

**SALARIES IN PSYCHOLOGY  
2001**

**REPORT OF THE 2001 APA SALARY SURVEY**

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## Introduction

The 2001 Salaries in Psychology report represents the twelfth volume in the series and twenty years of effort by the American Psychological Association to gather salary data on psychological personnel. The survey was initiated in 1981, in response to increasing requests for current national salary data. As has been the case in past reports, selected summary statistics are presented for current salaries of APA members who are working full time in a variety of positions and, where there is a sufficient number of responses ( $N \geq 5$ ), for individual employment settings within a position. For doctoral-level respondents, salary data are presented by position, employment setting, median years since doctorate, and by sex, race/ethnicity, and geographic region. Salary breakdowns for master's-level respondents are by position, employment setting, and median years since degree only. Master's-level salary breakdowns are sparser due to an insufficient number of master's-level respondents, causing the data to be less representative of this group.

The data represent (1) salaries for individuals who are employed full time (at least 35 hours per week in salaried positions), (2) net income after office expenses for self-employed individuals who are working at least 35 hours per week, and (3) net income for individuals with a full-time (at least 32 hours per week) independent practice. Because many psychologists have additional sources of income from multiple work activities and settings, these data may not represent total income.

## Method

The 2001 Salary Survey was mailed in June, 2001 to a stratified random sample of 20,000 APA members. Individuals were eligible for inclusion in the study if they had indicated full-time employment in the Membership Directory database, were under 65 years of age, and were U.S. residents.

A two-page questionnaire (see Appendix A) requested the following information: employment setting, type of position, hours per week spent in the position, total years of work experience, total annual earned income, full-time salary or net income, zip code of employment setting, and the extent to which managed care has impacted net income. In order for nonrespondents to be tracked, the survey was not anonymous. A postcard reminder was mailed to nonrespondents in July, 2001. A final reminder letter and survey were mailed late in August, 2001 to those members who had not responded.

A total of 10,082 members responded to the survey. Of that total, 9,116 were employed and provided some data on employment setting, position, and other relevant variables. Surveys were excluded if the respondent failed to provide accurate data on variables (e.g., level of degree, employment status and employment setting) required to conduct specific analyses for data tables and statistics within the salaries report. Seventy-three percent ( $N=6,694$ ) of the 9,116 eligible respondents were at the doctoral level and were employed full time, while 11% ( $N=990$ ) were at the master's level and were employed full time.

### Organization of the Report

The report is divided into 18 sections. The first 13 of these provide salary data for a specific type of position at the doctoral level. The sections are as follows:

1. Faculty Positions
2. Educational Administration
3. Research Positions
4. Administration of Research
5. Direct Human Services - Clinical (licensed)
6. Direct Human Services - Counseling (licensed)
7. Direct Human Services - School (licensed)
8. Direct Human Services - Other Psychological Subfields (licensed)
9. Administration of Human Services
10. Applied Psychology (Industrial/Organizational)
11. Applied Psychology (Other Psychological Subfields)
12. Administration of Applied Psychology
13. Other Administrative Positions
14. Master's-level Respondents
15. Doctoral-level Salaries by Sex, Race/Ethnicity and Years of Experience
16. Doctoral-level Salaries for Selected Positions, Regions, Cities, and States
17. Impacts of Managed Care on Net Income Since 2000
18. Total Annual Earned Income

Salaries for the three major health service provider subfields (clinical, counseling, and school) are presented separately, in Sections 5, 6, and 7, in addition to Section 8, for respondents involved in the provision of direct human services in "other psychological subfields." Only licensed psychologists are included in these positions. Salaries for "applied psychology positions" are presented separately for industrial/organizational and other subfields of psychology. All data for master's-level respondents are reported in Section 14 of the report only due to the relatively small number of respondents at this level.

For both doctoral- and master's-level respondents, data are presented separately for each position. Salary data for faculty positions (Sections 1 and 14.A) are broken down by academic rank. For all other positions, salaries are reported by years of experience: 0-1; 2-4; 5-9; 10-14; 15-19; 20-24; 25-29; and 30 years or more. In many instances, the number of respondents in the "0-1" category is too small to report detailed information, primarily because many psychologists do not join APA until a year or two after they receive their degree. More extensive information on starting salaries is available in the report of the results of APA's 1999 Doctorate Employment Survey (e.g., Kohout and Wicherski, 2000), which can be found at APA's Research Office website <http://research.apa.org>.

Each section begins with a description of the position. The first "figure" in each section gives frequency distributions and summary statistics for salaries of respondents. These summary statistics include percentiles, medians, means and standard deviations. No statistics are reported when the N is less than 5.

Where there were a sufficient number of respondents, salaries are presented for specific employment settings for a particular position. Appendix A contains a complete listing of these settings in the survey instrument. In these cases, each section presents summary statistics for doctoral-level respondents employed in specific settings, broken down by academic rank or years of work experience. Medians, means, quartiles, and standard deviations are reported.

Respondents provided 11-12-month salaries for most positions, and they are reported in this manner. The exception to this is "Faculty Positions" in Section 1 and 14.A, where salaries are reported on a 9-10-month basis.

### Caveats

Readers should be aware of the possible sources of error when using the information from this report. Eligibility for inclusion was based partially on data provided by APA members in 2000. There may have been changes between the collection of membership data and the selection of the sample for the Salary Survey from these data one year later. Furthermore, some members were excluded because they did not report employment data or reported inaccurate employment data.

A 50% response rate was obtained for the 2001 Salary Survey. The Salary Survey was originally anonymous but this was changed in 1989 to allow follow-up mailings to nonrespondents in an effort to boost the response rate. Appendix C contains a summary of the characteristics of the population from which the sample was drawn, and of respondents and nonrespondents. This table provides some idea of the degree of non-respondent bias (i.e., whether those who responded differed greatly from those who did not) and how representative the sample is of the population from which it was drawn.

Data in Appendix C indicate that respondents and nonrespondents were quite similar with respect to major field, highest degree earned, licensure/certification status, gender, and distribution by region. Differences, where they existed, were not substantive. The population is overwhelmingly doctoral level, but attempts were made to augment the representation of respondents at the master's level by deliberately including **all** eligible master's-level APA members in the sample. This effort was successful in that 14% of the survey respondents were at the master's level compared to just over 7% representation among the eligible membership.

The number of respondents in some categories is very small and the statistics reported should be viewed with caution. This is particularly the case for the salaries of master's-level respondents. In addition, the number of respondents reported in the summary statistics may differ from the number of respondents reported in the figures because in some instances, respondents may have failed to provide complete information on all variables. For example, Figure 2 presents information on 176 respondents while the accompanying text reports on 184. This is because 'years since doctorate' information was not available for eight of the respondents.

Salary data in this report are based on a nationwide sample. For locations where the cost of living differs significantly from the national average, salaries would be expected to vary accordingly. Tables 16.A through 16.D present information on salaries by region, selected cities, and for selected states.

## 1. FACULTY POSITIONS

As is typically the case, doctoral-level respondents in faculty positions comprised one of the largest groups of respondents to this survey (N=1,939). Incumbents in these positions primarily were involved in university settings (68%), specifically university psychology departments (44%), university education departments (12%), university business departments (4%), and other academic departments in universities (8%). Thirteen percent were employed in four-year college settings, while eleven percent were employed in medical school settings. Two-year colleges and professional schools (free standing and other professional schools) were represented at 2% each.

The largest single proportion of doctoral faculty in 2001 was in clinical psychology (19%), followed by social psychology and developmental psychology, each at 12%. These were followed by counseling psychology at 11%. Six percent claimed industrial/organizational, while 5% each claimed experimental psychology, cognitive psychology or school psychology as their sub-field in psychology, respectively. Four percent claimed educational psychology. Health psychology was represented at 3%, while two percent or less of the remaining doctoral faculty reported other subfields such as neuroscience, physiology/ psychobiology, and community psychology.

Frequency distributions and summary statistics are presented for doctoral-level faculty in Figure 1. The data are reported by academic rank: full professor, associate professor, assistant professor, lecturer/instructor, and other faculty positions.

Table 1 contains salary information in specific employment settings by rank. Faculty salaries typically are reported on a *9-10-month basis* and the salaries reported in Table 1 reflect this academic schedule. Conversely, faculty in research centers or institutes or medical and professional schools are often paid on an 11-12-month basis. The 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying the reported salaries by 11/9.

The overall median 9-10-month faculty salary was \$55,000 in 2001. Graduate faculty salaries are examined in more detail in the report, 2001-2002 Faculty Salaries in Graduate Departments of Psychology (Wicherski, Randall, and Kohout, 2002). In addition, medical school faculty salaries are described at length in the report, 1997 Employment Characteristics and Salaries of Medical School Psychologists (Williams, Wicherski, and Kohout, 1998). Both reports include salary breakdowns by years of experience, academic rank, geographic region, and other categories, and can be found at APA's Research Office website <http://research.apa.org>.

Figure 1  
Faculty Positions--Doctoral Level: 2001

9-10-M onth Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Faculty
150,000 or more	15		4		
125,000 to 149,000	20	2	1		
100,000 to 124,000	89	8	3		1
90,000 to 99,000	70	9	7		1
80,000 to 89,000	86	13	4		
79,000	13	3	1		
78,000	17	4			1
77,000	7	1	1		
76,000	10	3			
75,000	14	4	3		
74,000	9	7	2		
73,000	10	3	1		
72,000	17	7			1
71,000	6	3			
70,000	33	11	2	1	1
69,000	11	7	1		
68,000	9	7	7		
67,000	6	10	1	1	
66,000	7	7			
65,000	27	17	4		1
64,000	7	8			
63,000	4	9	4		
62,000	11	10	1		
61,000	11	7	5	1	3
60,000	17	18	6		
59,000	10	11	3		2
58,000	7	11	5		
57,000	12	9	11	1	
56,000	8	12	9		
55,000	8	18	14		1
54,000	3	11	7		
53,000	9	15	12		2
52,000	4	20	16	1	3
51,000	4	16	18	2	1
50,000	10	24	23		2
49,000	8	16	28		3
48,000	2	7	18		1
47,000	5	17	14		1
46,000	8	12	9	1	2
45,000	7	14	42	1	1
44,000	5	7	27		2
43,000	4	16	32	1	2
42,000	3	10	22	2	
41,000	1	17	29	4	
40,000	1	7	20	1	
39,000	2	6	20	1	
38,000	2	10	23	1	3
37,000	1	8	12	2	
36,000	1	3	11	2	2
35,000		3	10	2	2
34,000		4	9	2	1
33,000			17	3	1
32,000	1	1	7	2	
31,000	1		5	1	1
30,000			6	2	
29,000	1	1	7	1	1
28,000			4	2	
27,000	2		2		
26,000		1		2	
25,000		1	2		1
24,000 or less	1	2	2	5	2
N	657	488	554	45	46
90%	110,000	74,000	60,000	54,000	70,600
75%	92,000	65,000	51,000	42,000	56,000
Median	75,000	54,000	45,000	36,000	48,500
25%	62,000	46,000	40,000	30,000	37,500
10%	50,000	41,000	34,000	21,800	30,400
Mean	79,936	56,594	49,339	37,089	49,370
SD	27,448	15,046	32,753	12,345	17,455
9-10-M onth Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Faculty

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 1**  
**Faculty Positions**  
**Doctoral-level, 9-10-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
University Psychology Department						
Full professor	78,000	65,000	94,000	81,887	24,024	319
Associate professor	53,000	46,000	63,000	54,796	12,330	191
Assistant professor	44,000	40,000	50,000	46,408	25,392	213
Lecturer/Instructor	35,500	21,500	39,750	32,250	12,137	12
Other Faculty Position	37,000	35,250	57,500	45,750	20,961	8
University Education Department						
Full professor	75,000	64,000	88,000	76,672	16,750	67
Associate professor	52,500	49,000	61,500	54,734	9,986	64
Assistant professor	45,000	42,000	50,000	45,431	6,133	51
University Business Department						
Full professor	115,000	96,000	141,250	124,385	45,875	26
Associate professor	78,000	61,000	106,000	83,867	25,292	15
Assistant professor	73,000	62,000	90,000	73,148	19,382	27
University, Other Academic Department						
Full professor	75,000	68,000	92,250	80,333	25,777	48
Associate professor	53,000	46,000	67,000	56,526	14,919	38
Assistant professor	48,000	40,000	52,000	47,154	9,604	39
4-year College Psychology Department						
Full professor	54,500	47,000	66,000	59,074	17,966	68
Associate professor	48,000	41,750	56,000	48,960	10,687	50
Assistant professor	39,000	34,250	42,000	38,733	6,478	60

(continued)

**TABLE 1 (continued)**  
**Faculty Positions**  
**Doctoral-level, 9-10-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
4-year College, Other Academic Department						
Associate professor	58,000	50,000	67,000	58,400	10,237	5
Assistant professor	44,000	39,000	50,000	96,571	143,126	7
2-Year College						
Full professor	59,000	49,000	64,000	58,200	12,225	15
Associate professor	48,000	39,500	57,500	48,400	9,965	5
Assistant professor	39,000	37,000	45,500	41,000	35,545	9
Lecturer/Instructor	34,000	30,000	41,000	35,545	8,042	11
Medical School, Psychiatry Department						
Full professor	96,500	74,000	146,000	112,222	46,545	18
Associate professor	73,500	53,000	87,250	71,083	19,233	24
Assistant professor	47,000	42,000	54,500	47,537	9,484	41
Lecturer/Instructor	42,000	33,750	46,500	40,833	7,441	6
Other faculty position	43,000	27,000	50,500	39,600	12,033	5
Medical School, Other Department						
Full professor	93,500	78,750	116,000	102,154	32,857	26
Associate professor	67,000	63,000	71,000	66,952	11,298	21
Assistant professor	50,000	44,000	59,000	62,878	58,636	41
University-affiliated Professional School of Psychology						
Full professor	60,000	53,000	67,000	60,000	9,416	7
Other Professional School						
Associate professor	66,000	61,000	87,500	72,600	16,592	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

## 2. EDUCATIONAL ADMINISTRATION

Educational administration refers to administrative positions in college or university settings (e.g., president, provost, or dean). These individuals may also hold a faculty appointment. Department chairs, however, are excluded from this category; their salaries are reported by academic rank in Section 1. The category also includes school superintendents or other administrative positions related to education.

The 184 doctoral-level respondents in this category were most likely to be employed in university administrative offices (32%), while 16% were in school system district offices. Seven percent could be found in four-year administrative offices, while 6% were in university psychology departments. University/college counseling centers, professional schools of psychology and other educational settings were reported at 5% each, while other university settings were represent at 4%. Three percent could be found in university education departments, other types of university academic departments or medical schools. Two percent or less of the remaining educational administration doctoral respondents reported other settings such as university research centers, two-year colleges and elementary/secondary schools as their primary employment setting.

Figure 2 presents the summary statistics and frequency distributions for the doctoral-level respondents in this category. Table 2 presents 11-12-month salaries by years of experience and employment setting.

The largest single proportion of educational administrators claimed counseling psychology as their major subfield (19%), followed by school psychology (15%), clinical psychology (14%), and educational, developmental and social psychology at 7% each.

Doctoral-level respondents in educational administration reported a median 11-12-month salary of \$90,000 in 2001.

Figure 2  
Educational Administration--Doctoral Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
125,000								
or more			2	1	1	8	11	15
100,000 to								
124,000				3	4	8	8	11
90,000 to								
99,000				2	1	7	5	4
80,000 to								
89,000			2		5	4	6	3
70,000 to								
79,000			2	1	4	8	4	3
69,000				1			1	
68,000				1				1
67,000								
66,000								
65,000			1				2	
64,000						1		1
63,000								
62,000							2	1
61,000			1					
60,000		1	1			1	1	
59,000								
58,000			1					
57,000		1	1					
56,000					1			
55,000		1						
54,000								
53,000					1			
52,000			2	1			1	
51,000								
50,000	1		1	1				
49,000						1		
48,000			1					
47,000		1		1			1	
46,000				1				
45,000	1		1			1		
44,000								
43,000								
42,000				2				
41,000				1				
40,000								
39,000								
38,000								
37,000								
36,000 or less			1					
N	2	4	17	16	18	38	42	39
90%			186,200	131,900	126,600	138,400	140,300	176,000
75%			80,500	99,000	101,000	120,500	125,250	135,000
Median			60,000	71,500	84,000	93,000	95,000	106,000
25%			51,000	68,500	70,750	76,500	75,750	90,000
10%			43,000	46,250	52,600	69,400	62,000	70,000
Mean			79,706	75,000	87,389	100,500	102,881	121,000
SD			61,145	33,606	26,820	32,138	43,498	48,164
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 2**  
**Educational Administration Positions**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
University, Administrative Office						
15 - 19 years	88,000	71,000	111,500	90,600	21,881	5
20 - 24 years	122,500	105,250	137,500	125,300	34,612	10
25 - 29 years	104,000	83,000	127,000	109,211	46,701	19
30 + years	128,000	104,500	164,000	133,846	34,679	13
School System District Office						
5 - 9 years	61,000	52,500	86,500	67,800	17,712	5
20 - 24 years	85,000	79,500	92,000	86,700	15,392	10
25 - 29 years	86,000	71,750	105,500	86,833	17,577	6

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

### 3. RESEARCH POSITIONS

There were 242 respondents who worked full time in research positions in the 2001 Salary Survey. Activities associated with research positions include basic or applied research, such as non-faculty positions in academic settings, employment as an investigator in a laboratory or a research institute, and research positions in private industry.

