2009 Income and Employment Survey Results for the Society for Industrial and Organizational Psychology

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Authors' Notes

The Human Resources Research Organization (HumRRO) developed and analyzed the 2009 Income and Employment Survey of the membership of the Society for Industrial and Organizational Psychology (SIOP) as a service to SIOP. We would like to acknowledge the support of Questar, who programmed and administered the online survey. We would also like to acknowledge the involvement of David Nershi, Larry Nader, and Jenny Baker in the SIOP Administrative Office and Joan Brannick, Mo Wang, Deborah Gebhardt, Mark Poteet, David Dickter, and Carl Persing, who reviewed drafts of the survey or the shorter version of this report published in the July 2010 issue of *The Industrial Organizational Psychologist* (*TIP*). Please address correspondence to the first author at HumRRO, 66 Canal Center Plaza, Suite 700, Alexandria, VA 22314 or at ckhanna@humrro.org.

Abstract

Data on 2009 income and employment of SIOP members were collected in January and February 2010 by sending an electronic link to the survey via e-mail to 3,903 members. The 29.1% response rate was lower than that for the 2006 survey (34.2%). As in 2006, the 2009 survey sample had higher percentages of females and respondents who received their doctorate five to nine years ago, as compared to samples in prior years. Mean and median income levels for industrial and organizational psychologists for the overall sample were generally higher than in 2006. As for the 2006 sample, we weighted the 2009 sample to have the same percentages by year since highest degree as the SIOP membership population to better reflect SIOP membership. Results based on both unweighted and weighted data are presented for 2009 income from one's primary employer by gender, age, ownership status, years since doctorate, geographic location, type of employer, and job level. Results on starting salaries for new master's and doctoral graduates, pay raises, retirement benefits, bonuses, and supplementary income are also presented. Correlations for demographic and job variables with 2009 income are presented, as well as results from separate regression equations for those employed in universities or colleges and those employed in other types of organizations.

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2009 Income and Employment Survey Results For The Society for Industrial and Organizational Psychology

Introduction

The survey's purpose was to collect information on 2009 income levels of industrial and organizational psychologists in SIOP and on employment and background variables that would help interpret income data. Survey instructions were e-mailed on January 7, 2010, to all members, associate members, international members, and fellows with active e-mail addresses on record (*n*=3,903). The survey was electronically available until February 3; 1,135 individuals responded. This was the third SIOP income survey to be administered electronically. The response rate was 29.1%, which is lower than the 34.2% response rate for both 2006 and 2003 surveys. Response rates have been declining since the first such survey was conducted in 1982 and are a problem with survey administration in general.

Results

Summary

Key findings[1] for unweighted 2009 data are as follows:

- Median incomes for the 2009 sample were generally higher than in 2006.
- Median primary income for women was 16.4% lower than that for men and mean income 21.0% lower than that for men.
- Median primary income was highest for the over-55 age group.
- Mean and median incomes for owners were higher than for non-owners.

[1] Unless tests of significance are specifically mentioned, key findings are based on descriptive statistics.

- The highest median incomes were in Manhattan, followed by Washington D.C., Los Angeles/Orange County, and Boston metro areas.
- Independent consultants had higher median incomes than respondents in other types of organizations.
- Academics at business departments earned significantly higher incomes than those in psychology departments.
- Academics in departments that offered higher-level degrees (such as a Ph.D., compared to a master's or bachelor's) earned significantly higher incomes.
- The mean amount contributed by an employer to defined contribution plans was 7.0% of income; the median was 6.0%.
- The mean amount to be provided by an employer through defined benefit plans was 42.8% of income; the median was 42.0%.
- 42.6% of respondents in 2009 reported receiving a bonus. The largest mean bonuses were for individual performance at 20.1% of primary income and the largest median bonuses were for group, department, or unit performance, at 9.7% of primary income.
- 41.6% of respondents reported receiving a pay raise in 2009. The mean and median increase for those with the same job and employer were 4.6% and 3.5% of income, respectively.

Sample Characteristics

For the unweighted sample, percentages of respondents by type of employer (51.4% private sector, 35.6% academic, 7.3% public sector, and 5.8% other) were similar to those in the SIOP membership population in order of size (50.1% private sector, 40.0% academic, 6.5% public sector, and 3.4% other), although the academic population was somewhat

underrepresented. Table 1 compares the 2009 sample to previous survey samples on several background variables. The percentage of women has been increasing since 1982. Percentages by type of SIOP membership on the 2009 survey were similar to those for the 2006 survey, as well as to types of membership within SIOP as a whole (14.3% of SIOP members are associates, 79.1% members or international affiliates, and 6.6% fellows).

The 2009 survey sample was similar to the 2006 and 2003 surveys on several characteristics and, like these two prior surveys, somewhat different from pre-2003 surveys. For example, percentages of the sample working part-time and respondents living in metro New York City were lower in the current survey, as well as in the 2006 and 2003 surveys, than in the 1997 and 2000 surveys. Percentages of respondents with doctorates have been consistent across survey samples since 2000. These figures are similar to those in the current SIOP membership population—84.4% of SIOP members have doctorates and 14.9% have master's degrees.

Sample weighting. About half the survey respondents in 2009 (50.8%) earned their highest degree in or after 1999. For the SIOP membership, however, this figure was lower (41.6%). Given this difference, we ran analyses with the 2009 data, as well as with 2009 data weighted to have similar percentages by years since highest degree as in the current SIOP membership (using simulated replication with the weight command in SPSS). Years since highest degree is one of the five variables on which data are available for the current SIOP membership population. It was selected as the weighting variable as it is significantly correlated (r=.38, p<.001, two-tailed) with 2009 primary income in the unweighted sample. Years since highest degree was also highly correlated with other variables that were significantly related to 2009 primary income for which we do not have SIOP membership data. Correlations for years since highest degree are .91 with years of work experience in industrial and organizational psychology, .90 with age, .65 with years with

2009 employer, .43 with practitioner job level, .32 with SIOP membership status, and .29 with being an owner (all significant at $p<.001$, two-tailed).

Although other variables on which we have SIOP membership data were also significantly related to income (SIOP membership status, highest degree received, and employment sector), the correlation between income and years since obtaining one's highest degree was the highest. Though several other variables have larger or similar correlations with income as years since highest degree, we did not have data on them for the SIOP membership population and could not use them to weight the data.

Weighted results generally provide a better representation for the SIOP membership population; however, unweighted results are also presented for comparison. Weighting substantially changed the percentage of respondents who received their highest degree after 1999 (41.6% in the SIOP membership population, 50.8% with unweighted data, and 41.3% with weighted data). Weighting also reduced the disparity between the sample and the SIOP membership population in the sector of employment for the private sector (50.1% in the SIOP population, 51.4% unweighted, and 49.6% weighted).

Income Levels

Highest degree obtained. Respondents were asked to provide their 2009 and 2008 total salary or personal income, not including bonuses or other variable pay, from their primary employer. Table 2 presents unweighted data above the sample size in parentheses and weighted data below the sample size. Median unweighted and weighted incomes for respondents with doctorates were higher in 2009 and 2008 than in 2006. However, for respondents with master's degrees, only unweighted 2009 primary income was higher than 2006 income; 2008 incomes and weighted 2009 income were lower than those in 2006.

Gender. For unweighted data, Table 2 shows that median primary income for women was 16.4% lower than that for men in 2009 and 16.7% lower in 2008. The income of women respondents has consistently been lower than that of men; on prior surveys, the difference between the median income for men and women ranged from 15.0% in 2006 to 22.0% in 1997. The mean unweighted primary income for women in both 2009 and 2008 ($101,404 and $99,571, respectively) was significantly lower ($t(850)=6.38$, $p<.001$, two-tailed, unequal variances, and $t(838)=5.93$, $p<.001$, two-tailed, unequal variances, respectively) than the mean primary income for men ($128,403 in 2009 and $125,335 in 2008). The mean income for women was 21.0% lower in 2009 than that for men and 20.6% lower in 2008. In surveys since 2000, the difference between the mean incomes of men and women has ranged from 14.7% in 2005 to 36.6% in 2000.

