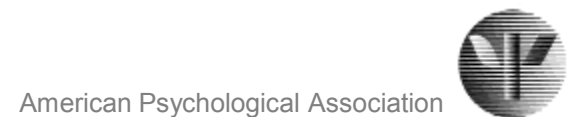


Debt, Salaries, & Careers in Psychology: What You Need to Know

Tanya A. Mulvey, MAPP
APA Center for Workforce Studies

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





Mission Statement

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



For Further Information...

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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

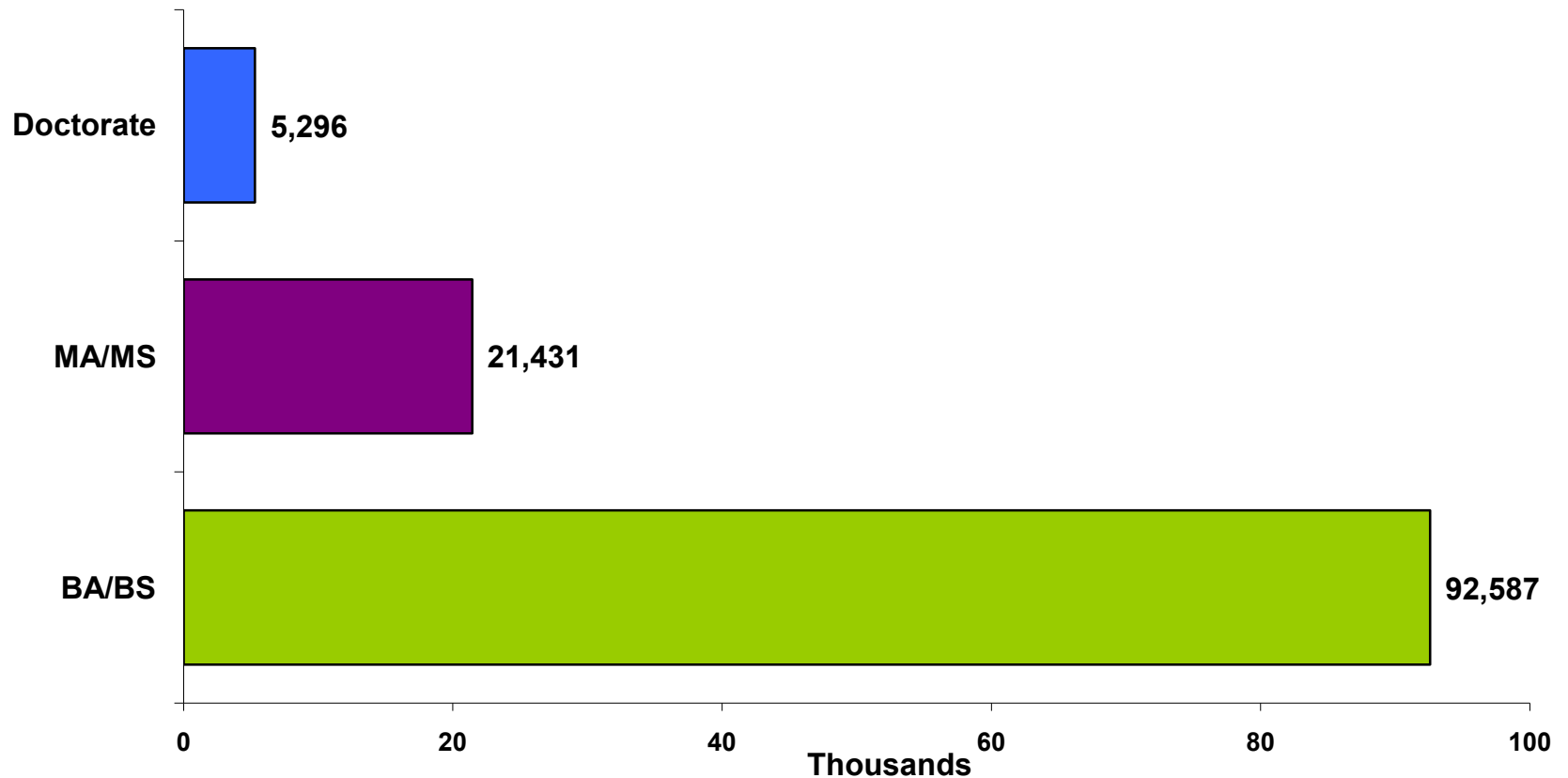


Education

- Degrees
- Subfields
- Demographics



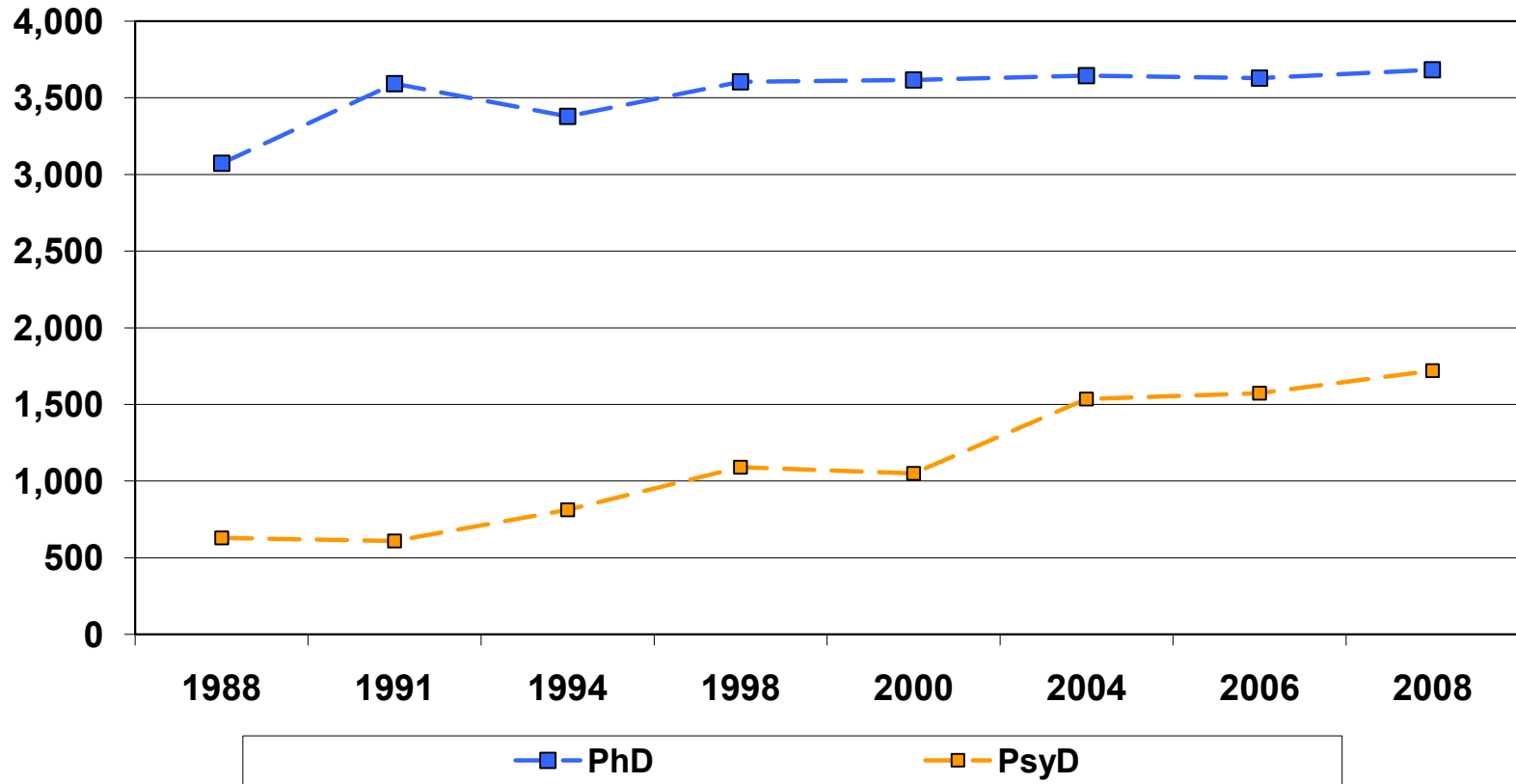
Number of Psychology Degrees Conferred by Level of Degree: 2008



Source: US Department of Education, National Center for Education Statistics. Integrated Postsecondary Data System (IPEDS), "Completion" Survey. Compiled by the APA Center for Workforce Studies. January 2010.

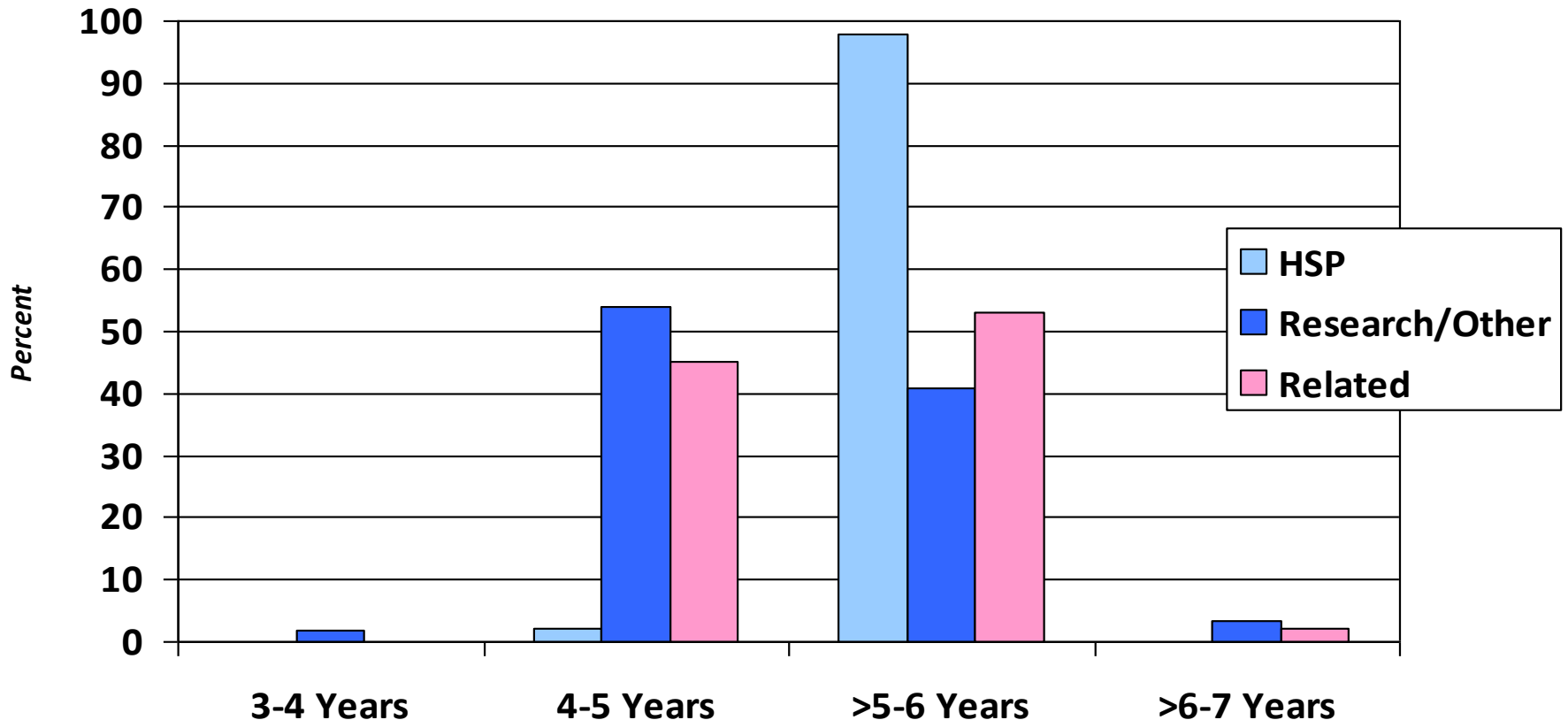
Note. Doctorate degree includes PsyDs.

