Note. Includes PsyDs.

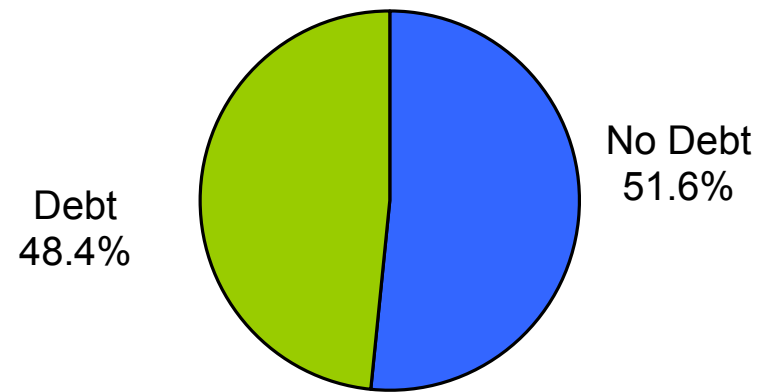
Debt Related to Graduate Education by Subfield for Recent Doctorates in Psychology: 2009

Health Service Provider Subfields



| | |
|--------|----------|
| Median | \$80,000 |
| Mean | \$88,610 |
| SD | \$57,749 |

Research/Other Subfields

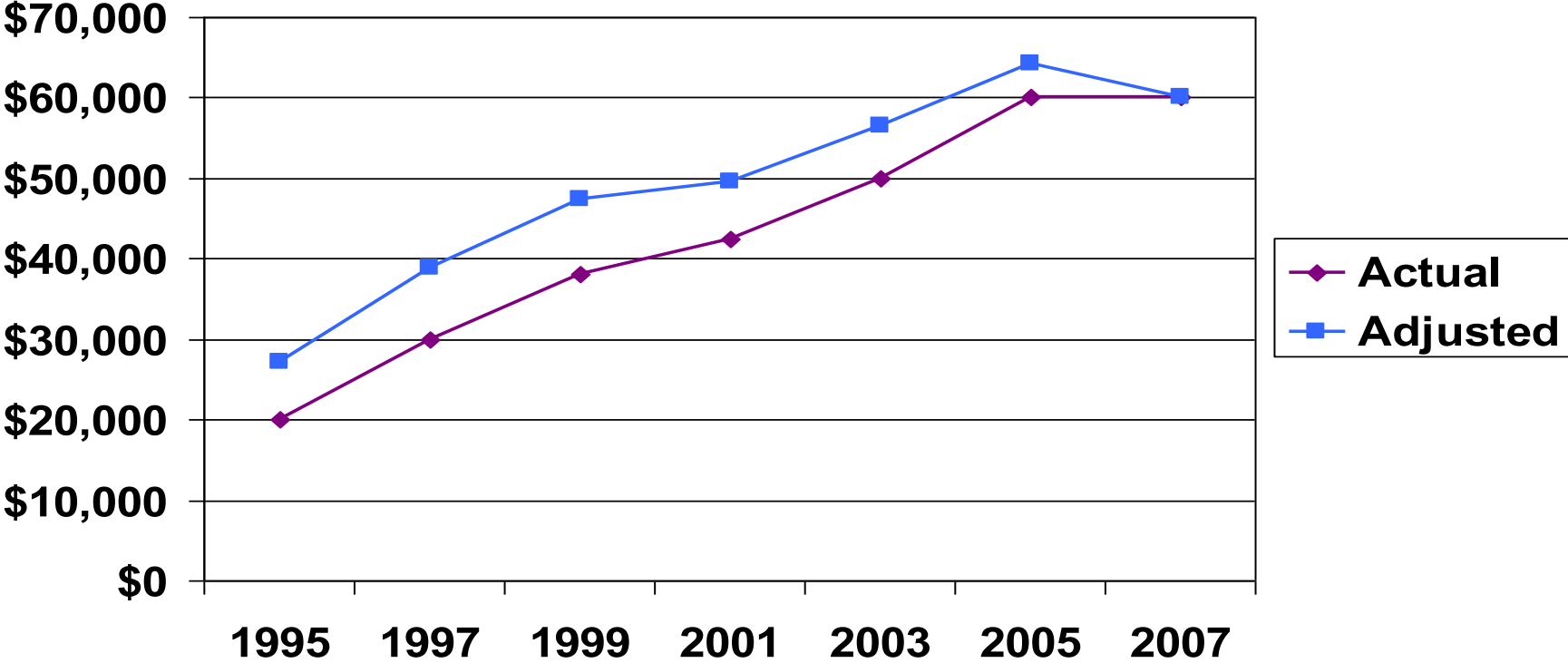


| | |
|--------|----------|
| Median | \$32,000 |
| Mean | \$49,440 |
| SD | \$44,871 |

Source: 2009 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, April 2011.

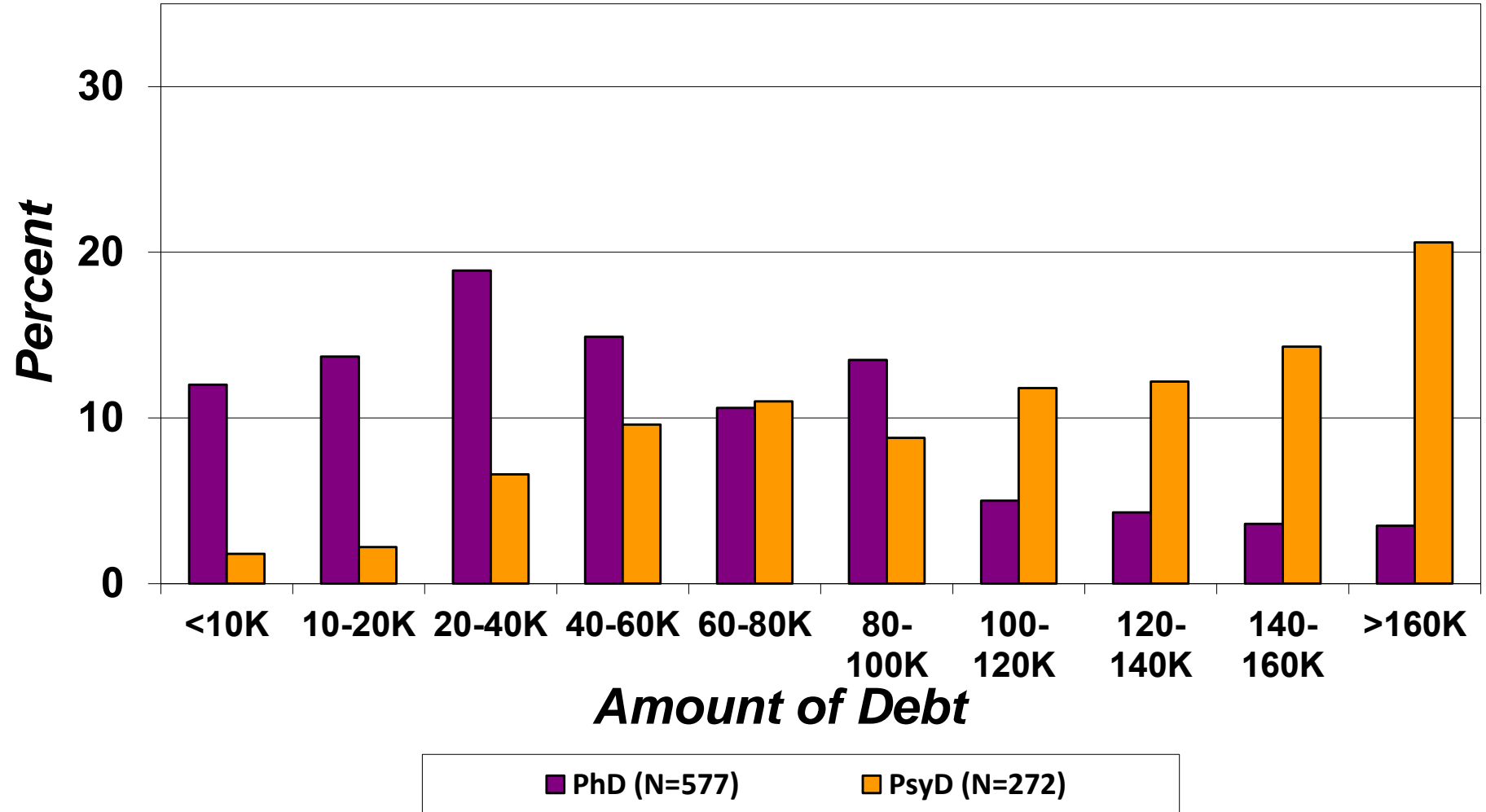
Note. Includes PsyDs.

