



AMERICAN  
PSYCHOLOGICAL  
ASSOCIATION

2015-17

# Job Advertisements for Psychology Faculty Positions

AMERICAN PSYCHOLOGICAL ASSOCIATION  
CENTER FOR WORKFORCE STUDIES

Luona Lin, Jessica Conroy, Karen Stamm, and Peggy Christidis

**FEBRUARY 2019**



#### RECOMMENDED CITATION

American Psychological Association. (2019). *Job Advertisements for Psychology Faculty Positions (2015-17)*. Washington, DC: Author.

This report describes research and analysis conducted by staff members of the American Psychological Association's Center for Workforce Studies. It does not constitute official policy of the American Psychological Association.

The authors thank Amelia Dodson, Amrita Ghaness, Cathi Grus, Garth A. Fowler, Howard Kurtzman, Jim Diaz-Granados, and Jodi Ashcraft for valuable input on previous drafts of this report.

Copyright © 2019 by the American Psychological Association. This material may be reproduced in whole or in part without fees or permission provided that acknowledgment is given to the American Psychological Association. This material may not be reprinted or translated without prior permission in writing from the publisher. For permission, contact APA, Rights and Permissions, 750 First Street, NE, Washington, DC 20002-4242.

The American Psychological Association's Center for Workforce Studies is responsible for the collection, analysis and dissemination of information relevant to the psychology workforce and education system. Through the use of surveys, federal statistics and data mining, the Center gathers information about the profession of psychology, including its scientific and educational communities, practitioners, and psychologists working in the public interest.

For questions regarding this report, please contact the APA Center for Workforce Studies at [cws@apa.org](mailto:cws@apa.org) or 1-800-374-2721 (extension 5980).

# TABLE OF CONTENTS

<b>Executive Summary</b>	<b>1</b>
<b>Introduction</b>	<b>2</b>
Method	2
<b>1. Overview</b>	<b>3</b>
Trends	4
Geographic Distribution	6
<b>2. Job Characteristics</b>	<b>9</b>
Work Settings and Work Activities	9
Faculty Rank and Tenure Status	10
<b>3. Job Qualifications</b>	<b>11</b>
Degree and Experience	11
Subfield	12
Skills and Traits	14
<b>Conclusion</b>	<b>16</b>
References	17
<b>Appendix. Data Underlying Figures</b>	<b>18</b>

## FIGURES

Figure 1. Percent of Job Ads by Job Type, 2015-17	3
Figure 2. Monthly Trends of Psychology Faculty Job Advertisements, 2015-17	4
Figure 3. Number of Psychology Faculty Job Advertisements, 2015-17	5
Figure 4. Geographic Distribution of Psychology Faculty Job Advertisements, 2015-17	6
Figure 5. Geographic Concentration of Psychology Faculty Job Advertisements, 2015-17	7
Figure 6. Psychology Faculty Job Advertisements by Number of Institutions Awarding Psychology Degrees, by State, 2015-17	8
Figure 7. Psychology Faculty Job Advertisements by Work Activity, 2015-17	9
Figure 8. Psychology Faculty Job Advertisements by Faculty Rank and Tenure Status, 2015-17	10
Figure 9. Experience Specified in Psychology Job Advertisements, 2015-17	11
Figure 10. Experience Specified in Psychology Job Advertisements, 2015-17	12
Figure 11. Psychology Faculty Job Advertisements by Subfield, 2015-17	13
Figure 12. Skills Specified in Psychology Job Advertisements, 2015-17	14
Figure 13. Skills Specified in Psychology Job Advertisements, by Subfield, 2015-17	15
Figure 14. Traits Specified in Psychology Job Advertisements, 2015-17	15

## EXECUTIVE SUMMARY

This report provides information on job advertisements on APA psycCareers for faculty positions in the period 2015-2017, including employment characteristics, job qualifications, seasonal trends, and geographic distribution. Faculty positions included professors, associate professors, assistant professors, deans, chairs, and other faculty positions. Major findings include:

- In the period of 2015-17, **2,577**, or about **37** percent, of the all job ads posted to APA psycCareers were for **faculty positions** in psychology or related fields.
- There were **seasonal spikes** in the number of job ads for faculty positions between July and November, consistent with the academic hiring cycle.
- Most of the job ads for faculty positions were located in the **Northeast** and the **Pacific coast** areas. When adjusted for population, the concentrations of psychology faculty job ads were highest in the Northeast as well as in the Midwest areas.
- The vast majority (98 percent) of job ads for psychology faculty positions were located at **educational institutions**.
- Eighty-three percent of job ads for faculty positions specified faculty rank: 55 percent of job ads were for **assistant professors**, followed by 25 percent **open rank positions**, three percent **associate professors**, and one percent **full professors**.
- Fifty-eight percent of job ads specified tenure status: 53 percent of job ads were for **tenure-track positions**, three percent specified **tenured** or **tenure-track positions**, two percent specified **tenured positions**, and one percent specified **non-tenured positions**.
- The vast majority of job ads for faculty positions (99 percent) specified a **doctorate degree**. The remaining one percent either specified a master's degree or lower or did not specify a degree. The majority of job ads for faculty positions (82 percent) did not specify years of experience.
- Sixty-eight percent of job ads for faculty positions specified at least one desired or required subfield. The most frequently specified subfield was **clinical psychology** (28 percent), followed by **counseling psychology** (14 percent), **neurosciences** (eight percent), **developmental psychology** (seven percent), and **social psychology** (six percent).
- The skills that were most frequently specified (as desired or required) in job ads for psychology faculty were "**cultural awareness skills**," "**leadership skills**," and "**teamwork skills**." "**Ethical**," "**adaptability**," and "**positive attitude**" were the most the frequently specified personal traits.

# INTRODUCTION

This report provides information on job advertisements on APA psycCareers for faculty positions in the period 2015-2017, including employment characteristics, job qualifications, seasonal trends, and geographic distribution. Faculty positions included professors, associate professors, assistant professors, deans, chairs, and other faculty positions.

The data source for this report consists of the job ads posted on APA psycCareers ([www.psyccareers.com](http://www.psyccareers.com)). APA psycCareers is a job advertising and search platform that allows employers to post openings for psychology-based positions for a fee. Potential employers fill out a job posting form, detailing information such as company name, position title, job description, and job requirements.

Job ads posted on APA psycCareers represent a segment of all job ads for psychologists. In the period 2015-17, 6,922 unique job advertisements were posted on APA psycCareers. The information provided on the job posting form for these job ads are the basis for the analysis in this report.

## Method

The primary data processing methodology adopted in this analysis was text analysis of the job posting forms. Based on text in the job posting form (such as position title and job description), each job ad was coded on a number of variables (such as “job type”) using a fixed set of values (such as “health service provider” or “faculty” job type). In most cases, the variables and the sets of values, or the taxonomy of the variables, were those typically used by the APA Center for Workforce Studies in workforce analysis. All job ads were in English.

The analysis started with manual analysis of a small random sample of job posting forms by three coders working independently. For every variable, each coder came up with a coding procedure, such as what keywords in the text were used to determine the assignment of a value, and how and why the keywords determined the result. An initial coding protocol for each variable was developed through comparing and resolving the differences in the coding

procedures and results among the coders. The coding protocol was then programmed and applied to all job posting forms. Subsequently, various adjustments were made to the coding protocol based on extensive manual checking to ensure the accuracy and quality of the coding. These adjustments were made in an iterative manner throughout the analysis process.

The coding protocol was essentially a hierarchical system of decision rules based on the occurrence of particular words and phrases and the places in the form where they appeared. For example, in determining job type, words such as “tenure” or “academic” weighed more than words such as “psychologist” or “clinical.” Words that appeared in the job title also weighed more than words that appeared in the last sentence of the job description.

For more details on methods, refer to the [Technical Documentation](#).

SECTION 1

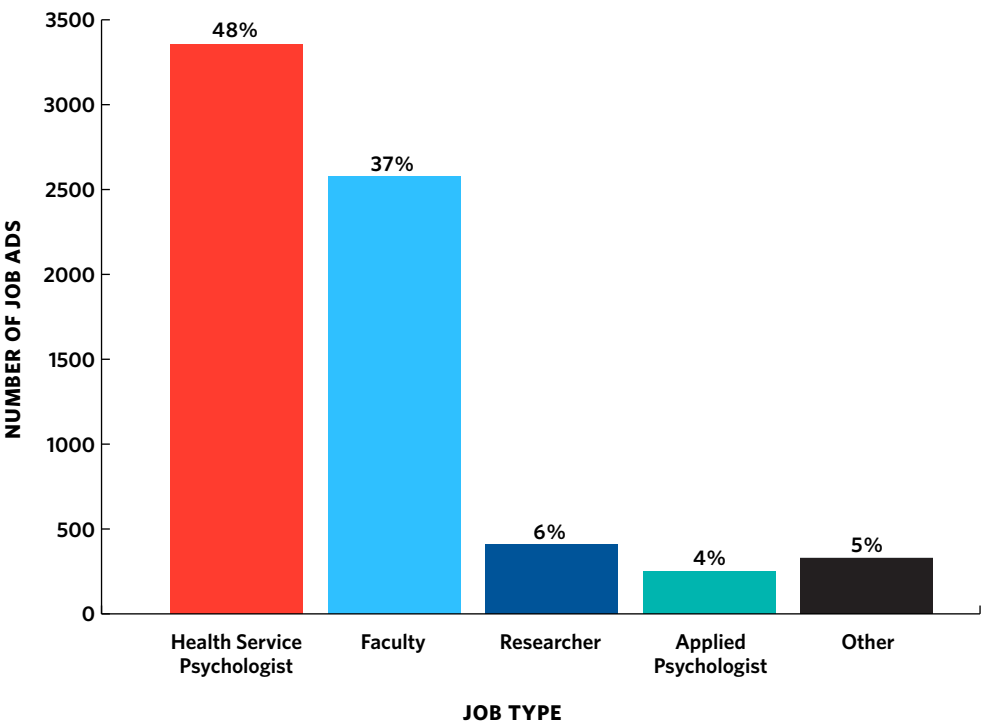
# OVERVIEW

## Types of Job Ads

In the period of 2015-17, 6,922 unique job advertisements were posted on APA psycCareers. Figure 1 displays the number of job ads by job type:<sup>1</sup> 48 percent job ads for health service psychologist positions, 37 percent for faculty positions, six percent for research positions, four percent for applied psychologist positions, and five percent for other positions.