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



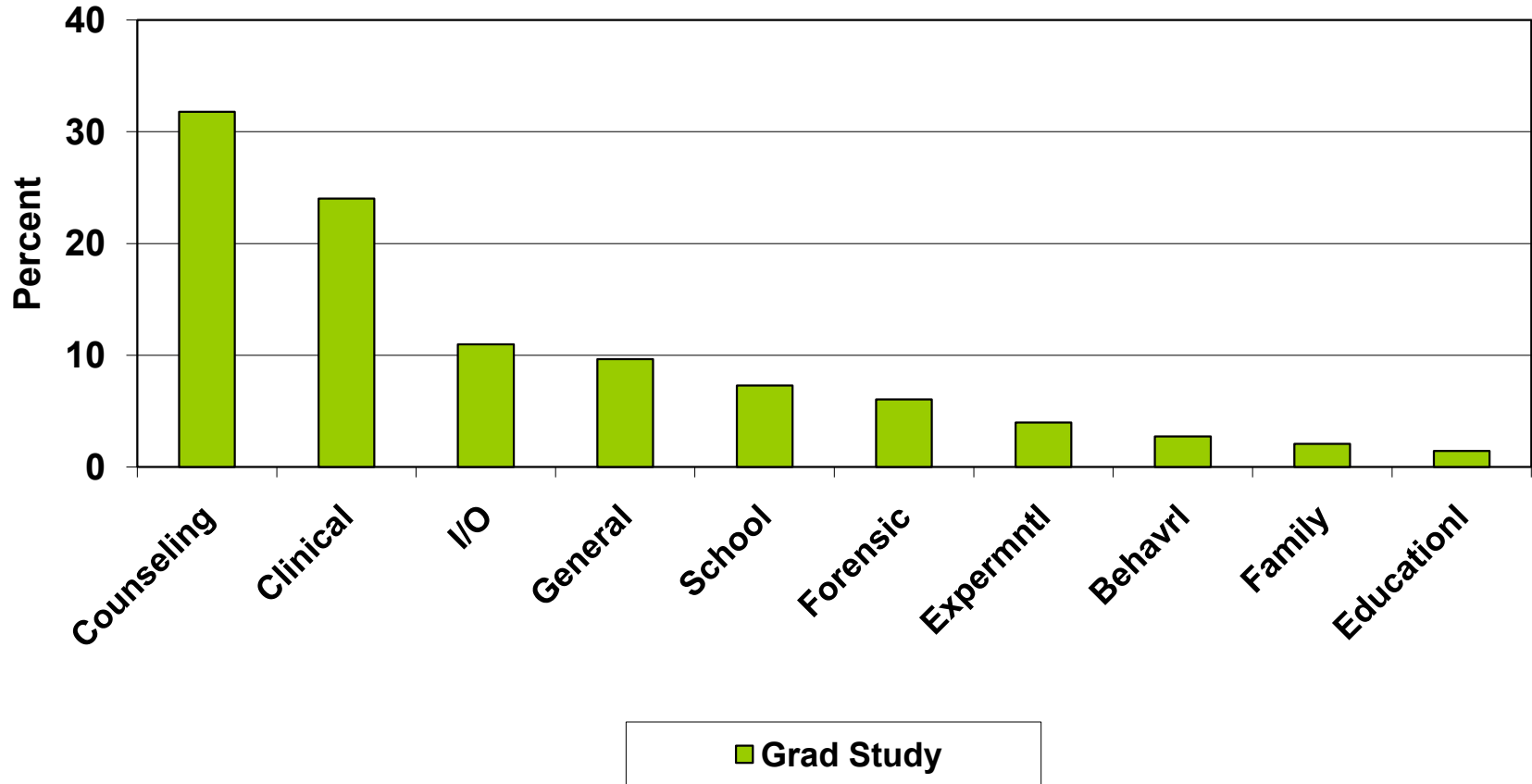
Source: APA Graduate Study in Psychology Survey. Compiled by APA Center for Workforce Studies, April 2010.

Note. Median years to degree by subfield type: HSP=5, R/O=5, Related=5. By degree type: PhD=6, PsyD=5.

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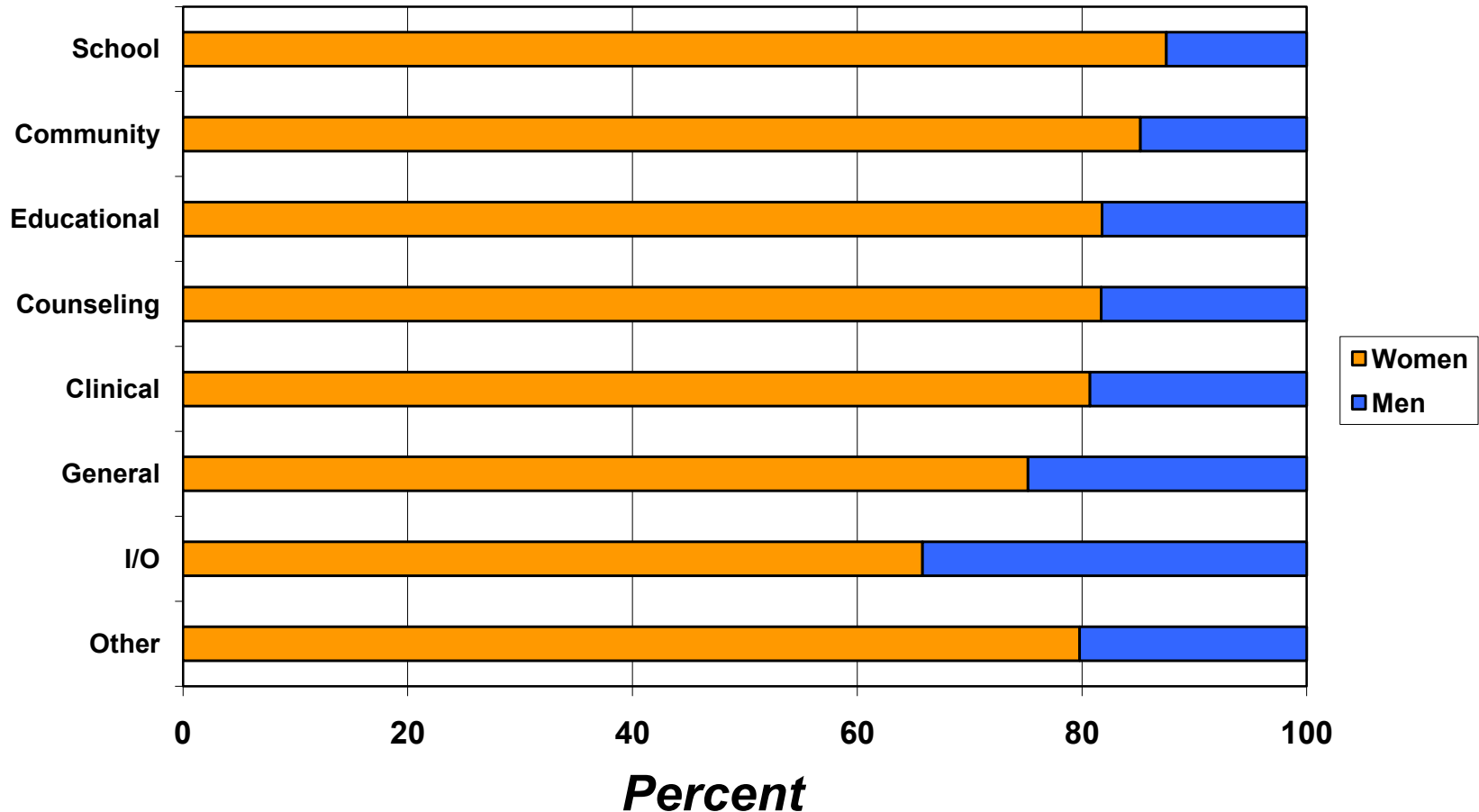
Top Fields for Psychology Master's Degrees: 2008-09



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



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

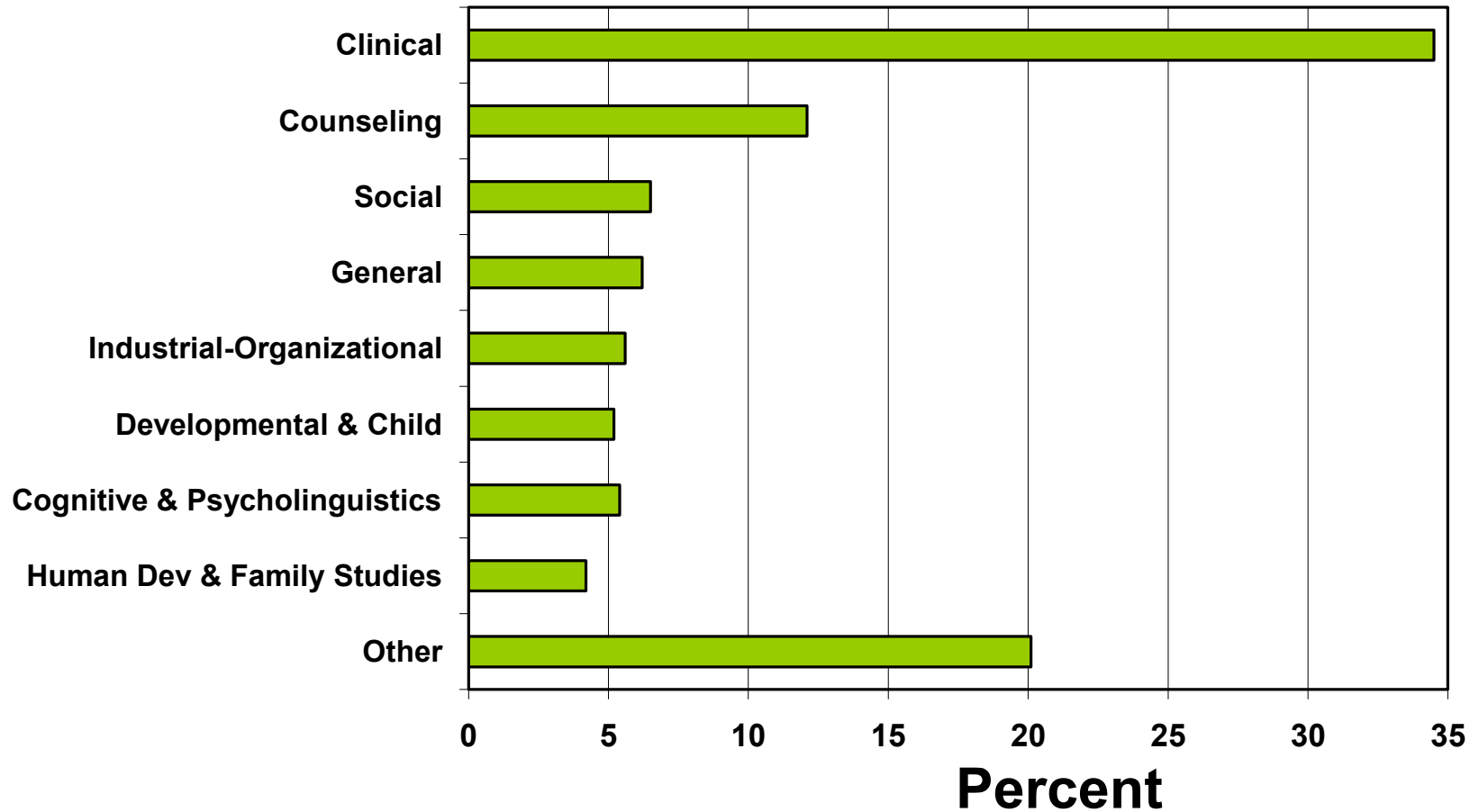


Source: US Department of Education, National Center for Education Statistics. Integrated Postsecondary Data System (IPEDS), "Completion" Survey. Compiled by the APA Center for Workforce Studies, January 2010.

