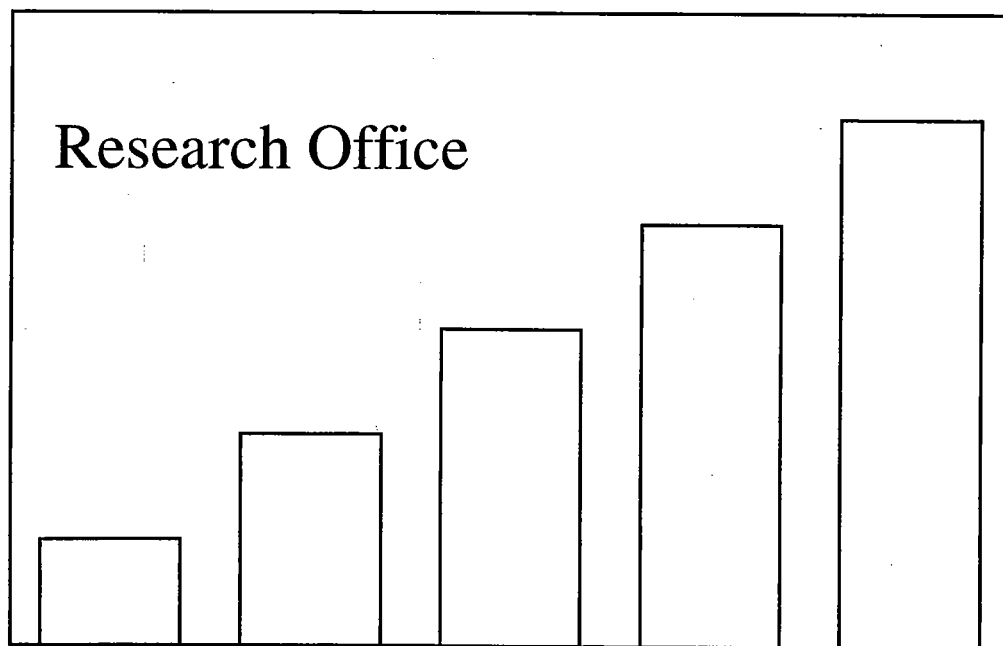


**1997
EMPLOYMENT CHARACTERISTICS
AND
SALARIES
OF
MEDICAL SCHOOL
PSYCHOLOGISTS**



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MEDICAL SCHOOL PSYCHOLOGISTS**

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APRIL 1998

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BACKGROUND

The 1997 Medical School Psychologists Employment Survey is a collaborative effort between the American Psychological Association's (APA) Research Office and the Association of Medical School Psychologists' (AMSP) Executive Committee. This survey represents the first effort by the APA to collect national-level employment and salary data on psychological personnel who are employed within medical school settings. Although previous literature has examined employment characteristics of this group (e.g., Nathan, Lubin, and Matarazzo, 1981; Nathan, Lubin, Matarazzo, and Persely, 1979), there has not been recent literature of this nature. Even though the APA Research Office has examined this population in other reports (e.g., Williams, Wicherski, and Kohout, 1998), these reports have focused only on salaries and have made only brief mention of medical school psychologists. This undertaking was prompted by the paucity of recent research on psychologists in medical school settings, along with the continuing changes and cutbacks that medical schools are experiencing in this era of managed care. Given that psychologists are a relatively small group of professionals in medical school settings, it was deemed essential to identify these psychologists, provide descriptive employment and salary characteristics in several domains, and begin to explore how they have been impacted by recent changes in the health care system.

METHODOLOGY

In March, 1997, the survey was mailed to 4,958 psychologists who were employed in medical school and allied health settings. These psychologists were identified from membership lists of the APA, Association of American Medical Colleges (AAMC), and the Council of Deans of the American Association of Colleges of Osteopathic Medicine. All psychologists were doctoral-level, with varying licensure status, degree types (Ph.D., Psy.D., Joint MD/Ph.D.), and specialty areas (clinical psychology, neuropsychology, experimental psychology). The survey was not anonymous so that nonrespondents could be tracked. Postcard reminders were mailed in April, 1997 and a second survey and reminder letter were mailed in May, 1997 as a final attempt to contact non-respondents. As a result of membership with more than one association, some psychologists were inadvertently mailed duplicate surveys. Their surveys were identified and then de-duped to yield a final pool of 3,894 psychologists who *actually* were sent surveys.

The eight-page survey comprised six sections (see Appendix A): (1) Information About Appointments, (2) Characteristics of Department and School, (3) Employment Activities, (4) Salary Information, (5) Demographic Information, and (6) Experiences. The survey, which was in a scannable format, contained mostly closed-ended questions/items. A select few questions allowed for more detailed, open-ended responses. Respondents were provided postage-paid envelopes to return their surveys.

NOTES AND CAVEATS

Readers of this report should consider the notes and caveats to the text, tables, and/or figures that are enumerated below:

1. This report contains sample statistics, not population estimates. That is, the data represent only those psychologists who responded to the survey, and therefore, inferences about nonrespondents based on the survey results cannot be made. All tables include the number of respondents who provided information on a specific item/question. Although the percentages for several characteristics are reasonably accurate, readers of this report should consider possible error that may be introduced by nonresponse.
2. The data in this report are drawn from doctoral-level psychologists with varying degrees (e.g., Ph.D., Psy.D.), specialty areas (e.g., clinical psychology, neuropsychology, experimental psychology), and licensure status. Readers should be aware that differences in the data may exist on these three variables alone.
3. One should always exercise caution when comparing the results of this survey with other national surveys that report data on psychologists (e.g., National Science Foundation, Commission on Professionals in Science and Technology). Factors such as the population sample used, differences in grouping data, and the time frame in which data are based can yield varying results.
4. Unless otherwise specified, the descriptive statistics in the brief summaries that precede the tables and figures are typically based on the cumulative data across *all departments* within medical school settings. Statistics for particular department types may be found in the tables and/or figures that correspond to that section.
5. For salary data, no statistics are provided where the N is less than 10 or where the standard deviation is 0. In these instances, only the N is provided.
6. The number of respondents in some categories is very small. Therefore, the statistics reported should be viewed with caution.
7. Column percentages may not total 100 due to rounding.
8. In some instances, respondents are asked to provide multiple responses. Therefore, percentages may exceed 100%.

9. Medians, quartiles, means, and standard deviations are reported for several analyses. The median may be the most useful measure of central tendency since it is less influenced by extreme values than the arithmetic mean. In most of the tables, both median and mean salaries are presented; observed differences reflect the skewness in the distributions.
10. Data in this report are based on a nationwide sample. For locations where the cost of living differs significantly from the national average, salaries would be expected to vary accordingly. Section 6 contains information on salaries by region and for selected metropolitan areas.
11. The nine geographic regions comprising states in this report were adapted from the categorization used by the U.S. Department of Commerce's Bureau of the Census. The states comprising each cluster are listed in Appendix B.
12. The category "Years Since Doctoral Degree" is included to provide a broad gauge of the years of experience that a psychologist has accrued. Readers should be mindful, though, that *years since doctorate* and *years of experience* are not parallel terms, and may not necessarily coincide.
13. The tables report salaries for medical school psychologists on an 11-12-month basis. Nevertheless, a small number of these psychologists operate on a 9-10-month academic year. In these cases, the 11-12-month salaries can be converted to their 9-10-month equivalents by multiplying by 9/11.

STRUCTURE OF REPORT

The report is divided into six main sections: (1) Demographic Characteristics, (2) Employment Characteristics, (3) Characteristics of Employers and Institutions/Departments, (4) Activities, Privileges, and Benefits, (5) Factors Influencing Employment and Salary, and (6) Earned Income. The first section, "Demographic Characteristics," provides information about the sex, race/ethnicity, and years of experience of responding psychologists in medical school settings. The next section, "Employment Characteristics," details the appointment status (full time or part time), academic calendar (9-10 months or 11-12 months), rank, tenure status, and number of years spent in current position. Section 3, "Characteristics of Employer and Institutions/Departments," offers information about the types of departments in which psychologists are employed, and whether these departments have a separate psychology administrative unit and a chief psychologist. Fourth, "Activities, Privileges, and Benefits" focuses on the numerous roles that psychologists have within their respective primary departments, as well as in other external departments/institutions. These roles include providing clinical service, research, administration, and training. This section further discusses the privileges afforded to and restrictions imposed on those psychologists who are members of the medical staff. Finally, this section examines whether or not medical school psychologists receive the benefit of employer-paid malpractice insurance. The remaining two sections of this report concentrate on earnings. Section 5 focuses on the factors that influence earnings such as "soft money" income arrangements, supplemental income, overhead rates, and managed care. The largest section in this report, Section 6, illustrates earned income of psychologists in medical school settings. In this section, salaries are broken down by department type, academic rank, years since doctoral degree, geographic region, and sex. Salaries for non-tenured faculty also are provided in this section.

Each section begins with a brief summary, followed by its respective tables and figures.

RESPONSE RATES

A total of 1,938 useable surveys were returned, yielding a response rate of 50%. This response rate is far below the 60-70% response rates typically obtained with other surveys conducted by the APA Research Office. Surveys were excluded from analyses if the respondent provided incomplete data on pertinent variables.

SECTION 1 DEMOGRAPHIC CHARACTERISTICS

Sex:

Table 1 indicates that just under 56% of the responding psychologists in medical school settings were men. With the exception of departments of Pediatrics, men were in the majority (above 50%) across various types of departments. In departments of Pediatrics, women comprised 65% of the faculty.

Race/ethnicity:

As shown in Table 1, the majority of respondents were white (92%). Each one of the other racial/ethnic groups were represented at less than 2% of the faculty. The largest number of persons of color were faculty affiliated with Departments of Psychiatry and Behavioral Sciences. One percent of the respondents identified themselves as multi-ethnic, and about 2% did not specify their race/ethnicity.

Years Since Doctoral Degree:

The largest percentage of medical school psychologists received their doctorate within the last 5-19 years (1978-1992). More specifically, 20% of faculty indicated receiving their degree within the last 5-9 years (1988-1992), 19% received their doctorate within the last 10-14 years (1983-1987), and 18% within the last 15-19 years (1978-1982). About 7% of the responding psychologists were awarded their doctorate within the last four years from the time of this survey (1993-1997).

TABLE 1
Demographic Characteristics of Medical School Psychologists
by Department Type

	Psychology		Psychiatry & Behav. Sci.		Pediatrics		Neuro/Bio/ Phys/Anat.		Rehab/Pain Mgmt.		Fam/Com/ Hlth/Prev.		Trad. Med. Specialties		Other Dept.		Not Spec'd		All Depts.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
TOTAL N	62		1089		169		151		63		137		99		127		41		1938	
SEX																				
Men	35	56.5	625	57.4	59	34.9	92	60.9	38	60.3	85	62.0	64	64.6	67	52.8	16	39.0	1081	55.8
Women	25	40.3	451	41.4	109	64.5	59	39.1	24	38.1	49	35.8	32	32.3	59	46.5	23	56.1	831	42.9
Not Specified	2	3.2	13	1.2	1	0.6	0	0.0	1	1.6	3	2.2	3	3.0	1	0.8	2	4.9	26	1.3
RACE																				
White	58	93.5	1006	92.4	153	90.5	143	94.7	56	88.9	125	91.2	90	90.9	114	89.8	33	80.5	1778	91.7
Black	1	1.6	21	1.9	1	0.6	1	0.7	1	1.6	2	1.5	0	0.0	5	3.9	2	4.9	34	1.8
Hispanic	0	0.0	15	1.4	5	3.0	4	2.6	2	3.2	3	2.2	0	0.0	0	0.0	2	4.9	31	1.6

(continued)

TABLE 1 (continued)
Demographic Characteristics of Medical School Psychologists
by Department Type

	Psychology		Psychiatry & Behav. Sci.		Pediatrics		Neuro/Bio/ Phys/Anat.		Rehab/Pain Mgmt.		Fam/Com/ Hlth/Prev.		Trad. Med. Specialties		Other Dept.		Not Spec'd		All Depts.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Asian	0	0.0	9	0.8	4	2.4	2	1.3	2	3.2	0	0.0	2	2.0	2	1.6	0	0.0	21	1.1
Native American	0	0.2	2	0.0	1	0.2	0	0.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	0.2
Other	1	1.6	8	0.7	0	0.0	0	0.0	0	0.0	0	0.0	2	2.0	2	1.6	1	2.4	14	0.7
Multi-Racial/ Multi-Ethnic	0	0.0	12	1.1	1	0.6	1	0.7	1	1.6	2	1.5	2	2.0	1	0.8	0	0.0	20	1.0
Not Specified	2	3.2	16	1.5	4	2.4	0	0.0	1	1.6	5	3.6	3	3.0	3	2.4	3	7.3	37	1.9

(continued)

TABLE 1 (continued)
Demographic Characteristics of Medical School Psychologists
by Department Type

	Psychology		Psychiatry & Behav. Sci.		Pediatrics		Neuro/Bio/ Phys/Anat.		Rehab/Pain Mgmt.		Fam/Com/ Hlth/Prev.		Trad. Med. Specialties		Other Dept.		Not Spec'd		All Depts.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
YEARS SINCE DOCTORATE																				
0 - 1 Year	0		0		0		1		0		1		0		0		1		3	
	0.0		0.0		0.0		0.7		0.0		0.7		0.0		0.0		2.4		0.2	
2 - 4 Years	5		81		15		6		3		5		6		9		3		133	
	8.1		7.4		8.9		4.0		4.8		3.6		6.1		7.1		7.3		6.9	
5 - 9 Years	15		218		38		27		20		26		18		21		10		393	
	24.2		20.0		22.5		17.9		31.7		19.0		18.2		16.5		24.4		20.3	
10 - 14 Years	8		206		39		25		14		29		21		29		3		374	
	12.9		18.9		23.1		16.6		22.2		21.2		21.2		22.8		7.3		19.3	
15 - 19 Years	9		184		35		32		9		32		14		23		9		347	
	14.5		16.9		20.7		21.2		14.3		23.4		14.1		18.1		22.0		17.9	
20 - 24 Years	11		132		16		25		9		19		9		18		2		241	
	17.7		12.1		9.5		16.6		14.3		13.9		9.1		14.2		4.9		12.4	
25 - 29 Years	5		127		15		15		3		18		17		18		2		220	
	8.1		11.7		8.9		9.9		4.8		13.1		17.2		14.2		4.9		11.4	
30+ Years	6		114		5		18		3		3		10		7		5		151	
	9.7		10.5		3.0		11.9		4.8		2.2		10.1		5.5		12.2		8.8	
Not Specified	3		27		6		2		2		4		4		2		6		56	
	4.8		2.5		3.6		1.3		3.2		2.9		4.0		1.6		14.6		2.9	

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: Column percentages may not sum to 100% due to rounding. In categories where the N is low, statistics reported should be viewed with caution.

SECTION 2

EMPLOYMENT CHARACTERISTICS

Table 2, Figure 1, and Figure 2 illustrate the employment characteristics of psychologists within medical school settings. Seventy-four percent of the medical school psychologists indicated having a full-time academic appointment, compared to 20% whose appointment was part time. The majority of these psychologists (85%) operated on an 11-12-month academic year; only 1% indicated working on a 9-10-month basis. This latter trend is in contrast to traditional academic settings in which the majority of faculty operate on a 9-10-month academic year (Wicherski, Williams, and Kohout, 1998).

The rank and tenure of psychologists within medical school settings differ markedly from that of psychologists in traditional academic settings. In their primary academic setting, assistant professors represented the largest percentage of medical school faculty (34%), followed by associate professors (26%), and then full professors (22%). About 6% of the faculty identified themselves as lecturers. A reverse trend is evidenced in traditional academic settings where full professors comprise the majority of faculty (48%), followed by associate professors (29%), and then assistant professors (22%) (Wicherski, Williams, and Kohout, 1998). In terms of tenure status, 40% of medical school psychologists are not on a tenure track. Twenty-three percent of these psychologists reported having tenure, and a little under 15% are currently on a tenure track. Thirteen percent of these psychologists are employed in an institution in which the tenure system is not used and approximately 6% do not have an academic appointment in their primary medical school/health center. Conversely, in traditional academic settings, tenure is still the norm with 70% tenured faculty and 25% of the faculty on a tenure track, and only 6% not on a tenure track (Gehlmann, Wicherski, Kohout, 1995).

Overall, these psychologists have spent a median of 8 years in their current employment positions.

TABLE 2
Employment Characteristics of Medical School Psychologists
by Department Type

	Psychology		Psychiatry & Behav. Sci.		Pediatrics		Neuro/Bio/ Phys/Anat.		Rehab/Pain Mgmt.		Fam/Com/ Hlth/Prev.		Trad. Med. Specialties		Other Dept.		Not Spec'd		All Depts.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
TOTAL N	62		1089		169		151		63		137		99		127		41		1938	
ACADEMIC APPOINTMENT																				
Full Time	42		796		134		119		52		105		86		87		12		1433	
	67.7		73.1		79.3		78.8		82.5		76.6		86.9		68.5		29.3		73.9	
Part Time	17		244		24		26		8		31		11		26		6		393	
	27.4		22.4		14.2		17.2		12.7		22.6		11.1		20.5		14.6		20.3	
No Academic Appointment	2		42		10		6		3		1		1		13		22		100	
	3.2		3.9		5.9		4.0		4.8		0.7		1.0		10.2		53.7		5.2	
Not Specified	1		7		1		0		0		0		1		1		1		12	
	1.6		0.6		0.6		0.0		0.0		0.0		1.0		0.8		2.4		0.6	
ACADEMIC CALENDAR YEAR																				
9 - 10 Months	2		9		1		4		0		3		0		4		0		23	
	3.2		0.8		0.6		2.6		0.0		2.2		0.0		3.1		0.0		1.2	
11 - 12 Months	49		928		151		130		55		125		94		99		13		1644	
	79.0		85.2		89.3		86.1		87.3		91.2		94.9		78.0		31.7		84.8	
Other	5		76		4		8		4		4		4		9		2		116	
	8.1		7.0		2.4		5.3		6.3		2.9		4.0		7.1		4.9		6.0	
No Academic Appointment	5		62		13		7		3		2		1		14		23		130	
	8.1		5.7		7.7		4.6		4.8		1.5		1.0		11.0		56.1		6.7	
Not Specified	1		14		0		2		1		3		0		1		3		25	
	1.6		1.3		0.0		1.3		1.6		2.2		0.0		0.8		7.3		1.3	

(continued)

TABLE 2 (continued)
Employment Characteristics of Medical School Psychologists
by Department Type

ACADEMIC RANK	Psychology		Psychiatry & Behav. Sci.		Pediatrics		Neuro/Bio/ Phys/Anat.		Rehab/Pain Mgmt.		Fam/Com/ Hlth/Prev.		Trad. Med. Specialties		Other Dept.		Not Spec'd		All Depts.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Full Professor	18 29.0		226 20.8		27 16.0		44 29.1		12 19.0		34 24.8		31 31.3		27 21.3		5 12.2		424 21.9	
Associate Professor	8 12.9		302 27.7		47 27.8		38 25.2		19 30.2		35 25.5		23 23.2		23 18.1		5 12.2		500 25.8	
Assistant Professor	21 33.9		373 34.3		66 39.1		49 32.5		26 41.3		50 36.5		38 38.4		37 29.1		4 9.8		664 34.3	
Lecturer/Instructor	4 6.5		73 6.7		11 6.5		7 4.6		0 0.0		7 5.1		1 1.0		6 4.7		2 4.9		111 5.7	
Other Rank	8 12.9		53 4.9		4 2.4		7 4.6		2 3.2		9 6.6		4 4.0		18 14.2		1 2.4		106 5.5	
No Academic Appointment	3 4.8		47 4.3		13 7.7		6 4.0		3 4.8		2 1.5		2 2.0		14 11.0		23 56.1		113 5.8	
Not Specified	0 0.0		15 1.4		1 0.6		0 0.0		1 1.6		0 0.0		0 0.0		2 1.6		1 2.4		20 1.0	

(continued)

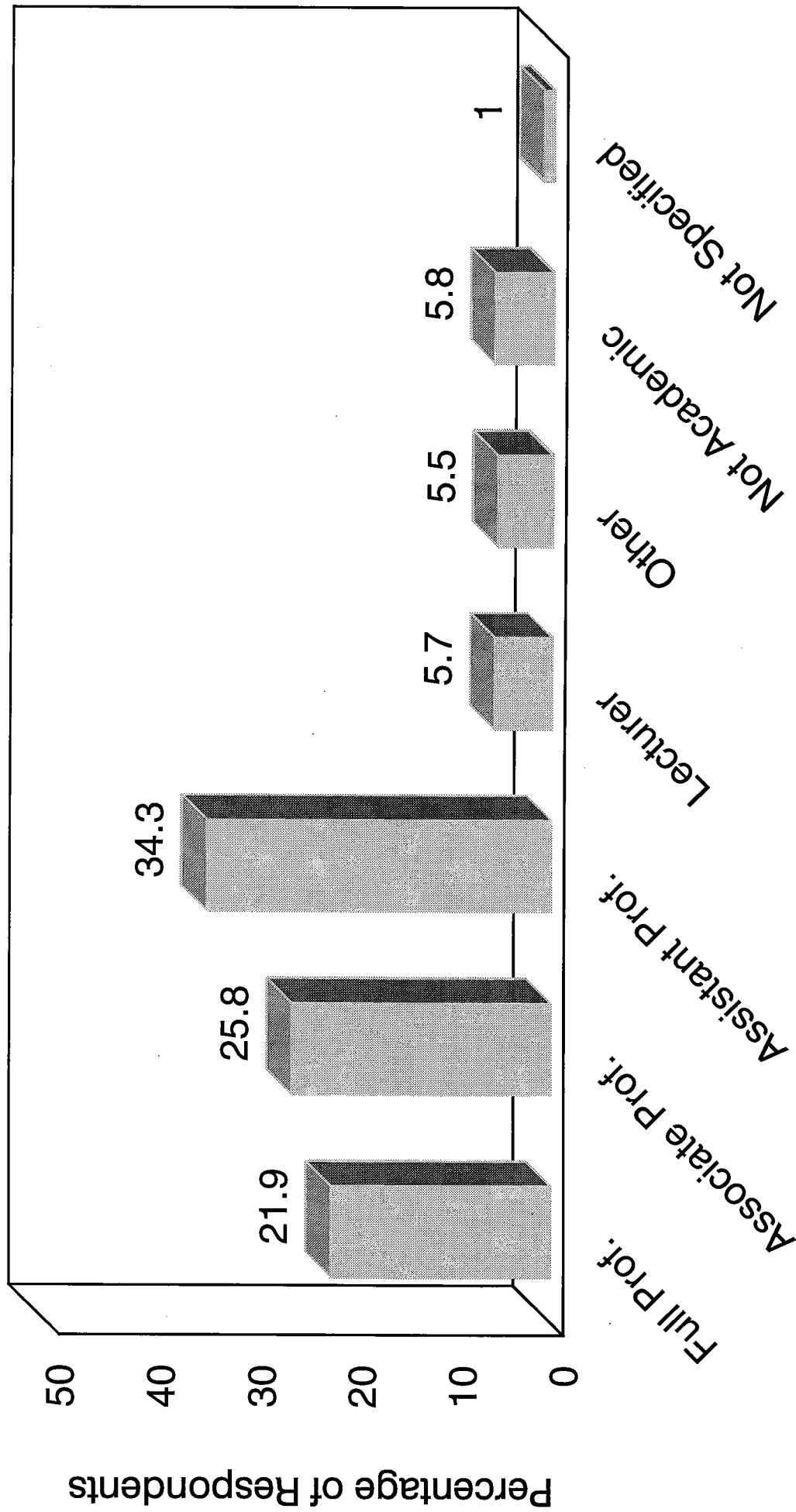
TABLE 2 (continued)
Employment Characteristics of Medical School Psychologists
by Department Type

	Psychology		Psychiatry & Behav. Sci.		Pediatrics		Neuro/Bio/ Phys/Anat.		Rehab/Pain Mgmt.		Fam/Com/ Hlth/Prev.		Trad. Med. Specialties		Other Dept.		Not Spec'd		All Depts.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
TENURE STATUS																				
Tenured	21		246		31		42		16		32		24		23		4		439	
	33.9		22.6		18.3		27.8		25.4		23.4		24.2		18.1		9.8		22.7	
Tenure Track	17		152		27		29		10		13		17		22		0		287	
	27.4		14.0		16.0		19.2		15.9		9.5		17.2		17.3		0.0		14.8	
Non-Tenure Track	13		447		76		54		25		62		37		51		9		774	
	21.0		41.0		45.0		35.8		39.7		45.3		37.4		40.2		22.0		39.9	
Tenure System Not Used	7		155		17		15		6		20		17		14		2		253	
	11.3		14.2		10.1		9.9		9.5		14.6		17.2		11.0		4.9		13.1	
Other	0		24		4		3		3		5		2		2		1		44	
	0.0		2.2		2.4		2.0		4.8		3.6		2.0		1.6		2.4		2.3	
No Academic Appointment	4		52		13		7		3		2		1		14		23		119	
	6.5		4.8		7.7		4.6		4.8		1.5		1.0		11.0		56.1		6.1	
Not Specified	0		13		1		1		0		3		1		1		2		22	
	0.0		1.2		0.6		0.7		0.0		2.2		1.0		0.8		4.9		1.1	

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

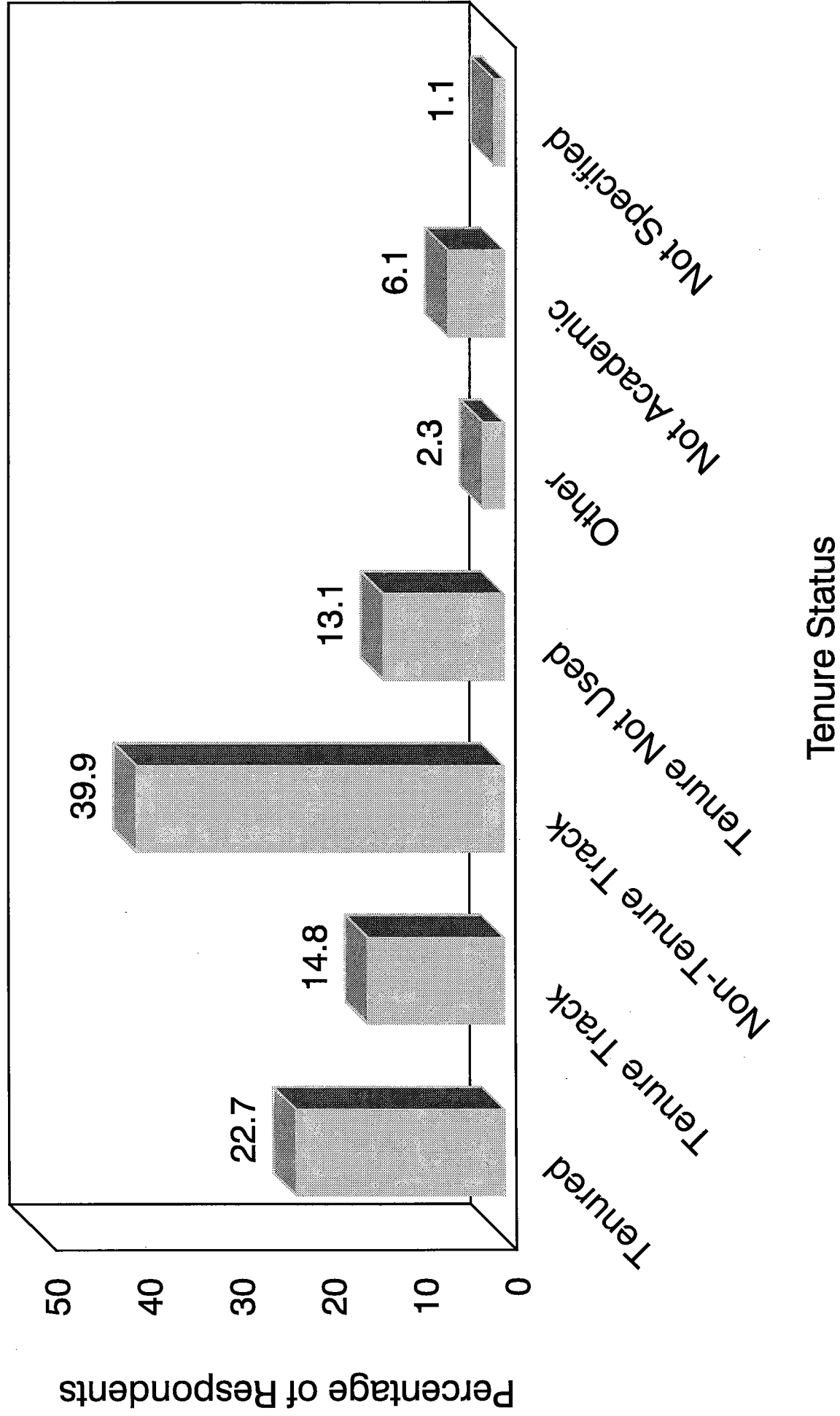
Note: Column percentages may not sum to 100 % due to rounding. In categories where the N is low, statistics reported should be viewed with caution.

Figure 1
Academic Rank of Medical School Psychologists



Academic Rank

Figure 2
Tenure Status of Medical School Psychologists



SECTION 3

CHARACTERISTICS OF EMPLOYERS AND INSTITUTIONS/DEPARTMENTS

Table 3 and Figure 3 illustrate the percentage of psychologists who are with appointments across various types of departments within medical schools. Slightly more than half of the psychologists in medical school settings are placed in departments of psychiatry and behavioral sciences (56%). Other psychologists are positioned in departments of pediatrics (9%), departments of neurology/biology/physiology/anatomy (8%), departments focusing on family/health/community/prevention (7%), and departments practicing traditional medical specialties (5%) (e.g., cardiology, oncology, obstetrics/gynecology, radiology). Only three percent of these psychologists are situated in departments of rehabilitation and pain management and departments of psychology.

Overall, 36% of psychologists are employed in a medical school setting that has an independent psychology administrative unit, and 48% are within departments/colleges that have a psychologist who serves as Chief Psychologist or Administrative Head for psychology.