Weighted medians (shown under the sample size for years from 2002 to 2009 in Table 2) were higher for both men and women in 2009 and 2008 than unweighted medians. Mean weighted incomes were also higher for both men ($136,820 in 2009 and $134,138 in 2008) and women ($105,199 in 2009 and $103,907 in 2008) than unweighted means. Based on weighted data, women's median incomes were still 20.2% lower than median incomes for men for 2009 and 18.3% lower for 2008, and their means were 23.1% lower for 2009 and 22.5% lower for 2008.

Figures 1 (unweighted data) and 2 (weighted data) allow a comparison between median primary income for men and women with a master's degree or a doctorate. Some of the discrepancies observed may be explained by gender differences in other areas. For instance, in the unweighted sample, male respondents averaged a greater number of years since obtaining their highest degree (14.6) than females (9.2, $F(1,1096)=86.02$, $p<.001$).

Age. As Table 2 shows, unweighted median primary income was highest for the over-55 age group. Unweighted median incomes for all age groups were higher in 2009 and 2008 than what they had been in 2006, except for respondents under 35 (their 2008 income was lower). In comparing unweighted and weighted medians by age for 2009 and 2008, just over half of the weighted medians are higher than the unweighted medians. (In the remainder of this report, results from analyses on income by job characteristics, employer type, or location are only presented for 2009 income because we did not collect descriptive data on these variables for 2008 and cannot assume that such characteristics were the same for both 2009 and 2008.)

Years since doctorate. Figures 3 and 4 show unweighted and weighted 2009 primary incomes by the number of years since respondents received their doctorate. Respondents who received doctorates 25 years ago or more had the highest median income ($148,539), while those who received doctorates between 20 and 24 years ago had the highest mean income ($166,038). Results are similar for weighted and unweighted data.

Geographic location of employment. Specific metro areas listed on the survey were chosen because they are typically the highest paid in the U.S. With unweighted data, Manhattan had the highest 2009 median income ($140,000), followed by Washington D.C. ($125,000), Los Angeles/Orange County ($120,000), and Boston metro ($112,000) areas (Figure 5). With weighting (Figure 6), medians for all areas went up, except for respondents from the San Francisco/San Jose metro area, for whom it went down slightly. With weighted data, respondents in Manhattan ($147,839) had the highest median income, followed by Boston ($134,295), Washington, D.C. ($130,000), and Los Angeles/Orange County ($122,433). While other New York metro and San Francisco/San Jose metro areas were among the four areas with the top median incomes in both unweighted and weighted data sets in 2006, they dropped to lower ranks

in 2009, with Washington D.C. and Los Angeles/Orange County metro areas moving up. More than three-fourths of respondents from Canada were from metropolitan areas; as the number of cases in each city was too small to report, they were merged into a single category.

Mean values have a slightly different ranking. Unweighted and weighted mean primary incomes were as follows:

- Manhattan ($178,892 unweighted; $203,965 weighted)
- San Diego ($150,828 unweighted; $166,613 weighted)
- San Francisco ($144,319 unweighted; $144,920 weighted)
- Other New York metro ($137,906 unweighted; $140,567 weighted)
- Washington D.C. ($136,890 unweighted; $150,836 weighted)
- Boston metro ($129,431 unweighted; $134,248 weighted)
- Philadelphia metro ($124,639 unweighted; $139,223 weighted)
- Canada ($122,384 unweighted; $131,344 weighted)
- Los Angeles metro ($120,320 unweighted; $129,240 weighted)
- Outside the U.S. and Canada ($118,376 unweighted; $125,557 weighted)
- Other U.S. ($113,499 unweighted; $118,923 weighted)

Analyzing the first two digits of the zip code provides additional information on income by geographic location (see Table 4). Based on unweighted data, the three zip codes with the highest median incomes are 53 and 54 in Wisconsin ($149,000), 46 and 47 in Indiana ($145,000), and 98 and 99 in Washington and Alaska ($135,000). Based on weighted data, the three zip codes with the highest income are 53 and 54 in Wisconsin ($152,290), 20 and 21 in the District of Columbia and Maryland ($146,286), and 46 and 47 in Indiana ($146,184).

Type of principal employment. Of respondents with doctorates, over half in the unweighted sample indicated that their principal employer was either a university or college (40.7%, *n*=388) or private-sector consulting organization (21.7%, *n*=207). In the unweighted data (see Figure 7), the employer type with the highest median income was individual/self-employed consulting, followed by pharmaceuticals, energy production, hospitality, and the federal government. With weighting, the two biggest employer categories were still universities and colleges (42.0%) and private-sector consulting organizations (20.5%). Based on weighted data (see Figure 8), individual/self-employed consultants still had the highest median income, followed by pharmaceuticals, hospitality, energy production, and manufacturing.

Type of academic employment. For those working in universities or colleges, the unweighted mean income differed by the highest degree a department offered (bachelor's $76,950, *n*=33; master's $99,200, *n*=104; doctorate $114,340, *n*=223; $F(3,358)=6.53$, $p<.001$; see Figure 9). In addition, the unweighted mean income of respondents working in business or management departments ($137,037, *n*=145) was significantly ($F(1,337)= 101.77$, $p< .001$) higher than the mean income of those in psychology departments ($83,778, *n*=194). Mean and median incomes at psychology and business or management departments based on highest degree offered (Figures 9 and 10) were:

- Psychology department, highest degree bachelor's: unweighted mean $75,036 and median $63,000 (*n*=23); weighted mean $77,175 and median $64,076 (*n*=22).
- Psychology department, highest degree master's: unweighted mean $70,012 and median $68,404 (*n*=38); weighted mean $72,156 and median $72,272 (*n*=36).
- Psychology department, highest degree doctorate: unweighted mean $89,837 and median $78,000 (*n*=131); weighted mean $94,805 and median $82,423 (*n*=128).

- Business or management department, highest degree bachelor's: unweighted mean $83,621 and median $78,115 (*n*=6); weighted mean $80,355 and median $74,178 (*n*=5).
- Business or management department, highest degree master's: unweighted mean $117,670 and median $105,000 (*n*=61); weighted mean $125,060 and median $112,200 (*n*=62).
- Business or management department, highest degree doctorate: unweighted mean $155,142 and median $135,000 (*n*=77); weighted mean $162,269 and median $146,249 (*n*=85).

The unweighted mean income did not differ significantly ($F(1,365)=.00$, $p=.95$) for private ($105,806 *n*=93) and public institutions ($105,404, *n*=274).

Academic titles by department type. Figures 11 and 12 show unweighted and weighted 2009 income for psychology and business/management departments for the four academic titles that had adequate sample sizes. Distinguished or chaired professors had the highest primary median and mean income in both types of departments. There were significant differences between incomes in psychology and business/management departments for assistant professors ($F(1,108)=93.17$, $p<.001$ unweighted and $F(1,81)=65.72$, $p<.001$ weighted), associate professors ($F(1,94)=70.08$, $p<.001$ unweighted and $F(1,95)=61.40$, $p<.001$ weighted), full professors ($F(1,66)=9.56$, $p<.05$ unweighted and $F(1,81)=14.71$, $p<.001$ weighted), and distinguished or chaired professors ($F(1,22)=13.56$, $p=.001$ unweighted and $F(1,32)=16.62$, $p<.001$ weighted).

