

Yesterday, Today, and Tomorrow Careers in Psychology: 2004 What Students Need to Know

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AMERICAN
PSYCHOLOGICAL
ASSOCIATION

Data Source	Agency	Web Location
Doctorate employment survey	American Psychological Association (APA)	http://research.apa.org
Faculty salaries survey	APA	http://research.apa.org/facsalreports.html
Master's, specialist's, and related degrees employment survey	APA	http://research.apa.org/mes2002contents.html
Salaries in psychology	APA	http://research.apa.org/salsurv.html
Survey of graduate departments of psychology	APA/Council of Graduate Departments of Psychology (COGDOP)	http://research.apa.org/9899graduate.html
The Integrated Postsecondary Education Data System (IPEDS)	U.S. Department of Education	http://nces.ed.gov/ipeds/
Survey of earned doctorates ¹	National Opinion Research Center (NORC)	http://www.norc.org/issues/sed-2002.pdf
SESTAT	National Science Foundation (NSF)	http://srsstats.sbe.nsf.gov/
Graduate students and postdoctorates in science and engineering	NSF	http://www.nsf.gov/sbe/srs/sgss/start.htm
National survey of recent college graduates	NSF	http://www.nsf.gov/sbe/srs/snsrsg/start.htm
Science and engineering doctorate awards	NSF	http://www.nsf.gov/sbe/srs/ssed/start.htm
Survey of doctorate recipients ²	NSF	http://www.nsf.gov/sbe/srs/ssdr/start.htm http://www.norc.org/issues/edudev5.asp

(1) Survey of Earned Doctorates is supported by the National Science Foundation (NSF), the National Institutes of Health (NIH), the U.S. Department of Education (USED), the National Endowment for Humanities (NEH), the U.S. Department of Agriculture (USDA), and the National Aeronautics and Space Administration (NASA). The National Opinion Research Center (NORC) is responsible for the survey.

(2) NORC conducts the Survey of Doctorate Recipients for NSF and NIH.

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Overview

Demographic Shifts

Education

Employment

Finding a Job

Demographic Shifts

Demographic Shifts in Psychology

Women	<u>%</u>	<u>%</u>
% among BAs ¹ : 1971 & 2002	46.0	77.5
% among graduate enrollments ² : 1977 & 2001	47.0	74.0
% among new doctorates ³ : 1976 & 2001	33.0	71.4
% among PhDs in workforce ⁴ : 1973 & 2001	20.0	47.9
People of Color		
% among BAs ¹ : 1976 & 2002	11.6	24.3
% among graduate enrollments ² : 1980 & 2001	11.8	22.5
% among new doctorates ³ : 1977 & 2001	7.5	15.7
% among PhDs in workforce ⁴ : 1973 & 2001	2.0	9.6

Sources: (1) IPEDS, US Department of Education. (2) Graduate Students and Postdoctorates in Science and Engineering, NSF. (3) Doctorate Employment Survey, APA. (4) Survey of Doctorate Recipients, NSF. Compiled by the APA Research Office, March 2004.

Note. PsyDs are included in doctoral counts from Doctorate Employment Survey (APA).

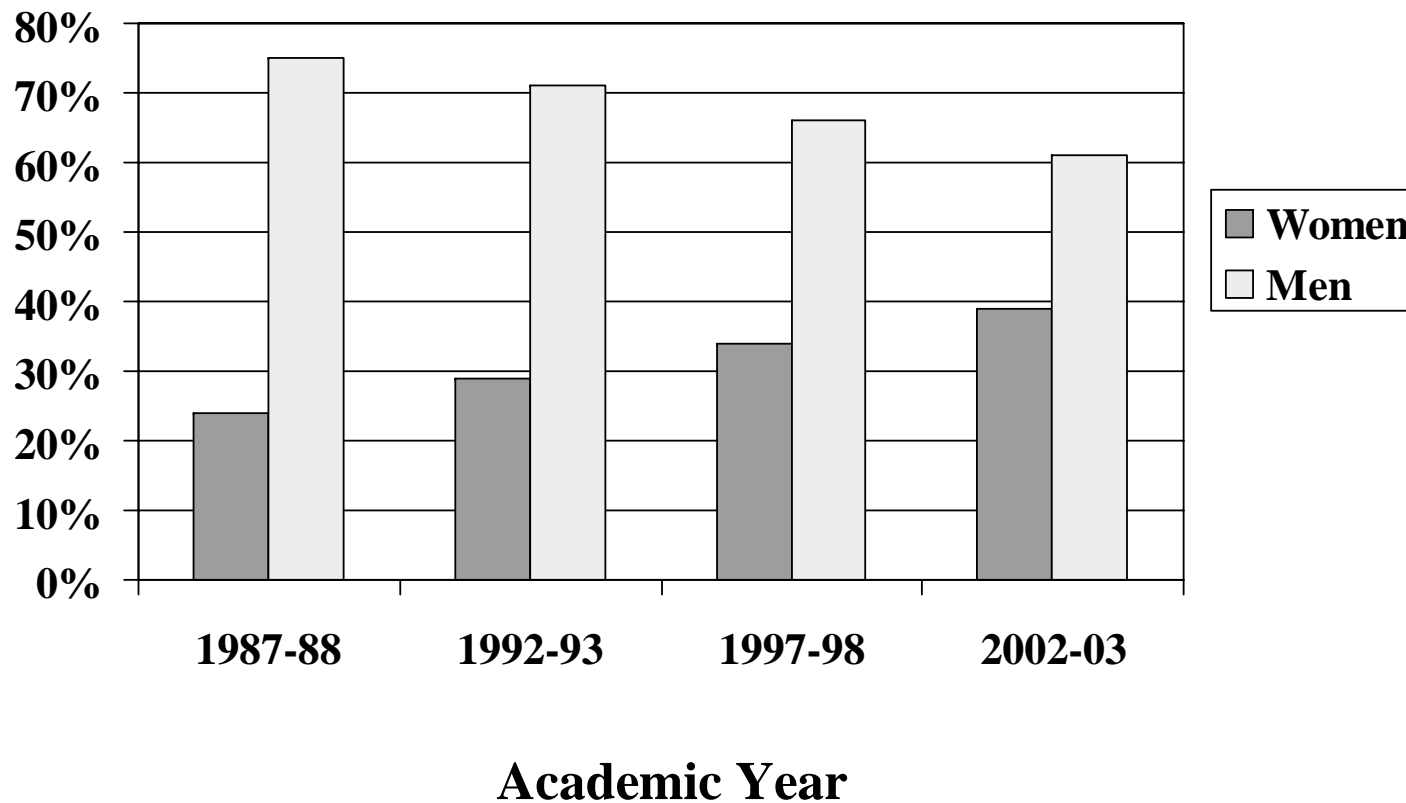
Characteristics of Recent Doctorates in Psychology: 2001

% Female	71%
% Minority	16%
Median Age	33.0 years
Mean Age	35.4 years
% under 35	60%
% in health service provider subfields	71%
% in research/other subfields	28%

Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, March 2004.

Note. Includes PsyDs.

Gender of Faculty in U.S. Graduate Departments of Psychology by Academic Year



Source: Faculty Salary Survey, selected years. APA. Compiled by APA Research Office, March 2004.

Note. Includes PsyDs.

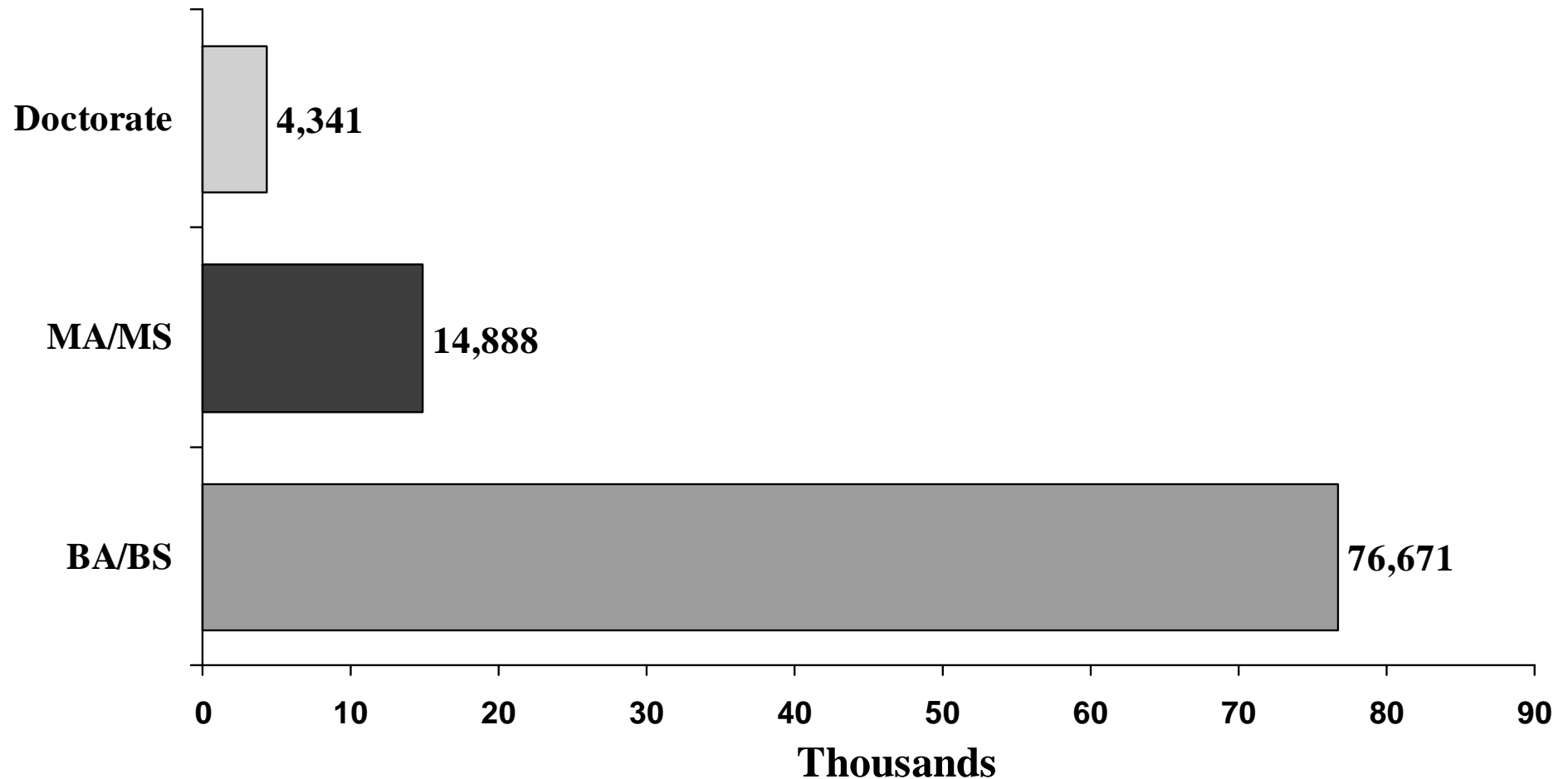
Education

Degrees Awarded

Sources of Support

Levels of Debt

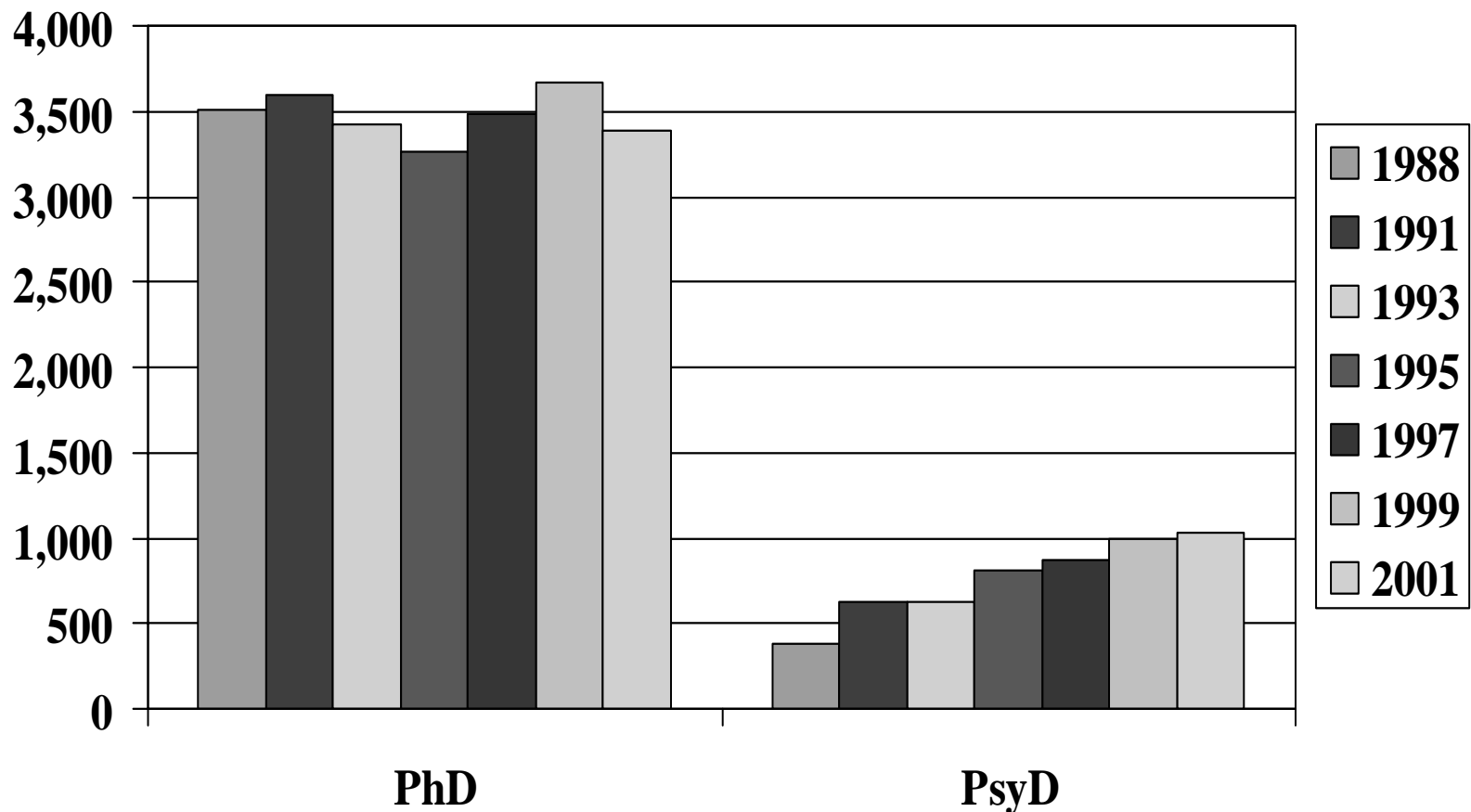
Number of Psychology Degrees Conferred by Level of Degree: 2002



Source: US Department of Education, National Center for Education Statistics. Integrated Postsecondary Data System (IPEDS), "Completion" Survey.

Note. Doctorate degree includes PsyDs.