This report focuses on job ads for *faculty* positions. In the period of 2015-17, 2,577, or about 37 percent, of the job ads were for faculty positions, which averages to 859 job ads annually and 72 job ads monthly.

FIGURE 1.  
PERCENT OF JOB ADS BY JOB TYPE, 2015-17



Source: 2015-17 APA psycCareers, American Psychological Association.

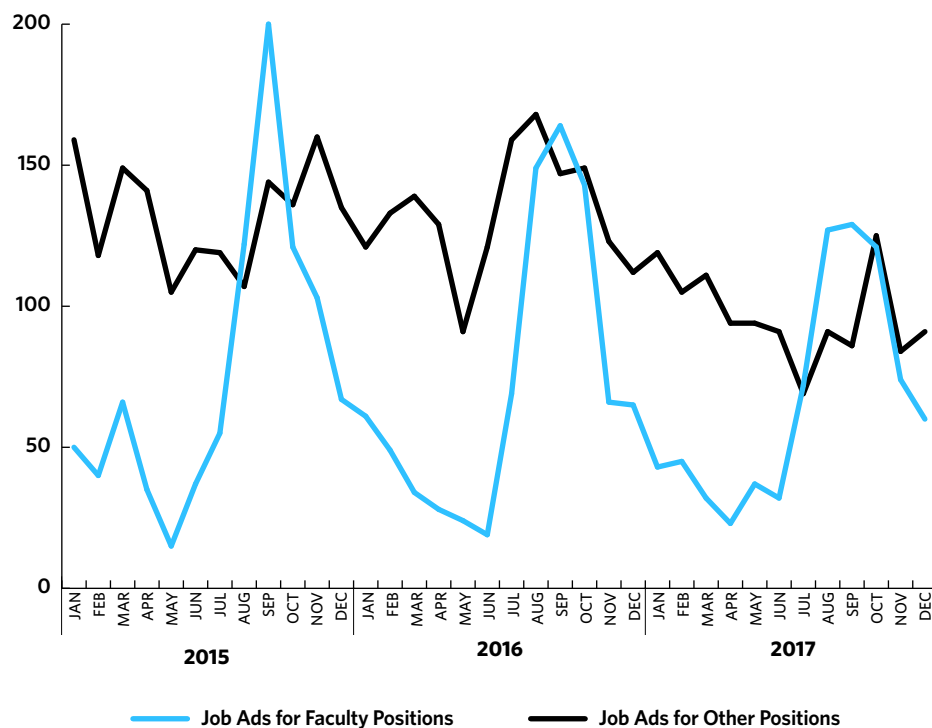
<sup>1</sup> Job ads were categorized into job types based on text analysis of job title and job description. Each job ad is categorized in one job type only. Health service psychologist positions refer to positions that primarily provide clinical services, including those providing services in educational settings. Examples include clinical neuropsychologists, child and adolescent psychologists, and clinical health psychologists. Examples of faculty positions include professors, associate professors, and assistant professors. Examples of researcher positions include research psychologist, post-doctoral researcher, and research scientist. Examples of applied psychologist positions include forensic psychologists, engineering and human factor psychologists, and industrial-organizational psychologists. "Other positions" include non-faculty educator jobs, such as K-12 educators, and jobs that did not fall into any other categories. For more details, refer to the [Technical Documentation](#).

## Trends

There were seasonal spikes in the number of faculty postings between July and November, consistent with the academic hiring cycle (Figure 2). Job ads for other positions were spread out more evenly across the year.

FIGURE 2.

### MONTHLY TRENDS OF PSYCHOLOGY FACULTY JOB ADVERTISEMENTS, 2015-17



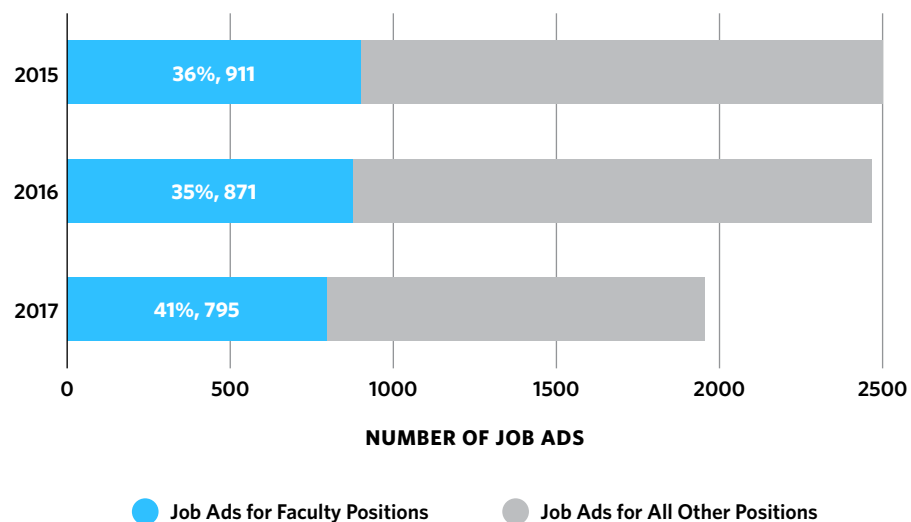
Source: 2015-17 APA psycCareers, American Psychological Association.

Between 2015 and 2017, the number of job advertisements for psychology faculty decreased (Figure 3).<sup>2</sup> However, the percentage of all job ads that were for psychology faculty remained stable between 2015 and 2016, and increased in 2017.

<sup>2</sup> In July 2016, APA psycCareers underwent changes that might have affected the number and the format of job advertisements. The system changed vendors, which involved changes in payment packages and the job posting form. A new payment package (the “Featured” online job posting package) was made available in July 2016. The job posting form also added additional questions for the first time in July 2016. Approximately 50 percent of job ads were from the old vendor system and 50 percent were from the new vendor system. For more details, refer to the [Technical Documentation](#).

FIGURE 3.

**NUMBER OF PSYCHOLOGY FACULTY JOB ADVERTISEMENTS, 2015-17**



Source: 2015-17 APA psycCareers, American Psychological Association.

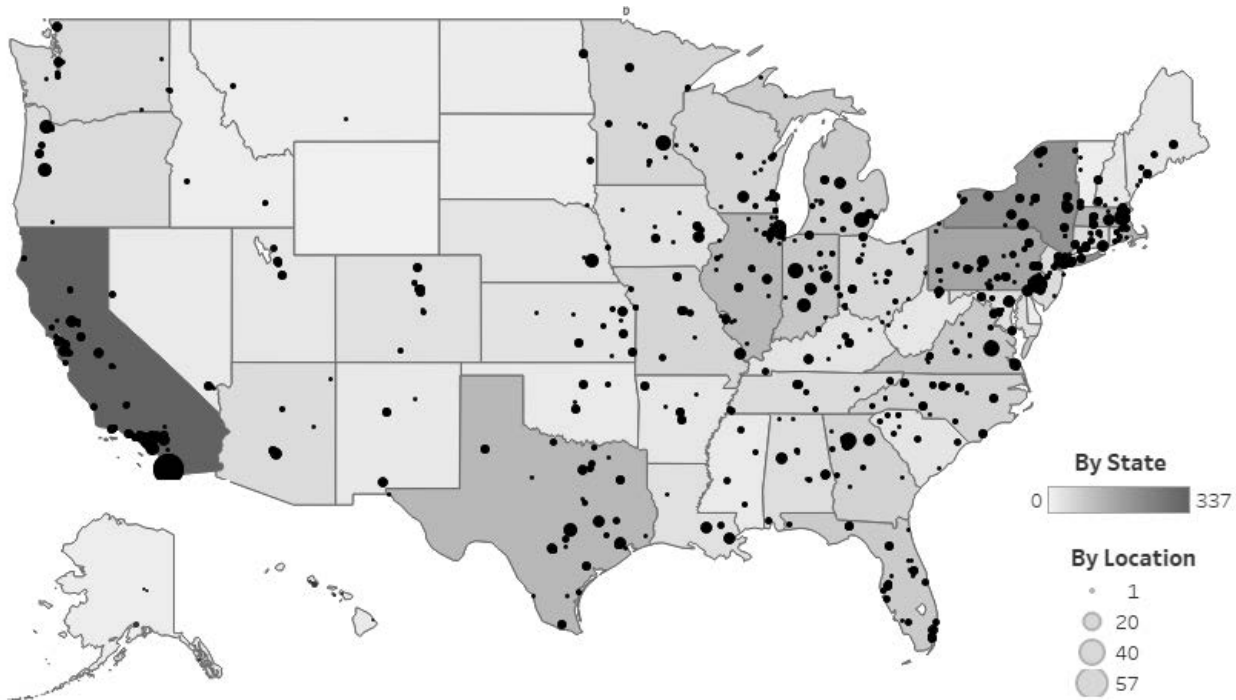


## Geographic Distribution

Most of the job ads for faculty were located in the Northeast and the Pacific coast areas (Figure 4). States with the largest numbers of job ads for faculty positions included California (337 job ads), New York (207), Pennsylvania (162), Massachusetts (128), and Illinois (120). Smaller numbers of ads were for jobs within the Midwest and the South.