TABLE 3
Characteristics of Employers and Institution/Department
by Department Type

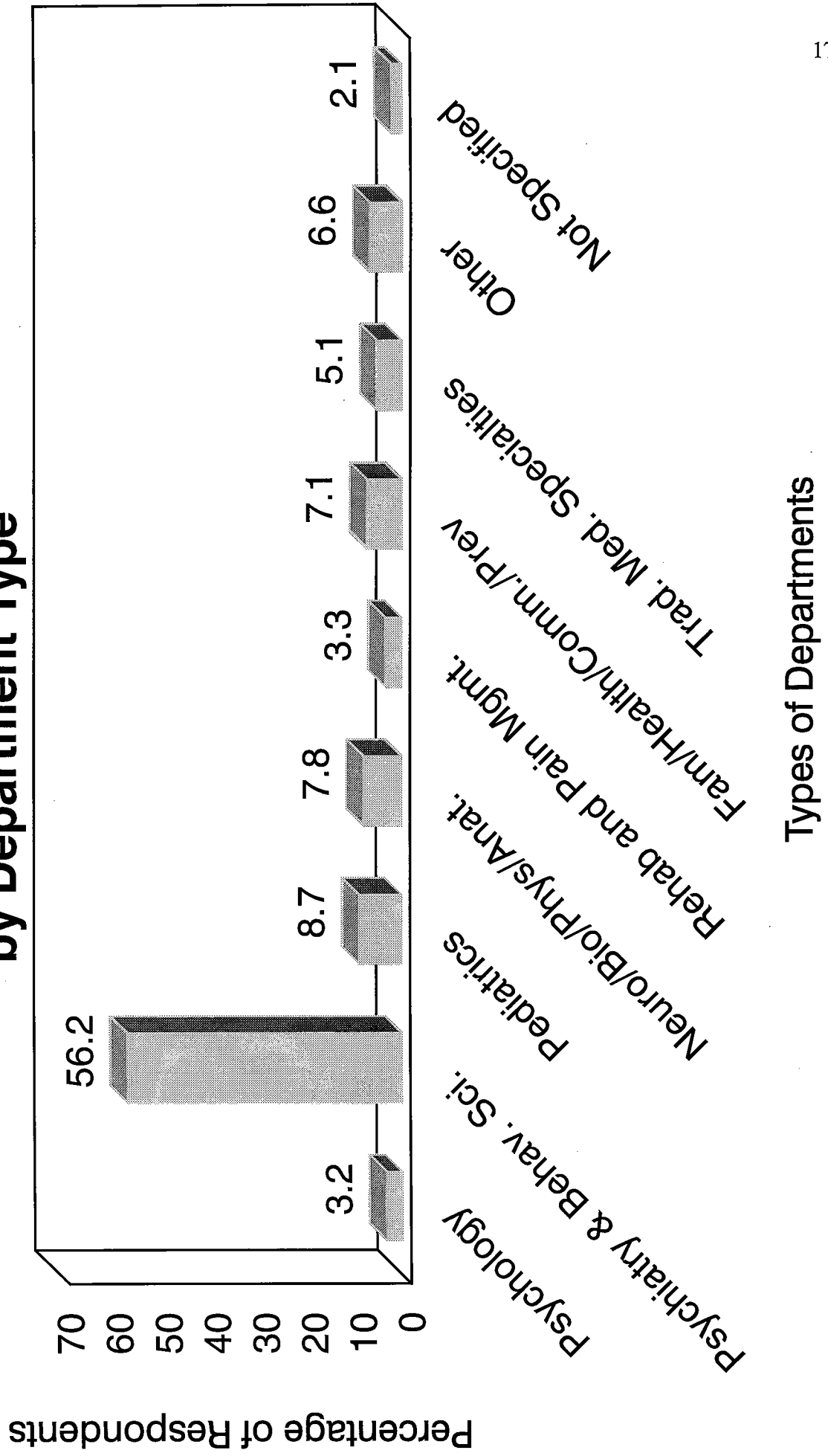
	Psychology		Psychiatry & Behav. Sci.		Pediatrics		Neuro/Bio/ Phys/Anat.		Rehab/Pain Mgmt.		Fam/Com/ Hlth/Prev.		Trad. Med. Specialties		Other Dept.		Not Spec'd		All Depts.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
TOTAL N	62		1089		169		151		63		137		99		127		41		1938	
PSYCHOLOGY POSITIONS†	62		1089		169		151		63		137		99		127		41		1938	
	3.2		56.2		8.7		7.8		3.3		7.1		5.1		6.6		2.1		100	
INDEPENDENT PSYCHOLOGY ADMINISTRATIVE UNIT																				
Yes	47		450		59		31		30		27		21		20		10		695	
	75.8		41.3		34.9		20.5		47.6		19.7		21.2		15.7		24.4		35.9	
No	8		556		96		100		30		102		62		100		14		1068	
	12.9		51.1		56.8		66.2		47.6		74.5		62.6		78.7		34.1		55.1	
Not Specified	7		83		14		20		3		8		16		7		17		175	
	11.3		7.6		8.3		13.2		4.8		5.8		16.2		5.5		41.5		9.0	
CHIEF PSYCHOLOGIST/ ADMINISTRATIVE HEAD																				
Yes	52		612		86		47		33		37		21		32		14		934	
	83.9		56.2		50.9		31.1		52.4		27.0		21.2		25.2		34.1		48.2	
No	3		387		70		84		25		92		62		88		10		821	
	4.8		35.5		41.4		55.6		39.7		67.2		62.6		69.3		24.4		42.4	
Not Specified	7		90		13		20		5		8		16		7		17		183	
	11.3		8.3		7.7		13.2		7.9		5.8		16.2		5.0		41.5		9.4	

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: Column percentages may not sum to 100 % due to rounding. In categories where the N is low, statistics reported should be viewed with caution.

†Percentages in this category are row percentages used to indicate the proportional distribution of psychologists across departments types.

Figure 3
Distribution of Medical School Psychologists
by Department Type



SECTION 4

ACTIVITIES, PRIVILEGES, AND BENEFITS

Tables 4-9 depict the activities, privileges, and benefits of psychologists within medical school settings, many of which varied depending on department type. In terms of the collective percentage of time across all departments devoted to medical school activities (see Table 4), the single largest proportion was spent conducting research (30%). Clinical services followed at 25%, 15% was devoted to teaching, and 10% was allocated for administrative tasks.

As depicted in Tables 5 and 6, a large number of psychologists were involved in training. Slightly more than half of the medical school departments/colleges supported pre-doctoral internships (50.8%) and post-doctoral fellowships (53%) in psychology. In several instances, departments did not provide opportunities for training in psychology at the predoctoral and/or postdoctoral levels. For those departments that did not offer a predoctoral internship program in psychology, 40% of the psychologists have the opportunity to train these students elsewhere within the medical school and 7% were involved in training at another institution. Similarly, 21% of psychologists train postdoctoral fellows outside their primary departments but within the medical school and 4% train fellows at another institution.

Table 7 shows that psychologists reported that they were mostly responsible for training medical students (54%) and psychology students (52%). Only a modest number of psychologists taught nursing students (6%), physician's assistant students (3%), or dental students (3%). Forty-nine percent of the psychologists indicated that they were responsible for training students other than those in the categories listed. Closer inspection of the data indicated that these students in the "other" category consisted mostly of psychiatry residents.

Overall, 56% of the psychologists in medical schools were on the medical staff or were members of the medical staff within their departments, compared to 36% who did not have official membership status (see Table 8). About nine percent of the respondents did not specify whether they were members of the medical staff. Although over half of the psychologists were official members of the medical staff, only 21% acknowledged that they receive full privileges as members and about 12% did not specify the extent of their privileges. Of those 56% of psychologists on the medical staff or who were members of the medical staff within their departments, 87% were not authorized to admit patients, 64% were not permitted to write patient orders, 37% could not participate in the voting process, and 5% had some other type of restriction. In particular, psychologists who were employed in departments of family/community/health/prevention, pediatrics, and psychiatry and behavioral sciences were less likely to receive full privileges.

The majority of psychologists in medical school settings enjoyed the benefit of having their employers incur the cost of malpractice insurance. Specifically, as shown in Table 9, 61% of medical school psychologists have employer-paid coverage, 24% did not have coverage paid by their employers, and 14% did not specify whether their employer covered malpractice insurance costs.

TABLE 4
Time Devoted to Medical School Activities
by Department Type

	Median	Q1	Q3	Mean	SD	N
ALL DEPARTMENTS						
% Time Devoted to Medical School Activities	100	30	100	72	38	1590
Clinical Service	25	0	50	32	30	1095
Research	30	10	70	40	34	1167
Teaching	15	5	25	22	23	1177
Administration	10	0	20	16	20	984
Other	0	0	0	5	17	374
PSYCHOLOGY DEPARTMENTS						
% Time Devoted to Medical School Activities	100	10	100	67	42	50
Clinical Service	30	10	70	39	33	37
Research	15	6	55	30	31	40
Teaching	18	9	30	23	23	40
Administration	10	0	30	17	24	35
Other	0	0	0	2	5	10
PSYCHIATRY & BEHAV. SCI.						
% Time Devoted to Medical School Activities	100	25	100	70	39	887
Clinical Service	25	0	55	32	30	595
Research	30	10	75	40	34	633
Teaching	15	5	25	23	25	650
Administration	10	0	25	16	19	540
Other	0	0	0	6	18	202

(continued)

TABLE 4 (continued)
Time Devoted to Medical School Activities
by Department Type

	Median	Q1	Q3	Mean	SD	N
PEDIATRICS						
% Time Devoted to Medical School Activities	100	75	100	81	33	141
Clinical Service	44	25	65	44	28	101
Research	20	10	50	32	27	101
Teaching	15	5	20	16	12	100
Administration	10	0	20	13	16	81
Other	0	0	5	6	12	29
NEURO/BIO/PHYS/ANAT						
% Time Devoted to Medical School Activities	100	50	100	76	36	126
Clinical Service	30	0	60	33	30	93
Research	40	10	70	43	31	101
Teaching	15	10	25	20	21	100
Administration	10	0	15	11	15	85
Other	0	0	0	3	7	33
REHAB OR PAIN MANAGEMENT						
% Time Devoted to Medical School Activities	100	50	100	75	39	53
Clinical Service	48	18	63	43	29	40
Research	30	10	45	31	27	41
Teaching	10	5	20	16	21	39
Administration	10	0	20	16	20	33
Other	0	0	0	3	9	13
FAM/COM/ HLTH/ PREV						
% Time Devoted to Medical School Activities	100	60	100	77	35	121
Clinical Service	20	0	40	24	23	83
Research	15	8	50	30	31	84
Teaching	30	15	45	30	18	86
Administration	10	5	30	22	23	75
Other	0	0	0	2	7	30

(continued)

TABLE 4 (continued)
Time Devoted to Medical School Activities

	Median	Q1	Q3	Mean	SD	N
TRAD. MEDICAL SPECIALTIES						
% Time Devoted to Medical School Activities	100	58	100	78	35	76
Clinical Service	10	0	50	26	30	59
Research	60	20	80	53	32	66
Teaching	10	5	20	13	10	64
Administration	10	0	20	13	19	51
Other	0	0	0	1	4	18
OTHER DEPARTMENT						
% Time Devoted to Medical School Activities	100	25	100	71	40	112
Clinical Service	0	0	20	18	27	74
Research	60	18	90	55	36	88
Teaching	10	5	25	22	27	83
Administration	5	0	20	16	24	72
Other	0	0	0	9	27	38
NOT SPECIFIED						
% Time Devoted to Medical School Activities	45	10	98	49	41	24
Clinical Service	40	10	75	48	37	13
Research	20	5	40	28	30	13
Teaching	15	5	25	19	25	15
Administration	8	0	35	18	22	12
Other	10	10	10	10	0	1

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: Statistics in the category “% Time Devoted to Medical School Activities” represent the overall percentage of time spent doing medical school/health science center activities, and are followed by the percentages of time devoted to specific activities within the academic/medical school/health science (e.g., clinical service, research, teaching, administration, and other activities).

TABLE 5
Predoctoral Internship Training in Medical School Departments

Psychology	Psychiatry & Behav. Sci.	Pediatrics	Neuro/Bio/ Phys/Anat.	Rehab/Pain Mgmt.	Fam/Com/ Hlth/Prev.	Trad. Med. Specialties	Other Dept.	Not Spec'd	All Depts.
N	N	N	N	N	N	N	N	N	N
%	%	%	%	%	%	%	%	%	%
62	1089	169	151	63	137	99	127	41	1938
DEPARTMENT SUPPORTS PREDOCTORAL INTERNSHIPS									
Yes	30 48.4	74 43.8	29 19.2	26 41.3	16 11.7	7 7.1	27 21.3	11 26.8	984 50.8
No	27 43.5	84 49.7	105 69.5	33 52.4	116 84.7	73 73.7	93 73.2	12 29.3	792 40.9
Not Specified	5 8.1	11 6.5	17 11.3	4 6.3	5 3.6	19 19.2	7 5.5	18 43.9	162 8.4
DEPARTMENT DOES NOT SUPPORT PREDOCTORAL INTERNSHIPS BUT.....									
Involved in Internship Training Elsewhere	15	44	34	16	43	25	27	4	320
Within the Inst.	55.6	45.0	32.4	48.5	37.1	34.2	29.0	33.3	40.4
Involved in Internship Training at Another Institution	1 3.7	23 9.2	8 7.6	4 12.1	10 8.6	1 1.4	3 3.2	1 8.3	58 7.3
Not Involved in Internship Training	5 18.5	63 25.3	36 34.3	5 15.2	48 41.4	27 37.0	45 48.4	6 50.0	255 32.2
Not Specified	6 22.2	51 20.5	27 25.7	8 24.2	15 12.9	20 27.4	18 19.4	1 8.3	159 20.1

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: Column percentages may not sum to 100% due to rounding. In categories where the N is low, statistics reported should be viewed with caution.

TABLE 6
Postdoctoral Fellowship Training in Medical School Departments

	Psychology		Psychiatry & Behav. Sci.		Pediatrics		Neuro/Bio/ Phys/Anat.		Rehab/Pain Mgmt.		Fam/Com/ Hlth/Prev.		Trad. Med. Specialties		Other Dept.		Not Spec'd		All Depts.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
TOTAL N	62		1089		169		151		63		137		99		127		41		1938	
DEPARTMENT SUPPORTS POSTDOCTORAL FELLOWSHIPS																				
Yes	41	66.1	684	62.8	77	45.6	66	43.7	44	69.8	30	21.9	28	28.3	40	31.5	12	29.3	1022	52.7
No	16	25.8	323	29.7	75	44.4	69	45.7	15	23.8	102	74.5	54	54.5	80	63.0	10	24.4	744	38.4
Not Specified	5	8.1	82	7.5	17	10.1	16	10.6	4	6.3	5	3.6	17	17.2	7	5.5	19	46.3	172	8.9
DEPARTMENT DOES NOT SUPPORT POSTDOCTORAL FELLOWSHIPS BUT.....																				
Involved in Postdoctoral Training Elsewhere	3		63		20		22		3		9		15		23		0		158	
Within the Inst.	18.8		19.5		26.7		31.9		20.0		8.8		27.8		28.8		0.0		21.2	
Involved in Postdoctoral Training at Another Institution	1	6.3	13	4.0	2	2.7	4	5.8	0	0.0	6	5.9	3	5.6	1	1.2	0	0.0	30	4.0
Not Involved in Postdoct. Training	10	62.5	218	67.5	45	60.0	34	49.3	10	66.7	81	79.4	28	51.9	51	63.8	7	70.0	484	65.1
Not Specified	2	12.5	29	9.0	8	10.7	9	13.0	2	13.3	6	5.9	8	14.8	5	6.3	3	30.0	72	9.7

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: Column percentages may not sum to 100 % due to rounding. In categories where the N is low, statistics reported should be viewed with caution.

TABLE 7
Types of Students Trained by Medical School Psychologists
by Department Type

	Psychology N %	Psychiatry & Behav. Sci. N %	Pediatrics N %	Neuro/Bio/ Phys/Anat. N %	Rehab/Pain Mgmt. N %	Fam/Com/ Hlth/Prev. N %	Trad. Med. Specialties N %	Other Dept. N %	Not Spec'd N %	All Depts. N %
TOTAL N	90	1841	319	245	108	228	149	165	39	3184
TYPES OF STUDENTS										
Medical Students	27 43.5	576 52.9	101 59.8	88 58.3	26 41.3	99 72.3	55 55.6	63 49.6	11 26.8	1046 54.0
Physician's Assistant Students	0 0.0	26 2.4	6 3.6	8 5.3	2 3.2	9 6.6	4 4.0	6 4.7	0 0.0	61 3.1
Nursing Students	2 3.2	58 5.3	15 8.9	10 6.6	3 4.8	6 4.4	4 4.0	10 7.9	4 9.8	112 5.8
Dental Students	1 1.6	18 1.7	8 4.7	3 2.0	0 0.0	4 2.9	7 7.1	10 7.9	0 0.0	51 2.6
Psychology Students	41 66.1	644 59.1	112 66.3	66 43.7	40 63.5	27 19.7	32 32.3	30 23.6	13 31.7	1005 51.9
Other Students†	19 30.6	519 47.7	77 45.6	70 46.4	37 58.7	83 60.6	47 47.5	46 36.2	11 26.8	909 46.9

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: Column percentages may not sum to 100 % due to rounding. In categories where the N is low, statistics reported should be viewed with caution. Respondents were asked to indicate all relevant student groups for which they are responsible for training. Therefore, percentages exceed 100 % due to multiple responses.

†This category mostly comprises psychiatric residents.

TABLE 8
Medical Staff Privileges of Medical School Psychologists
by Department Type

	Psychology		Psychiatry & Behav. Sci.		Pediatrics		Neuro/Bio/Phys/Anat.		Rehab/Pain Mgmt.		Fam/Com/Hlth/Prev.		Trad. Med. Specialties		Other Dept.		Not Spec'd		All Depts.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
TOTAL N	62		1089		169		151		63		137		99		127		41		1938	
MEMBER OF MEDICAL STAFF^a																				
Yes	35	56.5	653	60.0	105	62.1	82	54.3	32	50.8	81	59.1	44	44.4	32	25.2	11	26.8	1075	55.5
No	21	33.9	358	32.9	50	29.6	54	35.8	27	42.9	46	33.6	39	39.4	90	70.9	13	31.7	698	36.0
Not Specified	6	9.7	78	7.2	14	8.3	15	9.9	4	6.3	10	7.3	16	16.2	5	3.9	17	41.5	165	8.5
RECEIVE FULL PRIVILEGES^b																				
Yes	9	25.7	144	22.1	17	16.2	18	22.0	7	21.9	11	13.6	9	20.5	5	15.6	6	54.5	226	21.0
No	22	62.9	426	65.2	77	73.3	55	67.1	23	71.9	63	77.8	29	65.9	23	71.9	5	45.5	723	67.3
Not Specified	4	11.4	83	12.7	11	10.5	9	11.0	2	6.3	7	8.6	6	13.6	4	12.5	0	0.0	126	11.7

(continued)

TABLE 8 (continued)
Medical Staff Privileges of Medical School Psychologists
by Department Type

	Psychology		Psychiatry & Behav. Sci.		Pediatrics		Neuro/Bio/ Phys/Anat.		Rehab/Pain		Fam/Com/ Hlth/Prev.		Trad. Med. Specialties		Other Dept.		Not Spec'd		All Depts.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
LIMITATIONS ON PRIVILEGES ^c	19 86.4	367 85.7	69 87.3	51 92.7	22 91.7	26 89.7	19 79.2	5 100	636 87.2											
No Admitting Privileges	17 77.3	278 65.0	52 65.8	32 58.2	17 70.8	21 72.4	13 54.2	2 40.0	463 63.5											
Cannot Write Orders	8 36.4	156 36.4	17 21.5	18 32.7	8 33.3	11 37.9	12 50.0	3 60.0	269 36.9											
No Voting Privileges	1 4.5	16 3.7	4 5.1	5 9.1	1 4.2	2 6.9	0 0.0	0 0.0	33 4.5											
Other Limitations																				

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: In categories where the N is low, statistics reported should be viewed with caution.

^aColumn percentages may not sum to 100% due to rounding.

^bStatistics in this category are based only on total number of respondents who indicated that they were members of the medical staff.

^cStatistics in this category are based only on total number of respondents who indicated that they were members of the medical staff. Respondents were asked to indicate all relevant limitations on privileges. Therefore, percentages exceed 100% due to multiple responses.

TABLE 9
Malpractice Insurance Coverage of Medical School Psychologists
by Department Type

	Psychology N %	Psychiatry & Behav. Sci. N %	Pediatrics N %	Neuro/Bio/ Phys/Anat. N %	Rehab/Pain Mgmt. N %	Fam/Com/ Hlth/Prev. N %	Trad. Med. Specialties N %	Other Dept. N %	Not Spec'd N %	All Depts. N %
TOTAL N	62	1089	169	151	63	137	99	127	41	1938
EMPLOYER COVERS MALPRACTICE INSURANCE										
Yes	41 66.1	687 63.1	121 71.6	85 56.3	48 76.2	92 67.2	52 52.5	48 37.8	11 26.8	1185 61.1
No	14 22.6	260 23.9	30 17.8	39 25.8	9 14.3	28 20.4	22 22.2	60 47.2	11 26.8	473 24.4
Not Specified	7 11.3	142 13.0	18 10.7	27 17.9	6 9.5	17 12.4	25 25.3	19 15.0	19 46.3	280 14.4

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: Column percentages may not sum to 100% due to rounding. In categories where the N is low, statistics reported should be viewed with caution.

SECTION 5

FACTORS INFLUENCING EMPLOYMENT AND SALARY

Tables 10-13 address factors that influence employment and earnings such as "soft money" income arrangements, supplementary income, overhead rates, and changes in the health care system.

Psychologists within medical school settings are often expected to generate their own income through clinical work and/or research grants, unlike psychologists in other settings where such demands are less common. This arrangement is commonly known as "soft money." The majority (57.5%) of respondents with full-time positions in medical schools reported that they were required to earn a portion of their salary through clinical work, research grants, or both. The sources of these mandatory salary contributions were distributed about equally, with 19% deriving part of their salary through clinical work, 18.5% through research grants, and 19.5% through both. Less than half (42.5%) reported that they had no such requirement--that their salary was fixed and fully funded by their employer. The requirements varied by type of department. That is, some departments placed more emphasis on deriving salary through research grants, other departments placed more importance on clinical work, while still other departments required *both* clinical work and research grants as sources of mandatory salary contributions. About a third of those psychologists in departments of traditional medical specialties (32%) reported that part of their salary was drawn from research grants. Of those psychologists in Family/Prevention/Health departments, 27.5% had to generate clinical income. And about a third of psychologists in Rehabilitation and Pain Management departments had to earn income from both sources. "Soft money" constituted respondents' salaries in varying proportions, and as seen in Table 10, the levels differed by department type. Collectively, however, psychologists who were expected to supply part of their salary through clinical work had to contribute a median of 55%. Those required to generate research grants had to fund 90% of their salaries. And those who had to generate both types of income funded themselves fully at 100%.

Many of these psychologists have found opportunities for clinical work outside of their primary institutions or have earned additional income through consulting and other outside activities. Overall, about 43% of the responding psychologists were able to supplement their salary with income from independent clinical practices external to the medical school workplace. Similarly, 47% of these psychologists were able to augment their salaries by serving in other non-clinical and adjunct roles (e.g., consulting, teaching). Opportunities for supplemental income were fairly consistent across department types with only minor exceptions. Table 11 illustrates the supplementary income of medical school psychologists across various departments.

An additional factor that indirectly influenced salary was overhead rates for clinical work and/or grant income. Overhead rates differed markedly depending on whether clinical work or research was involved. The median overhead rate for clinical work was 28%, compared to a 48% overhead rate for grant income (see Table 12).

Perhaps the most talked about concern influencing employment and earnings of medical school psychologists is the proliferation of changes in the health care system in the last decade (e.g., managed care, provider panels) (see Table 13). Across all departments, almost 39% of psychologists claimed that their clinical income or salary was affected by these changes. Thirty-two percent reported that their hospital underwent a merger with another organization within the past five years, and of those, 22% claimed that psychology positions were lost as a result of the merger. The impact of the merger as a result of changes in the health care system reportedly caused 19% of these psychologists to undergo an increase in required clinical hours, 17% to experience less time for professional development, 15% to receive less support for teaching, and 13% to experience less research support. Still, the majority of psychologists (61%) working in hospitals that experienced a merger reported no impact on their daily work activities.

TABLE 10
Sources of "Soft Money" Income of Medical School Psychologists
by Department Type

	Median	Q1	Q3	Mean	SD	N
% of Mandatory Salary Contribution						
ALL DEPARTMENTS						
Clinical Work	55	33	100	63	33	288
Research Grants	90	50	100	76	28	289
Both	100	50	100	80	26	291
PSYCHOLOGY						
Clinical Work	75	70	100	77	25	5
Research Grants	50	30	100	61	33	8
Both	70	42	100	69	31	8
PSYCHIATRY & BEHAV. SCI.						
Clinical Work	54	33	100	62	33	182
Research Grants	90	50	100	76	28	157
Both	100	60	100	80	26	156
PEDIATRICS						
Clinical Work	50	40	100	60	34	21
Research Grants	100	50	100	78	26	18
Both	90	50	100	76	28	38
NEURO/BIO/PHYS/ANAT						
Clinical Work	100	50	100	75	32	20
Research Grants	80	50	100	73	29	30
Both	100	100	100	91	21	36
REHAB OR PAIN MANAGEMENT						
Clinical Work	40	30	100	57	34	6
Research Grants	48	18	88	53	42	4
Both	100	50	100	83	24	17

(continued)

TABLE 10 (continued)
Sources of "Soft Money" Income of Medical School Psychologists
by Department Type

	Median	Q1	Q3	Mean	SD	N
% of Mandatory Salary Contribution						
FAM/COM/HLTH/PREV						
Clinical Work	40	25	50	48	30	31
Research Grants	85	70	100	84	16	10
Both	50	50	95	64	25	13
TRAD. MEDICAL SPECIALTIES						
Clinical Work	100	75	100	84	26	13
Research Grants	78	50	100	70	29	28
Both	85	40	100	71	33	12
OTHER DEPARTMENT						
Clinical Work	99	45	100	75	41	8
Research Grants	100	75	100	84	27	33
Both	100	85	100	94	9	8
NOT SPECIFIED						
Clinical Work	56	11	100	56	63	2
Research Grants	25	25	25	25	0	1
Both	50	20	100	57	40	3

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: Statistics represent the percentage of salary that medical school psychologists are required to earn through clinical work, research grants, or both. Only respondents who reported that they are required to earn a proportion of their salary through one or both of these means have been included in this table. In categories where the N is low, statistics reported should be viewed with caution.

TABLE 11
Supplementary Income of Medical School Psychologists
by Department Type

	Psychology		Psychiatry & Behav. Sci.		Pediatrics		Neuro/Bio/ Phys/Anat.		Rehab/Pain Mgmt.		Fam/Com/ Hlth/Prev.		Trad. Med. Specialties		Other Dept.		Not Spec'd		All Depts.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
TOTAL N	62		1089		169		151		63		137		99		127		41		1938	
CLINICAL SUPPLEMENTS TO INCOME																				
Yes	30	48.4	506	46.5	64	37.9	57	37.7	27	42.9	55	40.1	24	24.2	56	44.1	11	26.8	830	42.8
No	25	40.3	509	46.7	98	58.0	86	57.0	34	54.0	73	53.3	68	68.7	61	48.0	12	29.3	966	49.8
Not Specified	7	11.3	74	6.8	7	4.1	8	5.3	2	3.2	9	6.6	7	7.1	10	7.9	18	43.9	142	7.3
OTHER SUPPLEMENTS TO INCOME																				
Yes	25	40.3	520	47.8	62	36.7	86	57.0	30	47.6	58	42.3	61	61.6	56	44.1	10	24.4	908	46.9
No	32	51.6	466	42.8	99	58.6	55	36.4	31	49.2	67	48.9	30	30.3	58	45.7	15	36.6	853	44.0
Not Specified	5	8.1	103	9.5	8	4.7	10	6.6	2	3.2	12	8.8	8	8.1	13	10.2	16	39.0	177	9.1

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: Column percentages may not sum to 100 % due to rounding. In categories where the N is low, statistics reported should be viewed with caution.

TABLE 12
Overhead Rates for Clinical Work and Research Grants
by Department Type

	Median	Q1	Q3	Mean	SD	N
OVERHEAD RATES FOR CLINICAL WORK						
All Departments	28	20	40	31	17	780
Psychology	30	15	49	30	17	21
Psychiatry & Behav. Sci.	28	20	40	30	16	478
Pediatrics	27	15	40	30	21	59
Neuro/Bio/Phys/Anat	31	20	50	35	19	64
Rehab or Pain Management	30	20	45	33	19	34
Fam/Com/Hlth/Prev	24	16	40	29	20	52
Trad Medical Specialties	28	20	50	32	18	29
Other Department	28	20	47	34	21	33
Not Specified	28	10	50	29	18	10
OVERHEAD RATES FOR RESEARCH GRANTS						
All Departments	48	33	55	45	16	876
Psychology	44	36	53	46	18	24
Psychiatry & Behav. Sci.	50	35	55	46	15	481
Pediatrics	42	25	50	38	15	78
Neuro/Bio Phys/Anat	47	37	57	45	16	82
Rehab or Pain Management	47	36	53	45	15	33
Fam/Com/Hlth/Prev	46	25	50	40	21	46
Trad. Medical Specialties	47	43	55	48	13	59
Other Department	46	31	55	45	16	67
Not Specified	23	10	46	35	35	6

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: Statistics represent the percentage of overhead for clinical work and research grants.

TABLE 13
Impacts of Changes in the Health Care System on Employment of Medical School Psychologists
by Department Type

	Psychology		Psychiatry & Behav. Sci.		Pediatrics		Neuro/Bio/Phys/Anat.		Rehab/Pain Mgmt.		Fam/Com/Hlth/Prev.		Trad. Med. Specialties		Other Dept.		Not Spec'd		All Depts.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
TOTAL N	62		1089		169		151		63		137		99		127		41		1938	
INCOME AFFECTED BY CHANGES IN HEALTH CARE SYSTEM																				
Yes	24	38.7	439	40.3	71	42.0	53	35.1	28	44.4	54	39.4	30	30.3	37	29.1	17	41.5	753	38.9
No	29	46.8	547	50.2	85	50.3	73	48.3	31	49.2	72	52.6	52	52.5	75	59.1	11	26.8	975	50.3
Not Specified	9	14.5	103	9.5	13	7.7	25	16.6	4	6.3	11	8.0	17	17.2	15	11.8	13	31.7	210	10.8
HOSPITAL MERGED WITH ANOTHER ORGANIZATION IN PAST FIVE YEARS																				
Yes	22	35.5	382	35.1	38	22.5	46	30.5	19	30.2	37	27.0	23	23.2	32	25.2	13	31.7	612	31.6
No	30	48.4	566	52.0	116	68.6	77	51.0	39	61.9	77	56.2	59	59.6	53	41.7	12	29.3	1029	53.1
Not Specified	10	16.1	141	12.9	15	8.9	28	18.5	5	7.0	23	16.8	17	17.2	42	33.1	16	39.0	297	15.3

(continued)

TABLE 13 (continued)

Impacts of Changes in the Health Care System on Employment of Medical School Psychologists
by Department Type

	Psychology		Psychiatry & Behav. Sci.		Pediatrics		Neuro/Bio/ Phys/Anat.		Rehab/Pain Mgmt.		Fam/Com/ Hlth/Prev.		Trad. Med. Specialties		Other Dept.		Not Spec'd		All Depts.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
POSITIONS LOST DUE TO MERGER†																				
Yes	3	99			5		7		3		5		4		5		6		137	
	13.6	25.9			13.2		15.2		15.8		13.5		17.4		15.6		46.2		22.4	
No	16	245	27				29		14		29		11		19		4		394	
	72.7	64.1	71.1				63.0		73.7		78.4		47.8		59.4		30.8		64.4	
Not Specified	3	38	6				10		2		3		8		8		3		81	
	13.6	9.9	15.8				21.7		10.5		8.1		34.8		25.0		23.1		13.2	
IMPACT OF MERGER†																				
No Impact	14	255	25				28		11		31		12		20		4		370	
	63.6	58.9	65.8				60.9		57.9		83.8		52.2		62.5		30.8		60.5	
More Clinical Hours Required	4	75	7				10		5		1		6		5		2		115	
	18.2	19.6	18.4				21.7		26.3		2.7		26.1		15.6		15.4		18.8	
Less Research Support	3	51	5				5		4		0		4		3		2		77	
	13.6	13.4	13.2				10.9		21.1		0.0		17.4		9.4		15.4		12.6	
Less Support for Teaching	3	63	4				4		4		2		4		5		3		92	
	13.6	16.5	10.5				8.7		21.1		5.4		17.4		15.6		23.1		15.0	
Less Time for Prof. Development	4	69	7				5		4		1		4		5		3		102	
	18.2	18.1	18.4				10.9		21.1		2.7		17.4		15.6		23.1		16.7	
Other Impact	2	34	3				4		1		3		1		5		2		55	
	9.1	8.9	7.9				8.7		5.3		8.1		4.3		15.6		15.4		9.0	

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: Column percentages may not sum to 100% due to rounding. In categories where the N is low, statistics reported should be viewed with caution.

†Statistics in these categories are based only on total number of respondents who indicated that their hospital experienced a merger in past five years.

Respondents indicated all relevant impacts of merger. Therefore percentages exceed 100% in "Impact of Merger" category due to multiple responses.