The highest single proportion of respondents was employed in private research organizations (17%). This was followed by government research organizations (14%) and university research centers (12%). Seven percent of the respondents in this category were found in other nonprofit organizations.

The most frequently reported subfields were clinical (15%), social psychology (13%), developmental psychology (9%), and health psychology (8%). Experimental psychology, counseling, educational psychology, industrial/organization psychology and child clinical were each represented at 5%.

The summary statistics and frequency distributions for research positions are presented in Figure 3. Summary statistics for 11-12-month salaries by years of work experience and employment setting are presented in Table 3.

The overall median 11-12-month salary in 2001 for doctoral-level respondents in research positions was \$65,000.

Figure 3

11-12-Month Salary	Research Positions--Doctoral Level: 2001							
	0 - 1 year	2-4 years	5-9 years	10-14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
100,000 or more			1	4	0	7	6	9
90,000 to 99,000			2	2	4	4	2	
80,000 to 89,000	1	2	3	2	2	6	1	1
70,000 to 79,000	2	6	10	7	6	7		
69,000		1	4					
68,000		1	1		1			
67,000		1						
66,000			2					
65,000		3			1		1	
64,000		1						
63,000						1		
62,000	1		1	1				
61,000			2					
60,000	1	5	2					1
59,000								
58,000		1			2		1	
57,000		3					1	
56,000	2	4	1					
55,000		2			1			
54,000		1	1	1				
53,000		2						
52,000		4	1				1	
51,000		2	1					
50,000			2					2
49,000		1	1					
48,000		5		1	1			
47,000		1			1			
46,000			1					
45,000	1	2	2				1	
44,000		1		1			1	
43,000		2	1					
42,000		1						
41,000		1	1					
40,000	2	2	1					
39,000		1						
38,000		1						
37,000	2	2						
36,000	1	1			1			
35,000		1						
34,000								
33,000		1						
32,000	2							
31,000	2							
30,000	2		1					
29,000		1						
28,000								
27,000								
26,000 or less	1		1	1				
N	20	63	43	20	20	25	15	13
90%	78,600	70,000	82,800	124,500	91,800	130,000	120,800	129,600
75%	59,000	60,000	74,000	93,750	87,500	109,500	100,000	116,000
Median	38,500	53,000	66,000	75,000	73,500	86,000	91,000	105,000
25%	31,250	45,000	50,000	64,000	58,000	76,500	57,000	60,000
10%	30,000	37,400	41,800	44,400	47,100	70,000	44,600	50,000
Mean	45,700	53,857	63,512	81,950	70,850	96,720	83,000	95,182
SD	17,571	12,112	17,814	38,034	16,624	37,354	27,990	29,597
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 3**  
**Research Positions**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
University Research Center						
2 - 4 years	45,000	36,500	58,000	47,889	12,211	9
10 - 14 years	54,000	46,000	75,000	59,200	17,470	5
Private Research Organization						
2 - 4 years	57,000	55,000	67,000	59,000	6,899	11
5 - 9 years	74,500	62,750	83,250	74,667	19,607	12
Government Research Organization						
2 - 4 years	57,000	48,000	65,000	56,714	8,499	7
20 - 24 years	80,000	75,500	118,500	93,222	22,961	9

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

#### **4. ADMINISTRATION OF RESEARCH**

There were 115 full-time, doctoral-level research administrators who responded to the 2001 Salary Survey. These positions involve the management or administration of a research organization or program. Although individuals employed in these positions also may be involved in other aspects of the research process (e.g., design, data collection and analyses), their primary responsibility is managing research, including the supervision of research personnel. Summary statistics and frequency distributions are presented in Table 4 and Figure 4, respectively.

The largest proportion of respondents in this category reported working as administrators in government research organizations and private research organizations at 17% each. This was followed by business/industry (13%), university research centers (11%), consulting firms (6%) and other non-profit organizations (5%). Medical school psychiatry departments and federal government settings were represented at 4% each.

The most frequently reported subfields were industrial/organizational (12%), clinical (11%) and social psychology (10%). Experimental, quantitative, developmental and educational were represented at 6% each. These were followed by counseling, psychopharmacology and child clinical represented at 5% each.

The overall 11-12-month median salary in 2001 for doctoral respondents in research administration was \$85,000.

Figure 4  
Administration of Research--Doctoral Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
100,000 or more			4	3	3	6	9	9
90,000 to 99,000			2	3	1	1	7	2
80,000 to 89,000			4	3	2	2	1	1
70,000 to 79,000		2	2	4	3	2		2
69,000 68,000			1					
67,000 66,000								
65,000						1		
64,000 63,000								
62,000		2					1	
61,000 60,000				1	1			
59,000		1		1				
58,000 57,000						1		
56,000			1					
55,000		2	1					
54,000 53,000				3				
52,000		1	1					
51,000		2						
50,000		1						
49,000 48,000								
47,000		1						
46,000			1					
45,000			1	1				
44,000 43,000								
42,000	1							
41,000 40,000								
39,000			1					
38,000 or less	1							
N	3	12	22	16	10	13	18	14
90%		76,400	134,000	112,200	145,000	180,000	189,500	168,000
75%		62,000	93,500	96,500	100,000	131,500	152,500	129,750
Median		55,000	69,000	84,500	83,000	90,000	99,500	109,500
25%		51,000	52,750	71,000	75,000	73,500	90,000	87,500
10%		48,600	41,500	54,800	61,500	60,200	78,200	75,000
Mean		58,083	75,772	83,188	90,000	103,846	122,722	112,929
SD		9,529	3,194	19,457	24,522	40,222	50,224	30,623
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 4**  
**Administration of Research**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
Private Research Organization						
25 - 29 years	160,000	97,500	220,000	159,000	72,578	5
Government Research Organization						
25 - 29 years	90,000	90,000	97,000	96,000	15,927	7
Business/Industry						
5 - 9 years	91,500	72,750	142,500	100,000	39,187	6

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

## **5. DIRECT HUMAN SERVICES - CLINICAL (LICENSED)**

Eleven hundred-four doctoral-level respondents were licensed, claimed clinical psychology as their major field, and were involved in the direct delivery of health and mental health services to clients in 2001.

The majority of these respondents was employed in independent practices (65%), comprising 46% in individual private practices and 19% in group private practices. Approximately 14% and 5% of these licensed, doctoral-level respondents reported that they worked in hospitals and clinics (e.g., CMHCs, HMOs, outpatient clinics), respectively. Three percent of the respondents reported elementary/secondary schools, while 2% or less of the remaining respondents claimed other settings such as university student counseling centers, criminal justice system, rehabilitation facilities or other human services settings.

The overall 11-12-month median salary for licensed doctoral-level clinical psychologists was \$72,000 in 2001. Figure 5 and Table 5 contain frequency distributions and summary statistics, respectively.

Figure 5

Direct Human Services--Clinical Psychology--Licensed Only--Doctoral Level: 2001								
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
125,000 or more		1	4	14	27	34	17	18
100,000 to 124,000		1	4	14	23	42	16	10
90,000 to 99,000		1	2	4	24	18	11	7
80,000 to 89,000			8	11	23	22	16	15
70,000 to 79,000	1	4	20	34	30	36	24	16
69,000		1	2		2	1	0	
68,000		1	1			2	2	
67,000			5	4	1	1	1	2
66,000		1	1	1	1		1	
65,000	1	2	3	10	5	4	5	3
64,000			2	3	1	1	2	
63,000		4	2	2	3	3	1	
62,000		2		2	1	2	3	
61,000				2		2		1
60,000	1	1	7	12	7	9	1	4
59,000		1	4	1	1		2	1
58,000		1	4	2	2	3		
57,000			4	2	3			
56,000			3	6	1	2		2
55,000			1	1	9	3	2	1
54,000			2		2	1	3	1
53,000		2		2	1		1	
52,000	1	1	6	1	1	2		1
51,000			1			1	1	
50,000	2	3	6	2	7	7	7	1
49,000			2	2			1	
48,000		1	6	4	3	2		1
47,000		1	3	3	1	2		
46,000		1		3		1	1	
45,000		2	6	8	3	2	2	
44,000			1				1	
43,000			3	1		2		
42,000		2	2			1	1	
41,000						1		
40,000		2	2	5	3	2	3	3
39,000					1			
38,000		1	1					
37,000		2		1			1	
36,000			1			1		
35,000			2	1		2		1
34,000			1		1			
33,000			1		1			
32,000		2						
31,000							1	
30,000		1	1	2		2	1	
29,000								
28,000					1			1
27,000		1		2				
26,000							1	
25,000							1	
24,000 or less		1	1	1	4	3	1	2
N	6	44	125	163	193	217	132	91
90%		73,000	85,400	120,000	145,000	150,000	130,000	150,000
75%	66,750	65,000	71,500	80,000	100,000	112,000	99,750	120,000
Median	56,000	53,000	59,000	66,000	80,000	80,000	75,000	80,000
25%	50,000	42,000	48,500	56,000	60,000	63,000	60,500	65,000
10%	50,000	32,000	42,600	45,000	50,000	49,600	45,300	50,400
Mean	58,167	55,955	62,648	77,957	86,316	91,926	82,076	92,582
SD	9,087	21,994	20,947	51,467	38,419	43,305	34,317	43,695
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 5**  
**Direct Human Services Positions (Licensed Only): Clinical Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
University/College Counseling Center						
5 - 9 years	45,000	40,000	52,500	45,333	7,312	6
Elementary/Secondary School						
15 - 19 years	79,000	64,000	98,000	80,600	18,229	5
20 - 24 years	77,000	63,750	115,250	84,750	26,190	8
Public General Hospital						
5 - 9 years	57,000	51,000	74,500	63,444	17,565	9
Private General Hospital						
5 - 9 years	56,000	48,500	62,000	54,769	9,610	13
10 - 14 years	64,000	60,000	67,000	61,286	8,826	7
Public Psychiatric Hospital						
10 - 14 years	61,000	46,500	69,250	59,500	12,422	6
20 - 24 years	60,000	42,500	65,500	56,667	12,340	6
25 - 29 years	62,000	60,500	65,500	62,800	2,775	5
Not-for-profit Private Mental Hospital						
5 - 9 years	55,000	49,750	65,500	57,167	8,819	6
VA Hospital						
5 - 9 years	71,000	68,750	75,250	70,200	7,208	10
10 - 14 years	77,000	75,000	84,500	79,200	5,848	5
15 - 19 years	78,500	73,500	82,250	76,200	8,728	10
20 - 24 years	78,000	69,250	80,250	75,333	6,593	6
25 - 29 years	80,500	74,000	83,000	76,875	11,154	8

(continued)

**TABLE 5 (continued)**  
**Direct Human Services Positions (Licensed Only): Clinical Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Individual Private Practice</b>						
2 - 4 years	65,000	32,000	90,000	68,143	44,379	7
5 - 9 years	66,000	50,000	80,000	70,355	28,711	31
10 - 14 years	76,500	51,500	117,500	91,767	69,828	60
15 - 19 years	87,000	60,000	117,500	92,752	43,555	101
20 - 24 years	90,500	70,000	122,000	100,019	46,766	106
25 - 29 years	75,000	55,000	100,000	85,127	41,225	71
30 + years	88,500	71,500	126,250	98,620	39,836	50
<b>Group Psychological Practice</b>						
5 - 9 years	52,000	42,500	80,000	59,154	21,969	13
10 - 14 years	70,000	52,500	75,000	83,100	68,988	20
15 - 19 years	95,000	65,000	110,000	94,174	39,093	23
20 - 24 years	80,000	65,000	120,000	93,676	41,763	37
25 - 29 years	110,000	70,000	120,000	99,733	28,679	15
30 + years	85,000	72,000	140,000	111,909	62,901	11
<b>Medical-Psychological Group Practice</b>						
2 - 4 years	53,000	35,000	68,500	52,000	17,132	5
5 - 9 years	76,500	60,000	122,500	87,167	30,387	6
10 - 14 years	65,000	59,000	101,250	75,500	28,389	14
15 - 19 years	90,000	67,250	141,250	97,700	39,039	10
20 - 24 years	101,500	70,500	117,500	102,750	47,989	12
25 - 29 years	65,000	45,000	80,500	63,200	21,183	5
30 + years	90,500	27,000	185,000	102,167	74,422	6
<b>CMHC</b>						
2 - 4 years	44,000	37,000	51,000	45,333	9,647	6
10 - 14 years	48,000	40,000	57,000	50,143	12,694	7
15 - 19 years	58,000	54,000	65,000	60,857	11,611	7

(continued)

**TABLE 5 (continued)**  
**Direct Human Services Positions (Licensed Only): Clinical Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
Rehabilitation Facility						
20 - 24 years	75,000	59,500	157,500	101,800	59,705	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

## **6. DIRECT HUMAN SERVICES - COUNSELING (LICENSED)**

Three hundred forty-three respondents were licensed and indicated that they were involved in the delivery of human services at the doctoral level in counseling psychology.

The majority of respondents were located in a private practice setting (50%), comprising individual private practitioners at 30% and group practitioners at 20%. Twenty-seven percent of the responding psychologists in this category were located in clinics, community mental health centers (CMHCs), and various other human service settings (e.g., university/college counseling centers, rehabilitation facilities, specialized health services). Eleven percent could be found in hospital settings. Four percent were employed in an academic setting, and 3% claimed government agencies and criminal justice system, as their primary employment settings.

The overall 11-12-month median salary in 2001 for licensed doctoral-level counseling psychologists was \$66,500. Frequency distributions and summary statistics can be found in Figure 6 and Table 6, respectively.

Figure 6  
Direct Human Services--Counseling Psychology--Licensed Only--Doctoral Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
125,000 or more			2	3	2	6	2	5
100,000 to 124,000			4	6	7	4	5	3
90,000 to 99,000			2	1	5	3	2	1
80,000 to 89,000				8	7	3	4	5
70,000 to 79,000			4	9	11	11	4	3
69,000			1	1		1		1
68,000			2	1	3	1	1	
67,000				2				2
66,000				1				1
65,000			3	2			2	1
64,000						1	1	
63,000				2		1	1	
62,000			2	2			1	1
61,000				1	1	1		
60,000			1	6	5	1	1	1
59,000					1		1	
58,000			1	1		1		
57,000				2				
56,000					1		1	
55,000				2	4	1		1
54,000								
53,000				1	1	2		
52,000			1		1	2		
51,000			3					
50,000		1	1	4	4	3	2	
49,000			1			1		
48,000		1	1	2	1	1		
47,000		1	3				1	1
46,000			1	1		1	1	
45,000			2	3			1	
44,000			1				1	
43,000						3		1
42,000		1	3			1	1	
41,000		1						
40,000				2	1	1	1	
39,000								
38,000								
37,000			2	1			1	
36,000	1		1	1		1		
35,000								
34,000 or less		1	1	7	2	1	1	1
N	1	6	43	72	57	52	36	28
90%			116,000	101,400	100,000	125,000	106,500	136,000
75%		48,500	75,000	78,750	89,500	88,750	92,250	100,000
Median		44,500	58,000	62,500	72,000	70,000	66,500	79,000
25%		37,250	46,000	50,000	55,500	50,500	50,000	65,250
10%		26,000	39,000	33,200	50,000	43,000	41,400	46,600
Mean		42,333	65,093	66,972	75,702	77,135	72,222	90,821
SD		8,733	27,072	27,842	32,765	38,563	28,840	51,991
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association 2003.

**TABLE 6**  
**Direct Human Services Positions (Licensed Only): Counseling Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>University/College Counseling Center</b>						
5 - 9 years	47,000	45,000	51,000	48,250	6,002	12
10 - 14 years	50,000	45,000	58,000	52,000	13,251	11
15 - 19 years	58,500	54,500	84,500	67,167	18,038	6
20 - 24 years	53,000	46,000	69,000	56,286	14,534	7
30 + years	80,000	69,000	95,000	81,286	13,462	7
<b>VA Hospital</b>						
10 - 14 years	72,000	71,000	77,500	73,800	3,899	5
<b>Individual Private Practice</b>						
5 - 9 years	90,000	46,000	115,000	83,222	33,903	9
10 - 14 years	60,000	42,500	99,500	70,524	37,435	21
15 - 19 years	75,000	58,750	100,000	77,778	20,533	18
20 - 24 years	87,000	49,500	121,250	89,889	43,862	18
25 - 29 years	80,000	40,750	96,250	76,600	40,117	10
30 + years	75,000	43,000	107,000	74,000	34,492	7
<b>Group Psychological Practice</b>						
5 - 9 years	78,000	39,000	118,000	78,400	42,506	5
10 - 14 years	112,000	60,000	130,000	97,571	36,841	7
15 - 19 years	57,500	36,250	105,750	81,500	70,557	10
20 - 24 years	70,000	64,000	85,000	91,857	59,536	7
25 - 29 years	70,000	56,000	102,500	78,889	30,379	9
<b>Medical-Psychological Group Practice</b>						
10 - 14 years	70,000	51,000	80,000	66,400	18,420	5
15 - 19 years	66,000	57,500	100,000	73,667	21,556	6
<b>CMHC</b>						
5 - 9 years	62,000	53,500	70,000	61,800	9,524	5

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

## **7. DIRECT HUMAN SERVICES - SCHOOL (LICENSED)**

One hundred twenty-three respondents fit this category. As expected, the largest single proportion of school psychologists (70%) was employed in a pre-college educational setting. Specifically, 56% could be found in elementary and secondary schools and 14% reported that they worked in school system district offices. The next largest proportion of respondents (16%) was primarily located in independent practices, (9% in individual private practices and 7% in group private practices). Nine percent reported other educational settings (vocational school or special education) as their primary place of employment. Less than one percent each claimed university student counseling/service centers, hospitals or other direct human services as their primary setting.