Median Debt by Year: Doctorate Recipients Who Reported Any Debt



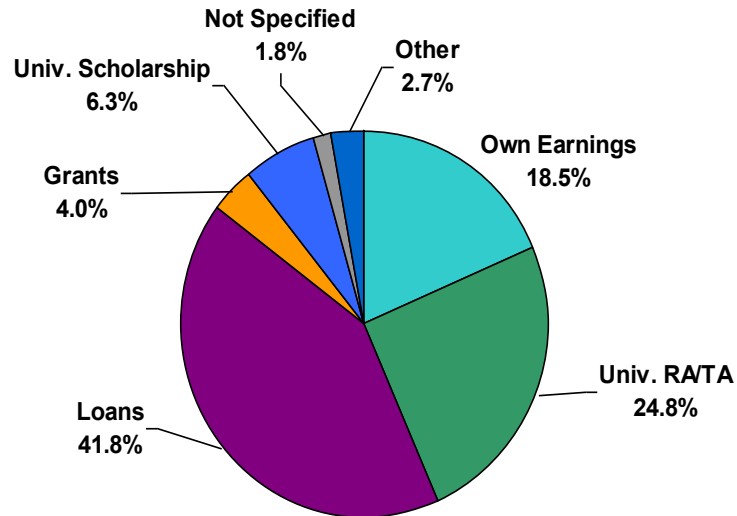
Source: Doctorate Employment Survey, selected years, APA Center for Workforce Studies, July 2009.
Note: Debt adjusted for inflation from Consumer Price Index.

Level of Debt by Type of Degree for Recent Doctorates: 2009

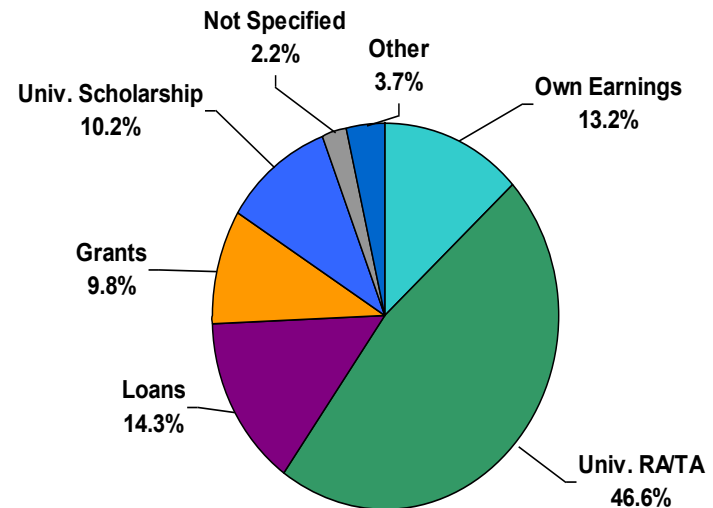


Primary Sources of Financial Support by Broad Subfield for Recent Doctorates in Psychology: 2009

Health Service Provider Subfields



Research and Other Subfields



Source: 2009 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, April 2011.

Note. Includes PsyDs.

Loan Repayment/Forgiveness Programs

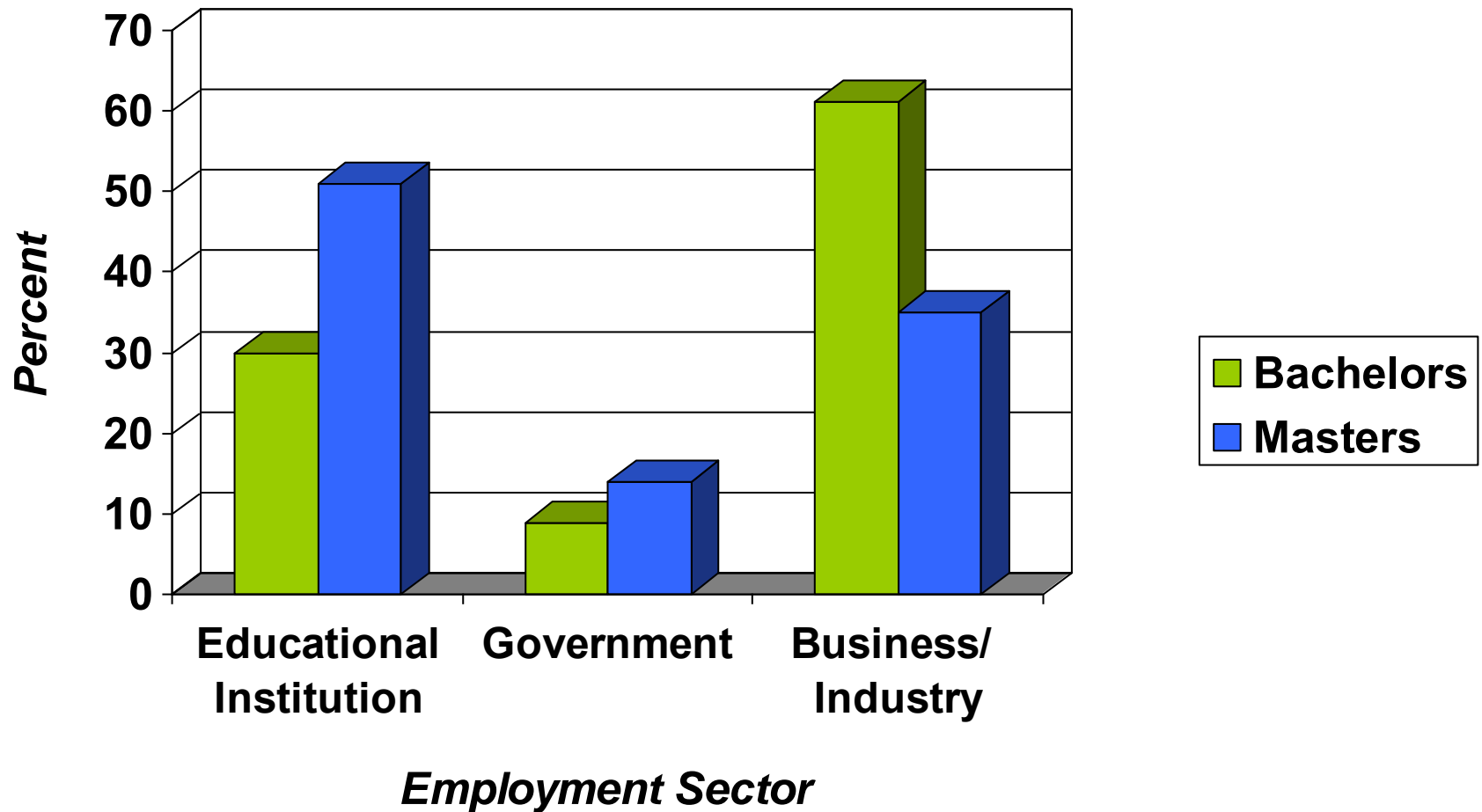
- **National Health Service Corps**
www.hrsa.loanscholarships/repayment
- **American Recovery and Reinvestment Act of 2009**
www.hrsa.loanscholarships/repayment
- **National Center on Minority Health and Health Disparities**
www.nimhd.gov
- **National Institutes of Health** www.lrp.nih.gov
- **Federal Student Loan Repayment Program**
www.opm.gov/oca/pay/studentloan
- **U.S. Department of Veterans Affairs**
- **Army Reserve Medical Corps** www.goarmy.com/ammed

Financial Support and Debt Summary

- Those in HSP subfields complete their programs with debt at a higher proportion when compared to those in research and other subfields. Debt levels and financial support are functions of degree and subfield.
- Tuition costs and living expenses = highest contributors to debt
- HSP psychologists that do have debt report it at higher levels than non-HSP psychologists.
- In general, PhDs report lower debt levels than PsyDs.
- Overall, for those PhDs that do report debt, it is significantly less than PsyD debt.
- Research available loan forgiveness/repayment programs!

Employment Characteristics

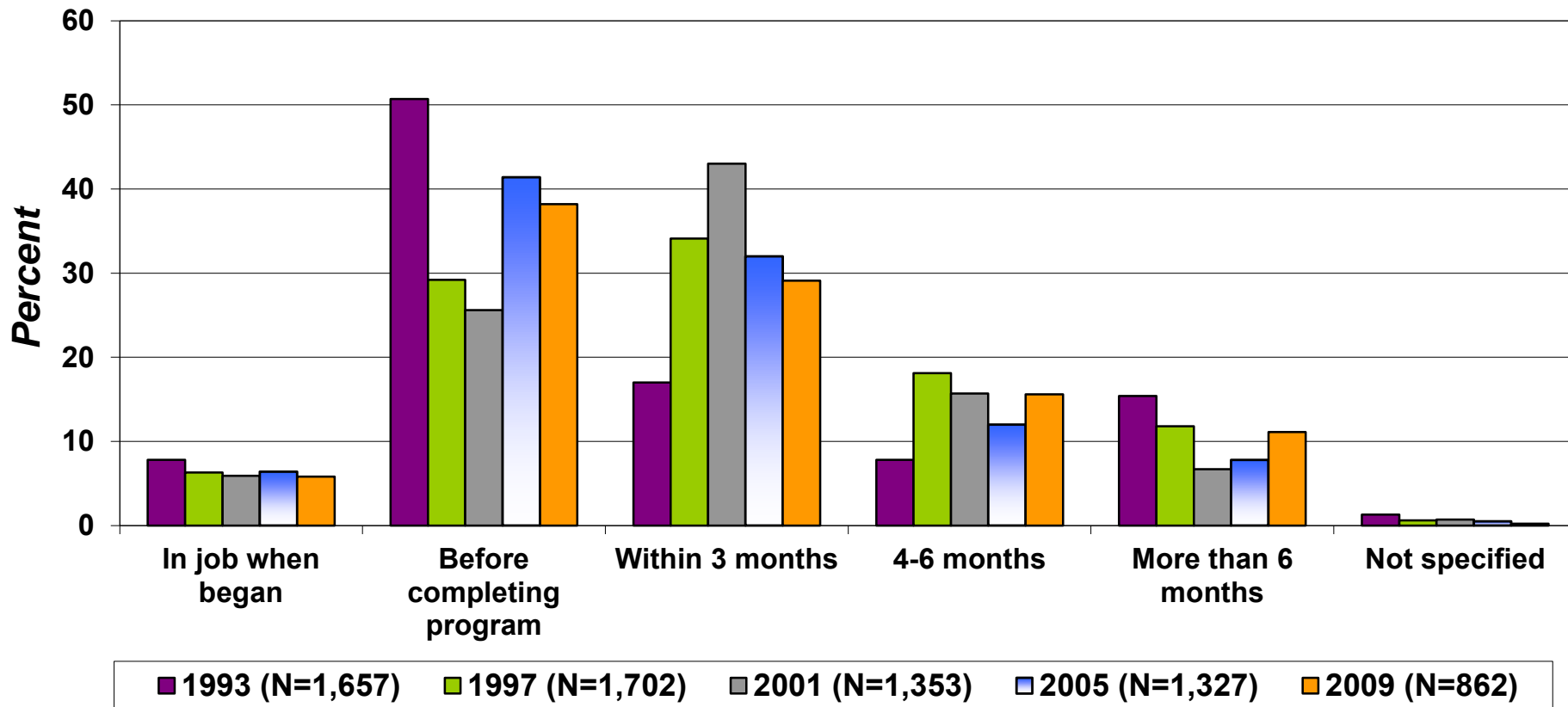
Recent Psychology Graduates by Employment Sector and Level of Degree: 2006