FIGURE 4.

### GEOGRAPHIC DISTRIBUTION OF PSYCHOLOGY FACULTY JOB ADVERTISEMENTS, 2015-17



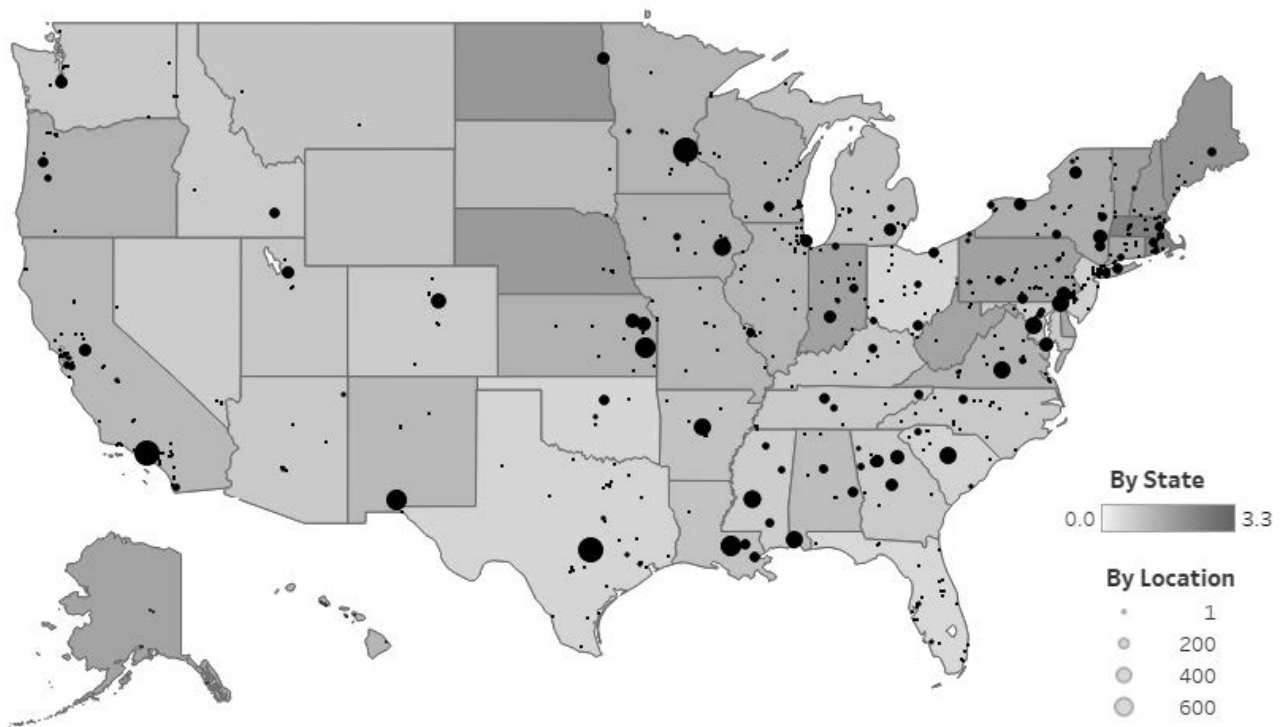
Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Black dots indicate locations of job ads. Sizes of black dots indicate the number of job ads within the given location. Locations of job ads were based on zip codes filled out in the job posting form by employers. In cases where geographic information was missing, job ads were located based on Google Map search results from employer names. For more details, refer to Technical Documentation.

Figure 5 displays the number of job ads per 100,000 population by state and by location. When adjusted for population, the concentrations of psychology faculty job ads were highest in the Northeast as well as in the Midwest areas. Highest concentrations of job ads for psychology faculty positions were found in District of Columbia (3.3 job ads per 100,000 population), Massachusetts (1.9), Rhode Island (1.6), Maine (1.5), and North Dakota (1.5).

FIGURE 5.

**GEOGRAPHIC CONCENTRATION OF PSYCHOLOGY FACULTY JOB ADVERTISEMENTS,  
2015-17**



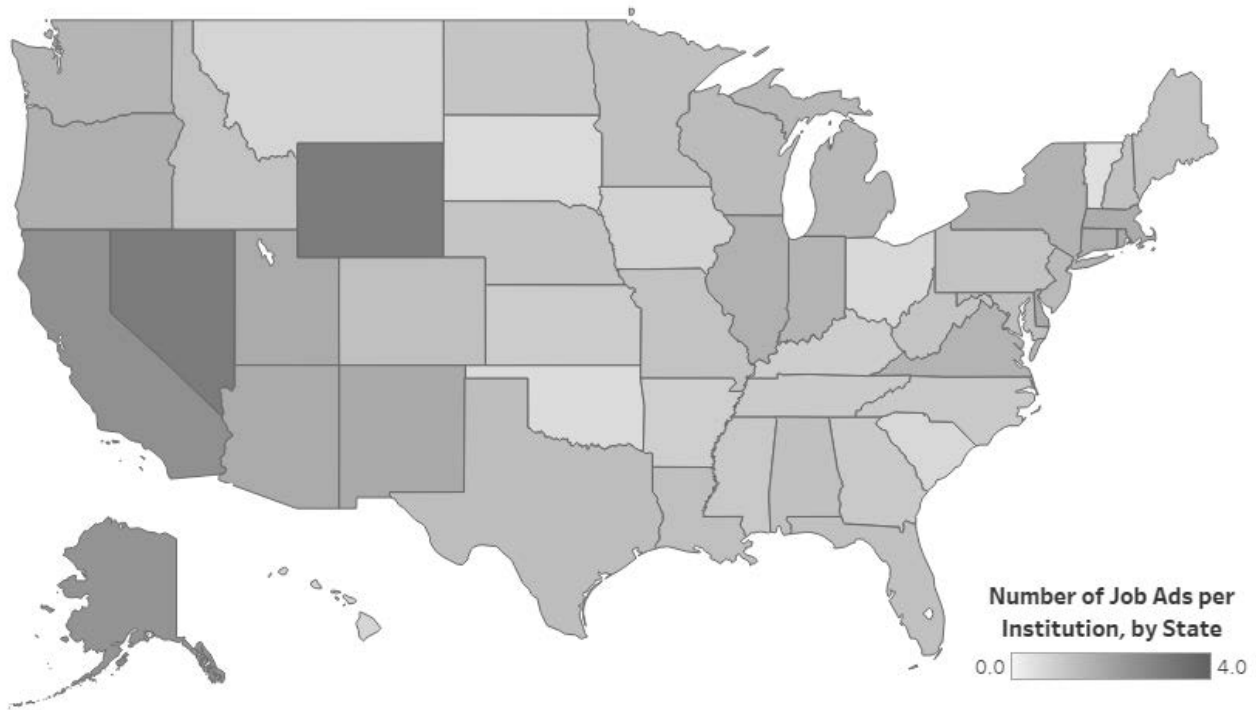
Source: 2015-17 APA psycCareers, American Psychological Association; 2017 Population Estimates, U.S. Census bureau.

Note: Concentration of job advertisements was based on the number of job advertisements per 100,000 population. Black dots indicate locations of job ads. Sizes of black dots indicate the number of job ads per 100,000 population within the given location. Locations of job ads were based on zip codes filled out in the job posting form by employers. In cases where geographic information was missing, job ads were located based on Google Map search results from employer names. For more details, refer to Technical Documentation.

Figure 6 displays the number of job ads by the number of institutions awarding psychology degrees<sup>3</sup> within each state. On a national level, there were approximately 1.7 job ads for faculty positions per institution posted to APA psycCareers during the period of 2015-17. The number of job ads for faculty positions per institution was highest in the West. The largest numbers of job ads for faculty positions per institution were found in Wyoming (4.0 job ads per institution), Nevada (4.0), California (3.2), Alaska (3.0), and District of Columbia (2.6).

<sup>3</sup> Data retrieved from American Psychological Association. (2018). Degrees in Psychology [Interactive data tool]. Retrieved from <https://www.apa.org/workforce/data-tools/degrees-psychology>

FIGURE 6.  
**PSYCHOLOGY FACULTY JOB ADVERTISEMENTS BY NUMBER OF  
 INSTITUTIONS AWARDING PSYCHOLOGY DEGREES, BY STATE, 2015-17**



Source: 2015-17 APA psycCareers, American Psychological Association; Degrees in Psychology, American Psychological Association.