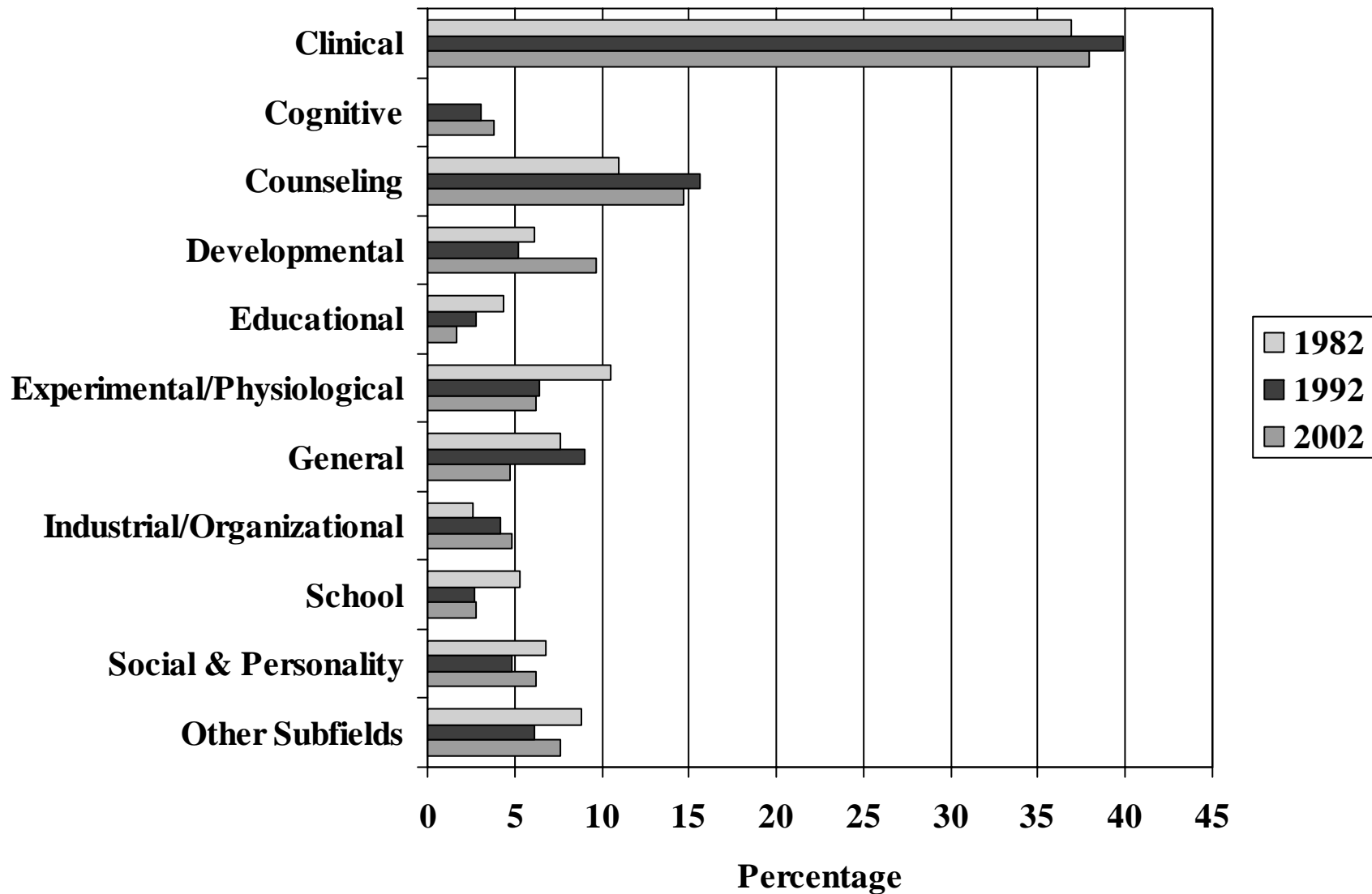
Number of PhDs and PsyDs Awarded in Psychology



Source: Data on PsyDs are from APA's Graduate Study in Psychology. Data on PhDs are drawn from NRC/NORC Survey of Earned Doctorates, and APA Graduate Study in Psychology. Compiled by APA Research Office, March 2004.

Note. Data on PsyDs represent an undercount as several departments did not report number of PsyDs awarded.

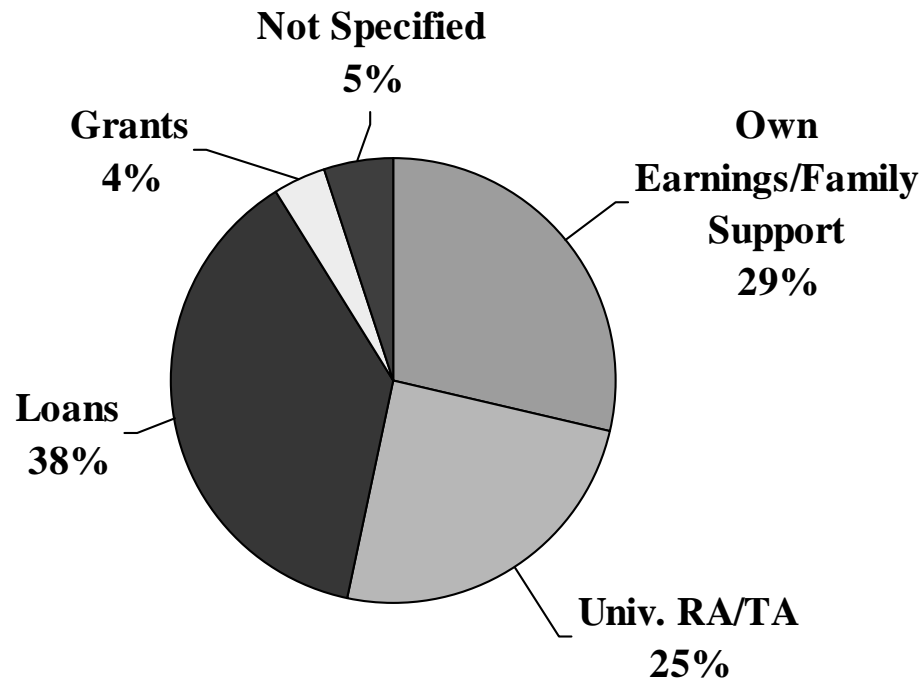
Degree Fields of Psychology PhDs Awarded in 1982-2002



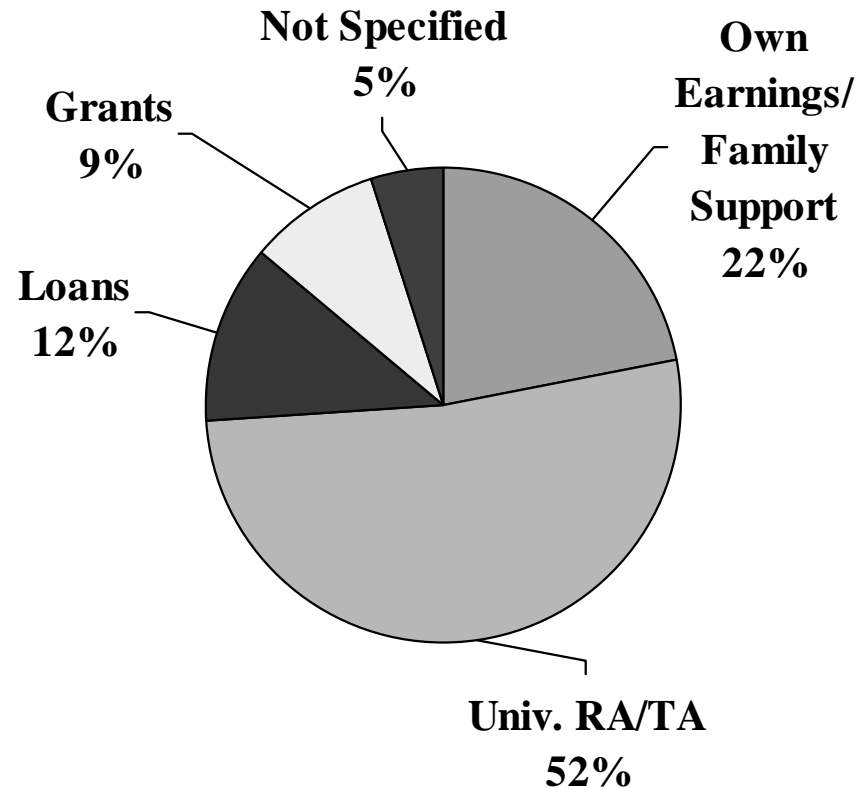
Source: Survey of Earned Doctorates, selected years. National Science Foundation. Compiled by APA Research Office, March 2004.

Primary Sources of Financial Support by Broad Subfield for Recent Doctorates in Psychology: 2001

Health Service Provider Fields



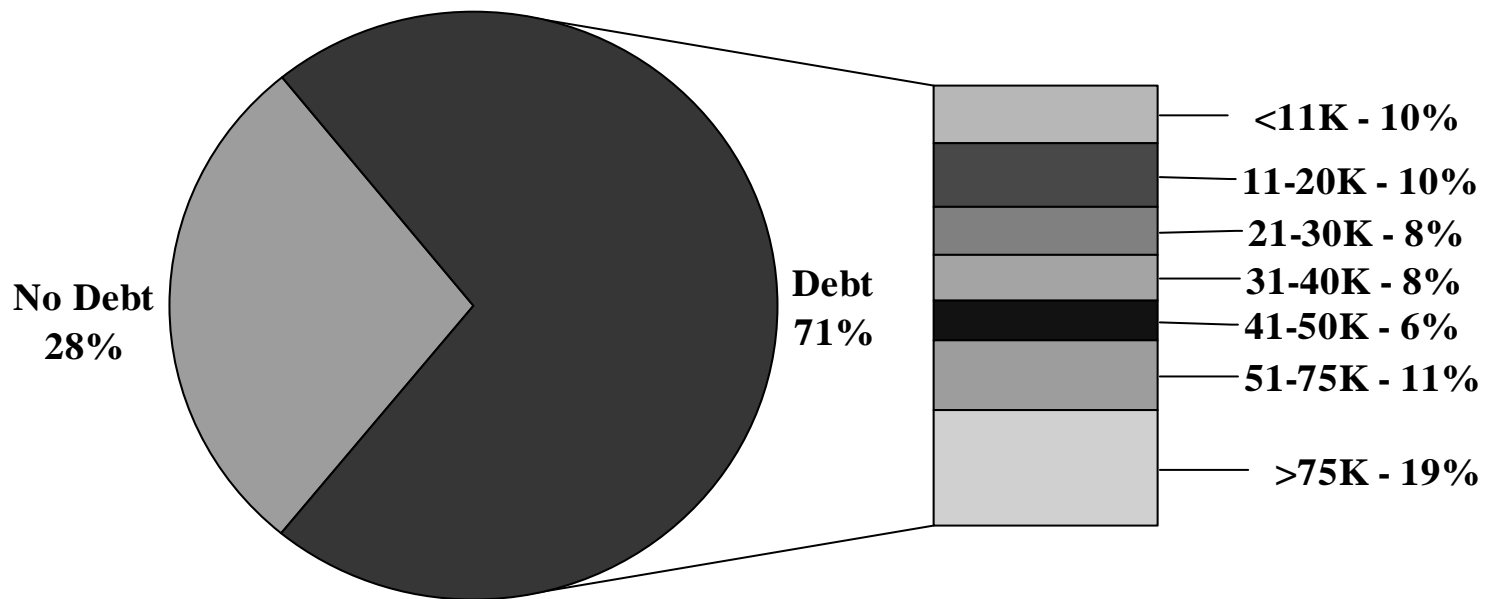
Research/Other Fields



Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, March 2004.

Note. Includes PsyDs.

Debt Related to Graduate Education Reported by Recent Doctorates in Psychology: 2001

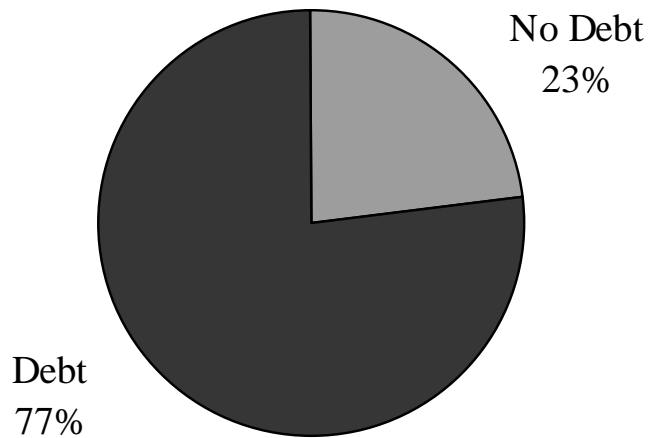


Source: 2001 Doctorate Employment Survey. Compiled by the APA Research Office, March 2004.

Note. Includes PsyDs.

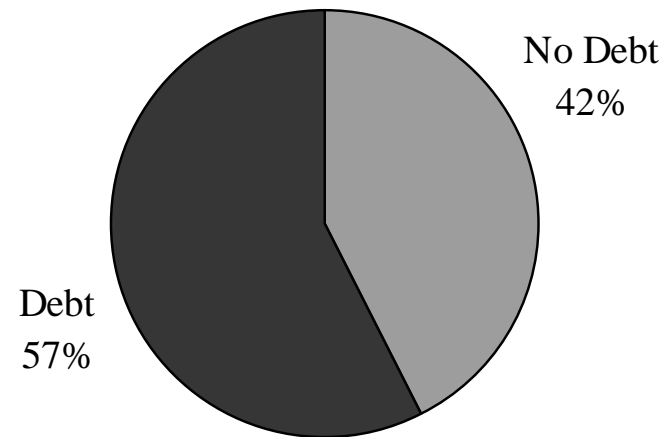
Debt Related to Graduate Education by Subfield for Recent Doctorates in Psychology: 2001

Health Service Provider Subfields



Median	\$50,000
Mean	\$58,885
SD	\$42,336

Research/Other Subfields

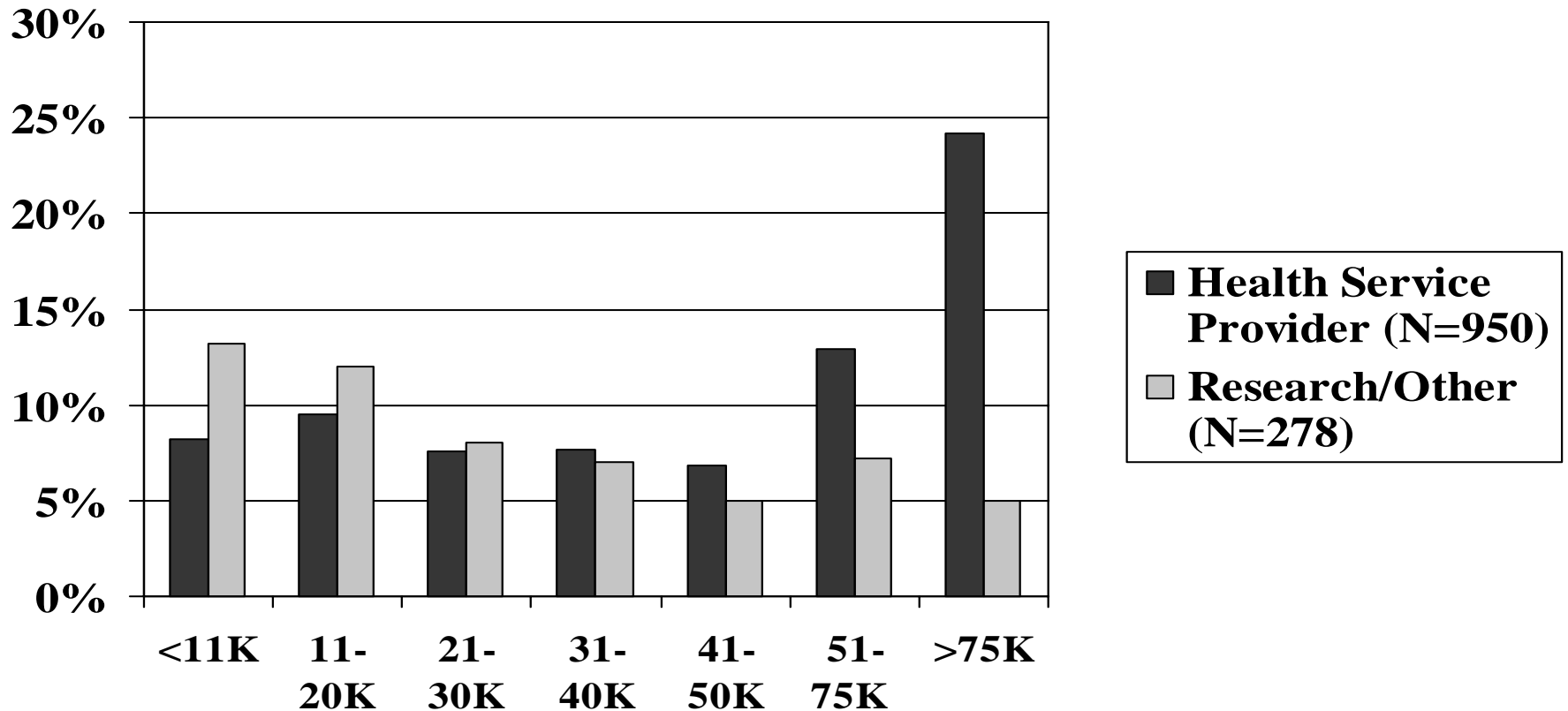


Median	\$25,000
Mean	\$33,755
SD	\$28,006

Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, March 2004.