Source: National Science Foundation/Division of Science Resources Statistics, *National Survey of Recent College Graduates* (2006). Compiled by the APA Center for Workforce Studies, January 2010.

Note. The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.

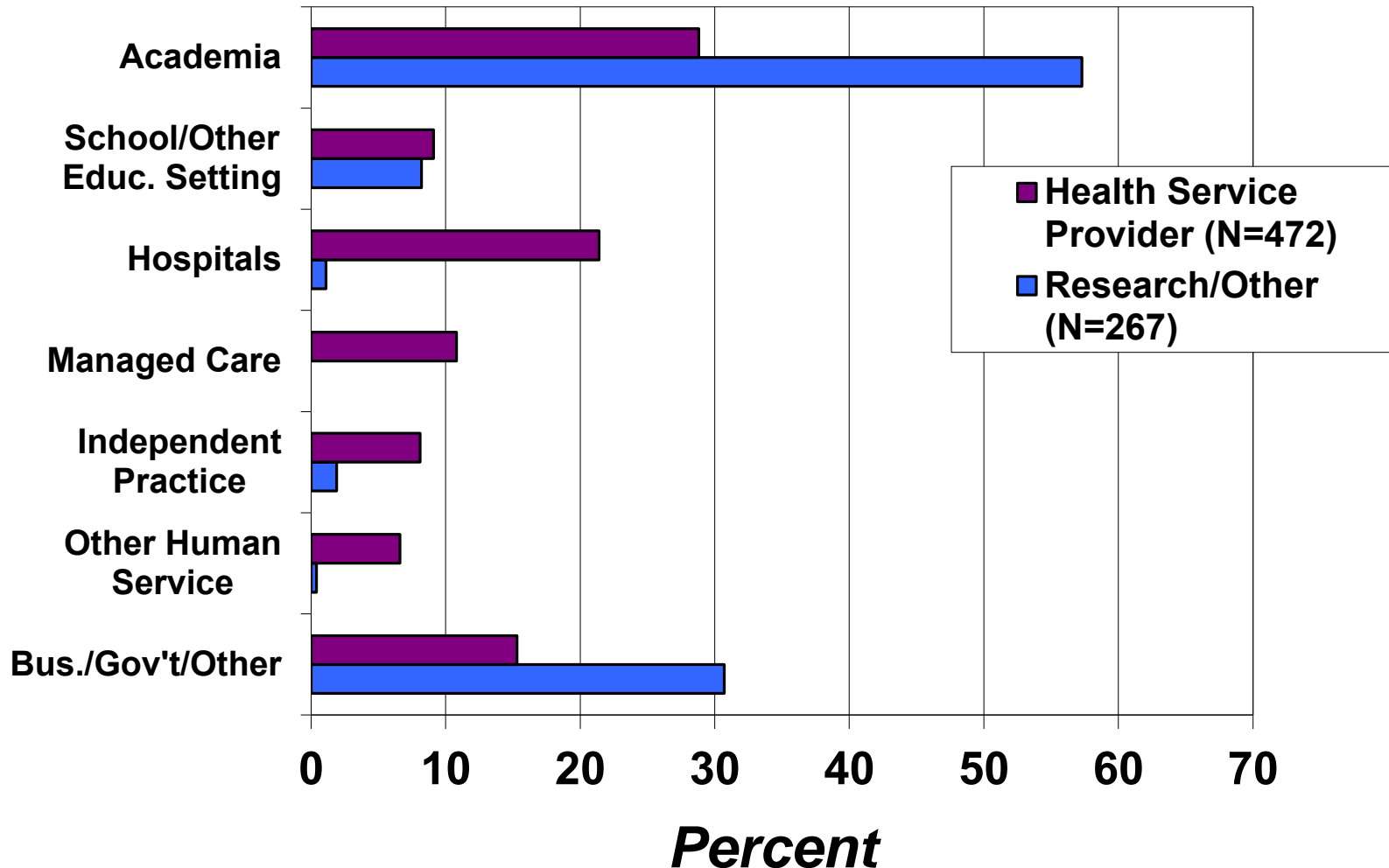
Time to Current Job: Recent Doctorates in Psychology



Source: APA Doctorate Employment Surveys, specified years. Compiled by the APA Center for Workforce Studies, April 2011.

Note. Includes PsyDs.

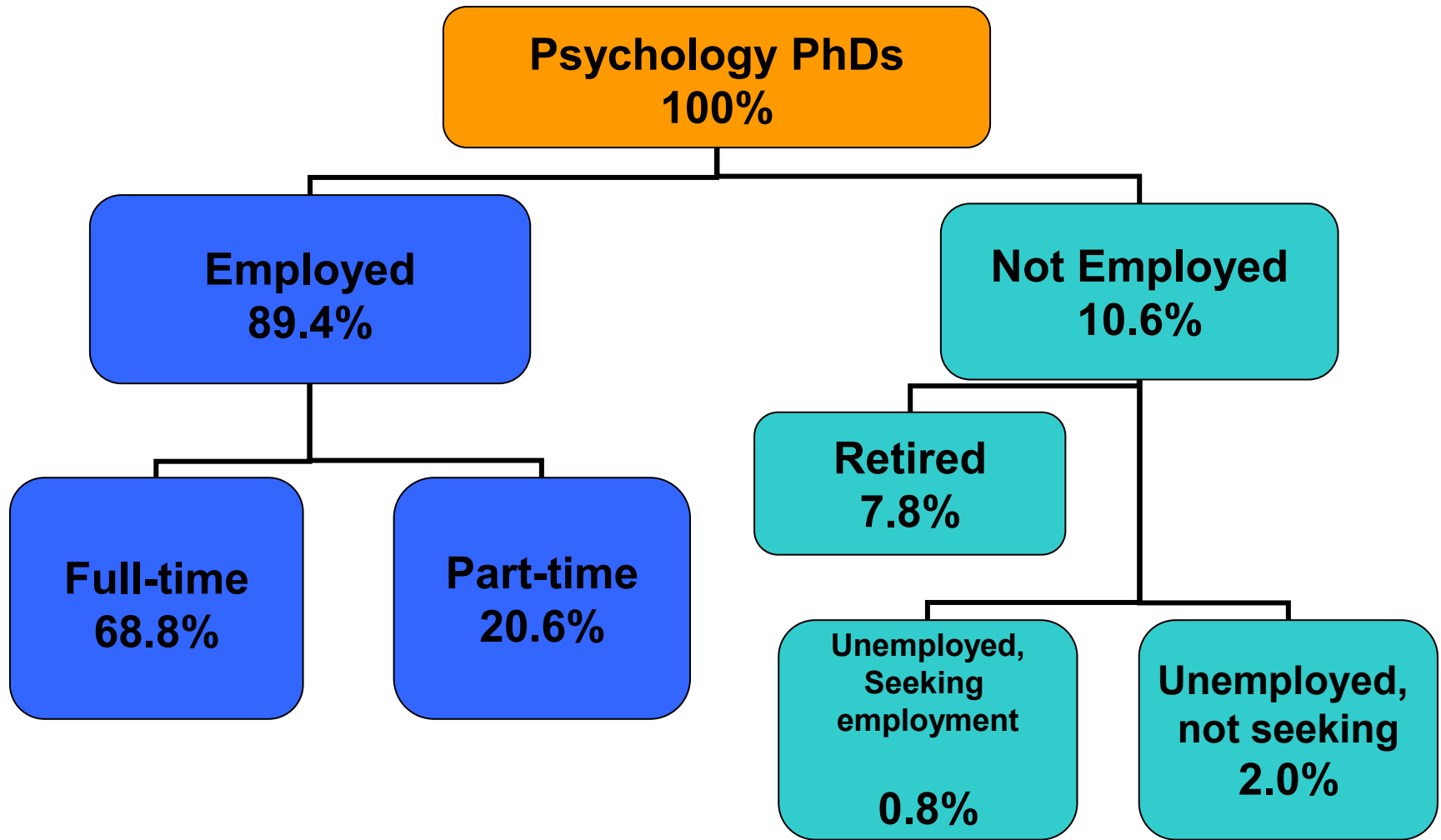
Primary Full-time Employment Settings by Subfield for Recent Doctorates in Psychology: 2009



Source: 2009 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, April 2011.