The overall 11-12-month salary for licensed doctoral-level respondents providing school psychology services was \$77,000 in 2001. School psychologist salaries are examined in more detail in the report, School Psychology 2000: Average Salary Data (Thomas, 2002). This publication is on the internet at <http://www.nasponline.org/publications/cq286salary.htm>

Figure 7

Direct Human Services--School Psychology--Licensed Only--Doctoral Level: 2001								
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
90,000 or more			1	6	5	9	6	4
80,000 to 89,000			2	1	5	1	6	4
70,000 to 79,000				1	3	7	3	2
69,000						1		
68,000							1	2
67,000			1	1				
66,000				1	1		1	
65,000			1	1		1		
64,000				1				
63,000								
62,000					1	2		
61,000			1				1	
60,000						1	1	1
59,000				1				
58,000								
57,000		1						
56,000					1		1	
55,000							1	
54,000			1		1			
53,000							1	
52,000					1			
51,000				1				
50,000				1	1			1
49,000						1		
48,000								
47,000								
46,000								
45,000				1				
44,000								
43,000					1			
42,000								
41,000								1
40,000		1					1	
39,000								
38,000 or less			2				1	
N		2	9	16	20	23	24	15
90%				113,000	114,300	134,000	113,000	115,800
75%			83,500	97,750	90,750	98,000	89,750	94,000
Median			65,000	71,500	81,000	78,000	80,000	82,000
25%			43,500	60,250	57,500	69,000	60,250	68,000
10%			15,000	48,500	50,200	60,800	46,500	46,400
Mean			73,000	78,250	78,850	86,391	77,958	80,400
SD			50,836	23,530	22,048	25,808	23,553	23,299
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 7**  
**Direct Human Services Positions (Licensed Only): School Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
Elementary/Secondary School						
10 - 14 years	67,000	61,500	94,000	75,444	19,951	9
15 - 19 years	84,000	62,000	104,000	84,364	22,420	11
20 - 24 years	79,000	76,000	98,000	85,000	14,995	15
25 - 29 years	86,000	68,000	94,000	82,800	22,056	15
30 + years	82,000	68,000	96,000	81,333	14,483	9
School System District Office						
25 - 29 years	63,000	54,500	83,750	70,500	23,467	6

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**8. DIRECT HUMAN SERVICES -  
OTHER PSYCHOLOGICAL SUBFIELDS  
(LICENSED)**

There were 205 respondents in this category. The respondents were licensed, and were involved in the delivery of health/mental health services to client populations but were not in one of the three standard health service provider subfields (i.e., clinical, counseling, or school psychology). The largest single proportion of these respondents identified health psychology as their major subfield (14%). This was followed by educational psychology (12%), developmental psychology, and neuroscience at 8%, each. Six percent each identified behavioral medicine, community, rehabilitation. Five percent of the respondents claimed general/methods and systems, while 4% claimed counseling. Less than 2% of these respondents were from other subfields such as business/management, experimental psychology, personality psychology, and cognitive psychology.

Fifty percent were employed in independent private practices (34% in individual practices and 16% in group practices). Eighteen percent were located in hospitals. Outpatient clinics, CMHCs, and HMOs collectively employed about 6% of the respondents in this group. Eleven percent were employed in other human service settings such as rehabilitation facilities, nursing homes, and special health services. Primary or secondary schools and school district offices employed about 8% of the respondents in this category. Data for these psychologists are presented in Figure 8 and Table 8.

The overall median 11-12-month salary in 2001 for licensed doctoral-level respondents in this category was \$71,000 in 2001.

Figure 8  
Direct Human Services--Other Psychology--Licensed Only--Doctoral Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
100,000 or more			4	5	11	8	8	4
90,000 to 99,000				2	2	4	1	1
80,000 to 89,000		1	2	3	4	5		2
70,000 to 79,000			2	6	6	7	9	6
69,000					1		1	
68,000				1	1			
67,000							1	
66,000			1	2		1		1
65,000		1	1	1	2	1	1	1
64,000			1					1
63,000								
62,000		1						3
61,000								1
60,000			1	1	2	2		3
59,000			1					
58,000						1		
57,000				1			1	
56,000								1
55,000			1	2	1	1	2	
54,000						1		1
53,000					1			
52,000		1					1	
51,000			1	1				
50,000			1	1	1			
49,000						1		
48,000							1	
47,000						1		
46,000								
45,000					1	1		
44,000					1			
43,000								
42,000			1				1	
41,000							1	
40,000		1		1	2	1		
39,000						1		
38,000								
37,000								
36,000 or less						2	2	
N		5	17	27	36	38	30	25
90%			169,800	104,000	147,500	109,800	119,000	139,800
75%		72,500	90,000	90,000	105,250	91,250	100,000	84,500
Median		62,000	66,000	70,000	75,000	75,000	70,500	70,000
25%		46,000	57,000	60,000	61,250	57,250	55,000	61,500
10%		40,000	48,400	50,800	44,700	39,900	41,100	58,400
Mean		59,800	85,353	82,333	88,278	76,105	79,833	78,520
SD		14,940	57,598	47,370	40,149	28904	41,860	27,296
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 8**  
**Direct Human Services Positions (Licensed Only): Other Psychological Subfields**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Individual Private Practice</b>						
5 - 9 years	102,000	70,000	214,500	134,200	91,483	5
10 - 14 years	83,000	57,500	100,000	102,625	83,097	8
15 - 19 years	90,000	71,500	112,250	96,500	44,460	14
20 - 24 years	90,000	55,500	103,750	92,313	44,226	16
25 - 29 years	105,000	52,750	117,500	102,125	69,481	8
30 + years	80,500	61,250	124,750	91,125	34,236	8
<b>Group Psychological Practice</b>						
15 - 19 years	90,000	46,000	157,500	99,400	63,555	5
25 - 29 years	72,000	45,000	100,000	72,400	28,475	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

## 9. ADMINISTRATION OF HUMAN SERVICES

Section 9 contains salary information for positions involving the administration of human services, that is, positions that involve managing or directing a program of human services. Although these individuals may be involved in the delivery of services, their primary responsibility is the administration of such activities, including the supervision of personnel. Salaries for the 577 respondents in this position are reported in Figure 9 and Table 9.

As we might expect, most of the psychologists in the administration of human services were employed in organized settings. Twenty-three percent were employed in hospitals and 22% were employed in either clinics, community mental health centers (CMHC)s, or HMOs. Eleven percent were located in university or college counseling centers, while other human services settings and criminal justices system were reported at 7% each. This was followed by specialized health service (substance abuse/mental retardation) and government agencies (e.g., federal, state, local), which were reported at 5% each. Four percent were employed in other non-profit organizations or rehabilitation facilities.

The largest single proportion of respondents (47%) claimed clinical psychology as a major field in 2001, followed by counseling psychology (27%). Child clinical psychology was represented at 6%, while school psychology was represented at 3%. Community, developmental, rehabilitation and health psychology were reported at 2% each.

The overall median 11-12-month salary in 2001 for health service administrators at the doctoral level was \$67,000.

Figure 9

Administration of Human Services--Doctoral Level: 2001								
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
100,000 or more		1	3	4	9	15	12	10
90,000 to 99,000			1	2	8	6	16	3
80,000 to 89,000		3	7	11	13	17	15	9
70,000 to 79,000		4	14	9	16	20	16	4
69,000			1	2				
68,000					2			1
67,000			4		3	1	1	1
66,000				2	1	2		
65,000		1	7	2	3	5	5	
64,000				1	1	2	1	
63,000		1	3	4	1	1	1	
62,000		4	1	4	2	3	1	1
61,000	1		2	1	1	1	1	1
60,000		3	6	4	5	4	4	3
59,000		1	1	4	2			
58,000	1		4	1	1	1		
57,000		1	2	1	2	1	1	
56,000		1		1	1	1		
55,000	1	3	5	3	2	1	1	1
54,000	1	1		2	1		2	
53,000			5			1	1	
52,000		5	1	1	3	4	2	
51,000	1		2					
50,000		1	2	2	2	1	1	
49,000			2	1				
48,000			4	1		2		
47,000		2	1	2	1		1	
46,000		1					1	
45,000		1	3	2	1	3		
44,000		2	1				1	
43,000		2	2					
42,000	1	2	1		1			
41,000		1	2					
40,000	1	2	2	2		1		1
39,000		1		1				1
38,000		1	1					
37,000		1						
36,000				1			2	
35,000			1		1	1		
34,000		3	1	1				
33,000				1			1	
32,000		1						
31,000 or less		2				1		
N	7	52	92	73	83	95	87	36
90%		76,400	80,000	86,800	104,200	103,400	105,200	136,000
75%	58,000	62,000	70,000	75,000	85,000	88,000	93,000	110,000
Median	54,000	52,000	60,000	63,000	71,000	73,000	79,000	81,500
25%	42,000	42,000	50,250	55,000	60,000	62,000	64,000	67,250
10%	40,000	34,000	43,300	45,000	52,000	51,200	52,000	58,500
Mean	51,571	53,231	61,848	65,863	75,747	77,200	78,724	91,750
SD	7,892	15,192	16,839	18,050	24,557	26,492	22,164	39,790
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 9**  
**Administration of Human Services**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>University/College Counseling Center</b>						
5 - 9 years	50,000	45,000	58,000	52,133	9,046	15
10 - 14 years	60,500	49,250	65,750	58,583	9,931	12
15 - 19 years	61,000	56,500	80,500	67,500	15,013	10
20 - 24 years	63,000	57,000	77,000	65,875	10,869	8
25 - 29 years	65,000	62,000	80,000	67,000	11,972	7
<b>Private General Hospital</b>						
15 - 19 years	100,000	76,000	120,000	98,400	22,479	5
<b>CMHC</b>						
2 - 4 years	42,000	34,000	48,500	43,529	11,198	17
5 - 9 years	57,500	50,250	65,500	60,611	18,192	18
10 - 14 years	59,000	50,500	74,000	62,625	14,282	8
15 - 19 years	55,000	47,750	63,750	57,417	12,710	12
20 - 24 years	71,000	50,500	81,000	68,154	16,777	13
25 - 29 years	70,500	54,500	92,000	71,071	18,537	14
<b>Specialized Health Service</b>						
5 - 9 years	54,000	45,000	60,500	52,250	9,968	8
20 - 24 years	80,000	52,500	117,500	84,000	40,835	5
<b>Other Human Service Setting</b>						
20 - 24 years	78,500	54,250	98,500	90,125	53,635	8
25 - 29 years	67,000	49,500	96,500	72,556	23,532	9
30 + years	75,000	61,000	100,000	79,400	22,733	5

(continued)

**TABLE 9 (continued)**  
**Administration of Human Services**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Criminal Justice System</b>						
2 - 4 years	48,500	41,750	67,000	53,667	16,182	6
5 - 9 years	53,500	47,500	68,250	56,375	12,212	8
15 - 19 years	75,000	66,000	80,000	73,400	8,649	5
20 - 24 years	72,500	62,500	77,500	70,250	17,831	8
<b>Rehabilitation Facility</b>						
15 - 19 years	90,000	82,000	110,000	89,857	19,360	7
<b>School System</b>						
District Office						
25-29 years	87,000	69,500	98,000	84,400	16,211	5
<b>VA Hospital</b>						
20 - 24 years	89,000	75,500	96,500	86,333	14,278	6
25 - 29 years	82,000	78,750	96,500	86,125	15,959	8
<b>Medical-Psychological</b>						
Outpatient Clinic						
15 - 19 years	67,000	59,500	79,000	68,800	12,518	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

## **10. APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY)**

This section presents the salaries of those respondents whose positions may be called applied psychology (e.g., personnel selection, assessment, systems or equipment design, organizational consultation, analysis or training) and whose current major field is industrial/organizational psychology. Salaries for the 178 doctoral-level respondents are described in Table 10.

Forty-three percent of the respondents in these positions were employed in consulting firms. Thirty percent were in business and industry, while 15% were self-employed. Six percent worked in government agencies.

The overall median 11-12-month salary for doctoral-level industrial/organizational psychologists in 2001 was \$96,000. Salaries of doctoral-level industrial/organizational psychologists also are examined by degree, age, gender, and salary change across years in the salary report by the Society for Industrial/Organizational Psychologists (SIOP) entitled, Income and Employment of SIOP Members in 2000 (Katkowski and Medsker, 2001). This publication is on the internet at <http://siop.org/tip/backissues/tipjul01/websalarysurvey.pdf>.

Figure 10  
Applied Psychology (Industrial/Organizational Psychology)--Doctoral Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
100,000 or more		4	12	11	7	15	10	7
90,000 to 99,000		3	7	8	2	1	1	
80,000 to 89,000		2	5	2	2		3	2
70,000 to 79,000	1	6	4	2	1		1	
69,000 68,000 67,000 66,000 65,000			1					
64,000 63,000 62,000 61,000 60,000	1	1	2					
59,000 58,000 57,000 56,000 55,000		1	1			1		
54,000 53,000 52,000 51,000 50,000								
49,000 48,000 47,000 46,000 45,000		1						
30,000 or less		1						
N	4	22	37	24	13	18	17	10
90%		104,900	136,000	179,000	176,000	427,300	332,000	485,000
75%	72,500	91,250	104,000	150,000	130,000	250,000	225,000	237,500
Median	60,500	72,500	90,000	95,500	104,000	185,000	100,000	140,000
25%	55,250	62,250	69,000	90,000	84,500	108,500	83,500	83,750
10%	55,000	49,200	58,000	75,000	66,800	62,100	58,000	62,000
Mean	62,750	75,182	93,297	115,792	108,923	200,889	153,882	181,000
SD	9,323	20,139	34,041	44,538	35,422	115,966	100,385	139,459
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 10**  
**Applied Psychology--Industrial/Organizational**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Consulting Firm</b>						
2 - 4 years	92,500	68,750	101,750	86,800	17,918	10
5 - 9 years	95,000	67,000	127,500	104,765	43,267	17
10 - 14 years	150,000	90,000	179,000	143,333	55,236	9
15 - 19 years	97,500	83,000	125,000	102,833	23,794	6
20 - 24 years	240,000	156,250	250,000	229,875	97,322	8
25 - 29 years	140,000	85,000	225,000	157,429	81,228	7
30 + years	150,000	115,000	370,000	224,000	164,408	5
<b>Business/Industry</b>						
2 - 4 years	74,000	67,500	82,500	74,667	10,033	6
5 - 9 years	90,500	77,500	103,000	90,500	16,195	14
10 - 14 years	93,000	82,500	127,500	102,750	24,540	12
15 - 19 years	105,000	100,000	175,000	131,000	40,472	5
<b>Independent Consultant</b>						
25 - 29 years	125,000	84,500	272,500	167,800	102,721	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

## **11. APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGICAL SUBFIELDS)**

Individuals whose positions may best be described as applied psychology and whose current major field is one other than industrial/organizational psychology are included in this section. Typically, these individuals are engaged in organizational consultation, marketing research, systems/equipment design, or other applied psychology activities. There were 123 doctoral-level respondents in these positions in 2001 and their salaries are reported in Table 11.

The largest single proportion of respondents was employed in consulting firms (31%), followed by 19% who were employed in business/industry settings. Fifteen percent were self-employed in settings other than independent practices, while 7% were in the criminal justice system and other government (federal, state, and local) agencies. Five percent had individual or group practices, and 4% were employed in non-profit organizations.

With 24% of the respondents, clinical psychology was the single most often mentioned field for this group. Seventeen percent indicated that they were in counseling psychology. Experimental psychology, educational psychology, and quantitative psychology were reported at 7% each. Social psychology and business/management were reported at 4% each.

The overall 11-12-month median salary in 2001 for doctoral-level psychologists in these positions was \$79,000.