Practitioner job titles. Figure 13 and 14 show unweighted and weighted 2009 primary income by job level for those in the private, nonprofit, and government sectors. Tables with the figure show weighted and unweighted percentiles. Weighted means and medians are higher than unweighted means and medians, with the exception of those for entry-level practitioners. Senior

vice-presidents had the highest mean and median incomes in both unweighted and weighted data; presidents or CEOs also had the highest median in weighted data. To view this data in context, it may be relevant to mention that 67.9% of presidents and CEOs in the sample work in organizations that have less than 10 employees, 14.4% work in organizations with over 100 employees, and the largest organization that a respondent is president or CEO of has 750 employees. None of the senior vice-presidents, on the other hand, work in organizations with less than 10 employees, 82.4% work in organizations with over 100 employees, and the largest organization that a respondent is senior vice-president of has 300,000 employees.

Status as a partner, principal, or owner. In the unweighted 2009 sample, 4.2% were sole proprietors or owners, 1.4% partners, 1.1% principals, 0.9% primary shareholders (i.e., owners of 20.0% or more of a corporation), and 1.7% were minority shareholders (i.e., owners of less than 20.0% of a corporation). Owners had higher mean and median primary incomes than non-owners for both unweighted and weighted data (see Figures 15 and 16). With weighting, both means and medians increased for most types of owners as well as non-owners. (Only respondents in private sector for-profit industries were asked about their ownership status; correlations and regressions are based on this sub-group. Income data from nonprofit and government respondents are presented for comparison.)

Starting salaries. With unweighted data from those who had hired new graduates in 2009 and reported the average salary of these new hires, mean and median starting salaries (see Tables 12 through 15) were:

- Doctoral graduates in Industrial/Organizational Psychology: unweighted mean $81,965 and median $75,000 (*n*=55); weighted mean $83,307 and median $75,000 (*n*=54).

- Master's degree graduates in Industrial/Organizational Psychology: unweighted mean $56,794 and median $55,000 (*n*=53); weighted mean $56,807 and median $55,000 (*n*=51).
- Doctoral graduates in Human Resources/Organizational Behavior: unweighted mean $84,731 and median $80,000 (*n*=13); weighted mean $87,934 and median $85,795 (*n*=13).
- Master's degree graduates in Human Resources/Organizational Behavior: unweighted mean $68,643 and median $64,000 (*n*=7); weighted mean $62,680 and median $61,201 (*n*=5).

The change in unweighted starting salaries from 2008 to 2009 was as follows:

- Doctoral graduates in I/O: the mean increased by 6.0% (medians did not change)
- Master's degree graduates in I/O: the mean decreased by 14.4% (medians did not change)
- Doctoral graduates in HR/OB: mean decreased by 10.4% and median increased by 14.3%
- Master's degree graduates in HR/OB: mean decreased by 12.4% and median increased by 16.4%.

With unweighted data, new doctoral graduates in I/O had a mean salary 44.3% higher and a median that was 36.4% higher than that for new master's graduates in I/O. New doctoral graduates in HR/OB had an unweighted mean income 23.4% higher and an unweighted median 25.0% higher than that for new HR/OB master's graduates.

For 10 respondents who self-reported that they had obtained a doctorate in the past year and had a year or less of work experience in Industrial-Organizational psychology or a related field, the

2009 unweighted mean primary income was $82,897 and median was $76,000. Weighted mean income for the same group was $82,700 and median was $76,000. There were very few cases in a comparable sub-group with a master's degree, so their income is not reported.

Retirement, Bonus, and Raise Information

Retirement plans. The survey asked about two types of plans that employers use to fund retirement systems: defined contribution and defined benefit. In defined contribution plans, employers typically contribute a specified amount of money or percent of salary into a plan annually into a retirement account, and it is invested until an employee retires. The amount an employee receives when retired depends on how much it has increased over the years from the way it was invested. In the U.S., 401k and 403b plans are defined contribution plans. With a defined benefit plan, an employer typically agrees to pay the employee a certain amount or percentage of salary once the employee retires.

For 2009, 76.7% (*n*=850) of respondents indicated that their employer offers a defined contribution plan, while 27.2% (*n*=301) indicated that their employer provides a defined benefit plan. For 533 respondents who reported the percentage of income that their employer contributed to a defined contribution plan in 2009, the amounts contributed were:

- Mean: 7.0% unweighted; 7.2% weighted
- 10^{th} percentile: 3.0% unweighted; 3.0% weighted
- 25^{th} percentile: 4.0% unweighted; 4.0% weighted
- Median: 6.0% unweighted; 6.0% weighted
- 75^{th} percentile: 9.9% unweighted; 10.0% weighted
- 90^{th} percentile: 11.0% unweighted; 11.0% weighted.

For 63 respondents who reported the percentage of final salaries that their employer will provide after they retire through a defined benefit plan, the amounts to be provided were:

- Mean: 42.8% unweighted; 45.0% weighted
- 10th percentile: 4.4% unweighted; 5.0% weighted
- 25th percentile: 15.4% unweighted; 23.8% weighted
- Median: 42.0% unweighted; and 50.0% weighted
- 75th percentile: 66.0% unweighted; 66.5% weighted
- 90th percentile: 78.0% unweighted; 80.0% weighted.

Bonuses and stock options. Overall, 42.6% of respondents in 2009 reported receiving a bonus, as compared to 46.0% in 2006. The percentage of respondents in each sector who reported receiving a bonus in 2009 (see Tables 6 and 7) was:

- Private sector: 66.9%
- Nonprofit: 46.9%
- Government and military: 49.4%
- University or college: 12.4%.
- Self-employed: 10.2%

Considering all bonuses awarded, with some respondents getting more than one bonus, the percentages of respondents who received a specific type of bonus in 2009 were:

- Individual bonus: 28.1%
- Organizational bonus: 22.0%
- Group, department, or unit performance bonus: 11.7%
- Other reasons: 2.5%
- Retention bonus: 2.2%

- Special projects bonus: 2.0%
- Signing or recruiting bonus: 1.7%
- Exercising stock options: 0.6%

To examine bonus size (as a percent of reported 2009 primary income) by type, we examined data from 258 respondents who reported that they received only a single type of bonus. The average size of each type of bonus was:

- Individual performance bonus: 20.1% unweighted mean and 4.3% median (*n*=102); 19.4% weighted mean and 4.3% median (*n*=98).
- Group, department, or unit performance bonus: 12.8% unweighted mean and 9.7% median (*n*=16); 13.8% weighted mean and 10.2% median (*n*=14).
- Organizational performance bonus: 12.0% unweighted mean and 6.6% median (*n*=66); 12.8% weighted mean and 6.9% median (*n*=68).
- Other bonuses: 9.8% unweighted mean and 3.4% median (*n*=13); 10.4% weighted mean and 3.7% median (*n*=13).
- Special project bonus: 8.9% unweighted mean and 2.6% median (*n*=6); 10.6% weighted mean and 9.3% median (*n*=6).
- Retention bonus: 4.2% unweighted mean and 1.5% median (*n*=5); 4.1% weighted mean and 1.5% median (*n*=5).

Too few respondents (*n*<5) reported receiving a bonus in the form of stock options, for receiving a degree or a certification, or for signing on to or joining an organization, so their data are not reported.

Pay Raises. A minority of respondents (41.6%) reported receiving a pay raise in 2009, far lower than the 79.9% who received a pay raise in 2006. Pay raises were significantly different

based on the period when they became effective ($F(3, 485)=2.92$, $p=.03$). As this survey pertains to 2009 income data, only pay raises that occurred in 2009 were included in the analyses. (Data from respondents who received pay raises in 2010 or did not know when their pay raise became effective were not included.) As Figures 17 and 18 show, the average size of each type of pay raise (as a percent of base salary before the raise) was:

- A promotion with the same employer: 12.6% mean and 8.0% median ($n=73$) unweighted; 12.0% mean and 7.7% median ($n=63$) weighted.
- Other reasons: 10.1% mean and 7.0% median ($n=7$) unweighted; 10.0% mean and 7.0% median ($n=8$) weighted.
- An increase in responsibility with the same employer: 7.5% mean and 6.5% median ($n=21$) unweighted; 6.9% mean and 5.0% median ($n=18$) weighted.
- The same job at the same employer: 4.6% mean and 3.5% median ($n=337$) unweighted; 4.5% mean and 3.5% median ($n=317$) weighted.