Note. Includes PsyDs.

Level of Debt by Broad Subfield for Recent Doctorates in Psychology: 2001



Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, March 2004.

Note. Includes PsyDs.

Employment

Employment Status

Work Settings

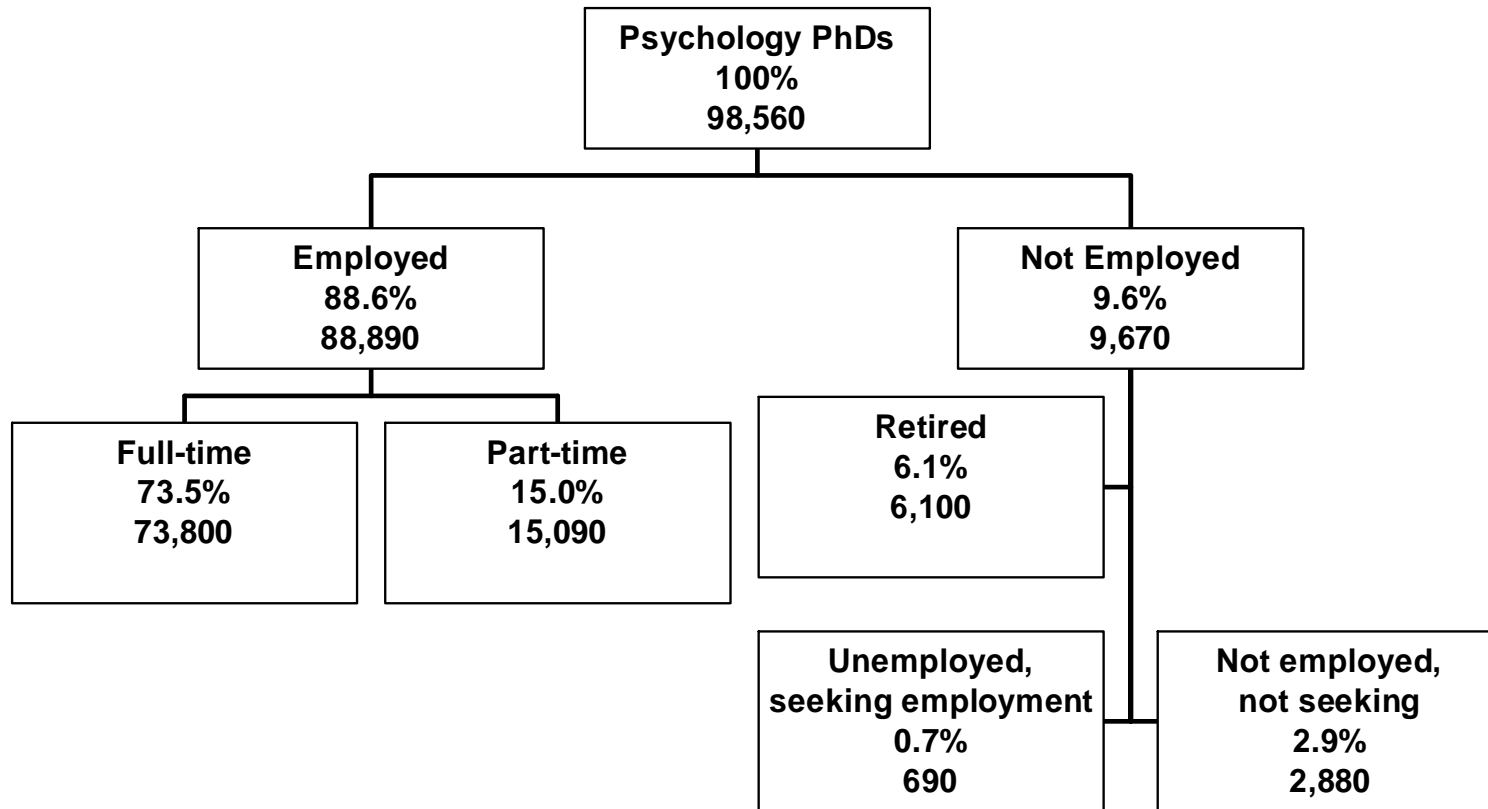
Work Activities

Academia

Income

Perceptions

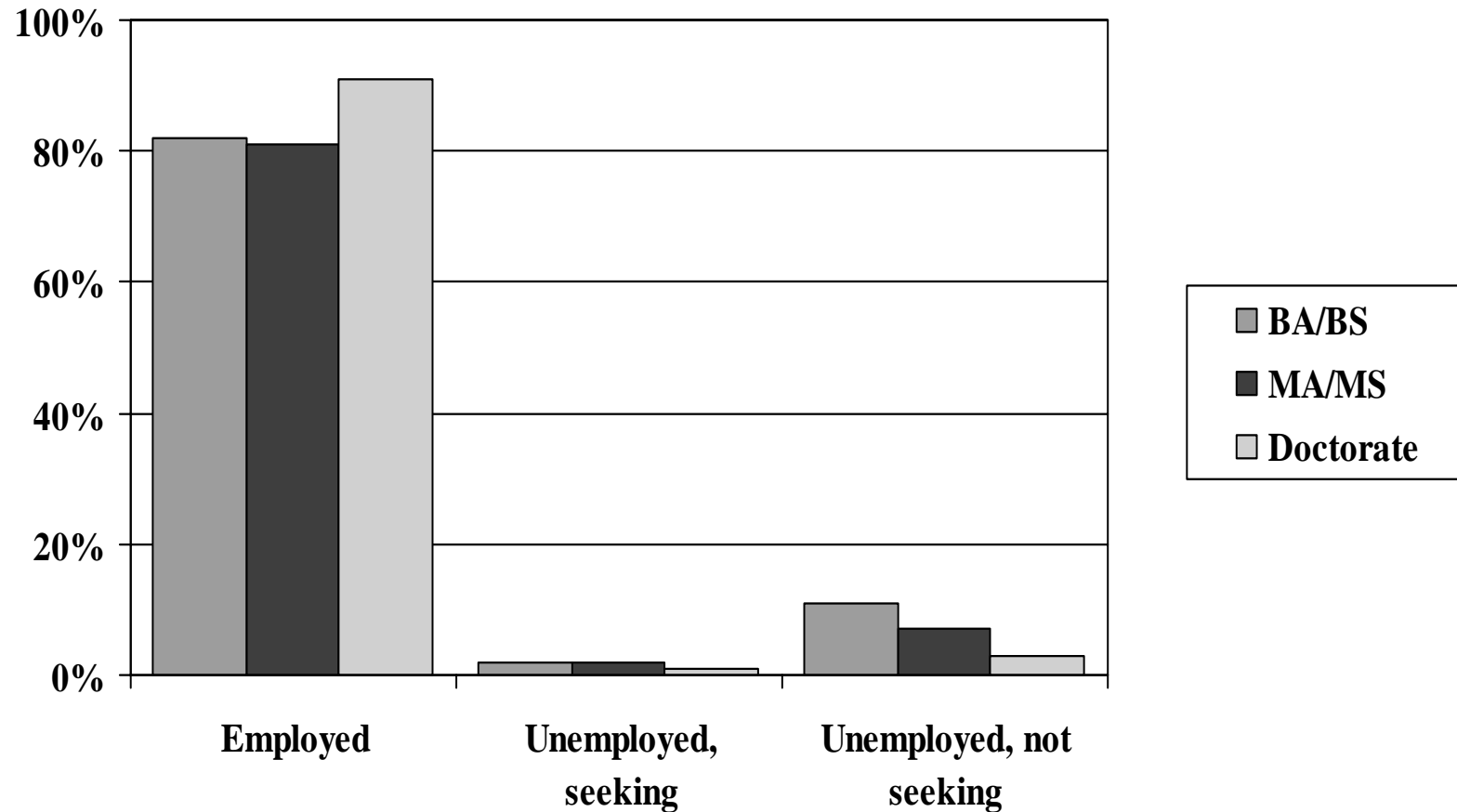
Employment Characteristics of Psychology PhDs: 2001



Source: 2001 Survey of Doctorate Recipients. National Science Foundation. Compiled by APA Research Office, March 2004.

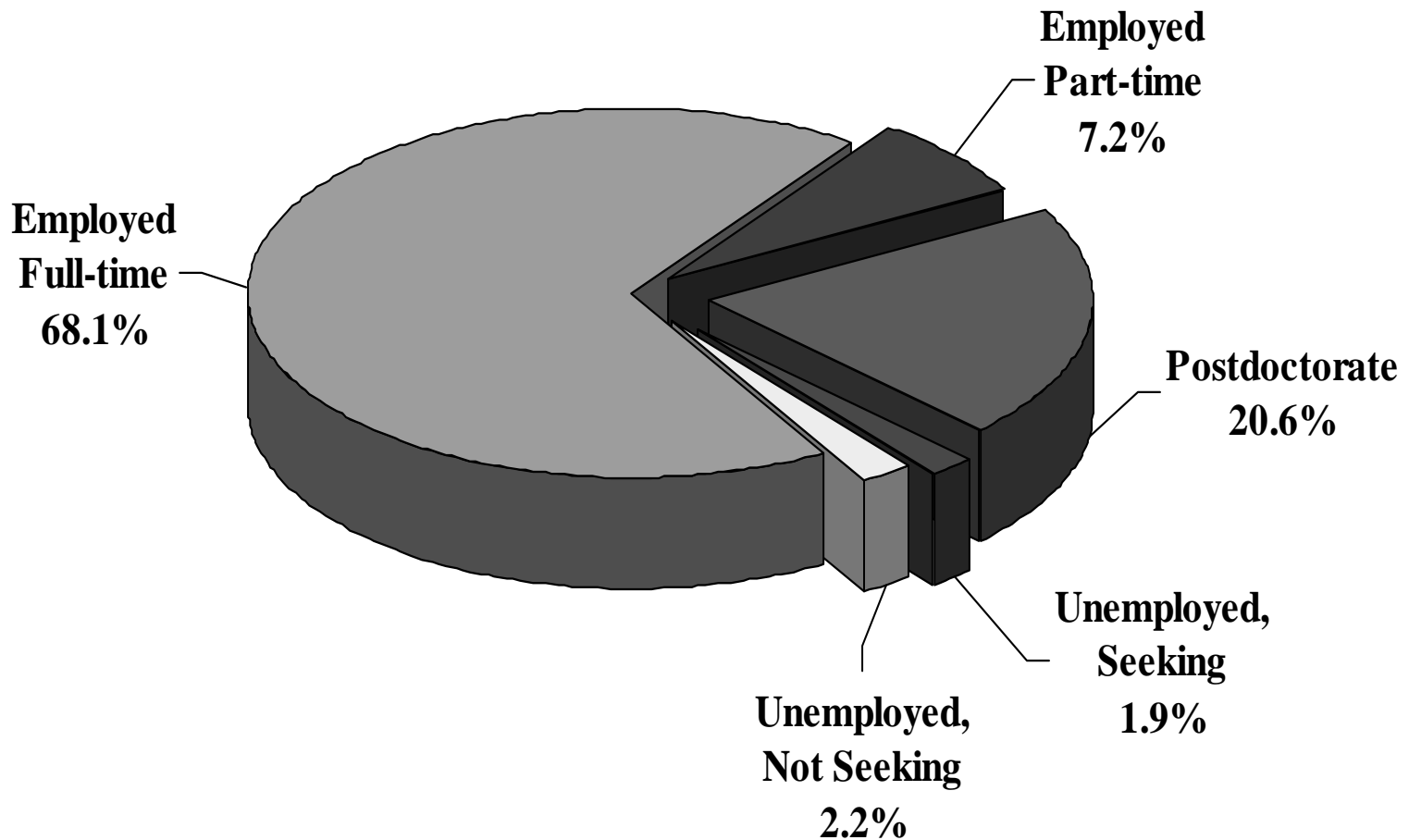
Note. Postdoctorate information is not included in this chart, but is reported separately. Postdoc estimates are 1,800.

Employment Status of Psychology Degree Recipients by Level of Degree: 1999



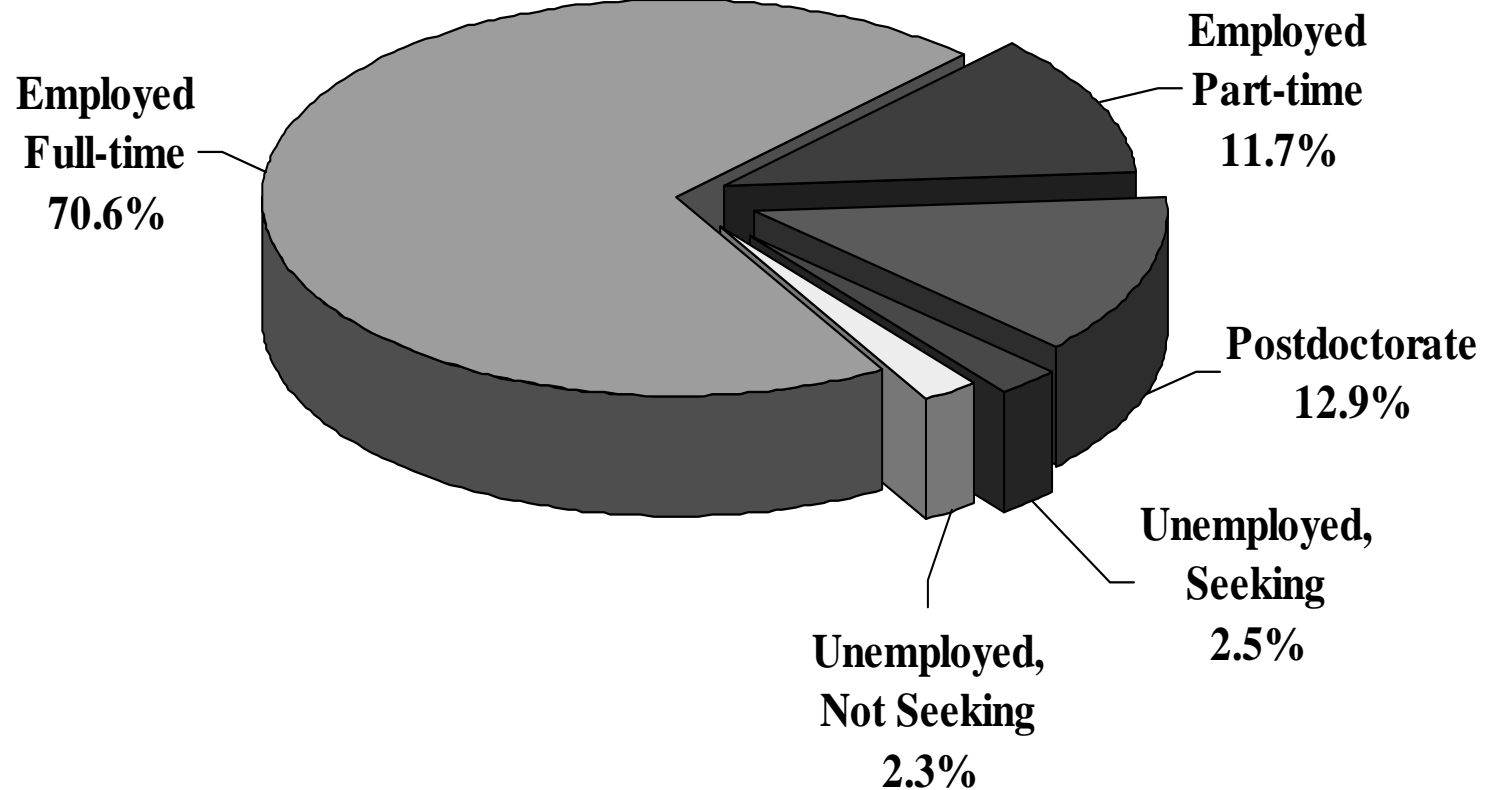
Source: 1999 SESTAT. National Science Foundation. Compiled by APA Research Office, March 2004.

