

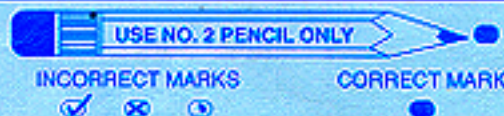
# AMERICAN PSYCHOLOGICAL ASSOCIATION 1999 SALARY SURVEY



ALL RESPONSES ARE CONFIDENTIAL

## MARKING DIRECTIONS

- Use only a soft black lead pencil (No. 2 is ideal).
- Make heavy black marks that fill the oval.
- Erase cleanly any answer you wish to change.
- Make no stray markings of any kind.



### 1. Present Employment/Work. Mark one only.

- ☐ I am currently employed.
- ☐ I am currently self-employed.
- ☐ I am not employed (e.g., retired, student, or postdoctoral fellow).

(PLEASE COMPLETE REMAINING QUESTIONS.)

(STOP. PLEASE RETURN THE QUESTIONNAIRE IN THE ENCLOSED ENVELOPE.)

**NOTE**  
PRIMARY setting and position  
refer to the one in which  
you spend the MOST time.

### 2. Employment/Work Setting. Please indicate your PRIMARY employment/work setting. Mark one only.

- |   |   |
|---|---|
| <p><b>Educational Institutions and School Systems</b></p> <p>University (not medical or professional school)</p> <p><input type="radio"/> 01 Psychology department</p> <p><input type="radio"/> 02 Education department</p> <p><input type="radio"/> 03 Business school or department</p> <p><input type="radio"/> 04 Other academic department or unit</p> <p><input type="radio"/> 05 Management or administrative office</p> <p><input type="radio"/> 06 Student counseling or services center</p> <p><input type="radio"/> 07 Research center or institute</p> <p><input type="radio"/> 08 Other university setting</p> <p>Four-year College</p> <p><input type="radio"/> 11 Psychology department</p> <p><input type="radio"/> 12 Education department</p> <p><input type="radio"/> 13 Business school or department</p> <p><input type="radio"/> 14 Other academic department or unit</p> <p><input type="radio"/> 15 Management or administrative office</p> <p><input type="radio"/> 16 Student counseling or services center</p> <p><input type="radio"/> 17 Research center or institute</p> <p><input type="radio"/> 18 Other four-year college setting</p> <p>Two-year college</p> <p><input type="radio"/> 21 Two-year college</p> <p><input type="radio"/> 22 Medical school, psychiatry department</p> <p><input type="radio"/> 23 Medical school, other than psychiatry department</p> <p><input type="radio"/> 24 Professional school of psychology, affiliated with a university</p> <p><input type="radio"/> 25 Professional school of psychology, free-standing</p> <p><input type="radio"/> 26 Professional school not listed above (e.g., law, nursing)</p> <p>Elementary or secondary school</p> <p><input type="radio"/> 27 Elementary or secondary school</p> <p><input type="radio"/> 28 School system district office</p> <p><input type="radio"/> 29 Other educational setting (e.g., vocational or special education)</p> <p><b>Human Service Settings</b></p> <p><input type="radio"/> 41 Individual private practice</p> <p><input type="radio"/> 42 Group psychological practice</p> <p><input type="radio"/> 43 Medical/psychological group practice</p> <p><input type="radio"/> 31 Public general hospital</p> <p>(continued in next column)</p> | <p><input type="radio"/> 32 Private general hospital</p> <p><input type="radio"/> 33 County/state psychiatric hospital</p> <p><input type="radio"/> 34 Not for profit, private psychiatric hospital</p> <p><input type="radio"/> 35 For profit, private psychiatric hospital</p> <p><input type="radio"/> 36 VA hospital</p> <p><input type="radio"/> 37 Military hospital (e.g., Air Force)</p> <p><input type="radio"/> 71 Rehabilitation facility</p> <p><input type="radio"/> 47 Counseling or guidance center (not university or college)</p> <p><input type="radio"/> 44 Outpatient mental health clinic, free-standing</p> <p><input type="radio"/> 45 Community mental health center or clinic (CMHC)</p> <p><input type="radio"/> 46 Nursing home</p> <p><input type="radio"/> 48 Specialized health service (e.g., substance abuse or mental retardation)</p> <p><input type="radio"/> 39 Preferred Provider Organization (PPO)</p> <p><input type="radio"/> 38 Independent Practice Association (IPA)</p> <p><input type="radio"/> 46 Health Maintenance Organization (HMO, excluding IPAs)</p> <p><input type="radio"/> 70 Other managed care setting</p> <p><input type="radio"/> 49 Other human service setting not listed above</p> <p><b>Other Employment/Work Settings</b></p> <p><input type="radio"/> 51 Self-employed (not private practice)</p> <p><input type="radio"/> 52 Consulting firm</p> <p><input type="radio"/> 53 Private research organization or lab</p> <p><input type="radio"/> 54 Govt. research organization or lab</p> <p><input type="radio"/> 55 Business or industry (excluding consulting firm or research organization)</p> <p><input type="radio"/> 61 Criminal justice system</p> <p><input type="radio"/> 62 Military service (not military hospital)</p> <p><input type="radio"/> 63 Federal government agency (other than above settings)</p> <p><input type="radio"/> 64 State government agency (other than above settings)</p> <p><input type="radio"/> 65 Local government agency (other than above settings)</p> <p><input type="radio"/> 66 Other non-profit organization</p> <p><input type="radio"/> 69 Other non-educational or non-service setting not listed above</p> |
|---|---|

### 3. Type of position. Please select the ONE category that best describes the type of position you hold in your PRIMARY employment/work setting (as indicated in Question 2). You may be involved in several different types of work activities; however, your employment position can usually be described by ONE of the following categories.