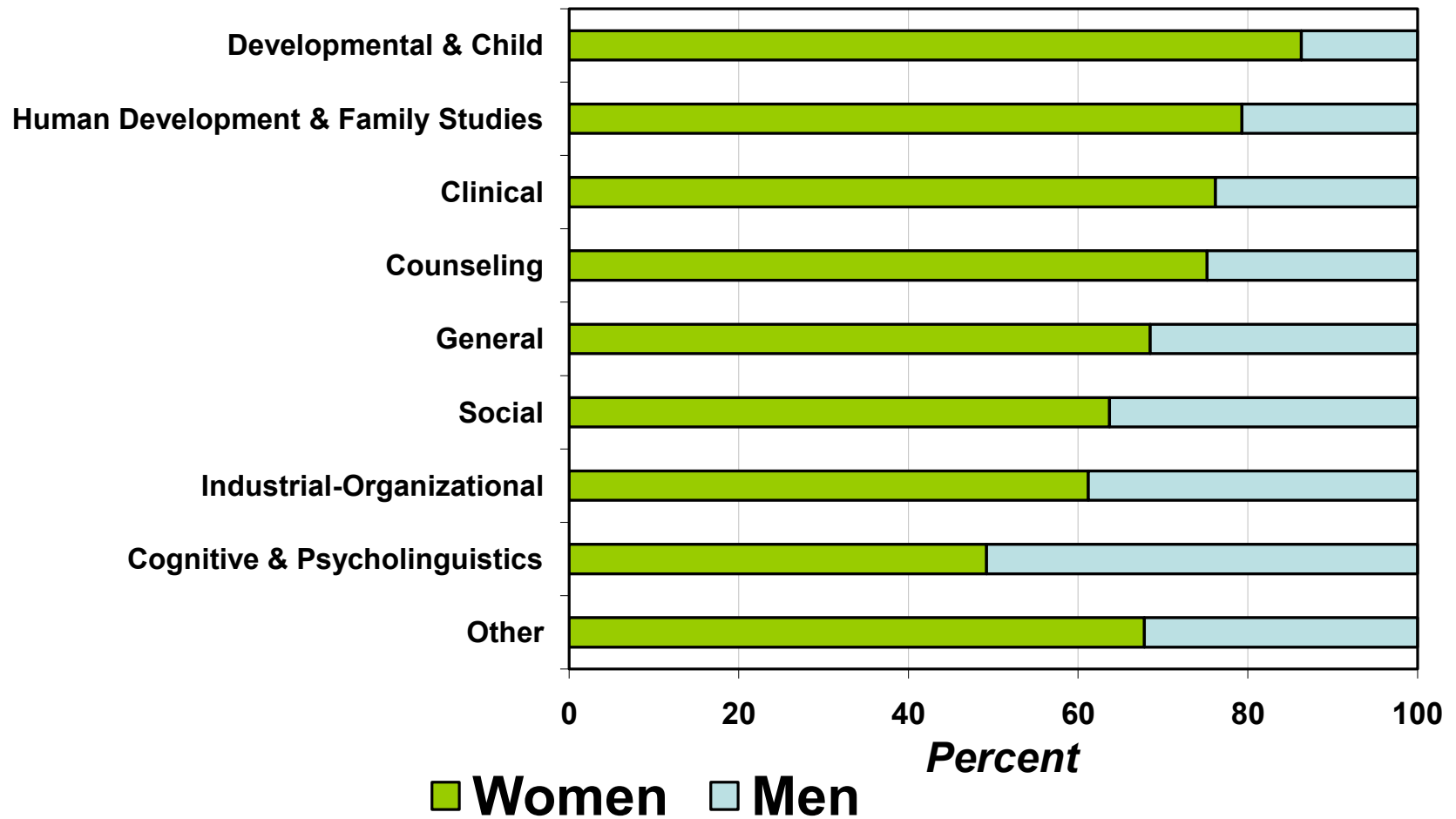
American Psychological Association



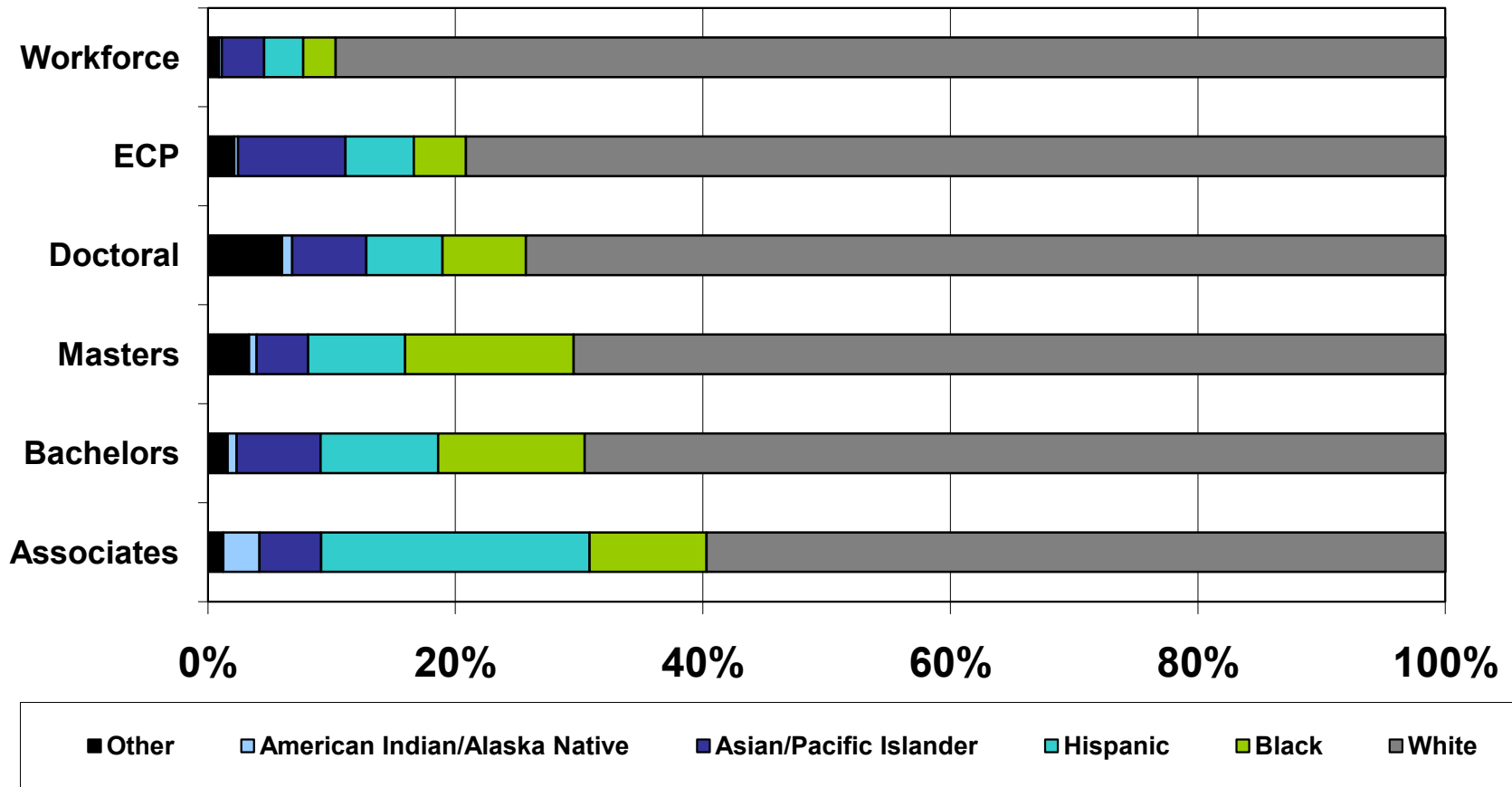
Psychology PhDs Awarded by Subfield: 2009



Psychology PhDs Awarded by Subfield and Sex: 2009



Race Ethnicity of Psychology Degree Recipients and Workforce



US Department of Education, National Center for Education Statistics. Integrated Postsecondary Data System (IPEDS), "Completion" Survey. Compiled by the APA Center for Workforce Studies. June 2010.

American Psychological Association



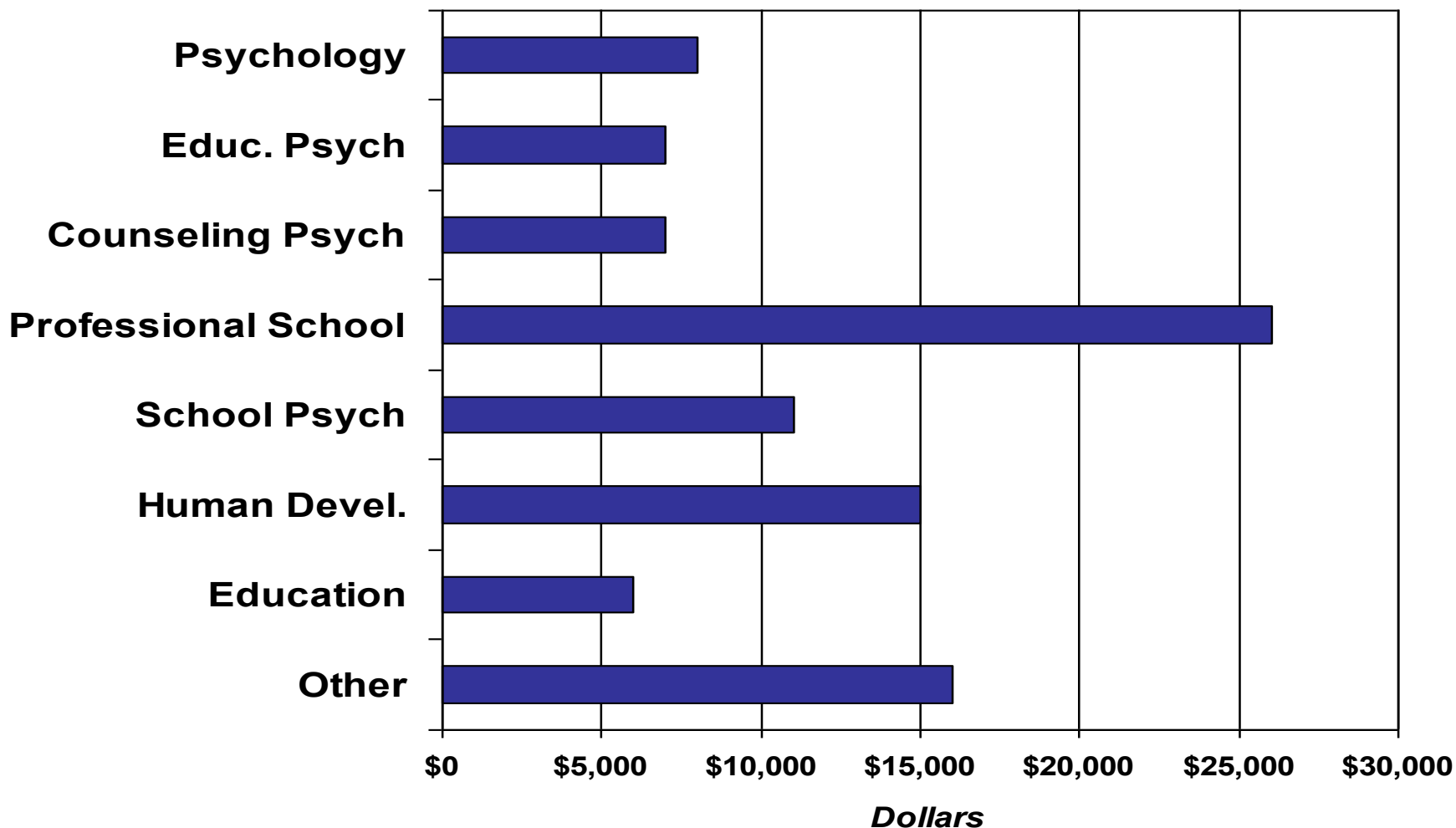
* Workforce and ECP data from the 2009 APA Directory. Compiled by the APA Center for Workforce Studies. June 2010.

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.

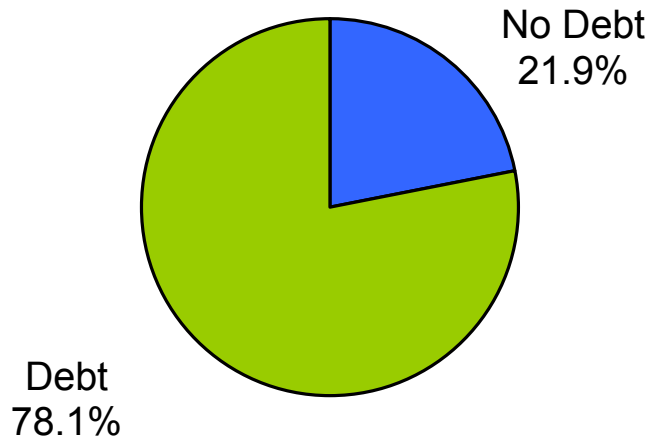
Note: Includes PhD and PsyD programs and both public and private institution types.

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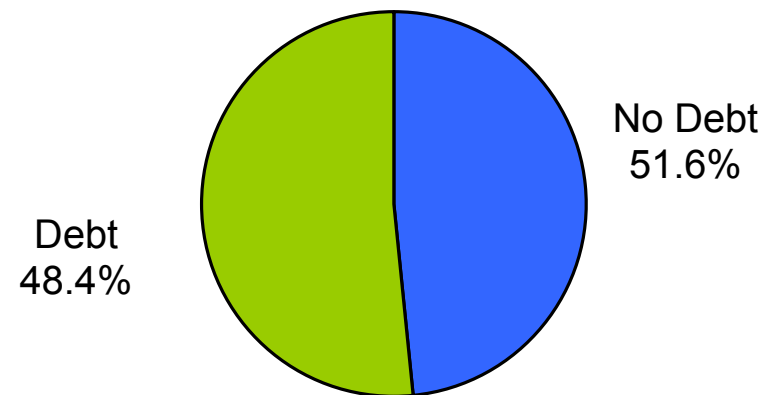
Debt Related to Graduate Education by Subfield for Recent Doctorates in Psychology: 2009

Health Service Provider Subfields



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

Research/Other Subfields



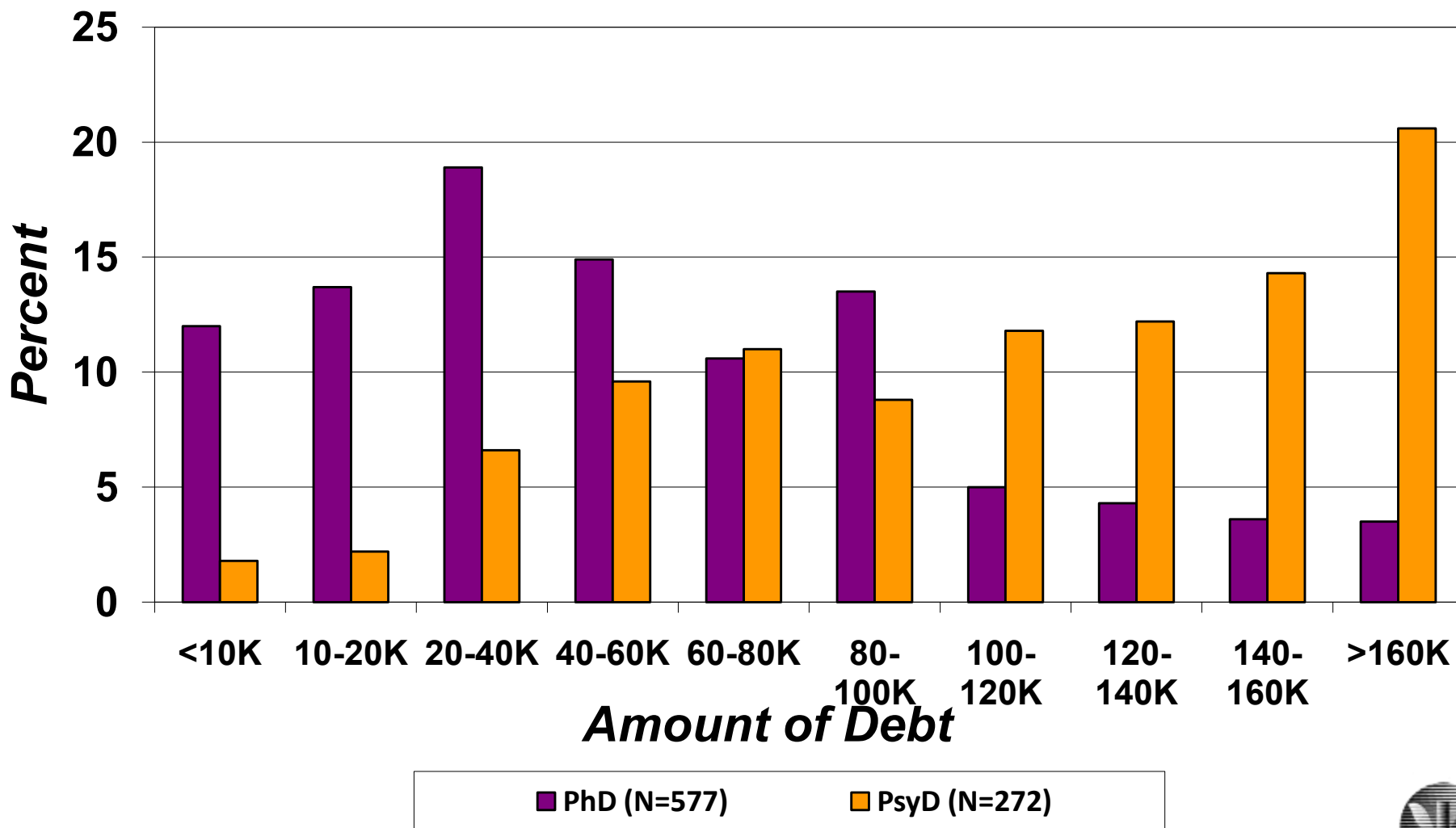
| | |
|---------------|-----------------|
| Median | \$32,000 |
| Mean | \$49,440 |
| SD | \$44,871 |