Note. Includes PsyDs.

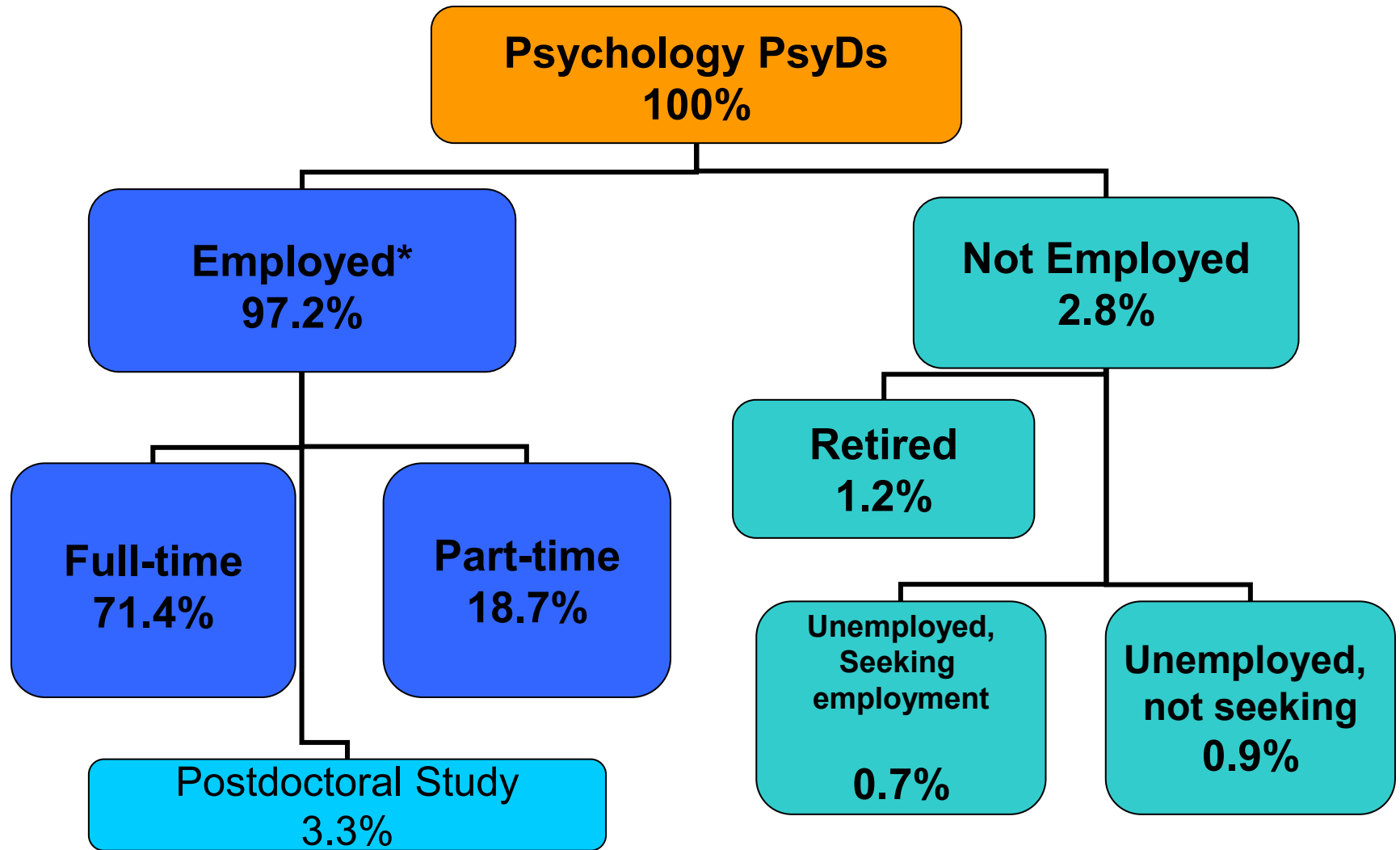
Employment Characteristics of Psychology PhDs: 2006



Source: NSF/NIH; *2006 Survey of Doctorate Recipients*. Compiled by the APA Center for Workforce Studies, April 2009

Notes. Postdoctorate information is not included in this chart, but is reported separately. The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.

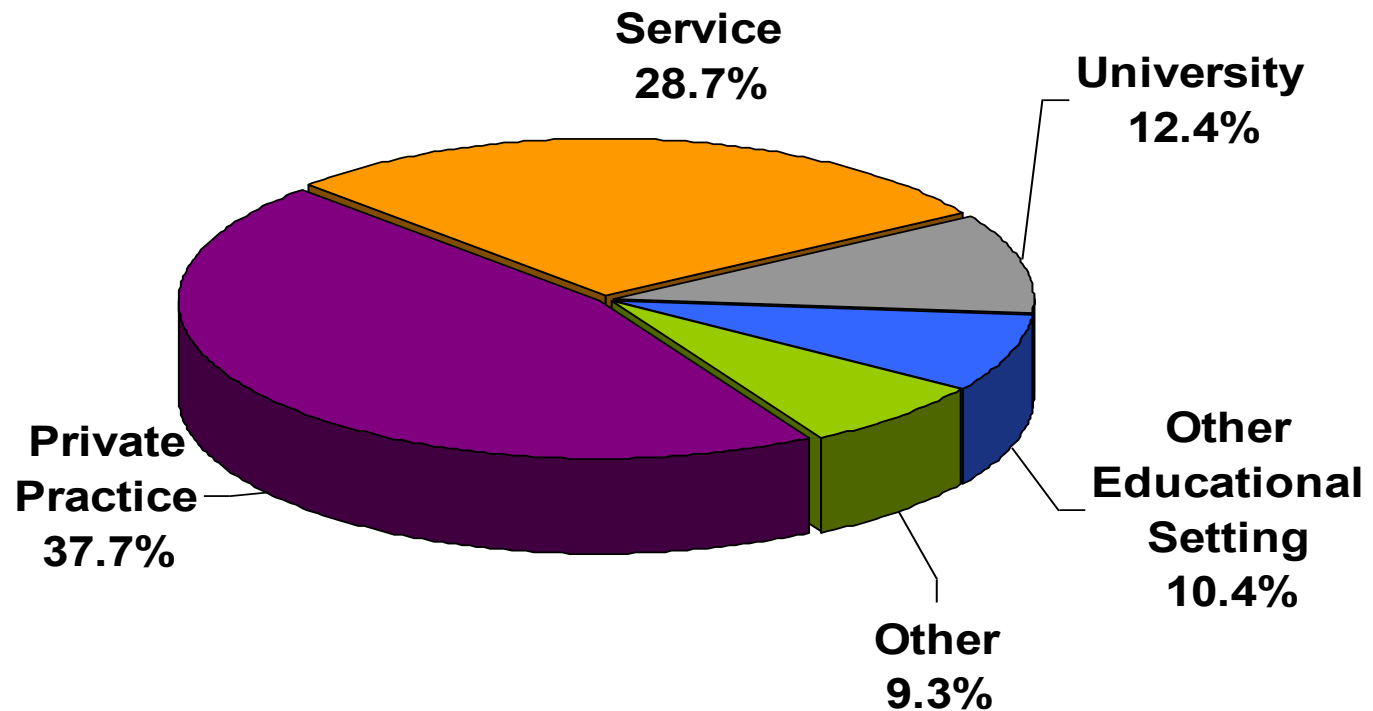
Employment Characteristics of Psychology PsyDs: 2008



Source: 2008 APA Directory data. Compiled by the APA Center for Workforce Studies, July 2009

Notes: *Approximately 4% of employed PsyDs have an unknown status, 1% of PsyDs fall into an "other" category not listed above.