SECTION 2

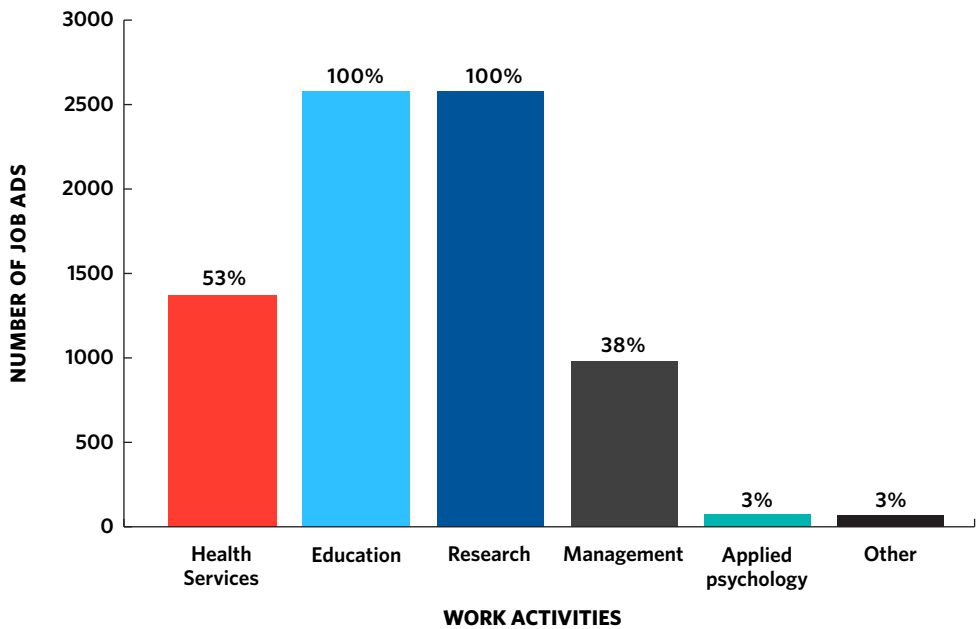
# JOB CHARACTERISTICS

## Work Settings and Work Activities

The vast majority (98 percent) of job ads for psychology faculty positions were from educational institutions, with the remaining two percent from hospitals, organized human service settings and government settings.<sup>4</sup>

In addition to education and research activities, job ads for faculty positions also specified activities such as health services (53 percent), management (38 percent), and applied psychology (3 percent).<sup>5</sup>

FIGURE 7.  
PSYCHOLOGY FACULTY JOB ADVERTISEMENTS BY WORK ACTIVITY, 2015-17



Source: 2015-17 APA psycCareers, American Psychological Association.

<sup>4</sup> Job ads were categorized into different work settings based on text analysis of employer name and job description. Each job ad was categorized into only one setting. Examples of hospital settings include public or private general hospital, VA medical center, and military hospital. Examples of organized human service settings include rehabilitation facility, counseling or guidance center, outpatient mental health clinic, community mental health center, and primary care office. Examples of educational settings include university psychology department, education department, and medical school. Examples of government settings include government research organization or lab, criminal justice system, and federal/state/local government agency. Other settings include business settings, such as consulting firms and research organizations, and any position that could not be otherwise categorized.

<sup>5</sup> Job ads were categorized with different work activities based on text analysis of job description. One job ad can include multiple work activities. Applied psychology activities include forensic assessment, industrial organizational consulting, business development, etc. Health service activities include client/patient care, clinical service, clinical supervision, etc. Management activities include policy or program development/review, personnel administration, recruiting, budgeting, etc. Other work activities include marketing, sales, publishing, public relations, etc. Due to similar coding methods for job type and work activity, faculty positions show a 100 percent match with education and research activities. For more details, refer to the [Technical Documentation](#).

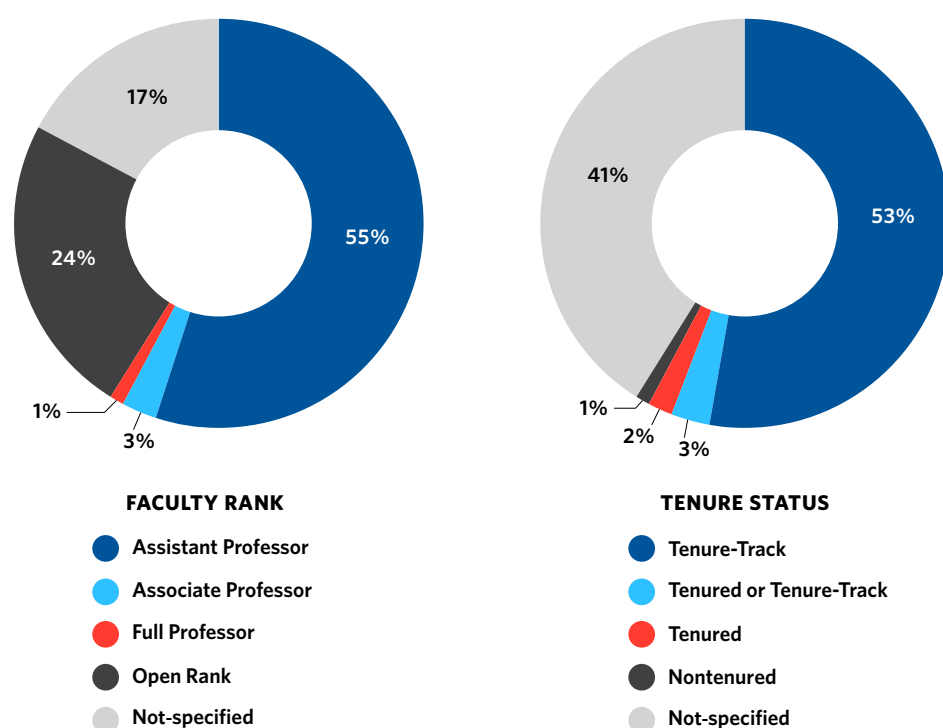
## Faculty Rank and Tenure Status

Eighty-three percent of job ads for faculty positions specified faculty rank: 55 percent of job ads were for assistant professors, followed by 25 percent open rank positions, three percent associate professors, and one percent full professors. The remaining 17 percent of job ads did not specify a rank.

Fifty-eight percent of job ads specified tenure status: 53 percent of job ads were for tenure-track positions, three percent specified tenured or tenure-track positions, two percent specified tenured positions, and one percent specified non-tenured positions. The remaining 42 percent of job ads did not specify tenure status.

FIGURE 8.

### PSYCHOLOGY FACULTY JOB ADVERTISEMENTS BY FACULTY RANK AND TENURE STATUS, 2015-17



Source: 2015-17 APA psycCareers, American Psychological Association.

Approximately 11 percent of job ads for psychology faculty positions were leadership positions, such as dean, chair, department head, or director of clinical training.

Approximately 31 percent of job ads for faculty positions did not specify whether the position was full-time or part-time. Sixty-eight percent of job ads for faculty positions specified that the position was full-time and one percent specified part-time. Nearly all job ads for faculty positions (99 percent) were for non-temporary positions and approximately one percent were for temporary positions.<sup>6</sup>

<sup>6</sup> Part-time or full-time, and temporary or non-temporary positions were identified based on text analysis of job description, job title, as well as the employment status reported in the job posting form. For more details, refer to the [Technical Documentation](#).

SECTION 3

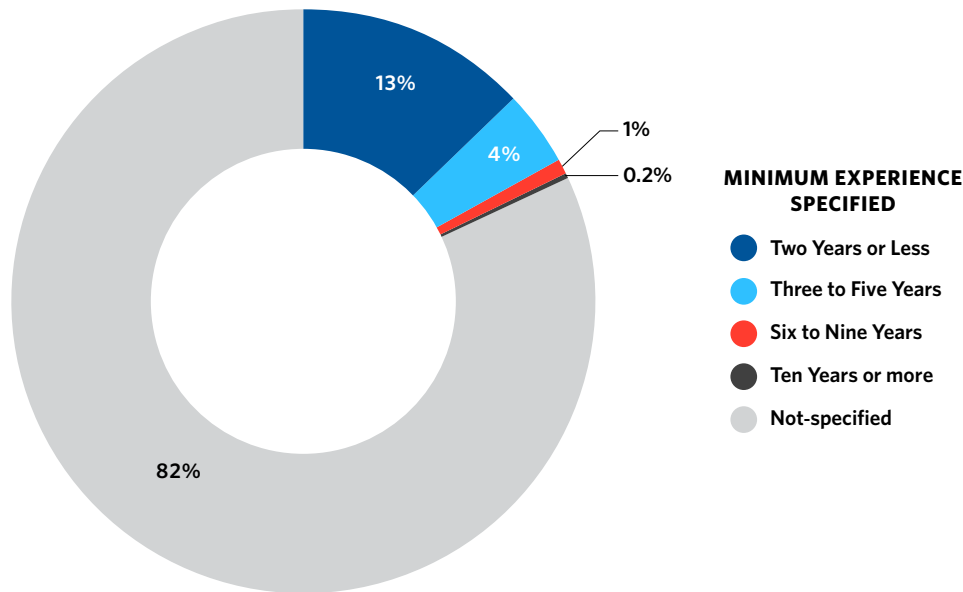
# JOB QUALIFICATIONS

## Degree and Experience

The vast majority of job ads for faculty positions (99 percent) specified a doctorate degree. The remaining one percent either specified a master’s degree or lower or did not specify a degree.

The majority of job ads for faculty positions (82 percent) did not specify years of experience. Only 18 percent of job ads specified a required or desired minimum prior experience, 13 percent specified a minimum experience of two years or less, four percent specified three to five years of experience, and approximately one percent specified six or more years of experience. The mean minimum years of experience specified in job ads for faculty positions was 1.64 years, which was statistically lower than the mean minimum years of experience across all job ads (2.16 years).

