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ABSTRACT

Preliminary results of the 1979 Doctorate Employment Survey, which is designed to assess the employment experiences of new doctorates in psychology, are briefly described. The survey focuses on employment status, employment settings, and salaries, and is the first survey designed to allow respondents to provide detailed information on their secondary or additional employment positions. A total of 2,154 usable surveys (69.4 percent) was obtained from U.S. and Canada. The employment status of respondents is similar to those obtained in the 1978 survey: the proportion of new doctorates employed full-time is slightly higher in 1979, as is the proportion who are postdoctoral fellows. The employment status for doctorates in various degree fields of psychology is also indicated. With regard to employment settings, there were 1,729 respondents who were employed full-time: 1,205 were employed at least 35 hours per week in one position, and 379 were employed at least 35 hours in one position and also had a second employment position. The two major full-time employment settings are university psychology departments and community mental health centers or clinics. A majority of those whose primary position is in a hospital, clinic, or other human service setting have their second job in independent practice. Salary statistics for individuals employed at least 35 hours per week in their primary employment are summarized. The highest salaries are found in independent practice and in business, government, and other settings, while the lowest salaries are found in academic settings. Information is also provided on doctorates employed less than 35 hours per week. (SW)

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Preliminary Results of the 1979 Doctorate Employment Survey

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This report briefly describes the preliminary results of the 1979 Doctorate Employment Survey, which is the fifth in a series of annual surveys designed to assess the employment experiences of new doctorates in psychology. The employment status, employment settings and salaries of 1979 psychology doctorates are summarized in the attached tables.

In the fall of 1979, 328 doctoral departments in the U. S. and Canada were contacted for the names and addresses of individuals who received a doctorate in psychology between July 1, 1978 and June 30, 1979. A total of 3,102 names and addresses were received from the 300 departments that responded to the request. The survey was mailed in February 1980, with a second mailing to non-respondents in April. A total of 2,154 usable surveys were returned for a response rate of 69.4%.

Table 1 gives the employment status of respondents. The results are similar to those obtained in the 1978 Doctorate Employment Survey. The proportion of new doctorates employed full-time is slightly higher (80.3% in 1979 vs. 78.4% in 1978), as is the proportion who are postdoctoral fellows (11.0% in 1979 vs. 10.3% in 1978). Likewise, the proportions are slightly lower for those employed part-time (6.3% vs. 7.6%), unemployed and seeking (1.7% vs. 2.0%), and unemployed and not seeking (0.7% vs. 1.4%). As has been the case in previous years, women are more likely than men to be employed part-time or unemployed. Table 1 also gives the employment status for doctorates in various degree fields of psychology. The majority of the graduates in physiological psychology and psychopharmacology are postdoctoral fellows. There are also large proportions of postdoctoral fellows (about 20%) in cognitive, comparative, developmental and experimental. The field with the highest rate of unemployment is comparative psychology: 2 of the 15 graduates are unemployed and seeking employment.

With regard to employment setting, there are two changes from previous Doctorate Employment Surveys. The first is the use of a much finer breakdown of settings, as well as the addition of new categories. For example, "University" is broken down into six categories (e.g., psychology department, education department, etc.). Further, the category of "University/college counseling center" was specifically added and included under "Other human service settings" rather than as an academic setting.

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The second change is that a special effort was made this year to assess the characteristics of any secondary employment. Full-time employment is defined as 35 hours/week or more, while part-time employment is defined as less than 35 hours/week. In both cases, the individual may be employed the requisite number of hours in one or more jobs. For example, a full-time employed individual may have (a) one 40-hour/week job, (b) a 35-hour/week job, or (c) two 20-hour/week jobs. In each case, the individual would be considered to be employed full-time. Similarly, a part-time employed individual is employed less than 35 hours/week, although he/she may be employed in more than one job (e.g., two 10-hour/week jobs). Respondents to the 1979 Doctorate Employment Survey may be classified in the following manner. There were 1,729 respondents who were employed full-time: 1,205 (69.7%) were employed at least 35 hours/week in one position; 379 (21.9%) were employed at least 35 hours/week in one position and also had a second employment position; and 145 (8.4%) were employed in two positions, each less than 35 hours/week. There were 136 respondents who were employed part-time: 86 (63.2%) were employed in one position and 50 (36.8%) had more than one job.