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

Note. Includes PsyDs.



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

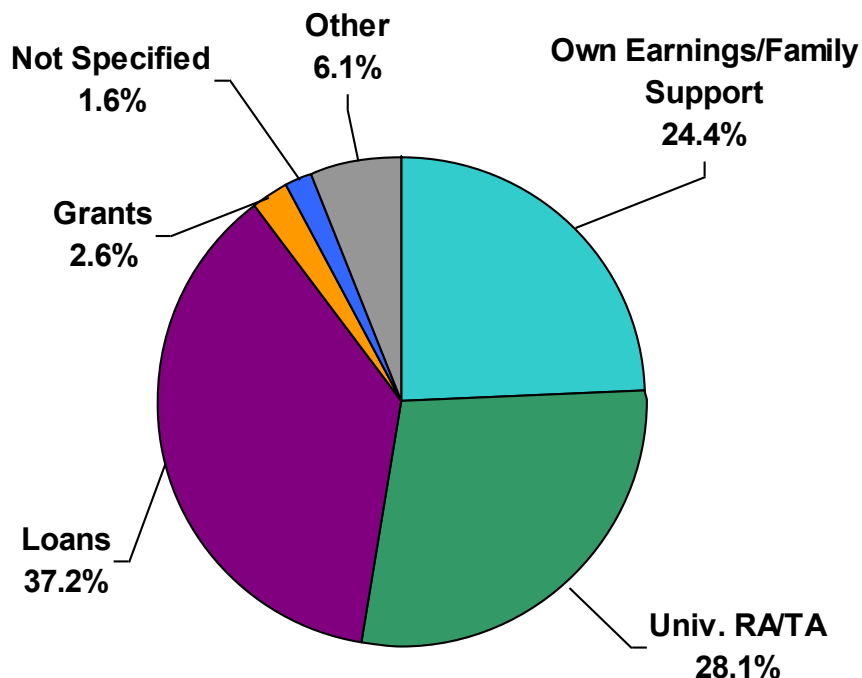


Source: 2009 Doctorate Employment Survey. Compiled by APA Center for Workforce Studies, April 2011.

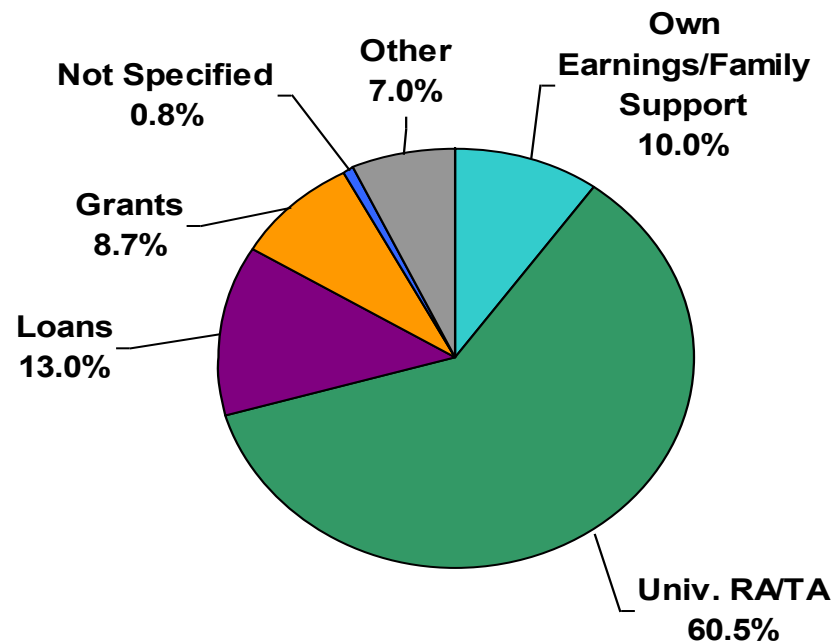


Primary Sources of Financial Support by Broad Subfield for Recent Doctorates in Psychology: 2007

Health Service Provider Fields



Research/Other Fields



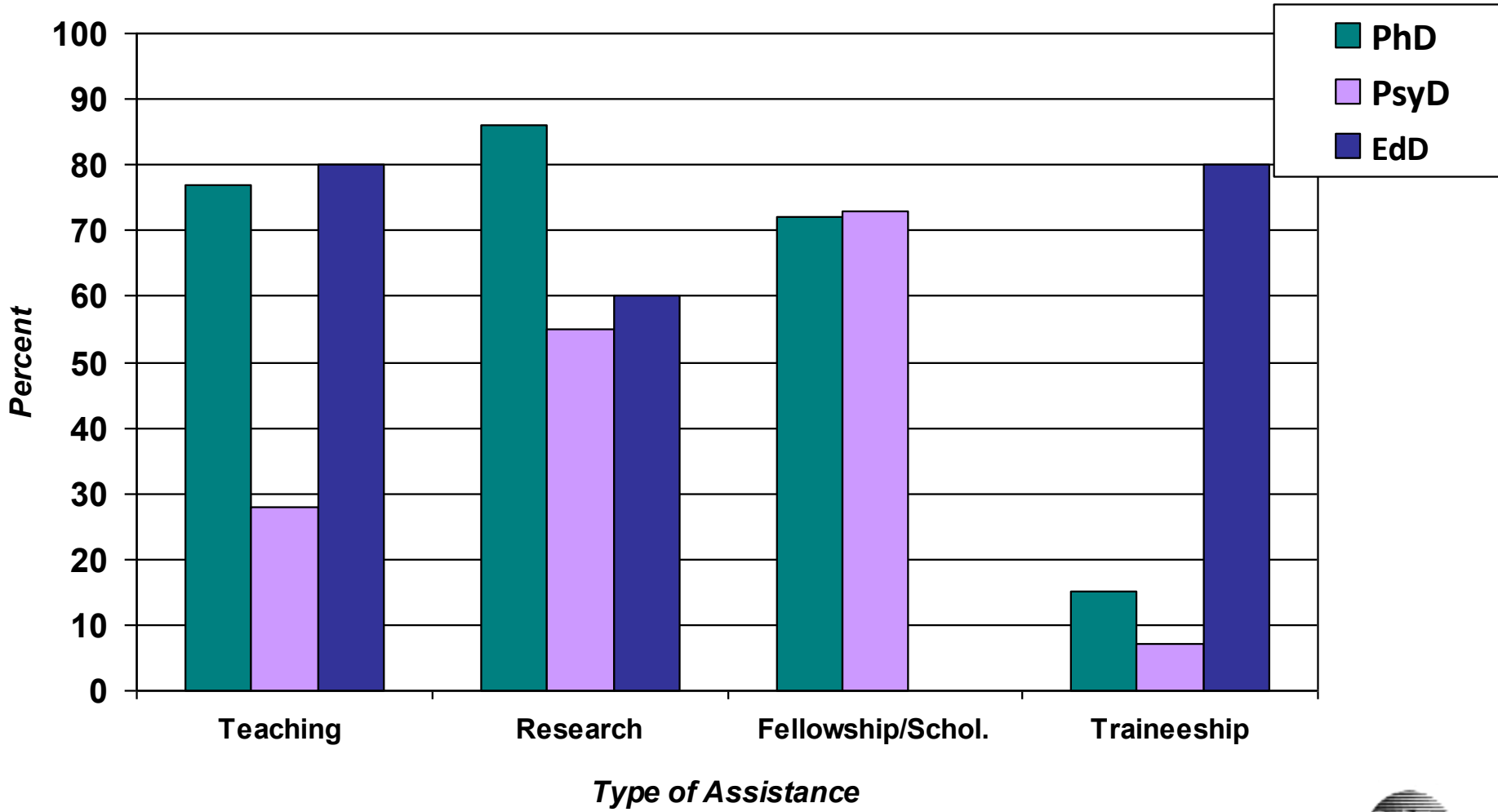
Source: 2007 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, June 2009.

Note. Includes PsyDs.

American Psychological Association



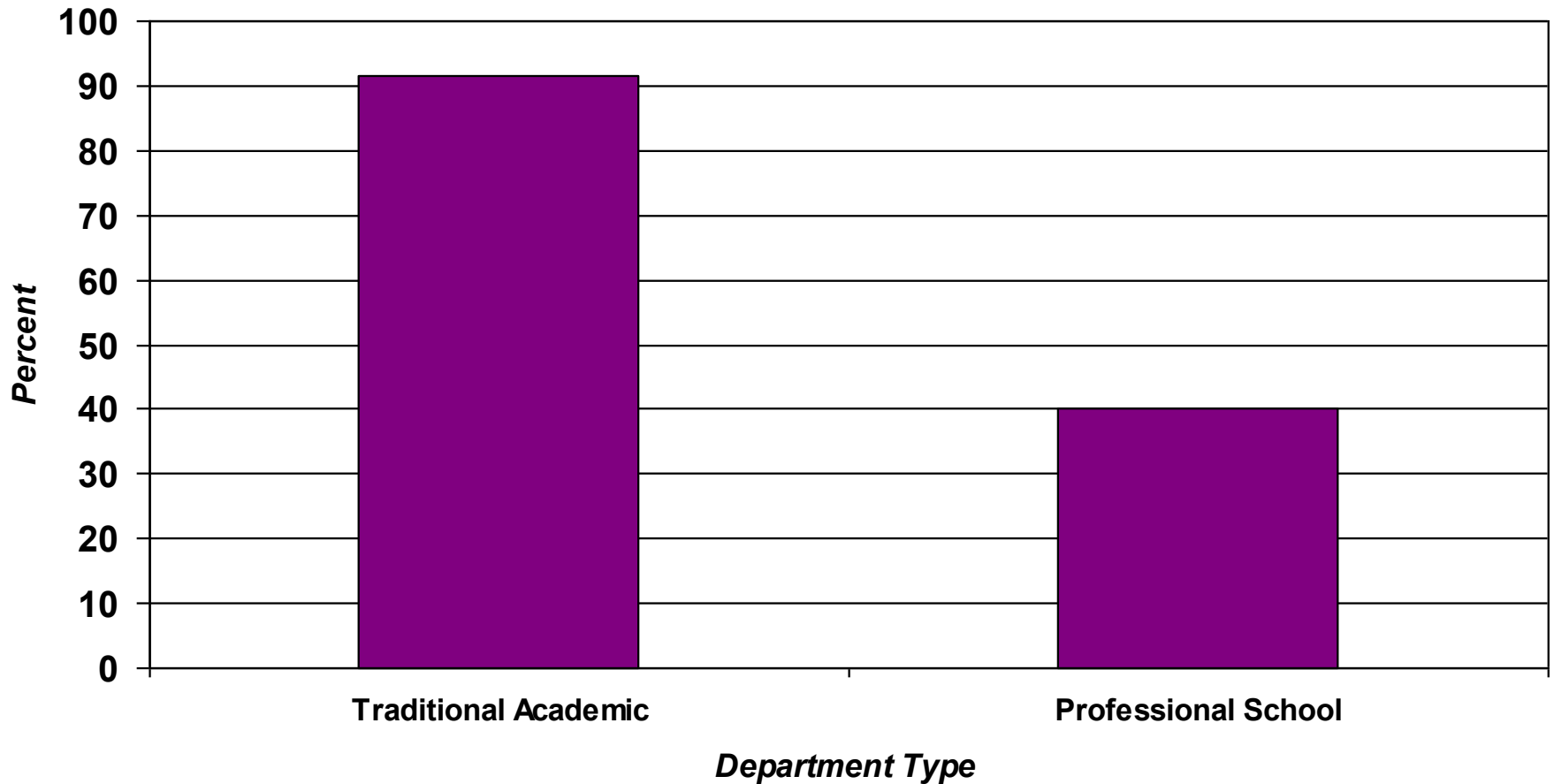
Availability of Assistance to First-Year Doctoral-level Psychology Students by Degree Type and Type of Assistance: 2008-2009