SECTION 6 EARNED INCOME

This section presents several tables and figures that illustrate the full-time salaries of psychologists within medical school settings. These data can be found in Tables 14-89 and Figures 4-17. The data have been analyzed by department type, academic rank, years since doctorate, geographic region, and gender. Where possible (given sufficient Ns) the data also have been broken down by base salary, clinical income, other additional income, and total income. Salaries of non-tenured research faculty only are presented in Table 89.

Some general conclusions may be drawn from the data. Namely, psychologists employed within Traditional Medical Specialties (e.g., Cardiology, Oncology, Obstetrics/Gynecology, Radiology) were among the highest paid psychologists within medical schools, and those in departments of pediatrics had the lowest median salaries. As expected, salaries steadily increased with increasing academic rank. Full professors earned the highest income, followed by associate professors, and then assistant professors. Further, also as anticipated, salaries generally increased with increasing years of experience.

All full-time-employed respondents were categorized into regions and metropolitan areas on the basis of zip code. Salaries varied according to geographic region of the United States and selected metropolitan areas. Tables 49-71 should only be used to make general comparisons among the different regions and metropolitan areas, and should not be applied to individual salaries. This is because it is likely that median salaries are affected by differences in cost of living, as well as other factors such as department type, academic rank, years of experience, and gender.

Generally, the median salaries of men were notably higher than that of women, with only few exceptions. This was typically the case regardless of department type, academic rank, and years since doctorate (i.e., years of experience). Also noteworthy was that, for men, salaries steadily increased with increasing years of experience. In contrast, salaries for women did not share the predicted steady trend of increasing with years of experience.

TABLE 14
1996 Earnings of Psychologists Employed Full Time in Medical Schools
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	66,100	54,000	85,000	72,591	26,918	1,371
Clinical Income	13,700	6,000	30,000	23,460	27,943	345
Additional Income	4,000	1,400	10,000	10,294	29,910	745
Total Income	75,000	59,500	99,000	83,569	36,899	1,335
Full professor						
Base Salary	98,000	81,000	119,000	100,613	28,695	353
Clinical Income	17,500	6,000	39,892	27,146	29,538	62
Additional Income	6,000	2,000	15,000	17,349	47,424	252
Total Income	108,500	90,000	135,000	116,429	42,999	345
Associate Professor						
Base Salary	70,000	60,000	80,000	71,885	17,994	401
Clinical Income	20,000	10,000	36,000	30,188	32,770	106
Additional Income	3,000	1,300	9,000	7,151	11,609	234
Total Income	77,000	66,000	94,000	83,510	27,393	391
Assistant Professor						
Base Salary	55,000	48,000	65,000	57,728	14,423	499
Clinical Income	10,000	5,000	25,000	17,997	21,891	138
Additional Income	2,500	1,000	6,000	5,618	8,578	220
Total Income	60,100	51,000	73,000	65,140	20,189	483
Lecturer/Instructor						
Base Salary	48,500	41,000	58,000	50,287	15,805	47
Clinical Income	11,000	5,000	30,000	18,377	16,932	15
Additional Income	3,000	700	4,000	3,190	3,435	17
Total Income	51,650	42,500	65,700	56,457	19,906	45
Other Rank						
Base Salary	51,000	42,000	64,575	56,782	21,522	53
Clinical Income	9,086	2,500	25,000	24,219	39,605	14
Additional Income	2,500	1,000	13,500	7,228	7,515	16
Total Income	60,000	43,000	75,000	64,425	28,088	53
No Academic Appointment						
Base Salary	54,050	39,000	62,000	53,092	19,044	12
Clinical Income						7
Additional Income						3
Total Income	58,600	41,000	77,500	59,442	20,974	12

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

Figure 4
1996 Median Base Salary of Full-Time
Medical School Psychologists
by Academic Rank

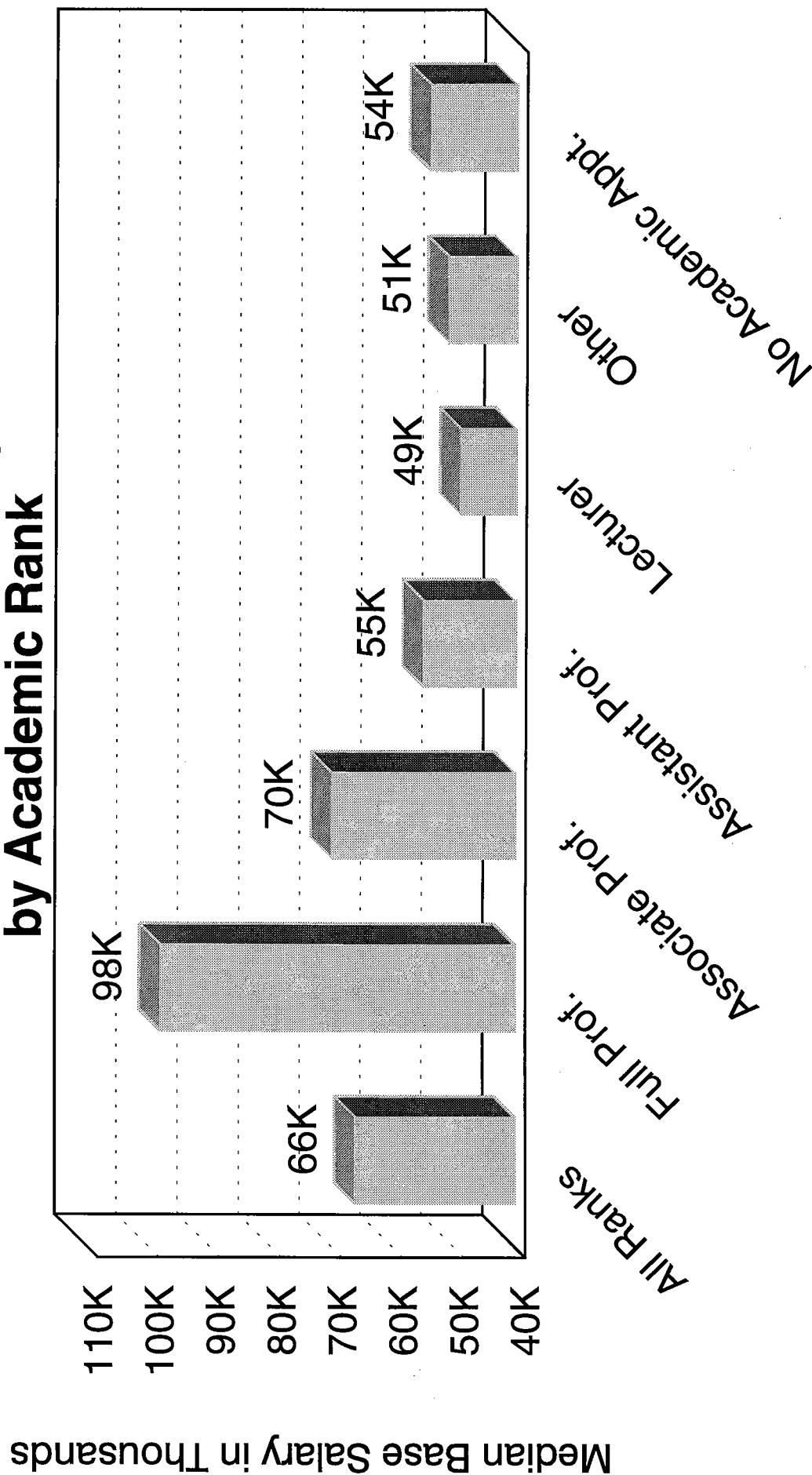


Figure 5
1996 Total Median Income of Full-Time
Medical School Psychologists
by Academic Rank

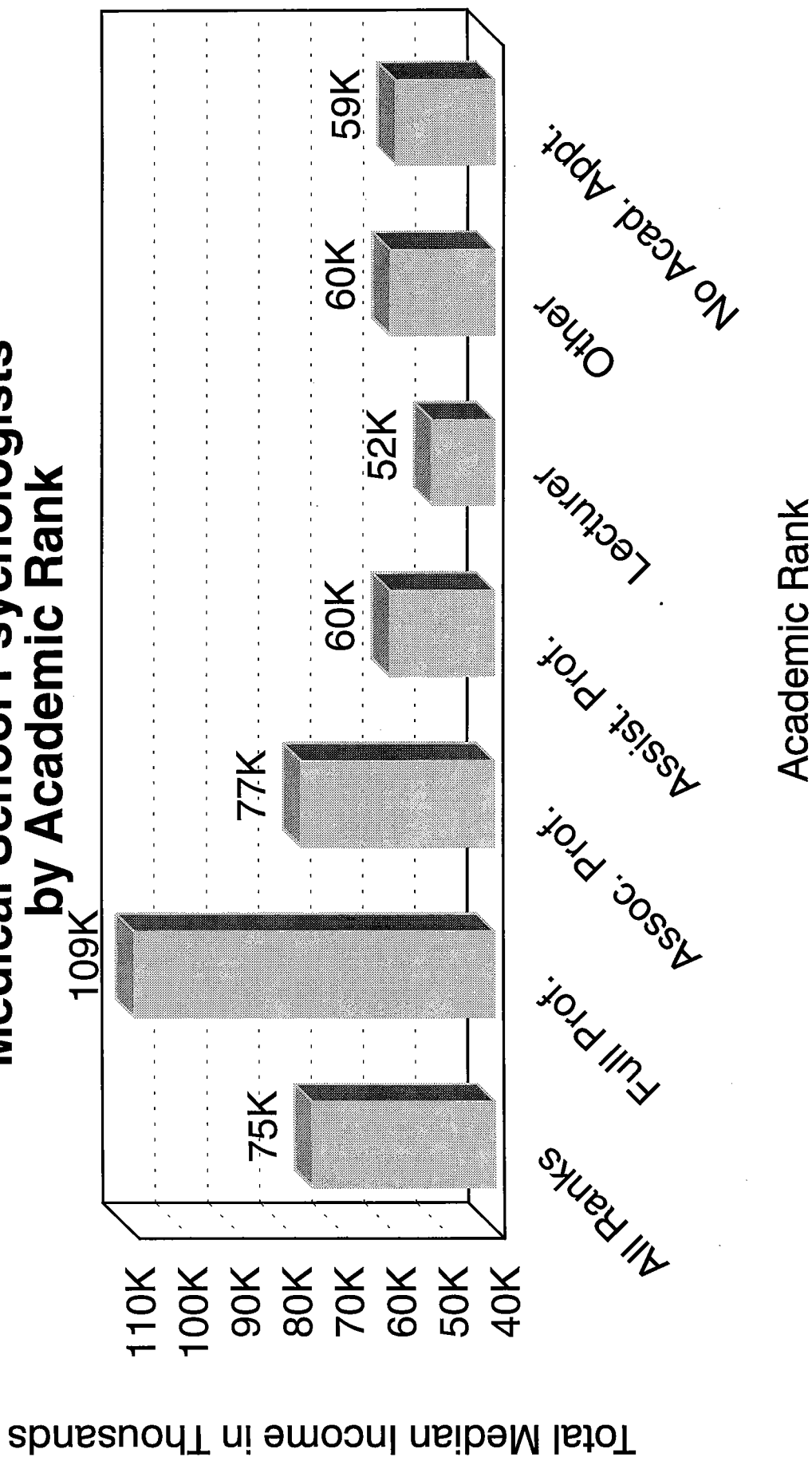


TABLE 15
1996 Earnings of Psychologists Employed Full Time in Medical School
Psychology Departments
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	67,500	56,000	90,000	73,137	27,296	41
Clinical Income	15,000	5,000	40,000	27,344	31,848	16
Additional Income	3,000	2,000	10,000	7,897	10,237	17
Total Income	85,600	60,000	103,750	88,182	35,499	39
Full Professor						
Base Salary	90,400	90,000	102,667	90,726	25,196	14
Clinical Income						6
Additional Income	4,000	2,000	10,000	9,159	11,659	11
Total Income	103,750	97,000	150,000	120,788	29,666	13
Associate Professor	(Insufficient <u>N</u> s of faculty for analysis)					
Assistant Professor						
Base Salary	56,300	48,000	60,000	57,232	14,045	15
Clinical Income						7
Additional Income						3
Total Income	68,039	52,500	80,000	67,034	16,892	14
Lecturer/Instructor	(Insufficient <u>N</u> s of faculty for analysis)					
Other Rank	(Insufficient <u>N</u> s of faculty for analysis)					
No Academic Appointment	(Insufficient <u>N</u> s of faculty for analysis)					

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 16
1996 Earnings of Psychologists Employed Full Time in Medical School
Psychiatry and Behavioral Science Departments
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	66,236	52,176	88,000	72,954	28,225	763
Clinical Income	13,193	6,000	30,000	22,886	26,797	204
Additional Income	3,750	1,200	10,000	12,073	38,437	420
Total Income	75,000	59,500	100,000	84,422	39,219	745
Full Professor						
Base Salary	100,001	82,000	121,000	103,392	30,154	188
Clinical Income	30,000	9,000	39,892	30,392	29,558	35
Additional Income	6,000	2,000	17,000	23,435	64,947	127
Total Income	112,500	91,500	140,000	121,074	47,961	183
Associate Professor						
Base Salary	70,500	60,000	84,000	73,464	19,195	235
Clinical Income	20,000	10,000	35,000	28,007	29,684	62
Additional Income	3,000	1,500	10,000	7,706	12,427	140
Total Income	79,500	67,000	97,000	84,961	26,272	230
Assistant Professor						
Base Salary	54,420	47,000	64,500	57,353	14,942	277
Clinical Income	10,000	5,000	25,000	18,886	25,020	85
Additional Income	2,100	1,000	6,000	5,289	8,045	134
Total Income	60,000	50,000	72,000	65,110	21,228	271
Lecturer/Instructor						
Base Salary	46,000	40,500	52,000	47,015	12,726	29
Clinical Income	10,000	5,000	20,000	13,365	12,557	10
Additional Income	2,000	700	3,000	2,798	3,110	10
Total Income	48,500	40,000	65,700	52,825	15,616	27
Other Rank						
Base Salary	46,700	40,000	55,700	47,970	11,320	25
Clinical Income						7
Additional Income						5
Total Income	51,949	40,000	64,575	53,271	15,194	25

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 17
1996 Earnings of Psychologists Employed Full Time in Medical School
Pediatrics Departments
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	61,193	51,673	72,185	64,835	20,137	130
Clinical Income	10,300	5,000	22,000	14,181	10,426	31
Additional Income	2,500	1,000	10,000	6,779	9,194	59
Total Income	65,000	54,000	86,000	72,279	24,663	126
Full Professor						
Base Salary	87,750	75,000	102,500	92,044	22,882	24
Clinical Income						6
Additional Income	10,000	2,250	14,500	10,806	9,619	16
Total Income	96,500	86,000	112,000	102,098	26,703	25
Associate Professor						
Base Salary	64,350	57,000	75,000	66,776	13,617	42
Clinical Income	11,000	5,000	16,000	12,600	7,336	10
Additional Income	2,000	1,000	9,369	5,250	6,200	25
Total Income	70,900	63,975	85,500	73,746	16,028	40
Assistant Professor						
Base Salary	54,000	47,300	60,693	54,037	9,588	56
Clinical Income	8,000	3,500	20,000	11,608	9,823	12
Additional Income	1,900	850	4,900	5,738	12,135	16
Total Income	56,150	48,000	65,000	59,170	15,299	53

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 18
1996 Earnings of Psychologists Employed Full Time in Medical School
Neurology/Biology/Physiology/Anatomy Departments
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	70,000	58,900	92,000	76,078	25,125	115
Clinical Income	20,000	6,000	40,000	27,074	29,602	27
Additional Income	3,000	1,200	5,000	5,978	8,714	70
Total Income	78,000	65,000	105,000	87,216	33,577	111
Full Professor						
Base Salary	100,250	85,000	114,000	100,167	24,357	36
Clinical Income						4
Additional Income	5,000	2,000	10,000	8,884	11,673	25
Total Income	106,000	87,000	129,500	109,836	29,075	36
Associate Professor						
Base Salary	67,500	65,000	74,000	69,860	11,349	30
Clinical Income	20,000	11,000	55,000	38,300	42,132	10
Additional Income	2,000	700	10,000	6,585	9,029	17
Total Income	74,000	66,000	85,000	86,897	37,331	29
Assistant Professor						
Base Salary	57,000	50,000	70,000	61,490	17,034	39
Clinical Income	20,000	5,500	27,500	19,917	15,728	12
Additional Income	2,000	500	4,700	2,763	2,154	23
Total Income	65,750	56,800	82,000	69,652	21,123	36

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 19
1996 Earnings of Psychologists Employed Full Time in Medical School
Rehabilitation and Pain Management Departments
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	62,000	55,000	75,000	69,433	28,729	50
Clinical Income	12,000	8,000	18,000	30,321	44,803	14
Additional Income	4,000	2,040	10,000	8,914	14,792	27
Total Income	67,800	56,500	82,000	79,731	37,767	49
Full Professor						
Base Salary	79,500	72,000	108,000	101,080	47,090	10
Clinical Income						4
Additional Income						8
Total Income	97,750	80,000	168,000	121,300	55,968	10
Associate Professor						
Base Salary	64,500	59,412	75,000	69,009	15,165	18
Clinical Income						2
Additional Income	4,000	2,000	6,000	5,341	5,296	11
Total Income	68,250	60,206	86,350	74,241	19,015	16
Assistant Professor						
Base Salary	54,500	50,000	60,062	55,082	10,435	21
Clinical Income						7
Additional Income						8
Total Income	57,000	52,500	68,000	61,617	15,724	21

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 20
1996 Earnings of Psychologists Employed Full Time in Medical School
Family/Community/Health/Prevention Departments
by Academic Rank

45

	Median	Q1	Q3	Mean	SD	<u>N</u>
All Ranks						
Base Salary	70,000	55,500	85,000	72,641	23,243	99
Clinical Income	10,000	6,000	42,000	30,935	38,288	23
Additional Income	4,000	1,000	10,000	6,877	8,181	47
Total Income	75,750	60,250	97,500	83,917	34,266	96
Full Professor						
Base Salary	90,500	79,000	104,750	93,503	22,707	28
Clinical Income						2
Additional Income	5,000	3,000	13,000	9,626	9,708	21
Total Income	105,200	85,000	119,000	106,198	27,149	26
Associate Professor						
Base Salary	70,000	60,000	84,000	71,730	20,296	27
Clinical Income	30,000	9,000	100,000	45,091	46,606	11
Additional Income	2,000	1,000	4,000	2,904	2,621	13
Total Income	77,000	64,700	95,000	92,256	42,531	27
Assistant Professor						
Base Salary	58,500	52,100	71,000	61,267	14,374	32
Clinical Income						6
Additional Income						9
Total Income	59,000	52,175	75,250	64,823	15,957	32

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 21
1996 Earnings of Psychologists Employed Full Time in Medical School
Departments of Traditional Medical Specialties
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	75,000	60,000	92,000	78,945	26,317	81
Clinical Income	25,000	5,500	40,000	29,292	29,085	12
Additional Income	5,500	2,000	10,700	7,966	7,875	52
Total Income	82,000	66,700	106,250	90,872	41,814	80
Full Professor						
Base Salary	98,000	85,200	116,000	101,390	27,817	25
Clinical Income						2
Additional Income	10,000	5,000	15,000	10,389	6,811	19
Total Income	107,500	90,000	123,000	117,866	57,900	25
Associate Professor						
Base Salary	75,000	60,000	83,600	75,458	22,523	22
Clinical Income						6
Additional Income	4,000	1,000	8,000	4,950	5,077	15
Total Income	82,700	70,000	110,000	89,333	26,369	22
Assistant Professor						
Base Salary	64,300	56,000	73,800	65,253	14,010	30
Clinical Income						3
Additional Income	6,000	2,000	11,000	8,775	10,373	16
Total Income	69,000	62,000	80,000	72,014	20,436	29

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The category "Departments of Traditional Medical Specialties" refers to departments such as cardiology, oncology, obstetrics/gynecology, radiology).

No statistics are provided where the N is less than 10.

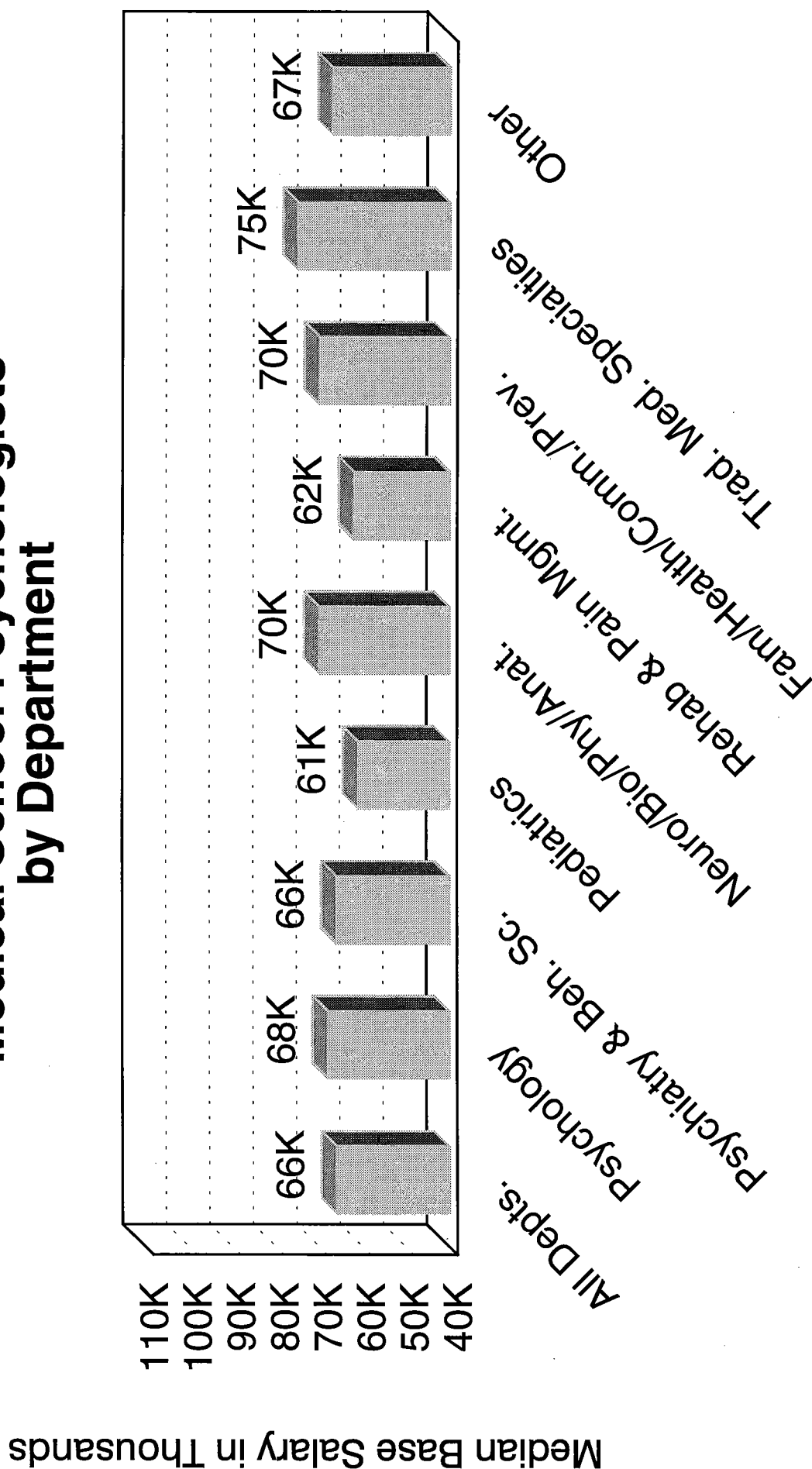
TABLE 22
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in Other Departments
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	67,000	51,605	86,000	71,833	26,938	81
Clinical Income	9,500	5,000	20,000	18,936	22,523	14
Additional Income	5,000	1,750	10,000	12,230	18,335	48
Total Income	72,300	58,500	99,000	80,975	30,684	80
Full Professor						
Base Salary	100,500	84,000	114,828	99,852	27,745	24
Clinical Income						2
Additional Income	5,500	1,500	15,000	14,786	21,390	22
Total Income	114,750	95,000	138,375	112,948	27,150	24
Associate Professor						
Base Salary	69,000	58,667	75,000	67,994	11,574	18
Clinical Income						2
Additional Income						9
Total Income	68,750	58,500	79,500	68,261	13,715	18
Assistant Professor						
Base Salary	50,000	47,500	63,000	54,226	13,302	27
Clinical Income						6
Additional Income	8,000	5,000	15,250	12,714	14,027	11
Total Income	61,900	50,000	80,000	66,883	23,455	26

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

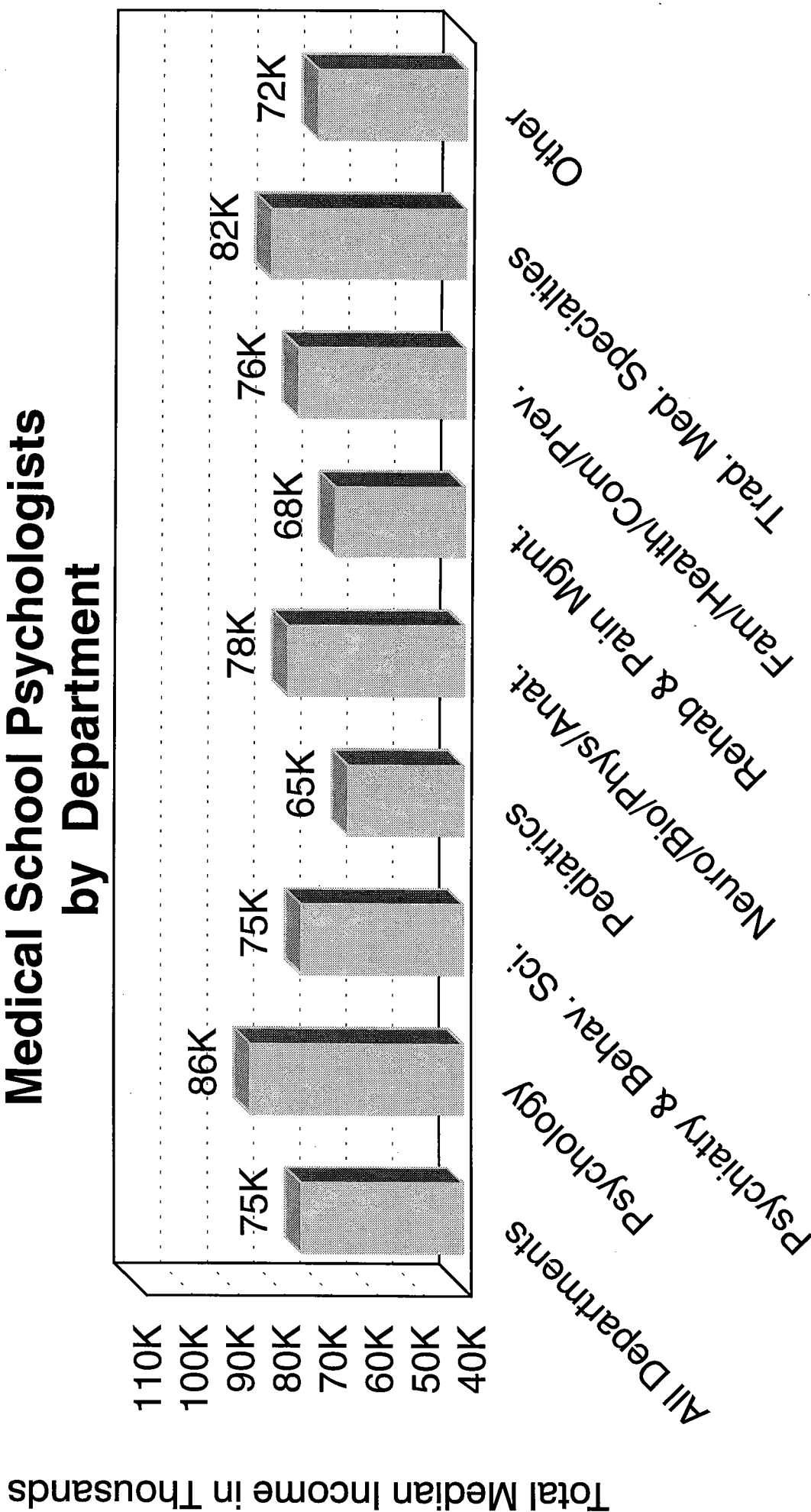
Note: No statistics are provided where the N is less than 10.

Figure 6
1996 Median Base Salary of Full-Time
Medical School Psychologists
by Department



Types of Departments

Figure 7
1996 Total Median Income of Full-Time
Medical School Psychologists
by Department



Types of Departments

Note: Total income includes all supplements to salary from psychology-related, professional activities such as clinical work, teaching, and consulting.

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

TABLE 23
1996 Earnings of Psychologists Employed Full Time in Medical Schools
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
0-1 Year						
Base Salary						2
Clinical Income						1
Additional Income	2,100	500	8,000	7,226	12,017	37
Total Income						2
2-4 Years						
Base Salary	46,000	41,000	50,000	46,730	7,682	101
Clinical Income	7,525	2,000	14,000	12,709	16,625	22
Additional Income	2,040	1,000	5,000	5,467	9,236	123
Total Income	49,945	42,000	58,400	51,871	12,479	94
5-9 Years						
Base Salary	55,000	48,000	61,500	56,045	12,961	285
Clinical Income	12,000	5,000	25,000	18,294	20,480	85
Additional Income	3,000	1,200	7,000	6,219	8,878	141
Total Income	59,250	50,000	72,000	63,647	20,515	278
10-14 Years						
Base Salary	65,000	55,750	75,000	66,339	17,507	260
Clinical Income	10,000	5,000	30,000	22,198	30,550	61
Additional Income	3,500	2,000	10,000	8,907	14,431	161
Total Income	70,500	60,000	82,600	75,127	25,882	253
15-19 Years						
Base Salary	74,000	61,405	89,000	77,877	22,302	250
Clinical Income	10,500	5,000	26,000	21,674	28,550	58
Additional Income	6,000	2,000	13,000	10,916	13,748	107
Total Income	82,000	66,615	100,000	88,264	29,856	244
20-24 Years						
Base Salary	78,500	65,000	103,000	85,081	30,725	178
Clinical Income	20,000	10,000	50,000	30,569	29,974	42
Additional Income	5,000	2,000	12,000	11,324	18,614	103
Total Income	93,275	70,400	122,250	99,524	37,882	176
25-29 Years						
Base Salary	90,000	72,500	108,000	92,940	31,629	169
Clinical Income	22,000	10,000	38,946	31,591	34,666	44
Additional Income	5,000	2,000	10,000	33,481	93,079	60
Total Income	100,000	85,000	122,500	107,393	40,929	166
30+ Years						
Base Salary	90,000	72,000	110,000	92,595	29,043	102
Clinical Income	20,000	8,400	50,000	31,845	30,752	25
Total Income	100,300	80,105	126,000	112,165	55,191	99

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 24
Distribution of 1996 Base Salaries of Psychologists Employed Full Time in Medical Schools
by Years Since Doctorate

11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
\$150K or more		1	6	12	23	16	14
125-149K		1	4	17	19	23	13
110-124K	1	7	6	16	18	24	14
100-109K		8	12	22	14	21	13
\$90K-99K		10	22	30	21	24	12
89,000	1			5	1	3	1
88,000		2	3	1	1	2	
87,000			2	1	2	3	1
86,000		2	3	5	2	3	
85,000		9	3	4	4	6	
84,000		3	1	2	4	2	2
83,000			1	1		2	
82,000		1	3	7	2		3
81,000			2	3	1	1	
80,000		5	8	9	3	2	5
79,000		1	1		2		1
78,000		2	6	7		1	1
77,000		2	3	3	3	2	1
76,000	1	1	4	5	1	2	1
75,000	1	4	9	8	2		1
74,000		5	4	2			1
73,000		3	6	1	3	2	
72,000		5	7	3	3	1	
71,000	1	1	10	5	2	1	
70,000	2	4	7	4	4	8	2
69,000	2	2	3	2		3	
68,000	2	1	3	3	3	1	2
67,000		5	8	5		2	1
66,000		3	11	5	4		2
65,000	2	10	15	3	4	1	2
64,000	2	3	1	5	1	2	
63,000	2	5	2	4	4		1
62,000	2	11	5	2	1	2	1
61,000	2	8	1	1			
60,000	2	10	11	13	6	2	
59,000		11	1				1
58,000	2	5	4	4			
57,000	1	9	6	4	1		
56,000	3	7	7	2	1	1	
55,000	2	8	5	3	2		
54,000	3	9	5		3		
53,000		6	4	2	1		
52,000	3	10	6	3	2		1
51,000	3	5	1	1		1	
50,000	7	10	3	2	2		1
49,000	4	7	3	1		1	
48,000	2	15	2	1			
47,000	3	8	2		1		
46,000	4	4	2				
45,000	2	6	2	1			
44,000	1	2					
43,000	4	3		1	1		
42,000	6	5	4		1		
41,000	3	1	1				
\$40K or less	18	12	2	3	3	1	
N	101	285	260	250	178	169	102
90%	58,000	71,950	85,600	109,000	131,200	130,000	125,000
75%	50,000	61,500	75,000	89,000	103,000	108,000	110,000
Median	46,000	55,000	65,000	74,000	78,500	90,000	90,000
25%	41,000	48,000	55,750	61,405	65,000	72,500	72,000
10%	39,100	42,200	47,750	54,250	52,300	57,000	59,000
Mean	46,730	56,045	66,339	77,877	85,081	92,940	92,595
SD	7,682	12,961	17,507	22,302	30,725	31,629	29,043
11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
American Psychological Association. 1998.

