



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

2015-17

Job Advertisements for Researcher Positions in Psychology

AMERICAN PSYCHOLOGICAL ASSOCIATION
CENTER FOR WORKFORCE STUDIES

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

TABLE OF CONTENTS

Executive Summary	1
Introduction	2
Method	2
1. Overview	3
Trends	4
Geographic Distribution	5
2. Job Ad Characteristics	7
Work Settings	7
Work Activities	8
3. Job Qualifications	9
Degree and Experience	9
Skills and Traits	10
Conclusion	12
References	12
Appendix. Data Underlying Figures	13

FIGURES

Figure 1. Percent of Job Ads by Job Type, 2015-17	3
Figure 2. Number of Job Advertisements for Researcher Positions, 2015-17	4
Figure 3. Geographic Distribution of Job Advertisements for Researcher Positions, 2015-17	5
Figure 4. Geographic Concentration of Job Advertisements for Researcher Positions, 2015-17	6
Figure 5. Job Advertisements for Researcher Positions by Work Setting, 2015-17	7
Figure 6. Job Advertisements for Researcher Positions by Work Activity, 2015-17	8
Figure 7. Degree and Experience Specified in Job Advertisements for Researcher Positions, 2015-17	9
Figure 8. Skills Specified in Job Advertisements for Researcher Positions, 2015-17	10
Figure 9. Traits Specified in Job Advertisements for Researcher Positions, 2015-17	11

EXECUTIVE SUMMARY

This report examines the characteristics of advertisements for researcher positions posted on APA psycCareers in the period 2015-2017, including job type, employment characteristics, and job qualifications. Researcher positions include research psychologist, post-doctoral researcher, and research scientist. Major findings include:

- In the period 2015-17, **411**, or about **5.6** percent, of all job ads posted to APA psycCareers were for **researcher** positions.
- Most of the job ads were for researcher positions located in the **Northeast** and **Pacific coast** areas of the United States. When adjusted for population, the greatest concentrations of ads were for positions located in the **Northeast** and **Midwest**.
- The majority of job ads for researcher positions were found in **educational settings** (52 percent), followed by **organized human services settings** (15 percent), and **hospitals** (11 percent). Another 17 percent were found in “other” settings, such as business and industry settings and any setting that could not be otherwise categorized.
- Job ads for researcher positions specified multiple work activities. In addition to **research activities**, many also specified **management activities** (47 percent), followed by health service activities (43 percent), and educational activities (40 percent).
- **Leadership positions** represented **19** percent of job ads for researcher positions.
- Seventy-six percent of job advertisements for researcher positions specified a minimum **doctoral degree**.
- The skills that were most frequently specified in researcher job ads were “**analytical skills**,” “**leadership skills**,” and “**communication skills**.” The most frequently specified personal traits were “**independent**,” “**adaptability**,” and “**motivated**.”

INTRODUCTION

The purpose of this report is to examine the characteristics of psychology job advertisements for researcher positions in recent years. Examples of “researcher positions” include research psychologists, post-doctoral researchers, and research scientists. This report examines the characteristics of job ads for researcher positions in the period 2015-17, including information on geographic distribution, employment characteristics, and job qualifications.

The data source for this report consists of the job ads posted on APA psycCareers (www.psycareers.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 (e.g., “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](#).