There were too few respondents ($n<5$) who received pay raises for a similar job at a new employer, a higher level job at a new employer, or a transfer to another job or location at the same employer to provide their data.

Supplementary Income. The survey asked for the amount of supplementary income (in addition to salary from the primary employer) received in 2009 for work in I-O psychology or a related field. Tables 8 and 9 show unweighted and weighted results for respondents in academia, while Tables 10 and 11 show results for practitioners.

Regression Analyses

We analyzed the relationships of personal and employment characteristics to income from the primary employer using unweighted data in separate regression equations for

respondents working in universities or colleges and those working for non-academic employers because we had collected data on several different variables for the two groups (e.g., type of academic department for those in academia, appropriate job levels for the two groups, and ownership status for practitioners). The equation for the academic sample accounted for more variance in 2009 income from the primary employer (R^2=.72, R^2_{adj}=.68, F(34,278)=20.54, p<.001) than the equation for the practitioner sample (R^2=.50, R^2_{adj}=.44, F(54,466)=8.57, p<.001).

For the academic sample, coefficients were significantly positive (p<.05) for years since obtaining one's highest degree; hours worked per week for the primary employer; number of employees supervised; being a SIOP Fellow (compared to a SIOP member); working in a business or industrial relations department (compared to a psychology department); being a distinguished or chaired professor (compared to an assistant professor); and having tenure. Number of years worked for the primary employer and working in departments where the highest degree offered were bachelor's or master's (compared to a doctorate) were significantly (p<.05) and negatively correlated with income.

In the equation for practitioners, coefficients were significantly positive (p<.05) for hours worked per week for the primary employer; number of employees supervised; working in Manhattan or the Philadelphia or Washington D.C. metro areas (compared to areas not listed on the survey that are in the U.S.); working in energy production or other private sector (compared to a consulting organization); being a senior vice-president (compared to a senior consultant, researcher or practitioner); and being some type of owner. Working for a state government (compared to consulting organizations) had significant negative coefficients (p<.05) with income.

While the R^2 for the equation for practitioners was only slightly lower than that in 2006 (R^2=.55, R^2_{adj} =.50, F(54,533)=12.00, p<.001), there were a few unexpected results. For instance, the number of years since respondents earned their highest degree was not significantly correlated with income. We explored the possibility of a curvilinear relationship between income and years since obtaining one's highest degree to explain these results, but did not find evidence to support this idea.

It appears that the high degree of intercorrelation among some of the variables included in the regression equation (years since highest degree and years of work experience r=.91; years since highest degree and age r=.90; and years of work experience and age r=.89) made it difficult to find significance for individual predictors. We tested this idea by removing age and years of work experience from the practitioner equation and found that years since obtaining one's highest degree had a significant positive relationship with income when these variables were removed.

Discussion

The 2009 survey was the third SIOP Income and Employment Survey to be administered via the Internet. The 2009 response rate (29.1%) was lower that that for the previous survey (34.2%), as has been the trend with surveys in general. The proportion of female respondents continued to increase, with 46.0% in 2009, which was nearly three times the percent of females responding to the survey conducted in 1982 (16.0%). The percent of respondents with a master's as their highest degree increased to 14.0% in 2009, compared to 7.0% on the 1997 survey. Because the distribution of respondents by years since highest degree varied from the SIOP population, we again weighted the responses by this variable and presented both unweighted and weighted results. Comparing weighted medians, we found that primary income for those with doctorates increased for each year in which it has been measured since 2002. However, for those with a master's as the highest degree, the 2008 and 2009 weighted median incomes were not as high as the 2006 median. The 16.4% lower weighted median income for women than men in 2009 suggests that there continues to be a "wage gap" between women and men, but in the regression equations for academics and practitioners that included gender with other independent variables, gender was not statistically significant ($p<.05$). This is consistent with findings from the 2001 and 2006 surveys (gender was significant in the regression equations in the 1998 and 2003 surveys). According to regression equation results for practitioners, such factors as employer sector, status as an owner, hours worked per week, number supervised, location, and job level were significant. According to regression equation results for academics, type of academic department, highest degree offered, job level, number supervised, tenure, years since obtaining one's highest degree, hours worked per week, years worked for one's primary employer, and SIOP membership status were significant.

Table 1

Characteristics of Samples Across Time (Cross-Sectional)

	1982	1988	1994	1997	2000	2003	2006	2009	2003 Weighted	2006 Weighted	2009 Weighted
Gender											
Men	84%	79%	71%	67%	65%	58%	58%	54%	63%	62%	58%
Women	16%	21%	29%	33%	35%	42%	42%	46%	37%	38%	42%
SIOP Membership Type											
Associate	n/a	10%	6%	7%	10%	12%	14%	14%	9%	12%	12%
Member	n/a	82%	86%	86%	83%	82%	80%	80%	81%	79%	79%
Fellow	n/a	8%	9%	7%	7%	6%	6%	6%	10%	9%	9%
Employment Status											
Full Time	n/a	87%	89%	86%	86%	95%	97%	95%	94%	97%	95%
Part Time	n/a	5%	3%	8%	9%	5%	3%	5%	6%	3%	5%
Location											
New York Area	4%	14%	11%	10%	11%	7%	8%	7%	8%	9%	7%
Elsewhere	86%	86%	89%	90%	89%	93%	92%	93%	92%	91%	93%

	1982	1988	1994	1997	2000	2003	2006	2009	2003 Weighted	2006 Weighted	2009 Weighted
Years Since Doctorate											
0-<2	n/a	n/a	8%	11%	2%	11%	8%	9%	6%	5%	6%
2-4	n/a	n/a	12%	13%	14%	19%	20%	16%	12%	14%	13%
5-9	23%	24%	19%	18%	19%	25%	24%	22%	20%	20%	19%
10-14	19%	22%	18%	14%	15%	13%	16%	18%	15%	15%	16%
15-19	14%	18%	14%	14%	13%	10%	10%	10%	12%	12%	12%
20-24	n/a	n/a	14%	12%	14%	8%	7%	9%	12%	11%	10%
25 or more	n/a	n/a	15%	19%	25%	14%	15%	16%	23%	23%	24%
Degree											
Doctorate	n/a	n/a	n/a	92%	88%	87%	87%	86%	90%	89%	87%
Master's	n/a	n/a	n/a	7%	12%	13%	13%	14%	10%	11%	13%

Note. "n/a" indicates that data are not available. Statistics include both those with master's and doctorates, except for years since doctorate and the doctorate category in degree, which only include those with doctorates. Doctorate includes those with Ph.D., Psy.D., J.D., Ed.D., and DBA. Master's includes those who have nearly completed doctorates, but had not yet graduated at the time of the survey. Weighting in the last three columns is based on years since highest degree in the SIOP membership population.