TABLE 25
Distribution of 1996 Incomes of Psychologists Employed Full Time in Medical Schools
by Years Since Doctorate

Total income	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
\$175K or more		1	2	3	8	9	6
150,174			4	9	15	7	8
125,149		1	4	17	19	23	13
110,124	1	7	6	16	18	24	14
100-109K		8	12	22	14	21	13
90K-99K		10	22	30	21	24	12
\$89,000	1			5	1	3	1
88,000		2	3	1	1	2	
87,000			2	1	2	3	1
86,000		2	3	5	2	3	
85,000		9	3	4	4	6	
\$84,000		3	1	2	4	2	2
83,000			1	1		2	
82,000		1	3	7	2		3
81,000			2	3	1	1	
80,000		5	8	9	3	2	5
\$79,000		1	1		2		1
78,000		2	6	7		1	1
77,000		2	3	3	3	2	1
76,000	1	1	4	5	1	2	1
75,000	1	4	9	8	2		1
\$74,000		5	4	2			1
73,000		3	6	1	3	2	
72,000		5	7	3	3	1	
71,000	1	1	10	5	2	1	
70,000	2	4	7	4	4	8	2
\$69,000	2	2	3	2		3	
68,000	2	1	3	3	3	1	2
67,000		5	8	5		2	1
66,000		3	11	5	4		2
65,000	2	10	15	3	4	1	2
\$64,000	2	3	1	5	1	2	
63,000	2	5	2	4	4		1
62,000	2	11	5	2	1	2	1
61,000	2	8	1	1			
60,000	2	10	11	13	6	2	
\$59,000		11	1				1
58,000	2	5	4	4			
57,000	1	9	6	4	1		
56,000	3	7	7	2	1	1	
55,000	2	8	5	3	2		
\$54,000	3	9	5		3		
53,000		6	4	2	1		
52,000	3	10	6	3	2		1
51,000	3	5	1	1		1	
50,000	7	10	3	2	2		1
\$49,000	4	7	3	1		1	
48,000	2	15	2	1			
47,000	3	8	2		1		
46,000	4	4	2				
45,000	2	6	2	1			
\$44,000	1	2					
43,000	4	3		1	1		
42,000	6	5	4		1		
41,000	3	1	1				
40K or less	18	12	2	3	3	1	1
N	94	278	253	244	176	166	99
90%	68,000	88,000	100,000	135,000	153,000	149,000	160,000
75%	58,000	72,000	82,000	100,000	122,000	122,000	126,000
Median	49,500	59,000	70,000	82,000	93,000	100,000	100,000
25%	42,000	50,000	60,000	66,500	70,000	85,000	80,000
10%	40,000	45,000	52,000	58,000	57,000	69,000	66,000
Mean	51,702	63,489	74,976	88,135	99,403	107,265	112,081
SD	12,498	20,548	25,925	29,901	37,921	40,974	55,218

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
American Psychological Association. 1998.

Figure 8
1996 Median Base Salary of Full-Time
Medical School Psychologists
by Years Since Doctorate

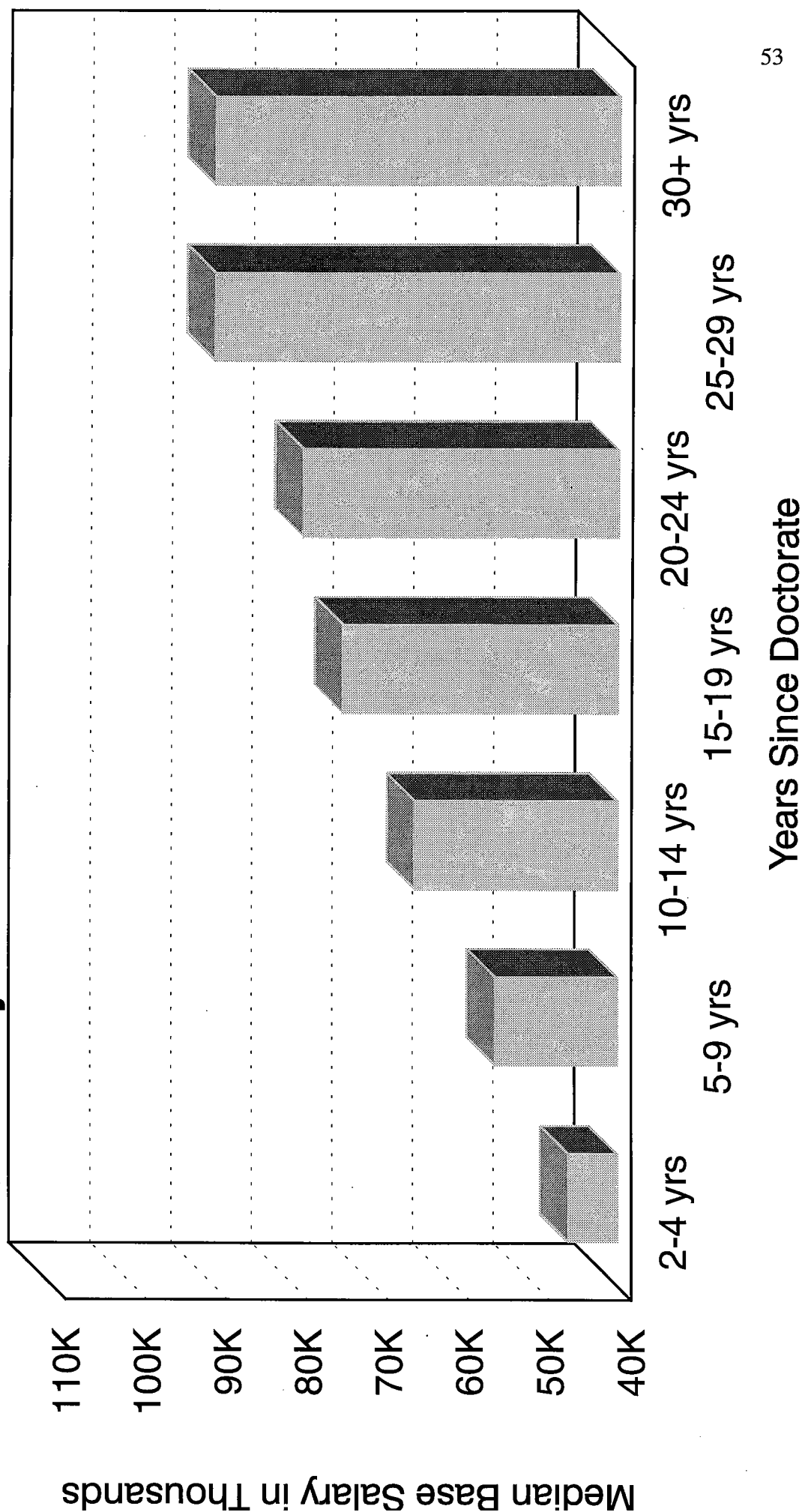
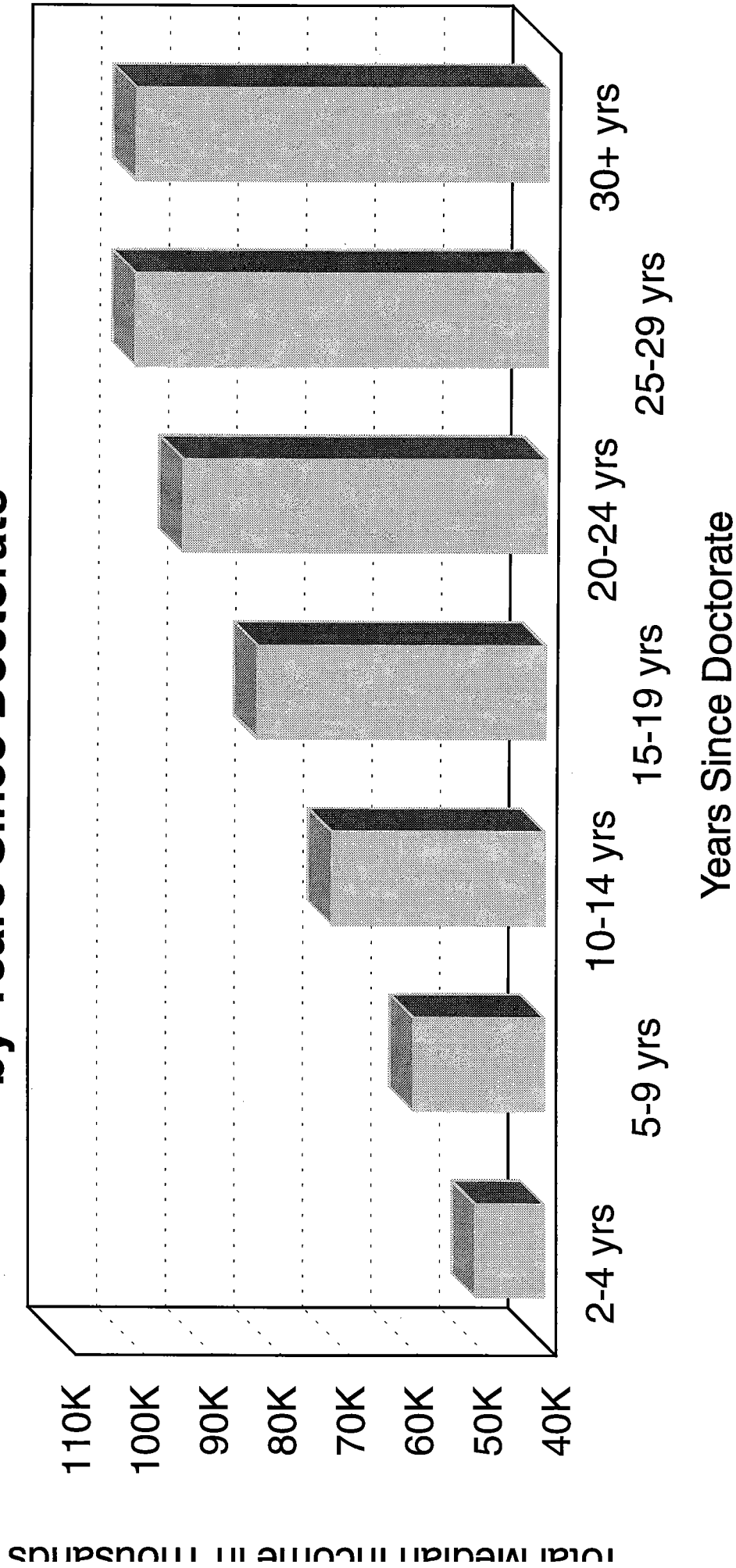


Figure 9
1996 Total Median Income of Full-Time
Medical School Psychologists
by Years Since Doctorate



Note: Total income includes all supplements to salary from psychology-related, professional activities such as clinical work, teaching, and consulting.
 Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

TABLE 26
Distribution of 1996 Base Salaries of Psychologists Employed Full Time
in Medical School Psychology Departments by Years Since Doctorate

11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
\$110K or more				2	3	1	1
100-109K					1	1	1
\$90K-99K		1	2	2	1	1	2
89,000							
88,000							
87,000							
86,000							
85,000		1	1				
84,000							
83,000							
82,000							
81,000							
80,000		1					
79,000							
78,000							
77,000							
76,000							
75,000							
74,000		1					
73,000					1		
72,000							
71,000						1	
70,000							
69,000							
68,000							
67,000							
66,000					1		
65,000							
64,000							
63,000				1	1		
62,000							
61,000							
60,000		1					
59,000							
58,000							
57,000		1					
56,000							
55,000							
54,000							
53,000		1					
52,000			1				
51,000							
\$50K or less	3	2			1		
N	3	10	4	5	9	4	5
90 %		80,000					
75 %		60,000					
Median		57,250					
25 %		48,000					
10 %		41,000					
Mean		57,350					
SD		15,964					
11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
 American Psychological Association. 1998.

TABLE 27
Distribution of 1996 Incomes of Psychologists Employed Full Time
in Medical School Psychology Departments by Years Since Doctorate

Total income	2-4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+
years	years	years	years	years	years	years	years
100K or more				2	4	2	2
90K-99K		1	2	2	1	1	2
80K-89K		2	1				
\$79,000							
78,000							
77,000							
76,000							
75,000							
\$74,000		1					
73,000					1		
72,000							
71,000						1	
70,000							
\$69,000							
68,000							
67,000							
66,000					1		
65,000							
\$64,000							
63,000				1	1		
62,000							
61,000							
60,000		1					
\$59,000							
58,000							
57,000		1					
56,000							
55,000							
\$54,000							
53,000		1					
52,000			1				
51,000							
50K or less	3	2			1		
N	3	9	4	5	9	4	4

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
American Psychological Association. 1998.

TABLE 28
1996 Earnings of Psychologists Employed Full Time in Medical School
Psychiatry and Behavioral Sciences Departments
by Years Since Doctorate

57

	Median	Q1	Q3	Mean	SD	N
2-4 Years						
Base Salary	45,550	40,250	50,000	46,658	7,878	64
Clinical Income	9,000	2,600	14,000	12,053	14,755	15
Additional Income	4,000	500	10,000	8,820	13,368	27
Total Income	50,200	41,155	60,600	52,953	14,251	60
5-9 Years						
Base Salary	52,000	46,000	60,000	54,600	12,632	162
Clinical Income	10,250	5,000	25,000	16,370	15,505	50
Additional Income	2,000	1,000	5,000	4,972	7,710	76
Total Income	57,650	48,900	69,000	61,481	18,000	161
10-14 Years						
Base Salary	65,000	56,276	75,000	67,322	18,675	143
Clinical Income	10,000	2,500	30,000	23,897	32,402	34
Additional Income	2,000	1,000	6,000	5,508	7,478	77
Total Income	71,000	60,000	84,687	76,348	26,397	140
15-19 Years						
Base Salary	78,640	66,000	90,000	80,932	21,350	130
Clinical Income	10,000	6,000	25,000	20,882	29,941	33
Additional Income	4,000	2,000	10,000	9,296	15,380	90
Total Income	85,000	71,394	104,000	90,600	28,035	128
20-24 Years						
Base Salary	76,000	65,000	105,000	84,802	31,777	95
Clinical Income	17,000	10,000	30,000	22,836	18,718	22
Additional Income	10,000	2,000	12,000	12,494	16,238	58
Total Income	93,275	72,000	125,000	101,178	40,351	90
25-29 Years						
Base Salary	95,000	73,500	117,648	95,279	34,309	92
Clinical Income	30,000	17,000	40,000	37,489	36,818	27
Additional Income	5,000	2,000	12,000	12,069	22,156	51
Total Income	101,000	84,000	131,000	109,885	40,641	91
30+ Years						
Base Salary	91,698	68,350	115,250	92,562	31,676	64
Clinical Income	22,500	8,000	36,000	29,063	27,417	18
Additional Income	5,000	2,000	15,000	51,945	118,916	35
Total Income	102,550	80,000	135,000	117,295	64,897	63

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 29
Distribution of 1996 Base Salaries of Psychologists Employed Full Time
in Medical School Psychiatry and Behavioral Science Departments by Years Since Doctorate

11-12-month Salary	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
\$150K or more			4	6	13	12	10
125-149K			2	6	10	14	11
110-124K	1	5	3	11	7	13	8
100-109K		4	9	15	7	12	10
\$90K-99K		3	15	18	13	10	4
89,000	1			4	1	1	1
88,000		2		1	1		
87,000			1		1	1	1
86,000		2	1	2	1	1	
85,000		3		2	1	4	
84,000		3		2	1	1	
83,000			1	1			
82,000		1	1	4	1		1
81,000			1	2	1		
80,000		3	2	6	2	2	2
79,000			1		1		1
78,000		1	5	3		1	
77,000		1		2	2	2	1
76,000	1	1	2	4	1	1	
75,000	1	2	5	3	2		1
74,000		3	2	1			
73,000			6	1			
72,000		3	4	1	2	1	
71,000	1	1	7	3	2		
70,000	2	2	4	1	2	3	2
69,000	1	1	2	1		2	
68,000	2	1	2	2	1	1	2
67,000		3	5	2		2	
66,000		1	6	3	2		2
65,000		6	7	1	2		2
64,000	1	1		3		2	
63,000	2	1	1	1	1		
62,000		8	2	2	1	2	1
61,000	2	6		1			
60,000	2	4	8	6	2	1	
59,000		5					
58,000	1	3	2	1			
57,000	1	3	5				
56,000	2	3	5		1	1	
55,000	1	4	3	1	1		
54,000	3	5	3		1		
53,000		4	3	1	1		
52,000	1	5	2	1	1		1
51,000	2	4		1			
50,000	3	5		1	1		1
49,000	3	7	2	1			
48,000		11					
47,000	2	6	2				
46,000	3	4	1				
45,000	1	6	1				
44,000		2					
43,000	2	1					
42,000	2	3	2		1		
41,000	1						
\$40K or less	15	8			2	1	1
N	64	162	143	130	95	92	64
90%	58,000	70,000	91,500	110,180	130,000	140,000	130,000
75%	50,000	60,000	75,000	90,000	105,000	117,648	115,250
Median	45,550	52,000	65,000	78,640	76,000	95,000	91,698
25%	40,250	46,000	56,276	66,000	65,000	73,500	68,350
10%	37,500	42,000	48,800	57,891	53,300	56,800	51,888
Mean	46,658	54,600	67,322	80,932	84,802	95,279	92,562
SD	7,878	12,632	18,675	21,350	31,777	34,309	31,676
11-12-month Salary	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

TABLE 30
Distribution of 1996 Incomes of Psychologists Employed Full Time
in Medical School Psychiatry and Behavioral Science Departments by Years Since Doctorate

Total income	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
150K or more			4	6	13	12	10
125-149K			2	6	10	14	11
110-124K	1	5	3	11	7	13	8
100-109K		4	9	15	7	12	10
90K-99K		3	15	18	13	10	4
\$89,000	1			4	1	1	1
88,000		2		1	1		
87,000			1		1	1	1
86,000		2	1	2	1	1	
85,000		3		2	1	4	
\$84,000		3		2	1	1	
83,000			1	1			
82,000		1	1	4	1		1
81,000			1	2	1		
80,000		3	2	6	2	2	2
\$79,000			1		1		1
78,000		1	5	3		1	
77,000		1		2	2	2	1
76,000	1	1	2	4	1	1	
75,000	1	2	5	3	2		1
\$74,000		3	2	1			
73,000			6	1			
72,000		3	4	1	2	1	
71,000	1	1	7	3	2		
70,000	2	2	4	1	2	3	2
\$69,000	1	1	2	1		2	
68,000	2	1	2	2	1	1	2
67,000		3	5	2		2	
66,000		1	6	3	2		2
65,000		6	7	1	2		2
\$64,000	1	1		3		2	
63,000	2	1	1	1	1		
62,000		8	2	2	1	2	1
61,000	2	6		1			
60,000	2	4	8	6	2	1	
\$59,000		5					
58,000	1	3	2	1			
57,000	1	3	5				
56,000	2	3	5		1	1	
55,000	1	4	3	1	1		
\$54,000	3	5	3		1		
53,000		4	3	1	1		
52,000	1	5	2	1	1		1
51,000	2	4		1			
50,000	3	5		1	1		1
\$49,000	3	7	2	1			
48,000		11					
47,000	2	6	2				
46,000	3	4	1				
45,000	1	6	1				
\$44,000		2					
43,000	2	1					
42,000	2	3	2		1		
41,000	1						
40K or less	15	8			2	1	1
N	60	161	140	128	90	91	63
90%	70,000	85,000	102,000	123,000	152,500	155,000	163,000
75%	60,500	69,000	84,500	104,000	125,000	131,000	135,000
Median	50,000	57,000	71,000	85,000	93,000	101,000	102,000
25	40,500	48,000	60,000	71,000	72,000	84,000	80,000
10	40,000	45,000	54,000	60,000	58,000	68,000	66,000
Mean	52,767	61,311	76,200	90,461	101,078	109,758	117,206
SD	14,262	18,025	26,434	28,087	40,373	40,695	64,929

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
American Psychological Association. 1998.

TABLE 31
1996 Earnings of Psychologists Employed Full Time in Medical School
Pediatrics Departments
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
2-4 Years						
Base Salary	42,500	41,000	47,600	44,464	8,101	14
Clinical Income						2
Additional Income						3
Total Income	43,000	42,000	49,400	46,091	7,041	11
5-9 Years						
Base Salary	55,375	50,837	60,000	55,747	7,166	28
Clinical Income						7
Additional Income						9
Total Income	57,040	54,000	73,000	62,878	16,698	26
10-14 Years						
Base Salary	62,000	53,250	70,500	62,583	10,880	28
Clinical Income						8
Additional Income	2,000	1,000	5,000	4,841	5,907	17
Total Income	67,000	59,000	81,300	68,991	12,853	28
15-19 Years						
Base Salary	65,000	56,000	82,000	69,582	21,311	27
Clinical Income						5
Additional Income	3,000	1,000	12,000	7,888	10,917	11
Total Income	70,000	56,500	91,000	74,962	26,057	27
20-24 Years						
Base Salary	66,000	52,300	92,000	69,488	20,428	11
Clinical Income						2
Additional Income						5
Total Income	70,800	52,300	97,000	75,987	24,425	11
25-29 Years						
Base Salary	88,000	72,500	96,000	91,654	28,386	13
Clinical Income						5
Additional Income						9
Total Income	95,000	87,500	122,500	105,243	30,365	14

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 32
Distribution of 1996 Base Salaries of Psychologists Employed Full Time
in Medical School Pediatrics Departments by Years Since Doctorate

11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
\$150K or more						1	
125-149K				2		2	
110-124K		1		1	1	3	
100-109K		1		1	1		
\$90K-99K			1	3	2	3	1
89,000						1	
88,000			2				
87,000						2	
86,000			1	1		1	
85,000		2	1		1		
84,000			1				1
83,000							
82,000			1	1			
81,000							
80,000			1				1
79,000							
78,000							1
77,000			1				
76,000							
75,000		1		1			
74,000		1					
73,000		1					
72,000			1				
71,000			2	2			
70,000			1	2	1		
69,000			1				
68,000					1		
67,000							
66,000				1			
65,000	1	1	3	1	1		
64,000			1	1			
63,000			1	1			1
62,000							
61,000		1	1				
60,000		1	1	1			
59,000		2					
58,000			1				
57,000		2		1			
56,000		2		2			
55,000		2	1	1			
54,000		2					
53,000			1				
52,000		1	2	1	1		
51,000			1				
50,000	1		1				
49,000	1					1	
48,000		2					
47,000		1			1		
46,000	1						
45,000	1			1			
44,000							
43,000	1	2		1			
42,000	3						
41,000	2						
\$40K or less				1	1		
N	14	28	28	27	11	13	5
90%	52,000	64,000	80,000	106,000	98,000	126,400	
75%	47,600	60,000	70,500	82,000	92,000	96,000	
Median	42,500	55,375	62,000	65,000	66,000	88,000	
25%	41,000	50,837	53,250	56,000	52,300	72,500	
10%	36,000	47,000	50,000	45,000	47,900	63,500	
Mean	44,464	55,747	62,583	69,582	69,488	91,654	
SD	8,101	7,166	10,880	21,311	20,428	28,386	
11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
 American Psychological Association. 1998.

TABLE 33
Distribution of 1996 Incomes of Psychologists Employed Full Time
in Medical School Pediatrics Departments by Years Since Doctorate

Total income	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
100K or more		1		4	2	6	
90K-99K			1	3	2	3	1
89,000						1	
88,000			2				
87,000						2	
86,000			1	1		1	
85,000		2	1		1		
84,000			1				1
83,000							
82,000			1	1			
81,000							
80,000			1				1
79,000							
78,000							1
77,000			1				
76,000							
75,000		1		1			
74,000		1					
73,000		1					
72,000			1				
71,000			2	2			
70,000			1	2	1		
69,000			1				
68,000					1		
67,000							
66,000				1			
65,000	1	1	3	1	1		
64,000			1	1			
63,000			1	1			1
62,000							
61,000		1	1				
60,000		1	1	1			
59,000		2					
58,000			1				
57,000		2		1			
56,000		2		2			
55,000		2	1	1			
54,000		2					
53,000			1				
52,000		1	2	1	1		
51,000			1				
50,000	1		1				
49,000	1					1	
48,000		2					
47,000		1			1		
46,000	1						
45,000	1			1			
44,000							
43,000	1	2		1			
42,000	3						
41,000	2						
40K or less				1	1		
N	11	26	28	27	11	14	5
90%	50,000	85,000	88,000	112,000	100,000	140,000	
75	49,000	73,000	81,000	91,000	97,000	122,000	
Median	43,000	57,000	67,000	70,000	70,000	94,500	
25	42,000	54,000	59,000	56,000	52,000	87,000	
10	41,000	47,000	52,000	45,000	47,000	86,000	
Mean	46,000	62,731	68,821	74,815	75,727	104,929	
SD	7,029	16,787	12,757	26,083	24,430	30,381	

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

TABLE 34
1996 Earnings of Psychologists Employed Full Time in Medical School
Neurology/Biology/Physiology/Anatomy Departments
by Years Since Doctorate

63

	Median	Q1	Q3	Mean	SD	N
2-4 Years						
Base Salary						4
Clinical Income						1
Additional Income	2,000	2,000	3,000	2,542	1,812	13
Total Income						4
5-9 Years						
Base Salary	58,200	55,000	65,000	62,145	15,372	22
Clinical Income						7
Additional Income	4,000	1,000	5,000	6,447	9,121	15
Total Income	65,000	59,000	79,000	72,917	22,349	21
10-14 Years						
Base Salary	68,000	62,000	78,000	68,485	21,975	21
Clinical Income						6
Additional Income	2,000	700	10,000	5,218	7,067	14
Total Income	72,250	58,000	90,163	85,136	45,527	20
15-19 Years						
Base Salary	70,000	60,000	85,000	74,283	20,289	23
Clinical Income						7
Additional Income						9
Total Income	77,000	66,000	87,000	85,118	28,203	22
20-24 Years						
Base Salary	87,000	70,000	105,000	91,262	30,775	21
Clinical Income						3
Additional Income						5
Total Income	87,000	72,000	129,000	100,571	35,291	21
25-29 Years						
Base Salary	88,500	73,508	100,000	88,431	16,562	10
Clinical Income						1
Additional Income						9
Total Income						8
30+ Years						
Base Salary	102,500	74,000	115,000	95,227	22,708	11
Clinical Income						1
Total Income	105,250	79,250	121,550	105,092	28,955	12

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 35 Distribution of 1996 Base Salaries of Psychologists Employed Full Time in Medical School Neurology/Biology/Physiology/Anatomy Departments by Years Since Doctorate							
11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
\$150K or more			2	1	2		1
125-149K		1	1	2	4	1	1
110-124K		1		1	2	1	3
100-109K		1	1	1	2	2	2
\$90K-99K		2	1			2	1
89,000							
88,000							
87,000			1	1	1		
86,000			1	2			
85,000			1				
84,000					3		
83,000							
82,000				1			1
81,000				1			
80,000			1				
79,000		1					
78,000				1			
77,000		1					
76,000				1			1
75,000				2			
74,000			1				1
73,000		1			1	1	
72,000				1	1		
71,000							
70,000		1	2		1		
69,000							
68,000			1				
67,000			1	1			1
66,000		1	1	1	1		
65,000	1	1			1	1	
64,000							
63,000		1					
62,000							
61,000							
60,000		2		3			
59,000		2					
58,000		1					
57,000		1		1	1		
56,000	1						
55,000				1	1		
54,000							
53,000							
52,000		1					
51,000							
50,000		1	1				
49,000			1				
48,000							
47,000		1					
46,000			1				
45K or less	2		2				
N	4	22	21	23	21	10	11
90 %		74,000	85,000	100,000	125,000	111,500	123,000
75 %		65,000	78,000	85,000	105,000	100,000	115,000
Median		58,200	68,000	70,000	87,000	88,500	102,500
25 %		55,000	62,000	60,000	70,000	73,508	74,000
10 %		50,000	41,000	55,000	55,000	66,900	65,000
Mean		62,145	68,485	74,283	91,262	88,431	95,227
SD		15,372	21,975	20,289	30,775	16,562	22,708
11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
American Psychological Association. 1998.

TABLE 36							
Distribution of 1996 Incomes of Psychologists Employed Full Time							
in Medical School Neurology/Biology/Physiology/Anatomy Departments by Years Since Doctorate							
Total income	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
100K or more		3	4	5	10	4	7
90K-99K		2	1			2	1
\$89,000							
88,000							
87,000			1	1	1		
86,000			1	2			
85,000			1				
\$84,000					3		
83,000							
82,000				1			1
81,000				1			
80,000			1				
\$79,000		1					
78,000				1			
77,000		1					
76,000				1			1
75,000				2			
\$74,000			1				1
73,000		1			1	1	
72,000				1	1		
71,000							
70,000		1	2		1		
\$69,000							
68,000			1				
67,000			1	1			1
66,000		1	1	1	1		
65,000	1	1			1	1	
\$64,000							
63,000		1					
62,000							
61,000							
60,000		2		3			
\$59,000		2					
58,000		1					
57,000		1		1	1		
56,000	1						
55,000				1	1		
\$54,000							
53,000							
52,000		1					
51,000							
50K or less	2	2	5				
N	4	21	20	22	21	8	12
90%		106,000	155,500	132,000	145,000		130,000
75%		79,000	90,000	87,000	129,000		121,500
Median		65,000	72,000	77,000	87,000		105,000
25%		59,000	58,000	66,000	72,000		79,000
10%		52,000	43,500	60,000	65,000		74,000
Mean		72,810	85,000	85,045	100,524		105,000
SD		22,393	45,616	28,241	35,291		28,989

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
American Psychological Association. 1998.