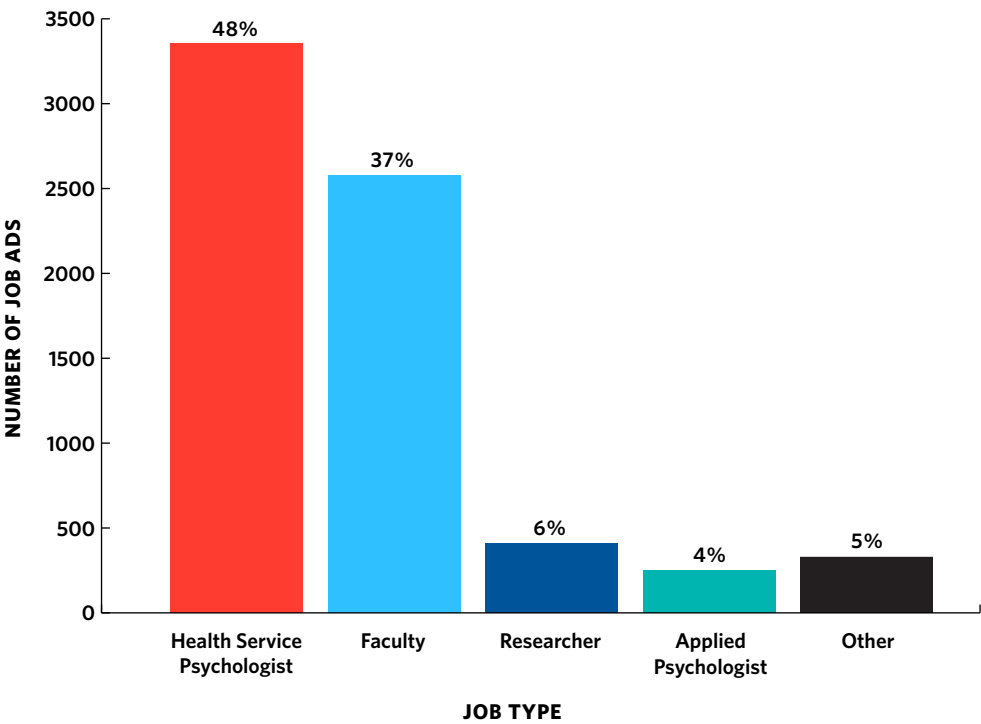
SECTION 1

OVERVIEW

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:¹ 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 *researcher* positions. In the period of 2015-17, 411, or about 5.6 percent, of the job ads were for researcher positions. Examples of researcher positions include research psychologists, post-doctoral researchers, and research scientists.

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



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

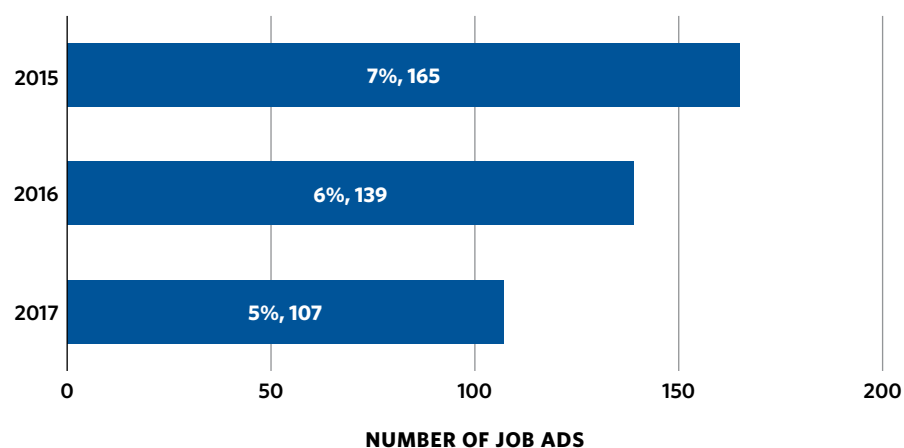
¹ Job ads were categorized into job types based on text analysis of job title and job description. Each job ad is categorized in one job type only. Health service psychologist positions refer to positions that primarily provide clinical services, including those providing services in educational settings. 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

From 2015 to 2017, the total number of researcher ads posted annually gradually declined, along with the overall percentage of ads representing researcher positions (approximately 7 percent in 2015, compared to 5 percent in 2017).² There was a mean of 137 job ads posted for researcher positions per year and 11.4 ads per month.

FIGURE 2.

