Debt, Salaries, & Careers in Psychology: What You Need to Know

Tanya A. Mulvey, MAPP
APA Center for Workforce Studies

Rocky Mountain Psychological Association
Annual Convention
April 2011, Salt Lake City

© 2011 APA Center for Workforce Studies
Mission Statement

The APA Center for Workforce Studies collects, analyzes, and disseminates information relevant to psychology's workforce and education system.
For Further Information...

www.apa.org/workforce

cws@apa.org
tmulvey@apa.org
Definitions

• **(HSP) Health Service Provider**: Psychology degree in subfield focused on providing health/mental health services, usually a clinical, counseling, or school subfield.

• **Research/Other**: Psychology degree in a subfield traditionally seen as research/academic focus area (e.g. cognitive, I/O, educational, personality, or social psychology).

• **“Recent’ Doctorate**: Individuals who are 2 years out or less from the time they received their degree.
Routine Surveys from CWS

**Doctorate Employment Survey** – Capture data on new doctorate workforce and their educational path through the doctorate (including postdoctoral training), debt, starting salaries, and perceptions of education/training.

**Salaries in Psychology** – distributed bi-ennially to all APA members to collect current salary information at the masters or doctoral level in psychology across all positions and settings.

**Faculty Salaries in Graduate Departments of Psychology** – sent to chairs of U.S. and Canadian departments that award a graduate degree in psychology.

**Graduate Study in Psychology** – distributed to chairs of departments that award graduate degrees in psychology or related fields to collect data on student enrollment and support, departmental budget, faculty, enrollment and attrition rates.

**APA Employment Update** – employment and demographic information which is useful for describing the membership more thoroughly.
Data Available from Other Sources

U.S. Department of Education
• Integrated Postsecondary Education Data System (IPEDS)

National Opinion Research Center (NORC)
• Survey of Earned Doctorates (SED)

National Science Foundation (NSF)
• Scientists and Engineers Statistical Data System (SESTAT)
• Survey of Doctorate Recipients (SDR)
• Graduate Students and Postdoctorates in Science and Engineering
• National Survey of Recent College Graduates
• Science and Engineering Doctorate Awards

Association of Psychology Postdoctoral and Internship Centers (APPIC) – www.appic.org

Commission on Professionals in Science and Technology (CPST)
Overview

• Education
• Debt & Financial Support
• Employment
• Salaries
• Career Preparation
Education

• Degrees
• Subfields
• Demographics
Number of Psychology Degrees Conferred by Level of Degree: 2008

- **Doctorate**: 5,296
- **MA/MS**: 21,431
- **BA/BS**: 92,587


*Note.* Doctorate degree includes PsyDs.
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.
Time to Degree for Doctorates by Subfield Type: 2009


Note. Median years to degree by subfield type: HSP=5, R/O=5, Related=5. By degree type: PhD=6, PsyD=5.
Top Fields for Psychology Master’s Degrees: 2008-09

Psychology Master’s Degrees by Fine Field and Sex: 2007

Psychology PhDs Awarded by Subfield: 2009

Psychology PhDs Awarded by Subfield and Sex: 2009

Race Ethnicity of Psychology Degree Recipients and Workforce


Debt and Financial Support

- Tuition Costs
- Levels of Debt
- Sources of Financial Support
- Debt Repayment
Resident Tuition Cost in U.S. Doctoral Departments by Type of Department: 2008-2009

Source: 2010 Graduate Study in Psychology. Compiled by the APA Center for Workforce Studies, April 2010.

Note. Includes PhD and PsyD programs and both public and private institution types.
Debt Related to Graduate Education by Subfield for Recent Doctorates in Psychology: 2009

Health Service Provider Subfields

- No Debt: 21.9%
- Debt: 78.1%

Research/Other Subfields

- No Debt: 51.6%
- Debt: 48.4%

Median
- Health Service Provider: $80,000
- Research/Other: $32,000

Mean
- Health Service Provider: $88,610
- Research/Other: $49,440

SD
- Health Service Provider: $57,749
- Research/Other: $44,871


Note: Includes PsyDs.
Level of Debt by Type of Degree for Recent Doctorates: 2009

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

Health Service Provider Fields

- Loans: 37.2%
- Grants: 2.6%
- Not Specified: 1.6%
- Other: 6.1%
- Own Earnings/Family Support: 24.4%
- Univ. RA/TA: 28.1%