FIGURE 9.  
EXPERIENCE SPECIFIED IN PSYCHOLOGY JOB ADVERTISEMENTS, 2015-17

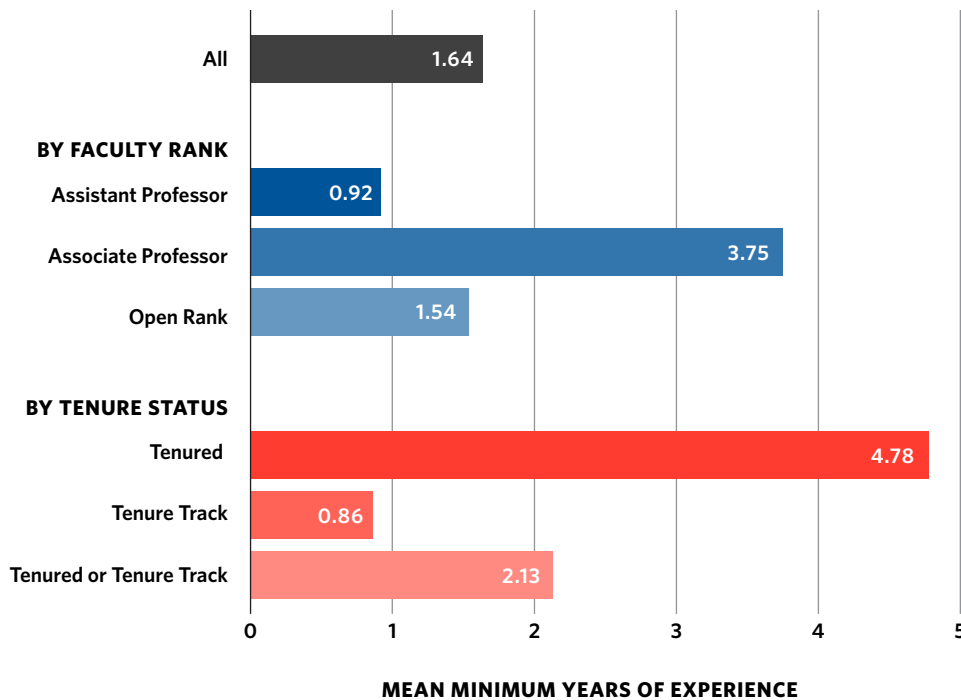


Source: 2015-17 APA psycCareers, American Psychological Association.

For job ads that did specify years of experience, the experience qualifications specified in job ads vary across faculty rank and tenure status (Figure 10). By faculty rank, the mean minimum experience specified in job ads for associate professors (3.75 years) was significantly higher than for assistant professors (0.92 years). By tenure status, the mean minimum experience specified in job ads for tenured positions (4.78 years) was significantly higher than for tenure-track positions (0.86 years).

FIGURE 10.

## EXPERIENCE SPECIFIED IN PSYCHOLOGY JOB ADVERTISEMENTS, 2015-17



Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Figure only included job ads that specified minimum years of experience, faculty rank, and tenure status. Certain faculty rank and tenure status were suppressed due to small numbers of job ads.

## Subfield

Sixty-eight percent of job ads for faculty positions specified at least one desired or required subfield.<sup>7</sup> Approximately 41 percent of job ads for faculty positions specified one subfield, and 28 percent specified two or more subfields. Thirty-one percent of job ads for faculty positions did not specify a subfield. Approximately 36 percent of job ads specified a subfield in health service psychology subfields, and 42 percent specified a subfield within research or other subfields.<sup>8</sup>

Figure 11 presents the subfields specified in job ads for faculty positions. The most frequently specified subfield was clinical psychology (28 percent), followed by counseling psychology (14 percent), neurosciences (eight percent), developmental psychology (seven percent), and social psychology (six percent). Other subfields represented smaller percentages of the job ads.<sup>9</sup>

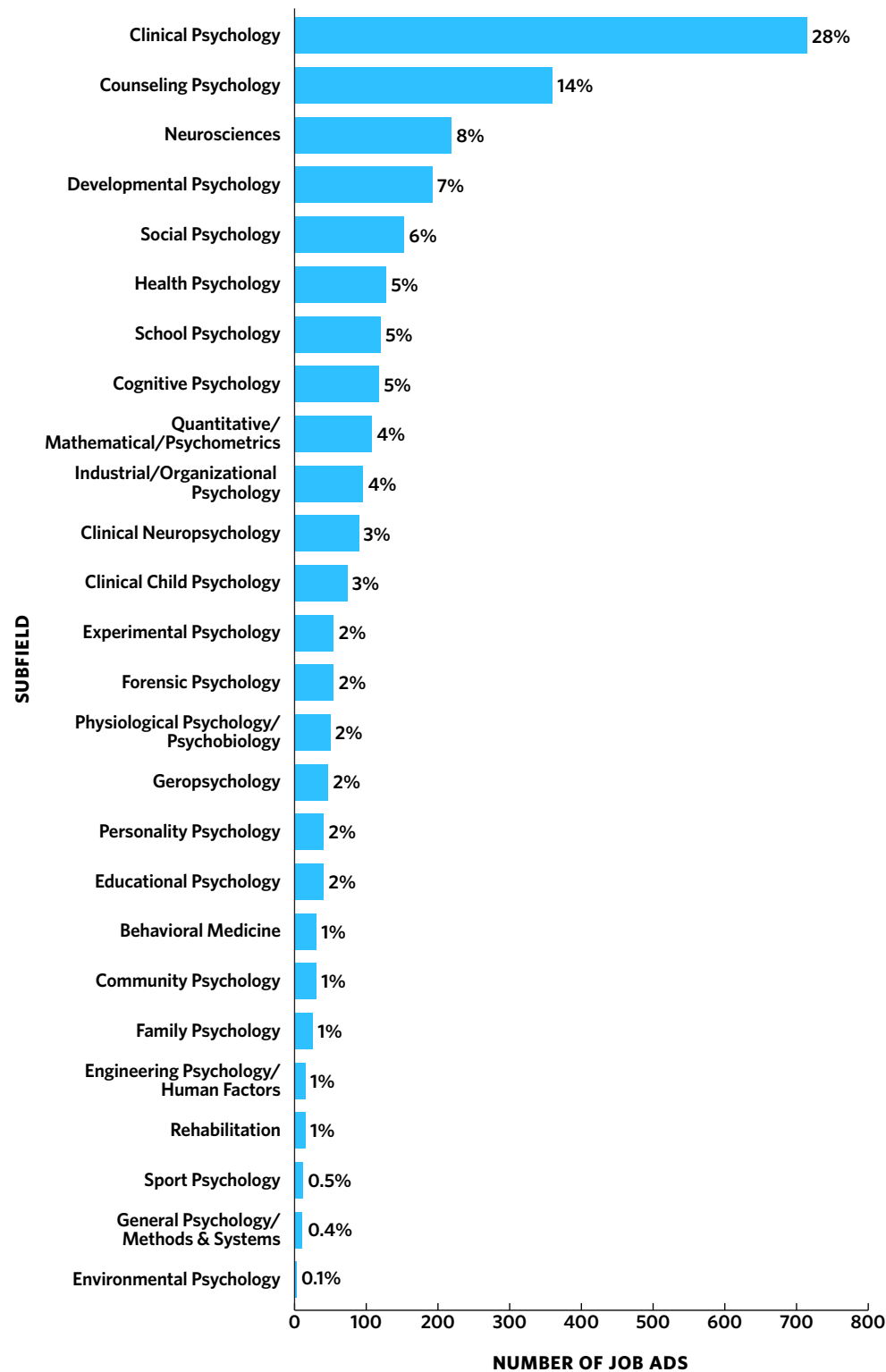
<sup>7</sup> Categories of subfields were historically used by APA Center for Workforce Studies to capture major fields for APA members. One job ad may specify multiple subfields. For more information, refer to the [Technical Documentation](#).

<sup>8</sup> Health service psychology subfields included behavioral analysis, clinical child psychology, clinical psychology, counseling psychology, family psychology, forensic psychology, geropsychology, health psychology, rehabilitation psychology, school psychology, and sport psychology. Research and other subfields included all other subfields in psychology.

<sup>9</sup> For job ads that specified more than one subfields, the subfields most frequently specified together were clinical psychology and counseling psychology (10 percent of job ads for faculty positions); clinical psychology and health psychology (two percent); clinical psychology and clinical neuropsychology (two percent), and clinical psychology and clinical child psychology (two percent).

FIGURE 11.