NUMBER OF JOB ADVERTISEMENTS FOR RESEARCHER POSITIONS, 2015-17



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

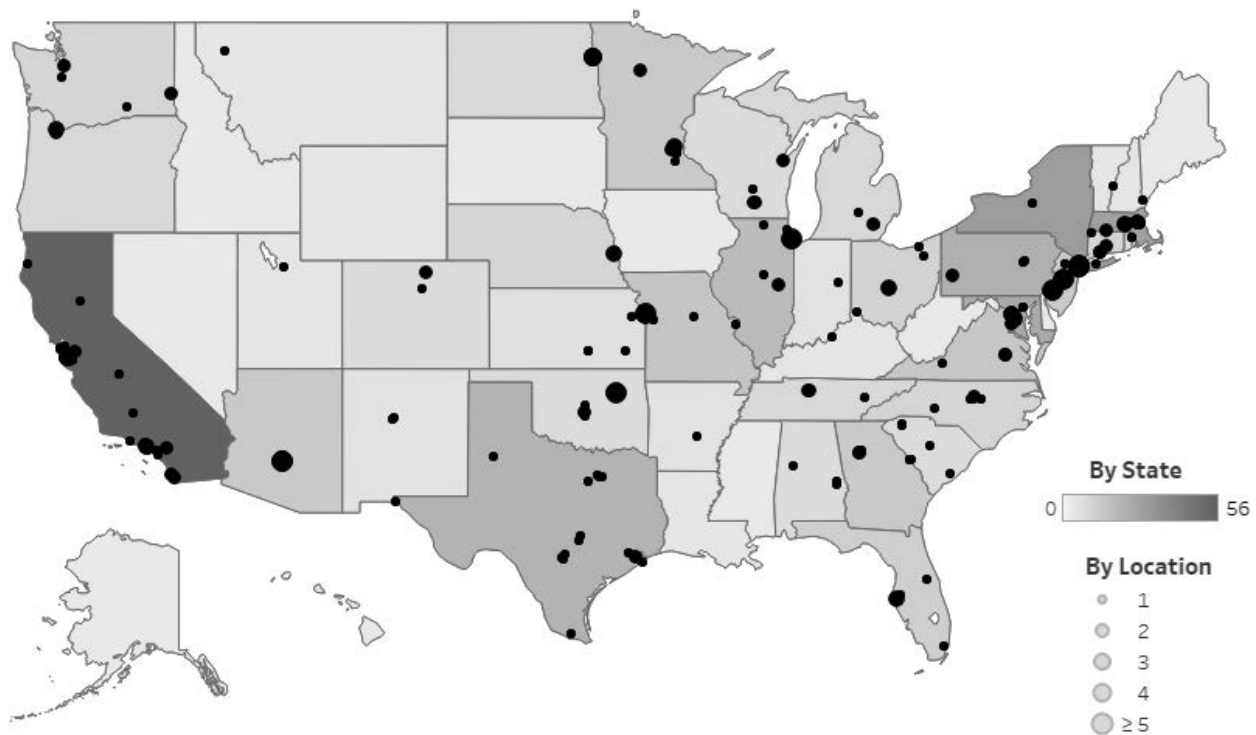
² In July 2016, APA psycCareers underwent changes that might have affected the number and the format of job advertisements. The system changed vendors, which involved changes in payment packages and the job posting form. A new payment package (the “Featured” online job posting package) was made available 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](#).

Geographic Distribution

Most of the job ads for researcher positions were located in the Northeast and the Pacific coast areas (Figure 3). Smaller numbers of job ads were found within the Midwest and the South. States with the largest number of job ads for researcher psychologists included California (56 job ads), New York (29), Massachusetts (27), Maryland (24), and Pennsylvania (21).

FIGURE 3.

GEOGRAPHIC DISTRIBUTION OF JOB ADVERTISEMENTS FOR RESEARCHER POSITIONS, 2015-17



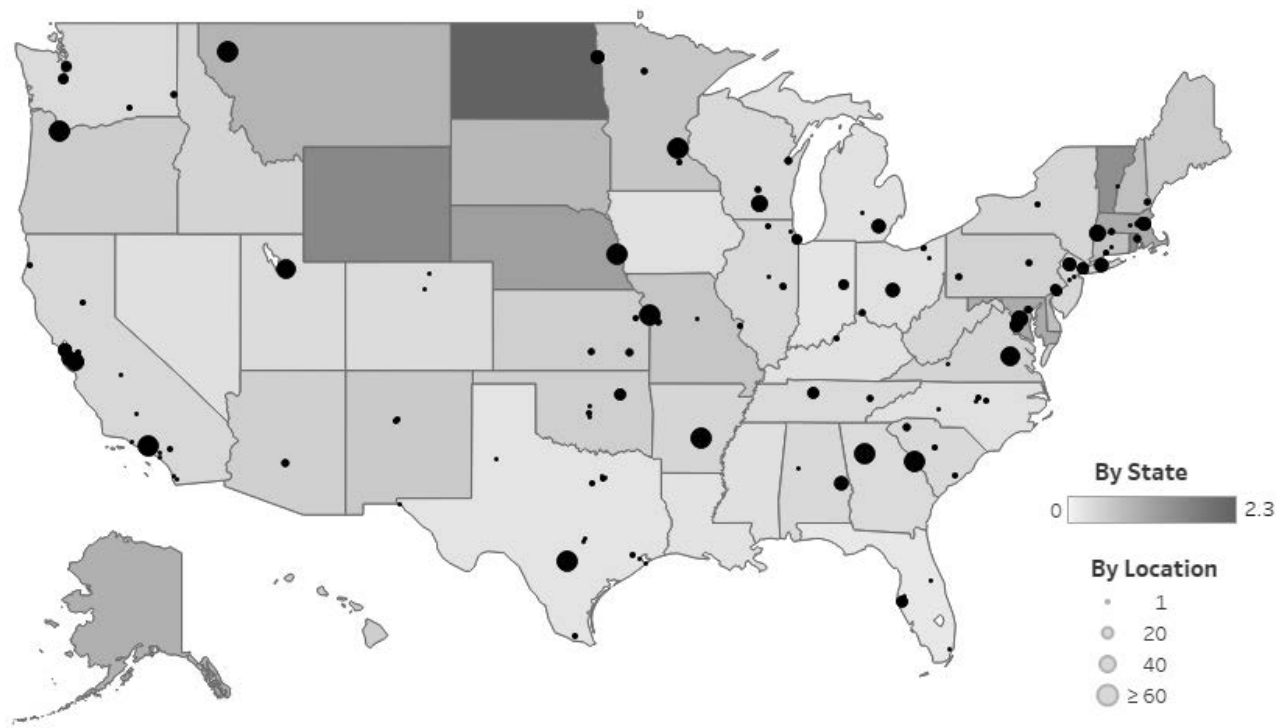
Source: 2015-17 APA psycCareers, American Psychological Association.