Source: 2010 Graduate Study in Psychology. Compiled by APA Center for Workforce Studies, March 2010. American Psychological Association



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

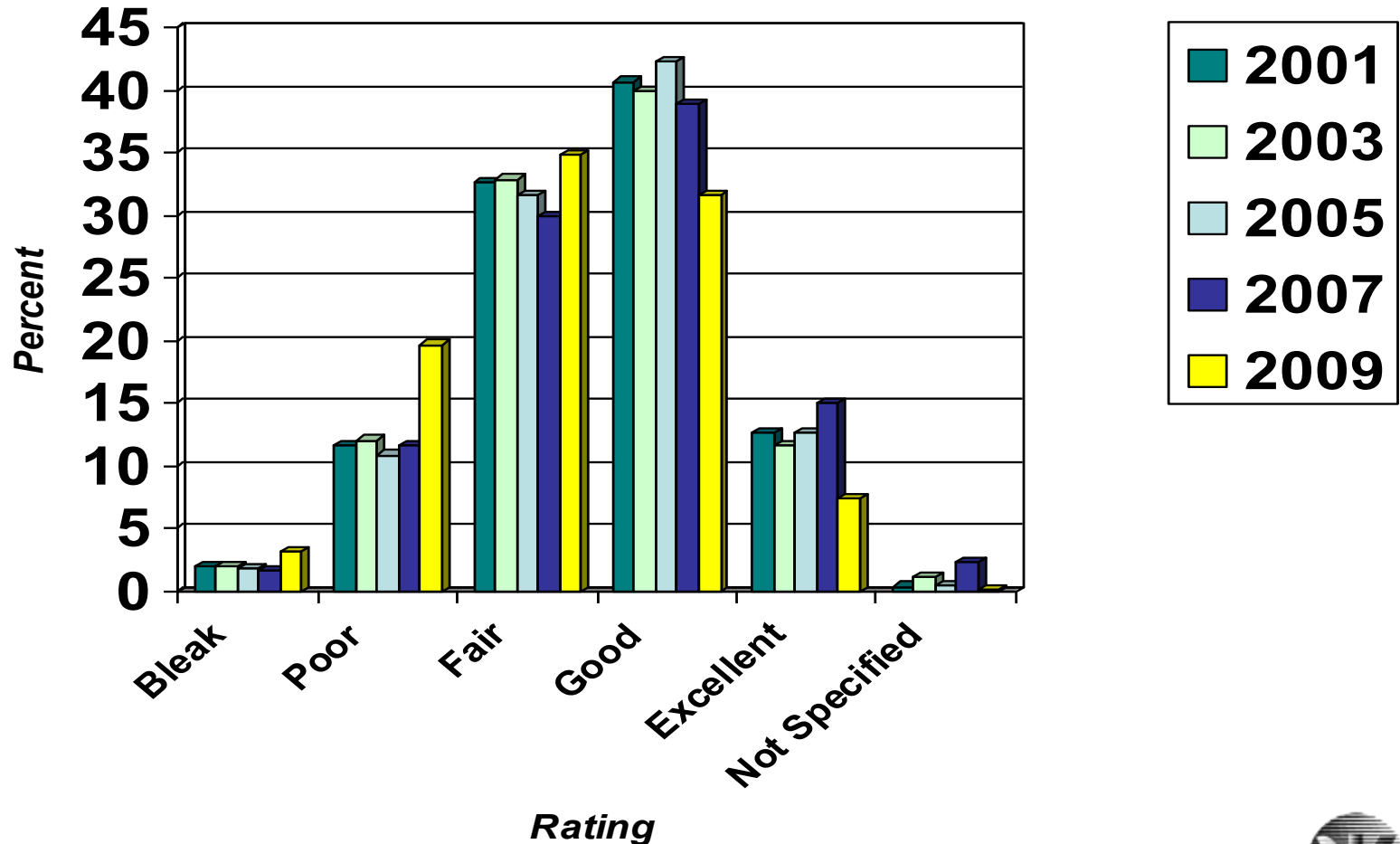


Employment

- Workforce Perceptions
- Employment Status
- Work Settings and Activities



Recent Doctorates' Perceptions of the Psychology Job Market: 2001-2009



Source: *APA Doctorate Employment Survey*, selected years. American Psychological Association, Center for Workforce Studies, June 2010.
 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.



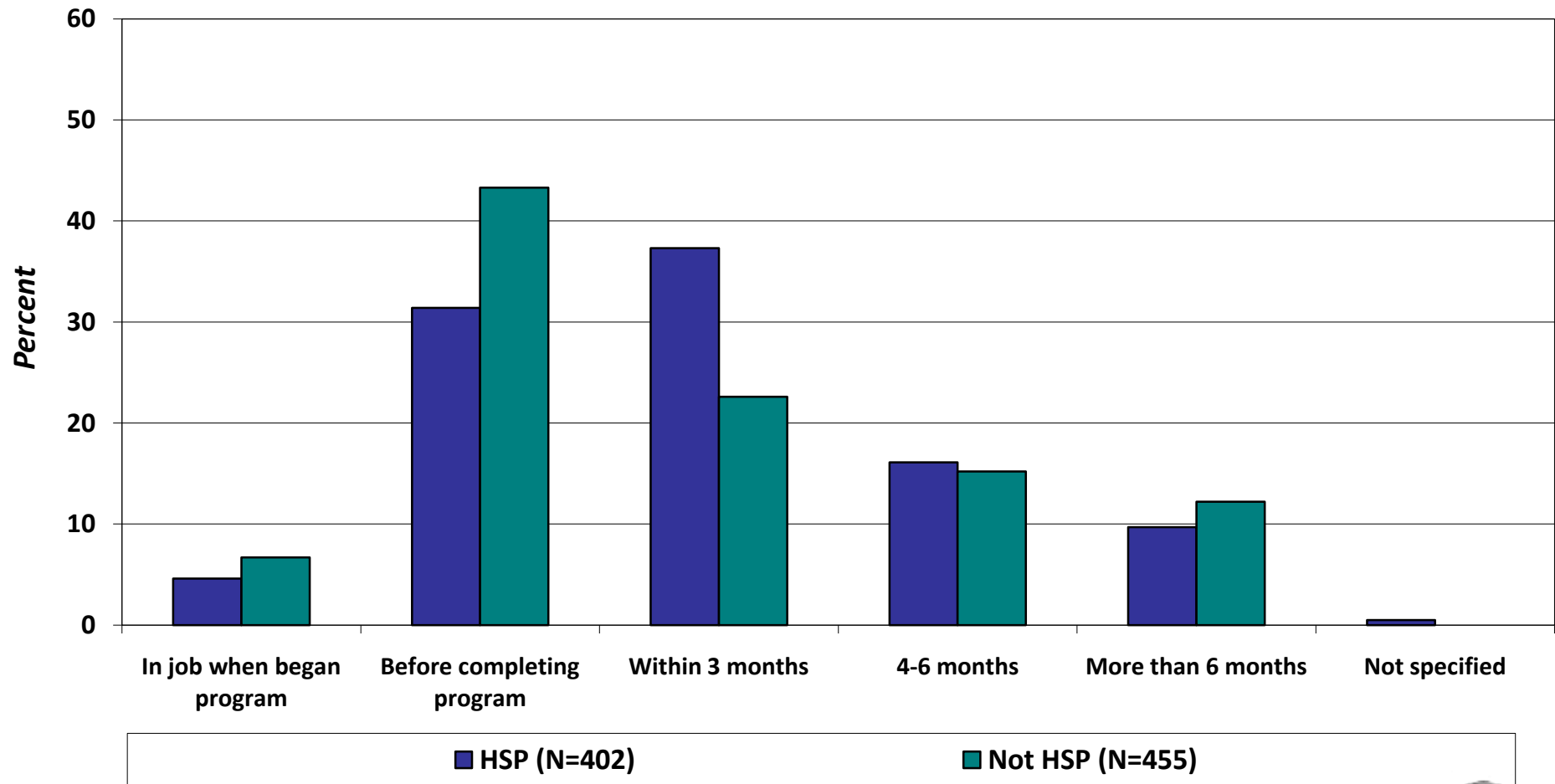
Perceived Underemployment of Recent Doctorate Recipients in Psychology by Subfield

| Year of Doctorate | % Underemployed | |
|-------------------|-----------------|-----------------|
| | HSP Subfields | Other Subfields |
| 1993 | 28 | 32 |
| 1997 | 25 | 25 |
| 1999 | 22 | 22 |
| 2001 | 22 | 22 |
| 2005 | 24 | 24 |
| 2007 | 27 | 23 |
| 2009 | 24 | 23 |

Source: *APA Doctorate Employment Survey* (selected years). Compiled by APA Center for Workforce Studies, April 2011. American Psychological Association



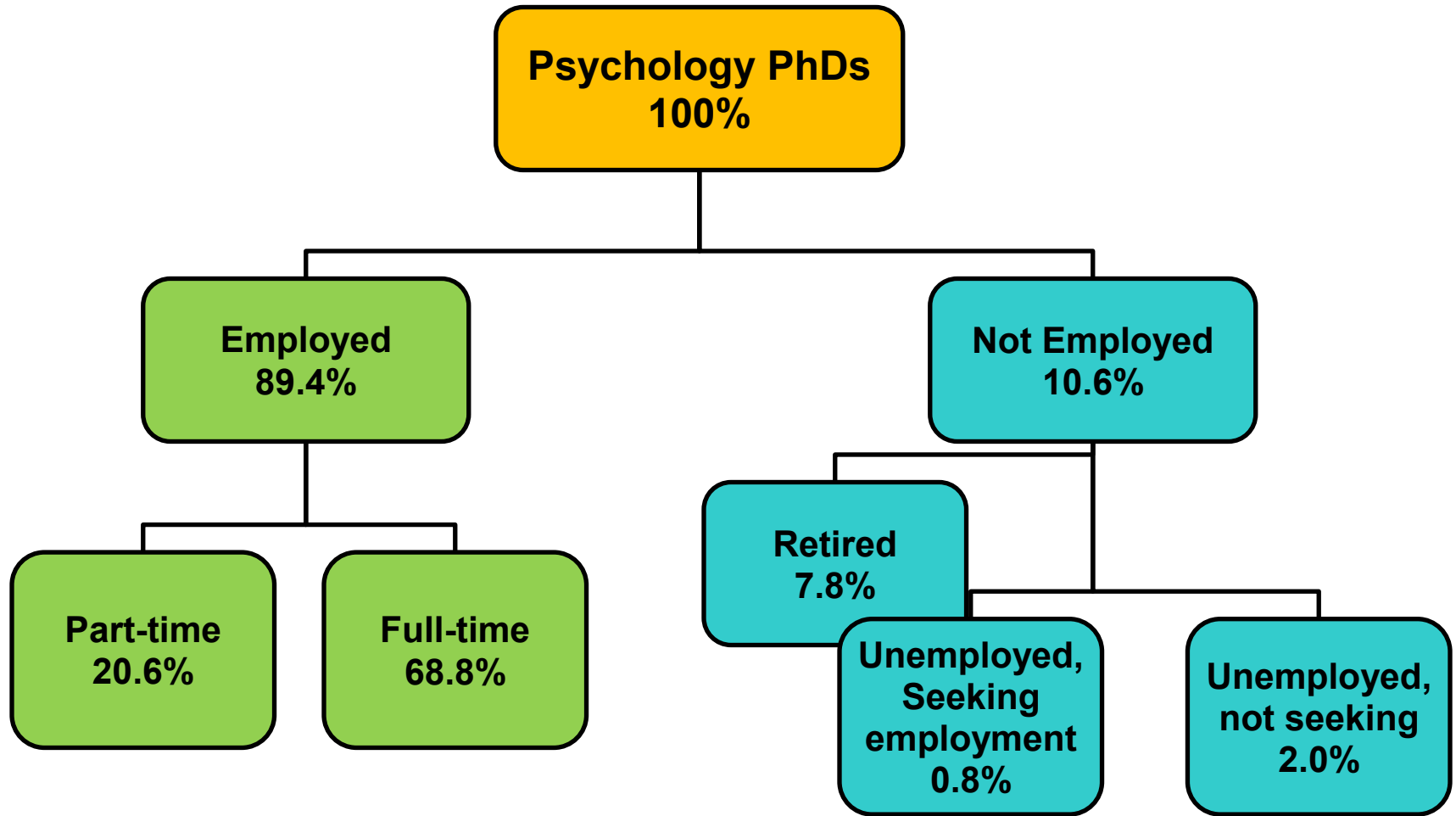
Time to Current Job: Recent Doctorates in Psychology, 2009



Source: 2009 Doctorate Employment Survey. Compiled by APA Center for Workforce Studies, April 2011. American Psychological Association
Note. Includes PsyDs.