PSYCHOLOGY FACULTY JOB ADVERTISEMENTS BY SUBFIELD, 2015-17



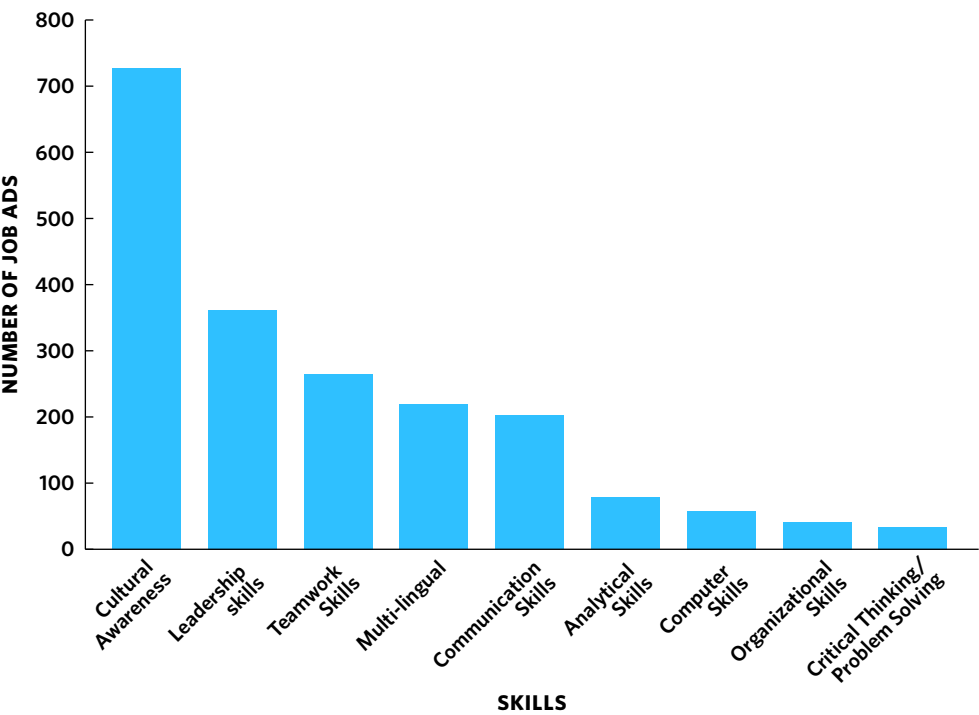
Source: 2015-17 APA psycCareers, American Psychological Association.



# Skills and Traits

Approximately 50 percent of job ads for faculty specified at least one skill qualification for desired candidates. The most frequently specified skills among job ads for faculty positions were “cultural awareness,” “leadership,” and “teamwork” (Figure 12).<sup>10</sup>

FIGURE 12.  
SKILLS SPECIFIED IN PSYCHOLOGY JOB ADVERTISEMENTS, 2015-17



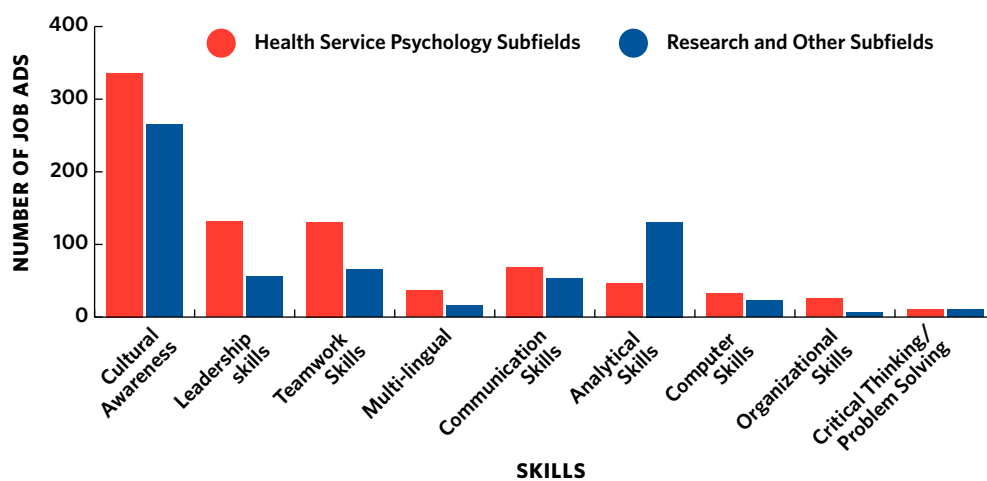
Source: 2015-17 APA psycCareers, American Psychological Association.  
Note: Health service psychology subfields included behavioral analysis, clinical child psychology, clinical psychology, counseling psychology, family psychology, forensic psychology, geropsychology, health psychology, rehabilitation psychology, school psychology, and sport psychology. Research and other subfields included all other subfields in psychology.

Faculty job ads that specified health service psychology subfields and job ads that specified research or other subfields had different emphasis on skills (Figure 13). Faculty job ads in health service psychology subfields were more likely to specify cultural awareness (31 percent), leadership skills (12 percent), and teamwork skills (12 percent) compared to faculty job ads in research and other subfields (29 percent, six percent, and seven percent respectively). Faculty job ads in research subfields were more likely to specify analytical skills (14 percent) compared to faculty job ads in health service psychology subfields (four percent).

<sup>10</sup> Categories of skills were developed by coders through text analysis. First, a frequency analysis of all words and phrases that were used to specify required or desired skills in job ads was conducted. Words and phrases that described the same or similar skills were combined into one category. The analysis resulted in nine categories of skills. One job ad may specify multiple skills. Examples of “leadership” skills include ability to lead, supervisory and administrative skills, delegation, and strategic leadership. Examples of “cultural awareness” skills include ability to advance diversity, comfortable working with diverse constituencies, commitment to supporting diversity, and cultural sensitivity. For more information, refer to the [Technical Documentation](#).

FIGURE 13.

### SKILLS SPECIFIED IN PSYCHOLOGY JOB ADVERTISEMENTS, BY SUBFIELD, 2015-17

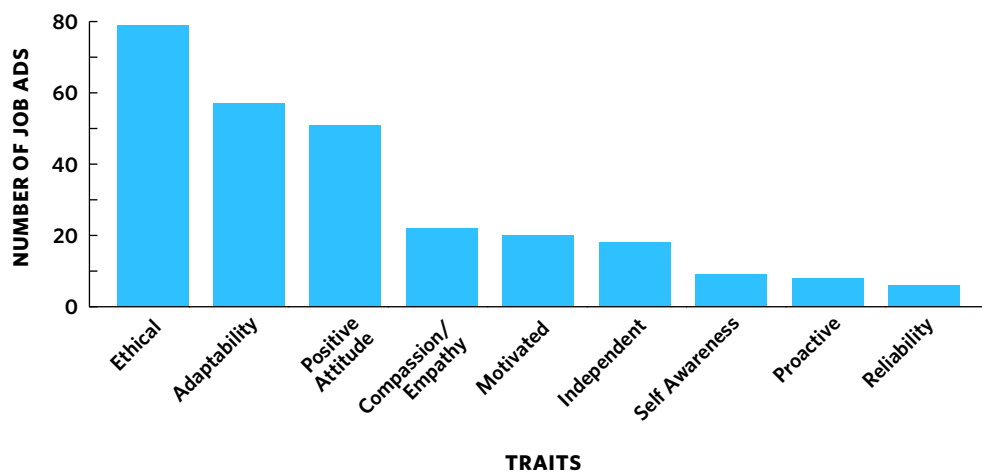


Source: 2015-17 APA psycCareers, American Psychological Association.

Approximately nine percent of job ads specified at least one trait for desired candidates. “Ethical,” “adaptability,” and “positive attitude” were the most frequently specified traits in job ads for faculty positions (Figure 14).<sup>11</sup>

FIGURE 14.

### TRAITS SPECIFIED IN PSYCHOLOGY JOB ADVERTISEMENTS, 2015-17



Source: 2015-17 APA psycCareers, American Psychological Association.

<sup>11</sup> Categories of traits were developed by coders through text analysis. First, a frequency analysis of all words and phrases that were used to specify personal traits for desired candidates in job ads was conducted. Words and phrases that described the same or similar traits were combined into one category. The analysis resulted in nine categories of traits. One job ad may specify multiple traits. Examples of the “adaptability” trait include ability to manage change effectively, durability and adaptability, flexibility, and learning agility. Examples of the “ethical” trait include ethical and professional, honest, integrity, and moral. “Motivated” includes intrinsic motivation and a driven personality, and “proactive” captures requests for candidates with strong work ethic who take initiative and ownership of their work and skills. For more information, refer to the [Technical Documentation](#).

## CONCLUSION

This report examines the characteristics of job advertisements for psychology faculty positions, including employment characteristics, job qualifications, seasonal trends, and geographic distribution. In the period 2015-17, 2,577, or about 37 percent of the all job ads posted to APA psycCareers were for faculty positions. The vast majority of job ads for psychology faculty positions were from educational institutions. The majority of job ads were for assistant professors and for tenure-track positions. The most frequently specified subfield was clinical psychology, followed by counseling psychology, neurosciences, developmental psychology, and social psychology. “Cultural awareness skills,” “leadership skills,” and “team work skills” were the most frequently sought skills for psychology faculty positions. “Ethical,” “adaptability,” and “positive attitude” were the most frequently sought personal traits.

Due to differences in the size, growth, and turnover rates in different areas of job market, job ads data and workforce data often paint different pictures—for example, large number of positions in a particular setting does not necessarily indicate large number of openings or job postings in that setting. However, it is worth noting that job ads data for psychology faculty present a picture very similar to the psychology faculty workforce. For example, the percentage of job ads for psychology faculty by subfield aligns with the percentage of people receiving psychology research doctorates by subfield in 2016<sup>12</sup> as well as the percentage of psychology degrees awarded by subfield over the past decade.<sup>13</sup> The percentage of job ads for psychology faculty by work setting is similar to the percentage of psychology faculty by work sector as well.<sup>14</sup>

A previous APA Center for Workforce Studies report on job ads used data from Burning Glass Technologies (BGT).<sup>15</sup> The previous report focused on job ads for licensed psychologists only. By comparison, this report included job ads for psychology faculty. The previous report used job ads data compiled by BGT. Analysis within this report was based on text analysis by the APA Center

for Workforce Studies. As such, results from the two reports are not comparable.