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 4 displays the number of job ads per 100,000 population by state and by location. When adjusted for population, the concentrations of researcher job ads were highest in the Northeast as well as in the Midwest areas. Highest concentrations of job ads for researcher positions were found in District of Columbia (2.3 job ads per 100,000 population), North Dakota (0.79), Maryland (0.40), Massachusetts (0.39), and Rhode Island (0.38).

FIGURE 4.

**GEOGRAPHIC CONCENTRATION OF JOB ADVERTISEMENTS
FOR RESEARCHER POSITIONS, 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 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](#).

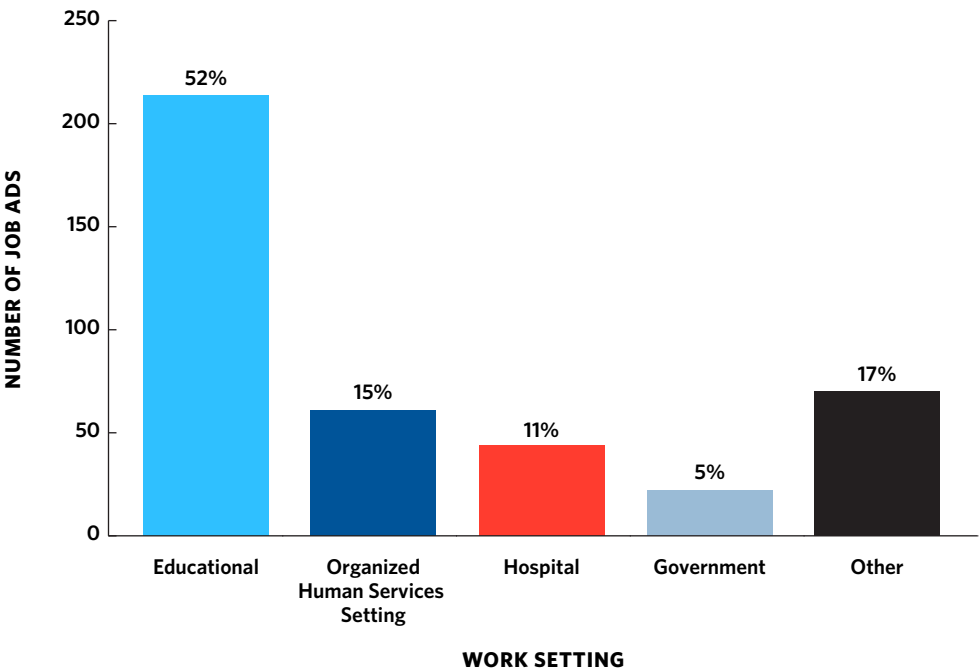
SECTION 2

JOB CHARACTERISTICS

Work Settings

The majority of job ads were for positions in educational work settings (52 percent), followed by other settings (17 percent), organized human services settings (15 percent), and hospitals (11 percent).³ Only five percent of posted researcher positions were in government settings.

FIGURE 5.
JOB ADVERTISEMENTS FOR RESEARCHER POSITIONS BY WORK SETTING, 2015-17



Source: 2015-17 APA psycCareers, American Psychological Association.
Note: Total may not sum to 100 percent due to rounding.