Employment Status of Recent PhDs in Psychology: 2001



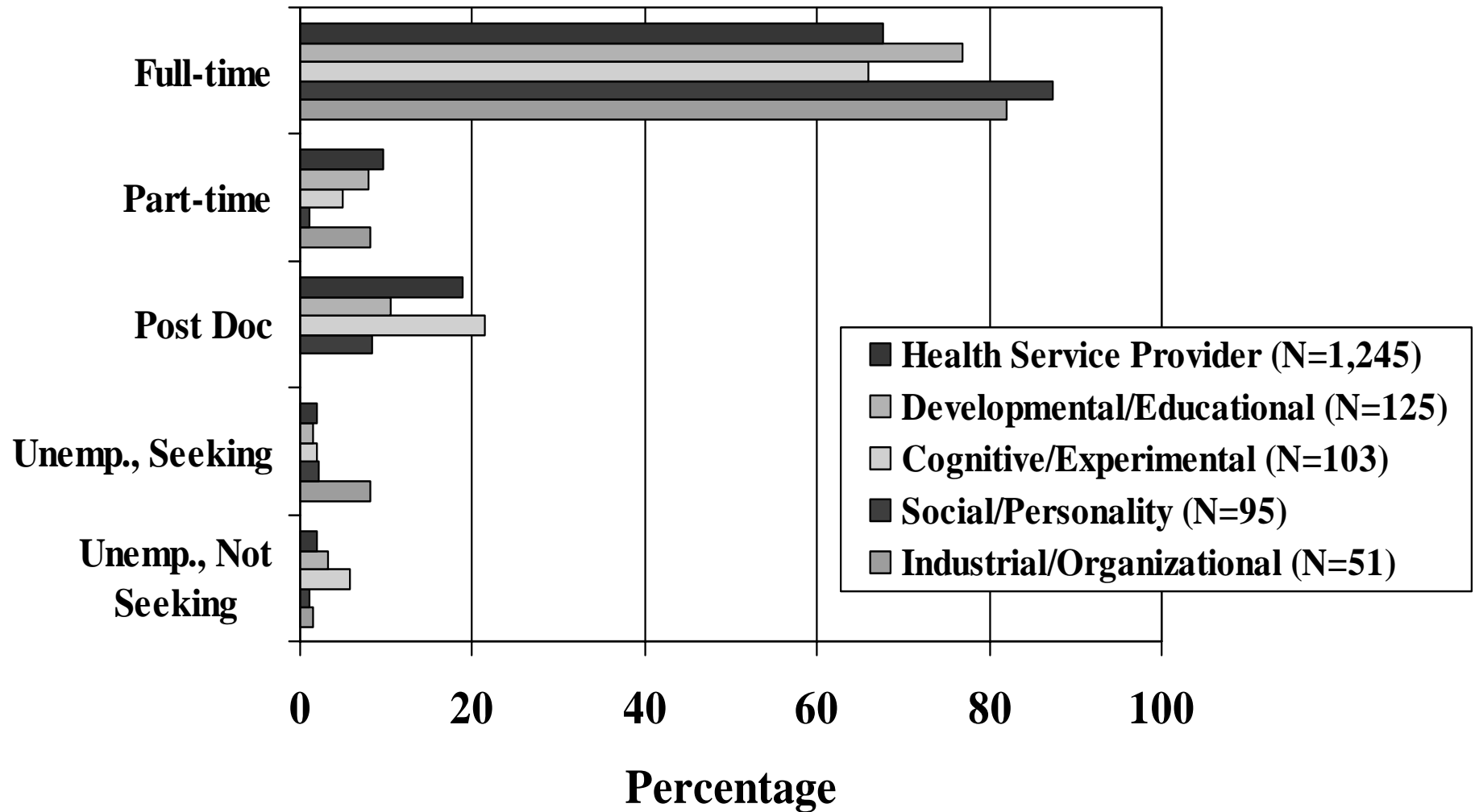
Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, March 2004.

Employment Status of Recent PsyDs in Psychology: 2001



Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, March 2004.

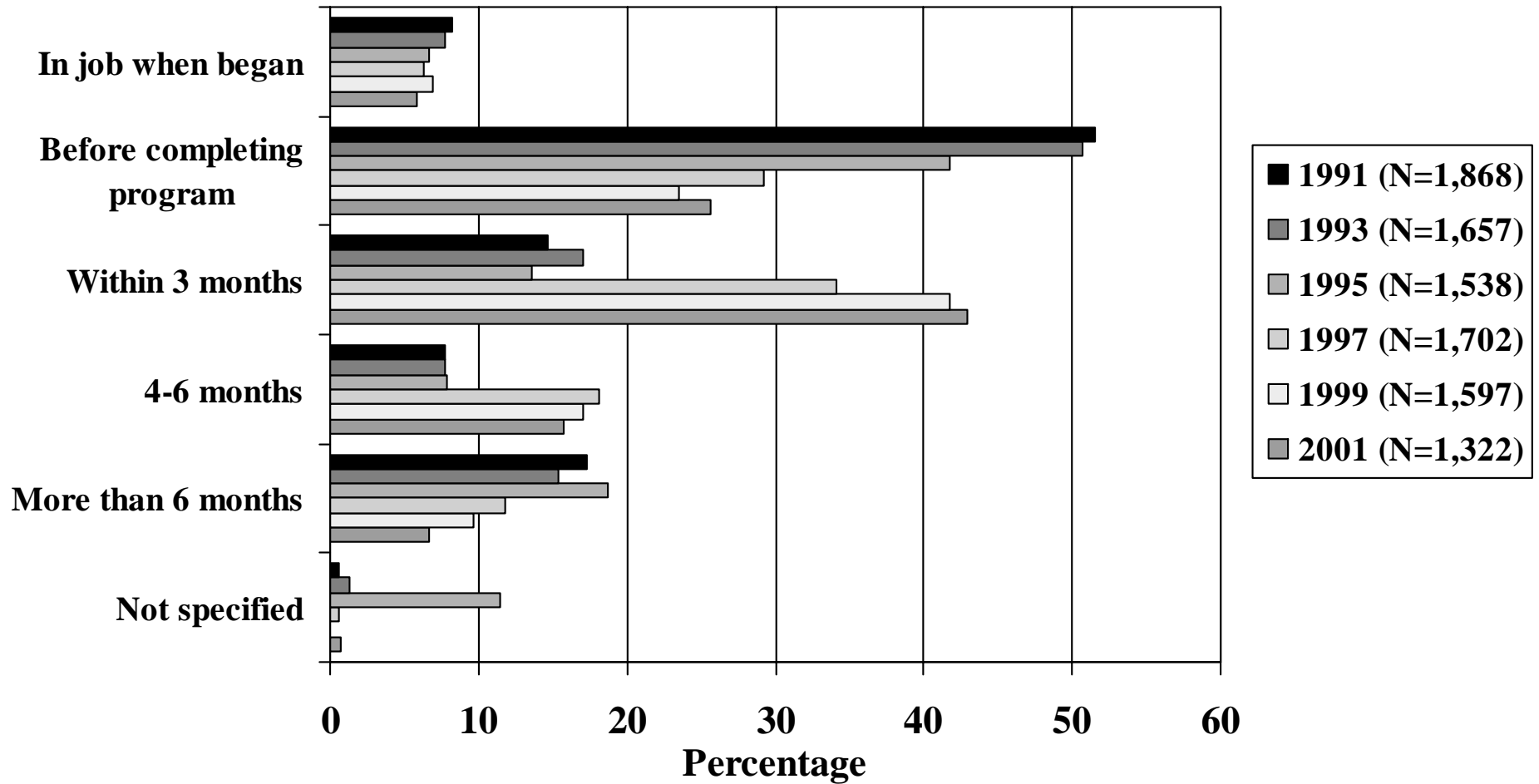
Employment Status by Subfield for Recent Doctorate Recipients in Psychology: 2001



Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, March 2004.

Note. Includes PsyDs.

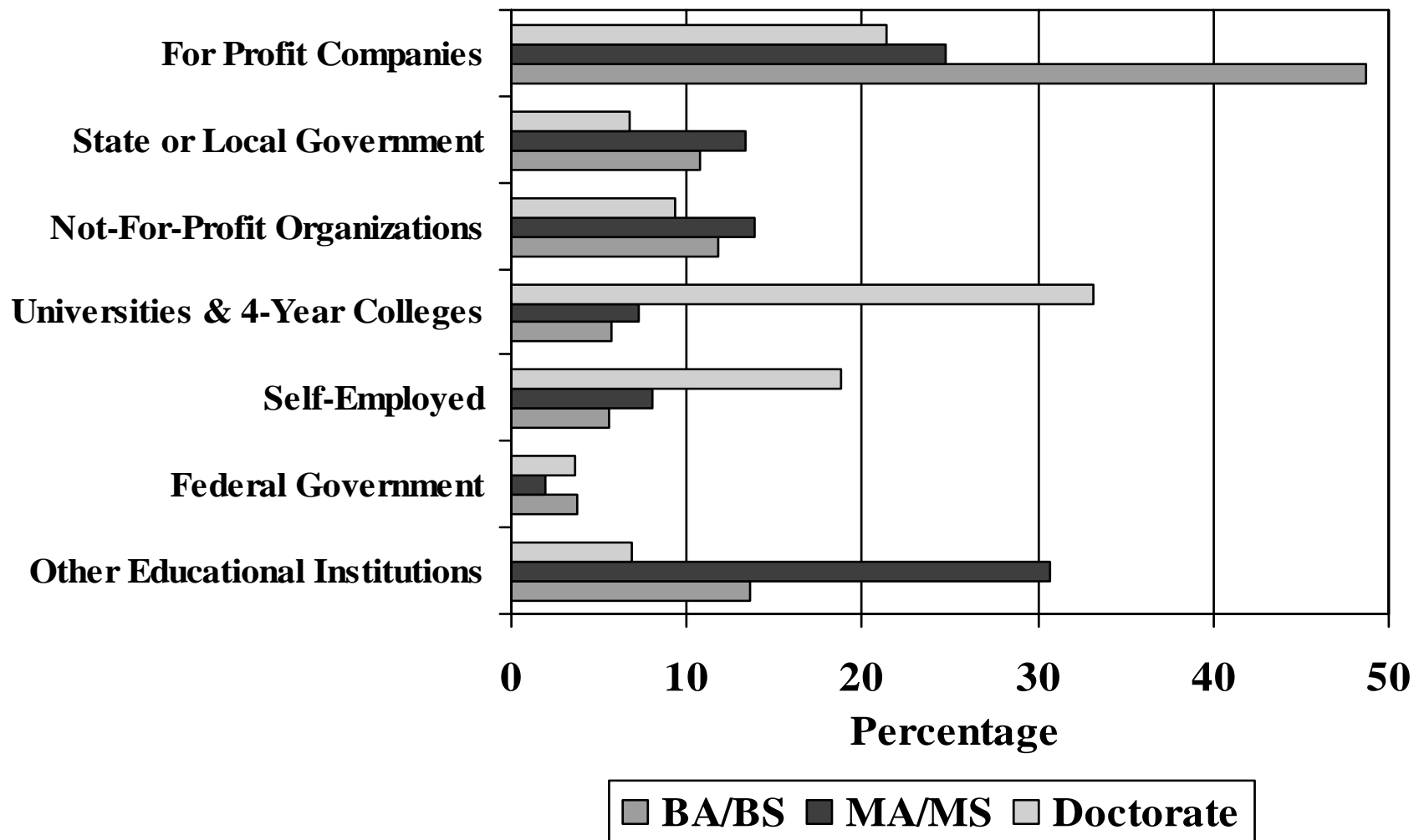
Time to Current Job: Recent Doctorates in Psychology, 1991 - 2001



Source: APA Doctorate Employment Surveys, specified years. Compiled by APA Research Office, March 2004.

Note. Includes PsyDs.

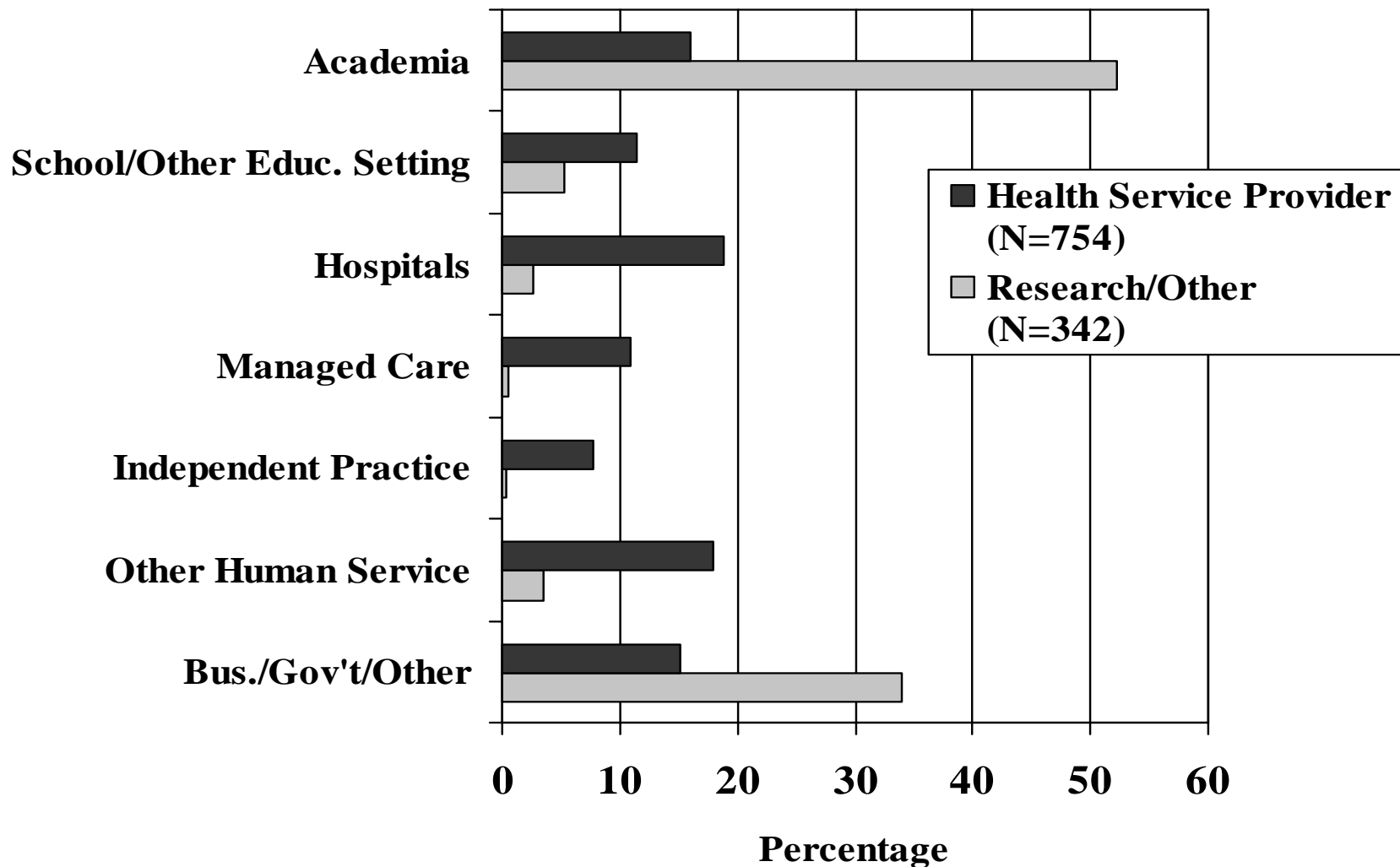
Work Settings for Psychology Degree Recipients: 1999



Source: 1999 SESTAT. National Science Foundation.