Several limitations of this report are worth noting. The analysis focused on job advertisements, rather than actual jobs. Based on text analysis of job descriptions, it is estimated that about 13 percent of job ads for faculty listed multiple openings for one position type (e.g., two openings for a clinical psychologist), or multiple position types (e.g., one opening for a clinical psychologist and another opening for a counseling psychologist in one job ad). Therefore, the number of job ads does not exactly reflect the number of job openings. Furthermore, job ads posted on APA psycCareers are only a segment of all job ads for psychologists. Because the service is fee-based, it is unclear whether they were representative of all job ads available for psychologists. Future research is needed to determine how well the job ads on APA psycCareers represent psychology job ads overall. Finally, based on text analysis alone, it is impossible to determine whether job ads are for new or vacant positions, or whether an ad resulted in an offer or hire.

Despite these limitations, the strengths of using APA psycCareers as a data source to analyze psychology jobs are considerable. APA psycCareers is a job posting platform specifically for psychology; the vast majority of job ads posted to APA psycCareers were seeking psychologists. This serves as a natural selector of psychology-related jobs. Using other data sources that track online job ads, such as BGT, often involves technical difficulties in identifying job ads for psychologists. Using a single job platform also avoids issues with cross-posting, where one job is advertised on different platforms with different formats. Such cross-posting requires de-duplication, which can be challenging. Job ads on APA psycCareers have an additional advantage for text analysis. Compared to job platforms like Indeed and Glassdoor, which are targeted to the general public, APA psycCareers is specifically designed for an audience of psychologists and is therefore more likely to contain accurate

<sup>12</sup> National Science Foundation, National Center for Science and Engineering Statistics. 2016 Survey of Earned Doctorates. Retrieved from <https://www.nsf.gov/statistics/2018/nsf18304/data/tab13.pdf>

<sup>13</sup> See American Psychological Association. (2018). Degrees in Psychology [Interactive data tool]. Retrieved from <https://www.apa.org/workforce/data-tools/degrees-psychology>

<sup>14</sup> See Table 3-17 from National Science Foundation, National Center for Science and Engineering Statistics. 2018 Science and Engineering Indicators. Retrieved from <https://www.nsf.gov/statistics/2018/nsb20181/assets/nsb20181.pdf>

<sup>15</sup> American Psychological Association (2016). 2014 Online Job Advertisements for Licensed Psychologists. Retrieved from <https://www.apa.org/workforce/publications/14-job-ads/index.aspx>. BGT compiles online job ads from more than 40,000 web sources and maintains an interactive database of online job ads. In each online job ad, BGT parses up to 70 different data elements including job title, location, employer name and industry, as well as education, experience, and skill qualifications.

and consistent psychology terms. Text analysis on the job ads from APA psycCareers also allows for fine grained analysis on variables such as faculty rank, tenure status, and subfields, which were not available before. Job ads data from APA psycCareers make it possible to present a broader and richer picture of the psychology job market.

## References

- American Psychological Association (2016). *2014 Online Job Advertisements for Licensed Psychologists*. Retrieved from <https://www.apa.org/workforce/publications/14-job-ads/index.aspx>
- American Psychological Association. (2018). Degrees in Psychology [Interactive data tool]. Retrieved from <https://www.apa.org/workforce/data-tools/degrees-psychology>
- National Science Foundation, National Center for Science and Engineering Statistics. 2016 Survey of Earned Doctorates. Retrieved from <https://www.nsf.gov/statistics/2018/nsf18304/data/tab13.pdf>
- National Science Foundation, National Center for Science and Engineering Statistics. *2018 Science and Engineering Indicators*. Retrieved from <https://www.nsf.gov/statistics/2018/nsb20181/assets/nsb20181.pdf>
- U.S. Census Bureau. Annual Estimates of the Resident Population for the United States, Regions, States, and Puerto Rico: April 1 2010, to July 1, 2018. Retrieved from <https://www.census.gov/newsroom/press-kits/2018/pop-estimates-national-state.html>

## APPENDIX. DATA UNDERLYING FIGURES

TABLE 1.

**JOB ADS BY JOB TYPE, 2015-17**

Job Type	N	%
Health Service Psychologist	3356	48%
Faculty	2576	37%
Researcher	411	6%
Applied Psychologist	249	4%
Other	330	5%
<b>All</b>	6922	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Each job ad can only be categorized in one job type. Total may not sum to 100 percent due to rounding. Health service psychologist positions refer to positions that primarily provided clinical services, including those providing services in educational settings. Examples include clinical neuropsychologists, child and adolescent psychologists, and clinical health psychologists. Examples of faculty positions included professors, associate professors, and assistant professors. Examples of researcher positions included research psychologist, post-doctoral researcher, and research scientist. Examples of applied psychologist positions included forensic psychologists, engineering and human factor psychologists, and industrial-organizational psychologists. "Other positions" included non-faculty educator jobs, such as K-12 educators, and jobs that did not fall into any other categories.

TABLE 2.

**TRENDS IN JOB ADS FOR FACULTY JOBS, 2015-17**

Year	Quarter	Faculty Jobs		All Other Jobs		All Jobs	
		N	%	N	%	N	%
2015	1	156	27%	426	73%	582	100%
	2	87	19%	366	81%	453	100%
	3	377	50%	370	50%	747	100%
	4	291	40%	431	60%	722	100%
	<b>All</b>	911	36%	1593	64%	2504	100%
2016	1	144	27%	393	73%	537	100%
	2	71	17%	341	83%	412	100%
	3	382	45%	474	55%	856	100%
	4	274	42%	384	58%	658	100%
	<b>All</b>	871	35%	1592	65%	2463	100%
2017	1	120	26%	335	74%	455	100%
	2	92	25%	279	75%	371	100%
	3	328	57%	246	43%	574	100%
	4	255	46%	300	54%	555	100%
	<b>All</b>	795	41%	1160	59%	1955	100%

Source: 2015-17 APA psycCareers Platform, American Psychological Association.

Note: Each job ad can only be categorized in one job type. Percentages may not sum to 100 due to rounding.

TABLE 3.

**NUMBER JOB ADS FOR FACULTY JOBS BY STATE, 2015-17**

State	Number of Job Ads	Percent of Job Ads	Number of Job Ads Per 100,000 Population	Number of Institutions	Number of Job Ads per Institution
AK	9	0%	1.2	3	3
AL	39	2%	0.8	26	1.5
AR	21	1%	0.7	20	1.1
AZ	42	2%	0.6	19	2.2
CA	337	13%	0.9	106	3.2
CO	32	1%	0.6	21	1.5
CT	42	2%	1.2	20	2.1
DC	23	1%	3.3	9	2.6
DE	11	0%	1.1	5	2.2
FL	79	3%	0.4	53	1.5
GA	61	2%	0.6	50	1.2
HI	6	0%	0.4	7	0.9
IA	31	1%	1	33	0.9
ID	10	0%	0.6	7	1.4
IL	120	5%	0.9	59	2
IN	85	3%	1.3	45	1.9
KS	29	1%	1	25	1.2
KY	28	1%	0.6	26	1.1
LA	32	1%	0.7	21	1.5
MA	128	5%	1.9	60	2.1
MD	35	1%	0.6	23	1.5
ME	20	1%	1.5	14	1.4
MI	73	3%	0.7	41	1.8
MN	53	2%	1	35	1.5
MO	55	2%	0.9	38	1.4
MS	16	1%	0.5	13	1.2
MT	7	0%	0.7	8	0.9
NC	63	2%	0.6	53	1.2
ND	11	0%	1.5	8	1.4
NE	27	1%	1.4	20	1.4
NH	19	1%	1.4	13	1.5
NJ	43	2%	0.5	25	1.7
NM	18	1%	0.9	8	2.3
NV	16	1%	0.5	4	4
NY	207	8%	1.1	107	1.9
OH	48	2%	0.4	63	0.8
OK	16	1%	0.4	24	0.7
OR	41	2%	1	20	2.1
PA	162	6%	1.3	112	1.4

RI	17	1%	1.6	8	2.1
SC	23	1%	0.5	30	0.8
SD	7	0%	0.8	10	0.7
TN	41	2%	0.6	35	1.2
TX	120	5%	0.4	75	1.6
UT	20	1%	0.6	9	2.2
VA	82	3%	1	43	1.9
VT	8	0%	1.3	14	0.6
WA	45	2%	0.6	24	1.9
WI	56	2%	1	34	1.6
WV	22	1%	1.2	16	1.4
WY	4	0%	0.7	1	4
<b>Missing</b>	37	1%	-	-	-
<b>Total</b>	2577	100%	0.8	1543	1.7

Source: 2015-17 APA psycCareers, American Psychological Association; 2017 Population Estimates, U.S. Census bureau; Degrees in Psychology, American Psychological Association.

TABLE 4.

#### JOB ADS FOR FACULTY POSITIONS BY WORK SETTING, 2015-17

Work Setting	N	%
Hospital	39	2%
Organized Human Service Setting	18	1%
Government	4	0%
Educational	2516	98%
<b>All</b>	2577	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Each job ad can only be categorized in one work setting. Total may not sum to 100 percent due to rounding. Hospitals include VA and military hospitals. Educational settings include medical schools.

TABLE 5.