Table 2 examines the primary and secondary employment settings of 1979 psychology doctorates. The first column describes the employment settings for full-time employed individuals who were employed at least 35 hours/week in one job. As may be seen, these new doctorates are employed across a wide variety of settings. The two major full-time employment settings are university psychology departments and community mental health centers or clinics (CMHCs), accounting for 10.8% and 10.4%, respectively.

In general, the distribution across broad categories of settings does not differ appreciably from that found in the 1978 Doctorate Employment Survey. However, there has been a slight decline in the proportion employed in academic (especially university) settings and a slight increase in the proportion employed in human service settings. Some of this may be due to the difference in employment setting categories. However, these differences between the 1978 and 1979 results are consistent with trends seen over the past five years where there has been a decline in the proportion employed full-time in academic settings. It is interesting to note that for 1979, half of those employed full-time in university settings were not employed in psychology departments. While there are no comparable data from previous surveys, one may suspect that this trend has been developing for a number of years.

The second column of Table 2 describes the secondary position for those individuals who have additional employment. As mentioned previously, 379 respondents have a second job in addition to their primary, full-time (i.e., 35-hour/week) position. Independent practice is the secondary employment position for almost one-third (31.4%) of these individuals. Slightly over one-fifth (21.9%) have a secondary position in a university. Finally, 10.8% of those with a secondary job are either self-employed or working for a consulting firm.

Although not seen in Table 2, there are some interesting patterns of employment for those who have secondary jobs. For example, only 11.6% of those employed full-time in universities have a secondary position, and this job tends to be either independent practice or consulting. In contrast, 41.2% of those employed full-time in hospitals have a second job which tends to be in an academic setting or independent practice.

The third and fourth columns of Table 2 describe the primary and secondary employment settings for 145 individuals employed 35 hours or more per week in two or more positions, but who are employed less than 35 hours per week in each job. The median number of hours per week spent in each job was 24.96 in the primary position and 15.33 in the secondary position. The mode was 20 hours/week in each position. Contrasted with those whose primary position is at least 35 hours/week, the major difference for these individuals is that they are more likely to have their primary position in independent practice. Again, the combinations of primary and secondary jobs are of interest, although these have not been included in Table 2. For example, half of those employed primarily in universities have their secondary employment in academic (mostly university) settings. For those employed primarily in private practice, about 25% have a second job in a university and another 25% have a secondary position in a clinic. Not surprising, a majority of those whose primary position is in a hospital, clinic or other human service setting have their second job in independent practice.

The last two columns of Table 2 describe the employment settings for part-time employed respondents. Again, when contrasted with those whose primary position is at least 35 hours/week, part-time employed respondents are more likely to have their primary employment in independent practice. There were 50 part-time employed individuals who had a secondary position, and this second job tended to be either in universities or independent practice.

The final table presented here, Table 3, summarizes salary statistics for individuals employed at least 35 hours/week in their primary employment setting. Salaries for academic settings and for schools and other educational settings were reported on both a 9-10 month basis and a 11-12 month basis and are presented in this manner. The highest salaries are found in independent practice and in business, government and other settings. The lowest salaries, as may be expected, are found in academic settings.

This report has briefly summarized the major results of the 1979 Doctorate Employment Survey: employment status, employment settings and salaries. This is the first Doctorate Employment Survey designed to allow respondents to provide detailed information on their secondary or additional employment positions. As has been noted here, the patterns of primary and secondary employment are quite complex. Careful analysis of these patterns should provide the most complete and accurate picture obtained to date of the early employment experiences of recent psychology doctorates.