TABLE 37
1996 Earnings of Psychologists Employed Full Time in Medical School
Rehabilitation and Pain Management Departments
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
5-9 Years						
Base Salary	57,500	54,000	59,412	57,432	6,128	13
Clinical Income						2
Additional Income						7
Total Income	62,000	56,000	67,000	62,081	7,125	13
10-14 Years						
Base Salary	57,000	54,000	75,000	60,695	12,981	11
Clinical Income						1
Additional Income						6
Total Income	60,000	54,000	77,000	64,732	14,256	11

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 38							
Distribution of 1996 Base Salaries of Psychologists Employed Full Time							
in Medical School Rehabilitation and Pain Management Departments by Years Since Doctorate							
11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
\$100K or more				2	3	1	1
\$90K-99K			1		2		1
\$80K-89K			1		1		1
79,000							
78,000							
77,000			1				
76,000							
75,000			1				
74,000							
73,000		1					
72,000		1					
71,000							
70,000				1		1	
69,000		1				1	
68,000				1			
67,000		1		2			
66,000							
65,000		1					
64,000							
63,000		1					
62,000		1	1				
61,000							
60,000		1	1	1	1		
59,000							
58,000							
57,000		1					
56,000		1	2				
55,000		1					
54,000		1	1		1		
53,000							
52,000	1		1				
51,000		1					
50K or less	2		1				
N	3	13	11	9	7	3	3
90%		63,000	75,000				
75%		59,412	75,000				
Median		57,500	57,000				
25%		54,000	54,000				
10%		51,000	49,800				
Mean		57,432	60,695				
SD		6,128	12,981				
11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
American Psychological Association. 1998.

TABLE 39
Distribution of 1996 Incomes of Psychologists Employed Full Time
in Medical School Rehabilitation and Pain Management Departments by Years Since Doctorate

Total income	2-4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+
years	years	years	years	years	years	years	years
100K or more				2	3	1	1
90K-99K			1		2		1
80K-89K			1		1		1
\$79,000							
78,000							
77,000			1				
76,000							
75,000			1				
\$74,000							
73,000		1					
72,000		1					
71,000							
70,000				1		1	
\$69,000		1				1	
68,000				1			
67,000		1		2			
66,000							
65,000		1					
\$64,000							
63,000		1					
62,000		1	1				
61,000							
60,000		1	1	1	1		
\$59,000							
58,000							
57,000		1					
56,000		1	2				
55,000		1					
\$54,000		1	1		1		
52,000	1		1				
51,000		1					
50K or less	2		1				
N	3	13	11	7	8	3	3
90%		72,000	81,000				
75%		67,000	77,000				
Median		62,000	60,000				
25%		56,000	54,000				
10%		54,000	52,000				
Mean		61,846	64,455				
SD		7,093	14,348				

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
American Psychological Association. 1998.

TABLE 40
1996 Earnings of Psychologists Employed Full Time in Medical School
Family/Community/Health/Prevention Departments
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	<u>N</u>
5-9 Years						
Base Salary	58,000	51,000	62,000	59,405	15,666	20
Clinical Income						8
Additional Income						4
Total Income	59,000	51,000	69,500	69,118	40,784	20
10-14 Years						
Base Salary	60,000	50,000	75,000	60,801	18,813	15
Clinical Income						2
Additional Income	3,500	2,000	7,000	5,319	5,146	16
Total Income	65,200	55,000	75,000	68,244	18,135	14
15-19 Years						
Base Salary	70,500	55,550	78,350	70,192	18,327	24
Clinical Income						4
Additional Income						9
Total Income	78,800	60,500	95,000	87,539	35,944	23
20-24 Years						
Base Salary	82,500	71,500	92,095	88,243	26,582	16
Additional Income						8
Total Income	95,000	75,000	128,000	102,984	35,171	16
25-29 Years						
Base Salary	90,000	76,250	103,250	92,180	20,288	16
Additional Income						2
Total Income	98,750	85,000	113,500	100,619	21,303	16

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 41							
Distribution of 1996 Base Salaries of Psychologists Employed Full Time in							
Medical School Family/Community/Health/Prevention Departments by Years Since Doctorate							
11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
\$150K or more		1		2	2		
125-149K				1	2	2	
110-124K					2	2	
100-109K			2	2	2	4	
\$90K-99K		2		2	1	1	
89,000				1		1	
88,000							
87,000							
86,000					1	1	
85,000		1		1	1	2	
84,000							
83,000						1	
82,000			1				
81,000							
80,000				2			1
79,000							
78,000				1			
77,000				1	1		
76,000						1	
75,000		1	2	1			
74,000				1			
73,000					1		
72,000				1			
71,000							
70,000						1	
69,000							
68,000							
67,000							
66,000							
65,000			3				
64,000	1	1			1		
63,000		2		1	1		
62,000	1		1				
61,000							
60,000		1		2	1		
59,000		2					
58,000				1			
57,000			1	1			
56,000							
55,000		1	1				
54,000		1	1				
53,000		1					
52,000	1	1		1			
51,000							
50K or less	1	5	2	1			
N	4	20	15	24	16	16	2
90 %		86,500	80,020	88,000	140,000	120,000	
75 %		62,000	75,000	78,350	92,095	103,250	
Median		58,000	60,000	70,500	82,500	90,000	
25 %		51,000	50,000	55,550	71,500	76,250	
10 %		42,750	42,000	50,000	62,700	67,000	
Mean		59,405	60,801	70,192	88,243	92,180	
SD		15,666	18,813	18,327	26,582	20,288	
11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

TABLE 42
Distribution of 1996 Incomes of Psychologists Employed Full Time in
Medical School Family/Community/Health/Prevention Departments by Years Since Doctorate

Total income	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
110K or more		1		3	6	4	
100-109K			2	2	2	4	
90K-99K		2		2	1	1	
80K-89K		1	1	4	2	5	1
79,000							
78,000				1			
77,000				1	1		
76,000						1	
75,000		1	2	1			
74,000				1			
73,000					1		
72,000				1			
71,000							
70,000						1	
69,000							
68,000							
67,000							
66,000							
65,000			3				
64,000	1	1			1		
63,000		2		1	1		
62,000	1		1				
61,000							
60,000		1		2	1		
59,000		2					
58,000				1			
57,000			1	1			
56,000							
55,000		1	1				
54,000		1	1				
53,000		1					
52,000	1	1		1			
51,000							
50K or less	1	5	2	1			
N	4	20	14	23	16	16	1
90%		95,000	100,000	140,000	153,000	136,000	
75%		69,500	75,000	95,000	128,000	113,500	
Median		59,000	65,000	78,000	95,000	98,500	
25%		51,000	55,000	60,000	75,000	85,000	
10%		45,500	50,000	57,000	63,000	76,000	
Mean		69,050	68,071	87,391	102,875	100,563	
SD		40,819	18,210	35,950	35,297	21,310	

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
American Psychological Association. 1998.

TABLE 43
1996 Earnings of Psychologists Employed Full Time in Medical School
Departments of Traditional Medical Specialties
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
5-9 Years						
Base Salary	62,000	56,000	75,000	64,920	12,341	15
Clinical Income						1
Additional Income	5,000	1,000	7,000	7,042	11,308	13
Total Income	67,000	56,000	80,000	70,462	17,346	13
10-14 Years						
Base Salary	67,000	62,500	80,000	73,063	15,585	19
Clinical Income						1
Additional Income	10,000	2,000	15,000	8,900	6,955	11
Total Income	72,100	66,100	88,200	79,197	21,708	19
15-19 Years						
Base Salary	75,000	60,000	81,500	76,352	23,199	13
Clinical Income						1
Additional Income						5
Total Income	82,000	78,000	100,000	86,075	27,453	13
20-24 Years						
Base Salary						7
Clinical Income						5
Additional Income	8,000	1,000	12,000	8,523	7,155	13
Total Income						8
25-29 Years						
Base Salary	90,000	83,600	101,000	94,047	25,778	15
Clinical Income						3
Additional Income						5
Total Income	97,000	88,000	120,000	118,200	69,591	15

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 44 Distribution of 1996 Base Salaries of Psychologists Employed Full Time in Medical School Departments of Traditional Medical Specialties by Years Since Doctorate							
11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
\$100K or more		1	3	4	5	7	3
\$90K-99K		1	1	1		3	3
89,000							
88,000			1			2	
87,000							
86,000							
85,000		1		1	1		
84,000						1	
83,000							
82,000				1	1		
81,000						1	
80,000		1		1			
79,000							
78,000		1	1	2			
77,000							
76,000			2				
75,000			1				
74,000							
73,000							
72,000			2				
71,000							
70,000		1				1	
69,000	1						
68,000							
67,000		1	2				
66,000		1	2				
65,000			1				
64,000							
63,000							
62,000		1	1				
61,000							
60,000			1		1		
59,000							1
58,000	1		1	1			
57,000							
56,000		1					
55,000							
54,000							
53,000				1			
52,000		2					
51,000	1						
50K or less	1	1		1			
N	4	15	19	13	7	15	7
90%		85,000	102,000	110,000		132,500	
75%		75,000	80,000	81,500		101,000	
Median		62,000	67,000	75,000		90,000	
25%		56,000	62,500	60,000		83,600	
10%		52,000	58,000	52,156		56,000	
Mean		64,920	73,063	76,352		94,047	
SD		12,341	15,585	23,199		25,778	
11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
American Psychological Association. 1998.

TABLE 45
Distribution of 1996 Incomes of Psychologists Employed Full Time
in Medical School Departments of Traditional Medical Specialties by Years Since Doctorate

Total income	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
100K or more		1	3	4	5	7	3
90K-99K		1	1	1		3	3
80K-89K		2	1	3	2	4	
79,000							
78,000		1	1	2			
77,000							
76,000			2				
75,000			1				
74,000							
73,000							
72,000			2				
71,000							
70,000		1				1	
69,000	1						
68,000							
67,000		1	2				
66,000		1	2				
65,000			1				
64,000							
63,000							
62,000		1	1				
61,000							
60,000			1		1		
59,000							1
58,000	1		1	1			
57,000							
56,000		1					
55,000							
54,000							
53,000				1			
52,000		2					
51,000	1						
50K or less	1	1		1			
N	4	13	19	13	8	15	7
90%		94,000	110,000	125,000		140,000	
75%		80,000	88,000	100,000		120,000	
Median		67,000	72,000	82,000		97,000	
25%		56,000	66,000	78,000		88,000	
10%		52,000	60,000	53,000		81,000	
Mean		70,385	79,105	86,000		118,067	
SD		17,333	21,764	27,520		69,618	

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
American Psychological Association. 1998.

TABLE 46
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in Other Departments
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	<u>N</u>
5-9 Years						
Base Salary	48,750	42,250	59,900	48,233	13,278	12
Clinical Income						5
Additional Income						8
Total Income	60,150	46,250	64,500	60,354	18,131	12
10-14 Years						
Base Salary	64,500	58,000	70,000	62,829	13,230	17
Clinical Income						4
Additional Income	5,200	2,250	11,500	13,058	19,873	12
Total Income	69,200	53,700	80,000	69,519	20,264	16
15-19 Years						
Base Salary	69,000	60,000	92,000	83,310	28,939	17
Clinical Income						3
Additional Income	3,750	1,000	9,500	6,150	7,513	10
Total Income	93,600	65,000	107,000	92,853	31,029	17
20-24 Years						
Base Salary	90,000	54,000	116,655	90,832	34,990	11
Additional Income	4,500	1,000	15,000	17,000	27,233	10
Total Income	87,250	61,750	130,375	95,146	37,435	12
25-29 Years						
Base Salary	76,061	69,000	87,000	76,620	19,206	14
Additional Income						2
Total Income	91,000	70,000	109,000	90,300	25,004	14

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 47
Distribution of 1996 Base Salaries of Psychologists Employed Full Time in Medical Schools
in Other Departments by Years Since Doctorate

11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
\$150K or more					1		1
125,149				4	2	1	
110,124			1		2	2	1
109,000						1	
107,000				1			
100,000		1		1			
99,000				2			
98,000			1				
95,000					1	2	
93,000				1			
92,000				1		1	
90,000						1	
89,000							
88,000							
87,000							
86,000							
85,000		1					
84,000							1
83,000						1	
82,000							
81,000							
80,000			4				
79,000					1		
78,000							
77,000							
76,000							
75,000				1			
74,000			1				
73,000						1	
72,000							
71,000			1				
70,000						2	
69,000				1			
68,000					1		
67,000							
66,000			2				
65,000		1	1	1			
64,000		1		1			
63,000					1		
62,000	1	1					
61,000		1					
60,000					1	1	
59,000			1				
58,000		1		1			
57,000		1		1			
56,000							
55,000	1						
54,000					1		
53,000							
52,000							
51,000						1	
50K or less	3	4	4	1	1		
N	5	12	17	17	11	14	4
90%		64,000	80,000	140,000	132,500	107,000	
75%		59,900	70,000	92,000	116,655	87,000	
Median		48,750	64,500	69,000	90,000	76,061	
25%		42,250	58,000	60,000	54,000	69,000	
10%		33,000	42,000	56,000	50,000	51,605	
Mean		48,233	62,829	83,310	90,832	76,620	
SD		13,278	13,230	28,939	34,990	19,206	
11-12-month Salary	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
American Psychological Association. 1998.

TABLE 48
Distribution of 1996 Incomes of Psychologists Employed Full Time
in Medical Schools in Other Departments by Years Since Doctorate

Total income	2-4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
100-109K		1	1	6	5	4	2
90K-99K			1	4	1	4	
85,000		1					
84,000							1
83,000						1	
80,000			4				
79,000					1		
75,000				1			
74,000			1				
73,000						1	
71,000			1				
70,000						2	
69,000				1			
68,000					1		
66,000			2				
65,000		1	1	1			
64,000		1		1			
63,000					1		
62,000	1	1					
61,000		1					
60,000					1	1	
59,000			1				
58,000		1		1			
57,000		1		1			
55,000	1						
54,000					1		
51,000						1	
50,000	1	1			1		
48,000	1		2	1			
42,000		2	1				
40,000	1						
38,000			1				
35,000		1					
N	5	12	16	17	12	14	3
90%		85,000	98,000	140,000	140,000	122,000	
75		64,500	80,000	107,000	130,000	109,000	
Median		59,500	68,500	93,000	87,000	91,000	
25		46,000	53,500	65,000	61,500	70,000	
10		42,000	42,000	57,000	54,000	60,000	
Mean		60,083	69,375	92,765	94,917	90,214	
SD		18,233	20,288	31,092	37,495	25,125	

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office,
American Psychological Association. 1998.

TABLE 49
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in New England States
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	65,000	52,156	86,000	70,505	25,314	145
Clinical Income	10,000	5,000	27,000	19,215	25,092	41
Additional Income	3,000	1,000	10,900	17,763	58,894	87
Total Income	72,182	58,000	98,000	82,277	37,120	141
Full Professor						
Base Salary	102,500	88,600	120,000	100,469	28,611	23
Clinical Income						3
Additional Income	8,000	2,000	30,500	42,741	109,889	21
Total Income	112,250	90,300	135,750	114,518	41,124	24
Associate Professor						
Base Salary	77,250	69,750	89,500	80,372	17,467	44
Clinical Income	15,000	6,000	35,000	29,500	42,777	10
Additional Income	3,000	1,400	10,900	8,358	12,419	31
Total Income	84,400	71,500	101,000	90,491	29,198	43
Assistant Professor						
Base Salary	55,000	47,300	61,000	56,087	15,764	50
Clinical Income	10,900	5,000	28,000	18,914	19,375	14
Additional Income	2,950	1,000	10,000	7,244	9,950	24
Total Income	59,500	49,800	72,182	65,022	22,774	47
Lecturer/Instructor						
Base Salary	55,500	49,600	65,000	58,862	18,457	18
Clinical Income						9
Additional Income						8
Total Income	64,000	55,000	72,000	67,771	23,979	17

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
 No statistics are provided where the N is less than 10.

TABLE 50
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in Middle Atlantic States
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	71,000	58,000	95,000	78,188	27,659	321
Clinical Income	10,000	5,000	28,000	20,229	24,694	125
Additional Income	4,000	1,000	10,000	9,887	31,312	175
Total Income	84,000	65,000	105,000	89,750	33,390	312
Full Professor						
Base Salary	102,750	92,250	122,000	107,721	27,259	88
Clinical Income	15,000	3,000	40,000	22,159	19,409	22
Additional Income	5,000	2,000	13,500	16,316	51,587	60
Total Income	118,000	99,750	139,500	122,293	32,240	84
Associate Professor						
Base Salary	75,000	66,000	90,000	78,017	18,410	86
Clinical Income	20,000	10,000	26,000	21,288	17,774	33
Additional Income	5,000	2,000	10,000	8,299	9,275	43
Total Income	87,000	70,598	100,500	90,125	25,233	84
Assistant Professor						
Base Salary	60,000	52,000	70,000	62,063	14,259	123
Clinical Income	10,000	5,000	22,000	17,667	25,601	57
Additional Income	2,000	500	5,000	5,712	9,775	61
Total Income	69,500	55,500	84,500	71,999	20,772	119
Other Rank						
Base Salary	57,000	50,500	63,788	57,172	9,677	12
Clinical Income						7
Additional Income						6
Total Income	64,575	60,000	75,000	73,339	26,669	13

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
 No statistics are provided where the N is less than 10.

TABLE 51
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in East North Central
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	65,000	54,000	86,000	71,490	27,605	166
Clinical Income	16,000	10,000	30,000	27,454	30,289	43
Additional Income	4,900	1,500	10,000	8,021	17,061	90
Total Income	74,000	61,200	97,000	82,567	33,847	163
Full Professor						
Base Salary	94,000	84,000	119,000	102,297	27,488	38
Clinical Income						5
Additional Income	10,000	5,000	13,000	15,037	27,208	30
Total Income	109,000	92,000	134,400	117,284	41,895	38
Associate Professor						
Base Salary	70,000	60,425	82,000	70,979	21,433	40
Clinical Income	16,000	10,000	50,000	32,215	30,794	13
Additional Income	2,000	675	5,000	3,365	4,295	24
Total Income	80,000	70,000	95,000	83,003	20,389	41
Assistant Professor						
Base Salary	58,000	50,000	65,000	59,543	16,615	75
Clinical Income	15,500	10,000	25,700	19,670	15,537	22
Additional Income	2,613	1,200	7,500	5,412	7,245	34
Total Income	65,000	52,300	76,750	68,421	20,200	72

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
 No statistics are provided where the N is less than 10.

TABLE 52
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in West North Central States
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	63,000	54,392	77,122	68,271	19,739	63
Clinical Income	20,000	5,000	30,000	33,090	44,636	10
Additional Income	4,000	2,000	10,000	6,966	7,752	36
Total Income	70,000	58,000	90,000	77,285	29,432	63
Full Professor						
Base Salary	81,500	70,000	95,000	85,703	21,254	18
Clinical Income						1
Additional Income	3,500	1,175	10,000	6,536	7,274	12
Total Income	86,417	78,000	101,500	91,727	25,540	18
Associate Professor						
Base Salary	61,000	58,667	77,000	67,294	13,629	23
Clinical Income						5
Additional Income	6,000	2,000	14,000	9,484	9,413	13
Total Income	76,000	60,412	93,500	80,908	32,069	23
Assistant Professor						
Base Salary	53,000	50,000	59,600	55,332	8,652	17
Clinical Income						2
Additional Income						9
Total Income	55,000	51,800	63,600	58,529	11,950	17

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
 No statistics are provided where the N is less than 10.

TABLE 53
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in South Atlantic States
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	62,937	50,000	80,000	69,111	27,241	330
Clinical Income	14,000	5,000	30,000	23,261	27,846	51
Additional Income	4,000	1,500	10,000	10,173	25,580	190
Total Income	68,500	55,500	90,300	79,740	43,628	323
Full Professor						
Base Salary	97,800	80,000	117,295	100,805	30,880	75
Clinical Income						7
Additional Income	6,750	3,500	17,000	17,251	39,901	62
Total Income	106,000	86,000	136,000	120,893	62,702	74
Associate Professor						
Base Salary	67,000	60,000	75,000	68,864	16,312	112
Clinical Income	21,500	9,000	50,000	34,727	37,104	22
Additional Income	2,300	1,200	5,000	6,949	15,228	71
Total Income	73,250	63,360	86,190	80,161	28,562	110
Assistant Professor						
Base Salary	52,000	45,000	60,000	53,853	12,243	114
Clinical Income	10,000	3,000	20,000	13,547	13,308	19
Additional Income	4,000	1,000	8,000	6,657	10,468	51
Total Income	56,185	48,000	66,230	58,927	15,641	111
Lecturer/Instructor						
Base Salary	41,500	40,000	48,410	44,414	7,599	14
Clinical Income						1
Additional Income						3
Total Income	45,000	40,000	48,410	48,162	14,356	13
Other Rank						
Base Salary	40,250	38,000	54,000	51,629	29,465	14
Clinical Income						1
Additional Income						3
Total Income	40,750	38,500	60,000	53,236	29,585	14

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
 No statistics are provided where the N is less than 10.

TABLE 54
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in East South Central
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	65,800	55,000	81,300	70,100	20,556	62
Clinical Income	10,000	6,050	25,000	15,975	13,393	18
Additional Income	4,000	1,000	7,000	8,258	21,491	33
Total Income	70,000	60,200	88,780	77,268	24,281	61
Full Professor						
Base Salary	82,150	75,000	100,500	88,470	20,758	20
Clinical Income						5
Additional Income	5,000	1,000	7,000	14,038	33,745	13
Total Income	90,000	79,400	122,250	97,295	24,414	20
Associate Professor						
Base Salary	65,000	57,000	75,000	65,916	12,825	13
Clinical Income						5
Additional Income						7
Total Income	69,000	60,500	75,000	71,700	14,771	13
Assistant Professor						
Base Salary	59,500	48,000	66,100	59,993	13,973	27
Clinical Income						6
Additional Income	3,750	2,100	7,400	4,867	4,117	12
Total Income	62,000	56,500	70,000	65,125	18,304	26

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
No statistics are provided where the N is less than 10.

TABLE 55
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in West South Central States
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	60,000	50,000	76,000	65,236	20,516	115
Clinical Income	12,000	8,000	39,892	29,314	34,180	21
Additional Income	3,500	1,000	10,500	8,538	12,691	48
Total Income	67,950	54,000	89,300	75,925	28,549	112
Full Professor						
Base Salary	85,100	67,400	100,000	83,628	22,912	26
Clinical Income						5
Additional Income	4,500	2,000	10,000	11,686	16,120	14
Total Income	95,250	71,600	126,000	100,347	28,665	26
Associate Professor						
Base Salary	64,000	54,004	70,000	66,827	18,550	40
Clinical Income						9
Additional Income	5,500	1,000	15,000	10,171	14,061	18
Total Income	73,989	60,275	91,500	79,749	25,719	38
Assistant Professor						
Base Salary	50,090	46,500	58,500	53,543	11,699	44
Clinical Income						7
Additional Income	2,250	700	4,800	3,611	4,200	14
Total Income	54,000	47,000	63,500	59,364	19,566	43

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
 No statistics are provided where the N is less than 10.

TABLE 56
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in Mountain States
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	55,600	50,000	79,500	68,273	29,863	34
Clinical Income						6
Additional Income	5,500	2,000	10,000	15,438	26,119	13
Total Income	66,250	52,000	90,000	79,402	44,235	32
Associate Professor						
Base Salary	69,187	45,000	72,000	60,190	19,395	11
Clinical Income						2
Additional Income						6
Total Income	70,594	61,000	89,000	72,169	16,274	10
Assistant Professor						
Base Salary	52,500	49,945	57,800	57,406	16,880	16
Additional Income						3
Total Income	52,500	50,200	63,550	59,262	16,150	16

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
 No statistics are provided where the N is less than 10.

TABLE 57
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in Pacific States
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
All Ranks						
Base Salary	76,500	62,100	98,000	82,873	30,417	130
Clinical Income	25,000	8,171	50,000	33,315	33,313	27
Additional Income	4,000	2,000	10,000	8,290	10,429	73
Total Income	87,300	65,000	115,300	95,127	39,290	125
Full Professor						
Base Salary	100,600	83,000	130,000	106,705	28,701	55
Clinical Income	29,167	13,500	50,500	33,653	27,875	12
Additional Income	5,000	2,250	15,000	10,925	12,926	36
Total Income	117,600	97,500	145,000	122,688	32,602	53
Associate Professor						
Base Salary	70,000	63,000	80,000	71,883	13,915	31
Clinical Income						5
Additional Income	3,000	2,000	7,500	6,095	7,236	21
Total Income	77,400	65,000	87,500	83,623	35,623	29
Assistant Professor						
Base Salary	55,100	48,500	71,118	59,016	15,063	32
Clinical Income						8
Additional Income	2,500	1,100	5,500	3,475	2,702	12
Total Income	60,000	50,000	80,000	68,298	26,749	31

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
 No statistics are provided where the N is less than 10.

TABLE 58
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in New England States
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
2-4 Years						
Base Salary	45,675	42,000	53,000	47,798	8,149	14
Clinical Income						4
Additional Income						4
Total Income	46,100	42,000	56,000	49,427	10,706	13
5-9 Years						
Base Salary	55,000	46,000	60,382	55,598	12,959	31
Clinical Income	6,000	4,250	13,500	11,108	11,367	12
Additional Income	3,000	1,000	10,000	6,697	8,187	15
Total Income	59,500	49,800	74,000	63,374	16,380	29
10-14 Years						
Base Salary	68,000	57,000	78,000	67,929	22,460	27
Clinical Income						6
Additional Income	5,000	1,400	12,000	9,254	11,550	13
Total Income	72,500	59,400	98,000	83,153	37,019	26
15-19 Years						
Base Salary	78,000	65,000	100,000	81,877	25,870	34
Clinical Income						8
Additional Income	3,300	2,000	15,000	12,231	17,015	26
Total Income	84,000	65,000	110,000	89,014	29,472	33
20-24 Years						
Base Salary	66,000	63,000	72,500	71,779	25,884	17
Clinical Income						6
Additional Income	2,750	1,250	10,000	6,917	8,522	12
Total Income	72,000	66,000	90,600	81,338	29,716	17
25-29 Years						
Base Salary	91,500	80,000	106,000	93,685	25,753	11
Clinical Income						3
Additional Income						9
Total Income	105,000	88,600	131,000	108,086	26,113	11

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
No statistics are provided where the N is less than 10.

TABLE 59
1996 Earnings of Psychologists Employed Full Time in Medical Schools by Years Since Doctorate
in Middle Atlantic States
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
2-4 Years						
Base Salary	48,500	45,000	53,000	48,750	6,336	20
Clinical Income	9,000	2,000	22,000	17,432	22,269	11
Additional Income						7
Total Income	54,000	50,000	68,000	59,559	16,977	17
5-9 Years						
Base Salary	57,500	51,000	64,575	57,905	9,969	63
Clinical Income	10,951	5,000	26,500	15,888	13,663	32
Additional Income	3,000	1,000	5,000	5,776	9,913	29
Total Income	64,788	53,500	80,000	68,169	17,541	62
10-14 Years						
Base Salary	69,750	61,000	78,000	71,521	17,658	64
Clinical Income	9,000	5,000	12,500	9,531	6,684	16
Additional Income	2,000	1,000	7,000	6,688	10,187	37
Total Income	74,015	65,000	90,000	77,771	22,005	62
15-19 Years						
Base Salary	80,000	66,954	90,600	82,194	19,498	59
Clinical Income	15,000	4,000	30,000	23,543	33,915	26
Additional Income	3,500	2,000	10,000	6,973	9,549	34
Total Income	90,500	76,000	101,300	94,170	30,854	58
20-24 Years						
Base Salary	86,500	65,500	103,500	87,163	28,240	44
Clinical Income	17,000	10,000	50,000	32,094	35,546	20
Additional Income	10,000	3,200	20,000	12,004	11,235	24
Total Income	100,500	81,500	138,100	108,197	37,348	44
25-29 Years						
Base Salary	97,500	88,000	120,000	105,000	39,880	33
Clinical Income						9
Additional Income	4,500	1,000	12,000	9,272	10,854	18
Total Income	108,500	92,000	131,000	114,349	39,387	31
30+ Years						
Base Salary	102,000	90,000	115,000	101,495	20,969	35
Clinical Income						9
Additional Income	5,000	1,000	10,000	24,267	82,407	23
Total Income	108,000	100,000	126,000	111,693	23,877	35

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
No statistics are provided where the N is less than 10.

TABLE 60
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in East North Central States
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
5-9 Years						
Base Salary	56,800	48,000	62,000	57,595	17,652	44
Clinical Income	23,250	10,000	26,342	22,682	17,330	14
Additional Income	3,000	1,750	7,500	5,138	5,370	16
Total Income	61,750	50,000	80,000	67,032	21,677	42
10-14 Years						
Base Salary	64,000	58,000	70,000	63,125	14,188	30
Clinical Income						9
Additional Income	1,500	600	6,000	5,679	11,795	17
Total Income	66,500	62,800	77,000	71,590	18,655	30
15-19 Years						
Base Salary	73,000	65,250	90,000	78,250	21,137	24
Clinical Income						2
Additional Income	3,000	2,000	7,000	6,676	9,473	17
Total Income	78,400	70,250	96,600	84,604	21,544	24
20-24 Years						
Base Salary	89,100	75,000	108,500	92,811	40,967	21
Clinical Income						6
Additional Income	8,000	2,000	10,000	7,438	5,824	13
Total Income	100,000	89,000	135,000	108,006	39,845	21
25-29 Years						
Base Salary	87,750	71,000	106,500	87,815	28,293	20
Clinical Income						5
Additional Income	10,000	5,000	15,000	21,631	40,905	12
Total Income	95,000	86,250	114,000	105,029	50,972	20
30+ Years						
Base Salary	80,000	70,000	90,000	83,038	33,080	13
Clinical Income						4
Additional Income						9
Total Income	96,500	80,000	120,000	100,802	33,749	13

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
No statistics are provided where the N is less than 10.

TABLE 61
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in West North Central States
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
5-9 Years						
Base Salary	55,000	51,000	63,000	59,612	14,215	13
Clinical Income						2
Additional Income						6
Total Income	58,000	51,800	65,040	61,562	14,318	13
10-14 Years						
Base Salary	57,500	54,000	61,000	58,839	7,528	10
Clinical Income						2
Additional Income						6
Total Income	61,000	55,000	70,000	64,900	14,343	10
15-19 Years						
Base Salary	61,500	58,667	77,000	68,876	21,805	14
Clinical Income						1
Additional Income						9
Total Income	70,500	63,000	83,000	76,286	28,464	14
20-24 Years						
Base Salary	78,000	65,000	101,167	81,015	20,033	11
Clinical Income						4
Additional Income						8
Total Income	87,833	71,000	116,000	91,900	26,808	11

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
No statistics are provided where the **N** is less than 10.

TABLE 62
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in South Atlantic States
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
2-4 Years						
Base Salary	42,000	39,700	46,000	42,821	6,426	31
Clinical Income						2
Additional Income	7,000	1,000	18,500	13,904	17,976	12
Total Income	45,000	40,000	52,350	48,739	12,621	29
5-9 Years						
Base Salary	52,000	45,500	57,000	52,788	11,171	69
Clinical Income	13,000	10,000	23,000	29,480	41,889	10
Additional Income	1,350	500	3,000	4,467	9,648	32
Total Income	54,510	48,000	62,000	58,396	24,400	70
10-14 Years						
Base Salary	62,250	55,500	70,000	63,102	17,017	66
Clinical Income	14,000	2,000	35,000	22,829	27,616	17
Additional Income	4,000	2,000	6,900	5,967	7,112	35
Total Income	67,200	59,000	80,000	72,660	23,476	64
15-19 Years						
Base Salary	74,000	62,230	84,500	77,331	22,448	63
Clinical Income						9
Additional Income	4,000	1,650	9,500	11,319	20,863	44
Total Income	81,250	68,000	100,000	89,099	32,148	62
20-24 Years						
Base Salary	80,000	62,700	97,000	82,035	26,988	46
Clinical Income						2
Additional Income	4,900	2,000	10,000	8,273	10,748	30
Total Income	85,000	64,700	105,000	90,268	32,423	45
25-29 Years						
Base Salary	85,000	70,000	120,000	95,952	34,373	39
Clinical Income						8
Additional Income	6,000	3,700	10,000	11,548	15,909	29
Total Income	101,500	77,500	123,295	111,516	53,628	39
30+ Years						
Base Salary	76,500	60,000	114,000	86,366	43,219	11
Clinical Income						2
Additional Income						7
Total Income						9

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
No statistics are provided where the N is less than 10.