Table 2

Demographic Comparison of Median Primary Incomes for Selected Subgroups by Year

	1994	1997	1999	2000	2002	2003	2005	2006	2008	2009
Degree										
Doctorate	$71,000 (1124)	$80,000 (1231)	$83,000 (882)	$90,000 (905)	$83,750[a] (904) $93,000	$87,714[a] (922) $96,295	$92,000[a] (931) $99,000	$98,500[a] (942) $103,000	$102,000[a] (869) $110,000	$105,000[a] (904) $112,728
Master's	$59,500 (104)	$55,000 (99)	$58,000 (117)	$67,000 (126)	$60,000[a] (131) $67,096	$65,000[a] (133) $68,000	$68,000[a] (139) $72,000	$72,000[a] (141) $79,855	$72,000[a] (141) $75,918	$74,500[a] (148) $77,591
Gender[b]										
Men	$75,000 (954)	$83,000 (858)	$85,000 (637)	$93,000 (653)	$86,250[a] (605) $96,000	$92,000[a] (609) $100,000	$95,000[a] (626) $102,664	$100,000[a] (626) $125,062	$108,000[a] (556) $115,000	$110,000[a] (569) $119,000
Women	$58,500 (394)	$65,000 (428)	$70,000 (341)	$77,000 (357)	$72,000[a] (428) $80,000	$76,000[a] (444) $83,400	$78,000[a] (436) $81,452	$85,000[a] (449) $88,471	$90,000[a] (451) $94,000	$92,000[a] (480) $95,000

	1994	1997	1999	2000	2002	2003	2005	2006	2008	2009
Age[c]										
<35	$50,000 (168)	$60,000 (236)	$62,000 (163)	$70,000 (170)	$60,753[a] (194) $62,930	$70,000[a] (208) $70,000	$72,000[a] (205) $72,000	$80,000[a] (209) $80,000	$78,500[a] (204) $79,570	$83,000[a] (221) $83,427
35-39	$61,000 (227)	$70,000 (178)	$75,000 (136)	$80,000 (141)	$76,250[a] (208) $79,139	$80,300[a] (209) $83,000	$90,000[a] (198) $90,000	$95,000[a] (200) $95,000	$98,500[a] (168) $99,220	$104,000[a] (169) $104,000
40-44	$75,000 (216)	$80,000 (162)	$78,000 (95)	$82,000 (100)	$85,000[a] (137) $86,000	$89,600[a] (141) $89,694	$91,759[a] (139) $96,000	$97,000[a] (141) $100,000	$108,000[a] (149) $108,000	$110,000[a] (155) $110,000
45-49	$84,000 (247)	$100,000 (210)	$95,000 (141)	$99,500 (140)	$95,500[a] (91) $96,000	$100,000[a] (90) $100,000	$100,000[a] (105) $99,318	$105,000[a] (107) $102,126	$125,000[a] (89) $125,000	$116,500[a] (95) $116,500
50-54	$85,000 (140)	$91,500 (196)	$91,000 (140)	$100,500 (144)	$110,000[a] (121) $115,497	$112,500[a] (120) $118,112	$108,000[a] (103) $109,854	$115,000[a] (104) $120,000	$118,000[a] (79) $120,000	$125,000[a] (79) $126,143
55+	n/a	$92,000 (242)	$100,000 (189)	$100,000 (192)	$110,659[a] (143) $111,000	$110,000[a] (144) $110,000	$129,500[a] (170) $135,000	$131,306[a] (170) $134,940	$140,000[a] (168) $140,095	$140,000[a] (173) $144,000

[a]The top row contains income based on unweighted data; numbers in parentheses in the second row are sample sizes; numbers under sample sizes are based on weighting by years since highest degree in the SIOP membership population.

[b]Includes all respondents regardless of degree.

[c]Includes only respondents with a doctorate.

Table 3

Significant Correlations with 2009 Primary Income (Unweighted)

Variable	Pearson *r*
Age (*n*=1,039)	.34
Gender (Female=0, Male=1; *n*=1,049)	.18[a]
Highest Degree Obtained (Master's=0, Doctorate=1; *n*=1,052)	.18[a]
Years Since Highest Degree (*n*=1,045)	.38
Years of Work Experience in I-O Psychology or a Related Field (*n*=967)	.41
SIOP Associate Member (*n*=1,043)	-.16[a, b]
SIOP Fellow (*n*=1,044)	.26[a, b]
Weeks Employed at Primary Employer in 2009 (*n*=1,039)	.15
Weeks Employed at Primary Employer in 2008 (*n*=1,041)	.14
Average Number of Hours Worked Per Week at 2009 Employer (*n*=1,045)	.21
Average Number of Hours Worked Per Week at 2008 Employer (*n*=1,041)	.23
Years Worked for 2009 Employer (*n*=937)	.14
Years Worked at Current Position at the Same Grade, Rank, or Level (*n*=954)	.13
Worked for Same Primary Employer in 2008 and 2009 (*n*=1,046)	-.07[a]
Ownership Status (Not an Owner=0, Some Type of Owner=1; *n*=568)	.29[a]
Number of Employees Supervised (*n*=951)	.37
Worked in Manhattan (*n*=1,030)	.12[a]
Worked in the U.S. But Not in Any City Listed (*n*=1,030)	-.13[a]
Worked at a University or College (*n*=1,052)	-.11[a, c]
Worked in a Psychology Department (*n*=375)	-.44[a, d]
Worked in a Business or Management Department/School (*n*=375)	.46[a, d]
Highest Degree Department Offered was Bachelor's (*n*=365)	-.17[a]
Highest Degree Department Offered was Doctorate (*n*=365)	.20[a]
Had Tenure (No=0, Yes=1; *n*=373)	.35[a]
Academic Rank as an Interval Variable (Assistant Professor=1, Associate Professor=2, Full Professor=3, Department Chair=4, Distinguished or Chaired Professor=5; *n*=333)	.57
Academic Rank as Categorical Variables:	
Assistant Professor (*n*=374)	-.31[a, e]
Professor (*n*=374)	.11[a, e]
Distinguished Professor (*n*=374)	.48[a, e]
Dean (*n*=374)	.19[a, e]
Was Self-Employed (*n*=1052)	.19[a, c]

Variable	Pearson *r*
Worked in the Private Sector (*n*=1,052)	.08[a, c]
Worked as an Independent Consultant (*n*=1,052)	.19[a, f]
Worked in the Private Sector—Other Category (*n*=1,052)	.12[a, f]
Practitioner Job Level as an Interval Variable (Entry Level Consultant, Researcher, or Practitioner=1, Consultant, Researcher, or Practitioner=2, Senior Consultant, Researcher, or Practitioner=3, Supervisor=4, Manager or Director=5, Vice President=6, Senior Vice President=7, President or CEO=8; *n*=657)	.43
Practitioner Job Level as Categorical Variables:	
Entry-Level Consultant, Researcher, or Practitioner (*n*=674)	-.18[a, g]
Consultant, Researcher, or Practitioner (*n*=674)	-.20[a, g]
Manager or Director of a Human Resources or Organizational Behavior Functional Area (*n*=674)	.08[a, g]
Vice President (*n*=674)	.14[a, g]
Senior Vice President (*n*=674)	.30[a, g]
President or CEO (*n*=657)	.18[a, g]

Note. All correlations shown are significant, $p<.05$.

[a]Interpret as point biserial correlation, with 0="no" and 1="yes," unless otherwise indicated.

[b]SIOP status "Member" was not significant.

[c]Other sectors (e.g., nonprofit or government) did not have significant correlations.

[d]Other characteristics of departments (i.e., other type of department) did not have significant correlations.

[e]Other academic ranks did not have significant correlations.

[f]Other types of employers did not have significant correlations.

[g]Other job levels did not have significant correlations.