Figure 11  
Applied Psychology (Other Psychology)--Doctoral Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
100,000 or more		2	2	3	5	12	8	5
90,000 to 99,000			1	2	1		1	
80,000 to 89,000			2	3	1	2		1
70,000 to 79,000		1	3	5	3	6	4	3
69,000 68,000						1		
67,000 66,000			1	1				
65,000			1				1	
64,000 63,000								
62,000 61,000		1						
60,000	1		1	1				1
59,000 58,000								
57,000 56,000								
55,000							1	1
54,000 53,000						1		
52,000						1		
51,000			1					
50,000		2						
49,000 48,000								
47,000							1	
46,000 45,000				1		1		
44,000 43,000		1						
42,000		2						
41,000 40,000						1		
30,000 or less	1	1						1
N	2	11	12	16	11	24	16	12
90%		104,000	253,300	203,000	161,600	204,500	200,000	179,000
75%		75,000	92,500	90,000	137,000	165,000	176,250	120,000
Median	37,500	50,000	70,000	77,500	95,000	92,000	96,500	78,000
25%	15,000	42,000	65,250	72,750	77,000	70,250	71,250	63,000
10%	15,000	28,400	53,700	55,500	46,000	52,500	52,600	28,400
Mean	37,500	59,545	94,250	93,938	101,455	111,792	115,188	91,417
SD	31,819	24,929	72,172	46,181	38,206	53,902	55,544	46,289
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 11**  
**Applied Psychology--Other Psychological Subfields**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
Consulting Firm						
5 - 9 years	70,000	62,500	212,000	123,800	110,543	5
10 - 14 years	85,000	75,250	112,500	100,125	47,661	8
20 - 24 years	120,000	74,000	187,500	126,889	56,474	9

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

## 12. ADMINISTRATION OF APPLIED PSYCHOLOGY

There were 101 respondents in these administrative positions. Administration of applied psychology includes the management of an organization or program in applied psychology, such as a firm specializing in market research or in industrial/organizational psychology. The primary responsibility of individuals in these positions is the administration of such programs, including the supervision of personnel. Figure 12 and Table 12 contain salary data on these respondents.

The largest single proportion of these respondents was located in consulting firms (38%), followed by 14% in business and industry settings. About 7% were employed in a variety of organized health care settings (e.g., CMHCs, HMOs, clinics, guidance centers) or independent practices. Government agencies (e.g., state, local, federal), criminal justice system and other non-profit organizations were represented at 6% each.

The largest group of respondents in this position specialized in industrial/organizational psychology (38%), followed by clinical psychology (21%) and counseling (9%). Developmental, social, and school were reported at 3% each.

The overall median 11-12-month salary for doctoral-level respondents was \$100,000 in 2001. The standard deviation (\$78,387) is large for this group, indicating substantial variation around the mean of \$119,990. Salaries of doctoral-level psychologists (particularly industrial/organizational psychologists) involved in the administration of applied psychology may also be found in the salary report by the Society for Industrial/Organizational Psychology (SIOP) entitled, Income and Employment of SIOP Members in 2000 (Katkowski and Medsker, 2001). This publication is on the internet at <http://siop.org/tip/backissues/tipjul01/websalarysurvey.pdf>.

Figure 12  
Administration of Applied Psychology--Doctoral Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
150,000 or more				2	2	5	4	6
125,000 to 149,000			2	1			5	1
100,000 to 124,000			1		7	4	4	1
90,000 to 99,000		1	2	3		2	1	1
80,000 to 89,000			1	1		1	2	1
70,000 to 79,000			2		1		3	1
69,000 68,000				1				
67,000 66,000							1	
65,000 64,000			1		1			
63,000 62,000								1
61,000 60,000								
59,000 58,000								
57,000 56,000		1		1				
55,000 54,000		1		1				
53,000 52,000								
51,000 50,000		1						
49,000 48,000	2						1	
47,000 46,000		1						
45,000 44,000 or less								
N	2	5	13	11	12	12	21	12
90%			136,400	214,000	165,500	412,100	291,600	322,400
75%		74,500	108,000	130,000	117,500	180,000	130,000	237,500
Median		55,000	78,000	92,000	100,000	117,500	105,000	137,500
25%		50,500	65,000	57,000	83,500	94,750	79,000	85,500
10%		49,000	54,800	19,000	64,600	87,900	67,600	65,700
Mean		61,000	86,231	100,273	105,667	159,833	132,810	162,917
SD		17,593	28,554	60,544	31,624	113,915	86,060	91,286

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 12**  
**Administration of Applied Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Consulting Firm</b>						
15 - 19 years	100,000	65,000	137,500	101,000	42,930	5
30 + years	185,000	123,000	225,000	176,200	57,465	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

### 13. OTHER ADMINISTRATIVE POSITIONS

These positions involve managerial responsibilities in a business, government agency, or nonprofit association that cannot be described as the direct administration of educational, research, human services, or other applied psychology activities. These positions may be related to psychology, such as administration of government programs related to research funding, management of programs concerned with psychological issues in a nonprofit association, and personnel administration. There were 181 respondents at the doctoral level in 2001.

The largest single proportion was employed in government agencies (25%), followed by other non-profit organizations (23%). Nineteen percent of respondents in this category were employed in business/industry settings, and 12% could be found in health care settings. Although scattered across a variety of settings, most of these respondents could be found outside academia.

Clinical psychology was the subfield of 25% of the respondents, followed by industrial/organizational psychology (13%). Counseling psychologists were represented at 12%. Social, school and business/management psychology were reported at 4% each.

The overall 11-12-month median salary for doctoral-level respondents in other administrative positions was \$85,500 in 2001. Not surprisingly for a catch-all category, the range of salaries was quite large with salaries exceeding \$500,000. Figure 13 and Table 13 show salary data for these respondents.

Figure 13  
Other Administrative Positions--Doctoral Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
125,000								
or more		1	2		4	11	7	6
100,000 to								
124,000		3			6	11	7	3
90,000 to								
99,000		1	2	2	1	3	4	3
80,000 to								
89,000			3	2	4	4	5	3
70,000 to								
79,000	1		4		4	5		
69,000			1					
68,000		1		1				
67,000						1		
66,000				1				
65,000		2	1	1	2			
64,000								
63,000		1				1	1	
62,000		1						
61,000								
60,000		1		1	3	1		3
59,000								
58,000				1				
57,000		1	1					
56,000								
55,000		1						
54,000						1		
53,000				2				1
52,000					1	1		
51,000			1					
50,000			1				1	
49,000								
48,000				1				
47,000								
46,000								
45,000		2		1		1		
44,000		2						
43,000								
42,000		1	1					
41,000								
40,000			1				1	1
39,000								
38,000						1		
37,000								
36,000 or less								1
N	1	18	18	13	25	41	26	21
90%		122,000	126,000	93,400	163,200	283,200	200,600	434,000
75%		92,500	88,500	83,500	105,000	135,000	135,750	142,500
Median		62,500	75,000	65,000	88,000	100,000	102,500	96,000
25%		45,000	60,750	53,000	69,000	72,500	80,000	60,000
10%		43,800	41,800	46,200	60,000	55,200	59,100	42,600
Mean		70,556	76,444	66,846	96,120	128,220	116,769	134,381
SD		28,663	24,834	16,537	35,852	88,038	56,119	135,430
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 13**  
**Other Administrative Positions**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Business/Industry</b>						
20 - 24 years	122,500	104,250	186,250	135,125	50,050	8
<b>Other Nonprofit Organization</b>						
2 - 4 years	55,000	44,000	105,000	71,857	32,411	7
5 - 9 years	75,000	57,500	78,000	69,200	12,071	5
20 - 24 years	85,000	60,000	115,000	98,571	51,791	7
25 - 29 years	110,000	94,000	166,000	120,286	35,580	7
<b>Local Government</b>						
15 - 19 years	102,000	69,000	136,000	102,400	40,924	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

## 14. MASTER'S - LEVEL RESPONDENTS

This section contains salary information on master's-level respondents, broken out by position and by years of experience when there are sufficient numbers of respondents (N=5). Figures and tables for this section follow the text. Some figures have been omitted because of a low number of responses. Caution should be exercised when interpreting the data reported for master's-level positions with a small N size.

### Faculty Positions

There were 64 master's-level respondents in the 2001 Salary Survey who were employed full time in faculty positions. Thirty-nine percent of respondents were employed in two-year college settings while slightly more than one fifth were employed at the university level (primarily in psychology departments, followed by education, and business) and almost 16% were located in four-year college settings. About 9% were employed in medical settings and the percentage of master's-level faculty reporting employment in the elementary and secondary school settings approximately doubled over the report from 1999 Salary Survey, to almost 7%.

Three subfields were each reported by 14% of the master's-level respondents: clinical, developmental, and counseling psychology. General/methods and systems and education/teaching were each indicated by about 9% of respondents as their subfield. School, educational, and industrial/organizational were each mentioned by approximately 6% of respondents, followed by cognitive at 5%. All other subfields were reported by less than 5% of respondents.

The overall median 9-10-month faculty salary was \$42,000 for master's-level respondents.

### Educational Administration

There were only 21 master's-level respondents in this position. Of these, 43% were employed in school system districts and 24% in elementary or secondary schools. Fourteen percent were employed in university/college counseling centers, and another 10% indicated employment in other educational settings, such as vocational or special education. The remaining respondents were employed in two- and four-year college settings.

Master's-level educational administrators most often reported school as their subfield at 38%. Clinical was reported by 19% of respondents, followed by counseling psychology at 14%. About 10% of respondents indicated educational and child clinical each; and counseling and public administration were each reported by 5% of respondents.

The overall median 11-12-month salary at the master's level was \$66,000 for those employed full time in educational administration.

### Research Positions

Twenty-six master's-level respondents were in research positions in 2001. Fully one-third of this group indicated employment within some type of academic research setting, including 15% at university research centers and about 7% in medical school settings. Fifteen percent were employed at private research organizations, while 11% indicated employment at non-profit organizations. The settings of public general hospital, self-employed/not private practice, and business/industry (other than consulting firm) were each reported by 8% of respondents. Remaining respondents were employed in HMO and consulting firm settings.

Almost a fifth of master's-level respondents employed in research positions indicated social psychology as their subfield. Fifteen percent indicated general/methods and systems, followed by counseling psychology and quantitative/math/statistics with about 12% each. Clinical, health, and computer science were each reported by 8% of respondents. All other subfields were indicated by less than 5% of respondents.

The overall median 11-12-month salary in research positions at the master's level was \$47,000.

### Administration of Research

Only 9 respondents were in this type of position at the master's level in 2001. The largest proportion of respondents was employed in public general hospital settings (33%). Twenty-two percent of respondents were located in private research organizations. Eleven percent (N=1) identified one of each of the following employment settings: university administration office, university research center, criminal justice system, and federal government agency.

Twenty percent (N=2) of the respondents in this category indicated counseling psychology as their subfield. The remaining responses were divided across subfields, including general/methods and systems, clinical, industrial/organizational, health, quantitative/math/statistics and child clinical.

The overall median 11-12-month salary for master's-level respondents in administration of research positions was \$70,000. It is important to remember that this is based on a small N and should be interpreted with caution.

### Direct Human Services

Clinical. Two hundred five respondents indicated that they were providing services in clinical psychology at the master's level. The largest single proportion of respondents indicated that they were employed in individual or group practices (37%). Fourteen percent each were employed in hospitals and clinics. Specifically, individuals employed in hospital settings were most often employed in public psychiatric hospitals (7%), while the majority of respondents within clinics worked at community mental health centers (8%). Twelve percent of the respondents were employed with the government, of which the largest proportion claimed they worked within the criminal justice system (10%). Twenty-two percent of master's-level clinical

psychologists were employed in positions related to education, such as university/college counseling centers and school system districts with the largest proportion indicating positions as the elementary and secondary school level (4%). Slightly more than 8% of the respondents worked in other human service settings such as nursing homes, non-university affiliated guidance centers, and rehabilitation facilities.

The overall median 11-12-month salary was \$46,000 for direct human service providers at the master's level who indicated clinical psychology as a major subfield.

Counseling. There were 107 respondents employed in counseling psychology positions at the master's level in 2001. Thirty-one percent were employed in individual or group practices. Sixteen percent of respondents were employed by clinics, followed by 12% employed in hospital settings. Eleven percent of respondents in this category were located in other human service settings, such as nursing homes or rehabilitation facilities. Eight percent indicated employment in government settings, with the majority in the criminal justice system (4%), and another 8% were employed in elementary and secondary school settings. Finally, 4% percent of the respondents in this category were in business related settings, such as consulting.

The overall median 11-12-month salary for a master's-level position within counseling psychology was \$42,000.

School. Not surprisingly, the majority of the 88 respondents in this category were employed in educational settings (96%), including 59% in elementary/secondary school settings, 24% in school system district offices, and 11% in other educational settings (e.g. special, or vocational education). The remaining master's-level respondents indicated employment in individual private practice (3%) and clinic settings (1%).

The overall median 11-12-month salary for master's-level individuals providing school psychology services was \$61,000.

Other Psychological Subfields. Eighty-seven master's level respondents were involved in direct human services and were in a subfield other than clinical, counseling psychology or school psychology. The greatest single proportion of these respondents (17%) identified counseling as their subfield, followed by educational (15%), and general/systems & methods (12%). Nine percent of respondents claimed community as their subfield, while rehabilitation and social work represented 7% and 5% of respondents, respectively. Other subfields were each identified by fewer than 5% of the respondents.

Twenty-six percent of these respondents were employed in individual or group practices, and 17% were employed in other human service provider settings such as nursing homes, rehabilitation facilities, specialized health services, guidance centers, and student counseling centers. Nineteen percent were located in various academic settings, primarily elementary/secondary school settings (13%). Hospitals and government settings were each reported by 11% of respondents in this category, and 10% claimed employment in clinics.

The overall median 11-12-month salary for respondents in this category was \$48,500.

### Administration of Human Services

There were 101 respondents who identified themselves as employed in this position in 2001. Slightly more than one quarter of these respondents were employed in clinics, with the majority in community mental health centers, followed by outpatient clinics, and counseling centers (27%). Twenty-six percent were employed in other human service provider settings, such as specialized health services and rehabilitation facilities, and 12% reported working within various hospital settings. Thirteen percent were employed in educational settings, including 7% employed at the university level, and 3% employed in school system district office settings. Eleven percent were employed in government positions, of which the greatest proportion of respondents claimed positions within the criminal justice system (7%).

The largest proportion of respondents in this position reported clinical psychology as their major subfield (41%), followed by counseling psychology (16%). Seven percent claimed community while 6% identified school psychology as their subfields.

The overall 11-12-month median salary for master's-level respondents working as human service administrators was \$55,000.

### Administration of Applied Psychology

Nineteen respondents were employed in this position, the majority of whom were located in consulting firms (40%). Fifteen percent were located in non-profit organizations and 10% each were employed in government organizations and community mental health centers. All other employment settings were represented at less than 8% each.

As expected, the majority of respondents in this category were industrial/organizational psychologists (55%). Fifteen percent claimed counseling psychology as their subfield, and all other subfields were represented at 5% or less.

The overall median 11-12-month salary was \$67,000 for master's-level respondents in administration of applied psychology. Salaries of master's-level respondents (particularly industrial/organizational psychologists) involved in the administration of applied psychology may also be found in the salary report by SIOP entitled, Income and Employment of SIOP Members in 2000 (Katkowski and Medsker, 2001).

### Other Administrative Positions

Fifty-nine respondents indicated employment in other administrative positions (e.g. budgeting, personnel administration). Thirty-one percent were located in government settings, followed by 27% in business/industry settings (other than consulting and research). Fourteen percent were employed by non-profit organizations, and 9% were employed in clinics, including CMHCs and HMOs. Other human service settings represented approximately 7% of the respondents, and the remaining setting were represented at less than 5% each.

The largest single proportion of respondents (36%) claimed industrial/organizational psychology as their subfield. Clinical and social psychology were each identified by 12% and 5% of respondents (respectively). All other subfields were represented at less than 5%.

The overall 11-12-month median salary for these master's-level respondents was \$62,000.

#### Applied Psychology Positions (Industrial/Organizational Psychology)

Seventy respondents were located in applied psychology and identified industrial/organizational psychology as their major subfield. The majority of these respondents were employed outside of educational and human service provider settings. More specifically, 44% percent were employed in business/industry settings and 27% were employed in consulting firms. Sixteen percent could be found in government settings, with the greatest proportion of these respondents at the local level of government (10%), and 4% claimed to be employed as independent consultants.

The overall median 11-12-month salary for master's-level respondents in applied (I/O) positions was \$63,000. Salaries of master's-level respondents (particularly industrial/organizational psychologists) involved in the administration of applied psychology may also be found in the salary report by SIOP entitled, Income and Employment of SIOP Members in 2000 (Katkowski and Medsker, 2001).

#### Applied Psychology Positions (Other Psychological Subfields)

There were 29 respondents identified in this position at the master's level. Slightly less than 28% percent were employed in consulting firms, while 17% were employed in business/industry settings. Ten percent identified themselves as self-employed, and an additional 14% were employed in independent practice settings, including individual private practice, group psychological practice, and independent consulting. Last, 10% were employed in government settings.

The largest single proportion of respondents identified counseling psychology (32%), followed by clinical psychology (24%). Twelve percent claimed the subfield quantitative/math/statistics, and 8% claimed business/management. Four percent each reported general/methods & systems, community, educational, and computer science as a subfield.

The overall median 11-12-month salary for master's-level applied psychology positions in subfields other than industrial/organizational psychology was \$63,000.