Research/Other Fields

- Loans: 13.0%
- Grants: 8.7%
- Not Specified: 0.8%
- Other: 7.0%
- Own Earnings/Family Support: 10.0%
- Univ. RA/TA: 60.5%

Availability of Assistance to First-Year Doctoral-level Psychology Students by Degree Type and Type of Assistance: 2008-2009

Full-time Students Receiving Financial Assistance in U.S. Doctoral Departments of Psychology by Type of Department: 2008-2009

Loan Repayment/Forgiveness Programs

- National Health Service Corps
- U.S. Department of Veterans Affairs
- National Center on Minority Health and Health Disparities
- National Institutes of Health
- Federal Student Loan Forgiveness Program
- Army Reserve Medical Corps
Employment

• Workforce Perceptions

• Employment Status

• Work Settings and Activities
Recent Doctorates’ Perceptions of the Psychology Job Market: 2001-2009


Note. 2009 data are preliminary and from online survey participants only. Data reflect all survey participants and are not limited to those in HSP subfields.
# Perceived Underemployment of Recent Doctorate Recipients in Psychology by Subfield

<table>
<thead>
<tr>
<th>Year of Doctorate</th>
<th>HSP Subfields</th>
<th>Other Subfields</th>
</tr>
</thead>
<tbody>
<tr>
<td>1993</td>
<td>28</td>
<td>32</td>
</tr>
<tr>
<td>1997</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td>1999</td>
<td>22</td>
<td>22</td>
</tr>
<tr>
<td>2001</td>
<td>22</td>
<td>22</td>
</tr>
<tr>
<td>2005</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td>2007</td>
<td>27</td>
<td>23</td>
</tr>
<tr>
<td>2009</td>
<td>24</td>
<td>23</td>
</tr>
</tbody>
</table>

Source: *APA Doctorate Employment Survey* (selected years). Compiled by APA Center for Workforce Studies, April 2011.
Time to Current Job: Recent Doctorates in Psychology, 2009


Note: Includes PsyDs.
Employment Characteristics of Psychology PhDs: 2006

Psychology PhDs 100%

Employed 89.4%
- Part-time 20.6%
- Full-time 68.8%

Not Employed 10.6%
- Retired 7.8%
- Unemployed, Seeking employment 0.8%
- Unemployed, not seeking 2.0%

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.
Unemployment Rates for Doctoral Level Social Scientists by Field: 2003 and 2006

Work Settings for Psychology Degree Recipients: 2006


Notes. Psychologists earning PsyDs are not included here but are most often located in practice settings (self-employed and organized health care settings). The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.
Primary Full-time Employment Settings by Subfield for Recent Doctorates in Psychology: 2009


Note: Includes PsyDs.
Primary Employment Settings for Recent Doctorate Recipients in Psychology by Degree Type: 2009


Note: Table includes survey respondents with full- and part-time employment. Statistics are not included for settings where the total N is less than 20.
Primary and Secondary Work Activities of Psychology PhDs: 2006


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

- Salaries by Degree Level
- Starting Salaries
- Salaries by Position Type
- Faculty Salaries
Median Annual Full-time Salaries in Psychology
By Degree Type: 2006

Source: Data derived from National Science Foundation/Division of Science Resources Statistics, 2006 National Survey of Recent College Graduates, and 2006 Survey of Doctorate Recipients. Compiled by the APA Center for Workforce Studies, April 2009.

Note: The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.
Median Annual Full-time Salaries by Employment Position for Master’s-Level APA Members in Psychology: 2009

- All settings (N=308)
- Applied psych (N=84)
- Other admin position (N=18)
- Admin of human svcs (N=113)
- Admin of research (N=9)
- Educational admin (N=8)
- Research (N=11)
- Faculty position* (N=26)
- Direct human svcs (N=113)
- Other type of position (N=18)


*Faculty position is for all higher education, including undergraduate and community college. Salary is reported for a 9-10-month academic year. To calculate 11-12 month equivalent, multiply by 11/9.
Starting Salaries for Full-time Employment Positions of Recent Doctorates in Psychology: 2007

- Asst professor* (N=142)
- Adjunct/Visiting faculty* (N=12)
- Lecturer/Instructor* (N=13)
- Applied (N=64)
- Research positions (N=50)
- Admin of human svcs (N=20)
- Direct human svcs (N=265)
- Educational Admin (N=10)