Note. Psychologists earning PsyDs are not included here but are most often located in practice settings (self-employed and organized health care settings).

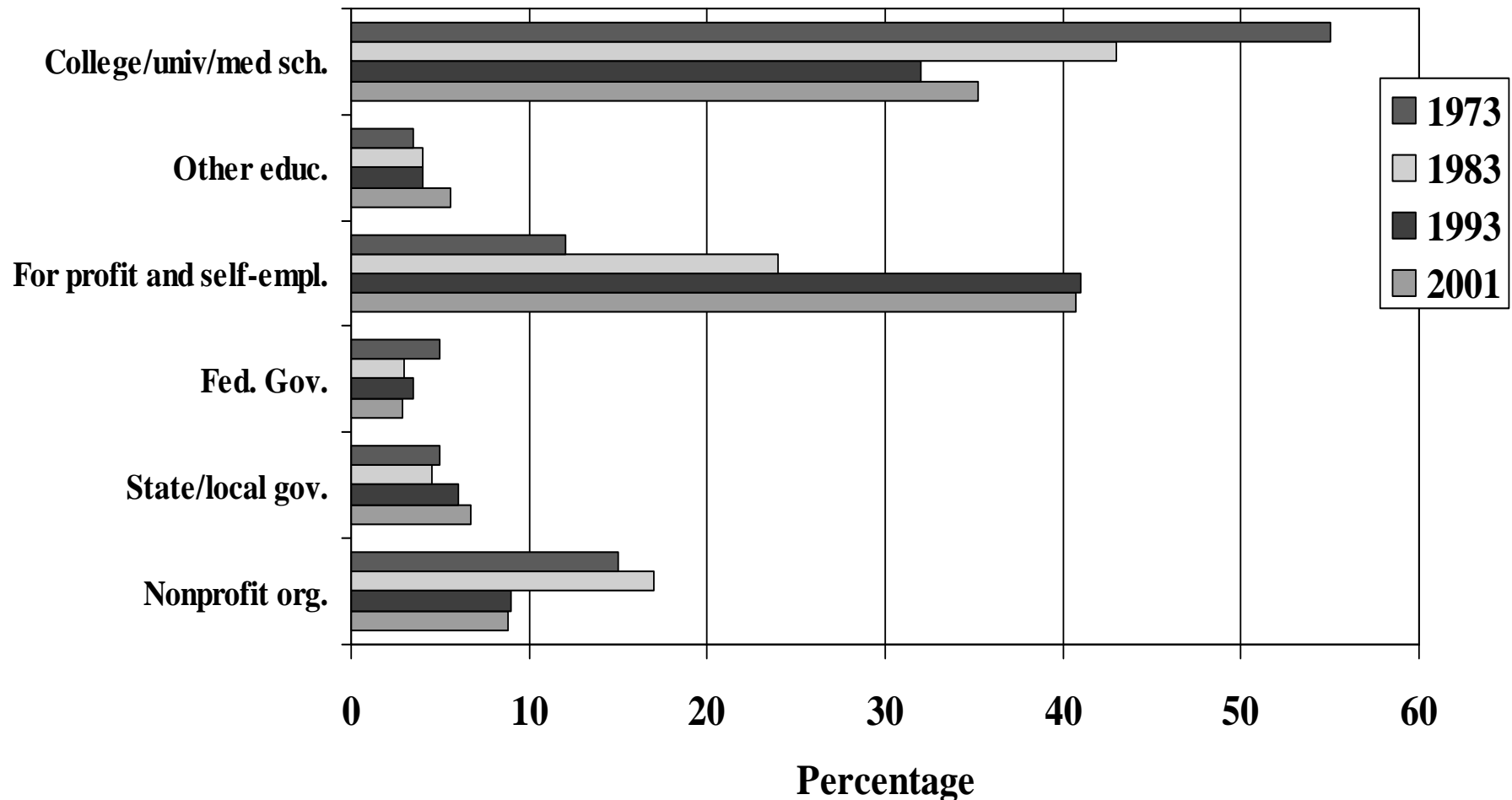
Primary Full-time Employment Settings by Subfield for Recent Doctorates in Psychology: 2001



Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, March 2004.

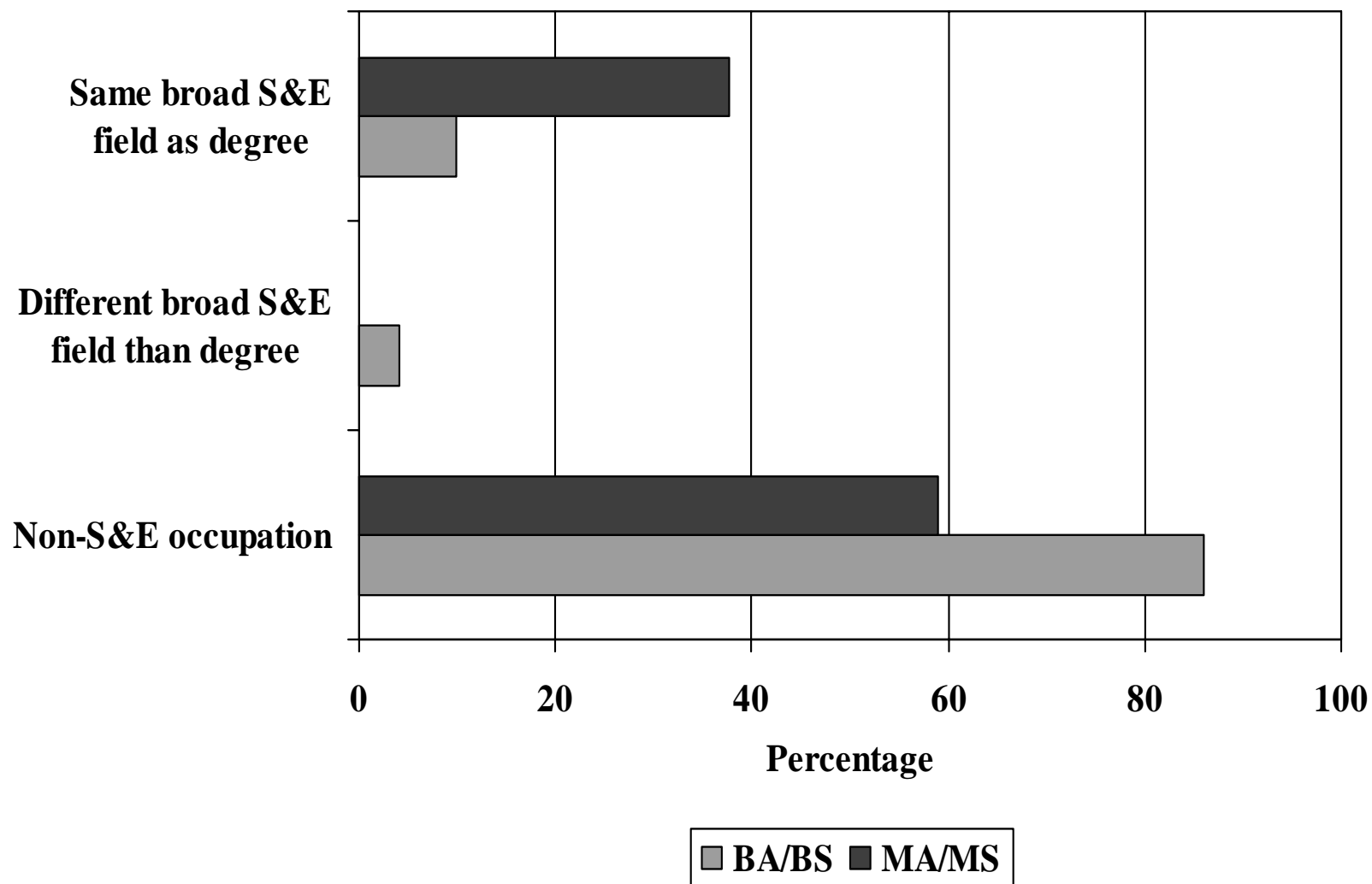
Note. Includes PsyDs.

Changes in Employment Settings for PhD Psychologists: Selected Years



Source: Survey of Doctorate Recipients, selected years. National Science Foundation. Compiled by APA Research Office, March 2004.

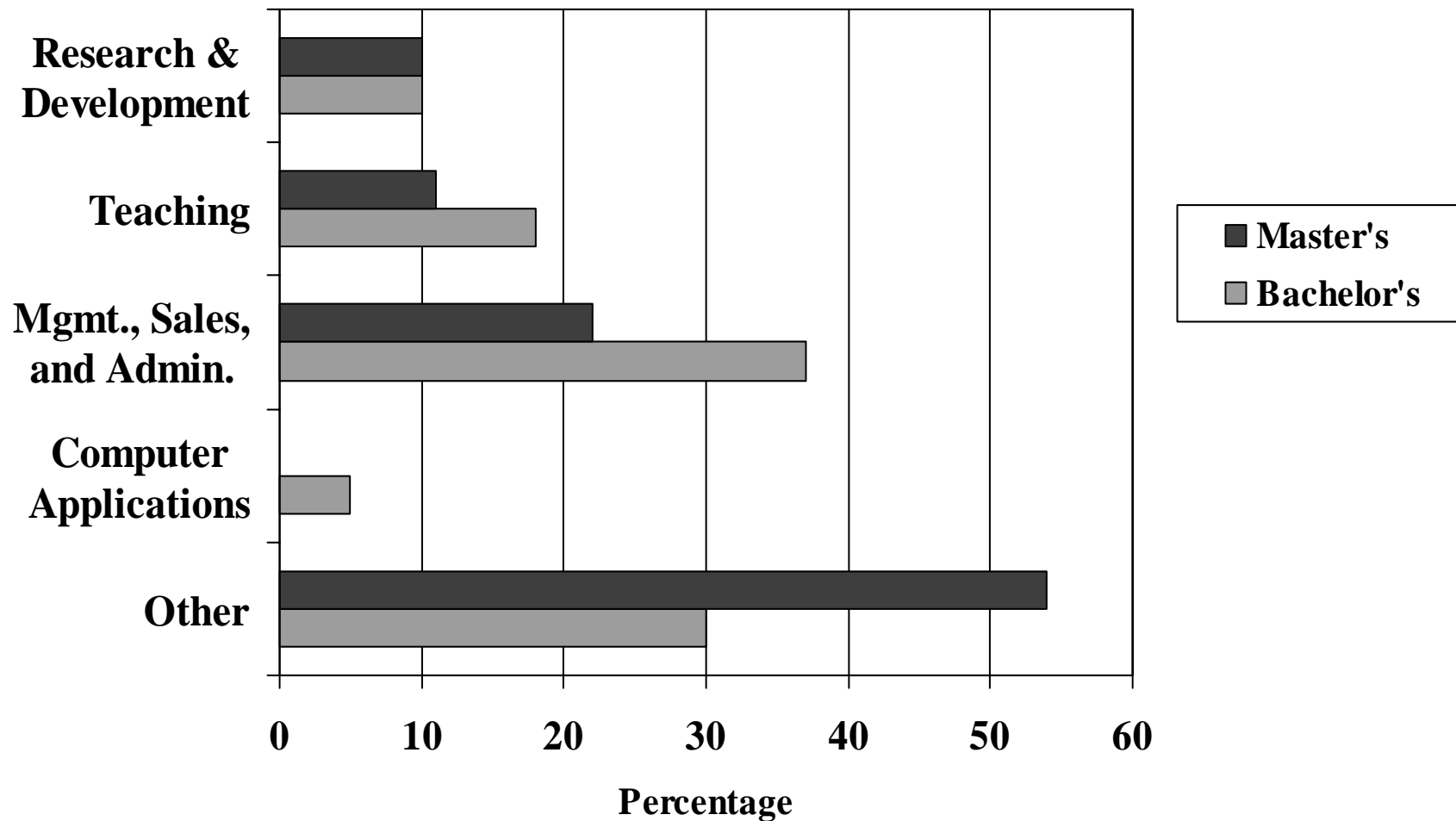
Occupational Characteristics of Recent Psychology Degree Recipients: 2001



Source: National Survey of Recent College Graduates, 2001. National Science Foundation. Compiled by APA Research Office, March 2004.

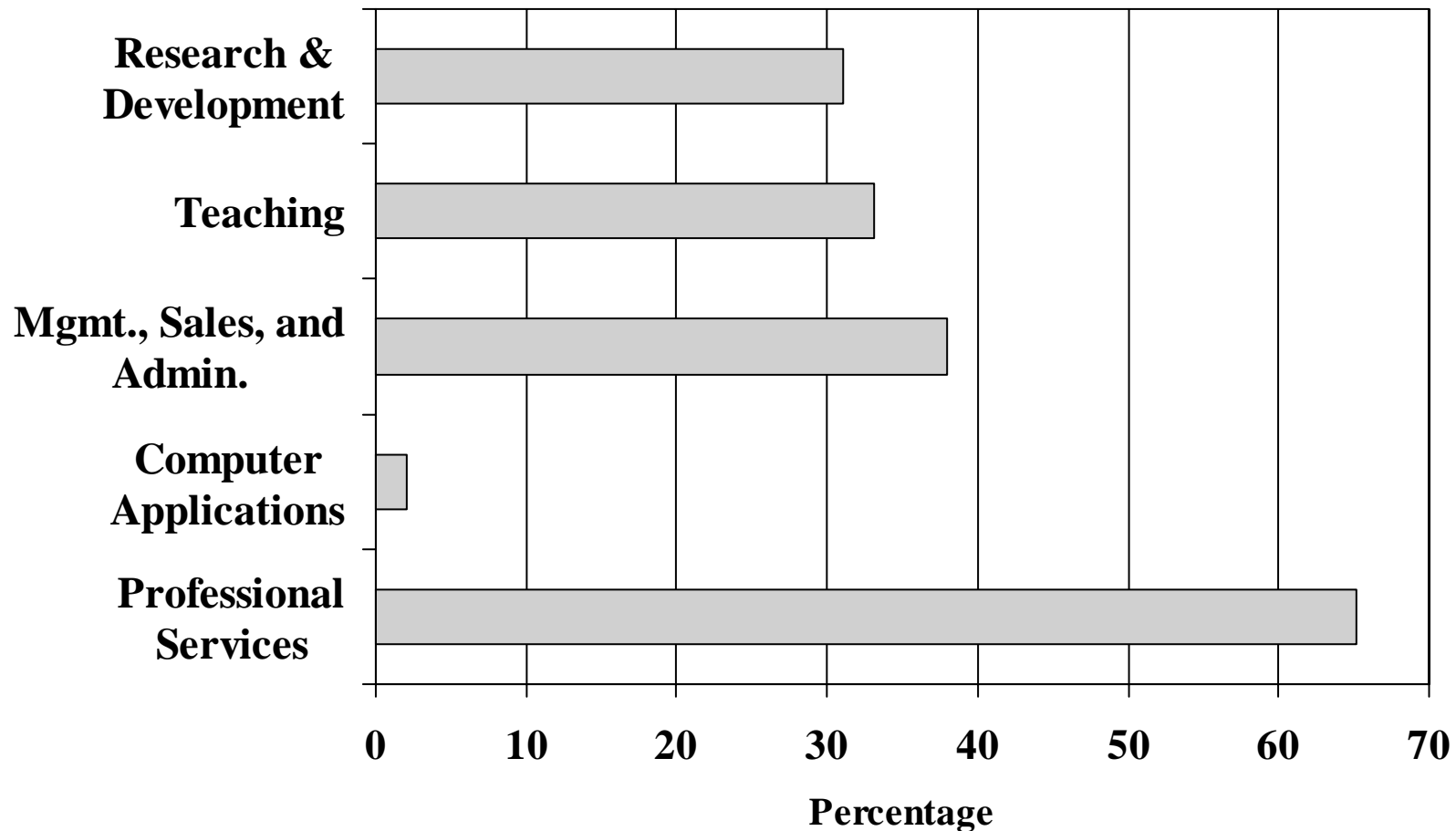
Note. S&E = Science and Engineering

Primary and Secondary Work Activities of Recent Psychology Degree Recipients: 2001