Primary Employment Settings for Full-Time HSP Psychologists: 2008

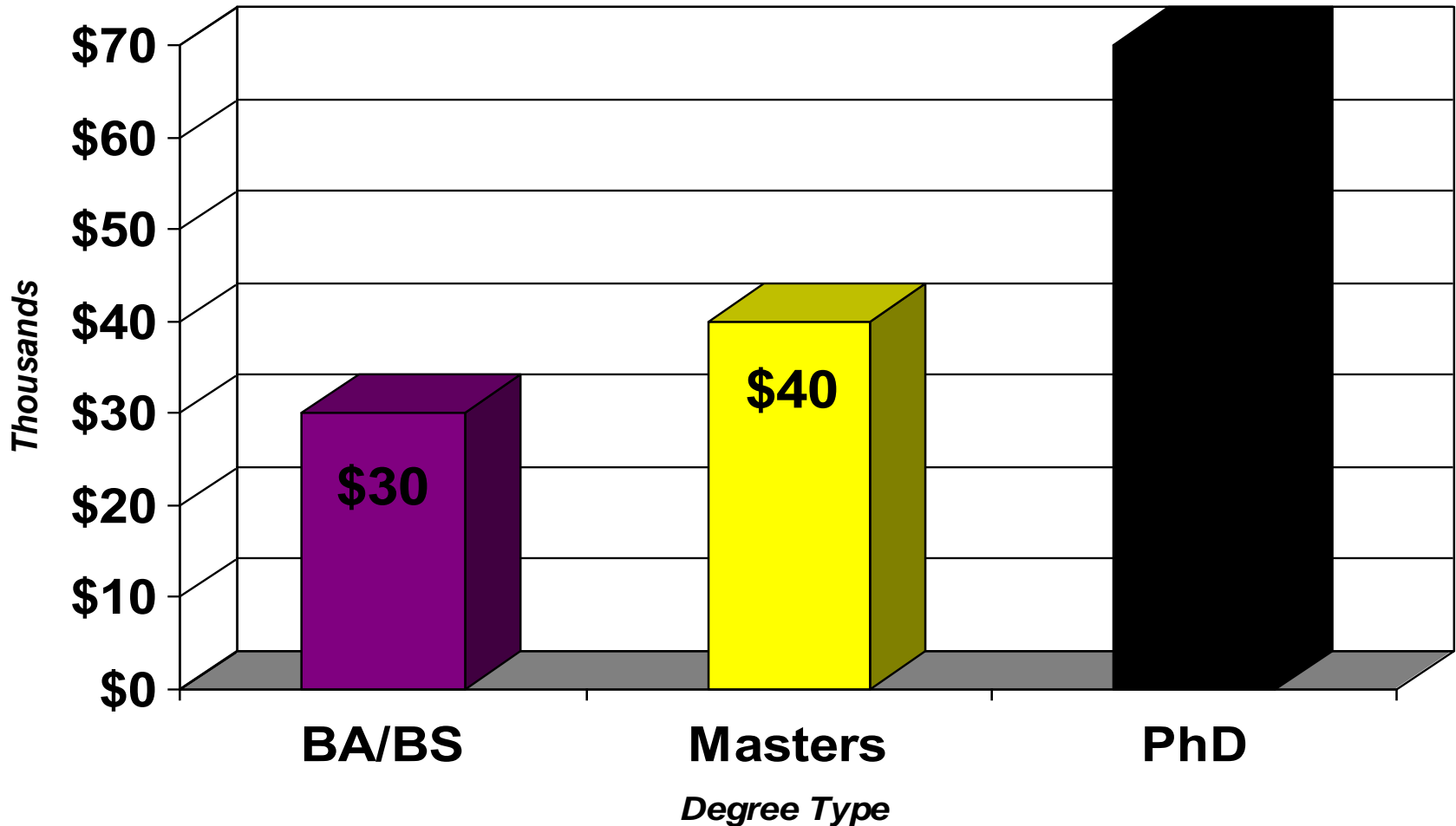


Employment Characteristics Summary

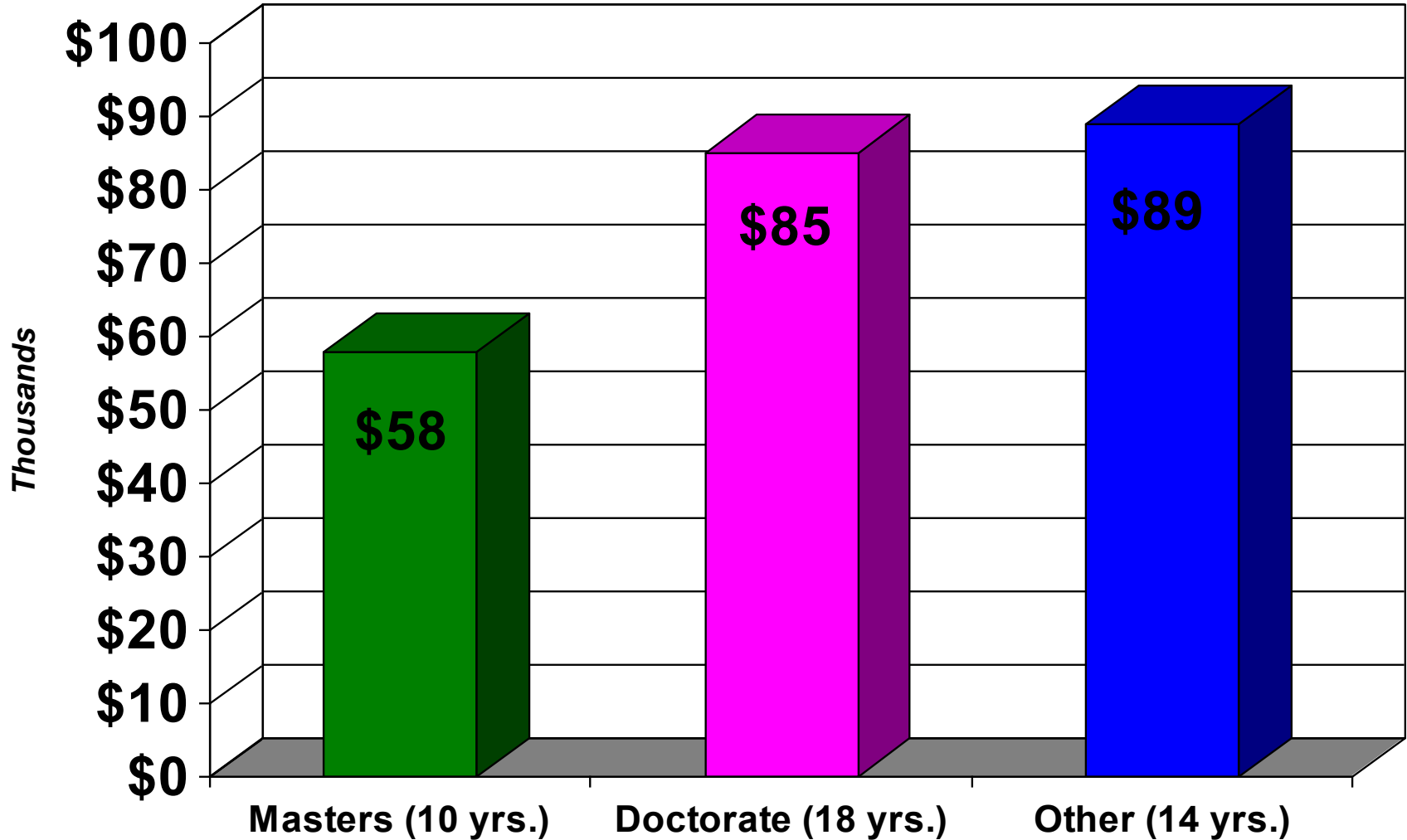
- Most psychologists are employed—low unemployment rate.
- Recent doctorates find positions quickly (if not already in those positions).
- Private practice is the most common work setting for HSP psychologists.

Salaries in Psychology

Median Annual Full-time Salaries in Psychology By Degree Type: 2006



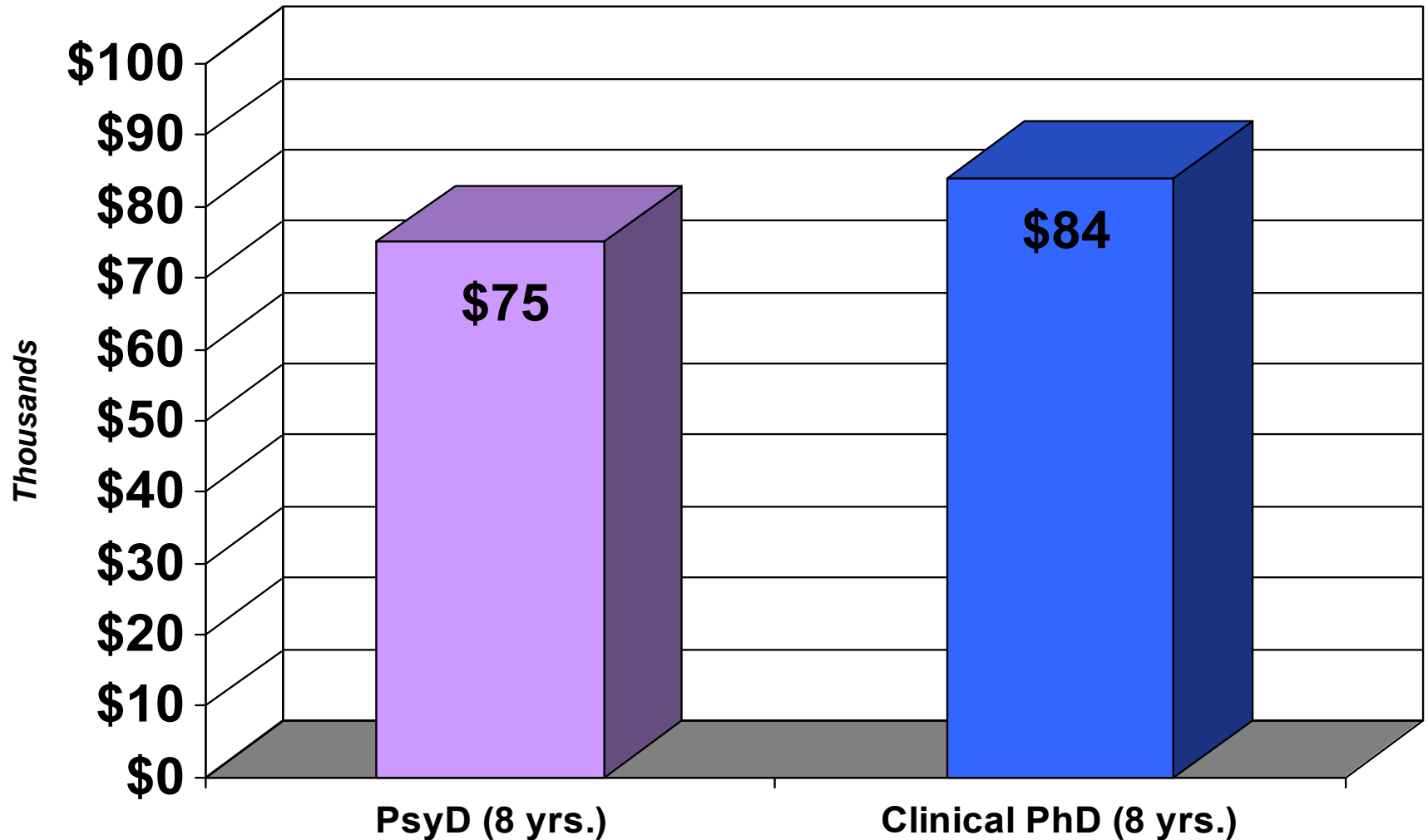
Median Annual Full-time Salaries in Psychology By Level of Degree and Median Years Work Experience: 2009