Table 1

Employment Status of 1979 Psychology Doctorates by Sex and Degree Field

		Employed full-time N (%)	Employed part-time N (%)	Postdoctoral fellow N (%)	Unemployed, seeking N (%)	Unemployed, not seeking N (%)	Total N (100%)
All Doctorates		1729 (80.3)	136 (6.3)	237 (11.0)	37 (1.7)	15 (0.7)	2154
Sex	Men	1047 (83.8)	47 (3.8)	141 (11.3)	15 (1.2)	0 (0.0)	1250
	Women	646 (75.4)	88 (10.3)	87 (10.2)	21 (2.5)	14 (1.6)	855
	Not specified	37 (75.5)	1 (2.0)	9 (18.4)	1 (2.0)	1 (2.0)	49
Degree Field	Clinical	581 (82.6)	58 (8.3)	53 (7.5)	5 (0.7)	6 (0.9)	703
	Cognitive	33 (68.8)	3 (6.3)	10 (20.8)	2 (5.4)	0 (0.0)	48
	Community	15 (93.8)	0 (0.0)	0 (0.0)	0 (0.0)	1 (6.3)	16
	Comparative	10 (66.7)	0 (0.0)	3 (20.0)	2 (13.3)	0 (0.0)	15
	Counseling	213 (86.9)	17 (6.9)	7 (2.9)	5 (2.0)	3 (1.6)	245
	Developmental	135 (74.2)	9 (4.9)	33 (18.1)	3 (1.6)	2 (1.1)	182
	Educational	124 (89.2)	9 (6.5)	2 (1.4)	4 (2.9)	0 (0.0)	139
	Engineering	8 (88.9)	0 (0.0)	1 (11.1)	0 (0.0)	0 (0.0)	9
	Experimental	108 (75.5)	5 (3.5)	27 (18.9)	3 (2.1)	0 (0.0)	143
	General	10 (83.3)	1 (8.3)	0 (0.0)	1 (8.3)	0 (0.0)	12
	Industrial/ Organizational	63 (96.9)	1 (1.5)	0 (0.0)	1 (1.5)	0 (0.0)	65
	Personality	26 (74.3)	2 (5.7)	5 (14.3)	1 (2.9)	1 (2.9)	35
	Physiological	27 (31.0)	1 (1.1)	55 (63.2)	3 (3.4)	1 (1.1)	87
	Psycholinguistics	7 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	7
	Psychometrics	14 (93.3)	0 (0.0)	0 (0.0)	1 (6.7)	0 (0.0)	15
	Psychopharmacology	3 (20.0)	0 (0.0)	12 (80.0)	0 (0.0)	0 (0.0)	15
	Quantitative	21 (91.3)	0 (0.0)	2 (8.7)	0 (0.0)	0 (0.0)	23
	School	122 (87.8)	12 (8.6)	4 (2.9)	1 (0.7)	0 (0.0)	139
	Social	122 (82.4)	13 (8.8)	11 (7.4)	1 (0.7)	1 (0.7)	148
	Systems & Methods	4 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	4
	Other psychology	59 (79.7)	3 (4.1)	10 (13.5)	2 (2.7)	0 (0.0)	74
	Not specified	24 (80.0)	2 (6.7)	2 (6.7)	2 (6.7)	0 (0.0)	30

Note: Row percentages given.