TABLE 63
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in East South Central States
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
5-9 Years						
Base Salary	62,000	56,800	67,000	63,992	15,104	13
Clinical Income						4
Additional Income						6
Total Income	64,300	59,250	79,500	71,742	21,980	12
15-19 Years						
Base Salary	69,000	52,000	80,000	70,775	24,144	13
Clinical Income						5
Additional Income						7
Total Income	69,000	60,000	99,000	78,760	28,494	13
25-29 Years						
Base Salary	83,000	70,000	88,500	81,932	17,420	13
Clinical Income						4
Additional Income						6
Total Income	85,000	71,000	90,000	89,269	21,670	13

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
 No statistics are provided where the N is less than 10.

TABLE 64
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in West South Central States
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
5-9 Years						
Base Salary	53,500	47,000	60,000	53,762	11,219	26
Clinical Income						4
Additional Income	2,750	1,250	8,500	8,810	16,489	12
Total Income	57,000	51,000	63,000	60,990	16,964	25
10-14 Years						
Base Salary	65,000	53,000	72,100	63,798	14,093	27
Clinical Income						5
Additional Income	3,000	750	10,000	5,708	6,804	12
Total Income	70,050	55,000	82,600	69,778	15,120	26
15-19 Years						
Base Salary	63,000	60,000	71,000	68,937	18,124	17
Clinical Income						3
Additional Income						7
Total Income	75,875	60,491	113,500	88,721	36,083	16
25-29 Years						
Base Salary	78,946	65,000	99,500	78,900	26,006	18
Clinical Income						5
Additional Income						9
Total Income	100,000	70,000	128,000	100,766	30,009	18

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
 No statistics are provided where the **N** is less than 10.

TABLE 65
1996 Earnings of Psychologists Employed Full Time in Medical Schools
in Pacific States
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
5-9 Years						
Base Salary	54,500	47,208	63,550	55,132	14,503	20
Clinical Income						4
Additional Income	3,000	1,500	5,000	5,432	7,431	19
Total Income	56,000	48,000	74,600	63,354	23,529	19
10-14 Years						
Base Salary	75,000	63,000	83,300	73,463	16,263	25
Clinical Income						2
Additional Income	3,500	2,500	8,000	5,908	5,267	13
Total Income	77,500	65,000	90,650	86,068	41,944	24
15-19 Years						
Base Salary	79,100	66,000	92,000	85,686	25,400	17
Clinical Income						3
Additional Income	12,000	2,500	30,000	17,182	16,236	11
Total Income	86,500	67,500	100,000	92,292	27,426	17
20-24 Years						
Base Salary	104,000	74,000	130,000	103,135	33,735	17
Clinical Income						5
Additional Income	3,000	1,500	10,000	9,962	13,342	13
Total Income	126,000	100,000	150,000	120,338	33,688	17
25-29 Years						
Base Salary	97,000	82,000	107,000	99,641	26,343	22
Clinical Income						6
Additional Income						8
Total Income	105,400	92,000	128,000	111,762	31,189	21
30+ Years						
Base Salary	86,000	80,000	120,000	101,000	33,095	17
Total Income	110,000	90,000	155,500	122,844	41,145	16

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: The states comprising each geographic region are listed in Appendix B.
 No statistics are provided where the N is less than 10.

Figure 10
1996 Median Base Salary of Full-Time
Medical School Psychologists
by Geographic Region

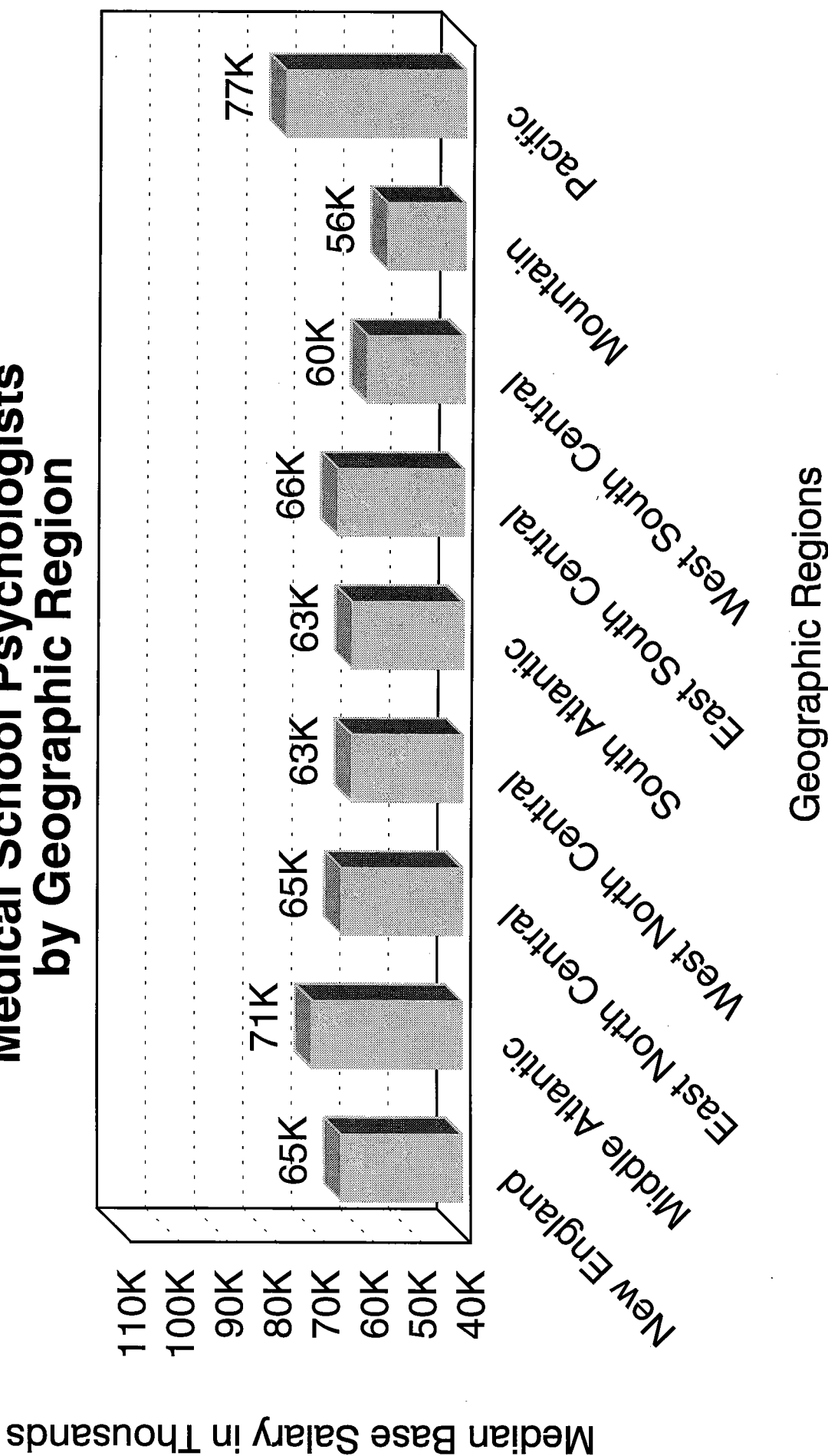
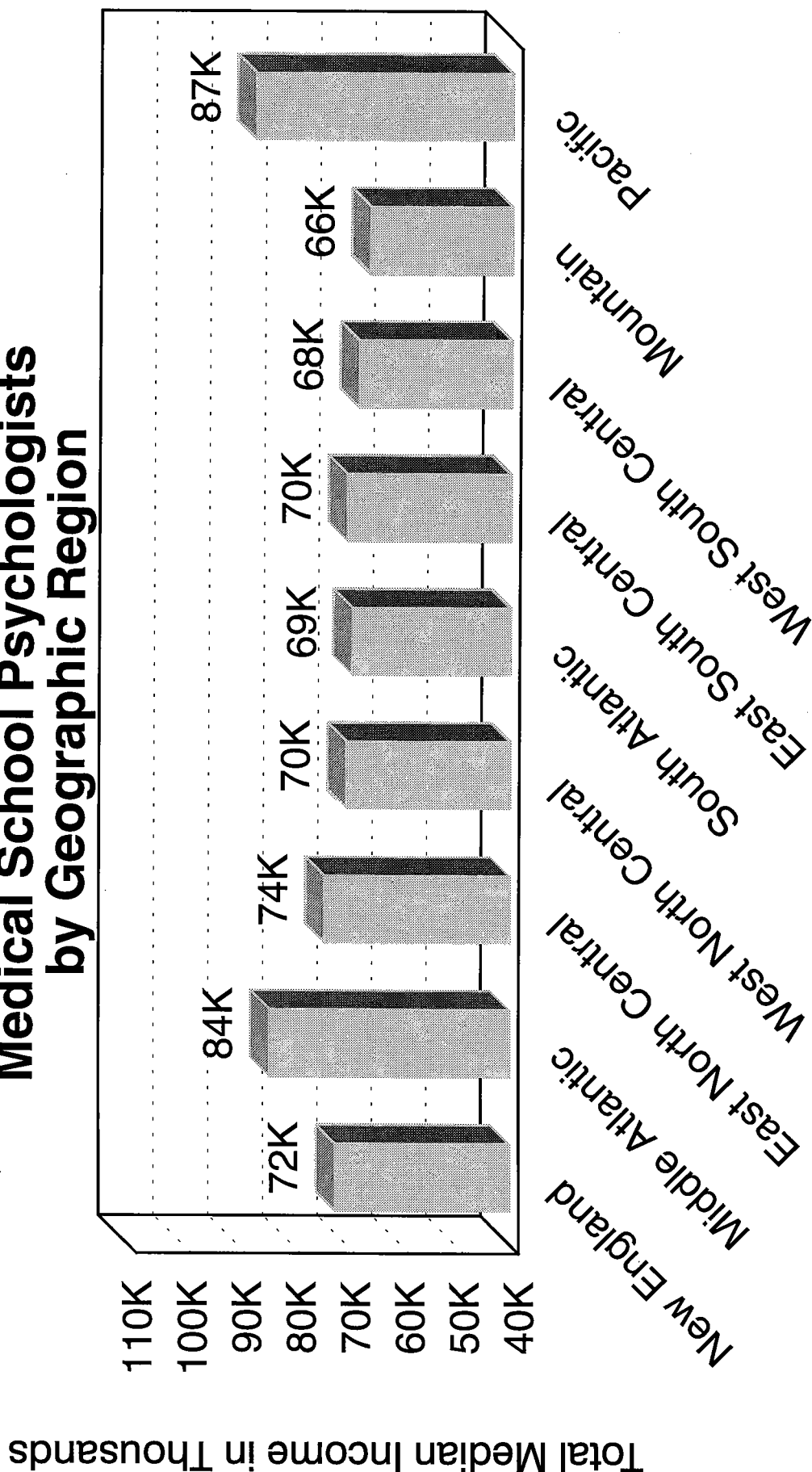


Figure 11
1996 Total Median Income of Full-Time
Medical School Psychologists
by Geographic Region



Geographic Regions

Note: Total income includes all supplements to salary from psychology-related, professional activities such as clinical work, teaching, and consulting.

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

TABLE 66
Median Years Since the Doctorate and 1996 Earnings for Psychologists Working Full Time
in Medical Schools in Selected Metropolitan Areas

	Years Since Doct.		Base Salary		Clinical Inc.		Additional Inc.		Total Income	
	Median	N	Median	N	Median	N	Median	N	Median	N
Worcester	12.66	16	54,250	16		5	8,000	11	66,500	15
Boston	15.19	53	68,000	49	12,000	23	3,400	33	81,000	47
Hartford	10.14	13	70,050	12		1		7	74,250	12
New Haven	5.90	23	62,000	23		8		9	72,091	22
Newark	10.14	15	70,843	12	10,000	10		5	85,000	15
New York	15.19	53	71,000	50	25,000	25	5,000	27	85,000	51
Bronx	15.19	16	64,000	15		5	3,500	12	92,500	15
White Plains	10.14	11	57,778	10		4		6	54,700	10
Rochester	10.14	32	70,000	31	6,000	15	2,000	19	75,000	31
Pittsburgh	12.66	50	71,500	48	9,000	13	5,000	23	82,000	45
Philadelphia	15.19	71	68,150	70	10,000	23	3,000	43	80,000	66
Wash, DC	10.14	27	62,115	26		2	2,500	13	65,000	24
Baltimore	10.14	58	65,000	59		9	4,400	32	72,500	54
Richmond	10.14	26	60,000	25		5	2,873	16	73,500	25
Greensboro	15.19	19	71,000	18		1	4,850	12	68,500	17
Raleigh	15.19	60	63,500	57		6	5,500	30	68,750	58
Charleston SC	10.14	21	67,000	19		5	5,000	13	68,000	20
Atlanta	10.14	15	61,000	15		3	3,000	11	72,500	14
Augusta, GA	15.19	12	76,000	11		1	4,000	10	77,000	12
Gainesville	15.19	12	71,000	11		2		7	83,500	12
Miami	10.14	17	54,420	17		3		4	60,000	16
Columbus	10.14	11	60,000	11		4		6	60,000	11
Cleveland	20.24	17	61,500	19		4	2,000	12	74,000	19
Detroit	15.19	32	70,000	33		7	8,000	20	80,000	32
Milwaukee	15.19	21	70,000	19		2	4,000	12	78,000	19
Minneapolis	15.19	10	61,500	10		2		7	64,520	10
Chicago	10.14	39	61,000	36	15,500	12	2,300	18	70,000	35
St. Louis MO	15.19	17	64,250	16		0	3,500	11	66,250	16
New Orleans	10.14	15	52,500	16		6		8	73,100	15
Little Rock	5.90	15	52,000	15		2		5	55,000	15
Dallas	20.24	11	88,250	10		0		6	88,250	10
Houston	15.19	30	60,000	29		3	2,000	15	71,600	29
Denver	15.19	11	54,250	10		1		5	60,100	11
Los Angeles	20.24	23	85,000	23		3	5,000	14	92,750	22
San Francisco	15.19	28	85,000	29		5	5,000	16	100,000	29
Seattle	15.19	27	70,000	27		3	2,750	16	72,750	26

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 67
1996 Base Salaries of Psychologists Employed Full Time in Medical School
in Selected Metropolitan Areas
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
Boston						
Associate Professor	79,000	65,000	86,000	82,464	20,293	14
Assistant Professor	61,500	42,200	78,000	61,166	25,583	14
Lecturer	59,400	50,000	72,000	63,480	23,127	10
New York						
Full Professor	125,000	108,000	130,000	124,015	29,759	13
Assistant Professor	64,000	56,750	70,000	64,442	13,234	24
Rochester						
Full Professor	112,250	102,000	120,000	105,150	26,022	10
Pittsburgh						
Full Professor	96,000	92,000	124,000	106,385	23,842	13
Associate Professor	78,000	69,500	88,000	78,559	13,353	17
Assistant Professor	54,000	48,000	65,000	56,707	13,238	15
Philadelphia						
Full Professor	100,000	90,000	106,000	106,471	34,783	17
Associate Professor	76,022	65,000	85,231	76,091	15,357	17
Assistant Professor	56,000	47,000	66,000	58,397	12,684	27
Washington DC						
Assistant Professor	52,500	44,000	62,115	52,947	9,273	12
Baltimore						
Full Professor	105,000	87,000	116,655	102,796	29,689	13
Associate Professor	68,500	62,350	79,500	70,760	11,253	20
Assistant Professor	54,000	45,000	62,000	55,650	13,867	14
Richmond						
Associate Professor	67,750	60,000	78,500	67,241	19,213	10
Raleigh						
Full Professor	93,000	76,000	114,000	99,331	35,540	17
Associate Professor	66,000	63,000	75,000	70,711	13,277	13
Assistant Professor	48,500	42,000	52,000	50,750	12,522	10

(continued)

TABLE 67 (continued)
1996 Base Salaries of Psychologists Employed Full Time in Medical School
in Selected Metropolitan Areas
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
Detroit						
Assistant Professor	59,800	49,750	67,675	61,225	13,364	12
Chicago						
Assistant Professor	58,078	50,000	63,000	56,534	11,207	19
Little Rock						
Assistant Professor	48,000	45,000	59,000	52,675	11,167	11
Houston						
Associate Professor	61,000	55,000	76,000	64,950	12,167	10
Assistant Professor	49,350	45,000	60,000	52,419	9,986	10
San Francisco						
Full Professor	132,500	85,000	145,000	119,818	32,795	11
Seattle						
Full Professor	83,500	82,000	90,000	87,450	12,932	10
Associate Professor	64,000	56,000	70,000	63,258	8,500	11

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 68
1996 Clinical and Additional Supplemental Income of Psychologists
Employed Full Time in Medical Schools in Selected Metropolitan Areas
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
CLINICAL INCOME						
New York						
Assistant Professor	22,500	7,000	30,000	23,286	17,211	14
ADDITIONAL INCOME						
Boston						
Assistant Professor	5,000	2,000	10,000	10,032	14,026	11
New York						
Assistant Professor	3,000	2,000	4,200	2,958	1,554	12
Philadelphia						
Full Professor	2,500	1,500	15,000	7,167	8,108	12
Associate Professor	6,000	2,000	15,000	8,352	7,660	11
Assistant Professor	2,000	500	5,000	5,177	7,453	15
Baltimore						
Full Professor	6,000	5,000	10,000	9,227	9,390	11
Associate Professor	2,500	1,000	5,000	4,654	6,262	14
Raleigh						
Full Professor	10,000	1,000	20,000	33,683	76,716	15

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 69
1996 Total Income of Psychologists Employed Full Time in Medical School
in Selected Metropolitan Areas
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
Boston						
Associate Professor	84,400	70,000	100,000	89,992	24,428	13
Assistant Professor	79,550	57,400	100,000	83,080	32,528	14
Lecturer	68,000	59,400	91,000	75,520	27,735	10
New York						
Full Professor	131,200	120,000	139,000	135,558	36,420	13
Assistant Professor	73,000	65,000	85,000	76,779	16,842	24
Rochester						
Full Professor	125,750	114,500	135,000	122,950	15,957	10
Pittsburgh						
Full Professor	112,000	95,500	125,000	113,633	18,180	12
Associate Professor	81,000	70,000	98,000	83,559	16,647	17
Assistant Professor	59,200	52,000	66,800	64,946	21,992	14
Philadelphia						
Full Professor	110,250	100,501	135,000	121,875	39,336	16
Associate Professor	83,000	69,000	92,950	82,651	16,196	16
Assistant Professor	57,500	53,500	80,000	65,103	15,212	25
Washington DC						
Assistant Professor	50,000	43,000	63,500	52,703	9,893	11
Baltimore						
Full Professor	110,500	94,500	122,648	116,233	32,945	12
Associate Professor	75,000	67,000	91,700	78,782	14,794	19
Assistant Professor	57,500	47,700	66,500	59,875	15,279	12
Richmond						
Associate Professor	76,750	65,000	80,000	81,115	21,195	10
Raleigh						
Full Professor	97,500	85,000	160,000	135,379	100,475	17
Associate Professor	76,000	63,000	80,000	74,596	16,247	14
Assistant Professor	48,500	42,000	62,000	54,591	19,147	11

(continued)

TABLE 69 (continued)
1996 Total Income of Psychologists Employed Full Time in Medical School
in Selected Metropolitan Areas
by Academic Rank

	Median	Q1	Q3	Mean	SD	N
Detroit						
Assistant Professor	71,425	54,000	83,000	71,758	18,866	12
Chicago						
Assistant Professor	62,800	58,000	73,078	63,891	14,649	17
Little Rock						
Assistant Professor	52,000	45,000	63,000	54,648	11,694	11
Houston						
Assistant Professor	60,193	45,000	63,500	63,844	28,675	10
San Francisco						
Full Professor	142,000	110,000	151,000	134,432	23,436	11
Seattle						
Full Professor	91,750	84,000	116,000	99,050	20,198	10
Associate Professor	62,882	58,500	70,000	64,434	8,072	10

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 70

**1996 Base Salaries of Psychologists Employed Full Time in Medical School
in Selected Metropolitan Areas
by Years Since Doctorate**

	Median	Q1	Q3	Mean	SD	N
Boston						
15-19 Years	79,000	60,800	80,000	76,106	19,501	10
New York						
5-9 Years	62,750	56,000	70,000	61,958	8,341	10
10-14 Years	70,000	60,000	93,000	78,600	23,949	11
Pittsburgh						
10-14 Years	65,750	53,000	78,000	66,433	20,313	12
Philadelphia						
5-9 Years	52,500	48,000	62,895	55,386	11,219	15
10-14 Years	66,000	62,000	76,022	69,532	13,434	11
15-19 Years	80,000	56,500	90,000	76,115	15,715	15
Baltimore						
5-9 Years	51,500	45,000	54,000	50,391	6,585	10
10-14 Years	64,000	60,000	69,000	64,583	10,300	12
Raleigh						
5-9 Years	45,500	39,000	52,000	46,960	9,331	10
25-29 Years	76,000	62,873	140,000	95,395	44,274	11
Chicago						
5-9 Years	58,000	42,000	63,000	55,864	14,598	11

**Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
Research Office, American Psychological Association. 1998.**

Note: No statistics are provided where the N is less than 10.

TABLE 71
1996 Total Income of Psychologists Employed Full Time in Medical School
in Selected Metropolitan Areas
by Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
Boston						
15-19 Years	83,000	60,800	100,000	85,116	25,078	10
New York						
5-9 Years	77,000	69,500	85,000	78,508	12,069	10
10-14 Years	74,500	66,400	100,000	84,980	24,556	10
Pittsburgh						
10-14 Years	65,900	53,000	78,000	68,000	22,936	12
Philadelphia						
5-9 Years	55,000	52,000	80,000	62,813	14,909	15
10-14 Years	78,522	65,000	90,000	78,032	14,480	11
15-19 Years	86,000	60,000	97,000	85,873	25,172	15
Baltimore						
5-9 Years	52,200	45,000	55,000	52,351	8,140	10
10-14 Years	75,000	60,150	86,000	74,532	17,135	11
Raleigh						
5-9 Years	48,500	39,000	62,000	49,236	11,461	11
25-29 Years	95,000	70,000	160,000	107,677	42,495	11
Chicago						
10-14 Years	66,000	62,800	73,000	72,513	17,022	10

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 72
1996 Earnings of Psychologists Employed Full Time in Medical Schools
by Sex

	Median	Q1	Q3	Mean	SD	N
ALL DEPARTMENTS						
Men						
Base Salary	71,150	58,800	93,000	77,950	27,862	834
Clinical Income	17,000	7,000	35,000	26,968	30,792	231
Additional Income	5,000	2,000	10,000	12,254	35,940	487
Total Income	83,550	65,000	107,000	91,449	40,045	824
Women						
Base Salary	59,882	49,500	74,000	64,011	22,693	534
Clinical Income	10,000	5,000	20,000	16,353	19,261	114
Additional Income	2,500	1,000	8,000	6,615	11,255	257
Total Income	65,000	52,050	82,550	70,619	26,428	508
PSYCHOLOGY						
Men						
Base Salary	80,000	58,200	90,800	77,298	30,201	26
Clinical Income	25,000	5,000	50,000	35,000	35,777	11
Additional Income	3,500	2,000	10,000	8,554	11,312	12
Total Income	96,750	63,000	110,500	96,612	38,915	26
Women						
Base Salary	63,000	48,000	83,111	65,924	20,303	15
Clinical Income						5
Additional Income						5
Total Income	73,078	57,300	85,600	71,321	19,327	13
PSYCHIATRY & BEHAV. SCI.						
Men						
Base Salary	70,050	57,000	95,000	77,763	29,281	466
Clinical Income	18,500	7,000	35,000	25,933	28,867	136
Additional Income	5,000	2,000	10,000	15,138	46,575	273
Total Income	84,500	65,000	106,900	91,764	42,656	461
Women						
Base Salary	60,000	49,000	75,000	64,955	24,129	294
Clinical Income	10,000	5,000	20,000	16,791	20,979	68
Additional Income	2,000	1,000	7,500	6,413	12,223	146
Total Income	65,000	52,500	82,000	72,081	28,896	281

(continued)

TABLE 72 (continued)
1996 Earnings of Psychologists Employed Full Time in Medical Schools
by Sex

	Median	Q1	Q3	Mean	SD	N
PEDIATRICS						
Men						
Base Salary	65,000	57,000	79,500	71,084	19,891	51
Clinical Income	12,150	6,000	24,000	15,506	11,310	18
Additional Income	3,000	1,500	12,000	7,621	8,245	25
Total Income	77,000	61,000	92,000	80,857	25,802	51
Women						
Base Salary	55,000	48,500	69,500	60,801	19,364	79
Clinical Income	10,000	5,000	20,000	12,346	9,177	13
Additional Income	2,000	900	6,000	6,160	9,909	34
Total Income	61,385	50,000	82,000	66,446	22,192	75
NEUROLOGY/BIOLOGY/ PHYSIOLOGY/ANATOMY						
Men						
Base Salary	74,000	65,000	102,000	82,665	25,472	75
Clinical Income	20,000	11,500	47,500	31,950	32,563	20
Additional Income	3,500	2,000	7,000	6,917	9,587	50
Total Income	87,163	72,000	115,000	97,177	34,668	74
Women						
Base Salary	60,000	50,000	74,500	63,727	19,345	40
Clinical Income						7
Additional Income	1,500	500	4,850	3,630	5,534	20
Total Income	65,000	55,000	79,000	67,295	19,901	37
REHAB OR PAIN MANAGEMENT						
Men						
Base Salary	61,425	54,750	78,500	73,220	34,354	32
Clinical Income	12,000	7,000	18,000	32,227	49,833	11
Additional Income	4,000	2,300	8,850	9,838	16,767	20
Total Income	68,400	58,500	94,350	85,226	43,599	32
Women						
Base Salary	64,000	56,400	70,000	62,703	12,325	18
Clinical Income						3
Additional Income						7
Total Income	65,040	56,400	73,200	69,388	20,543	17

(continued)

TABLE 72 (continued)
1996 Earnings of Psychologists Employed Full Time in Medical Schools
by Sex

	Median	Q1	Q3	Mean	SD	N
FAMILY/COMMUNITY/ HEALTH/PREVENTION						
Men						
Base Salary	73,785	60,000	85,000	76,791	22,935	68
Clinical Income	20,000	9,000	67,500	39,594	42,537	16
Additional Income	3,000	1,000	5,700	5,530	7,141	32
Total Income	80,000	63,000	105,000	90,238	36,266	65
Women						
Base Salary	56,500	50,000	76,000	63,538	21,573	31
Clinical Income						7
Additional Income	5,000	2,000	20,000	9,750	9,696	15
Total Income	64,000	52,000	89,000	70,663	25,381	31
TRADITIONAL MEDICAL SPECIALTIES						
Men						
Base Salary	81,750	67,000	100,000	85,767	26,493	58
Clinical Income						9
Additional Income	6,000	2,000	12,000	8,633	8,532	39
Total Income	88,600	76,000	110,000	98,354	45,014	59
Women						
Base Salary	58,000	52,500	66,300	61,742	16,367	23
Clinical Income						3
Additional Income	5,000	2,000	8,000	5,965	5,221	13
Total Income	66,400	58,000	78,000	69,848	20,018	21

(continued)

TABLE 72 (continued)
1996 Earnings of Psychologists Employed Full Time in Medical Schools
by Sex

	Median	Q1	Q3	Mean	SD	<u>N</u>
OTHER DEPARTMENTS						
Men						
Base Salary	69,000	58,000	86,000	73,897	24,072	53
Clinical Income						8
Additional Income	5,000	2,500	15,000	14,171	20,734	33
Total Income	77,500	63,750	108,000	85,257	30,103	52
Women						
Base Salary	58,000	43,500	88,000	67,927	31,779	28
Clinical Income						6
Additional Income	5,000	1,400	8,500	7,960	10,840	15
Total Income	61,900	50,000	95,000	73,023	30,696	28

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

Figure 12
1996 Median Base Salary of Full-Time
Medical School Psychologists
by Sex and Department Type

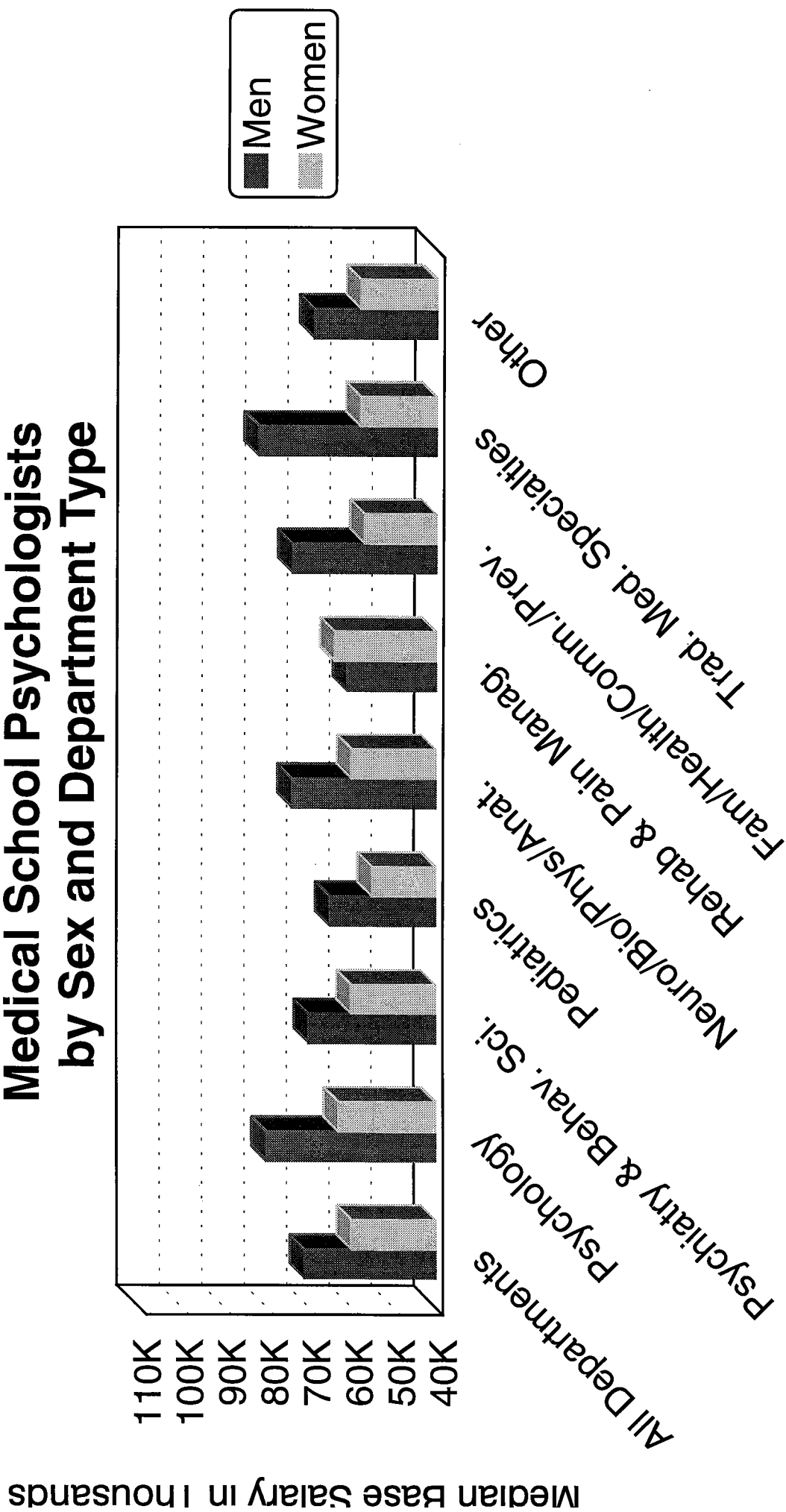
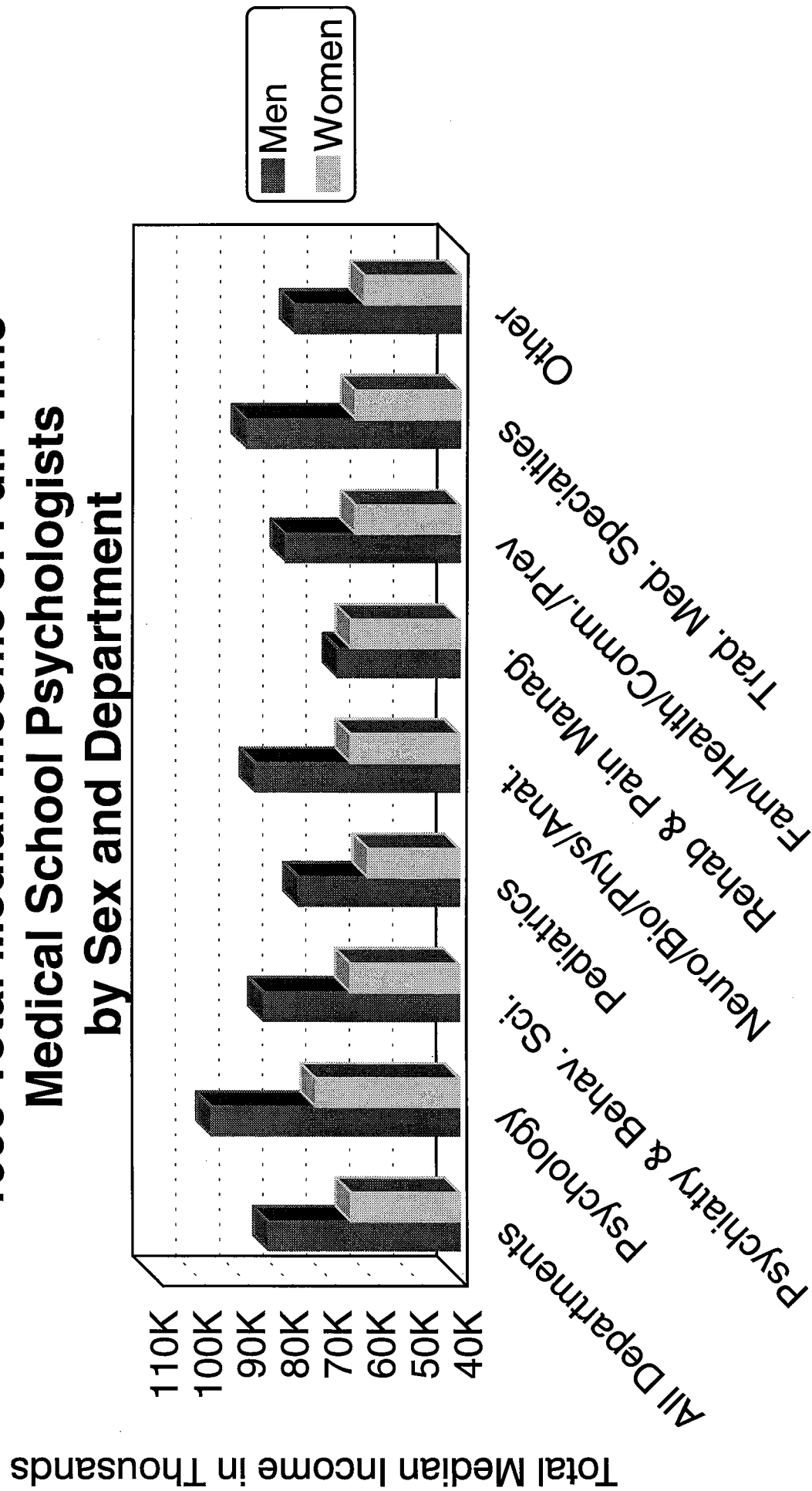


Figure 13
1996 Total Median Income of Full-Time
Medical School Psychologists
by Sex and Department



Types of Departments

Note: Total income includes all supplements to salary from psychology-related, professional activities such as clinical work, teaching, and consulting.