Source: 2009 APA Salary Survey. Compiled by the APA Center for Workforce Studies, April 2010.

Note: "Other" degree=E.g. J.D., or LCSW

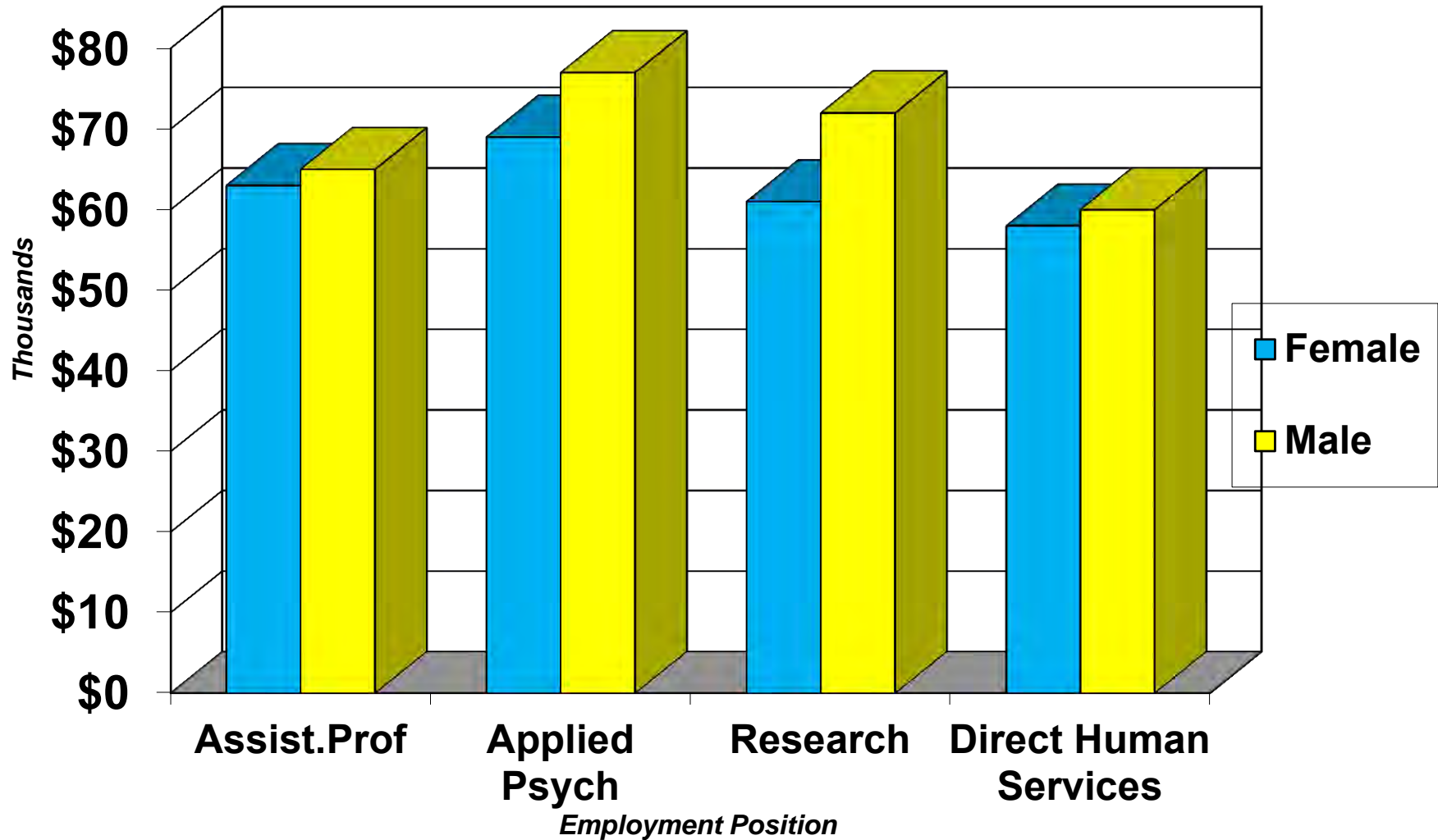
Median Annual Full-time Salaries in Psychology By Type of Degree and Median Years Work Experience: 2009



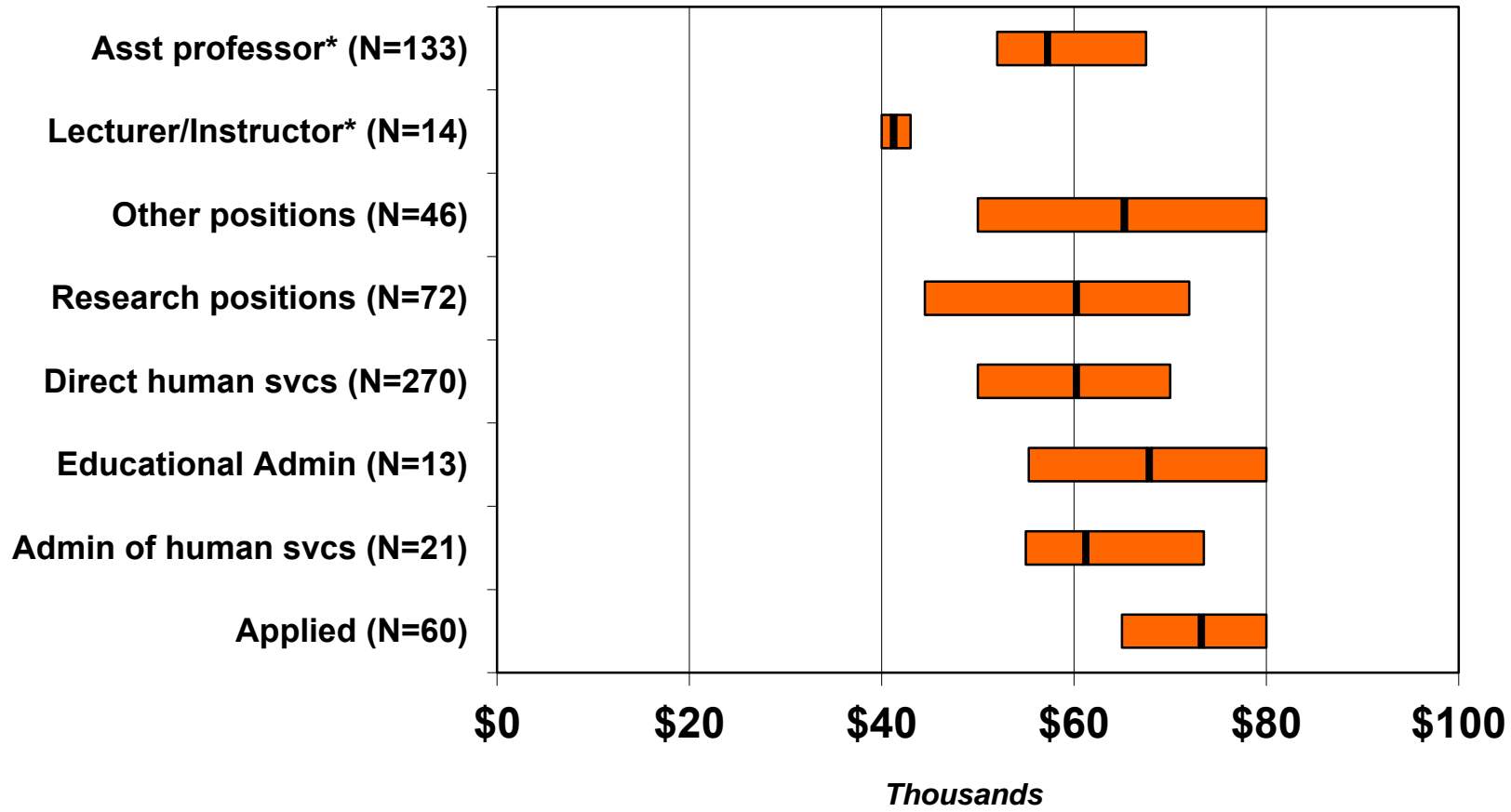
Source: 2009 APA Salary Survey. Compiled by the APA Center for Workforce Studies, July 2009.