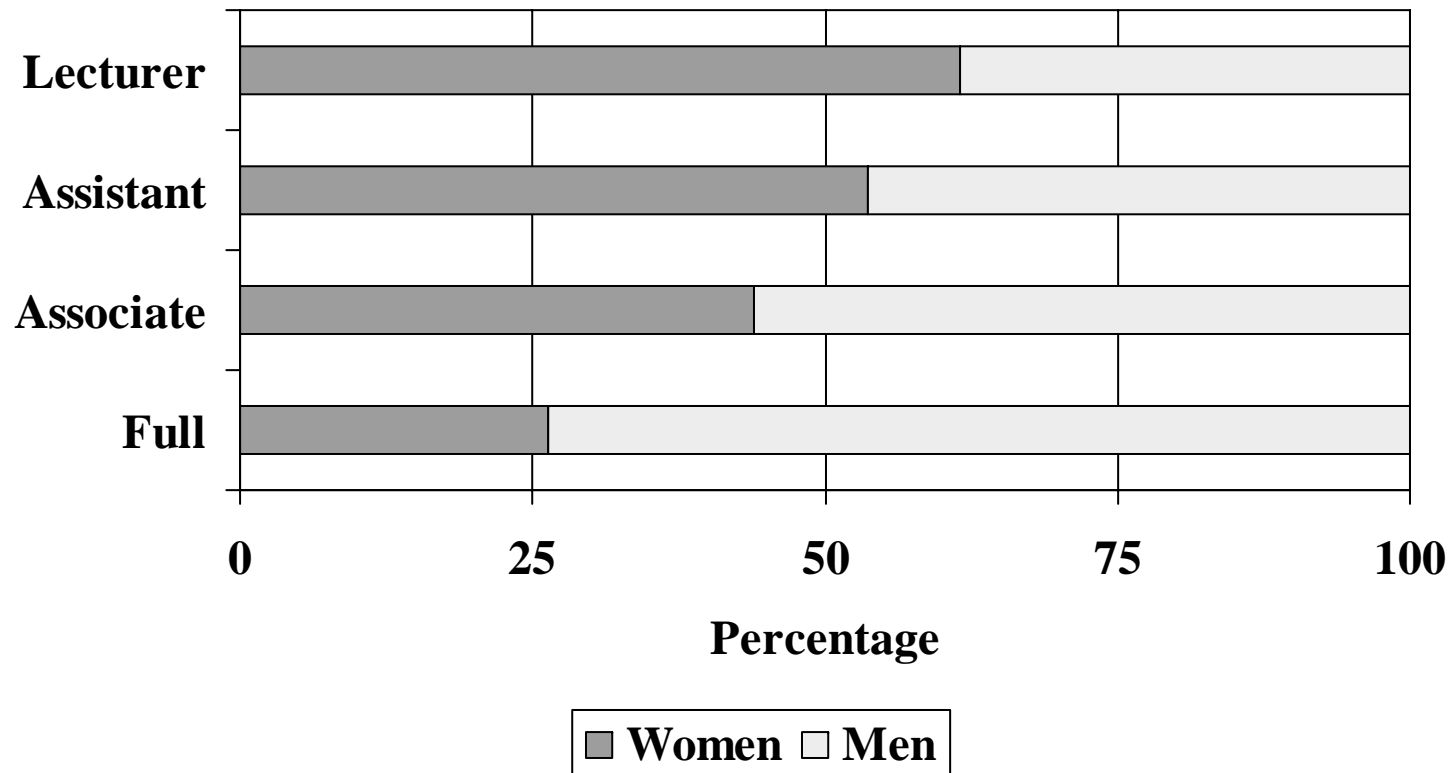
Source: National Survey of Recent College Graduates, 2001. National Science Foundation. Compiled by APA Research Office, March 2004.

Primary and Secondary Work Activities of Psychology PhDs: 2001



Source: 2001 Survey of Doctorate Recipients. National Science Foundation. Compiled by APA Research Office, March 2004.

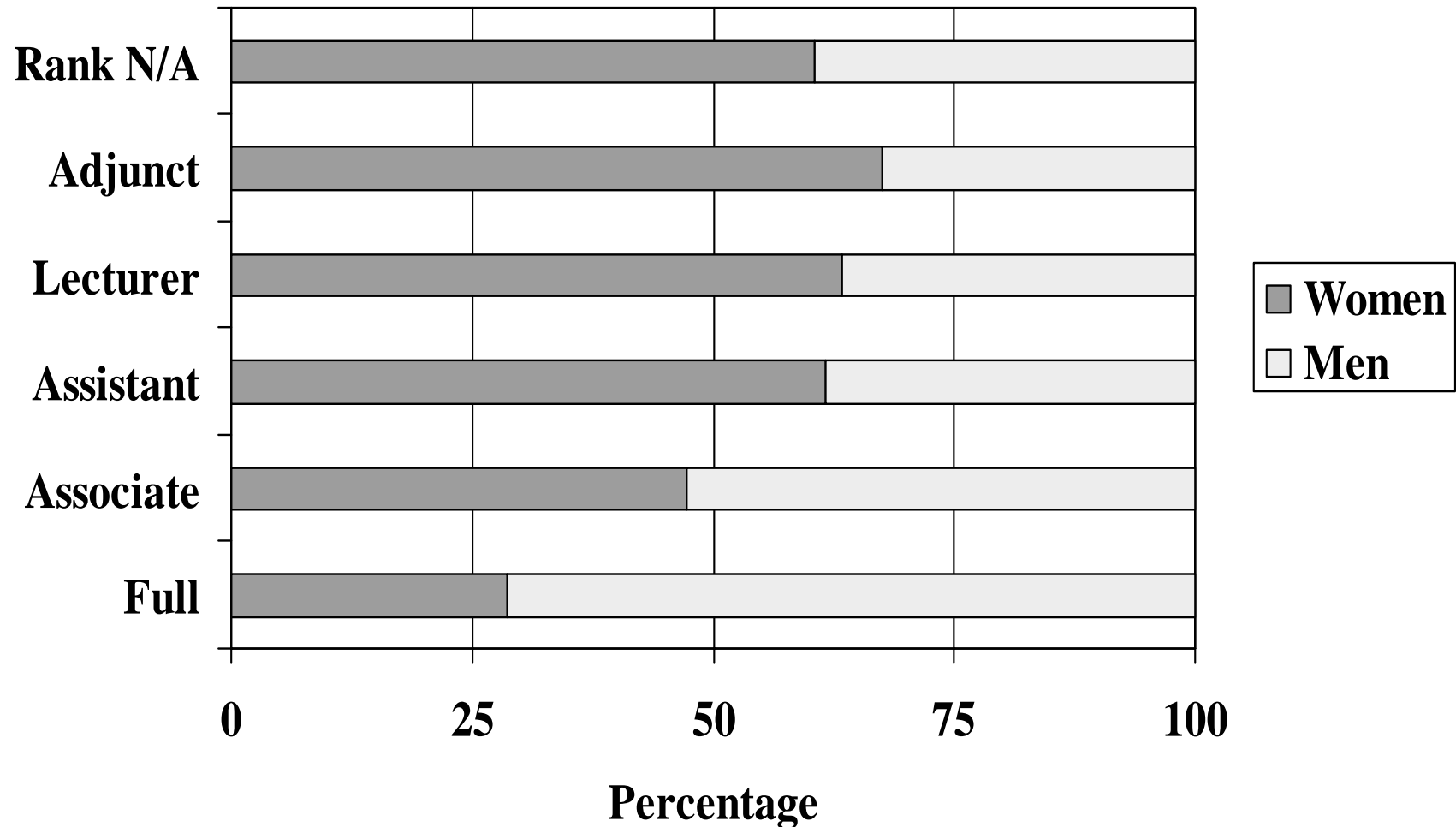
Full-time Doctoral Faculty in U.S. Graduate Departments of Psychology by Gender and Rank: 2003



Source: 2002-2003 Faculty Salaries Survey. APA. Compiled by APA Research Office, March 2004.

Note. Includes PsyDs.

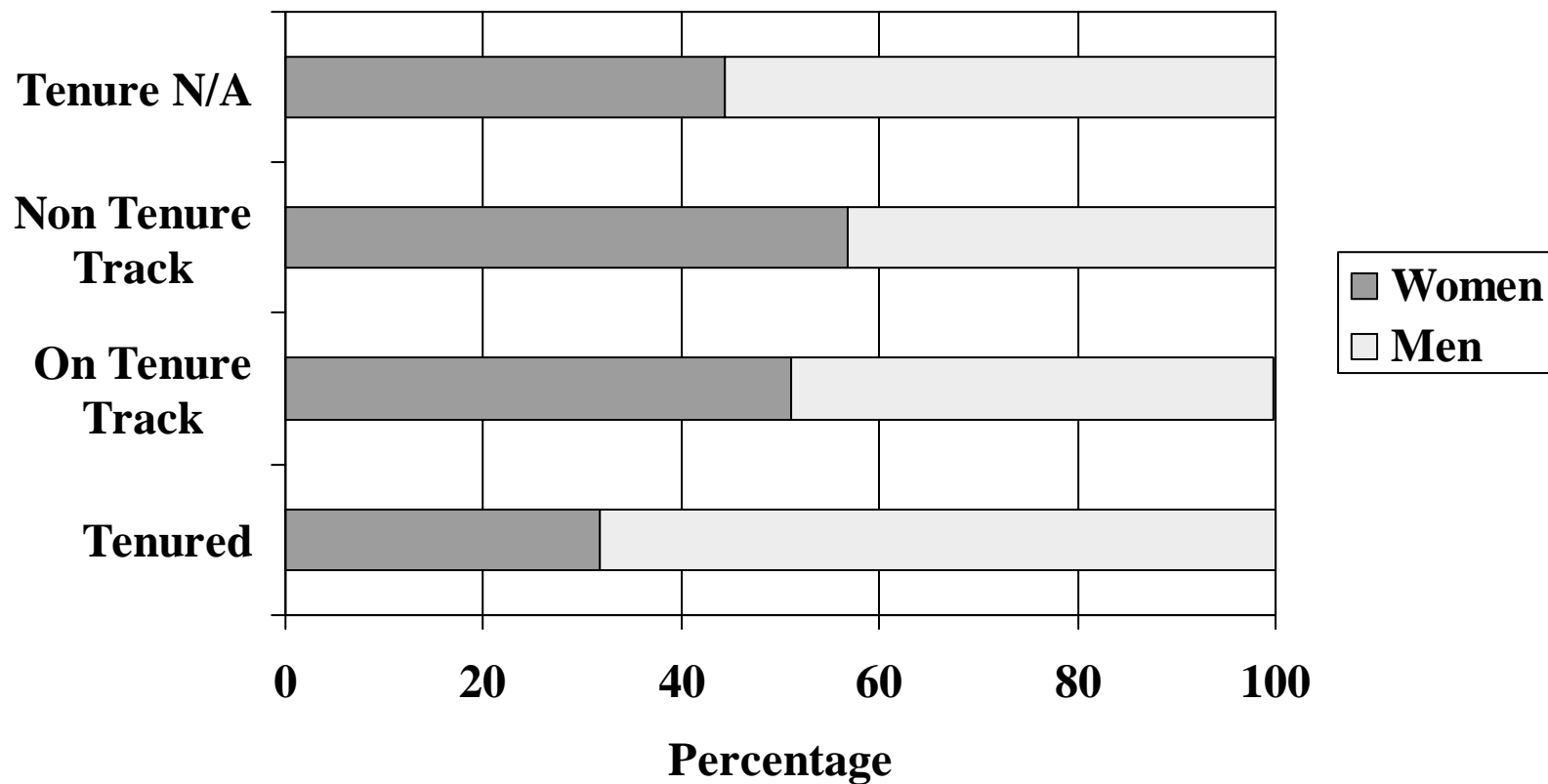
Psychology PhD Faculty in Academic Institutions by Gender and Rank: 2001



Source: 2001 Survey of Doctorate Recipients. NSF. Compiled by APA Research Office, March 2004.

Note. Unlike APA's Faculty Salary Survey, the faculty included in this graph represent those in undergraduate and graduate departments, and do not necessarily work in departments of psychology.

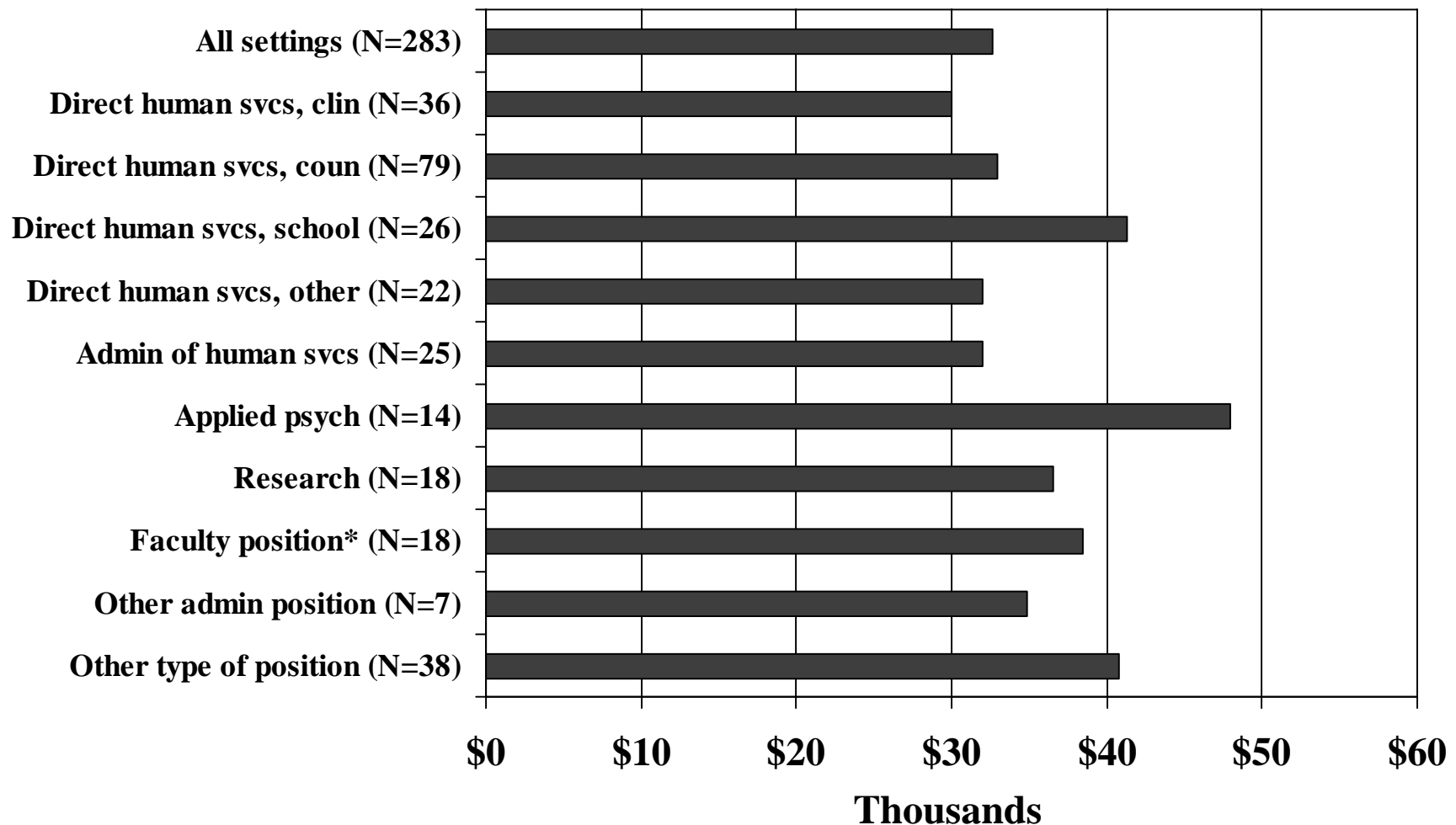
Full-time Doctoral Faculty in U.S. Graduate Departments of Psychology by Gender and Tenure Status: 2003



Source: 2002-2003 Faculty Salaries Survey. APA. Compiled by APA Research Office, March 2004.