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

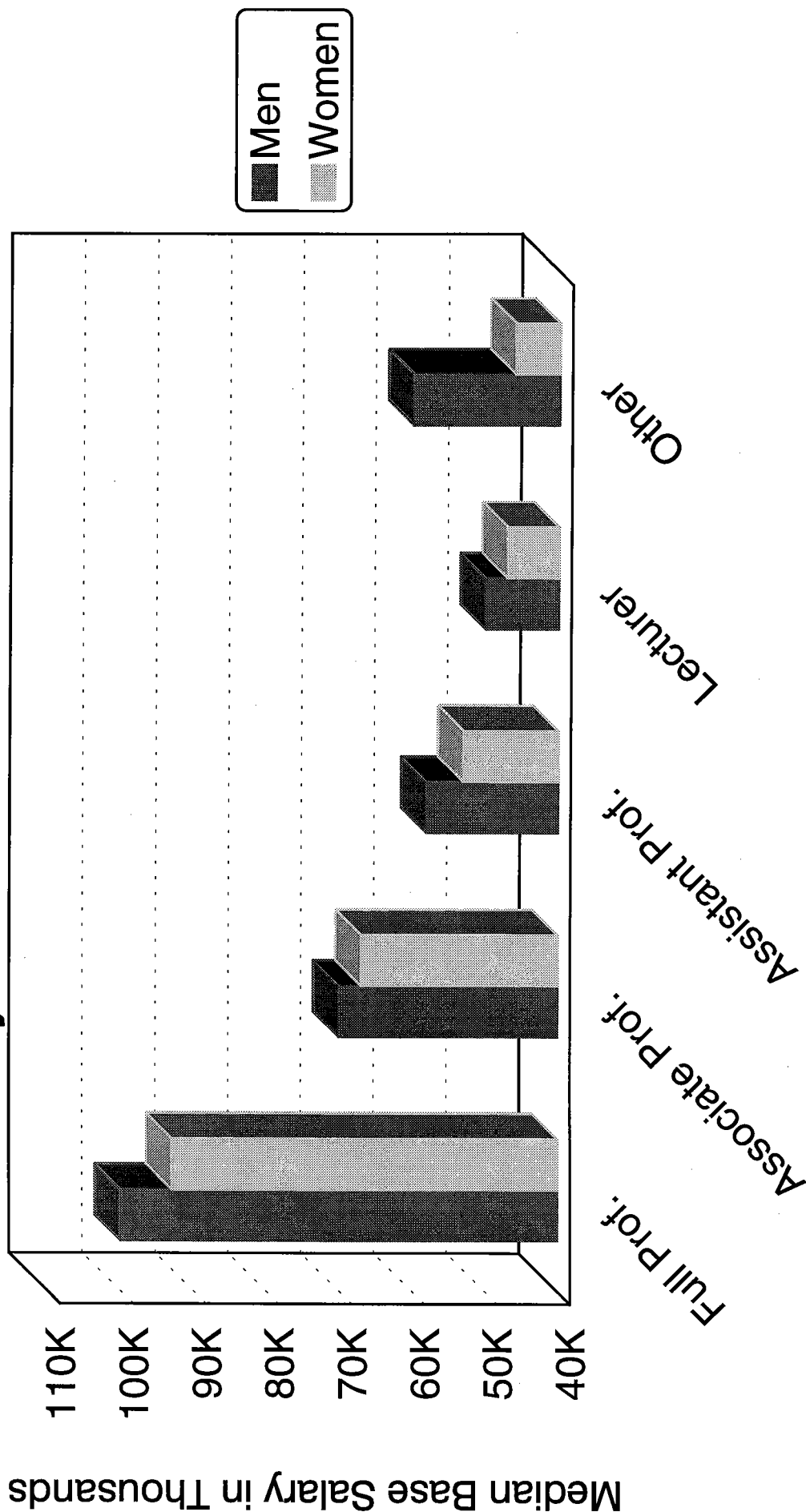
TABLE 73
1996 Base Salaries of Psychologists Employed Full Time in Medical Schools
by Sex and Academic Rank

	Median	Q1	Q3	Mean	SD	N
Men						
Full Professor	100,000	82,000	120,000	101,389	29,189	269
Associate Professor	70,000	61,250	84,000	73,812	18,556	268
Assistant Professor	58,000	50,000	67,000	60,865	15,584	245
Lecturer/Instructor	49,600	42,000	54,080	53,017	19,012	17
Other Rank	60,000	49,000	73,754	64,557	24,484	24
No Academic Appointment						6
Women						
Full Professor	92,700	80,000	113,600	97,688	26,538	81
Associate Professor	67,000	56,965	75,000	68,002	16,184	133
Assistant Professor	52,788	46,000	61,385	54,703	12,511	254
Lecturer/Instructor	46,715	41,000	58,000	48,740	13,784	30
Other Rank	46,415	40,000	57,500	50,348	16,526	29
No Academic Appointment						6

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the **N** is less than 10.

Figure 14
1996 Median Base Salary of Full-Time
Medical School Psychologists
by Sex and Academic Rank



Academic Rank

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

TABLE 74
1996 Clinical Income Supplements of Psychologists Employed Full Time in Medical Schools
by Sex and Academic Rank

	Median	Q1	Q3	Mean	SD	N
Men						
Full Professor	17,500	5,500	39,946	27,539	29,752	52
Associate Professor	24,000	10,000	40,000	33,922	35,068	85
Assistant Professor	12,000	5,000	25,000	18,849	22,909	77
Lecturer/Instructor						6
Other Rank						5
No Academic Appointment						3
Women						
Full Professor	16,000	8,000	25,000	25,100	29,864	10
Associate Professor	10,000	5,000	20,000	15,071	13,172	21
Assistant Professor	10,000	5,000	22,500	16,921	20,671	61
Lecturer/Instructor						9
Other Rank						9
No Academic Appointment						4

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 75
1996 Additional Income of Psychologists Employed Full Time in Medical Schools
by Sex and Academic Rank

	Median	Q1	Q3	Mean	SD	N
Men						
Full Professor	6,250	2,500	15,000	19,707	53,287	196
Associate Professor	4,000	2,000	10,000	7,535	9,870	150
Assistant Professor	2,800	1,000	6,000	5,330	7,806	120
Lecturer/Instructor						9
Other Rank						9
Women						
Full Professor	5,000	2,000	13,000	9,236	10,404	55
Associate Professor	2,000	1,000	5,500	6,465	14,239	84
Assistant Professor	2,270	1,000	6,150	5,962	9,450	100
Lecturer/Instructor						8
Other Rank						7
No Academic Appointment						3

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

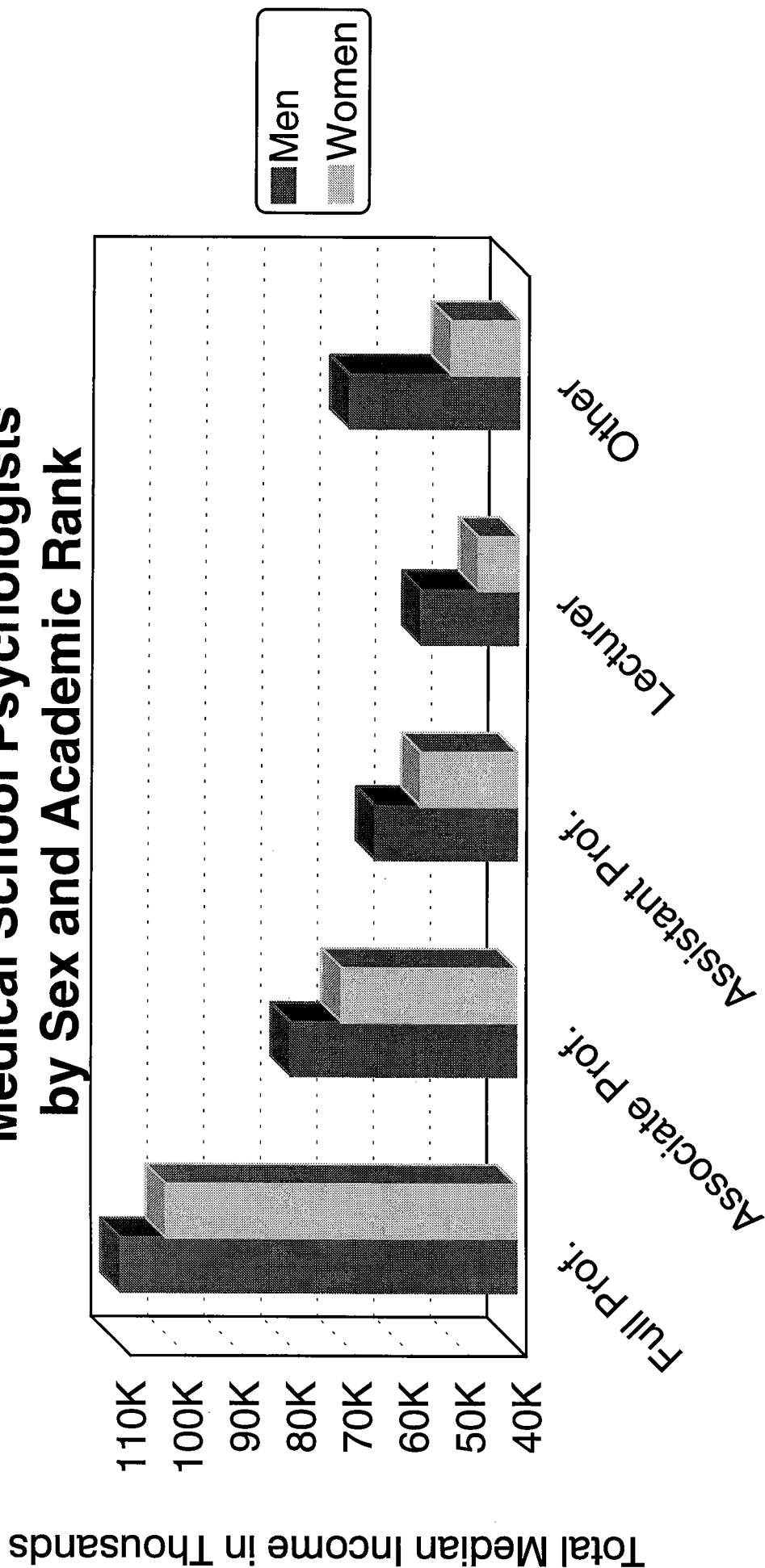
TABLE 76
1996 Total Income of Psychologists Employed Full Time in Medical Schools
by Sex and Academic Rank

	Median	Q1	Q3	Mean	SD	N
Men						
Full Professor	110,000	90,000	136,000	118,422	45,750	267
Associate Professor	80,250	68,200	100,000	88,446	30,181	262
Assistant Professor	65,000	54,000	80,000	69,049	21,586	243
Lecturer/Instructor	57,080	41,500	69,500	62,213	24,424	17
Other Rank	69,854	57,250	85,300	77,274	32,681	24
No Academic Appointment						6
Women						
Full Professor	101,500	87,000	131,200	109,506	30,964	75
Associate Professor	70,500	62,000	82,000	73,487	16,668	129
Assistant Professor	56,900	49,375	68,000	61,182	17,860	240
Lecturer/Instructor	47,205	42,750	61,650	52,962	16,084	28
Other Rank	51,949	40,000	60,000	53,792	18,144	29
No Academic Appointment						6

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

Figure 15
1996 Total Median Income of Full-Time
Medical School Psychologists
by Sex and Academic Rank



Note: Total income includes all supplements to salary from psychology-related, professional activities such as clinical work, teaching, and consulting.

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

TABLE 77
1996 Base Salaries of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Academic Rank

	Median	Q1	Q3	Mean	SD	N
PSYCHOLOGY						
Men						
Full Professor	90,000	90,000	99,000	89,567	27,120	12
Associate Professor						3
Assistant Professor						6
Lecturer/Instructor						1
Other Rank						3
No Academic Appointment						1
Women (Insufficient <u>N</u> s of faculty for analysis)						
PSYCHIATRY & BEHAV. SCI.						
Men						
Full Professor	102,000	85,000	124,000	104,974	30,032	139
Associate Professor	72,000	61,000	85,000	74,713	19,882	158
Assistant Professor	56,500	48,000	65,100	59,864	16,305	145
Lecturer/Instructor	47,250	41,405	52,000	48,234	8,824	12
Other Rank						7
No Academic Appointment						2
Women						
Full Professor	95,000	77,000	117,640	98,181	29,737	46
Associate Professor	70,000	60,000	80,000	70,900	17,550	77
Assistant Professor	52,343	46,000	61,350	54,595	12,788	132
Lecturer/Instructor	43,221	39,700	53,000	46,155	15,099	17
Other Rank	45,097	40,000	51,000	47,108	11,920	18
No Academic Appointment						3

(continued)

TABLE 77 (continued)
1996 Base Salaries of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Academic Rank

	Median	Q1	Q3	Mean	SD	N
PEDIATRICS						
Men						
Full Professor	83,750	70,000	106,000	89,261	22,738	14
Associate Professor	67,114	60,000	76,000	69,679	14,485	18
Assistant Professor	59,000	55,750	66,000	60,170	10,289	15
Lecturer/Instructor						2
Other Rank						1
No Academic Appointment						1
Women						
Full Professor	89,550	83,800	99,000	95,940	23,713	10
Associate Professor	62,050	52,500	71,000	64,598	12,803	24
Assistant Professor	51,673	46,000	56,000	51,793	8,372	41
Lecturer/Instructor						3
NEUROLOGY/BIOLOGY/ PHYSIOLOGY/ANATOMY						
Men						
Full Professor	102,250	85,000	115,000	101,527	24,940	30
Associate Professor	68,800	65,000	75,000	71,776	12,481	21
Assistant Professor	61,000	55,150	74,000	65,965	17,845	20
Lecturer/Instructor						1
Other Rank						3
Women						
Full Professor						6
Associate Professor						9
Assistant Professor	52,000	45,000	65,000	56,779	15,190	19
Lecturer/Instructor						4
Other Rank						2
REHAB OR PAIN MANAGEMENT						
Men						
Full Professor						7
Associate Professor	66,000	60,131	77,250	70,564	16,856	12
Assistant Professor	52,750	49,900	57,550	53,539	9,392	12
Women						
(Insufficient <u>N</u> s of faculty for analysis)						

(continued)

TABLE 77 (continued)
1996 Base Salaries of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Academic Rank

	Median	Q1	Q3	Mean	SD	N
FAMILY/COMMUNITY/ HEALTH/PREVENTION						
Men						
Full Professor	90,500	77,350	111,250	93,710	25,634	20
Associate Professor	75,000	60,000	85,000	74,370	19,229	23
Assistant Professor	63,500	58,000	72,570	66,550	15,436	19
Lecturer/Instructor						1
Other Rank						5
Women						
Full Professor						8
Associate Professor						4
Assistant Professor	53,000	50,000	54,600	53,546	8,221	13
Lecturer/Instructor						2
Other Rank						3
No Academic Appointment						1
TRADITIONAL MEDICAL SPECIALTIES						
Men						
Full Professor	96,000	85,100	109,000	100,615	28,137	24
Associate Professor	78,500	70,000	88,500	81,006	22,753	17
Assistant Professor	70,050	62,500	80,000	71,321	13,845	14
Other Rank						2
No Academic Appointment						1
Women						
Full Professor						1
Associate Professor						5
Assistant Professor	58,750	52,250	66,900	59,944	12,203	16
Lecturer/Instructor						1

(continued)

TABLE 77 (continued)
1996 Base Salaries of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Academic Rank

	Median	Q1	Q3	Mean	SD	N
OTHER DEPARTMENT						
Men						
Full Professor	91,000	78,500	110,500	94,348	25,957	20
Associate Professor	68,500	58,667	70,000	66,564	9,242	14
Assistant Professor	52,000	48,000	63,000	55,736	10,350	14
Other Rank						3
No Academic Appointment						1
Women						
Full Professor						4
Associate Professor						4
Assistant Professor	50,000	42,000	58,000	52,600	16,180	13
Lecturer/Instructor						2
Other Rank						5

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 78
1996 Clinical Income Supplements of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Academic Rank

	Median	Q1	Q3	Mean	SD	N
PSYCHIATRY & BEHAV. SCI.						
Men						
Full Professor	30,000	9,500	37,946	30,276	28,977	28
Associate Professor	25,000	10,000	40,000	31,798	31,639	50
Assistant Professor	11,402	6,000	25,700	19,635	26,524	49
Lecturer/Instructor						5
Other Rank						1
No Academic Appointment						1
Women						
Full Professor						7
Associate Professor	10,000	2,250	20,000	12,208	9,476	12
Assistant Professor	9,500	4,500	24,500	17,867	23,146	36
Lecturer/Instructor						5
Other Rank						6
No Academic Appointment						2
FAMILY/COMMUNITY/ HEALTH/PREVENTION						
Men						
Full Professor						2
Associate Professor	25,000	9,000	100,000	45,400	49,115	10
Assistant Professor						3
Other Rank						1
Women (Insufficient <u>N</u> s of faculty for analysis)						

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 79
1996 Additional Income of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Academic Rank

	Median	Q1	Q3	Mean	SD	N
PSYCHOLOGY						
Men						
Full Professor	5,250	2,000	10,000	9,825	12,067	10
Assistant Professor						1
Other Rank						1
Women (Insufficient Ns of faculty for analysis)						
PSYCHIATRY & BEHAV. SCI.						
Men						
Full Professor	6,750	2,000	19,832	28,090	73,902	96
Associate Professor	5,000	2,000	10,000	8,419	9,855	93
Assistant Professor	2,600	1,000	6,000	5,157	7,381	73
Lecturer/Instructor						6
Other Rank						3
Women						
Full Professor	5,500	1,000	12,000	9,270	11,810	30
Associate Professor	2,000	1,000	5,000	6,297	16,411	47
Assistant Professor	2,000	1,000	6,000	5,447	8,835	61
Lecturer/Instructor						4
Other Rank						2
No Academic Appointment						2
PEDIATRICS						
Men (Insufficient Ns of faculty for analysis)						
Women						
Full Professor						7
Associate Professor	1,500	500	5,400	4,527	6,343	16
Assistant Professor	3,000	1,000	5,000	7,760	15,010	10
No Academic Appointment						1

(continued)

TABLE 79 (continued)
1996 Additional Income of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Academic Rank

	Median	Q1	Q3	Mean	SD	N
NEUROLOGY/BIOLOGY/ ANATOMY/PHYSIOLOGY						
Men						
Full Professor	5,000	2,000	10,000	9,135	12,099	23
Associate Professor	3,000	1,200	10,900	7,109	9,230	11
Assistant Professor	2,250	2,000	5,000	3,037	2,177	15
Lecturer/Instructor						1
Women (Insufficient Ns of faculty for analysis)						
FAMILY/COMMUNITY/ HEALTH/PREVENTION						
Men						
Full Professor	3,000	1,500	10,000	7,154	9,216	14
Associate Professor	2,000	1,000	5,000	3,075	2,916	10
Assistant Professor						6
Lecturer/Instructor						1
Other Rank						1
Women (Insufficient Ns of faculty for analysis)						
TRADITIONAL MEDICAL SPECIALTIES						
Men						
Full Professor	10,000	5,000	15,000	10,856	6,690	18
Associate Professor	4,000	1,000	8,000	5,436	5,591	11
Assistant Professor						8
Other Rank						2
Women (Insufficient Ns of faculty for analysis)						
OTHER DEPARTMENT						
Men						
Full Professor	5,500	2,500	15,000	16,111	23,078	18
Associate Professor						6
Assistant Professor						6
Other Rank						2
Women (Insufficient Ns of faculty for analysis)						

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 80
1996 Total Income of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Academic Rank

	Median	Q1	Q3	Mean	SD	N
PSYCHOLOGY						
Men						
Full Professor	105,875	97,500	150,000	122,921	29,927	12
Associate Professor						3
Assistant Professor						6
Lecturer/Instructor						1
Other Rank						3
No Academic Appointment						1
Women (Insufficient <u>N</u> s of faculty for analysis)						
PSYCHIATRY & BEHAV. SCI.						
Men						
Full Professor	112,000	93,300	140,000	123,186	51,464	138
Associate Professor	84,500	70,000	100,650	89,615	28,228	156
Assistant Professor	63,500	52,000	76,000	68,229	22,510	143
Lecturer/Instructor	54,075	41,155	67,600	56,762	16,806	12
Other Rank						7
No Academic Appointment						2
Women						
Full Professor	115,750	83,000	140,600	114,769	34,799	42
Associate Professor	72,250	63,000	85,000	75,151	18,149	74
Assistant Professor	56,900	49,175	68,000	61,627	19,192	128
Lecturer/Instructor	45,000	38,000	60,800	49,675	14,388	15
Other Rank	51,475	40,000	60,000	51,609	14,875	18
No Academic Appointment						3

(continued)

TABLE 80 (continued)
1996 Total Income of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Academic Rank

	Median	Q1	Q3	Mean	SD	N
PEDIATRICS						
Men						
Full Professor	90,000	78,000	132,500	100,843	28,072	15
Associate Professor	80,000	64,950	90,000	79,214	18,917	17
Assistant Professor	61,000	56,150	74,000	65,170	17,089	15
Lecturer/Instructor						2
Other Rank						1
No Academic Appointment						1
Women						
Full Professor	96,750	92,500	100,000	103,980	25,865	10
Associate Professor	70,500	60,275	80,000	69,704	12,449	23
Assistant Professor	54,500	46,500	64,000	56,801	14,074	38
Lecturer/Instructor						3
No Academic Appointment						1
NEUROLOGY/BIOLOGY/ ANATOMY/PHYSIOLOGY						
Men						
Full Professor	108,000	87,000	130,000	112,319	29,465	31
Associate Professor	75,700	68,850	105,000	94,575	42,493	20
Assistant Professor	73,000	59,000	93,000	77,799	22,743	19
Lecturer/Instructor						1
Other Rank						3
Women						
Full Professor						5
Associate Professor						9
Assistant Professor	59,000	50,000	70,000	60,547	15,075	17
Lecturer/Instructor						4
Other Rank						2
REHAB OR PAIN MANAGEMENT						
Men						
Full Professor						7
Associate Professor	69,000	60,412	91,700	75,951	18,666	11
Assistant Professor	56,000	52,300	68,250	59,455	9,253	12
Other Rank						1
Women						
	(Insufficient Ns of faculty for analysis)					

(continued)

TABLE 80 (continued)
1996 Total Income of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Academic Rank

	Median	Q1	Q3	Mean	SD	N
FAMILY/COMMUNITY/ HEALTH/PREVENTION						
Men						
Full Professor	105,200	80,105	120,000	106,620	31,041	18
Associate Professor	85,000	63,000	100,000	96,335	44,920	23
Assistant Professor	65,400	59,000	80,000	69,737	15,032	19
Lecturer/Instructor						1
Other Rank						4
Women						
Full Professor						8
Associate Professor						4
Assistant Professor	53,250	50,000	55,000	57,642	14,991	13
Lecturer/Instructor						2
Other Rank						3
No Academic Appointment						1
TRADITIONAL MEDICAL SPECIALTIES						
Men						
Full Professor	102,750	89,300	123,750	117,652	59,135	24
Associate Professor	84,400	76,000	110,000	93,053	27,076	17
Assistant Professor	80,000	62,800	85,000	79,067	23,262	15
Other Rank						2
No Academic Appointment						1
Women						
Full Professor						1
Associate Professor						5
Assistant Professor	66,200	52,500	70,000	64,457	14,067	14
Lecturer/Instructor						1

(continued)

TABLE 80 (continued)
1996 Total Income of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Academic Rank

	Median	Q1	Q3	Mean	SD	N
OTHER DEPARTMENT						
Men						
Full Professor	112,250	95,000	126,500	111,600	25,106	20
Associate Professor	68,500	64,000	73,000	67,093	10,111	13
Assistant Professor	63,125	48,500	80,000	68,889	26,964	14
Other Rank						3
No Academic Appointment						1
Women						
Full Professor						4
Associate Professor						5
Assistant Professor	60,150	52,500	74,000	64,542	19,491	12
Lecturer/Instructor						2
Other Rank						5

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the **N** is less than 10.