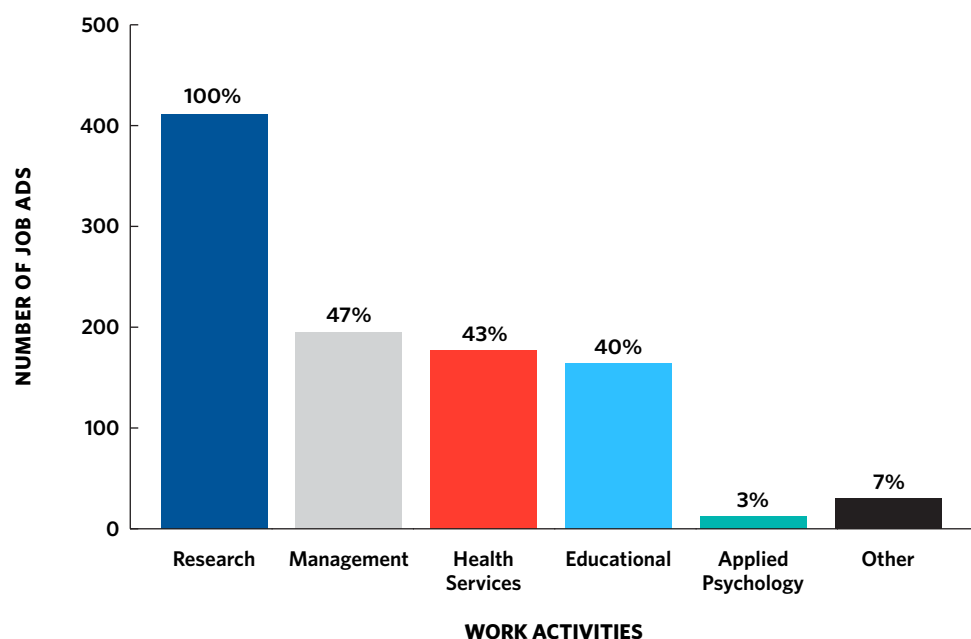
³ Job ads were categorized into different work settings based on text analysis of employer name and job description. Each job ad was categorized into only one setting. Examples of educational settings include university psychology department, education department, and medical school. Examples of government settings include government research organization or lab, criminal justice system, and federal/state/local government agency. 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. Other settings include business settings, such as consulting firms and research organizations, and any position that could not be otherwise categorized into a specific setting.

Work Activities

Figure 6 shows the percentage of researcher job ads that specified particular work activities. Researcher job ads typically specify a variety of work activities. In addition to researcher activities, management activities (47 percent) were the most commonly specified, followed by health service activities (43 percent), and educational activities (40 percent).⁴ “Other” activities (seven percent) and applied psychology activities (three percent) represented smaller percentages.

FIGURE 6.

JOB ADVERTISEMENTS FOR RESEARCHER POSITIONS BY WORK ACTIVITY, 2015-17



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

About 51 of researcher job ads were for full-time positions and less than one percent were for part time positions. Forty nine percent of all ads for researcher positions did not specify employment status. Approximately 1 percent of researcher job ads were for temporary positions.⁵

Approximately 19 percent of researcher job ads were for leadership positions, compared with 13 percent across all job types.⁶

⁴ 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 clinical assessment, therapeutic services, patient care, 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, researcher positions show a 100 percent match with research activities. For more details, refer to the [Technical Documentation](#).

⁵ 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](#).

⁶ T-test comparison is statistically significant at $p < 0.01$

SECTION 3

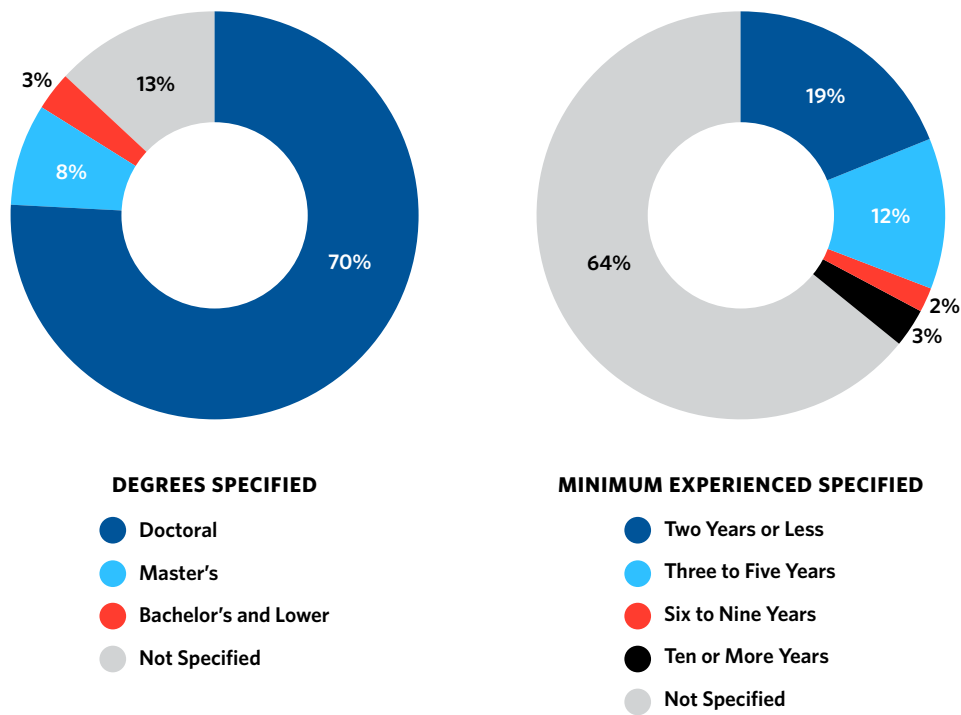
JOB QUALIFICATIONS

Degree and Experience

The majority of advertisements for researcher positions (76 percent) specified that candidates possess a doctoral degree. Another eight percent specified a master’s degree and about three percent specified a bachelor’s degree or lower. Approximately 13 percent of all researcher job ads did not specify a degree.