Figure 14.A  
Faculty Positions--Master's Level: 2001

9-10-Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Faculty
70,000					
or more	1	2		2	1
69,000					
68,000					
67,000					
66,000					
65,000				1	
64,000		1			
63,000					
62,000					
61,000		1			
60,000					
59,000		1			
58,000				1	
57,000	1	1	1		
56,000					
55,000	1				
54,000					
53,000		1		1	2
52,000	2		1		
51,000		1			
50,000			1		2
49,000					
48,000	1				
47,000		1	1		
46,000		1			
45,000					
44,000			1		
43,000			1		
42,000		1	1		
41,000			2	2	1
40,000	1			1	
39,000	1		1		
38,000		1	1		
37,000			1		
36,000			1	1	
35,000					
34,000				3	
33,000				1	
32,000					
31,000					
30,000					
29,000		1		1	2
28,000					1
27,000				1	1
26,000					
25,000		1			
24,000 or less			1	2	1
N	8	14	14	17	11
90 % tile		82,000	54,500	75,000	73,000
75 % tile	56,500	61,750	47,750	55,500	53,000
Median	52,000	52,000	41,500	36,000	41,000
25 % tile	42,000	41,000	37,750	31,000	28,000
10 % tile	39,000	27,000	29,500	20,600	21,400
Mean	52,000	52,571	42,143	41,882	41,636
SD	10,717	16,969	8,170	17,539	17,054
9-10-Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Faculty

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 14.A**  
**Faculty Positions**  
**Master's-level, 9-10-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
2-Year College						
Lecturer/Instructor	36,000	31,500	53,000	41,778	17,159	9

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

Figure 14.C

Research Positions--Master's Level: 2001								
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
80,000 or more		1				1	2	1
70,000 to 79,000								
69,000								
68,000								
67,000			1					
65,000					1	1		
64,000								
63,000								
62,000								
61,000								
60,000		1						
59,000								
58,000								
57,000								
56,000			1					
55,000								
54,000								
53,000								
52,000								
51,000								
50,000								
49,000								
48,000				1				
47,000	1		1					
46,000								
45,000								
44,000								
43,000		1	1					
42,000			1					
41,000			1					
40,000		1						
39,000								
38,000								
37,000								
36,000 or less	1	3			2			
N	2	7	6	1	3	2	2	1
90%								
75%		60,000	58,750					
Median		40,000	45,000					
25%		35,000	41,750					
10%		27,000	41,000					
Mean		47,286	49,333					
SD		21,399	10,250					
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

Figure 14.E

Direct Human Services--Clinical Psychology--Master's Level: 2001								
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
90,000 or more			2		1	3		3
80,000 to 89,000					3	3	2	1
70,000 to 79,000	1		2	1	1	1	3	4
69,000			1		1		1	
68,000			1				1	
67,000					1	1		
66,000							1	
65,000					1	2	2	
64,000								
63,000					1		1	
62,000					1			
61,000			1					
60,000		2		3	1	2		4
59,000								
58,000						1		
57,000				1				
56,000			1					
55,000	1			1	1			1
54,000								1
53,000								
52,000		1			2	1		4
51,000					1	1		
50,000		1	1		1	2	3	
49,000			1			1		
48,000				1			2	
47,000		2					2	
46,000				2	1		1	
45,000		1		3			1	
44,000					1			
43,000			1		2	2	1	
42,000		1	1		1			
41,000		1						
40,000		2	4		2	1	3	
39,000		2	1					
38,000		1	1				1	
37,000		1	2	1	1			1
36,000			1	1				
35,000		3	1			2	1	
34,000	1	1				1	1	
33,000			1					
32,000	1	2	2	3	1	1		
31,000							1	
30,000	2	3	2		1	1		2
29,000		1			1			
28,000		2	1	1				
27,000		2						
26,000 or less	1	2	1	2	2	1	1	
N	7	31	29	20	29	27	29	21
90%		51,600	75,000	60,000	85,000	90,200	75,000	142,000
75%	55,000	42,000	58,500	56,500	66,000	71,000	67,000	71,500
Median	32,000	35,000	40,000	45,000	51,000	52,000	48,000	60,000
25%	30,000	30,000	34,000	32,000	40,000	40,000	40,000	52,000
10%	25,000	27,000	30,000	26,200	29,000	31,600	34,000	31,400
Mean	39,429	36,903	49,828	44,600	52,793	57,815	53,000	71,000
SD	16,527	10,445	27,735	13,866	18,848	22,023	15,861	42,977
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 14.E**  
**Direct Human Services Positions: Clinical Psychology**  
**Master's-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Individual Private Practice</b>						
10 - 14 years	46,000	45,000	68,500	54,600	14,046	5
15 - 19 years	62,000	25,000	87,000	60,571	28,448	7
20 - 24 years	52,000	34,000	91,000	61,857	30,613	7
25 - 29 years	45,000	40,000	65,750	49,750	16,248	8
30 + years	61,000	35,000	85,000	68,625	40,458	8
<b>Group Psychological Practice</b>						
25 - 29 years	48,000	38,500	61,250	50,375	15,306	8
<b>Community Mental Health Center</b>						
2 - 4 years	28,000	27,500	38,000	31,800	5,718	5
15 - 19 years	42,000	35,000	46,500	41,000	7,211	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

Figure 14.F  
Direct Human Services--Counseling Psychology--Master's Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
70,000								
or more			2	1	2	1	4	1
69,000								
68,000				1		1		
67,000								
66,000						1		
65,000								
64,000								
63,000								
62,000						1		1
61,000								
60,000					1	2		
59,000								
58,000								
57,000								
56,000							1	
55,000			1	1	2			
54,000					1			
53,000			1					
52,000				1	1			
51,000								
50,000				4		1	1	
49,000								
48,000			1					
47,000					1			
46,000			2					
45,000		2	2	2				
44,000					1			
43,000				1	1			
42,000			2	1			1	
41,000			2					
40,000		4	1	2	2			
39,000								
38,000		1	1					
37,000			1					
36,000		1						
35,000		2		1	1			
34,000		1	1					
33,000								
32,000		1	3		2			
31,000		4	2					
30,000		1	1	3				
29,000		1						
28,000		1						
27,000 or less	1	2	3	1				
N	4	21	26	19	15	7	7	2
90%		44,000	62,500	68,000	88,000			
75%		40,000	46,000	50,000	55,000	70,000	132,000	
Median		34,000	39,500	45,000	47,000	66,000	80,000	
25%		29,500	29,750	35,000	40,000	60,000	50,000	
10%		23,000	20,500	30,000	32,000	50,000	42,000	
Mean		33,714	39,731	45,684	51,333	64,857	86,571	
SD		6,604	16,901	16,391	18,352	9,442	45,731	
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 14.F**  
**Direct Human Services Positions: Counseling Psychology**  
**Master's-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
Individual Private Practice						
5 - 9 years	35,000	23,750	41,250	31,667	14,081	6
CMHC						
2 - 4 years	26,000	21,500	30,000	25,600	4,561	5
5 - 9 years	30,000	23,000	41,500	31,800	13,065	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

Figure 14.G  
Direct Human Services--School Psychology--Master's Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
80,000 or more			2	2	3	5	5	1
70,000 to 79,000	1	2		2		3	2	4
69,000								
68,000							1	
67,000								2
66,000							1	
65,000			1		1			
64,000								
63,000								
62,000					1			1
61,000		1		1	1		1	
60,000			1				1	1
59,000								
58,000								
57,000								
56,000						1	1	
55,000		1	3			1		
54,000		1	1	1	1			
53,000								
52,000								
51,000				1	1		1	
50,000			1		1			
49,000		1	1				1	2
48,000		1	1					
47,000								
46,000		1	2					
45,000		2						
44,000								
43,000	1	1						
42,000			1			1		
41,000		1						
40,000			1			1		
39,000		1						
38,000								
37,000								
36,000 or less		1	1	1				
N	2	14	16	8	9	12	14	11
90%		73,000	83,900			88,000	109,500	90,200
75%		56,500	58,750	80,000	93,000	83,750	87,250	77,000
Median		47,000	52,000	67,000	62,000	77,500	71,500	67,000
25%		42,500	46,000	51,750	52,500	55,250	59,000	60,000
10%		34,500	35,800	30,000	50,000	40,600	50,000	49,000
Mean		50,143	53,750	64,625	69,889	70,083	74,571	68,818
SD		12,221	14,951	19,442	20,134	17,401	19,914	13,437
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 14.G**  
**Direct Human Services Positions: School Psychology**  
**Master's-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
Elementary/Secondary School						
2 - 4 years	47,500	42,500	64,000	51,500	13,922	10
5 - 9 years	54,000	47,500	80,000	51,778	5,518	9
15 - 19 years	65,000	61,000	100,000	75,429	19,475	7
20 - 24 years	78,000	49,000	86,000	70,667	19,371	9
25 - 29 years	83,000	66,000	103,000	84,286	22,164	7
School System District Office						
30 + years	69,500	57,250	77,000	67,000	11,815	6

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

Figure 14.H  
Direct Human Services--Other Subfields of Psychology--Master's Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
70,000			1	2	5	1	3	1
or more								
69,000								
68,000								
67,000						1		
66,000								
65,000				1			1	1
64,000								
63,000						1		
62,000					2			1
61,000								
60,000					2		1	
59,000				1				
58,000								
57,000				1				1
56,000							2	
55,000								
54,000			1					
53,000								
52,000							1	1
51,000								1
50,000			2	1			2	1
49,000					1			
48,000	1		1		1			
47,000								
46,000		1			1			
45,000						1		
44,000							1	
43,000					1			
42,000								
41,000		1		1				
40,000	1		1					
39,000								
38,000	1							
37,000					1			
36,000				2	1			1
35,000				1	1			
34,000		1						
33,000			2			1		
32,000			2					
31,000						1		
30,000								
29,000	1							
28,000								
27,000			1					
26,000 or less	1	3	1		3			
N	5	6	12	10	19	6	11	8
90%			75,700	98,000	83,000		118,600	
75%	44,000	42,250	50,000	68,750	70,000	71,500	80,000	64,250
Median	38,000	30,000	36,500	53,500	49,000	54,000	56,000	54,500
25%	27,500	24,750	32,000	36,000	36,000	32,500	50,000	50,250
10%	26,000	24,000	23,500	35,100	15,000	31,000	45,200	36,000
Mean	36,200	32,667	42,167	55,900	51,842	54,000	65,909	56,000
SD	8,843	9,245	16,916	21,356	21,846	21,270	23,889	11,686
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

Figure 14.I  
Administration of Human Services--Master's Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
80,000				4	1	1	4	2
or more								
70,000 to			3		1	2	4	1
79,000								
69,000					1		1	2
68,000			1					
67,000				2				
66,000	1					1		1
65,000		1					1	
64,000					1			
63,000			1			1	1	
62,000					1	1		
61,000				1				1
60,000			1			2		
59,000								
58,000				1				
57,000		1						
56,000				1			1	
55,000				1			1	
54,000				1			1	
53,000				1	2			
52,000					1			1
51,000								
50,000				2	1		2	
49,000				2	1			
48,000			1		1			
47,000						1	1	
46,000								
45,000		1	2	2	1	1		1
44,000			1					
43,000					1			
42,000				2	1	1		
41,000				1				
40,000		1	1	2		2		
39,000								
38,000		1						
37,000		1			1			
36,000								
35,000			1					
34,000								
33,000			1					
32,000 or less		1		3				
N	1	7	13	26	15	13	17	9
90%			75,600	107,500	74,400	84,000	88,400	
75%		57,000	69,000	62,500	64,000	70,500	78,500	86,500
Median		40,000	48,000	50,000	52,000	60,000	69,000	69,000
25%		37,000	42,000	41,750	45,000	43,500	54,500	56,500
10%		24,000	33,800	29,100	40,000	40,000	49,400	45,000
Mean		43,714	54,000	61,462	54,533	58,846	67,824	72,333
SD		13,610	15,248	42,567	12,212	15,545	14,341	22,147
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

Figure 14.J  
Applied Psychology--Industrial/Organizational--Master's Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
90,000 or more		1	1		2	1	4	2
80,000 to 89,000			1	1	3	1		
70,000 to 79,000		2	5	1	2			
69,000			1					
68,000			2					
67,000								
66,000								
65,000		1	2	1				
64,000								
63,000			2					
62,000		1						
61,000								
60,000	1	3						1
59,000			1					
58,000			2					
57,000		1						
56,000								
55,000		2						
54,000								
53,000								
52,000		2	1					
51,000					1			
50,000		1	1					1
49,000								
48,000			1	1				
47,000								
46,000								
45,000		2						
44,000	1							
43,000			1					
42,000		2						
41,000			2					
40,000								
39,000								
38,000								
37,000								
36,000								
35,000 or less		3						
N	2	21	23	6	8	2	4	4
90%		75,600	78,000					
75%		61,000	73,000		102,250			
Median		55,000	65,000		82,500			
25%		43,500	52,000		75,750			
10%		35,000	41,800		51,000			
Mean		54,429	64,739		94,875			
SD		14,102	18,256		44,115			
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 14.J**  
**Applied Psychology--Industrial/Organizational**  
**Master's-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Consulting Firm</b>						
2 - 4 years	56,000	50,500	68,000	60,125	14,277	8
5 - 9 years	70,000	57,500	75,000	67,000	9,721	5
<b>Business/Industry</b>						
2 - 4 years	45,000	35,000	57,500	48,333	14,265	9
5 - 9 years	68,000	58,000	74,000	68,769	21,210	13

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

Figure 14.K  
Applied Psychology--Other Subfields--Master's Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
90,000 or more					1	2	1	3
80,000 to 89,000		1						
70,000 to 79,000		1	1		1	2		
69,000								
68,000								
67,000								
66,000								
65,000								
64,000								1
63,000		1						
62,000								
61,000								
60,000		1	1					
59,000								
58,000			1					
57,000								
56,000								
55,000								
54,000								
53,000								
52,000								
51,000								
50,000		1						
49,000			1					1
48,000		1						
47,000								
46,000								
45,000								
44,000								
43,000					1			
42,000								
41,000								
40,000								
39,000								
38,000								1
37,000								
36,000 or less	1	2					1	1
N	1	8	4		3	4	2	7
90%								
75%		69,000						200,000
Median		55,000						64,000
25%		36,000						38,000
10%		16,000						30,000
Mean		52,875						120,714
SD		21,437						120,591
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

Figure 14.M  
Other Administrative Positions--Master's Level: 2001

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
90,000 or more			1	6	2		4	2
80,000 to 89,000			1			2		1
70,000 to 79,000					3	1		1
69,000								
68,000							1	
67,000								
66,000								
65,000			1					
64,000								
63,000								
62,000							1	
61,000								
60,000		2				1	2	
59,000								
58,000								
57,000							1	
56,000						1		
55,000						1	1	
54,000								
53,000			1					
52,000		1		1				
51,000								
50,000					1			
49,000								
48,000								
47,000			1					
46,000								
45,000			1					
44,000								
43,000	1	1	1					
42,000								
41,000		1	1					1
40,000								
39,000								
38,000 or less		2				2	1	
N	1	7	8	7	6	8	11	5
90%							139,800	
75%		60,000	82,250	137,000	166,750	77,500	97,000	141,000
Median		43,000	50,000	96,000	76,000	58,000	62,000	80,000
25%		38,000	43,500	90,000	65,000	36,250	57,000	56,000
10%		29,000	41,000	52,000	50,000	30,000	41,400	41,000
Mean		46,143	62,000	103,571	106,500	57,635	79,000	94,800
SD		11,654	26,148	33,540	64,015	19,625	33,861	56,029
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

## **15. DOCTORAL-LEVEL SALARIES BY SEX, RACE/ETHNICITY, AND YEARS OF WORK EXPERIENCE**

This section presents doctoral-level salaries broken down by gender, race/ethnicity, and years of experience. Where possible (given sufficient *N*s) the data also have been analyzed by type of position. Some of the categories have been left blank because there are too few responses on which to base summary statistics.

Table 15.A presents salary data by years of work experience and gender. In general, the median salaries of men are substantially higher than those reported by women. However, the disparities are less pronounced for men and women with less than 10 years of work experience. These smaller differences among "newer" psychologists have been observed in other survey results (Wicherski, Randall, and Kohout, 2002). The largest gender discrepancy in favor of men is evidenced in the 20-24 years and 30 + years of work experience categories.

Table 15.B contains salary data by sex, years of experience, and employment position. Similarly, with few exceptions, the salaries of men exceed those reported by women.

In Table 15.C, salaries are reported by years of experience and race/ethnicity. Differences among the median salaries do exist, although they do not appear to be substantive.

Salary data are displayed by years of experience and minority status in Table 15.D. Median salaries for minority and white psychologists do not differ greatly.