TABLE 81
1996 Base Salaries of Psychologists Employed Full Time in Medical Schools
by Sex and Years Since Doctorate

	Median	Q1	Q3	Mean	SD	<u>N</u>
Men						
0-1 Year						1
2-4 Years	48,250	43,800	50,000	48,222	6,485	38
5-9 Years	56,250	49,400	62,000	58,046	13,779	140
10-14 Years	66,000	60,000	78,000	70,483	18,249	139
15-19 Years	76,000	65,000	90,000	79,993	22,196	160
20-24 Years	84,000	65,000	105,620	88,231	31,191	125
25-29 Years	90,000	72,250	108,250	92,831	31,173	132
30+ Years	93,396	75,000	113,000	95,057	29,760	85
Women						
0-1 Year						1
2-4 Years	43,221	40,000	50,000	45,831	8,241	63
5-9 Years	52,500	47,000	60,000	54,113	11,847	145
10-14 Years	62,000	53,000	70,000	61,578	15,356	121
15-19 Years	71,000	58,865	85,000	74,116	22,115	90
20-24 Years	70,000	58,888	86,000	75,501	26,469	51
25-29 Years	87,750	73,750	115,000	94,117	33,777	36
30+ Years	82,500	65,000	95,000	80,284	21,946	17

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

Figure 16
1996 Median Base Salary of Full-Time
Medical School Psychologists
by Sex and Years Since Doctorate

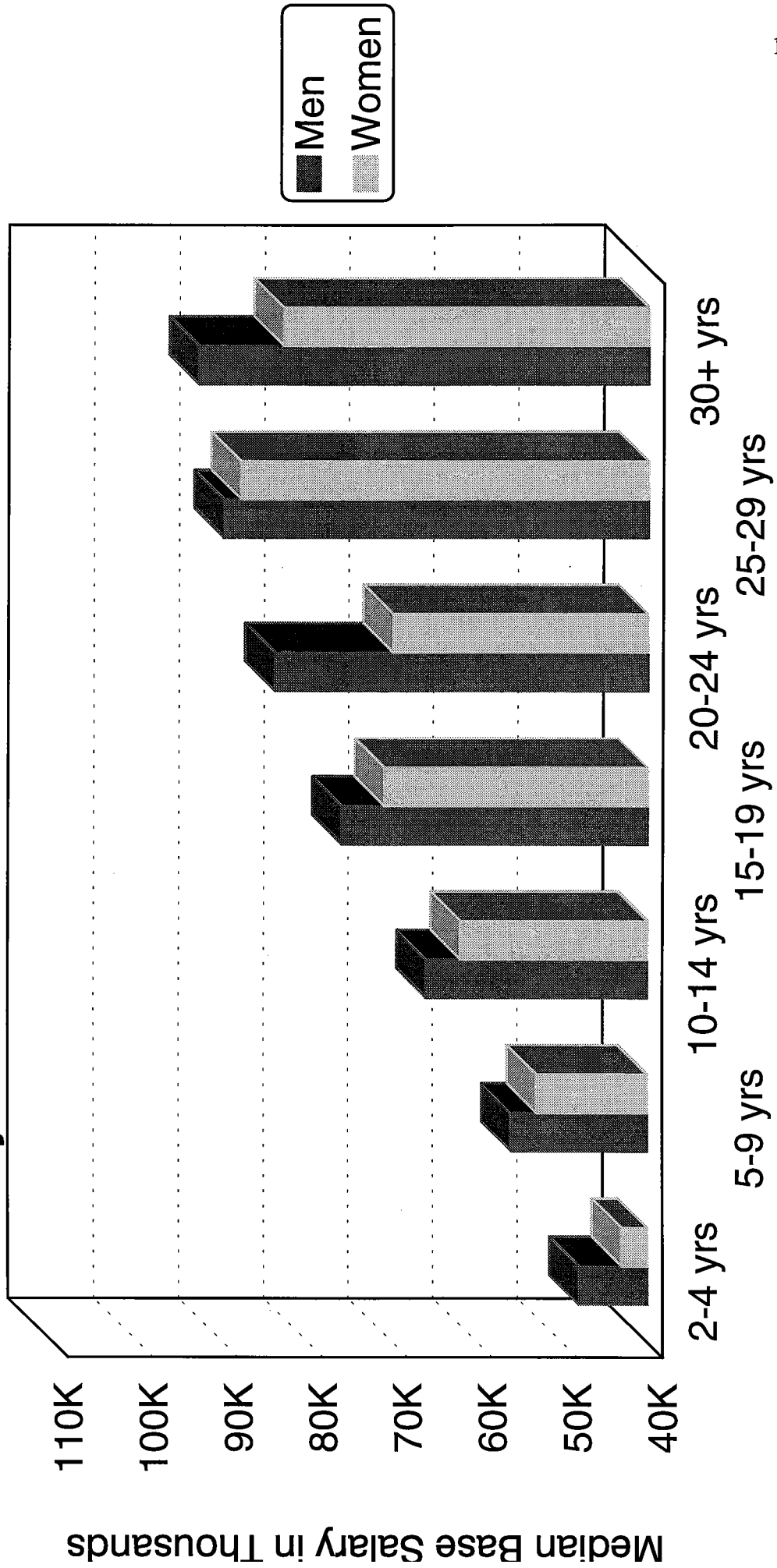


TABLE 82
1996 Clinical Income Supplements of Psychologists Employed Full Time in Medical Schools
by Sex and Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
Men						
2-4 Years	8,025	1,800	14,000	8,960	7,950	10
5-9 Years	13,700	5,000	30,000	20,632	22,811	51
10-14 Years	14,000	5,000	30,000	27,518	34,894	34
15-19 Years	14,000	6,000	34,500	26,578	32,960	40
20-24 Years	22,500	11,000	52,500	34,246	32,584	32
25-29 Years	22,000	10,000	38,000	32,447	36,571	38
30+ Years	17,500	8,400	36,000	29,006	28,432	22
Women						
0-1 Year						1
2-4 Years	7,000	3,500	15,500	15,833	21,272	12
5-9 Years	10,000	5,000	22,500	14,787	16,068	34
10-14 Years	8,000	2,500	15,900	15,500	22,907	27
15-19 Years	10,000	5,000	20,000	10,778	7,637	18
20-24 Years	13,500	9,000	25,000	18,800	15,296	10
25-29 Years						6
30+ Years						3

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 83
1996 Additional Income of Psychologists Employed Full Time in Medical Schools
by Sex and Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
Men						
2-4 Years	1,550	450	9,850	6,819	11,044	20
5-9 Years	2,225	1,000	5,000	5,007	8,048	62
10-14 Years	4,000	2,000	7,500	7,078	9,515	81
15-19 Years	4,000	2,000	10,000	9,724	13,825	105
20-24 Years	9,500	2,500	13,000	11,595	13,963	81
25-29 Years	5,000	2,000	12,000	12,260	20,715	80
30+ Years	5,000	2,000	12,000	37,262	98,504	53
Women						
2-4 Years	3,000	592	6,300	7,705	13,403	17
5-9 Years	2,000	1,000	6,000	5,935	10,352	61
10-14 Years	2,000	825	5,000	5,059	7,866	60
15-19 Years	3,000	1,000	8,000	7,374	15,515	56
20-24 Years	4,000	2,000	10,000	9,090	13,274	25
25-29 Years	5,000	1,000	12,000	8,070	7,158	23
30+ Years						7

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

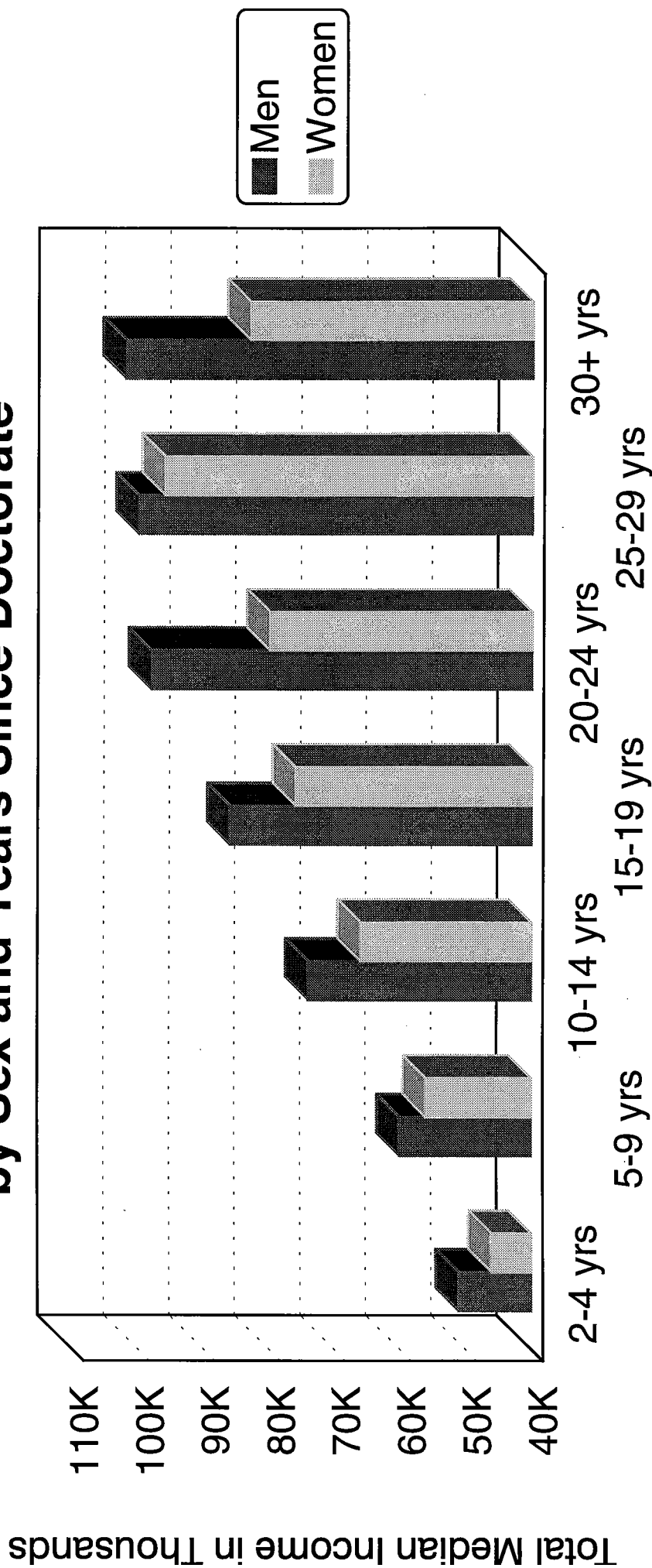
TABLE 84
1996 Total Income of Psychologists Employed Full Time in Medical Schools
by Sex and Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
Men						
0-1 Year						1
2-4 Years	51,000	47,600	61,250	54,211	11,602	37
5-9 Years	60,206	54,000	75,000	67,413	24,008	138
10-14 Years	73,750	65,000	90,650	81,398	29,659	136
15-19 Years	86,000	69,000	105,000	92,933	31,117	159
20-24 Years	98,400	75,000	130,000	104,957	38,595	123
25-29 Years	100,000	85,000	122,500	108,828	42,359	131
30+ Years	101,750	82,000	130,000	114,671	57,035	86
Women						
0-1 Year						1
2-4 Years	46,100	41,000	56,000	50,352	12,889	57
5-9 Years	55,750	49,050	67,000	59,934	15,577	140
10-14 Years	66,000	55,000	78,000	67,838	18,218	117
15-19 Years	76,000	60,665	92,000	79,530	25,279	85
20-24 Years	79,500	63,000	98,000	85,097	32,231	51
25-29 Years	95,750	83,000	130,000	102,965	35,169	34
30+ Years	82,500	70,000	120,000	95,592	38,615	13

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

Figure 17
1996 Total Median Income of Full-Time
Medical School Psychologists
by Sex and Years Since Doctorate



Note: Total income includes all supplements to salary from psychology-related, professional activities such as clinical work, teaching, and consulting.

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists. Research Office, American Psychological Association. 1998.

TABLE 85
1996 Base Salaries of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
PSYCHIATRY & BEHAV. SCI.						
Men						
2-4 Years	47,125	43,138	50,000	47,677	7,090	24
5-9 Years	53,400	47,000	60,382	55,342	13,317	85
10-14 Years	66,000	60,000	80,250	71,062	20,160	72
15-19 Years	80,000	67,500	91,800	83,143	22,329	84
20-24 Years	80,000	65,000	105,620	86,927	31,022	67
25-29 Years	91,500	70,000	110,000	93,376	33,346	71
30+ Years	100,000	70,000	120,000	96,280	32,293	53
Women						
2-4 Years	45,000	40,000	51,000	46,047	8,342	40
5-9 Years	51,000	45,000	60,000	53,782	11,864	77
10-14 Years	64,000	54,000	73,000	63,530	16,317	71
15-19 Years	72,000	62,230	86,500	76,894	19,008	46
20-24 Years	69,950	58,888	82,000	75,657	30,569	26
25-29 Years	101,800	79,694	135,000	103,549	37,512	20
30+ Years	76,500	56,000	84,000	74,650	21,734	11
PEDIATRICS						
Men						
2-4 Years						2
5-9 Years	56,750	55,750	60,000	59,533	6,784	10
10-14 Years	63,700	54,392	71,000	63,075	9,600	11
15-19 Years						8
20-24 Years						7
25-29 Years						7
30+ Years						5
Women						
2-4 Years	42,500	41,500	48,250	44,542	8,669	12
5-9 Years	53,000	48,500	60,000	53,644	6,639	18
10-14 Years	62,000	52,000	70,000	62,264	11,911	17
15-19 Years	60,750	50,000	71,000	64,204	18,512	19
20-24 Years						4
25-29 Years						6

(continued)

TABLE 85 (continued)
1996 Base Salaries of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
NEUROLOGY/BIOLOGY/ PHYSIOLOGY/ANATOMY						
Men						
2-4 Years						1
5-9 Years	58,500	55,000	70,000	63,843	18,511	14
10-14 Years	75,000	65,000	85,000	77,954	22,523	11
15-19 Years	72,000	65,000	81,500	77,063	20,888	16
20-24 Years	100,000	72,000	108,800	96,287	30,694	15
25-29 Years						8
30+ Years						9
Women						
0-1						1
2-4 Years						3
5-9 Years						8
10-14 Years	63,500	41,000	70,000	58,070	16,713	10
15-19 Years						7
20-24 Years						6
25-29 Years						2
30+ Years						2
FAMILY/COMMUNITY/ HEALTH/PREVENTION						
Men						
0-1 Year						1
2-4 Years						4
5-9 Years						9
10-14 Years	62,750	55,500	75,000	68,102	16,656	10
15-19 Years	70,000	54,600	76,700	66,867	14,350	18
20-24 Years	85,000	77,000	116,000	92,926	30,054	11
25-29 Years	96,000	72,500	106,500	93,231	22,386	13
30+ Years						2
Women						
5-9 Years	52,000	45,000	55,000	49,918	8,714	11
10-14 Years						5
15-19 Years						6
20-24 Years						5
25-29 Years						3

(continued)

TABLE 85 (continued)
1996 Base Salaries of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
TRADITIONAL MEDICAL SPECIALTIES						
Men						
2-4 Years						2
5-9 Years						4
10-14 Years	70,000	65,000	85,200	75,060	16,572	15
15-19 Years	80,000	68,000	102,000	83,561	21,013	10
20-24						7
25-29 Years	92,500	88,500	101,000	100,362	21,207	13
30+ Years						6
Women						
2-4 Years						2
5-9 Years	59,500	52,500	67,500	61,073	11,084	11
10-14 Years						4
15-19 Years						3
25-29 Years						2
30+ Years						1
OTHER DEPARTMENT						
Men						
2-4 Years						2
5-9 Years						4
10-14 Years	65,000	58,800	75,000	66,100	11,775	11
15-19 Years	66,000	58,333	73,800	71,439	21,306	12
20-24 Years						8
25-29 Years	77,122	69,000	87,000	77,156	19,881	13
30+ Years						2
Women	(Insufficient <u>N</u>s of faculty for analysis)					

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 86
1996 Clinical Income Supplements of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
PSYCHIATRY & BEHAV. SCI.						
Men						
2-4 Years						8
5-9 Years	12,000	5,000	26,342	18,198	16,778	29
10-14 Years	15,000	7,000	60,000	34,200	37,283	15
15-19 Years	10,000	5,000	28,000	23,305	34,072	25
20-24 Years	20,000	10,000	30,000	24,376	20,068	17
25-29 Years	30,000	17,000	40,000	39,791	38,894	23
30+ Years	20,000	6,000	35,000	24,342	21,597	15
Women						
2-4 Years						7
5-9 Years	10,000	5,000	22,000	13,846	13,541	21
10-14 Years	6,000	2,000	15,900	15,763	26,181	19
15-19 Years						8
20-24 Years						5
25-29 Years						4
30+ Years						3

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 87
1996 Additional Income of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
PSYCHIATRY & BEHAV. SCI.						
Men						
2-4 Years	4,000	400	10,000	8,066	12,308	14
5-9 Years	2,200	1,000	5,000	5,645	9,498	41
10-14 Years	3,250	1,500	7,750	6,783	8,214	44
15-19 Years	4,000	2,000	10,000	9,616	12,700	55
20-24 Years	10,000	3,000	20,000	13,539	16,092	46
25-29 Years	5,000	2,000	12,000	13,168	24,999	39
30+ Years	5,000	2,000	18,000	57,922	125,303	31
Women						
2-4 Years	4,000	1,000	8,000	9,631	14,889	13
5-9 Years	2,000	1,000	5,000	4,184	4,879	35
10-14 Years	2,000	1,000	4,000	3,808	6,079	33
15-19 Years	3,245	1,000	8,000	8,792	19,043	35
20-24 Years	2,000	500	10,000	9,123	17,553	11
25-29 Years	7,500	1,000	13,500	8,500	7,367	12
30+ Years						4
PEDIATRICS						
Men (Insufficient Ns of faculty for analysis)						
Women						
2-4 Years						2
5-9 Years						5
10-14 Years	2,250	825	6,250	5,088	6,286	12
15-19 Years						8
20-24 Years						1
25-29 Years						4
NEUROLOGY/BIOLOGY/ PHYSIOLOGY/ANATOMY						
Men						
2-4 Years						1
5-9 Years						9
10-14 Years						8
15-19 Years	2,000	1,100	10,500	6,025	7,351	12
20-24 Years						8
25-29 Years						4
30+ Years						7
Women (Insufficient Ns of faculty for analysis)						

(continued)

TABLE 87 (continued)
1996 Additional Income of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
FAMILY/COMMUNITY/ HEALTH/PREVENTION						
Men						
2-4 Years						3
5-9 Years						2
10-14 Years						4
15-19 Years	3,000	2,000	5,000	4,373	3,586	11
20-24 Years						4
25-29 Years						6
30+ Years						2
Women (Insufficient Ns of faculty for analysis)						
TRADITIONAL MEDICAL SPECIALTIES						
Men						
10-14 Years	5,000	2,000	9,000	8,430	12,558	10
15-19 Years						9
20-24 Years						5
25-29 Years	8,000	1,000	15,000	8,891	7,747	11
30+ Years						4
Women (Insufficient Ns of faculty for analysis)						

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 88
1996 Total Income of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
PSYCHIATRY & BEHAV. SCI.						
Men						
2-4 Years	51,800	47,150	64,000	56,146	13,575	23
5-9 Years	59,500	49,800	72,000	63,720	19,936	85
10-14 Years	72,000	65,000	94,000	82,139	31,021	71
15-19 Years	90,000	75,000	105,000	94,331	29,332	84
20-24 Years	95,000	77,500	129,000	105,573	40,111	63
25-29 Years	100,000	82,500	126,648	109,423	41,411	72
30+ Years	105,000	87,000	135,000	120,434	67,496	54
Women						
2-4 Years	46,250	40,000	56,000	50,968	14,479	37
5-9 Years	53,838	48,205	67,000	58,977	15,297	76
10-14 Years	67,500	57,500	78,000	70,389	19,045	69
15-19 Years	80,550	65,440	96,000	83,478	24,116	44
20-24 Years	77,400	63,000	98,000	87,538	38,886	25
25-29 Years	117,000	89,000	145,000	113,950	38,345	18
30+ Years						9
PEDIATRICS						
Men						
2-4 Years						2
5-9 Years						9
10-14 Years	65,000	61,000	85,000	70,607	13,029	11
15-19 Years						8
20-24 Years						7
25-29 Years						8
30+ Years						5
Women						
2-4 Years						9
5-9 Years	55,500	48,800	65,000	60,946	16,140	17
10-14 Years	69,000	55,000	80,000	67,945	13,028	17
15-19 Years	65,000	55,000	75,750	66,883	18,354	19
20-24 Years						4
25-29 Years						6

(continued)

TABLE 88 (continued)
1996 Total Income of Psychologists Employed Full Time in Medical Schools
by Sex, Department Type, and Years Since Doctorate

	Median	Q1	Q3	Mean	SD	N
NEUROLOGY/BIOLOGY/ ANATOMY/PHYSIOLOGY						
Men						
2-4 Years						1
5-9 Years	73,000	60,000	93,000	79,796	25,408	13
10-14 Years	85,000	70,000	139,000	103,393	51,940	11
15-19 Years	81,000	67,700	100,000	89,359	30,378	17
20-24 Years	105,000	73,000	140,000	108,847	35,104	15
25-29 Years						6
30+ Years	111,000	95,000	123,100	111,160	27,674	10
Women (Insufficient Ns of faculty for analysis)						
FAMILY/COMMUNITY/ HEALTH/PREVENTION						
Men						
0-1 Year						1
2-4 Years						4
5-9 Years						9
10-14 Years						9
15-19 Years	78,800	63,000	89,000	87,112	38,155	17
20-24 Years	90,000	77,000	145,000	108,458	39,722	11
25-29 Years	105,000	85,000	119,000	102,531	22,904	13
30+ Years						1
Women						
5-9 Years	52,000	50,000	55,000	53,214	13,566	11
10-14 Years						5
15-19 Years						6
20-24 Years						5
25-29						3
TRADITIONAL MEDICAL SPECIALTIES						
Men						
2-4 Years						2
5-9 Years						4
10-14 Years	75,000	67,000	90,000	82,347	23,306	15
15-19 Years	86,000	78,354	114,000	93,571	24,911	10
20-24 Years						8
25-29 Years	97,000	88,600	120,000	122,538	73,692	13
30+ Years						6
Women (Insufficient Ns of faculty for analysis)						

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
Research Office, American Psychological Association. 1998.

Note: No statistics are provided where the N is less than 10.

TABLE 89
1996 Earnings of Psychologists with Full-Time Non-Tenure-Track Research Positions in Medical Schools
Whose Doctorate Was Earned More Than Ten Years Ago

	Median	Q1	Q3	Mean	SD	<u>N</u>
SPEND 100% OF TIME IN RESEARCH:						
Base Salary	60,000	51,605	69,655	61,954	25,580	15
Additional Salary						7
Total Income	59,500	51,803	67,500	61,763	25,301	16
REQUIRED TO EARN 100% OF SALARY THROUGH RESEARCH GRANTS:						
Base Salary	64,750	53,750	79,550	69,999	23,956	28
Additional Salary	1,750	1,000	8,000	4,767	5,435	18
Total Income	65,000	55,500	80,100	72,768	25,115	29

Source: 1997 Employment Characteristics and Salaries of Medical School Psychologists.
 Research Office, American Psychological Association. 1998.

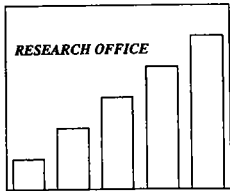
Note: No statistics are provided where the N is less than 10.

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APPENDIX A

Instrument



1997 Medical School Psychologists Employment Survey

INSTRUCTIONS

CORRECT MARK
INCORRECT MARKS



- USE A NO. 2 PENCIL, OR A BLUE OR BLACK INK PEN.
- DO NOT USE RED INK OR A FELT TIP MARKER.

- FILL THE OVAL COMPLETELY.
- DO NOT MAKE ANY STRAY MARKS.

SECTION 1 INFORMATION ABOUT APPOINTMENTS

1. In what COLLEGE is your primary appointment (e.g., School of Medicine, School of Health Sciences)?

2. In what DEPARTMENT is your primary appointment (e.g., Dept of Psychiatry, Dept of Pediatrics)?

3. If you have a SECONDARY appointment, list the department/college

4. Your PRIMARY medical school/health center academic appointment is:

Fill in **one** in each category.

- ☐ N/A, do NOT have an academic appointment **SKIP TO QUESTION 8**
- ☐ Full time
- ☐ Part time

5. Rank in Primary Academic Appointment

- ☐ N/A, do NOT have an academic appointment **SKIP TO QUESTION 8**
- ☐ Full professor
- ☐ Associate professor
- ☐ Assistant professor
- ☐ Lecturer/Instructor
- ☐ Other (specify) _____

6. Tenure Status in Primary Academic Appointment

- ☐ N/A, do NOT have an academic appointment **SKIP TO QUESTION 8**
- ☐ Tenured
- ☐ Not tenured, on tenure track
- ☐ Not tenured, not on tenure track
- ☐ N/A, tenure system not used
- ☐ Other (specify) _____

7. Your primary medical school/health center academic appointment is:

- ☐ N/A, do NOT have an academic appointment
- ☐ 9-10 months
- ☐ 11-12 months
- ☐ Other (specify) _____

SECTION 2 CHARACTERISTICS OF DEPARTMENT/SCHOOL

8. How many psychologists are in your primary appointment department (including yourself)?

EXAMPLE:

If the amount is 98, please enter as "098"

0	9	8
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	0
9	0	9

Full time		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

Part time		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

TOTAL		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

9. How many psychologists are in your primary appointment medical school/health center (including yourself)?

Full time		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

Part time		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

TOTAL		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

10. Is there a separate administrative unit of psychology within your department or college?

☐ Yes ☐ No

11. Is there a Chief Psychologist or Administrative Head for psychology at your college or department?

☐ Yes ☐ No

12. Please give the name and organizational title of the Chief Psychologist or Administrative Head for psychology at your college/department/institution.

13. Is there a psychology internship training program in your primary appointment department?

☐ Yes ☐ SKIP TO QUESTION 15

☐ No

14. If your department does not have a psychology internship training program, are you involved otherwise in training?

☐ Yes, elsewhere in my institution
☐ Yes, at another institution (specify)

☐ No

15. Does your primary appointment department support psychology postdoctoral fellows?

☐ Yes ☐ SKIP TO QUESTION 17

☐ No

16. If your department does not have psychology postdoctoral fellows, do you have the opportunity to work with psychology postdoctoral fellows?

☐ Yes, elsewhere in my institution
☐ Yes, at another institution
 If yes, indicate how

☐ No

17. Does your employer cover the cost of malpractice insurance?

☐ Yes ☐ No

SECTION 3

EMPLOYMENT ACTIVITIES

18. What percentage of your time is devoted to medical school/health science center activity?

EXAMPLE:

If the amount is 55, please enter as "055" →

0	5	5
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

			%
0	0	0	
1	1	1	
2	2	2	
3	3	3	
4	4	4	
5	5	5	
6	6	6	
7	7	7	
8	8	8	
9	9	9	

19. What percentage of your time is devoted to each of the following activities in your academic/medical school/health science center?

Clinical service			%	Research			%	Teaching			%
0	0	0		0	0	0		0	0	0	
1	1	1		1	1	1		1	1	1	
2	2	2		2	2	2		2	2	2	
3	3	3		3	3	3		3	3	3	
4	4	4		4	4	4		4	4	4	
5	5	5		5	5	5		5	5	5	
6	6	6		6	6	6		6	6	6	
7	7	7		7	7	7		7	7	7	
8	8	8		8	8	8		8	8	8	
9	9	9		9	9	9		9	9	9	

Admini- stration			%	Other (specify) _____			%	100% TOTAL
0	0	0		0	0	0		
1	1	1		1	1	1		
2	2	2		2	2	2		
3	3	3		3	3	3		
4	4	4		4	4	4		
5	5	5		5	5	5		
6	6	6		6	6	6		
7	7	7		7	7	7		
8	8	8		8	8	8		
9	9	9		9	9	9		

20. If you have a teaching role, please list the courses/lecture topics for which you are currently responsible:

Courses: _____

Lectures: _____

21. For what student groups do you have teaching responsibility?
(Fill in all that apply):

- ☐ Medical students
☐ PA students
☐ Nursing students
☐ Dental students
☐ Psychology students
☐ Other (specify) _____

22. Are you a member of the teaching hospital/health science center medical staff?

☐ Yes ☐ No **SKIP TO QUESTION 24**

23. If you are a member of the teaching hospital/health science center medical staff, do you have **FULL** privileges?

- ☐ Yes
☐ No If no, what is/are the limitation(s)?
 (Fill in all that apply)
☐ No admitting privilege
☐ No vote
☐ Cannot write orders
☐ Other (specify) _____

SECTION 4

SALARY INFORMATION

24. What was your annual base salary in 1996 (include income from research grant/clinical income if INTERNAL to medical school) (EXCLUDE independent practice income EXTERNAL to medical school)?

EXAMPLE:

0	5	8	5	0	0
0	0	0	0	0	0
1	1	1	1	1	1
2	2	2	2	2	2
3	3	3	3	3	3
4	4	4	4	4	4
5	5	5	5	5	5
6	6	6	6	6	6
7	7	7	7	7	7
8	8	8	8	8	8
9	9	9	9	9	9

\$

						.00
0	0	0	0	0	0	
1	1	1	1	1	1	
2	2	2	2	2	2	
3	3	3	3	3	3	
4	4	4	4	4	4	
5	5	5	5	5	5	
6	6	6	6	6	6	
7	7	7	7	7	7	
8	8	8	8	8	8	
9	9	9	9	9	9	

25. Are you able to supplement your salary with independent practice income external to medical school?

☐ Yes If yes, what was your clinical income in 1996?

Source _____

☐ No

\$

						.00
0	0	0	0	0	0	
1	1	1	1	1	1	
2	2	2	2	2	2	
3	3	3	3	3	3	
4	4	4	4	4	4	
5	5	5	5	5	5	
6	6	6	6	6	6	
7	7	7	7	7	7	
8	8	8	8	8	8	
9	9	9	9	9	9	

26. Are there additional supplements to your income (e.g., consulting, honoraria, teaching, workshops)? Do not include clinical income or income from research grants that constitute part of the salary that you reported in Q 24.

☐ Yes If yes, indicate amount in 1996.
☐ No

\$

						.00
0	0	0	0	0	0	
1	1	1	1	1	1	
2	2	2	2	2	2	
3	3	3	3	3	3	
4	4	4	4	4	4	
5	5	5	5	5	5	
6	6	6	6	6	6	
7	7	7	7	7	7	
8	8	8	8	8	8	
9	9	9	9	9	9	

27. What was your TOTAL ANNUAL INCOME from all sources in 1996? Do NOT include non-psychology income (e.g., tenant rent, trust fund income, etc.)

\$

						.00
0	0	0	0	0	0	
1	1	1	1	1	1	
2	2	2	2	2	2	
3	3	3	3	3	3	
4	4	4	4	4	4	
5	5	5	5	5	5	
6	6	6	6	6	6	
7	7	7	7	7	7	
8	8	8	8	8	8	
9	9	9	9	9	9	

28. Are you required to earn part of your salary through clinical work/independent practice or research grants?

If yes, fill in the grid as appropriate and indicate the source(s).

EXAMPLE:

If the percentage is 53,
please enter as "053"

0	5	3
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

%

- ☐ Yes, clinical work
☐ Yes, research grants
☐ Yes, both,
 clinical and research
☐ No

30. What is the overhead rate for grant income?

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

%

SECTION 5

DEMOGRAPHIC INFORMATION

29. What is the overhead rate for the clinical work/independent practice income you generate (e.g., Dean's tax, etc.)?

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

%

31. Sex

- ☐ Male
☐ Female

32. Ethnic/racial background (Fill in all that apply)

- ☐ African American/Black
☐ Asian/Pacific Islander
☐ American Indian/
 Alaskan Native
☐ Caucasian/White
☐ Hispanic/Latino(a)
☐ Other (specify) _____

SECTION 5

DEMOGRAPHIC INFORMATION (cont.)

33. Please enter the zip code of your primary employment setting.

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

34. In what year did you receive your doctorate?

19

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

35. For how many years have you been in your present primary position at this institution?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

SECTION 6

EXPERIENCES

36. Has your clinical income or salary been affected by changes in the health care system (e.g., managed care, provider panels)?

☐ Yes ☐ No

If Yes, how?

37. If you work in a hospital, has the institution undergone a merger with another health care organization in the past 5 years?

☐ Yes ☐ No **SKIP TO QUESTION 40**

38. If yes, were psychology positions lost as a result of this action?

☐ Yes ☐ No

39. What impact did such a merger have on your daily work activities?

☐ None

(Fill in all that apply)

- ☐ More clinical hours were required
- ☐ Less support for research
- ☐ Less support for teaching/training
- ☐ Less time for (my) professional development
- ☐ Other (specify) _____

40. Are you a member of the Association of Medical School Psychologists?

☐ Yes **SKIP TO QUESTION 42**

☐ No

41. If no, why not? (Fill in all that apply)

- ☐ Do not know about the organization.
- ☐ I've never been asked to join.
- ☐ Annual dues (\$45) are too high.
- ☐ Perceive little value from the group.
- ☐ Belong to too many organizations.
- ☐ Other (specify) _____

42. Are you a member of the American Psychological Association?

- ☐ Yes ☐ No **SKIP TO QUESTION 44**

43. If yes, list your Division affiliations:

44. Do you believe that psychologists who work in or are affiliated with academic health science centers need a separate professional association directly concerned with their needs and interests?

- ☐ Yes ☐ No

45. Would you join such an organization if you felt it was responsive to your needs?

- ☐ Yes
- ☐ No
- ☐ Maybe

46. Would you be willing to devote time to serving such an organization?

- ☐ Yes
- ☐ No
- ☐ Maybe

47. If you believe there is currently an organization that serves this need, please list.

48. AMSP is in a unique position to lobby for psychologists in medical settings. On which **one** activity below would you like AMSP to focus its efforts to benefit its members?

- ☐ Increasing salaries
- ☐ Providing a unified voice to medical school/center administrators
- ☐ Providing a unified voice to managed care/health care organizations
- ☐ Serving as a resource for questions on aspects of clinical service, research, training (e.g., comparison of practices across sites)
- ☐ Other _____

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If the envelope is lost or missing, please mail to:



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

APPENDIX B

States Comprising Geographic Regions in the United States

APPENDIX B
States Comprising Geographic Regions
in the United States

New England:	Connecticut Maine Massachusetts New Hampshire Rhode Island Vermont
Middle Atlantic:	New Jersey New York Pennsylvania
East North Central:	Illinois Indiana Michigan Ohio Wisconsin
West North Central:	Iowa Kansas Minnesota Missouri Nebraska North Dakota South Dakota
South Atlantic:	Delaware District of Columbia Florida Georgia Maryland North Carolina South Carolina Virginia West Virginia
East South Central:	Alabama Kentucky Mississippi Tennessee
West South Central:	Arkansas Louisiana Oklahoma Texas
Mountain:	Arizona Colorado Idaho Montana Nevada New Mexico Utah Wyoming
Pacific:	Alaska California Hawaii Oregon Washington