Approximately 36 percent of all ads for researcher positions specified a minimum amount of prior experience. The most commonly specified amount of prior experience was two or fewer years (19 percent). Sixty-four percent of job ads did not specify minimum experience. Of those ads that specified a minimum amount of experience, the mean amount was 2.96 years, higher than all other positions (2.1 years).⁷

FIGURE 7.
**DEGREE AND EXPERIENCE SPECIFIED IN JOB ADVERTISEMENTS
FOR RESEARCHER POSITIONS, 2015-17**



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

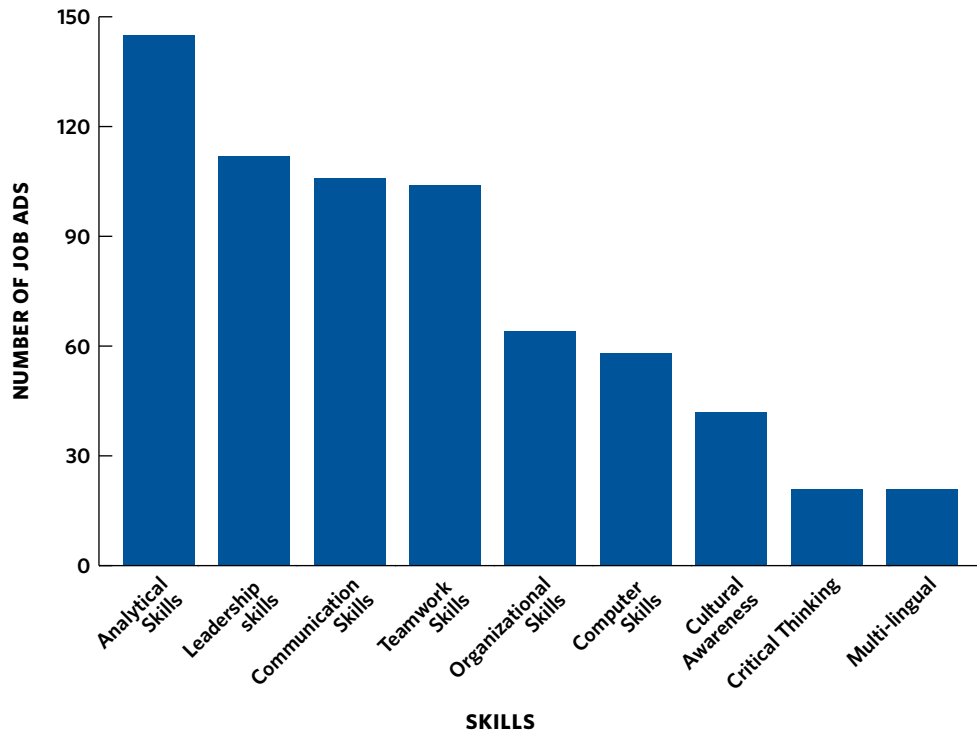
⁷ T-test comparison is statistically significant at $p < 0.01$

Skills and Traits

Approximately 64 percent of job ads for researcher positions specified at least one skill qualification for desired candidates. In researcher job ads the most frequently specified skills were “analytical skills,” “leadership skills,” and “communication skills” (Figure 8).⁸

FIGURE 8.