Table 4

Median Incomes by First Two Digits of Zip Code

First 2 Digits U.S. Zip Code	Number of Respondents	Median 2009 Unweighted Salary	Median 2009 Weighted Salary
01, 02, 03, & 05 (MA, NH, ME & RI)	15	$130,000	$134,286
06 (CT)	20	$96,000	$103,000
07 & 08 (NJ)	17	$109,000	$109,227
10 (NY)	21	$130,000	$134,478
11 (NY)	5	$109,000	$138,902
12 & 13 (NY)	7	$71,000	$71,092
14 (NY)	9	$132,000	$137,863
15 (PA)	14	$115,000	$112,964
16, 17 & 18 (PA)	9	$95,238	$95,606
19 (PA & DE)	14	$127,500	$138,000
20 & 21 (DC & MD)	44	$130,000	$146,286
22 (VA)	41	$115,200	$124,711
23 (VA)	5	$102,000	$102,529
24 & 25 (VA & WV)	4	$81,815	$96,917
27 (NC)	13	$85,000	$92,417
28 & 29 (NC & SC)	28	$95,500	$103,946
30 (GA)	35	$115,000	$115,958
32 (FL)	18	$110,008	$107,499
33 (FL)	20	$92,500	$105,165
35 & 36 (AL)	8	$128,258	$127,655
37 (TN)	11	$85,000	$87,129
38 (TN & MS)	7	$85,000	$91,673
40 & 42 (KY)	7	$95,000	$115,416
43 (OH)	6	$86,000	$87,683
44 (OH)	14	$81,250	$77,247
45 (OH)	11	$88,000	$87,668
46 & 47 (IN)	11	$145,000	$146,184
48 & 49 (MI)	39	$108,000	$110,192
50, 51, & 52 (IA)	11	$98,000	$111,937
53 & 54 (WI)	5	$149,000	$152,290
55 (MN)	36	$112,500	$123,534
56, 58, 59 (MN, ND & MT)	6	$73,415	$85,484
60 (IL)	41	$100,000	$103,108
61 (IL)	6	$97,626	$97,685
63 (MO)	13	$92,000	$103,145
64 & 65 (MO)	6	$62,500	$63,975
66, 67 & 68 (KS & NE)	19	$90,000	$90,000
70, 71 & 72 (LA & AR)	14	$117,000	$141,000
73 & 74 (OK)	14	$98,500	$104,206
75 & 76 (TX)	27	$123,700	$124,561
77 (TX)	30	$95,518	$99,871
78 & 79 (TX)	11	$121,000	$121,276
80 (CO)	12	$115,500	$125,000
82, 83, 84 & 89 (WY, ID, UT, & NV)	4	$92,000	$102,521
85 & 87 (AZ & NM)	6	$133,500	$140,364
90 (CA)	8	$130,000	$140,000
91 (CA)	6	$113,500	$120,000
92 (CA)	16	$102,910	$151,915
93 & 94 (CA)	15	$96,450	$96,256
95 & 96 (CA & APO)	3	$100,000	$130,305
97 (OR)	9	$100,000	$93,831
98 & 99 (WA & AK)	15	$135,000	$144,200

Table 5

Regression Analysis for Variables Related to 2009 Income from the Primary Employer (Unweighted Data)

	Academic Sample (*n*=394)			Practitioner Sample (*n*=714)		
Variable	*B*	*SE B*	β	*B*	*SE B*	β
Age	249	393	.05	153	713	.02
Gender ((Female=0, Male=1)	4,758	3,796	.04	10,155	5,792	.06
Highest Degree Obtained (Master's=0, Doctorate=1)	22,209	19,620	.05	12,854	12,390	.06
Years Since Highest Degree	1,518	619	.31*	259	836	.03
Years Experience in I-O Psychology	-558	561	-.11	1,516	851	.17
SIOP Associate Member[a]	18,302	12,129	.07	-3,182	12,229	-.02
SIOP Fellow[a]	33,956	7,903	.20*	27,226	17,011	.06
Division 14 is Primary Division	8,095	5,058	.05	7,047	10,328	.03
Weeks Employed at Primary Employer in 2009	152	241	.02	792	408	.07
Average Hours Worked Per Week for Primary Employer	573	195	.10*	1,499	326	.17*
Years With Primary Employer	-1,463	313	-.26*	-154	521	-.01
Number of Employees Supervised	661	94	.28*	328	37	.33*
Worked in Manhattan, NY[b]	-10,929	13,180	-.03	56,650	16,132	.12*
Worked in Other NY City Area[b]	19,115	10,659	.06	20,754	13,309	.05
Worked in San Francisco[b]	n/a	n/a	n/a	23,010	17,675	.05
Worked in Los Angeles/Orange County[b]	1,709	13,116	.00	-7,408	17,730	-.01
Worked in Washington, DC[b]	9,965	8,433	.04	25,227	8,934	.11*
Worked in Boston[b]	-7,189	24,703	-.01	-2,451	19,370	-.00
Worked in Philadelphia[b]	7,431	9,547	.03	57,289	27,676	.07*
Worked in San Diego[b]	-3,121	15,386	-.01	36,524	21,909	.06
Worked in Canada[b]	9,849	8,706	.04	2,794	21,792	.01
Worked Outside the U.S. and Canada[b]	7,466	9,055	.03	-19,119	19,725	-.03
Worked in Business/Management Department[c]	43,155	4,155	.39*	n/a	n/a	n/a
Worked in Industrial Relations	53,450	17,638	.10*	n/a	n/a	n/a

	Academic Sample (*n*=394)			Practitioner Sample (*n*=714)		
Variable	*B*	*SE B*	β	*B*	*SE B*	β
Department[c]						
Worked in Other Department[c]	14,321	7,441	.07	n/a	n/a	n/a
Highest Degree Offered: Bachelor's[d]	-21,309	6,336	-.12*	n/a	n/a	n/a
Highest Degree Offered: Master's[d]	-11,068	4,369	-.09*	n/a	n/a	n/a
Had Tenure	18,187	6,997	.17*	n/a	n/a	n/a
Instructor, Lecturer or Similar[e]	14,871	13,770	.04	n/a	n/a	n/a
Adjunct Associate Professor or Adjunct Professor[e]	20,272	17,049	.04	n/a	n/a	n/a
Associate Professor[e]	2,592	7,375	.02	n/a	n/a	n/a
Professor[e]	10,381	8,804	.08	n/a	n/a	n/a
Department Chair[e]	453	10,963	.00	n/a	n/a	n/a
Distinguished or Chaired Professor[e]	53,288	11,278	.24*	n/a	n/a	n/a
Dean[e]	11,577	13,583	.04	n/a	n/a	n/a
Entry-Level Consultant, Researcher, or Practitioner[f]	n/a	n/a	n/a	-11,584	12,939	-.04
Consultant, Researcher, or Practitioner[f]	n/a	n/a	n/a	-10,938	7,884	-.06
Supervisor[f]	n/a	n/a	n/a	763	10,766	.00
Manager of HR or OB Area[f]	n/a	n/a	n/a	7,278	9,435	.03
Manager of Non-HR or OB Area[f]	n/a	n/a	n/a	-6,700	15,273	-.02
Vice President[f]	n/a	n/a	n/a	16,888	12,514	.05
Senior Vice President[f]	n/a	n/a	n/a	71,892	19,279	.14*
President or Chief Executive Officer[f]	n/a	n/a	n/a	-2,516	16,213	-.01
Ownership Status (Not an Owner=0, Some Type of Owner=1)	n/a	n/a	n/a	38,751	10,249	.18*
Independent Consulting[g]	n/a	n/a	n/a	25,101	13,966	.08
Manufacturing[g]	n/a	n/a	n/a	7,901	13,445	.02
Retail[g]	n/a	n/a	n/a	4,726	14,325	.01
Banking, Finance and Insurance[g]	n/a	n/a	n/a	-7,332	12,188	-.02
Telecommunications[g]	n/a	n/a	n/a	5,184	23,706	.01
Information Technology/Computers[g]	n/a	n/a	n/a	100	14,253	.00