Table 2

Primary and Secondary Employment Settings for 1979 Psychology Doctorates

Employment Setting	Full-time Employed (Primary position is 35 hrs/wk or more)		Full-time Employed in two or more positions (Primary position is less than 35 hrs/wk)		Part-time Employed (Less than 35 hrs/wk in one or more positions)	
	Primary Position	Secondary Position (if any)	Primary Position	Secondary Position	Primary Position	Secondary Position (if any)
University Settings						
Psychology department	171 (10.8)	58 (15.3)	14 (9.7)	16 (11.0)	11 (8.1)	8 (16.0)
Education department	48 (3.0)	10 (2.6)	1 (0.7)	5 (3.4)	4 (2.9)	2 (4.0)
Other academic department or unit	87 (5.5)	15 (4.0)	5 (3.4)	6 (4.1)	4 (2.9)	2 (4.0)
Management or administrative office	8 (0.5)	0 --	1 (0.7)	0 --	0 --	0 --
Research center or institute	23 (1.5)	0 --	5 (3.4)	2 (1.4)	3 (2.2)	0 --
Other university setting	7 (0.4)	0 --	0 --	0 --	1 (0.7)	0 --
Subtotal: University Settings	344 (21.7)	83 (21.9)	26 (17.9)	29 (20.0)	23 (16.9)	12 (24.0)
Four-year Colleges						
Psychology department	86 (5.4)	17 (4.5)	4 (2.8)	3 (2.1)	4 (2.9)	2 (4.0)
Education department	5 (0.3)	2 (0.5)	0 --	0 --	0 --	1 (2.0)
Other academic department or unit	11 (0.7)	5 (1.3)	0 --	0 --	2 (1.5)	1 (2.0)
Management or administrative office	6 (0.4)	0 --	0 --	0 --	0 --	0 --
Research center or institute	2 (0.1)	0 --	1 (0.7)	0 --	0 --	0 --
Other four-year college setting	1 (0.1)	0 --	0 --	0 --	0 --	0 --
Subtotal: Four-year Colleges	111 (7.0)	24 (6.3)	5 (3.4)	3 (2.1)	6 (4.4)	4 (8.0)
Other Academic Settings						
Two year college	25 (1.6)	14 (3.7)	5 (3.4)	5 (3.4)	7 (5.1)	2 (4.0)
Medical school, psychiatry department	25 (1.6)	6 (1.6)	5 (3.4)	3 (2.1)	2 (1.5)	1 (2.0)
Medical school, other department	51 (3.2)	5 (1.3)	3 (2.1)	1 (0.7)	1 (0.7)	0 --
Professional school	12 (0.8)	5 (1.3)	1 (0.7)	2 (1.4)	1 (0.7)	0 --
Subtotal: Other Academic Settings	113 (7.1)	30 (7.9)	14 (9.7)	11 (7.6)	11 (8.1)	3 (6.0)
Schools and Other Educational Settings						
Elementary or secondary school	49 (3.1)	5 (1.3)	8 (5.5)	1 (0.7)	6 (4.4)	0 --
School system district office	49 (3.1)	0 --	1 (0.7)	2 (1.4)	2 (1.5)	1 (2.0)
Other educational setting (e.g., vocational, adult, special education)	33 (2.1)	9 (2.4)	2 (1.4)	1 (0.7)	5 (3.7)	3 (6.0)
Subtotal: Schools & Other Educational Settings	131 (8.3)	14 (3.7)	11 (7.6)	4 (2.8)	13 (9.6)	4 (8.0)
Independent Practice						
Individual private practice	21 (1.3)	82 (21.6)	16 (11.0)	33 (22.8)	18 (13.2)	6 (12.0)
Group psychological practice	22 (1.4)	33 (8.7)	8 (5.5)	3 (2.1)	9 (6.6)	6 (12.0)
Medical/psychology group practice	10 (0.6)	4 (1.1)	2 (1.4)	6 (4.1)	0 --	2 (4.0)
Subtotal: Independent Practice	53 (3.3)	119 (31.4)	26 (17.9)	42 (29.0)	27 (19.9)	14 (28.0)
Hospitals						
Public general hospital	30 (1.9)	3 (0.8)	4 (2.8)	1 (0.7)	3 (2.2)	0 --
Private general hospital	30 (1.9)	1 (0.3)	5 (3.4)	3 (2.1)	2 (1.5)	0 --
Public mental or psychiatric hospital	91 (5.7)	2 (0.5)	1 (0.7)	2 (1.4)	0 --	0 --
Private mental or psychiatric hospital	22 (1.4)	4 (1.1)	5 (3.4)	4 (2.8)	1 (0.7)	1 (2.0)
Veterans Administration (VA) hospital	26 (1.6)	1 (0.3)	1 (0.7)	0 --	1 (0.7)	0 --
Subtotal: Hospitals	199 (12.6)	11 (2.9)	16 (11.0)	10 (6.9)	7 (5.1)	1 (2.0)
Clinics						
Community mental health center or clinic (CMHC)	164 (10.4)	8 (2.1)	12 (8.3)	6 (4.1)	10 (7.4)	1 (2.0)
Outpatient clinic	34 (2.1)	10 (2.6)	10 (6.9)	9 (6.2)	6 (4.4)	2 (4.0)
Health maintenance organization (HMO)	8 (0.5)	0 --	0 --	0 --	1 (0.7)	0 --
Subtotal: Clinics	206 (13.0)	18 (4.7)	22 (15.2)	15 (10.3)	17 (12.5)	3 (6.0)
Other Human Service Settings						
University/college counseling center	74 (4.7)	8 (2.1)	7 (4.8)	11 (7.6)	9 (6.6)	0 --
Non-university counseling or guidance center	0 --	0 --	0 --	0 --	0 --	0 --
Special services: e.g., retardation, aging, handicapped	40 (2.5)	5 (1.3)	3 (2.1)	2 (1.4)	3 (2.2)	2 (4.0)
Other human service setting	20 (1.3)	3 (0.8)	3 (2.1)	0 --	3 (2.2)	1 (2.0)
Subtotal: Other Human Service Settings	134 (8.5)	16 (4.2)	13 (9.0)	13 (9.0)	15 (11.0)	3 (6.0)
Business, Government and Other						
Self-employed (not private practice)	11 (0.7)	23 (6.1)	5 (3.4)	7 (4.8)	4 (2.9)	2 (4.0)
Consulting firm	26 (1.6)	18 (4.7)	0 --	3 (2.1)	2 (1.5)	0 --
Private research organization	39 (2.5)	1 (0.3)	1 (0.7)	1 (0.7)	0 --	0 --
Government research organization	36 (2.3)	1 (0.3)	0 --	2 (1.4)	1 (0.7)	0 --
Business or industry (excluding consulting firm or research organization)	69 (4.4)	2 (0.5)	0 --	0 --	1 (0.7)	2 (4.0)
Criminal justice system	26 (1.6)	2 (0.5)	1 (0.7)	2 (1.4)	1 (0.7)	0 --
Military service (other than above)	21 (1.3)	3 (0.8)	0 --	0 --	0 --	0 --
Government agency (other than above)	29 (1.8)	2 (0.5)	2 (1.4)	1 (0.7)	1 (0.7)	0 --
Other non-profit organization	18 (1.1)	3 (0.8)	0 --	1 (0.7)	4 (2.9)	1 (2.0)
Other non-educational or non-service setting	3 (0.2)	2 (0.5)	1 (0.7)	1 (0.7)	0 --	1 (2.0)
Subtotal: Business, Government and Other	278 (17.6)	57 (15.0)	10 (6.9)	18 (12.4)	14 (10.3)	6 (12.0)
Employment setting not specified	15 (0.9)	7 (1.8)	2 (1.4)	0 --	3 (2.2)	0 --
Total: All Employment Settings	1584 (100.0)	379 (100.0)	145 (100.0)	145 (100.0)	136 (100.0)	50 (100.0)