**TABLE 15.A**  
**Full-time Salaries of Doctoral-Level Respondents Across All Settings**  
**by Years of Work Experience and Gender: 2001**

Years of Experience	Median	Mean	SD	N
0 - 1 year				
Men	50,500	50,550	11,752	40
Women	45,000	46,367	13,505	90
Total	47,000	47,654	13,090	130
2 - 4 years				
Men	53,000	60,060	35,177	267
Women	51,000	53,211	15,124	521
Total	52,000	55,532	24,081	788
5 - 9 years				
Men	62,000	68,196	35,054	409
Women	58,000	62,190	28,894	600
Total	60,000	64,624	31,657	1,009
10 - 14 years				
Men	72,000	80,031	41,576	389
Women	65,000	68,346	26,088	465
Total	67,000	73,669	34,502	854
15 - 19 years				
Men	77,000	84,474	33,242	454
Women	71,000	76,616	31,232	393
Total	75,000	80,828	32,543	847
20 - 24 years				
Men	86,000	96,954	49,527	590
Women	76,000	85,106	46,502	369
Total	80,000	92,395	48,704	959
25 - 29 years				
Men	85,000	92,315	42,118	527
Women	80,000	87,272	42,991	254
Total	84,000	90,675	42,442	781
30 + years				
Men	95,000	105,692	56,330	445
Women	80,000	92,705	55,044	129
Total	90,000	102,774	56,258	574

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 15.B**  
**Doctoral-level Salaries in Selected Full-time Employment Positions**  
**by Gender and Years of Work Experience: 2001**

	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
Educational Administration							
Men							
Median		58,000	100,000	82,000	92,500	90,000	123,000
Mean		108,000	112,750	83,750	96,250	90,519	130,720
SD		103,322	28,230	21,110	24,948	22,834	53,747
N	1	5	4	8	20	27	25
Women							
Median		60,000	50,000	89,000	90,000	118,000	104,000
Mean		68,182	61,909	94,111	99,867	125,133	105,571
SD		33,820	26,296	30,844	37,713	61,216	38,122
N	3	11	11	9	15	15	7
Research Positions							
Men							
Median	52,000	69,500	89,000	75,500	91,000	89,500	103,500
Mean	54,474	65,917	90,500	77,571	99,273	81,400	93,200
SD	10,590	11,524	19,378	15,523	20,938	24,954	30,419
N	19	12	6	7	11	10	10
Women							
Median	53,500	64,000	72,000	68,000	77,000	91,000	
Mean	53,389	63,571	80,545	66,273	95,154	86,200	
SD	12,780	20,257	41,558	18,001	49,108	36,355	
N	36	28	11	11	13	5	1
Administration of Research							
Men							
Median		92,000	95,000		130,000	111,000	117,500
Mean		87,571	93,429		125,143	129,846	122,100
SD		37,295	20,024		43,690	52,081	30,820
N	1	7	7	2	7	13	10
Women							
Median	55,000	55,500	85,000	86,000	81,000		
Mean	55,000	65,286	77,800	92,857	79,000		
SD	4,203	22,262	19,791	28,882	14,711		
N	7	14	5	7	6	3	4

(continued)

**TABLE 15.B (continued)**  
**Doctoral-level Salaries in Selected Full-time Employment Positions**  
**by Gender and Years of Work Experience: 2001**

	<b>2 - 4</b>	<b>5 - 9</b>	<b>10 - 14</b>	<b>15 - 19</b>	<b>20 - 24</b>	<b>25 - 29</b>	<b>30 +</b>
	<b>years</b>	<b>years</b>	<b>years</b>	<b>years</b>	<b>years</b>	<b>years</b>	<b>years</b>
Direct Human Services:							
Clinical Psychology (licensed only)							
Men							
Median	65,000	63,000	70,000	82,000	90,000	79,000	85,000
Mean	72,667	70,140	89,333	90,490	99,352	86,472	97,295
SD	34,828	27,558	69,982	38,424	47,011	37,056	38,218
N	9	43	69	100	125	89	61
Women							
Median	50,000	58,500	65,000	75,000	71,000	70,000	72,500
Mean	50,296	59,929	72,137	84,809	81,682	69,806	89,950
SD	15,132	14,667	32,045	41,594	38,398	25,220	59,450
N	27	56	73	68	66	31	20
Direct Human Services:							
Counseling Psychology (licensed only)							
Men							
Median		62,000	72,000	73,500	69,500	72,000	80,000
Mean		72,474	79,541	80,333	77,781	75,179	93,783
SD		30,522	30,151	38,561	37,969	30,925	55,444
N	3	19	37	30	32	28	23
Women							
Median		49,500	50,000	68,000	70,000	62,500	
Mean		59,208	53,645	69,318	75,286	61,875	
SD		23,008	17,665	25,717	39,620	17,675	
N	3	24	31	22	21	8	2
Direct Human Services:							
School Psychology (licensed only)							
Men							
Median				79,500	89,000	64,500	82,000
Mean				80,250	91,353	71,100	82,889
SD				24,298	27,951	24,474	26,535
N	0	1	3	12	17	10	9
Women							
Median		66,000	66,000	82,500	72,000	86,000	
Mean		80,250	71,615	76,750	74,400	82,857	
SD		49,120	20,040	19,580	10,262	22,467	
N	2	8	13	8	5	14	4

(continued)

**TABLE 15.B (continued)**  
**Doctoral-level Salaries in Selected Full-time Employment Positions**  
**by Gender and Years of Work Experience: 2001**

	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
Direct Human Services:							
Other Psychology (licensed only)							
Men							
Median	52,000	65,000	70,000	78,000	78,000	90,000	70,000
Mean	60,800	76,348	82,192	85,690	82,385	94,500	78,500
SD	22,830	52,244	48,651	33,965	31,328	44,071	26,576
N	5	23	26	29	39	22	16
Women							
Median	61,000	59,000	59,500	75,000	67,500	67,000	70,000
Mean	59,500	57,118	59,000	88,524	69,071	56,222	76,800
SD	5,206	17,251	11,503	39,514	26,260	18,219	30,488
N	6	17	14	21	14	9	10
Administration of Human Services							
Men							
Median	54,000	62,000	70,000	72,000	74,000	82,500	83,000
Mean	54,684	63,441	71,419	78,896	81,932	83,207	93,710
SD	13,585	15,727	20,008	27,620	29,545	21,378	41,627
N	19	34	31	48	62	58	31
Women							
Median	51,000	58,000	62,000	65,000	70,500	67,500	
Mean	53,929	61,588	63,030	70,346	69,154	68,909	
SD	16,566	17,994	11,601	19,415	17,563	21,267	
N	28	51	33	26	26	22	2
Applied Psychology							
Men							
Median	62,000	85,000	90,000	95,000	150,000	91,500	102,000
Mean	67,556	86,826	111,222	98,933	163,364	132,083	139,412
SD	22,667	28,305	53,882	37,041	100,596	86,266	120,957
N	9	23	18	15	33	24	17
Women							
Median	71,500	90,000	90,000	105,000	96,000	100,000	105,000
Mean	73,389	101,440	102,857	116,444	100,889	143,222	107,400
SD	25,746	56,606	39,997	33,638	56,642	77,361	32,921
N	18	25	21	9	9	9	5

(continued)

**TABLE 15.B (continued)**  
**Doctoral-level Salaries in Selected Full-time Employment Positions**  
**by Gender and Years of Work Experience: 2001**

	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
Administration of Applied Psychology							
Men							
Median		77,000	114,500	102,500	116,000	105,000	125,000
Mean		80,429	131,833	102,167	130,300	127,824	156,111
SD		29,399	61,959	14,006	42,555	85,464	92,419
N	0	7	6	6	10	17	9
Women							
Median	55,000	86,000					
Mean	61,000	93,000					
SD	17,593	28,594					
N	5	6	3	4	3	3	2
Other Administrative Positions							
Men							
Median	100,000	72,500	63,000	84,500	98,000	105,000	100,000
Mean	91,143	79,000	68,000	95,000	119,167	120,800	153,867
SD	34,387	36,715	16,541	43,660	74,180	43,558	155,813
N	7	8	6	10	18	15	15
Women							
Median	58,500	75,000	65,000	86,500	99,500	94,000	
Mean	58,800	73,200	65,857	93,583	129,900	111,273	
SD	14,211	11,925	17,790	27,757	98,552	71,829	
N	10	5	7	12	20	11	2

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 15.C**  
**Full-time Salaries of Doctoral-level Respondents Across All Settings**  
**by Years of Work Experience and Race/ethnicity: 2001**

	White	Black	Latino	Asian	Total
2 - 4 years					
Median	54,000	56,500	55,000	52,000	54,000
Mean	56,291	62,125	54,286	55,308	56,431
SD	16,629	20,698	7,387	8,107	16,158
N	196	8	7	13	225
5 - 9 years					
Median	60,000	62,000	60,500	61,500	60,500
Mean	65,148	60,000	62,864	66,735	64,959
SD	24,392	14,535	18,689	23,839	23,802
N	521	23	22	34	604
10 - 14 years					
Median	69,000	57,500	62,000	71,500	68,000
Mean	75,022	63,750	67,875	71,857	74,645
SD	32,237	21,938	15,232	15,124	31,389
N	554	12	24	14	608
15 - 19 years					
Median	78,000	73,500	75,500	67,500	77,000
Mean	83,837	73,500	83,111	76,000	83,498
SD	32,232	17,909	38,188	25,995	32,066
N	614	14	18	8	655
20 - 24 years					
Median	85,000	80,000	67,500	80,000	84,000
Mean	93,909	83,733	78,611	83,857	93,424
SD	44,371	27,899	52,030	31,851	44,300
N	758	15	18	7	802
25 - 29 years					
Median	86,000	80,000	89,500	83,000	86,000
Mean	92,104	111,333	101,500	88,000	92,473
SD	41,352	102,336	43,167	28,888	42,490
N	644	9	10	5	670
30 + years					
Median	93,000		106,000		93,000
Mean	102,940		107,000		102,572
SD	46,055		15,330		45,705
N	481	4	5	1	493

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**Note:** There were an insufficient number of Native American respondents in any category for their salaries to be presented separately. They are, however, included in the "Total" column.

**TABLE 15.D**  
**Full-time Salaries of Doctoral-level Respondents Across All Settings**  
**by Years of Work Experience and Minority Status: 2001**

	Median	Mean	SD	N
2 - 4 years				
Minority	55,000	57,379	12,721	29
White	54,000	56,291	16,629	196
Total	54,000	56,308	17,796	503
5 - 9 years				
Minority	62,000	63,771	19,788	83
White	60,000	65,148	24,392	521
Total	60,000	65,712	26,911	781
10 - 14 years				
Minority	64,500	70,778	20,585	54
White	69,000	75,022	32,237	554
Total	68,000	75,047	33,076	696
15 - 19 years				
Minority	75,000	78,415	29,362	41
White	78,000	83,837	32,232	614
Total	77,000	83,385	32,693	707
20 - 24 years				
Minority	74,500	85,068	42,685	44
White	85,000	93,909	44,371	758
Total	82,000	92,349	43,770	852
25 - 29 years				
Minority	87,000	101,615	65,120	26
White	86,000	92,104	41,352	644
Total	85,000	91,851	42,003	707
30 + years				
Minority	89,000	87,833	25,244	12
White	93,000	102,940	46,055	481
Total	92,000	102,039	45,367	507

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**Note:** Totals include individuals whose race/ethnicity was not specified.

## 16. DOCTORAL-LEVEL SALARIES FOR SELECTED POSITIONS, REGIONS, CITIES, AND STATES

The previous sections have presented national data on the salaries/net incomes of doctoral-level and master's-level respondents who report full-time employment. This section provides geographic breakdowns of doctoral-level salaries.

Table 16.A presents data on median salaries and median years since the doctorate by geographic region and position. All full-time respondents were categorized into regions on the basis of zip code. Numbers are less than the totals for each region because respondents may be missing data on salary, position, or employment setting.

The category of "independent practice" includes licensed psychologists who are involved in individual, group, or medical-psychological group practices. Faculty positions in universities are limited to those who identify their primary employment setting as psychology departments, education departments, business departments or schools, or other academic units located in universities. "Faculty in other settings" includes those in other academic settings such as research centers, four- and two-year colleges, and medical schools. Medical school faculty typically are paid on an 11-12-month basis. The academic-year (9-10-month) medians given in Table 16.A can be converted to their calendar-year equivalents by multiplying by 11/9.

The data in this table should not be applied to an individual salary or setting but should be used only in making very general comparisons among the different regions and positions. This is because the median salaries may be affected by factors such as gender, year of degree, years of experience, employment setting, subfield of degree, and cost of living in a specific area. To illustrate one of these factors, years of experience has been provided for each category and region.

Table 16.B and Table 16.C present data on the median salaries of doctoral-level faculty in university settings and for licensed doctoral-level psychologists involved in the delivery of direct human services in independent practice settings. Salaries for these two tables are presented by selected metropolitan areas. Inclusion of a city in Table 16.B first hinged on its availability in the Inter-City Cost of Living Index report produced by the American Chamber of Commerce Researcher's Association (ACCRA) and then on a sufficient number of responses from that city. Both adjusted median salary and actual salary are reported, as is the size of the group on which the salary is based. The adjusted salary data for this table were based on urban area index data from the second quarter of 2001. This index measures and reports prices for consumer goods and services for cities that supply this information. Table 16.C includes those metropolitan areas for which the cost of living indices were unavailable but had a sufficient number of responses from each city. Therefore, given that the salaries in Table 16.C are *not* adjusted for regional differences in cost of living, caution should be exercised when interpreting these salaries.

Similarly, Table 16.D provides data on the median salaries of doctoral-level university faculty and for licensed doctoral-level independent practitioners involved in direct human service

by state. Those states with fewer than 10 respondents were excluded. This table also *does not* account for regional differences in cost of living. Hence, state-by-state comparisons should be made with this in mind.

**TABLE 16.A**  
**Median Salaries and Median Years Since the Doctoral Degree for Psychologists**  
**by Region and Position: 2001**

<b>Region</b>	<b>Independent Practice</b>	<b>Direct Service, Other Settings</b>	<b>Faculty in Universities</b>	<b>Faculty in Other Settings</b>	<b>Educational Administration</b>	<b>Research</b>
<b>New England</b>						
Median Salary	75,000	70,000	60,000	54,000	*	70,000
Median Years	20	18	18	11	*	9.5
N	70	63	85	59	9	20
<b>Middle Atlantic</b>						
Median Salary	90,000	70,500	60,000	51,000	95,500	65,000
Median Years	21	17	15	15	21	5
N	132	158	201	125	40	47
<b>East North Central</b>						
Median Salary	72,500	66,000	59,000	53,000	100,000	60,000
Median Years	19.5	16	15	14	24	7
N	130	114	225	87	25	20
<b>West North Central</b>						
Median Salary	80,000	62,000	55,000	49,500	78,500	*
Median Years	20	16	19	14	25	*
N	68	57	107	54	18	6
<b>South Atlantic</b>						
Median Salary	75,000	62,000	60,000	48,000	86,500	68,500
Median Years	20	16.5	18	11	21.5	6
N	157	108	213	103	28	52
<b>East South Central</b>						
Median Salary	70,000	58,500	54,500	45,000	69,000	*
Median Years	17	11	14	9	17	*
N	35	30	72	27	11	5
<b>West South Central</b>						
Median Salary	85,500	60,000	49,000	57,500	87,000	48,000
Median Years	19	17	12.5	16.5	23	2.5
N	62	29	92	36	15	10
<b>Mountain</b>						
Median Salary	75,000	62,500	52,500	46,000	*	70,000
Median Years	19	14.5	11	6.5	*	17
N	51	50	72	20	7	11
<b>Pacific</b>						
Median Salary	90,000	70,000	61,500	52,000	96,000	66,000
Median Years	18.5	15.5	15	13	27	7
N	140	98	154	57	23	47

(continued)

**TABLE 16.A (continued)**  
**Median Salaries and Median Years Since the Doctoral Degree for Psychologists**  
**by Region and Position: 2001**

Region	Research Administration	Human Service Administration	Applied I/O Psychology	Applied Other	Administration of Applied	Other Administration
New England						
Median Salary	*	65,000	*	*	*	82,500
Median Years	*	15	*	*	*	24
N	8	43	4	6	6	14
Middle Atlantic						
Median Salary	94,000	72,000	108,000	100,000	112,500	100,000
Median Years	8	18	18	20	25	20
N	15	99	19	27	18	25
East North Central						
Median Salary	67,500	65,000	95,000	76,500	107,500	83,000
Median Years	14	15	13	15.5	23	24
N	14	73	27	14	10	19
West North Central						
Median Salary	*	64,000	93,000	90,000	*	100,000
Median Years	*	17	15	21	*	15
N	4	40	16	11	9	11
South Atlantic						
Median Salary	90,000	66,000	90,000	81,000	92,000	91,500
Median Years	20	17.5	8	18.5	16	21.5
N	37	86	35	13	19	52
East South Central						
Median Salary	*	63,000	*	*	*	*
Median Years	*	14	*	*	*	*
N	4	15	7	2	4	3
West South Central						
Median Salary	*	65,000	102,000	*	*	*
Median Years	*	15.5	7.5	*	*	*
N	6	42	14	4	9	7
Mountain						
Median Salary	*	61,000	*	*	*	*
Median Years	*	13.5	*	*	*	*
N	7	32	7	7	7	3
Pacific						
Median Salary	68,500	74,500	102,000	77,000	*	75,000
Median Years	11.5	15	11	18	*	18
N	16	94	26	23	9	32

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

Note: Faculty salaries are for 9-10-month periods. All others are reported for 11-12-month periods.

\* Insufficient number of respondents.