Employment Characteristics of Psychology PhDs: 2006

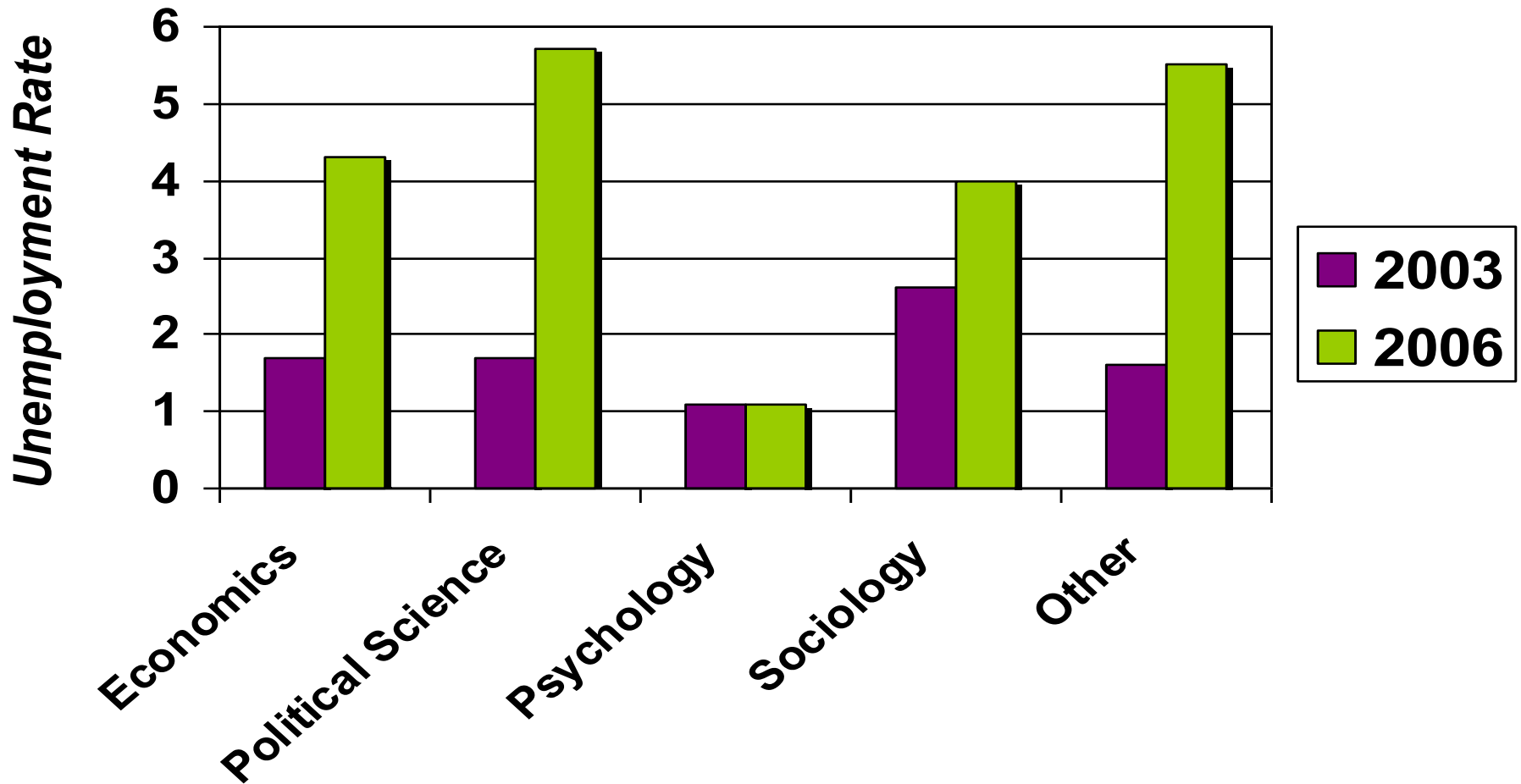


Source: NSF/NIH; 2006 Survey of Doctorate Recipients. Compiled by the APA Center for Workforce Studies, April 2009

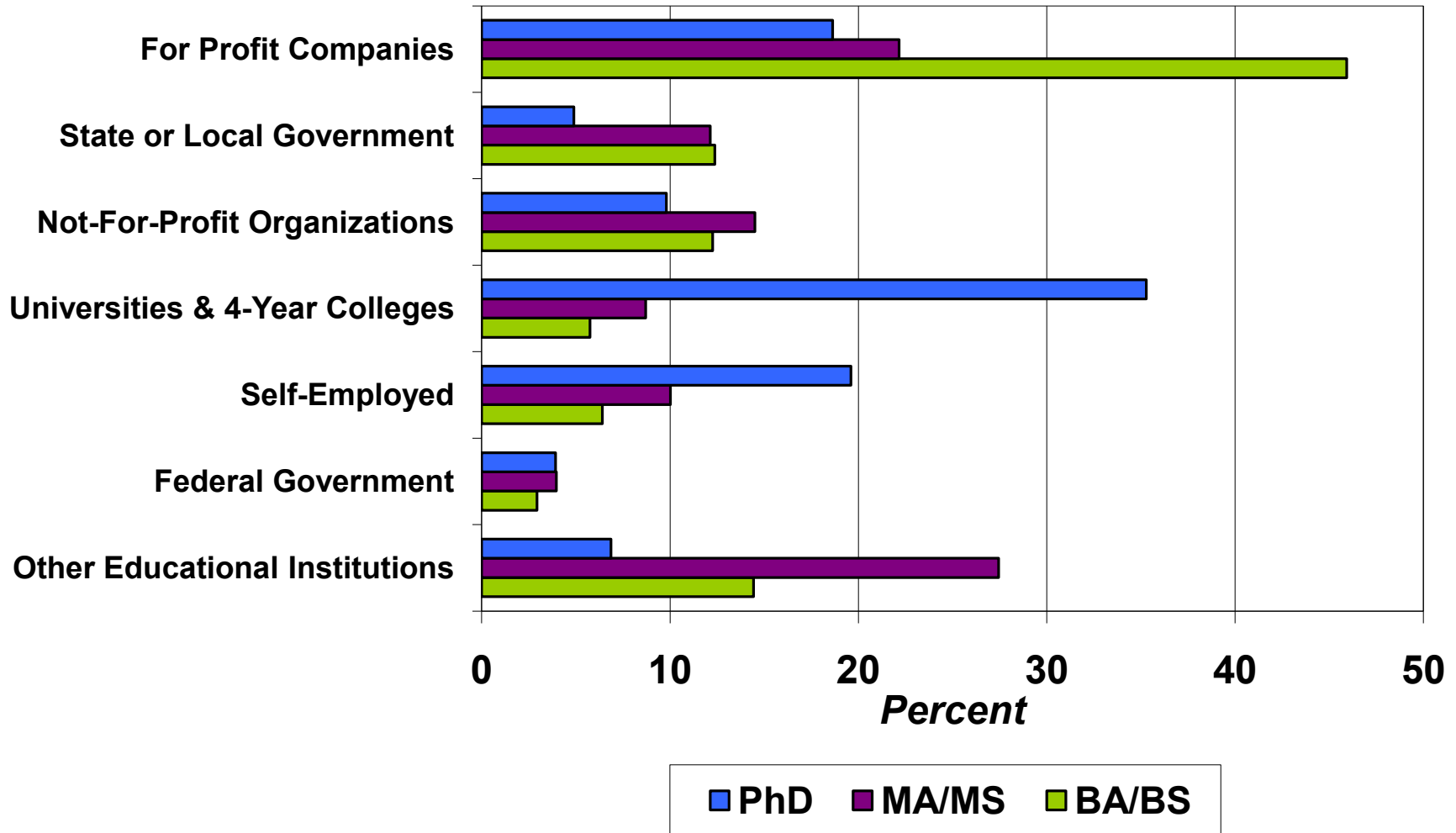
Notes. Postdoctorate information is not included in this chart, but is reported separately. The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.



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



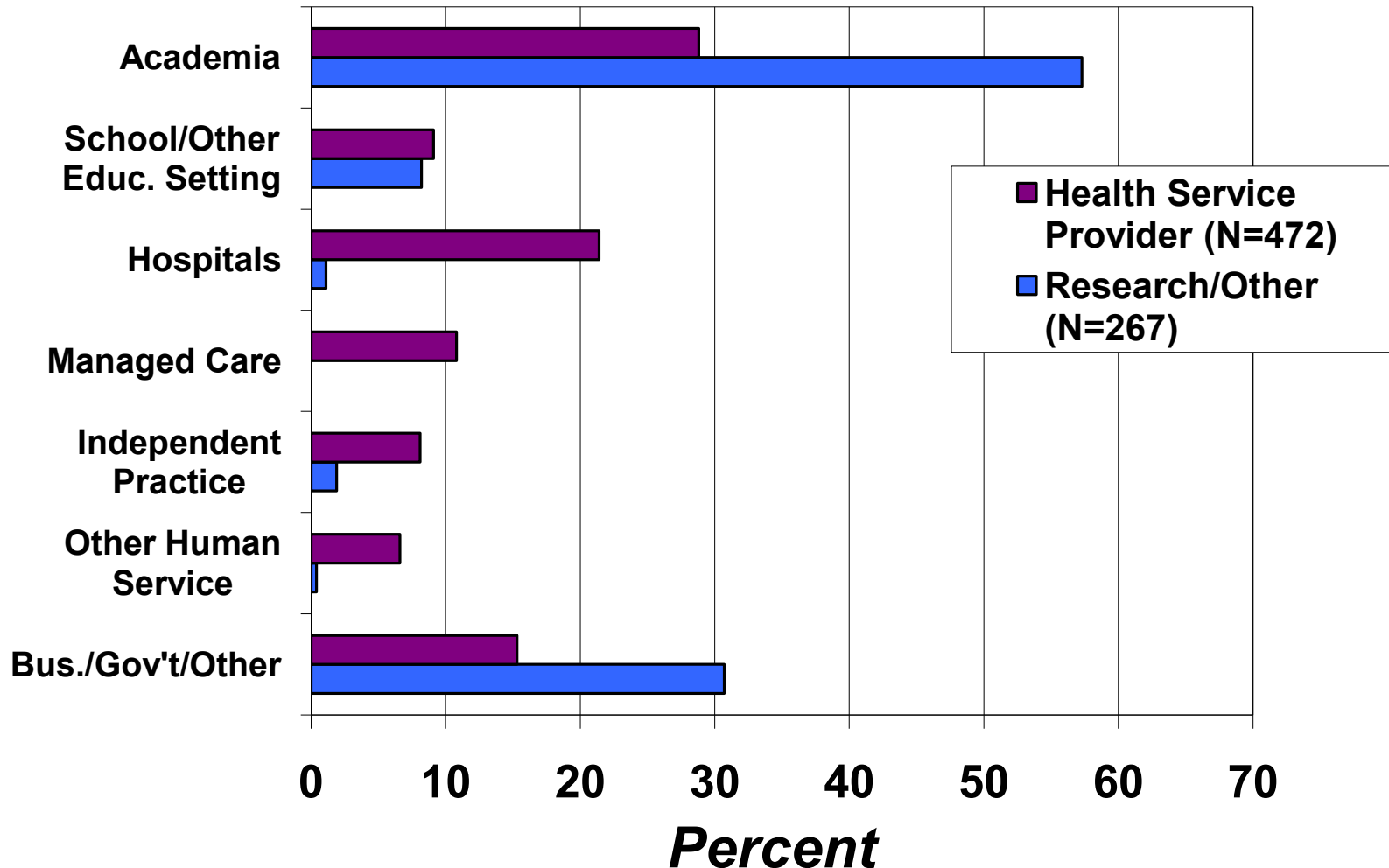
Work Settings for Psychology Degree Recipients: 2006



Source: National Science Foundation/Division of Science Resources Statistics, Various Surveys (2006). Compiled by the APA Center for Workforce Studies, January 2010.