Table 3

Full-time Salaries for 1979 Psychology Doctorates
by Primary Employment Setting and Salary Basis

Employment Setting and Salary Basis	Median	Mean	S.D.	N
Academic Settings, 9-10 Month Basis				
University	16,079	16,289	2,332	204
Four-year college	15,115	15,132	2,357	76
Other academic setting	20,000	19,389	4,104	18
All Academic Settings, 9-10 Month Basis	15,946	16,181	2,645	298
Academic Settings, 11-12 Month Basis				
University	19,306	19,397	4,784	131
Four-year college	15,750	16,875	4,463	32
Other academic setting	20,333	20,700	4,463	90
All Academic Settings, 11-12 Month Basis	19,404	19,542	4,763	253
Schools and Other Educational Settings, 9-10 Month Basis	18,600	19,127	4,651	63
Schools and Other Educational Settings, 11-12 Month Basis	21,750	22,613	5,391	62
Human Service Settings, 11-12 Month Basis				
Independent practice	26,500	29,479	11,870	48
Hospital	21,977	22,041	4,170	197
Clinic	19,420	20,113	4,011	204
Other human service setting	19,950	20,601	4,587	134
All Human Service Settings, 11-12 Month Basis	20,099	21,648	5,817	583
Business, Government and Other Settings, 11-12 Month Basis	24,447	24,933	7,548	268