**TABLE 16.B**  
**Median Salaries Adjusted for**  
**Cost of Living in Selected Metropolitan Areas: 2001**

Metropolitan Area	Cost of Living Index	Faculty Positions			Independent Practice		
		Median Salary	Adjusted Salary	N	Median Salary	Adjusted Salary	N
Boston, MA	154.0	62,318	40,466	16	*	*	4
Champaign, IL	105.3	75,273	71,484	13	*	*	2
Dallas, TX	97.1	*	*	2	86,000	88,568	13
Dayton-Springfield, OH	96.3	*	*	4	60,000	62,305	12
Denver, CO	109.5	*	*	5	70,000	63,927	12
Hartford, CT	115.3	65,000	56,375	15	*	*	3
Houston, TX	94.8	*	*	2	120,000	126,582	13
New York, NY	232.5	57,318	24,653	26	122,500	52,688	20
Philadelphia, PA	121.1	58,000	47,855	19	102,000	84,228	19
Pittsburgh, PA	105.1	94,091	89,525	14	*	*	8
Phoenix, AZ	99.1	57,000	57,518	12	95,000	95,863	10
Raleigh, NC	101.5	77,000	75,862	14	*	*	6
Salt Lake City, UT	99.8	50,000	50,100	11	*	*	2
San Bernadino, CA	111.4	69,545	62,428	14	*	*	0
Sacramento, CA	118.6	63,000	53,120	11	*	*	6
Seattle, WA	117.0	58,818	50,272	12	87,500	74,786	20

Source: 2001 Salaries in Psychology. Research Office. American Psychological Association. 2003.

**Note:** Salaries for faculty and independent practice are reported on a 9-10-month and 11-12-month basis, respectively. Conversion from a 9-10-month to 11-12-month period can be accomplished by multiplying by 11/9. Conversion from 11-12-month salaries to 9-10-month salaries can be done by multiplying by 9/11.

Adjusted salaries are the result of dividing the median salaries by the cost of living index, and then multiplying by 100.

\* Indicates insufficient N size.

**TABLE 16.C**  
**Median Salaries for Other Selected Metropolitan Areas: 2001**

<b>Metropolitan Area</b>	<b><u>Faculty Positions</u></b>		<b><u>Independent Practice</u></b>	
	<b>Median Salary</b>	<b>N</b>	<b>Median Salary</b>	<b>N</b>
Arlington/Alexandria, VA	73,500	28	90,000	31
Chicago, IL	60,000	21	*	7
Cincinnati, OH	63,636	10	*	6
Columbus, OH	*	7	79,000	10
Detroit, MI	74,045	18	*	5
Greensboro, NC	47,000	11	*	4
Hudson Valley, NY	71,500	10	*	3
Madison, WI	88,364	11	*	2
Miami, FL	53,636	10	*	8
Minneapolis, MN	*	7	65,000	10
New Orleans, LA	47,500	10	*	0
Portland, OR	*	7	97,500	10
Pittsburgh, PA	94,091	14	*	8

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**Note:** Salaries for faculty and independent practice are reported on a 9-10-month and 11-12-month basis, respectively. Conversions from a 9-10-month to 11-12-month period can be done by multiplying by 11/9. Converting from 11-12-month salaries to 9-10-month salaries can be done by multiplying by 9/11.

The above statistics do not account for regional differences in cost of living.

Those metropolitan areas with an N less than 10 have been excluded.

\*Indicates insufficient N size.

**TABLE 16.D**  
**Median Salaries for Selected States: 2001**

<b>State</b>	<b><u>Faculty Positions</u></b>		<b><u>Independent Practice</u></b>	
	<b>Median Salary</b>	<b>N</b>	<b>Median Salary</b>	<b>N</b>
Alabama	60,000	21	67,500	12
Arizona	60,500	20	90,000	14
California	65,000	109	100,000	79
Colorado	54,636	18	70,000	18
Connecticut	62,000	27	75,000	15
Florida	55,000	47	78,000	44
Georgia	55,000	28	83,000	29
Illinois	60,273	64	90,000	29
Indiana	52,500	42	64,000	16
Iowa	60,682	24	*	5
Kansas	61,500	16	*	8
Kentucky	52,000	11	*	3
Louisiana	49,091	13	*	2
Maryland	78,545	21	92,000	24
Massachusetts	65,000	34	76,500	38
Michigan	66,045	36	78,000	32
Minnesota	57,409	16	75,000	22
Mississippi	48,727	12	*	6
Missouri	52,000	29	85,000	15
Nebraska	46,000	11	*	7
New Jersey	68,000	25	95,000	21
New York	60,000	92	90,000	61

(continued)

**TABLE 16.D (continued)**  
**Median Salaries for Selected States: 2001**

<b>State</b>	<b><u>Faculty Positions</u></b>		<b><u>Independent Practice</u></b>	
	<b>Median Salary</b>	<b>N</b>	<b>Median Salary</b>	<b>N</b>
North Carolina	63,000	42	72,000	27
Ohio	50,500	48	65,000	43
Oklahoma	45,500	18	*	3
Oregon	55,000	15	100,000	17
Pennsylvania	59,727	83	85,000	50
South Carolina	45,500	14	*	2
Tennessee	60,455	28	90,000	13
Texas	49,091	55	85,500	52
Utah	60,000	15	*	3
Virginia	67,773	38	65,000	17
Washington	55,000	21	85,000	35
West Virginia	52,000	12	*	3
Wisconsin	61,364	29	60,500	14

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**Note: Salaries for faculty and independent practice are reported on a 9-10-month and 11-12-month basis, respectively. Conversions from a 9-10-month to 11-12-month period can be done by multiplying by 11/9. Converting from 11-12-month salaries to 9-10-month salaries can be done by multiplying by 9/11.**

**These statistics do not account for regional differences in cost of living.**

**The states of Alaska, Arkansas, Delaware, District of Columbia, Hawaii, Idaho, Maine, Montana, Nevada, New Hampshire, New Mexico, North Dakota, Rhode Island, South Dakota, Vermont, and Wyoming have been excluded due to an insufficient N size.**

**\*Indicates insufficient N size.**

## 17. IMPACTS OF MANAGED CARE ON NET INCOME SINCE 2000

This section addresses the impact that managed care and other changes in the health care system have had on net income in 2000-2001 for doctoral-level, independent practitioners. "Independent practitioners," in this case, primarily refers to licensed clinical, counseling, and school psychologists who are involved in full-time individual, group, or medical-psychological group practices.

Table 17.A illustrates, by years of experience, the percentage of independent practitioners who have experienced a salary increase or decrease as a result of managed care, and those who have not experienced any noticeable flux in income. The single largest proportion of independent practitioners reported no impact (46%) in salary due to changes in the health care system in 2001. Roughly 8% of independent practitioners reported an increase in salary, while approximately 45% claimed their salary decreased as a result of the changes in the health care system. This represents a slight departure from the reported impact that managed care had on salaries in 1999. The majority (53%) of independent practitioners in 1999 reported that managed care impacted their salaries negatively. The percent of psychologists reporting negative impacts from managed care has declined 8%, down from 53% in 1999 to 45% in 2001. In general, those practitioners with more experience were more apt to report negative impacts due to managed care. Nearly half of those practitioners who had over 10 years of experience in 2001 reported a decrease in income in 2001, whereas just over a third of practitioners with 5-10 years of experience revealed that they were earning considerably less than the previous year.

Table 17.B presents the actual percentage of change in net income as a result of managed care. The reported percentage change decrease in net income is greater for independent practitioners with more years of experience. The percentage change decrease in net income has widened from 4% reported in 1999 to 15% in 2001 for independent practitioners with more experience. Overall, independent practitioners underwent a median decrease or a median increase in net income of 15% and 10%, respectively.

In comparison, the impacts of changes in the health care system on salary since 2000-2001 are fairly similar to the changes reported for previous years. The only marked difference is that the negative impact of managed care on salaries appears to be declining. Furthermore, for the most part, the percentage change in income since 2000-2001 was also comparable to those reported in previous years, with the exception of percentage change decrease in net income for independent practitioners with more experience. The slight differences that exist between 2000-2001 and previous years do not appear to be substantive.

**TABLE 17.A**  
**Impacts of Managed Care on Net Income for**  
**Licensed, Doctoral-level, Full-time Independent Practitioners: 2001**

<b>Years of Experience</b>	<b>No Measurable Impact</b>	<b>Increased Salary</b>	<b>Decreased Salary</b>
0 - 4 Years	61.1 N = 11	11.1 N = 2	11.1 N = 2
5 - 10 Years	56.4 N = 53	5.3 N = 5	36.2 N = 34
11+ Years	43.9 N = 289	8.5 N = 56	46.7 N = 307
Total	45.8 N = 353	8.2 N = 63	44.5 N = 343

**Source: 2001 Salaries in Psychology. Research Office. American Psychological Association. 2003.**

**Note:** "Independent practitioners" refers to active licensed clinical, counseling, and school psychologists.

**TABLE 17.B**  
**Percentage of Change in Net Income as a Result of Managed Care for**  
**Licensed, Doctoral-level, Full-time Independent Practitioners: 2001**

<b>Years of Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
0 - 4 Years						
Increase	-	-	-	-	-	2
Decrease	-	-	-	-	-	2
5 - 10 Years						
Increase	19	8	28	18	11	4
Decrease	10	10	20	13	10	34
11+ Years						
Increase	10	9	25	16	15	56
Decrease	15	10	20	15	10	305
Total						
Increase	10	8	26	17	15	62
Decrease	15	10	20	15	10	341

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**Note:** "Independent practitioners" refers to active licensed clinical, counseling, and school psychologists.

**Note:** Ns are too small to warrant computing summary stats for 0-4 years of experience.

## 18. TOTAL ANNUAL EARNED INCOME

The information in the preceding sections of this report was based on net income from respondents' primary employment positions after office expenses. Respondents were also asked to report information on their total gross annual earned income from all professional activities, including full-time and part-time positions, summer teaching or research, and other supplementary income. Eighty-two percent of respondents provided data for this item. Analyses excluded those respondents who indicated they were not currently employed, were over 65 years of age, or were not currently U.S. residents.

The overall median annual earned income for all doctoral-level respondents in 2001 was \$72,000. For all master's-level respondents, the overall median annual earned income was \$55,000 in 2001.

Tables 18.A and 18.B summarize the data for respondents by primary position type and years of work experience. No data are reported when *N* is less than 10. Table 18.A summarizes the data for full-time doctoral-level respondents. Respondents working in Applied positions reported the highest overall median earned income at \$112,000, followed by respondents working in Applied positions who identified industrial/organizational psychology as their major subfield (\$100,000).

Table 18.B summarizes the data in this category for master's-level respondents. There were several positions where there were too few respondents to generate statistics when the positions were examined by years of work experience. Overall, respondents working in Educational positions reported the greatest overall median earned income at \$75,000.

Table 18.C summarizes the data in this category by employment pattern, highest degree earned, and years of work experience. The overall median annual earned income for master's-level respondents and doctoral-level respondents working in single full-time positions in 2001 was \$58,000 and \$74,000, respectively. The second pattern, "independent practice" included anyone working full time in individual private practice, group psychological practice, and medical/psychological group practice, or independent consulting. The overall median annual earned income for this group at the master's level was \$73,000, and \$100,000 at the doctoral level. Respondents who identified themselves as self-employed, working full time but *not* in private practice reported an overall median annual earned income of \$94,000 at the master's level and \$100,000 at the doctoral level in 2001. Respondents were defined as working part time based on the number of hours per week spent working in one's primary position. Master's-level respondents working in part-time positions reported an overall median annual earned income of \$44,500, and part-time, doctoral-level respondents reported an overall median annual earned income of \$60,000.

Lastly, Table 18.D provides an overview of the data on total annual earned income for respondents engaged in all professional activities by highest degree earned and years of work experience.

**Table 18.A**  
**Total Annual Earned Income for Full-time Doctoral-level Respondents by Primary**  
**Position Type and Years of Work Experience: 2001**

	Median	Q1	Q3	Mean	SD	N
<b>Faculty Positions</b>						
0 - 1 years	49,000	35,200	60,000	50,905	12,577	42
2 - 4 years	50,000	39,000	58,000	54,632	27,784	269
5 - 9 years	55,000	42,000	68,000	61,823	31,875	316
10 - 14 years	65,000	46,500	85,000	70,693	25,139	244
15 - 19 years	75,000	46,000	92,500	79,813	31,135	225
20 - 24 years	84,000	53,000	115,000	96,285	48,069	253
25 - 29 years	90,000	57,000	110,000	96,583	45,032	235
30 + years	93,000	63,400	127,500	109,546	56,436	205
<b>Educational Administration</b>						
0 - 1 years						2
2 - 4 years						4
5 - 9 years	70,000	56,500	90,500	89,118	58,980	17
10 - 14 years	72,000	48,250	99,000	78,875	31,920	16
15 - 19 years	85,000	72,500	101,250	90,278	25,920	18
20 - 24 years	101,500	81,500	125,500	107,105	33,443	38
25 - 29 years	99,500	79,500	126,250	107,476	44,999	42
30 + years	110,000	93,000	155,000	128,205	54,673	39
<b>Research Positions</b>						
0 - 1 years	45,500	32,500	62,750	51,250	20,039	20
2 - 4 years	55,000	47,000	65,000	56,317	13,186	63
5 - 9 years	69,000	52,000	84,000	68,930	19,596	43
10 - 14 years	79,500	70,500	106,500	85,200	38,200	20
15 - 19 years	75,000	66,250	89,750	78,900	24,944	20
20 - 24 years	90,000	78,500	121,000	112,560	85,455	25
25 - 29 years	98,000	55,000	105,000	90,467	37,489	15
30 + years	109,000	76,000	140,500	119,769	60,820	13
<b>Research Administration</b>						
0 - 1 years						3
2 - 4 years	59,500	51,000	67,250	60,917	12,573	12
5 - 9 years	75,000	52,750	100,750	78,773	31,794	22
10 - 14 years	84,500	71,000	109,500	88,750	22,664	16
15 - 19 years	83,000	78,000	100,000	91,700	22,809	10
20 - 24 years	100,000	81,000	150,000	117,538	48,631	13
25 - 29 years	105,500	95,000	163,750	128,056	50,406	18
30 + years	115,000	87,500	133,500	115,857	30,166	14

(continued)

**Table 18.A**  
**Total Annual Earned Income for Full-time Doctoral-level Respondents by Primary**  
**Position Type and Years of Work Experience: 2001**

	Median	Q1	Q3	Mean	SD	N
Direct Human Services:						
Clinical						
0 - 1 years						6
2 - 4 years	56,000	43,500	70,000	59,841	21,478	44
5 - 9 years	67,000	55,500	81,000	74,368	29,105	125
10 - 14 years	75,000	63,000	108,000	96,196	62,557	163
15 - 19 years	93,000	73,500	120,000	101,290	43,196	193
20 - 24 years	100,000	75,000	140,000	117,916	65,835	214
25 - 29 years	97,000	70,000	130,000	109,740	54,209	131
30 + years	100,000	75,000	140,000	120,714	71,480	91
Counseling						
0 - 1 years						1
2 - 4 years						6
5 - 9 years	62,000	50,000	95,000	75,977	33,893	43
10 - 14 years	71,500	57,750	89,250	78,083	28,797	72
15 - 19 years	84,000	73,500	107,500	98,649	50,534	57
20 - 24 years	75,000	64,000	123,750	95,962	46,558	52
25 - 29 years	90,000	63,500	108,000	96,722	50,890	36
30 + years	84,000	66,750	128,750	105,036	56,516	28
School						
2 - 4 years						2
5 - 9 years						9
10 - 14 years	73,000	56,250	97,750	79,750	30,610	16
15 - 19 years	83,500	70,000	106,750	92,400	32,721	20
20 - 24 years	82,000	70,000	105,000	91,217	33,310	23
25 - 29 years	80,000	70,000	95,000	84,042	18,665	24
30 + years	77,000	63,000	115,000	86,000	28,968	15
Other Psych						
2 - 4 years						7
5 - 9 years	66,000	55,000	110,000	102,947	107,110	19
10 - 14 years	87,000	68,000	102,500	99,069	53,850	29
15 - 19 years	90,000	69,500	122,500	103,756	51,963	41
20 - 24 years	95,000	70,000	118,000	102,897	44,162	39
25 - 29 years	77,500	66,500	114,750	95,800	53,648	30
30 + years	75,000	64,000	90,000	85,926	33,355	27

(continued)

**Table 18.A**  
**Total Annual Earned Income for Full-time Doctoral-level Respondents by Primary**  
**Position Type and Years of Work Experience: 2001**

