



Women's Representation among the Academic Psychology Workforce Continues to Increase

AMERICAN PSYCHOLOGICAL ASSOCIATION
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KEY FINDINGS

- Between 1995 and 2015, the number of women within the academic psychology workforce more than doubled (an increase of 126 percent), and their representation increased from 37 to 53 percent.
- The percentage of women among tenured faculty increased from 29 percent in 1995 to 49 percent in 2015. The percentage of women in academic leadership increased from 40 percent in 2003 to 56 percent in 2015.

In 2015, approximately 29,300 psychology research doctorates worked as faculty (assistant, associate, or full professor).¹ 53 percent of them were women and 47 percent were men. Female representation among faculty was low when compared to its representation within the entire psychology workforce (69 percent).²

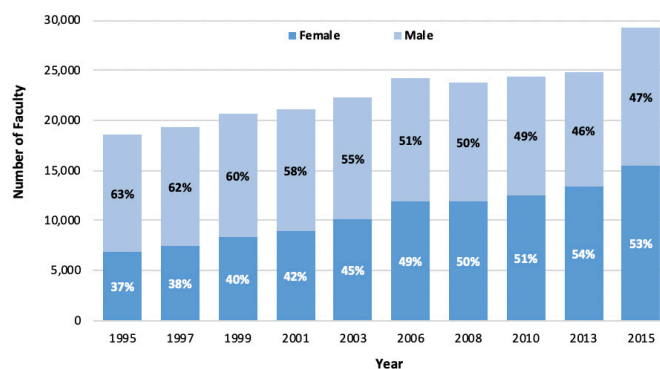
Between 1995 and 2015, the number of female faculty more than doubled (an increase of 126 percent), and the representation of female faculty increased from 37 to 53 percent. The number of male faculty increased by 19 percent, and the representation of male faculty decreased from 63 to 47 percent.

¹ All data are from National Science Foundation, National Center for Science and Engineering Statistics. (1995-2015). Survey of Doctorate Recipients Restricted-Use Micro-data File, Codebook, and Technical Notes. The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.

² American Psychological Association. (2018). Demographics of the U.S. psychology workforce: Findings from the 2007-16 American Community Survey. Retrieved from <https://www.apa.org/workforce/publications/16-demographics>. In 2015, the psychology workforce consisted of 69 percent women and 31 percent men.

FIGURE 1.

THE ACADEMIC PSYCHOLOGY WORKFORCE BY GENDER, 1995-2015

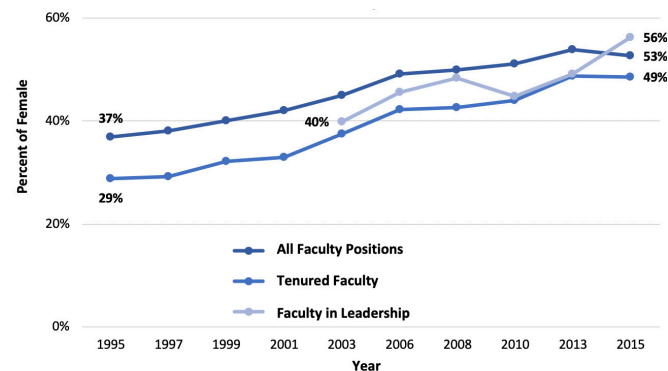


Source: 1995-2015 Survey of Doctorate Recipients, National Science Foundation.

In 2015, women represented 49 percent of tenured faculty and 56 percent of academic leadership.³ Just as female representation increased among faculty, female representation among tenured faculty and academic leadership increased as well. The percentage of women among tenured faculty increased from 29 percent in 1995 to 49 percent in 2015. The percentage of women in academic leadership increased from 40 percent in 2003 to 56 percent in 2015.

FIGURE 2.

FEMALE REPRESENTATION AMONG FACULTY, TENURED FACULTY, AND ACADEMIC LEADERSHIP, 1995 - 2015



Source: 1995-2015 Survey of Doctorate Recipients, National Science Foundation.

For more information about the academic psychology workforce, please refer to the report: American Psychological Association. (2019). *The Academic Psychology Workforce: Characteristics of Psychology Research Doctorates in Faculty Positions* (1995-2015). www.apa.org/workforce/publications/academic-psychology

SUGGESTED CITATION

American Psychological Association. (2020). *Factsheet: Women's Representation among the Academic Psychology Workforce Continues to Increase*. www.apa.org/workforce/publications/academic-psychology/women.pdf

3 Since the 2003 SDR, respondents were asked to choose one or more options from the following academic positions: president, provost, or chancellor (any level); dean (any level), department head, or department chair; research faculty, scientist, associate, or fellow; teaching faculty; adjunct faculty; postdoc (e.g., postdoctoral fellow or associate); research assistant; teaching assistant; other positions. Those selected "president, provost, or chancellor (any level)" or "dean (any level), department head, or department chair" were included as in leadership positions. Academic leadership data were not available prior to 2003.