Note. Includes PsyDs.

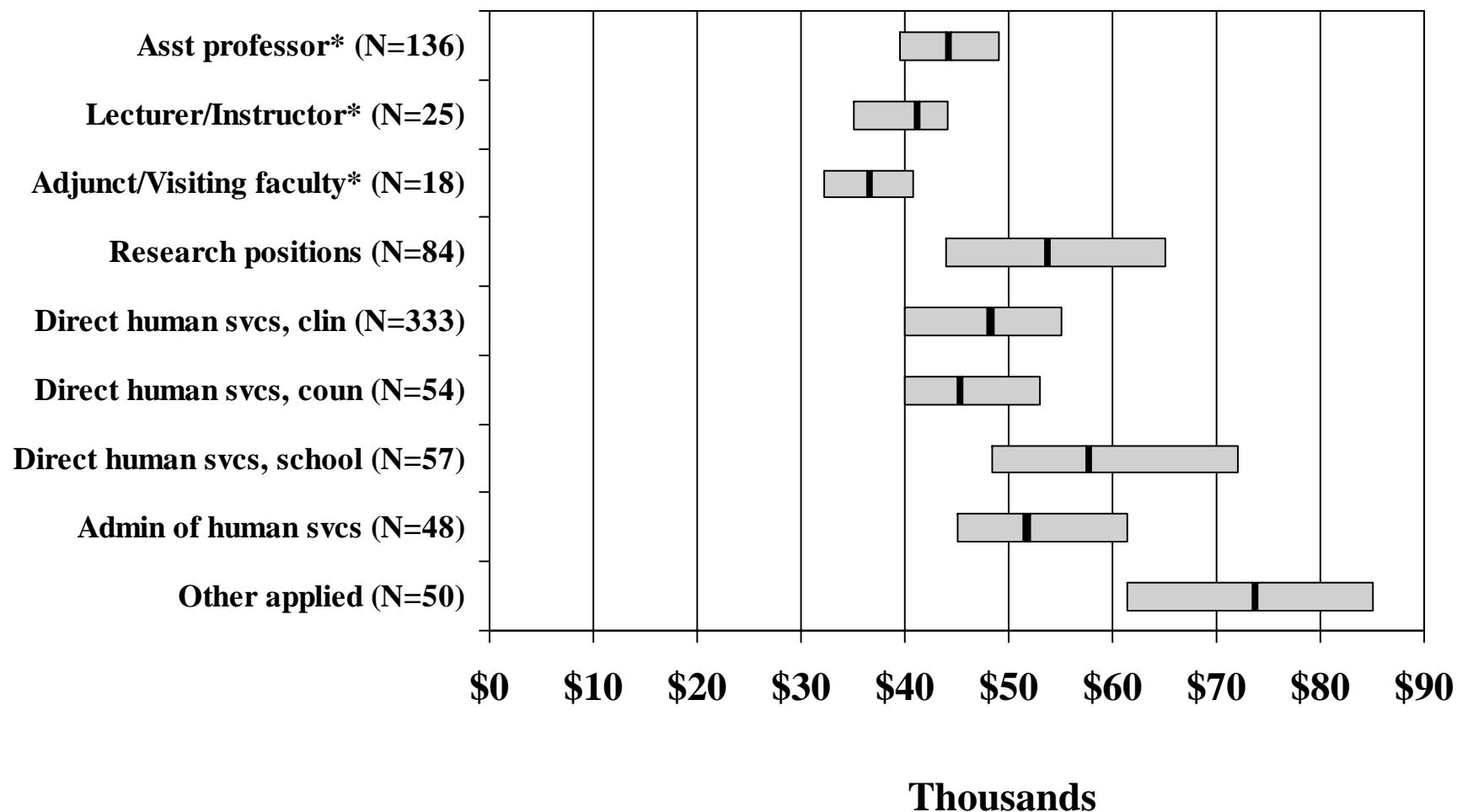
Median Starting Salaries for Full-time Employment Positions Among Master's, Specialist's, and Related Degree Recipients in Psychology: 2001 and 2002



Source: 2002 Master's, Specialist's, and Related Degrees Employment Survey. Compiled by the APA Research Office, March 2004.

*Faculty position is for all higher education, including undergraduate and community college. Salary is reported for a 9-10-month academic year. To calculate 11-12 month equivalent, multiply by 11/9.

Starting Salaries for Full-time Employment Positions of Recent Doctorates in Psychology: 2001

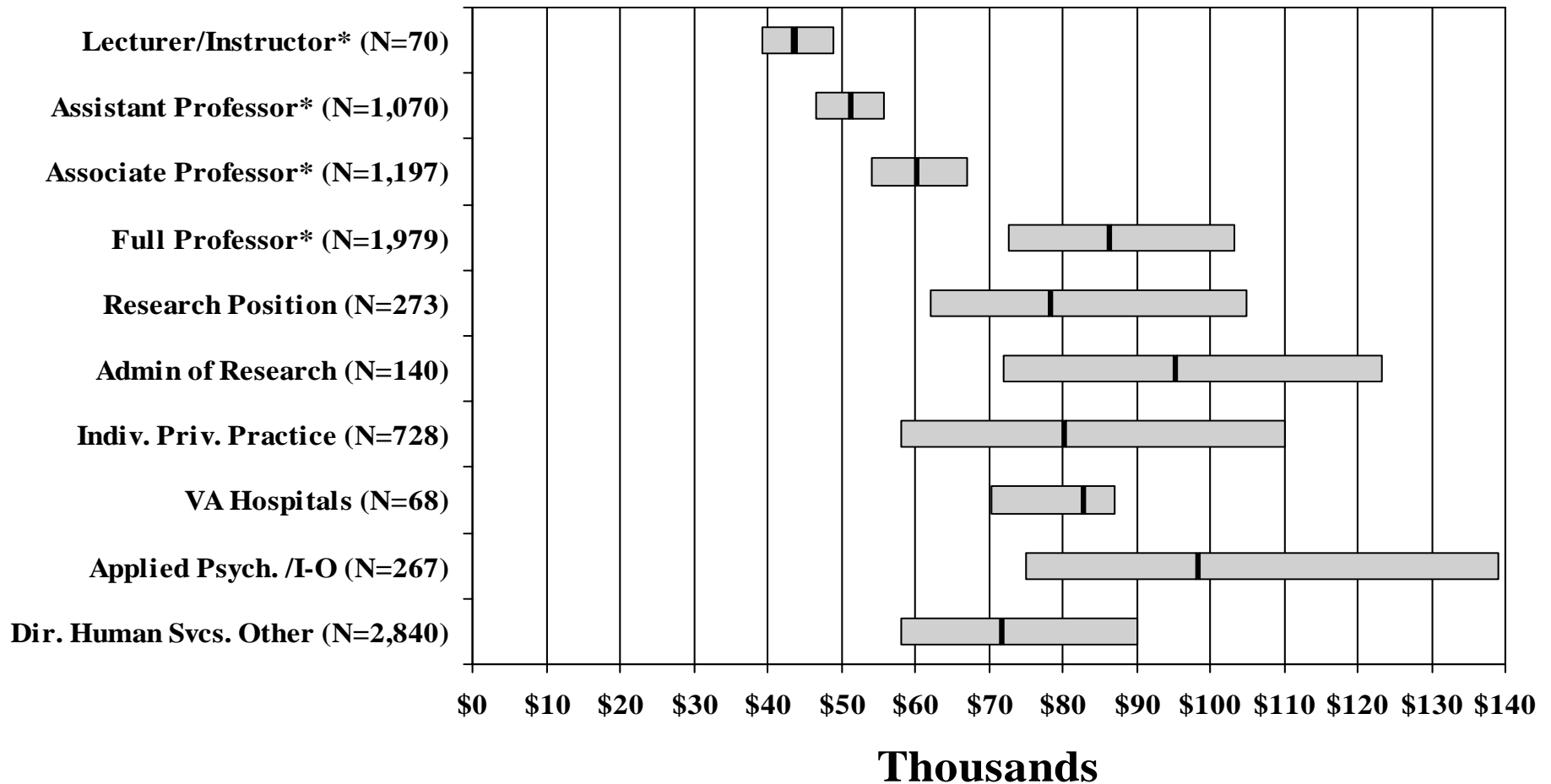


Source: 2001 Doctorate Employment Survey. Compiled by the APA Research Office, March 2004.

Note. Graph includes first quartile, median, and third quartile values. Includes PsyDs.

* Faculty salaries are for all higher education, including undergraduate and community college. Salaries are reported for a 9-10-month academic year. To calculate 11-12 month equivalent, multiply by 11/9.

Full-time Salaries of Doctoral-level Psychologists by Employment Position: 2003

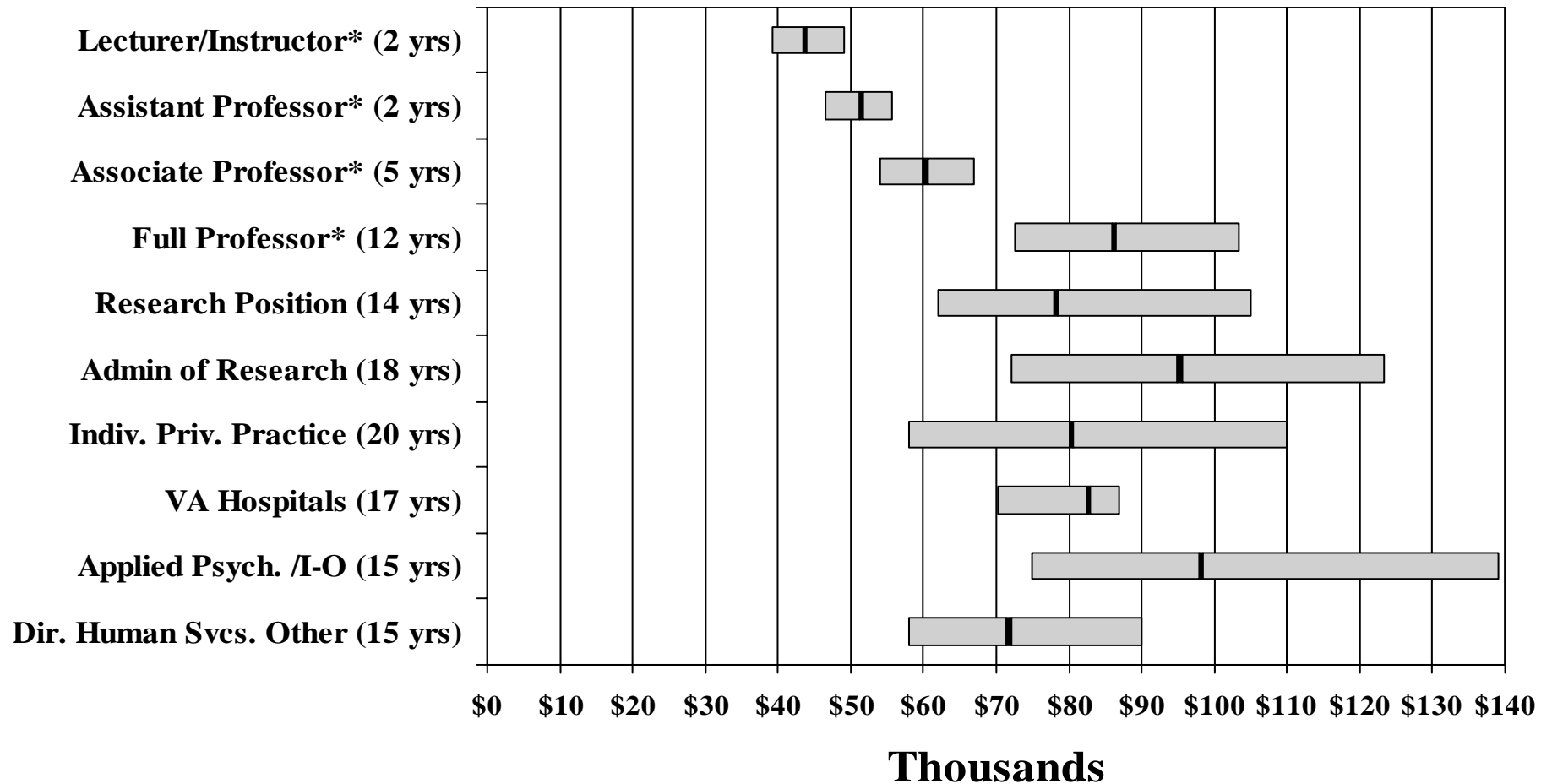


Source: 2002-2003 Faculty Salaries in Graduate Departments of Psychology. Preliminary data (do not cite) from the 2003 Salaries in Psychology. APA.

Note. Graph includes first quartile, median, and third quartile values. Includes PsyDs.

* Faculty salaries are for doctorate-granting departments and are reported for a 9-10 month academic year. To calculate 11-12 month equivalent, multiply by 11/9.