**Faculty Position.** Includes teaching and/or research activities appropriate to your academic setting. If you are primarily employed in a faculty position (including being chair of a department), please indicate your academic rank.

- ☐ Full Professor      ☐ Assistant Professor      ☐ Other Faculty Position
- ☐ Associate Professor      ☐ Lecturer/Instructor

**Educational Administration.** Includes college or university administrative positions (such as provost or dean) although you also may have a faculty appointment. Does not include department chair. Also includes superintendent of school district or other administrative position related to education.

**Research.** Includes basic or applied research in any field. Includes non-faculty research positions, work in laboratory or research institute in government or private setting.

**Administration of Research.** Includes managing a research organization or program. Although you may be directly involved in research design, data collection and so forth, your primary responsibility is administering research activities, including the supervision of research personnel.

**Direct Human Services.** Includes direct clinical services, counseling or guidance, school psychological services, consultation, assessment.

**Administration of Human Services.** Includes managing a program of human services. Although you may be directly involved in delivering human services, your primary responsibility is administering human service activities, including supervising human service personnel.

**Applied Psychology.** Includes the practice of industrial/organizational psychology, personnel selection or assessment, systems or equipment design, organizational consultation, analysis or training.

**Administration of Applied Psychology.** Includes managing an applied psychology organization or program, such as the management of a consulting firm specializing in industrial/organizational psychology. Although you may be directly involved in applied psychology activities, your primary responsibility is administering the program, including supervising personnel.

**Other Administrative Position.** Includes management or administration in a business, government setting, or non-profit organization that cannot be described as the direct administration of educational, research, human service or applied psychology activities. Often this type of position is related to psychology such as the administration of a government program to fund psychological research. Includes policy or program development or review, personnel administration, budgeting.

**Other Position.** Includes any position that cannot be reasonably assigned to the above categories (e.g., sales, publishing, secondary school teacher).

Please specify →

DO NOT WRITE IN THIS SHADED AREA



4. Indicate the number of **HOURS PER WEEK** you spend in your **PRIMARY** position.

Write hours in boxes (e.g., 20 = 20, 5 = 05).

Then, mark the matching oval below each box.

01	02
03	04
05	06
07	08
09	10
11	12
13	14
15	16
17	18
19	20

5. **Total Annual Earned Income.** Indicate in thousands of dollars your **total gross annual earned income** from all professional activities, including full-time and part-time positions, summer teaching or research, royalties, etc.

Write in boxes total annual income in thousands of dollars (e.g., \$85,000 = 085).

Then, mark the matching oval below each box.

\$				,000. <sup>00</sup>
01	02	03	04	
05	06	07	08	
09	10	11	12	
13	14	15	16	
17	18	19	20	
21	22	23	24	
25	26	27	28	
29	30	31	32	

6. **Salary or Net Income From PRIMARY Position and Setting ONLY.** If you hold a salaried position, please indicate in thousands of dollars the current amount of salary from this position (e.g., the salary for academic year 1998-99 or fiscal year 1999). If you are employed in a self-employment position or independent practice, indicate in thousands of dollars your **net income** (i.e., your total income after deducting office expenses) from the **PRIMARY** position for the previous 12 months.

Write in boxes total annual salary/net income in thousands of dollars (e.g., \$35,000 = 035).

Then, mark the matching oval below each box.

\$				,000. <sup>00</sup>
01	02	03	04	
05	06	07	08	
09	10	11	12	
13	14	15	16	
17	18	19	20	
21	22	23	24	
25	26	27	28	
29	30	31	32	

7. Indicate if your salary/net income is for a 9- to 10-month period or 11- to 12-month period. Mark one only.

- ☐ 9-10 months  
☐ 11-12 months

8. How has your salary/net income changed in the past year as the direct result of managed care and other changes in the health care system? (Darken one response oval below on the left and fill in the percent change on the right, if relevant)

- ☐ No measurable impact  
☐ Salary/net income has increased  
☐ Salary/net income has decreased

01	02
03	04
05	06
07	08
09	10
11	12
13	14
15	16
17	18
19	20

9. **Total Years Work Experience.** Generally, this will be the number of years since receipt of highest degree. However, exceptions are:

- A period of one or more years since receipt of highest degree when you did not work.
- Work experience at professional level before receiving highest degree.
- Since highest degree, there has been a major change in your specialty field such that prior work experience is irrelevant to present employment.

01	02
03	04
05	06
07	08
09	10
11	12
13	14
15	16
17	18
19	20

10. **ZIP code of PRIMARY Employment/Work Setting.** Indicate the ZIP code of your **PRIMARY** employment/work setting.

Write the ZIP code here.  
Then, mark the matching oval below each box.

ZIP CODE				
01	02	03	04	05
06	07	08	09	10
11	12	13	14	15
16	17	18	19	20
21	22	23	24	25
26	27	28	29	30
31	32	33	34	35
36	37	38	39	40
41	42	43	44	45
46	47	48	49	50
51	52	53	54	55
56	57	58	59	60
61	62	63	64	65
66	67	68	69	70
71	72	73	74	75
76	77	78	79	80
81	82	83	84	85
86	87	88	89	90
91	92	93	94	95
96	97	98	99	00

Thank you very much for your cooperation. Return this completed form in the enclosed business-reply envelope to:

1999 APA Salary Survey  
Questar Data Systems, Inc.  
P.O. Box 64675  
Saint Paul, MN 55164-9546

**RETURN AS SOON AS POSSIBLE.**