SKILLS SPECIFIED IN JOB ADVERTISEMENTS FOR RESEARCHER POSITIONS, 2015-17



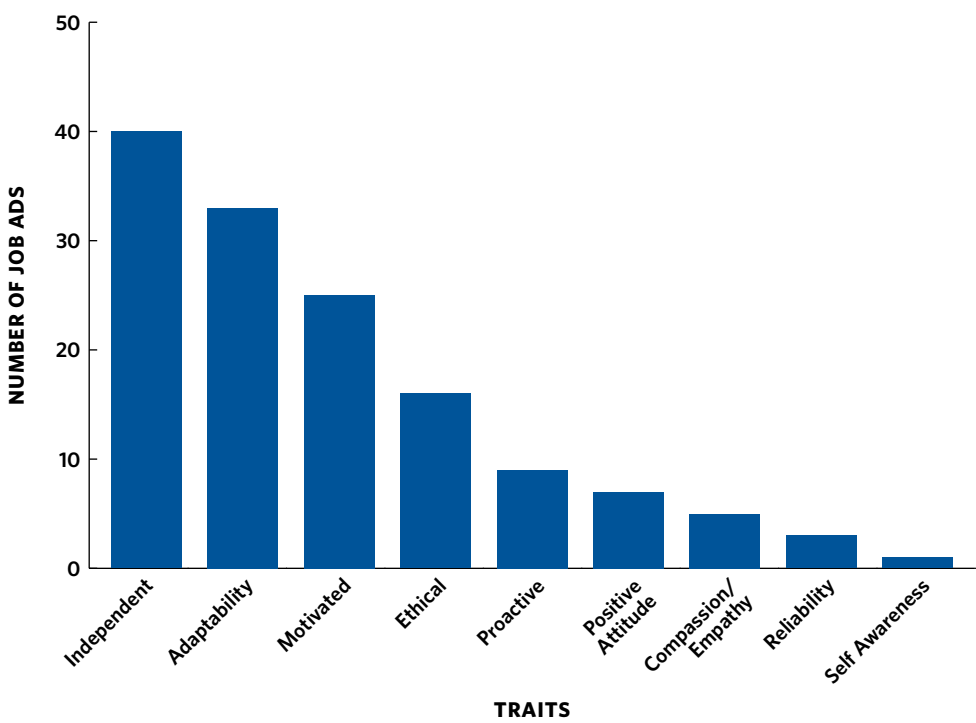
Source: 2015-17 APA psycCareers, American Psychological Association.

For traits, “independent,” “adaptability,” and “motivated” were the most frequently specified (Figure 9).⁹ Approximately 25 percent of ads for researcher positions specified at least one personality trait for desired candidates.

⁸ 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 “Analytical skills” include: knowledge of statistical methods, quantitative skills, data science, and experienced in data analysis. For more information, refer to the [Technical Documentation](#).

⁹ 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 “independent” trait include: work independently, function independently, requires autonomy, and autonomous decision-making. “Motivated” captures intrinsic motivation and a driven personality, while “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](#).

FIGURE 9.
TRAITS SPECIFIED IN JOB ADVERTISEMENTS FOR RESEARCHER POSITIONS, 2015-17



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

CONCLUSION

This report examines the characteristics of psychology job ads for researcher positions in the period 2015-17. The analysis includes information on geographic distribution, seasonal trends, employment characteristics, and job qualifications. Approximately 411 or 5.6 percent of all job ads posted in this time span were for researcher positions. The majority of researcher job ads were for positions in educational settings and primarily involved research and management activities. Additionally, researcher positions represented the lowest educational requirements and the highest experiences requirements relative to other job types. “Analytical skills,” “leadership skills,” and “communication skills” were the most frequently specified skills for researcher positions, and “independent,” “adaptability,” and “motivated” were the most frequently specified traits.

A previous APA Center for Workforce Studies report on job ads used data from Burning Glass Technologies (BGT).¹⁰ The previous report focused on job ads for licensed psychologists only. By comparison, this report included psychology job ads for psychology researcher positions. The previous report used job ads data compiled by BGT. Analysis within this report was based on text analysis conducted 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 19 percent of researcher job ads contained multiple openings for one position type (e.g., two openings for a postdoctoral fellow), or multiple position types (e.g., one opening for a postdoctoral fellow and another opening for a research scientist 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. Additionally, 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 and consistent psychology terms. This quality lends itself to text analysis and ultimately means that 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>
- 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>

¹⁰ 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.

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%
All	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 THE NUMBER OF JOB ADS FOR RESEARCHER POSITIONS
BY QUARTER, 2015-17**

Year	Quarter	Researcher Jobs		All Other Jobs		All Jobs	
		N	%	N	%	N	%
2015	1	42	7%	540	93%	582	100%
	2	31	7%	422	93%	453	100%
	3	43	6%	704	94%	747	100%
	4	49	7%	673	93%	722	100%
	All	165	7%	2339	93%	2504	100%
2016	1	32	6%	505	94%	537	100%
	2	27	7%	385	93%	412	100%
	3	43	5%	813	95%	856	100%
	4	37	6%	621	94%	658	100%
	All	139	6%	2324	94%	2463	100%
2017	1	31	7%	424	93%	455	100%
	2	23	6%	348	94%	371	100%
	3	26	5%	548	95%	574	100%
	4	27	5%	528	95%	555	100%
	All	107	5%	1848	95%	1955	100%

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

Note: Percentages may not sum to 100 due to rounding.

TABLE 3.