#### JOB ADS FOR FACULTY POSITIONS BY WORK ACTIVITY, 2015-17

Work Activity	N	%
Applied psychology	75	3%
Research	2576	100%
Education	1373	100%
Health Services	979	53%
Management	2576	38%
Other	68	3%
<b>All</b>	2577	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: A job ad can be categorized in multiple work activities. Applied psychology activities include forensic, I/O, business development, etc. Management activities include policy or program development/review, personnel administration, recruiting, budgeting, etc. Other work activities include marketing, sales, publishing, public relations, etc.

TABLE 6.

**JOB ADS BY FOR FACULTY POSITIONS BY FACULTY RANK, 2015-17**

<b>Faculty Rank</b>	<b>N</b>	<b>%</b>
Assistant Professor	1420	55%
Associate Professor	77	3%
Full Professor	15	1%
Open Rank	633	25%
Non-specified	432	17%
<b>All</b>	<b>2577</b>	<b>100%</b>

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Total may not sum to 100 percent due to rounding.

TABLE 7.

**JOB ADS BY FOR FACULTY POSITIONS BY TENURE STATUS, 2015-17**

<b>Tenure Status</b>	<b>N</b>	<b>%</b>
Tenure-Track	1361	53%
Tenured or Tenure-Track	74	3%
Tenured	57	2%
Nontenured	15	1%
<b>Non-specified</b>	<b>1070</b>	<b>42%</b>
<b>All</b>	<b>2577</b>	<b>100%</b>

Source: 2015-17 APA psycCareers, American Psychological Association.

TABLE 8.

**JOB ADS BY FOR FACULTY POSITIONS BY EMPLOYMENT STATUS, 2015-17**

<b>Employment Status</b>	<b>N</b>	<b>%</b>
Full Time	1740	68%
Part Time	13	1%
<b>Not Specified</b>	<b>824</b>	<b>32%</b>
<b>ALL Job Ads</b>	<b>2577</b>	<b>100%</b>

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Approximately 34 percent of job ads did not specify whether the position is full-time or part-time.

TABLE 9.

**LEADERSHIP POSITIONS WITHIN JOB ADS FOR PSYCHOLOGY FACULTY, 2015-17**

<b>Leadership</b>	<b>N</b>	<b>%</b>
Postings that are for Leadership Positions	276	11%
Postings that are for Non-leadership Positions	2301	89%
<b>ALL</b>	<b>2577</b>	<b>100%</b>

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Examples of leadership positions included dean, chair, department head, and director of clinical training.



TABLE 10.

**TEMPORARY JOBS WITHIN JOB ADS FOR PSYCHOLOGY FACULTY, 2015-17**

<b>Temporary Jobs</b>	<b>N</b>	<b>%</b>
Postings for Temporary Jobs	16	1%
Postings for Non-temporary Jobs	2561	99%
<b>ALL</b>	2577	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

TABLE 11.

**MINIMUM DEGREE SPECIFIED WITHIN JOB ADS FOR PSYCHOLOGY FACULTY, 2015-17**

<b>Minimum Degree</b>	<b>N</b>	<b>%</b>
Doctoral Degree	2539	99%
Master's Degree	18	1%
Bachelor's Degree or Lower	5	0%
<b>Not Specified</b>	15	1%
<b>All Job Ads</b>	2577	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Approximately 1 percent of job ads did not specify degree.

TABLE 12.

**MINIMUM EXPERIENCE SPECIFIED WITHIN JOB ADS FOR PSYCHOLOGY FACULTY, 2015-17**

<b>Minimum Experience</b>	<b>N</b>	<b>%</b>
Two Years or Less	323	13%
Three to Five Years	112	4%
Six to Nine Years	13	1%
Ten Years or More	5	0%
<b>Not Specified</b>	2124	82%
<b>All Job Ads</b>	2577	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: Approximately 82 percent of job ads did not specify years of experience.

TABLE 13.

**MINIMUM EXPERIENCE SPECIFIED WITHIN JOB ADS FOR PSYCHOLOGY FACULTY,  
BY FACULTY AND TENURE STATUS, 2015-17**

Mean Minimum Years of Experience	Years	N
<b>All</b>	1.64	453
<b>By Faculty Rank</b>		
Assistant Professor	0.92	234
Associate Professor	3.75	20
Full Professor	s	s
Open Rank	1.54	116
<b>By Tenure Status</b>		
Tenured	4.78	9
Tenure-Track	0.86	229
Tenured or Tenure-Track	2.13	8
Non-Tenured	s	s

Source: 2015-17 APA psycCareers, American Psychological Association.

s = suppressed due to small cell size.

TABLE 14.

**NUMBER OF JOB ADS FOR FACULTY POSITIONS BY SUBFIELD, 2015-17**

Subfield	N	%
Clinical Psychology	715	28%
Counseling Psychology	360	14%
Neurosciences	219	8%
Developmental Psychology	192	7%
Social Psychology	153	6%
Health Psychology	128	5%
School Psychology	120	5%
Cognitive Psychology	118	5%
Quantitative Mathematical/Psychometrics	108	4%
Industrial/Organizational Psychology	95	4%
Clinical Neuropsychology	90	3%
Clinical Child Psychology	74	3%
Experimental Psychology	54	2%
Forensic Psychology	54	2%
Physiological Psychology/Psychobiology	50	2%
Geropsychology	47	2%
Personality Psychology	41	2%
Educational Psychology	40	2%
Behavioral Medicine	31	1%
Community Psychology	30	1%
Family Psychology	26	1%
Engineering Psychology/Human Factors	16	1%

Rehabilitation	15	1%
Sport Psychology	12	0.5%
General Psychology/Methods & Systems	11	0.4%
Environmental Psychology	3	0.1%
<b>Not specified</b>	813	32%
<b>All</b>	2577	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: A job ad may specify multiple subfields.

TABLE 15.

**NUMBER OF JOB ADS FOR FACULTY POSITIONS BY NUMBER SUBFIELDS SPECIFIED, 2015-17**

Number of Subfields Specified	N	%
0	800	31%
1	1049	41%
2	518	20%
3 or More	210	8%
<b>All</b>	2577	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

TABLE 16.

**SKILLS SPECIFIED IN JOB ADS FOR FACULTY POSITIONS, 2015-17**

Specified Skills	N	%
Cultural Awareness	727	28%
Leadership skills	362	14%
Teamwork Skills	265	10%
Multi-lingual	219	8%
Communication Skills	202	8%
Analytical Skills	78	3%
Computer Skills	58	2%
Organizational Skills	41	2%
Critical Thinking/Problem Solving	34	1%
<b>Not Specified</b>	1297	50%
<b>All</b>	2577	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: A job ad can specify multiple skills for one position. Approximately 50 percent of job ads for faculty positions did not specify any skills. Communication skills includes reading, writing and speaking; critical thinking includes any form of strategic thinking and problem solving; cultural competence includes any position which asks specifically for experience working with, supporting, or commitment to cultural, ethnic, and/or racially diverse populations; leadership includes positions that specifically request skills or experience related to management and leadership.

TABLE 17.

### SKILLS SPECIFIED IN JOB ADS FOR FACULTY POSITIONS, BY SUBFIELD IN PSYCHOLOGY, 2015-17

Specified Skills	Research		HSP Fields	
	N	%	N	%
Cultural Awareness	265	29%	336	31%
Leadership skills	56	6%	132	12%
Teamwork Skills	66	7%	131	12%
Multi-lingual	16	2%	37	3%
Communication Skills	53	6%	69	6%
Analytical Skills	131	14%	46	4%
Computer Skills	23	2%	33	3%
Organizational Skills	6	1%	26	2%
Critical Thinking / Problem Solving	10	1%	11	1%
<b>Not Specified</b>	473	51%	563	53%
<b>All</b>	924	100%	1070	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: A job ad can specify multiple skills for one position. Approximately 50 percent of job ads for faculty positions did not specify any skills. Communication skills includes reading, writing and speaking; critical thinking includes any form of strategic thinking and problem solving; cultural competence includes any position which asks specifically for experience working with, supporting, or commitment to cultural, ethnic, and/or racially diverse populations; leadership includes positions that specifically request skills or experience related to management and leadership. Health service psychology subfields included behavioral analysis, clinical child psychology, clinical psychology, counseling psychology, family psychology, forensic psychology, geropsychology, health psychology, rehabilitation psychology, school psychology, and sport psychology. Research and other subfields included all other subfields in psychology.

TABLE 18.

### TRAITS SPECIFIED IN JOB ADS FOR FACULTY POSITIONS, 2015-17

Personal Characteristics	N	%
Ethical	79	3%
Adaptability	57	2%
Positivity	51	2%
Compassion/Empathy	22	1%
Motivated	20	1%
Independent	18	1%
Self Awareness	9	0%
Proactive	8	0%
Reliability	6	0%
<b>Not Specified</b>	2344	91%
<b>All</b>	2577	100%

Source: 2015-17 APA psycCareers, American Psychological Association.

Note: A job ad can specify multiple traits for one position. Approximately 91 percent of job ads for faculty positions did not specify any traits. Adaptability includes learning agility, schedule flexibility, and ability to handle change. Ethical refers to the ability to remain objective, adhere to and be knowledgeable of ethical standards, and honesty. Motivated refers to internal motivation, driven personality, and self-starting. Pro-active refers to initiative, strong work ethic, and the desire to learn and seek out personal development opportunities.



AMERICAN  
PSYCHOLOGICAL  
ASSOCIATION