	Academic Sample (*n*=394)			Practitioner Sample (*n*=714)		
Variable	*B*	*SE B*	β	*B*	*SE B*	β
Transportation[g]	n/a	n/a	n/a	-12,077	23,465	-.02
Public Utility[g]	n/a	n/a	n/a	-5,142	19,531	-.01
Energy[g]	n/a	n/a	n/a	50,537	25,082	.07*
Other Private Sector[g]	n/a	n/a	n/a	27,960	12,105	.08*
Military[g]	n/a	n/a	n/a	-23,762	20,698	-.04
Government Research[g]	n/a	n/a	n/a	-11,770	27,966	-.01
Federal Government[g]	n/a	n/a	n/a	-4,269	14,769	-.01
State Government[g]	n/a	n/a	n/a	-63,061	20,257	-.11*
Local Government[g]	n/a	n/a	n/a	-25	22,335	.00
Nonprofit Organization[g]	n/a	n/a	n/a	-1,317	18,596	-.00
Other Self-Employed[g]	n/a	n/a	n/a	61,088	73,505	.03
Other Type of Employer[g]	n/a	n/a	n/a	-10,313	43,543	-.01
Pharmaceuticals[g]	n/a	n/a	n/a	24,761	21,063	.04
Nonprofit Healthcare[g]	n/a	n/a	n/a	5,908	25,084	.01
Nonprofit Research/Consulting[g]	n/a	n/a	n/a	-11,790	13,774	-.03
Hospitality[g]	n/a	n/a	n/a	-6,065	22,004	-.01
Publishing[g]	n/a	n/a	n/a	12,137	27,644	.02

Note. "n/a" indicates the variable was not in the regression because it was not applicable for the sample. For San Francisco, "n/a" indicates that there were no respondents in academia.

For dichotomous variables, 0="no" and 1= "yes" unless other labels are noted. For the academic sample, R^2=.72, R^2_{adj}=.68, F(34,278)=20.54, p<.001); for the practitioner sample, R^2=.50, R^2_{adj} =.44, F(54,466)=8.57, p<.001).

[a]Dummy-coded variables with SIOP Member as the comparison group for SIOP Associate Member and SIOP Fellow.

[b]Dummy-coded variables with Worked in Other U.S. City Not Listed as the comparison group.

[c]Dummy-coded variables with Psychology Department as the comparison group.

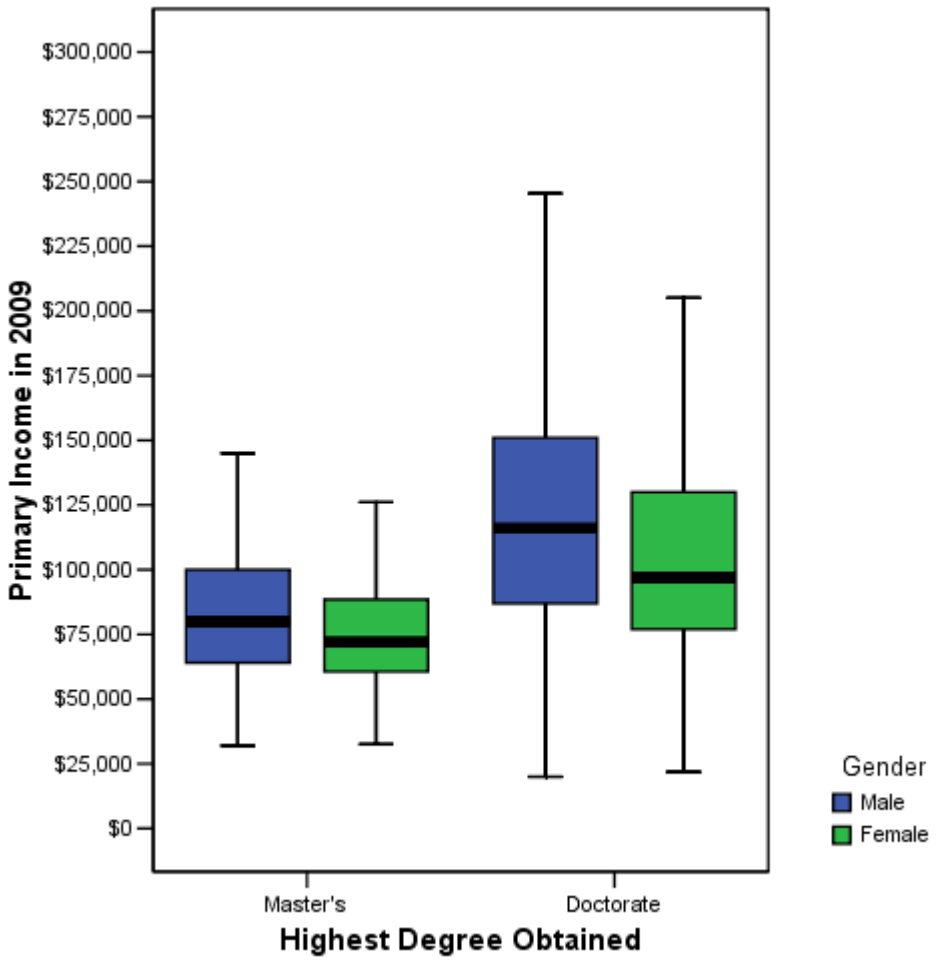
[d]Dummy-coded variables with Highest Degree Offered: Doctorate as the comparison group.

[e]Dummy-coded variables with Assistant Professor as the comparison group.

[f]Dummy-coded variables with Senior Consultant, Researcher or Practitioner as the comparison group.

[g]Dummy-coded variables with Consulting Organization as the comparison group; those working in a University or College were not included as a comparison group in the practitioner equation.

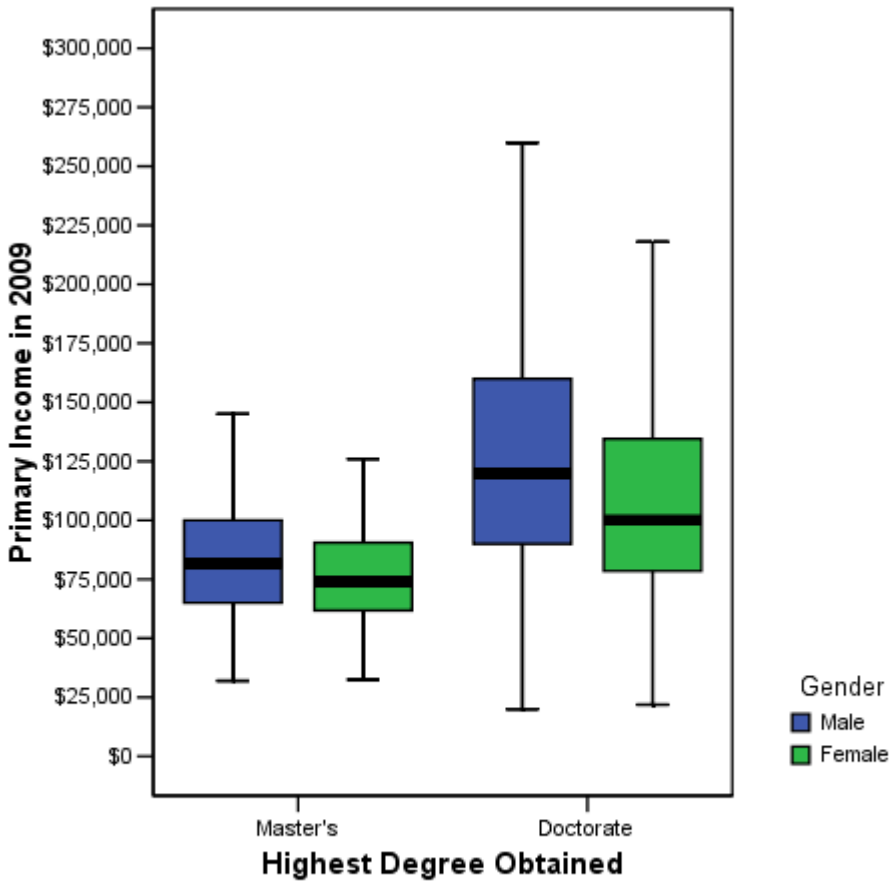
*p<.05.