Full-time Salaries and Median Years Work Experience of Doctoral-level Psychologists by Employment Position: 2003

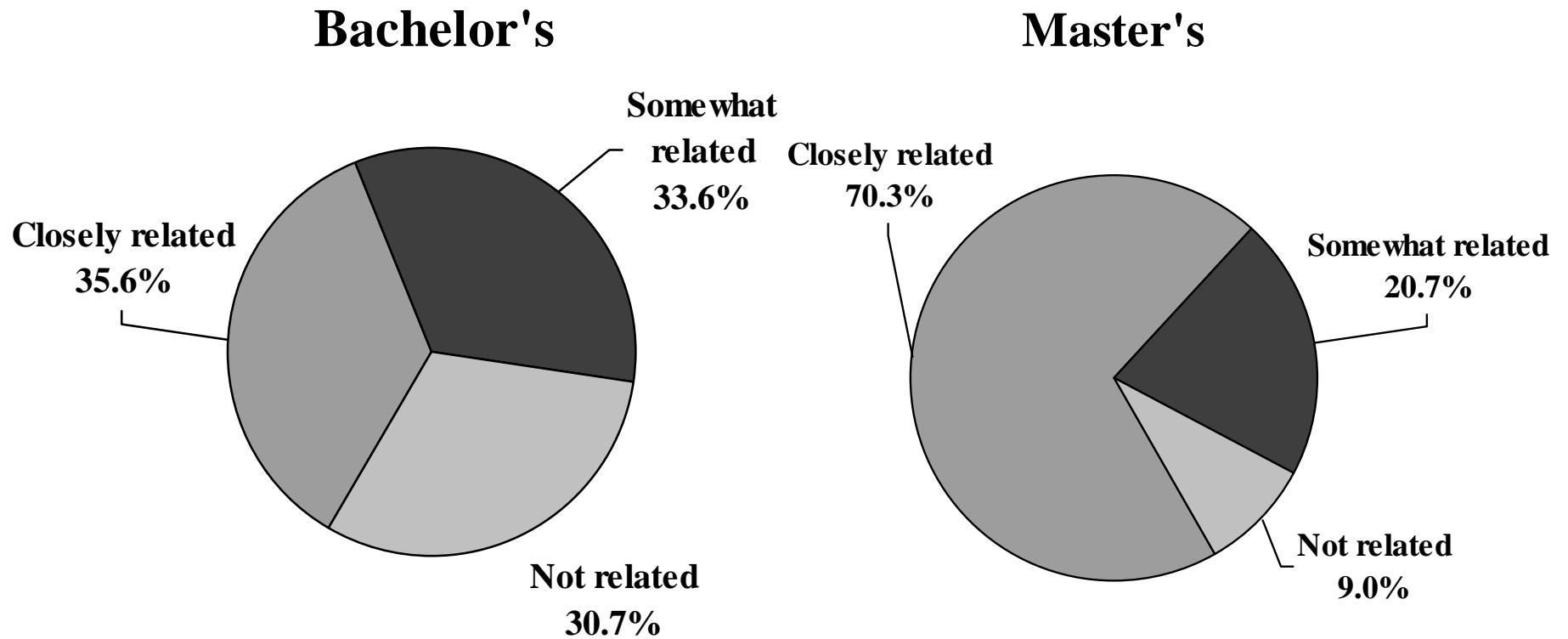


Source: 2002-2003 Faculty Salaries in Graduate Departments of Psychology. Preliminary data (do not cite) from the 2003 Salaries in Psychology. APA.

Note. Graph includes first quartile, median, and third quartile values. Includes PsyDs.

* Faculty salaries are for doctorate-granting departments and are reported for a 9-10 month academic year. To calculate 11-12 month equivalent, multiply by 11/9.

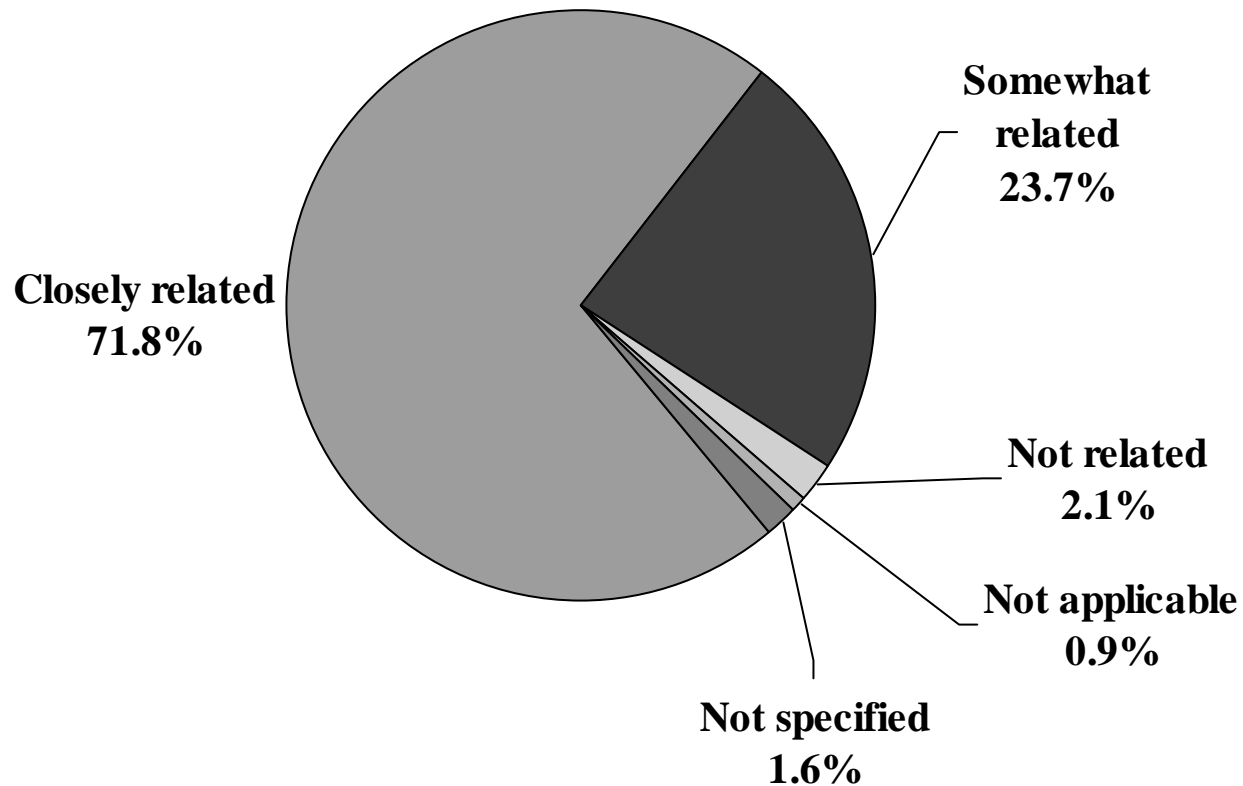
Relationship of Job to Highest Degree Reported by Bachelor and Master Recipients in Psychology



Source: National Survey of Recent College Graduates, 2001. National Science Foundation. Compiled by APA Research Office, March 2004.

Relationship of Job to Highest Degree Reported by Doctorate Recipients in Psychology

Graduate Training in General



Source: 2001 Doctorate Employment Survey, APA. Compiled by APA Research Office, March 2004.

Note. Includes PsyDs.

Employment and Market Perceptions: Psychology Doctorate Recipients by Degree Year

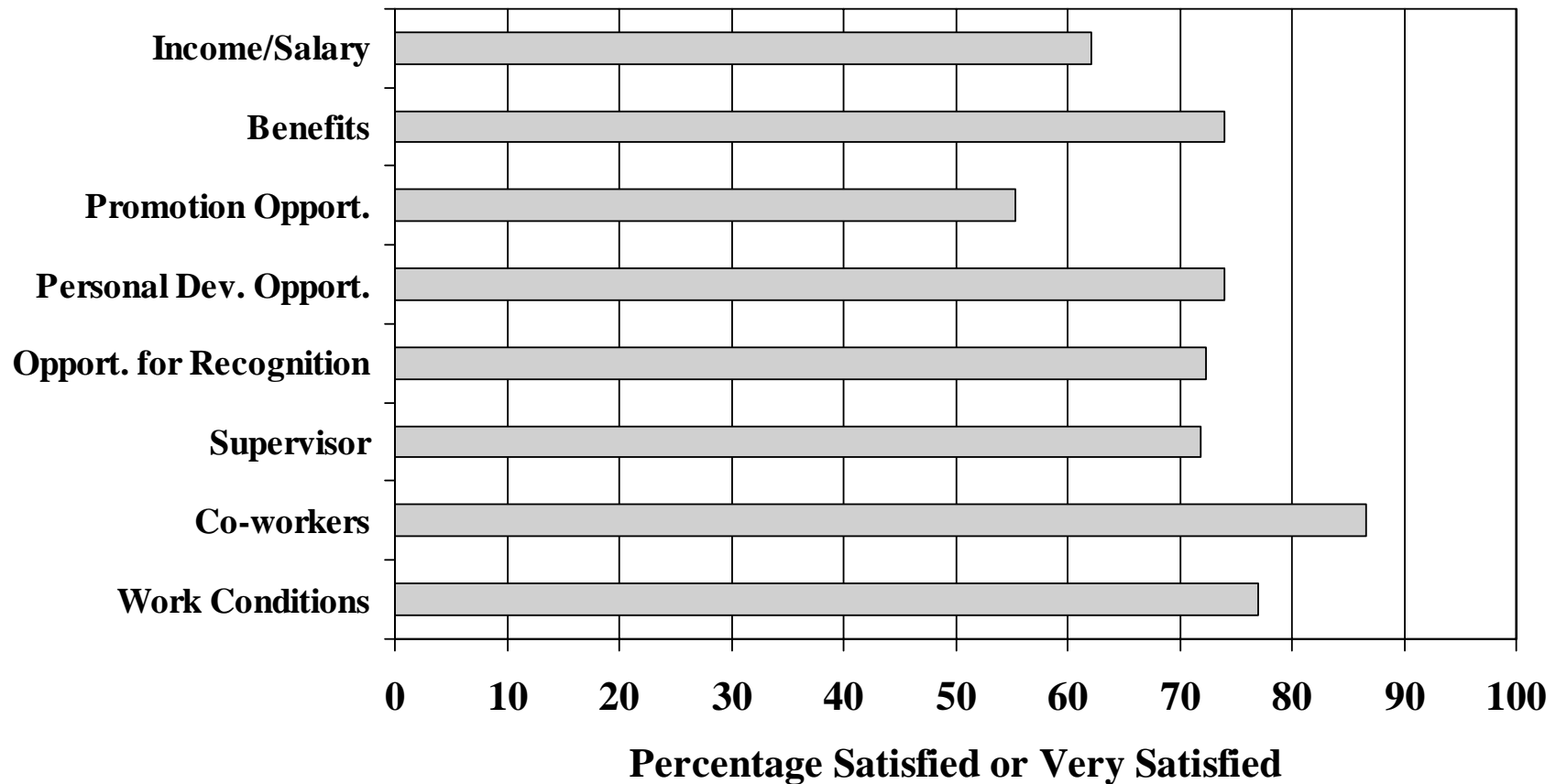
Employment Status ¹						
	1991	1993	1995	1997	1999	2001
Unemployed	1.2%	1.2%	0.6%	0.7%	1.2%	0.8%
Involuntarily out of field ("underemployed")	1.0%	3.5%	3.1%	3.1%	2.8%	3.1%

Market Perceptions Among Recent Doctorates ²		
	% said job market was "bleak"	% said job market was "excellent"
1989	2.3	11.6
1991	3.6	9.8
1993	6.8	6.0
1995	9.7	3.0
1997	5.5	8.7
1999	3.7	11.1
2001	2.3	11.5

Source: (1) Surveys of Doctorate Recipients. National Science Foundation. (2) Doctorate Employment Surveys. APA.

Note. Data from Doctorate Employment Survey include PsyDs.

Levels of Satisfaction With Aspects of Position Reported by Recent Doctorates in Psychology: 2001



Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, March 2004.

Note. Includes PsyDs.

Finding a Job

Most Successful Job Search Methods for Recent Doctorates in Psychology: 2001

		Health Services			Other Positions	
Top 3	Informal channels	35%	Informal channels	33%	Electronic resource	10%
	Postdoc became permanent	9%	APA Monitor ads	8%		
	Newspaper ads	9%				
Bottom 3	Journals	<1%	Journals	<1%	Regional conventions	<1%
	Employment agency	0%	APS Observer ads	0%	Civil service appl.	<1%

Source: 2001 Doctorate Employment Survey. Compiled by APA Research Office, March 2004.

Note. Includes PsyDs.

Career Strategies

- **Identify your skills**

- Don't pigeonhole yourself
- Reconceptualize your skills and abilities
- Open up your ideas to non-traditional careers using your psychology degree and knowledge

- **Develop new skills**

- **Market your skills**

Don't be afraid to explore other avenues in order to get a job. Sometimes you end up in the area that you're interested in by pursuing your interests in a more roundabout way.

Example: practitioner receiving grant money to conduct research that allows him/her to actually practice/counsel individuals. Researcher working in government setting reviewing/approving grant applications.

Skills Learned in Graduate School

- **Ability to function in various roles/environments**
- **Teaching skills** (*not just in the classroom...*)
- **Counseling/interviewing skills**
 - Ability to simplify complex ideas into lay person's language
 - Ability to listen well and refrain from emoting
 - Trained to pick up on non-verbal and verbal cues/body language
 - Management of human behavior
- **Public speaking**
 - Gain experience in this area by speaking at presentations
 - *a leadership position in a student organization (forums, panels, meetings, etc.)*
 - Defending theses and dissertations
- **Computer skills**

Learn as much as you can about SPSS, SAS (statistical software), Excel, Word, the Internet, Distance Learning, and telehealth

Skills Learned in Graduate School (cont.)

- **Able to argue and defend different viewpoints**
- **Scientific method**
- **Research methods, data analysis, statistics**
 - Problem solving and analytical skills (used in multiple settings including clinical, research, forensics, and consulting)
 - Ability to manipulate numbers/stats
 - Library skills
- **Integrate information from multiple sources**
- **Evaluate critically**
 - Evaluate research of peers and colleagues
 - Review and evaluate research grants and proposals
 - Review articles for journals

Skills Learned in Graduate School (cont.)

- **Understanding group dynamics**
- **Ability to appreciate and work with differing viewpoints**
- **Ability to accept criticism and rejection such as**
 - submission of an article to a journal
 - grant funding agency(those who can attract \$\$ are attractive!)*
 - theses defenses
 - patient calling you names or rejecting you as a therapist
 - patient has issues of whether you are competent
- **Objective thinking**
- **Working with ambiguity**

A psychology background enables us to learn how to adapt to constantly changing environments. Have the ability to work with ambiguity or unclear situations.

Valuable Skills in the Workplace

- **Ability to work productively in difficult situations**
- **Ability to work in a high-stress environment**
 - Learned to deal with pressure, how to remain calm and keep others calm in difficult situations
 - Useful skill- Crisis Management - can be used in clinical work, business settings.
 - Learn how to act and think quickly and concisely
- **Understanding the formal and informal norms of an organization**
 - Knowing how to work around and with other coworkers and procedures to accomplish your goals
- **Persistence (*stubbornness*)**
- **Ability to start projects with limited information or experience**

Developing New Skills

- **Billing**
 - Learn to deal with Managed Care organizations, learn the billing process from colleagues
- **Grant writing** (*practitioners, too!*)
 - Check out conferences and special offers by local associations.
 - Ex: NIH offers free workshops on learning how to write grants
 - Attend any training offered by your employer to learn new skills
 - Check foundation websites to learn how to write grants and proposals
- **Negotiating with managed care organizations**
(getting yourself ON a provider panel -- fighting for your market share!)

Developing New Skills (cont.)

•**Obtaining tenure or other academic contracts**

Learn what it takes to get tenured. Don't go into a position blind or you could be left out in the cold. Contact the university prior to accepting or applying to a position to find out their requirements for tenure (e.g., number of publications, grant money).

•**Peer-review of journal articles and books**

Work with professors, employers writing and reviewing journal articles. Learn how to write for refereed journals.

•**Consulting (*I/O people*)**

Find your special area of expertise and market yourself to other companies. Submit unsolicited vitae to companies selling your strengths. Convince the company that your strengths are worthwhile and that they need your assistance. Show them how much better off they would be with your help.

Other Places to Develop Skills

- **On the job**

Seek out new opportunities to learn new skills. Ask your employer where you can become more involved. Make your interests and willingness to learn known.

- **Mentors**

- **Employer training**

Attend as many as possible. Meet new people in your company and learn new skills to make yourself more marketable.

- **External training workshops**

- **Professional society workshops**

- **Continuing education courses**

- **University-based career services**

See what the career center has to offer

Marketing Your Skills

- **Repackage your professional identity** (*requires sensitivity to culture! Esp. in business. Ex: two sets of business cards*)
- **Educate yourself and employers about what you have to offer** (*this is not a time to be inconspicuous*)
- **Be wise and savvy when you select your references**
Choose individuals for recommendations or references who can speak the language of the position you are applying to.
- **Join relevant associations, societies, listservs**
Find out where the hot jobs and openings are. Join associations and societies to make connections in the field. *Remember, those informal channels are proven avenues to jobs!*

NETWORK, NETWORK, NETWORK!!