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

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

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


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.
# Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank: 2010-2011

<table>
<thead>
<tr>
<th>Rank</th>
<th>&lt; 3 yrs</th>
<th>3-5 yrs</th>
<th>6-11 yrs</th>
<th>12+ yrs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>619</td>
<td>280</td>
<td>298</td>
<td>466</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>492</td>
<td>396</td>
<td>466</td>
<td>626</td>
</tr>
<tr>
<td>Full Professor</td>
<td>350</td>
<td>298</td>
<td>466</td>
<td>1,075</td>
</tr>
</tbody>
</table>

**Thousands of Dollars**

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology. Compiled by the APA Center for Workforce Studies, April 2011.

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.
Adjunct Faculty: U.S. Graduate Departments of Psychology, 2010-2011

Average Fees Per Course

**Doctoral Departments**

$3,830

**Master’s Departments**

$2,575

Source: 2010-2011 APA Faculty Salaries in Graduate Departments of Psychology Survey. Compiled by the APA Center for Workforce Studies, April 2011.

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

• Work Skills

• Job Search Methods

• Areas of Need
Now That I Have a Doctorate in Psychology, What Skills are Most Useful? What New Doctorates Have to Say.

All Subfields

• Collaborate with colleagues from other disciplines/fields
• Communicate comprehensibly to non-psychologists via workshops/ public speaking/ writing
• Previous work experience (before & during graduate education), internships for I/O, practica
• Administrative skills, budgeting, management, program planning
• Quantitative skills - applied statistics, methods, field research
• Networking
• Teaching skills
• Bilingual - able to work in more than one language
• Technology - what it is, how to use it to do your work
• Communicate how psychology applies/self-promotion
• Proactive/forward thinking
Now That I Have a Doctorate in Psychology, What Skills are Most Useful? What New Doctorates Have to Say.

Health Service Provider Subfield

- Business & Management: e.g., starting a practice and keeping it going
- Marketing & Selling Oneself/proactive
- Short-term/ brief therapy knowledge skills
- Working/ communicating with MCOs, insurance companies: knowing how to get on panels, time efficiency, insurance, documentation, taxes
- Knowledge of health care delivery systems: A system-level understanding of how it works and where it might be going
- What careers are possible? A more realistic view of the profession and the applications of psychology. What are emerging areas of practice?
- Understanding of and knowledge about medical system/medical outcomes. Communicating with Primary Care Providers
- Practical experiences (MCOs and elsewhere)
- Knowledge about integrated community service provisions/ cross-disciplinary work/ multiple wraparound services/ how to work with multidisciplinary teams
Most Successful Job Search Methods for Recent Doctorates in Psychology: 2009

<table>
<thead>
<tr>
<th>Health Services</th>
<th>Other Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Informal channels</td>
<td>Informal channels</td>
</tr>
<tr>
<td>39%</td>
<td>33%</td>
</tr>
<tr>
<td>Electronic resource</td>
<td>Electronic resource</td>
</tr>
<tr>
<td>16%</td>
<td>16%</td>
</tr>
<tr>
<td>Postdoc became permanent</td>
<td>Chronicle/prof newsletter</td>
</tr>
<tr>
<td>8%</td>
<td>9%</td>
</tr>
<tr>
<td>Met emp thru former job</td>
<td>Faculty advisors</td>
</tr>
<tr>
<td>8%</td>
<td>8%</td>
</tr>
<tr>
<td>Civil service application</td>
<td>APA Monitor ads</td>
</tr>
<tr>
<td>3%</td>
<td>5%</td>
</tr>
<tr>
<td>Conventions placement serv.</td>
<td>Professional journals</td>
</tr>
<tr>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Employment agency</td>
<td>Employment agency</td>
</tr>
<tr>
<td>0%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Professional journals</td>
<td>Met emp thru former job</td>
</tr>
<tr>
<td>0%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>APS Observer ads</td>
<td>Conventions placement serv.</td>
</tr>
<tr>
<td>0%</td>
<td>&lt;1%</td>
</tr>
</tbody>
</table>


Note. Includes PsyDs.
Areas of Need/Opportunities for Those in the Field: Research and Practice

Underserved populations
- Individuals in correctional facilities
- Chronically mentally III (Axis I diagnosis)
- Veterans/military/families of veterans
- 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...

www.apa.org/workforce

cws@apa.org
tmulvey@apa.org