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



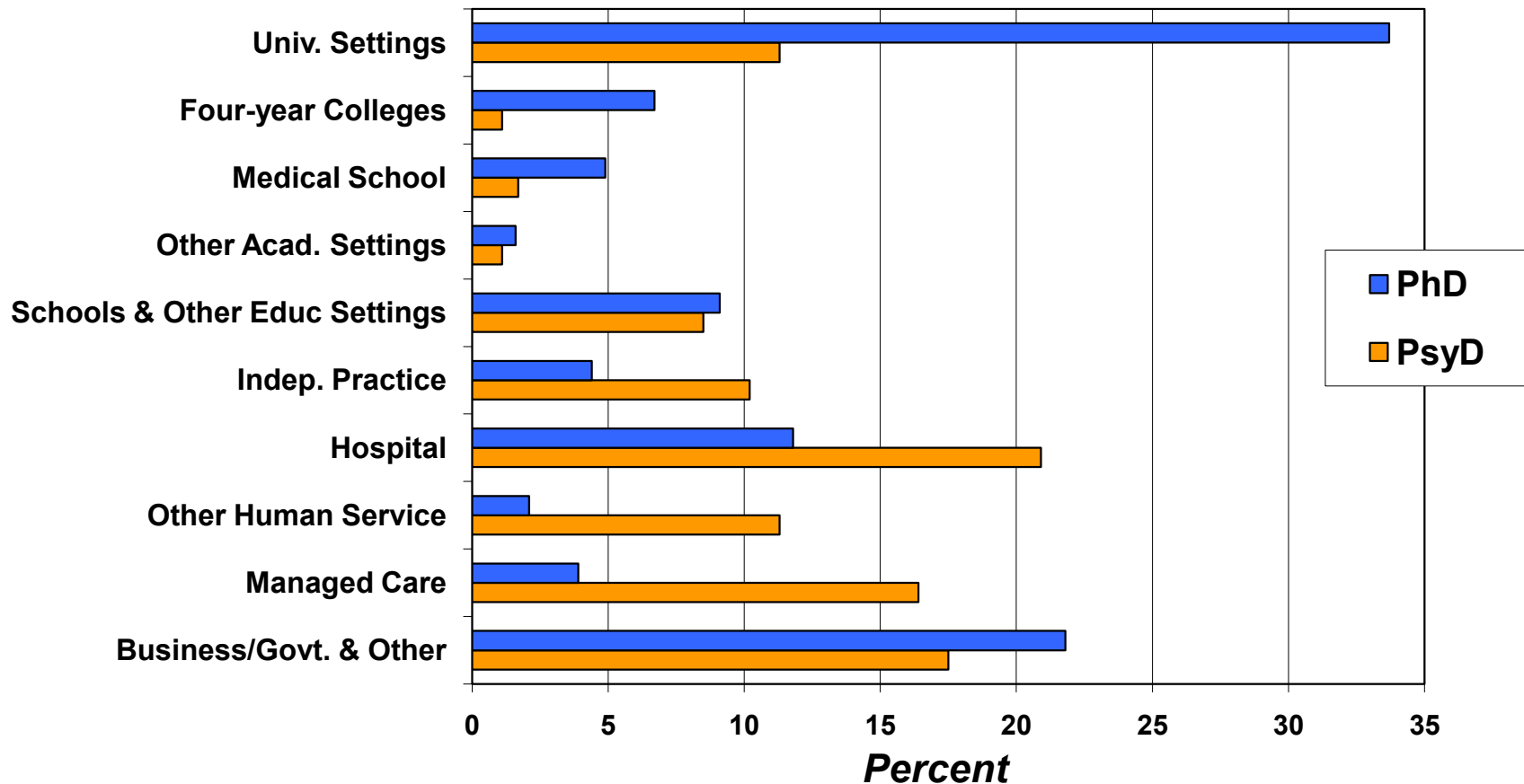
Source: 2009 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, April 2011.

Note. Includes PsyDs.

American Psychological Association



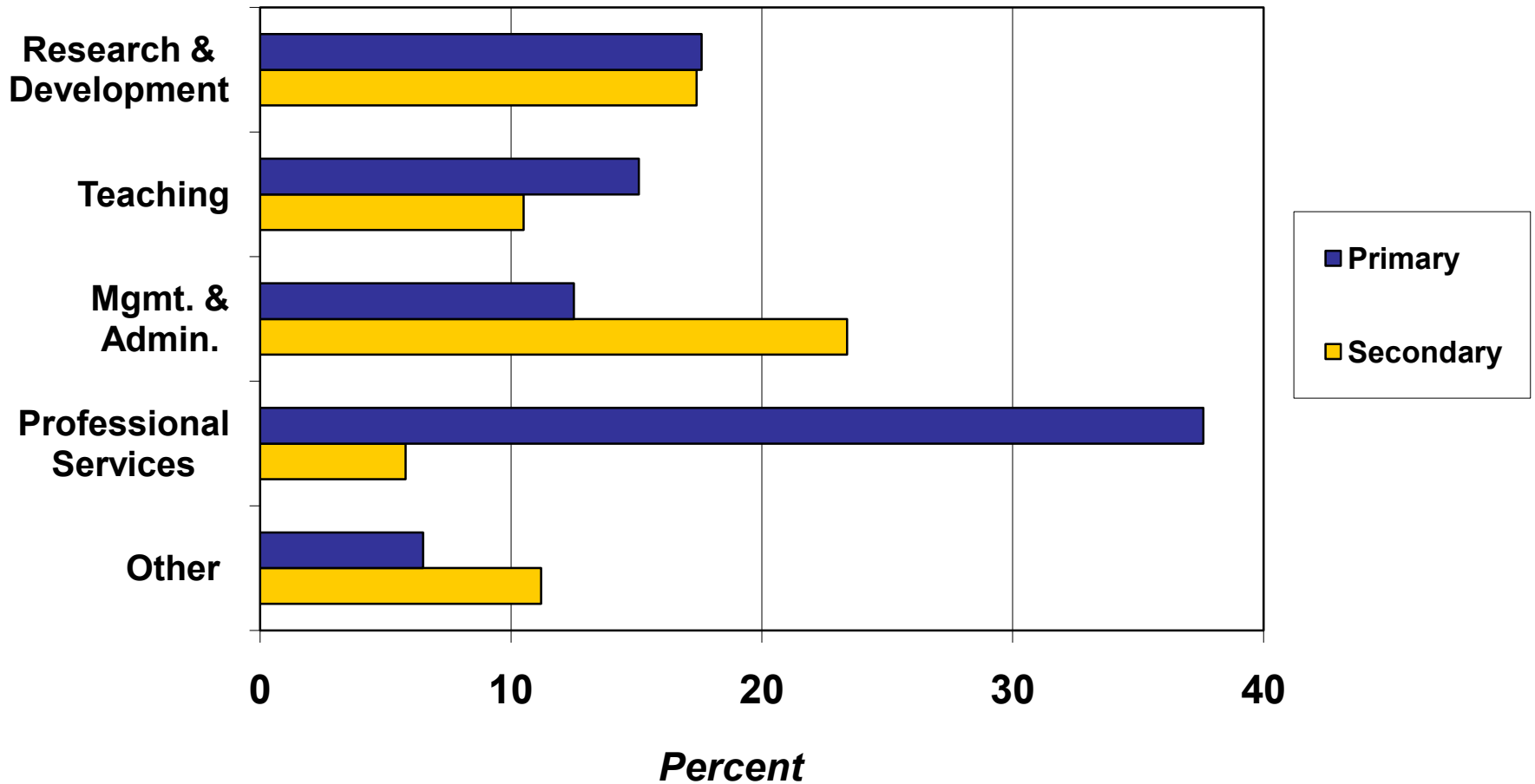
Primary Employment Settings for Recent Doctorate Recipients in Psychology by Degree Type: 2009



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

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



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

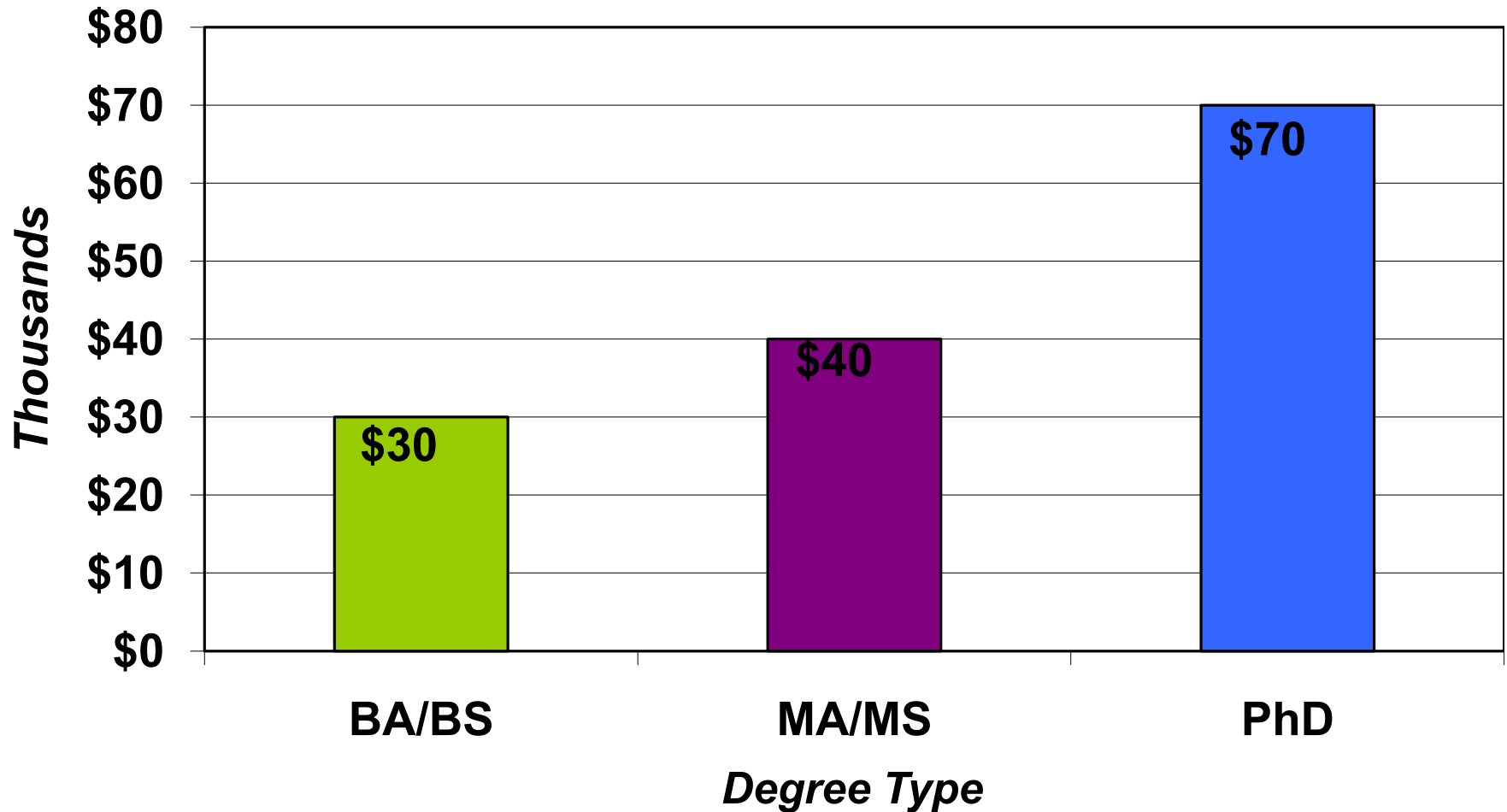
Note. The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.

Salaries in Psychology

- Salaries by Degree Level
- Starting Salaries
- Salaries by Position Type
- Faculty Salaries



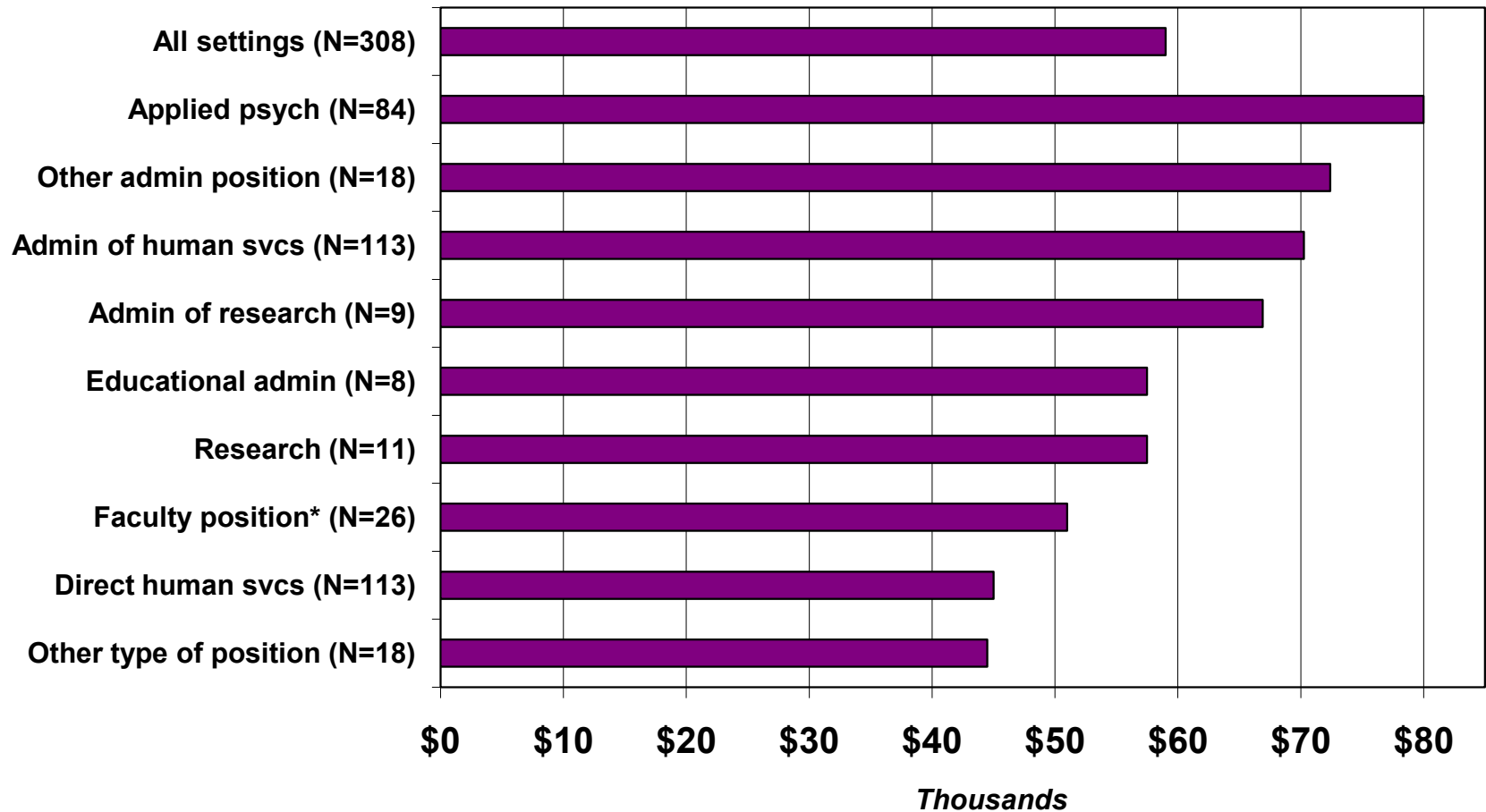
Median Annual Full-time Salaries in Psychology By Degree Type: 2006



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.