NUMBER OF JOB ADS FOR RESEARCHER POSITIONS BY STATE, 2015-17

State	Number of Job Ads	Percent of Job Ads	Number of Job Ads per 100,000 Population
AK	1	0%	0.14
AL	3	1%	0.06
AZ	2	1%	0.03
CA	27	11%	0.07
CO	4	2%	0.07
CT	5	2%	0.14
DC	6	2%	0.86
FL	5	2%	0.02
GA	9	4%	0.09
HI	4	2%	0.28
IL	19	8%	0.15
IN	5	2%	0.08
LA	1	0%	0.02
MA	19	8%	0.28
MD	1	0%	0.02
ME	4	2%	0.30
MI	2	1%	0.02
MN	9	4%	0.16
MS	3	1%	0.10
MT	1	0%	0.09
NC	9	4%	0.09
ND	1	0%	0.13
NE	4	2%	0.21
NH	4	2%	0.30
NJ	5	2%	0.06
NM	1	0%	0.05
NV	1	0%	0.03
NY	8	3%	0.04
OH	7	3%	0.06
OK	3	1%	0.08
OR	1	0%	0.02
PA	8	3%	0.06
SC	1	0%	0.02
TN	2	1%	0.03
TX	8	3%	0.03
UT	1	0%	0.03
VA	22	9%	0.26
WA	6	2%	0.08
WI	3	1%	0.05
WV	1	0%	0.06
WY	2	1%	0.35
Missing	16	4%	-
Total	2	0%	0.13

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

TABLE 4.

JOB ADS FOR RESEARCHER POSITIONS BY WORK SETTING, 2015-17

Work Setting	N	%
Educational	214	52%
Government	22	5%
Hospital	44	11%
Organized Human Services	61	15%
Other	70	17%
All	411	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 RESEARCHER POSITIONS BY WORK ACTIVITIES, 2015-17

Work Activities	N	%
Research	411	100%
Management	195	47%
Health Services	177	43%
Educational	164	40%
Other	30	7%
Applied Psychology	12	3%
All	411	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.

TEMPORARY AND NON-TEMPORARY POSITIONS WITHIN JOB ADS FOR RESEARCHER POSITIONS, 2015-17

Types of Job Postings	N	%
Temporary Positions	3	1%
Non-Temporary Positions	408	99%
All	411	100%

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

TABLE 7.

EMPLOYMENT STATUS FOR JOB ADS FOR RESEARCHER POSITIONS, 2015-17

Employment Status	N	%
Full Time	211	51%
Part Time	2	0%
Not Specified	198	48%
All	411	100%

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

Note: Percentages may not sum to 100 due to rounding.

TABLE 8.

LEADERSHIP POSITIONS WITHIN JOB ADS FOR RESEARCHER POSITIONS, 2015-17

Leadership	N	%
For Leadership Positions	78	19%
For Non-leadership Positions	333	81%
All	411	100%

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

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

TABLE 9.

MINIMUM DEGREE SPECIFIED WITHIN JOB ADS FOR RESEARCHER POSITIONS, 2015-17

Minimum Degree Specified	N	%
Bachelor's and Lower	11	3%
Master's	35	9%
Doctoral	311	76%
Not Specified	54	13%
All	411	100%

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

Note: Percentages may not sum to 100 due to rounding.

TABLE 10.

MINIMUM EXPERIENCE SPECIFIED WITHIN JOB ADS FOR RESEARCHER POSITIONS, 2015-17

Minimum Experience	N	%
Two Years or Less	78	19%
Three to Five Years	48	12%
Six to Nine Years	10	2%
Ten or more Years	14	3%
None Specified	261	63%
All	411	100%

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

Note: Percentages may not sum to 100 due to rounding.

TABLE 11.

SKILLS SPECIFIED IN JOB ADS FOR RESEARCHER POSITIONS, 2015-17

Requested Skills	N	%
Analytical Skills	145	35%
Leadership skills	112	27%
Communication Skills	106	26%
Teamwork Skills	104	25%
Organizational Skills	64	16%
Computer Skills	58	14%
Cultural Awareness	42	10%
Critical Thinking	21	5%
Multi-lingual	21	5%
Not Specified	146	36%
All	411	100%

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

Note: A job ad can specify multiple skills for one position. 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 12.

TRAITS SPECIFIED IN JOB ADS FOR RESEARCHER POSITIONS, 2015-17

Personal Characteristics	N	%
Independent	40	10%
Adaptability	33	8%
Motivated	25	6%
Ethical	16	4%
Pro-Active	9	2%
Positivity	7	2%
Compassion/Empathy	5	1%
Reliability	3	1%
Self Awareness	1	0%
Not Specified	305	75%
All	411	100%

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

Note: A job ad can specify multiple traits for one position. 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.



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