Note. PsyD N=1114, Clinical PhD N=100.

Starting Salaries in Psychology by Gender and Position: 2007



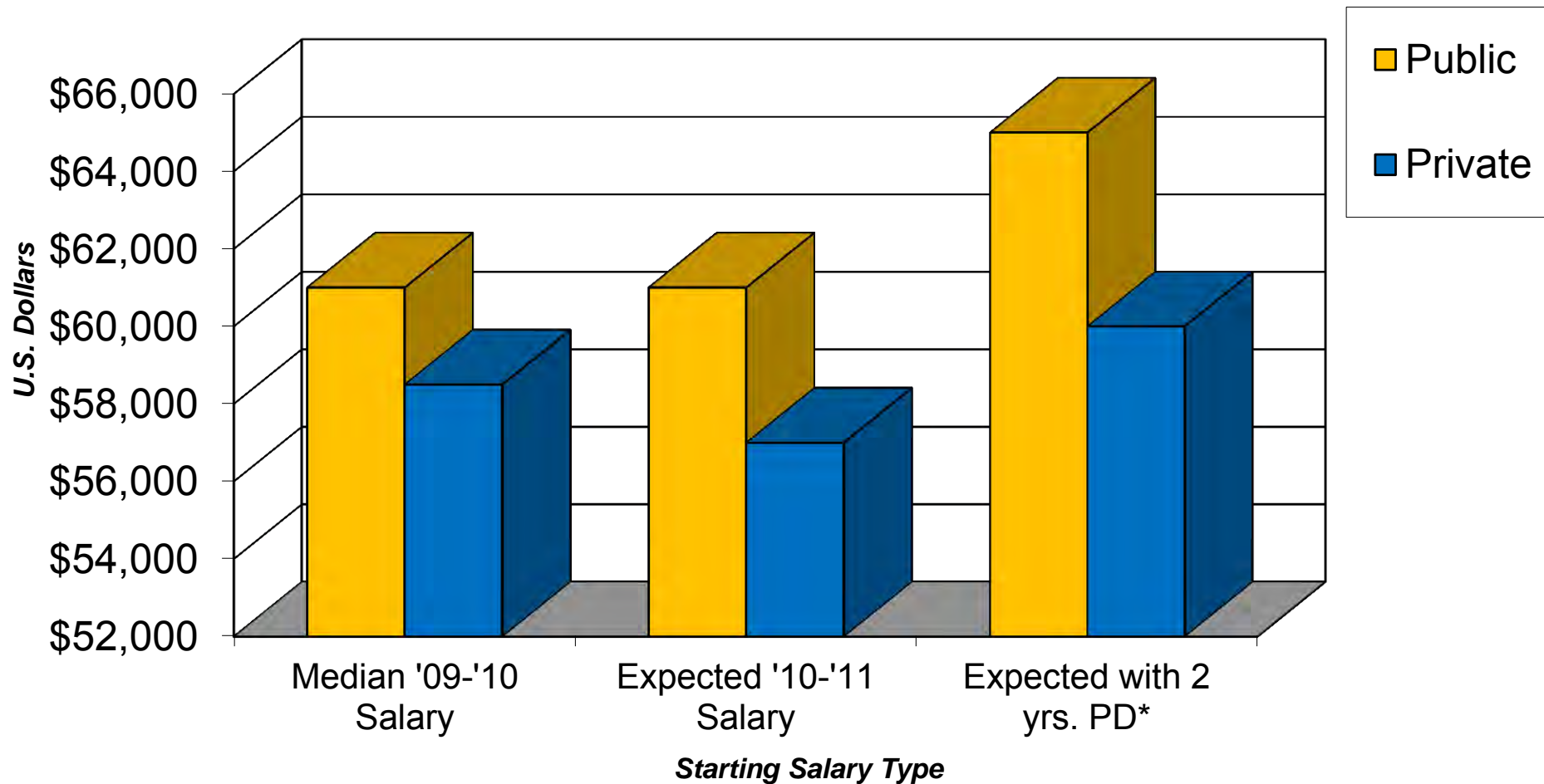
Starting Salaries for Full-time Employment Positions of Recent Doctorates in Psychology: 2009



Source: 2009 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, June 2011.

Notes. 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.

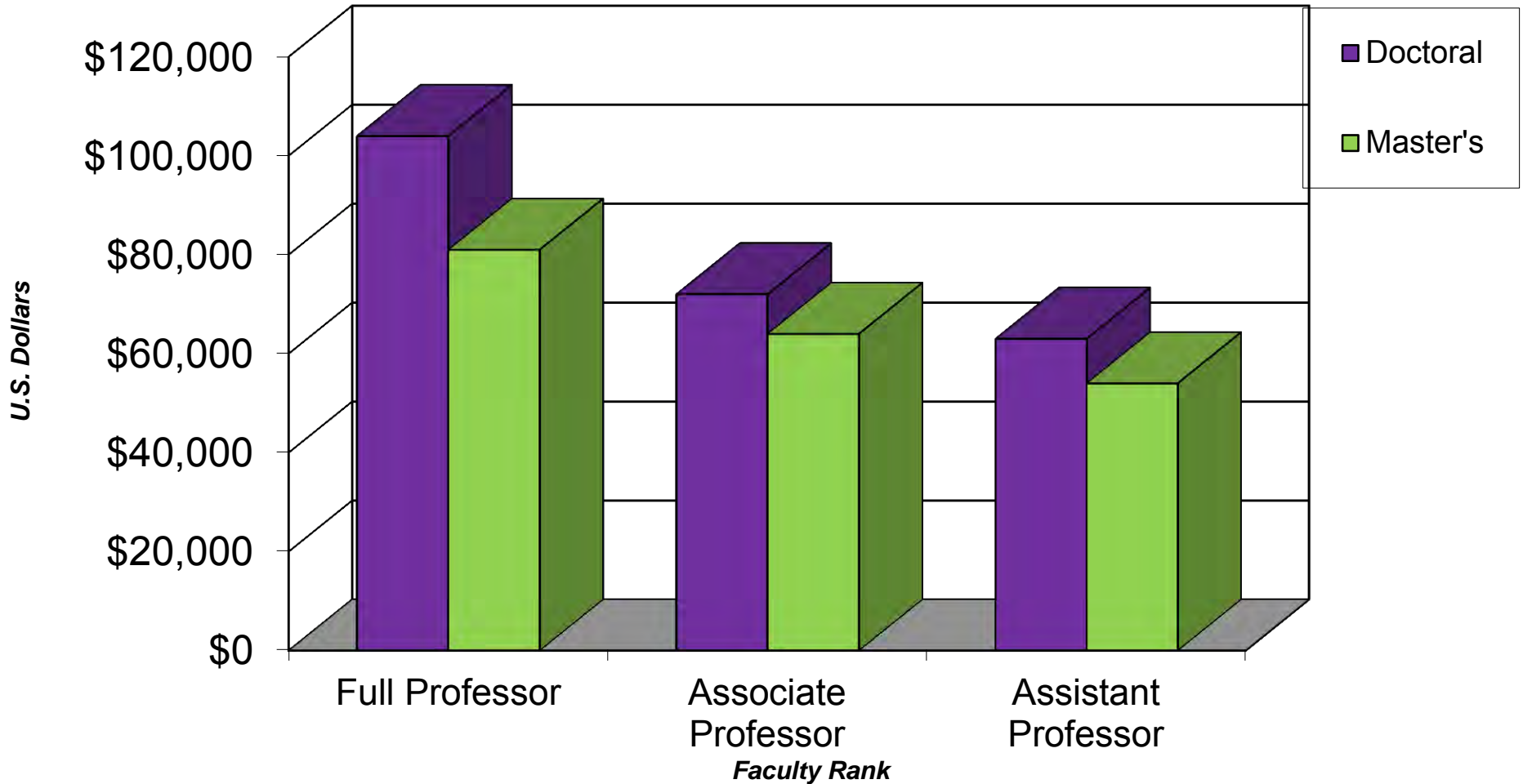
Starting and Expected Starting Salaries for Faculty in US Doctoral Departments of Psychology: 2009-2011



Note: *= postdoc. Salaries are reported on a 9-10 month academic year. To calculate 11-12 month equivalents, multiply by 11/9.

Source: 2009-2010 Faculty Salaries in Graduate Departments of Psychology Survey, Preliminary Data. Compiled by the APA Center for Workforce Studies, March 2010.