	Median	Q1	Q3	Mean	SD	N
Direct Human Services (continued):						
Administration of Human Services						
0 - 1 years						7
2 - 4 years	56,500	45,000	69,250	57,827	16,348	52
5 - 9 years	65,000	53,000	75,000	66,272	17,737	92
10 - 14 years	69,000	59,000	86,000	74,315	28,210	73
15 - 19 years	80,000	67,000	95,000	85,181	29,575	83
20 - 24 years	80,000	66,000	100,000	86,084	29,524	95
25 - 29 years	89,000	71,000	103,000	93,632	43,331	87
30 + years	92,500	75,500	128,750	105,944	47,687	36
Applied Psychology Positions:						
Industrial/Organizational						
0 - 1 years						4
2 - 4 years	72,500	62,250	96,250	78,091	21,017	22
5 - 9 years	90,000	70,000	106,250	97,947	40,792	38
10 - 14 years	117,000	90,000	150,000	122,760	43,001	25
15 - 19 years	105,000	92,000	150,000	122,000	42,778	13
20 - 24 years	187,500	125,000	250,000	203,111	114,686	18
25 - 29 years	125,000	85,000	300,000	174,737	119,576	19
30 + years	150,000	100,000	500,000	228,182	178,889	11
Other Psychology						
0 - 1 years						2
2 - 4 years	57,500	48,000	88,750	64,600	24,019	10
5 - 9 years	85,000	65,750	101,250	98,071	66,117	14
10 - 14 years	85,500	75,000	102,750	100,909	54,036	22
15 - 19 years	100,000	73,500	151,000	120,923	65,813	13
20 - 24 years	100,000	73,750	170,000	131,115	93,768	26
25 - 29 years	140,000	89,250	237,500	159,875	91,634	16
30 + years	98,500	64,000	128,750	115,083	77,217	12
Administration of Applied Psychology						
0 - 1 years						2
2 - 4 years						5
5 - 9 years	100,000	76,500	122,000	99,538	28,462	13
10 - 14 years	92,000	60,000	130,000	104,818	54,682	11
15 - 19 years	108,500	83,500	147,500	113,750	35,466	12
20 - 24 years	120,000	112,750	192,750	166,750	111,506	12
25 - 29 years	130,000	96,500	175,000	160,333	103,270	21
30 + years	155,000	102,000	275,000	177,833	90,061	12

(continued)

**Table 18.A**  
**Total Annual Earned Income for Full-time Doctoral-level Respondents by Primary**  
**Position Type and Years of Work Experience: 2001**

	Median	Q1	Q3	Mean	SD	N
<b>Other Administrative Positions</b>						
0 - 1 years						1
2 - 4 years	63,000	50,250	92,500	73,778	30,050	18
5 - 9 years	75,500	61,750	98,500	80,056	25,073	18
10 - 14 years	67,000	58,500	83,500	69,538	14,914	13
15 - 19 years	94,000	78,500	114,500	106,880	43,822	25
20 - 24 years	102,000	84,000	167,500	140,780	97,941	41
25 - 29 years	107,500	90,250	163,750	128,115	63,205	26
30 + years	105,000	86,000	147,500	142,571	132,383	21
<b>Other positions</b>						
0 - 1 years						6
2 - 4 years	57,500	49,250	73,750	65,875	25,573	16
5 - 9 years	62,000	52,000	78,750	70,000	29,937	40
10 - 14 years	75,000	60,000	88,000	77,400	25,892	35
15 - 19 years	95,000	72,000	125,000	99,304	29,335	23
20 - 24 years	93,000	74,000	117,250	101,235	30,910	34
25 - 29 years	110,000	85,750	128,750	117,458	18,363	24
30 + years	94,000	80,000	134,000	110,161	29,547	31

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**Table 18.B**  
**Total Annual Earned Income for Full-time Master's-level Respondents by Primary**  
**Position Type and Years of Work Experience: 2001**

	Median	Q1	Q3	Mean	SD	N
Faculty Positions						
0 - 1 years						3
2 - 4 years						6
5 - 9 years	52,500	42,000	74,000	57,667	22,223	12
10 - 14 years						9
15 - 19 years	59,000	44,250	76,250	67,500	35,557	14
20 - 24 years						6
25 - 29 years						7
30 + years						7
Educational Administration						(insufficient <u>N</u> to generate statistics)
Research Positions						(insufficient <u>N</u> to generate statistics)
Research Administration						(insufficient <u>N</u> to generate statistics)
Direct Human Services:						
Clinical						
0 - 1 years						7
2 - 4 years	37,000	32,000	47,000	40,258	13,292	31
5 - 9 years	45,000	37,500	63,000	54,483	28,259	29
10 - 14 years	55,000	39,000	60,000	57,550	29,305	20
15 - 19 years	52,000	43,000	72,500	60,586	25,452	29
20 - 24 years	65,000	45,000	85,000	67,444	27,285	27
25 - 29 years	65,000	50,000	76,000	63,828	17,698	29
30 + years	74,500	58,750	102,500	93,909	62,525	22
Counseling						
0 - 1 years						4
2 - 4 years	34,000	30,000	40,000	35,048	6,160	21
5 - 9 years	46,000	33,750	52,250	47,654	16,497	26
10 - 14 years	50,000	40,000	68,000	57,737	26,789	19
15 - 19 years	54,000	43,000	78,000	58,467	20,777	15
20 - 24 years						7
25 - 29 years						7
30 + years						2

(continued)

**Table 18.B**  
**Total Annual Earned Income for Full-time Master's-level Respondents by Primary**  
**Position Type and Years of Work Experience: 2001**

	Median	Q1	Q3	Mean	SD	N
Direct Human Services (continued):						
School						
0 - 1 years						2
2 - 4 years	46,000	39,500	59,250	47,357	9,394	14
5 - 9 years	49,000	44,250	64,750	53,313	11,892	16
10 - 14 years						8
15 - 19 years						9
20 - 24 years	68,500	63,250	75,000	68,083	11,689	12
25 - 29 years	76,500	53,000	85,500	71,000	19,135	14
30 + years	64,000	60,000	76,000	71,636	20,651	11
Other Psych						(insufficient <u>N</u> to generate statistics)
Administration of Human Services						
0 - 1 years						1
2 - 4 years						7
5 - 9 years	50,000	44,500	73,500	57,615	16,791	13
10 - 14 years	55,500	42,750	76,750	69,192	43,697	26
15 - 19 years	53,000	48,000	70,000	61,333	21,895	15
20 - 24 years	62,000	51,500	75,000	64,077	16,065	13
25 - 29 years	70,000	56,500	78,500	69,118	14,159	17
30 + years						9
Applied Psychology Positions:						
Industrial/Organizational						
0 - 1 years						2
2 - 4 years	55,000	50,000	63,500	57,381	12,901	21
5 - 9 years	68,000	52,000	75,000	67,261	19,219	23
10 - 14 years						6
15 - 19 years						8
20 - 24 years						2
25 - 29 years						4
30 + years						4
Other Psychology						(insufficient <u>N</u> to generate statistics)
Administration of Applied Psychology						(insufficient <u>N</u> to generate statistics)

(continued)

**Table 18.B**  
**Total Annual Earned Income for Full-time Master's-level Respondents by Primary**  
**Position Type and Years of Work Experience: 2001**

	Median	Q1	Q3	Mean	SD	N
<b>Other Administrative Positions</b>						
0 - 1 years						1
2 - 4 years						7
5 - 9 years						8
10 - 14 years						7
15 - 19 years						6
20 - 24 years						8
25 - 29 years	75,000	60,000	97,000	84,273	31,815	11
30 + years						7
<b>Other positions</b>						
0 - 1 years						5
2 - 4 years						9
5 - 9 years	40,000	32,500	62,000	47,000	22,302	17
10 - 14 years	62,000	37,250	100,000	67,250	29,323	12
15 - 19 years	62,000	49,250	98,750	70,550	30,780	20
20 - 24 years						7
25 - 29 years	72,000	57,500	98,750	78,917	24,235	12
30 + years						9

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**Table 18.C**  
**Total Annual Earned Income by Employment Pattern, Highest Degree Earned, and**  
**Years of Work Experience: 2001**

	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Single full-time employment position</b>						
<b>Master's</b>						
0 - 1 years	40,000	32,000	50,000	43,484	16,870	31
2 - 4 years	41,000	34,750	53,500	45,542	15,184	142
5 - 9 years	50,000	41,000	68,750	55,349	20,680	172
10 - 14 years	55,000	44,750	75,750	67,441	40,371	118
15 - 19 years	62,000	48,000	80,000	69,961	35,076	127
20 - 24 years	70,000	56,500	80,000	72,474	26,378	97
25 - 29 years	74,000	56,000	88,500	80,487	41,304	117
30 + years	75,000	60,000	100,000	93,725	61,517	91
<b>Doctorate</b>						
0 - 1 years	48,000	40,000	58,000	49,411	15,440	190
2 - 4 years	52,000	45,000	63,000	57,672	23,993	850
5 - 9 years	62,000	51,000	77,000	69,843	34,596	1,033
10 - 14 years	72,000	60,000	94,250	82,285	41,292	866
15 - 19 years	81,000	65,000	105,000	91,041	39,762	850
20 - 24 years	90,000	70,000	120,000	106,339	61,047	954
25 - 29 years	92,000	70,000	120,000	104,698	56,969	786
30 + years	95,000	75,000	130,000	115,428	68,825	573
<b>Full-time independent practice</b>						
<b>Master's</b>						
0 - 1 years						3
2 - 4 years						7
5 - 9 years	51,000	40,000	85,000	61,813	37,671	16
10 - 14 years	60,000	45,000	100,000	72,273	33,237	22
15 - 19 years	75,000	60,000	96,000	78,741	29,559	27
20 - 24 years	82,500	66,750	95,750	84,136	28,980	22
25 - 29 years	73,500	64,750	98,500	80,192	28,021	26
30 + years	85,000	52,000	136,000	106,400	73,803	15
<b>Doctorate</b>						
0 - 1 years	55,000	46,000	71,250	56,200	17,650	10
2 - 4 years	65,000	50,000	85,000	73,403	34,258	67
5 - 9 years	80,000	60,000	120,000	92,102	54,751	118
10 - 14 years	95,000	70,000	125,000	107,901	64,175	171
15 - 19 years	100,000	78,500	125,000	109,477	49,580	220
20 - 24 years	108,000	80,000	150,000	126,117	63,939	223
25 - 29 years	100,000	75,000	150,000	117,721	59,196	136
30 + years	120,000	80,000	160,500	131,108	72,540	93

(continued)

**Table 18.C**  
**Total Annual Earned Income by Employment Pattern, Highest Degree Earned, and**  
**Years of Work Experience: 2001**

	Median	Q1	Q3	Mean	SD	N
Self-employed full-time (Not private practice)						
Master's						
0 - 1 years						1
2 - 4 years	57,000	50,000	75,000	61,846	15,550	13
5 - 9 years	63,000	50,000	77,500	66,462	18,091	13
10 - 14 years	68,500	42,250	185,000	101,667	80,152	6
15 - 19 years						2
20 - 24 years						8
25 - 29 years						6
30 + years						8
Doctorate						
0 - 1 years						3
2 - 4 years	72,000	65,000	100,000	83,048	35,507	21
5 - 9 years	102,500	68,500	137,750	116,875	60,816	32
10 - 14 years	122,500	90,000	159,500	132,571	50,841	28
15 - 19 years	105,000	75,500	155,000	115,292	51,615	24
20 - 24 years	187,500	96,250	240,000	195,611	125,988	36
25 - 29 years	130,000	90,000	217,500	169,162	108,724	37
30 + years	175,000	115,250	277,500	196,077	121,046	26
Employed part-time						
Master's						
0 - 1 years						6
2 - 4 years	31,000	22,000	55,000	39,087	26,521	23
5 - 9 years	35,500	23,750	50,000	36,088	15,822	34
10 - 14 years	47,500	30,000	59,000	54,105	37,484	38
15 - 19 years	52,000	32,500	63,500	61,857	46,783	21
20 - 24 years	44,000	35,000	62,750	53,208	28,081	24
25 - 29 years	58,000	29,500	64,250	50,583	20,174	12
30 + years	78,500	50,750	120,000	94,417	68,645	12
Doctorate						
0 - 1 years	37,500	25,000	51,000	38,620	19,611	50
2 - 4 years	40,000	28,000	60,000	44,262	29,289	145
5 - 9 years	50,000	35,000	66,000	56,790	45,629	167
10 - 14 years	54,000	39,250	80,000	59,713	32,760	164
15 - 19 years	60,500	45,000	83,250	68,127	40,867	126
20 - 24 years	75,000	55,750	97,250	80,263	45,668	152
25 - 29 years	81,000	60,000	100,000	86,268	44,405	123
30 + years	80,000	50,000	108,750	86,240	53,222	104

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**Table 18.D**  
**Total Annual Earned Income by Highest Degree Earned and Years of Work**  
**Experience (All Professional Activities): 2001**

	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Master's</b>						
0 - 1 years	40,000	32,000	50,000	43,484	16,870	31
2 - 4 years	41,000	34,750	53,500	45,542	15,184	142
5 - 9 years	50,000	41,000	68,750	55,349	20,680	172
10 - 14 years	55,000	44,750	75,750	67,441	40,371	118
15 - 19 years	62,000	48,000	80,000	69,961	35,076	127
20 - 24 years	70,000	56,500	80,000	72,474	26,378	97
25 - 29 years	74,000	56,000	88,500	80,487	41,304	117
30 + years	75,000	60,000	100,000	93,725	61,517	91
<b>Doctorate</b>						
0 - 1 years	48,000	58,000	40,000	49,411	15,440	190
2 - 4 years	52,000	63,000	45,000	57,672	23,993	850
5 - 9 years	62,000	77,000	51,000	69,843	34,596	1,033
10 - 14 years	72,000	94,250	60,000	82,285	41,292	866
15 - 19 years	81,000	105,000	65,000	91,041	39,762	850
20 - 24 years	90,000	120,000	70,000	106,339	61,047	954
25 - 29 years	92,000	120,000	70,000	104,698	56,969	786
30 + years	95,000	130,000	75,000	115,428	68,825	573

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

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**APPENDIX A**

Instrument

APPENDIX B  
States Comprising Geographic Regions in the United States

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

## APPENDIX C

## Characteristics of the Population, Respondents and Nonrespondents to the 2001 APA Salary Survey

	Respondents		Nonrespondents		Total Sample		Population	
	N	%	N	%	N	%	N	%
N=	10,082	100.0	9,942	100.0	20,000	100.0	83,096	100.0
<b>Current Major Field</b>								
Child Clinical	453	4.5	320	3.2	772	3.9	2,093	2.5
Clinical	3,418	33.9	3,101	31.2	6,510	32.6	40,409	48.6
Counseling Psychology	1,536	15.2	1,373	13.8	2,908	14.5	9,162	11.0
Geropsychology	41	0.4	25	0.3	66	0.3	234	0.3
Health	196	1.9	185	1.9	380	1.9	1,095	1.3
School	637	6.3	506	5.1	1,139	5.7	3,303	4.0
Cognitive	147	1.5	117	1.2	263	1.3	818	1.0
Community	127	1.3	110	1.1	237	1.2	696	0.8
Comparative	13	0.1	6	0.1	19	0.1	69	0.1
General/Methods & Systems	132	1.3	136	1.4	268	1.3	914	1.1
Developmental	436	4.3	359	3.6	794	4.0	2,477	3.0
Educational	275	2.7	261	2.6	536	2.7	1,906	2.3
Environmental	9	0.1	12	0.1	21	0.1	68	0.1
Experimental	196	1.9	154	1.5	350	1.8	1,329	1.6
Industrial/Organizational	586	5.8	733	7.4	1,319	6.6	3,502	4.2
Neuroscience	77	0.8	78	0.8	155	0.8	446	0.5
Personality	43	0.4	52	0.5	95	0.5	449	0.5
Physiological/Psychobiology	59	0.6	66	0.7	124	0.6	399	0.5
Psychopharmacology	32	0.3	25	0.3	57	0.3	175	0.2
Quantitative/Mathematical/ Psychometrics/Statistics	76	0.8	84	0.8	160	0.8	502	0.6
Social	384	3.8	294	3.0	676	3.4	2,225	2.7
Other fields	518	5.2	1,910	19.0	1,048	5.1	5,108	6.1
Not specified	691	6.9	35	0.4	2,103	10.5	5,717	6.9
<b>Highest Degree</b>								
Ph.D.	7,198	71.4	6,200	62.4	13,379	66.9	62,803	75.6
Ed.D.	360	3.6	378	3.8	737	3.7	3,740	4.5
Psy.D.	763	7.6	642	6.5	1,405	7.0	6,065	7.3
Other Doctorate	295	2.9	788	7.9	1,084	5.4	3,528	4.3
Master's	1,401	13.9	1,887	19.0	3,286	16.4	5,377	6.5
Unspecified/Other Degree	65	0.6	6	0.1	13	0.1	1,583	1.9
<b>Licensed/Certified</b>	4543	45.1	4,048	40.7	8,578	42.9	49,332	59.4
<b>Sex</b>								
Men	4,603	45.7	4,680	47.1	9,278	46.4	42,685	51.4
Women	5,051	50.1	5,029	50.6	10,075	50.4	40,406	48.6
<b>Region</b>								
New England	776	7.7	935	9.4	1,702	8.5	7,349	8.8
Middle Atlantic	1,946	19.3	2,222	22.3	4,147	20.7	16,764	20.2
East North Central	1,462	14.5	1,472	14.8	2,928	14.6	11,649	14.0
West North Central	734	7.3	556	5.6	1,288	6.4	4,626	5.6
South Atlantic	1,685	16.7	1,518	15.3	3,198	15.9	13,130	15.8
East South Central	359	3.6	324	3.3	683	3.4	2,646	3.2
West South Central	632	6.3	618	6.2	1,247	6.2	4,674	5.6
Mountain	514	5.1	513	5.2	1,027	5.1	4,557	5.5
Pacific	1,475	14.6	1,533	15.4	3,006	15.0	14,109	17.0
Unspecified/Other	499	4.9	251	2.5	774	3.9	3,578	4.3

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

Note: Column percentages may not total to 100.0% due to rounding.