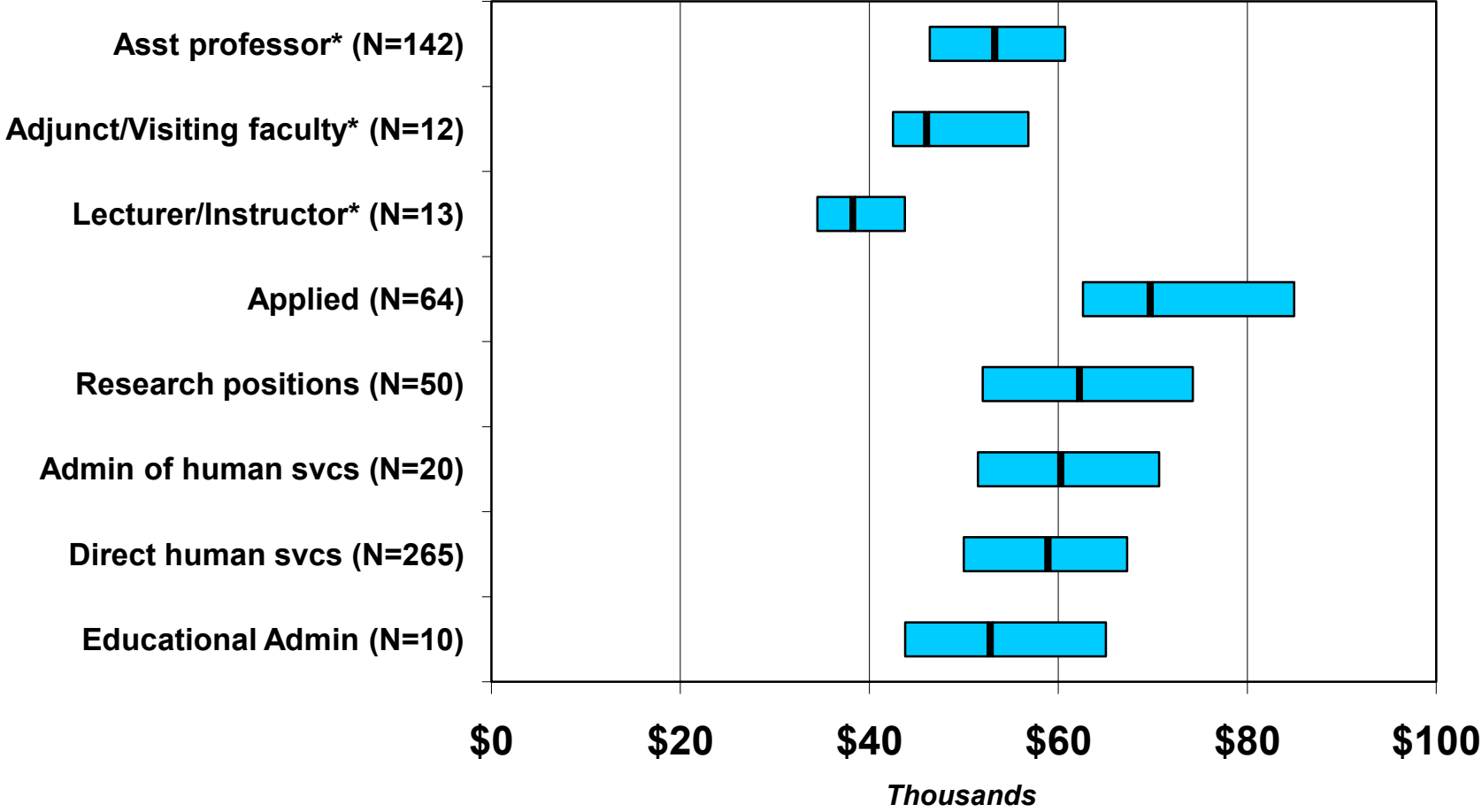
Median Annual Full-time Salaries by Employment Position for Master's-Level APA Members in Psychology: 2009



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

*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

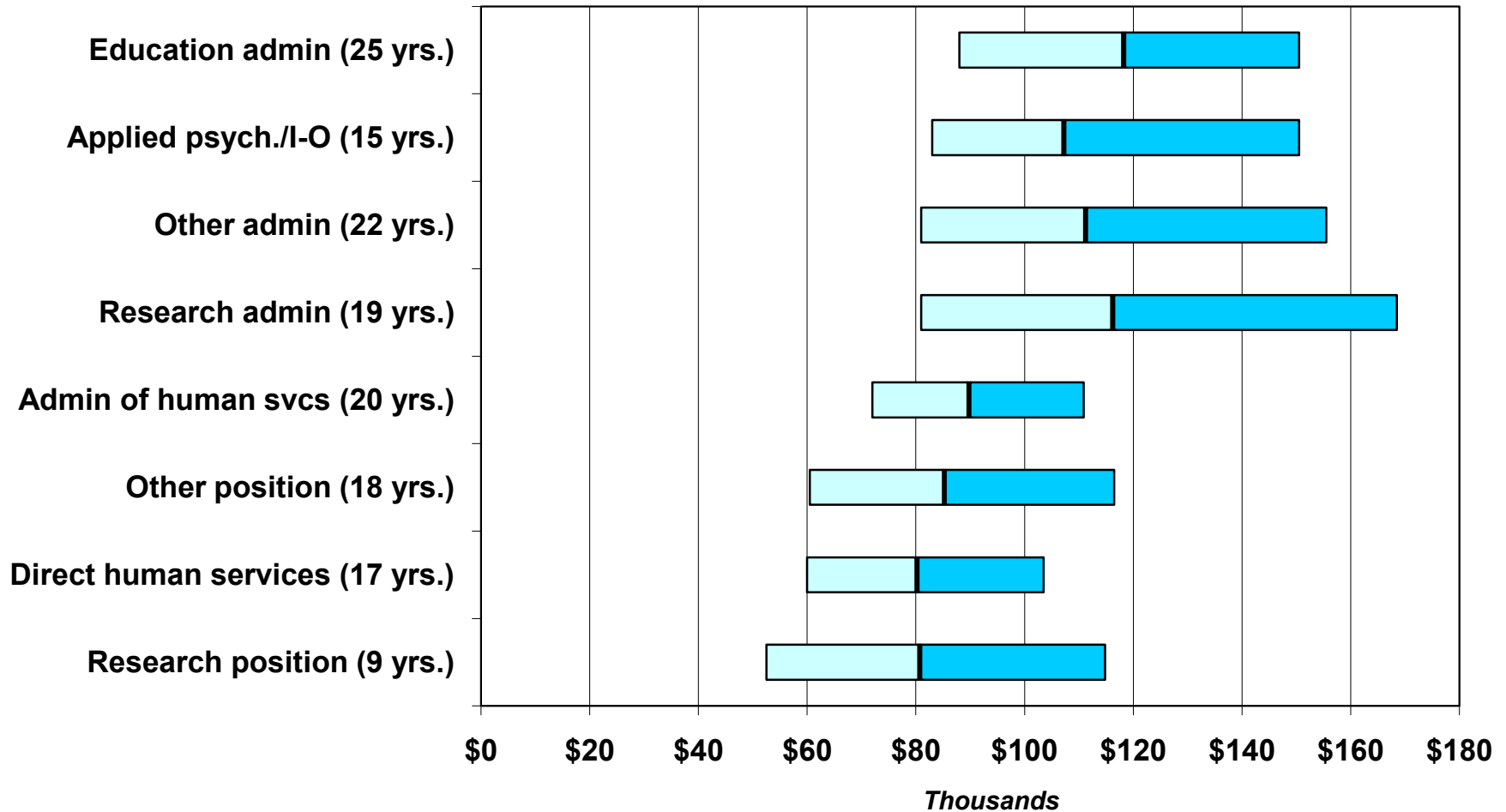


Source: 2007 Doctorate Employment Survey. Compiled by the APA Center for Workforce Studies, June 2009.

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

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

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

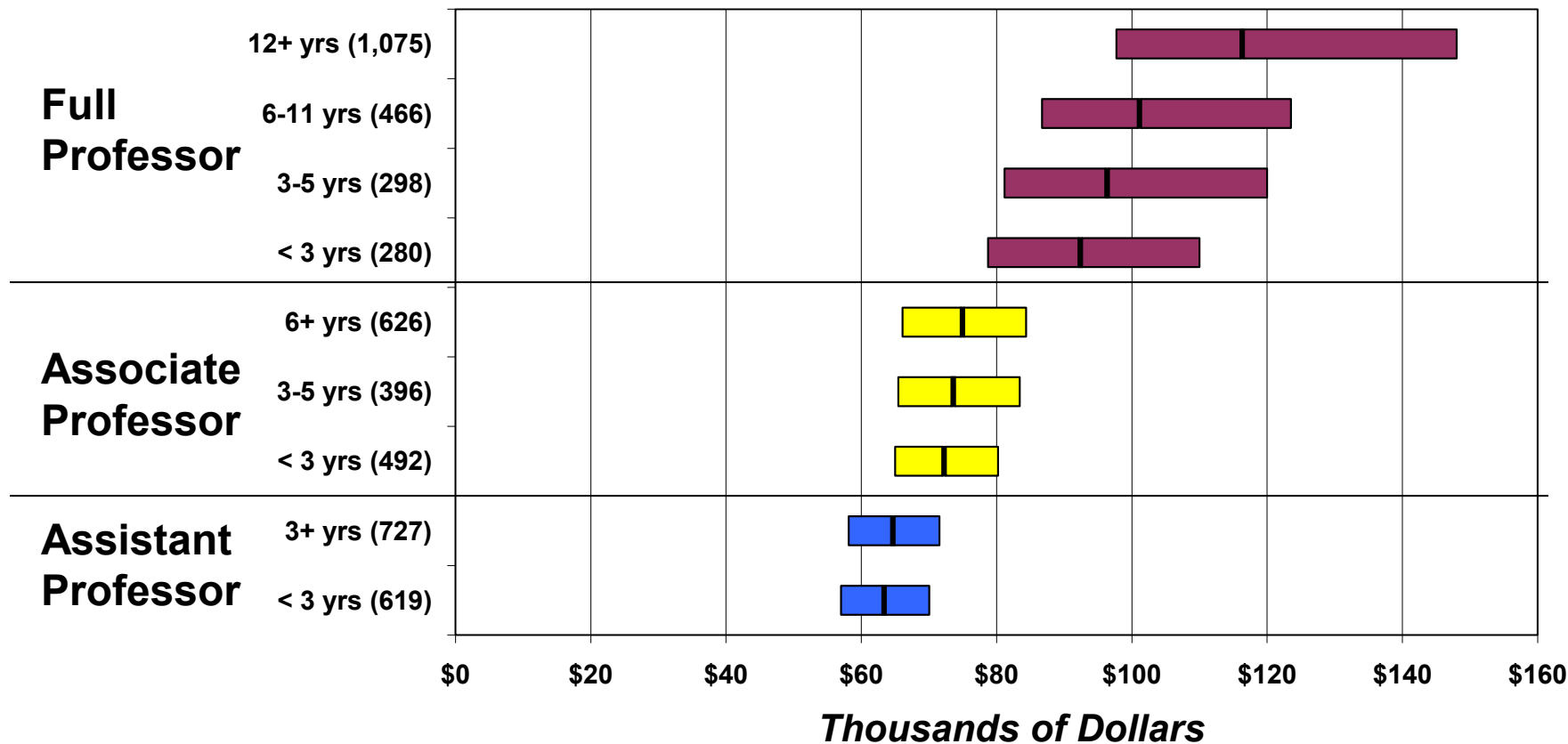


Source: 2009 APA Salary Survey, Preliminary Data. Compiled by the APA Center for Workforce Studies, July 2009.

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

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

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



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

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

Health Services

| | |
|---------------------------|-----|
| Informal channels | 39% |
| Electronic resource | 16% |
| Postdoc became permanent | 8% |
| Met emp thru former job | 8% |
| Civil service application | 3% |

| | |
|-----------------------------|----|
| Conventions placement serv. | 0% |
| Employment agency | 0% |
| Professional journals | 0% |
| APS Observer ads | 0% |

Other Positions

| | |
|---------------------------|-----|
| Informal channels | 33% |
| Electronic resource | 16% |
| Chronicle/prof newsletter | 9% |
| Faculty advisors | 8% |
| APA Monitor ads | 5% |

| | |
|-----------------------------|-----|
| Professional journals | 0% |
| Employment agency | <1% |
| Met emp thru former job | <1% |
| Conventions placement serv. | <1% |

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

Note. Includes PsyDs.



Areas of Need/Opportunities for Those in the Field: Research and Practice

Underserved populations

- Individuals in correctional facilities
- Chronically mentally ill (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...

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