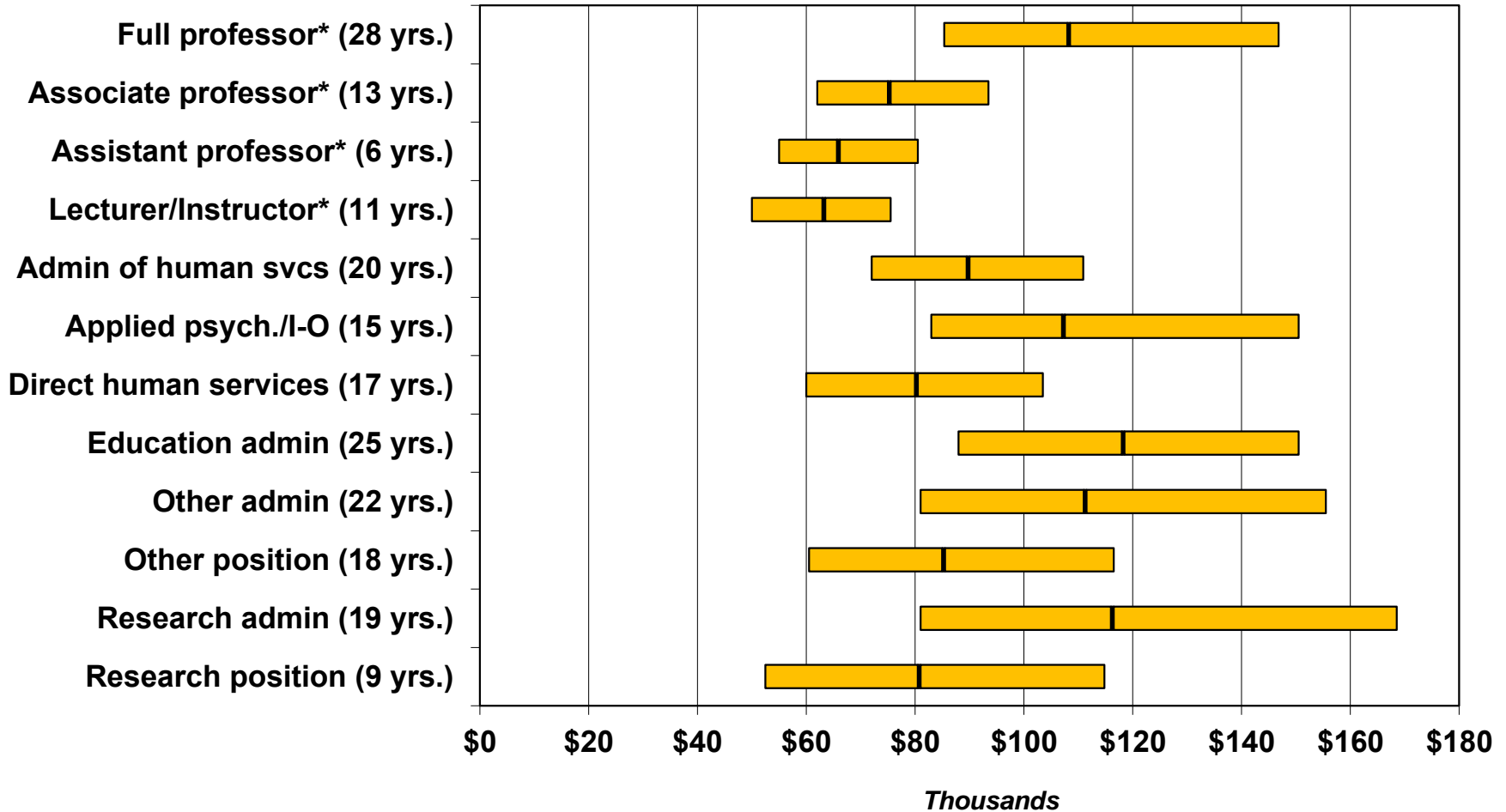
9-10 Month Salaries for Full-Time Faculty in US Graduate Departments of Psychology* by Faculty Rank and Department Type: 2009-2010



Source: 2009-2010 Faculty Salaries in Graduate Departments of Psychology Survey, Preliminary Data. Compiled by the APA Center for Workforce Studies, March 2010.

Note.*= Public institutions only.

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

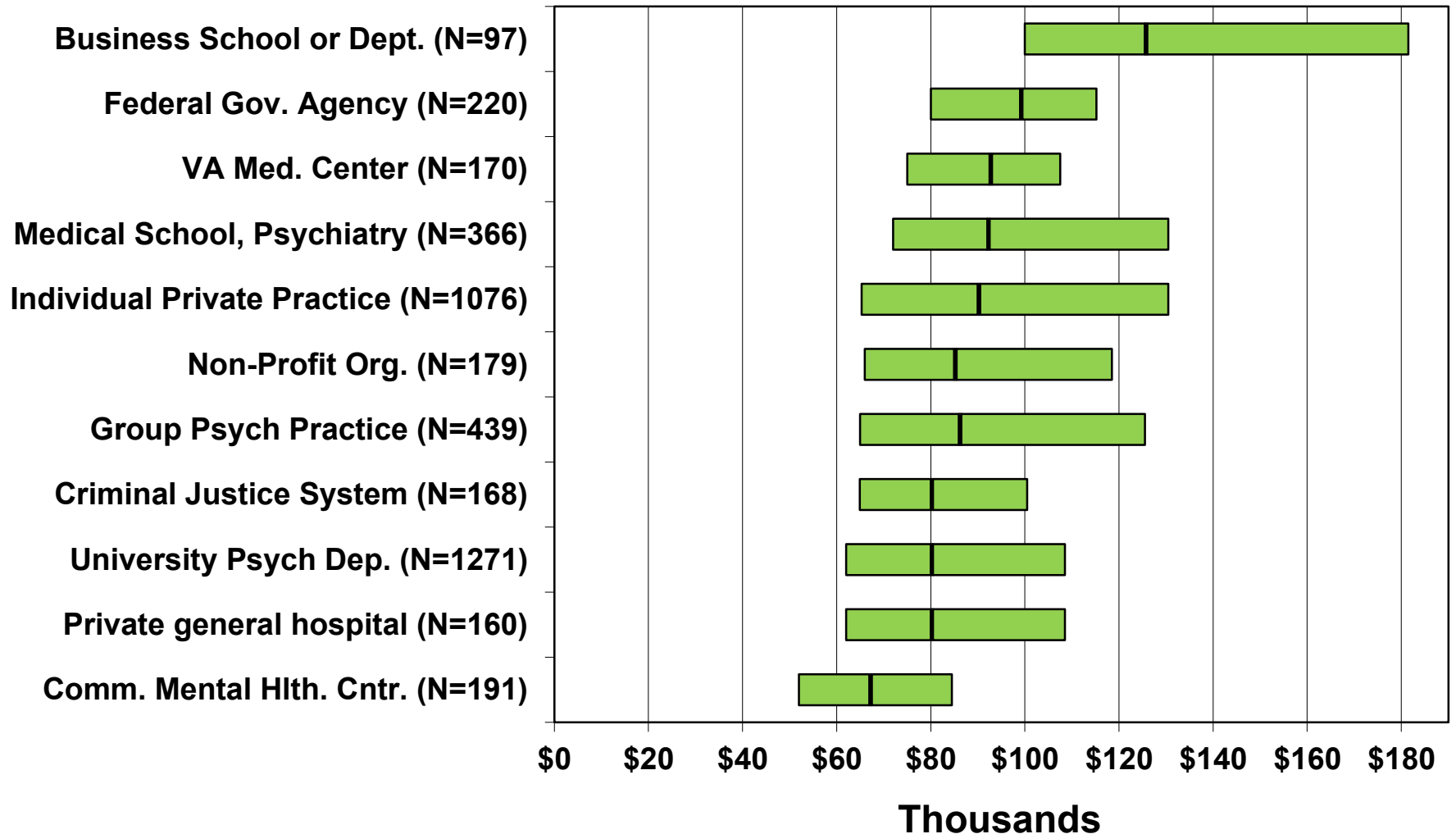


Source: 2009 APA Salary Survey, Preliminary Data. Compiled by the APA Center for Workforce Studies, July 2009.

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.

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



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

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

Employment and Salaries Summary

Employment

- At all degree levels: majority are employed
- Self-employment & academia still most popular settings
- Men: women ratio differs by employment setting

Salaries

- Large ranges dependent on: years experience, setting, position, degree, etc.
- Adjusting for inflation psych salaries have decreased over time for all settings

Challenges and Opportunities

Internship Match Imbalance
Challenges for Psychology
Areas of Need and Opportunities

Internship Match Imbalance

- Insufficient numbers of internships offered in the APPIC internship match to meet the numbers of students seeking internships.
- Long-standing in duration
- 846 students (23%) did not get an internship in 2010 match (279 unfilled positions).*

Challenges for Psychology

- **Organizational shifts affecting work**
- **Defining Psychology**
- **Attracting and retaining a diverse workforce**
- **Masters-level population**
- **Perceived underemployment**
- **Salaries and Reimbursement**
- **Internship Imbalance-APA's active role**
- **Debt levels**

Areas of Need/Opportunities for those in the Field

Underserved populations

- Individuals in corrections
- 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

For Further Information...

- Website: www.apa.org/workforce
- Telephone: 1.800.374.2721 ext 5980



Thank You!

Salaries, Student Debt, and Employment Opportunities in Psychology