	Master's		Doctorate	
	Men	Women	Men	Women
n:	54	93	515	387
Percentile:				
90th	$143,366	$118,920	$214,600	$163,232
75th	100,000	89,250	152,000	130,000
50th	80,000	72,000	116,000	97,000
25th	63,625	60,300	86,938	77,000
10th	53,642	50,400	68,000	61,000
Mean:	90,594	78,296	132,367	106,957

Note. Extreme values are not presented in the figure.

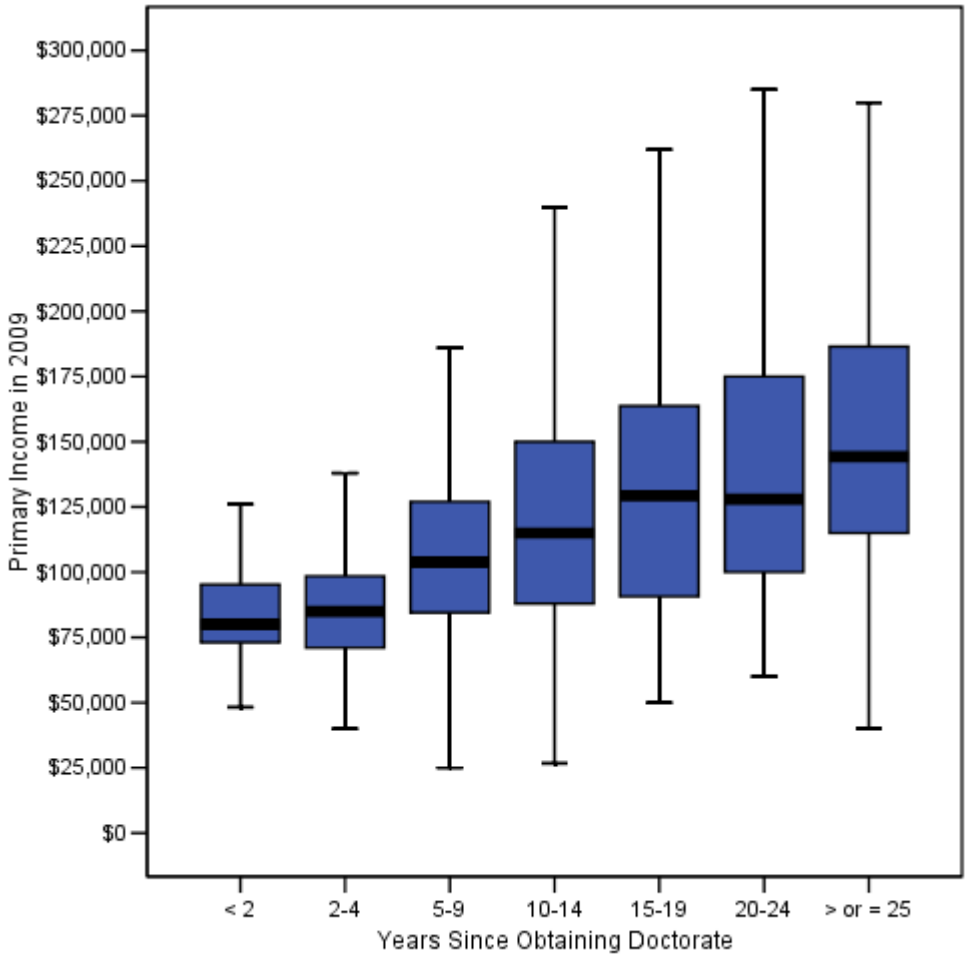
Figure 1. Descriptive statistics representing 2009 primary income by gender and highest degree.



	Master's		Doctorate	
	Men	Women	Men	Women
n:	50	80	540	348
Percentile:				
90th	$162,044	$122,241	$240,000	$170,210
75th	108,993	92,000	160,000	135,000
50th	82,009	74,000	120,000	100,000
25th	65,000	61,909	90,000	78,510
10th	55,806	51,327	70,000	62,812
Mean:	95,111	80,919	140,717	110,758

Note. Extreme values are not presented in the figure.

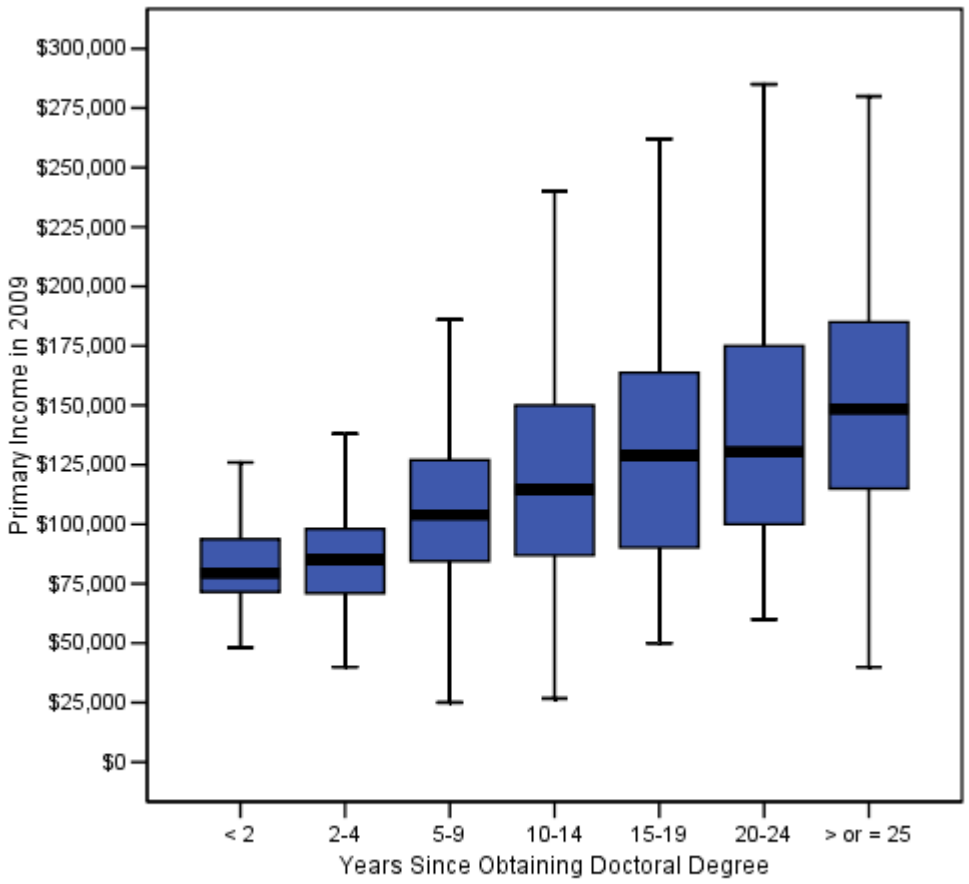
Figure 2. Descriptive statistics representing 2009 primary income by gender and highest degree based on weighted data.



	<2	2-4	5-9	10-14	15-19	20-24	25+
n:	83	148	199	159	92	77	139
Percentile:							
90th	$114,200	$117,840	$160,000	$200,000	$220,000	$259,200	$250,000
75th	95,500	98,684	127,000	150,000	164,375	177,500	188,000
50th	80,000	85,000	104,000	115,000	129,404	128,000	144,244
25th	73,000	70,500	84,000	87,900	90,538	98,700	115,000
10th	55,800	58,441	60,000	68,000	70,300	81,850	87,500
Mean:	84,507	87,037	110,496	122,805	137,237	162,244	161,782

Note. Extreme values are not presented in the figure. Doctoral respondents only.

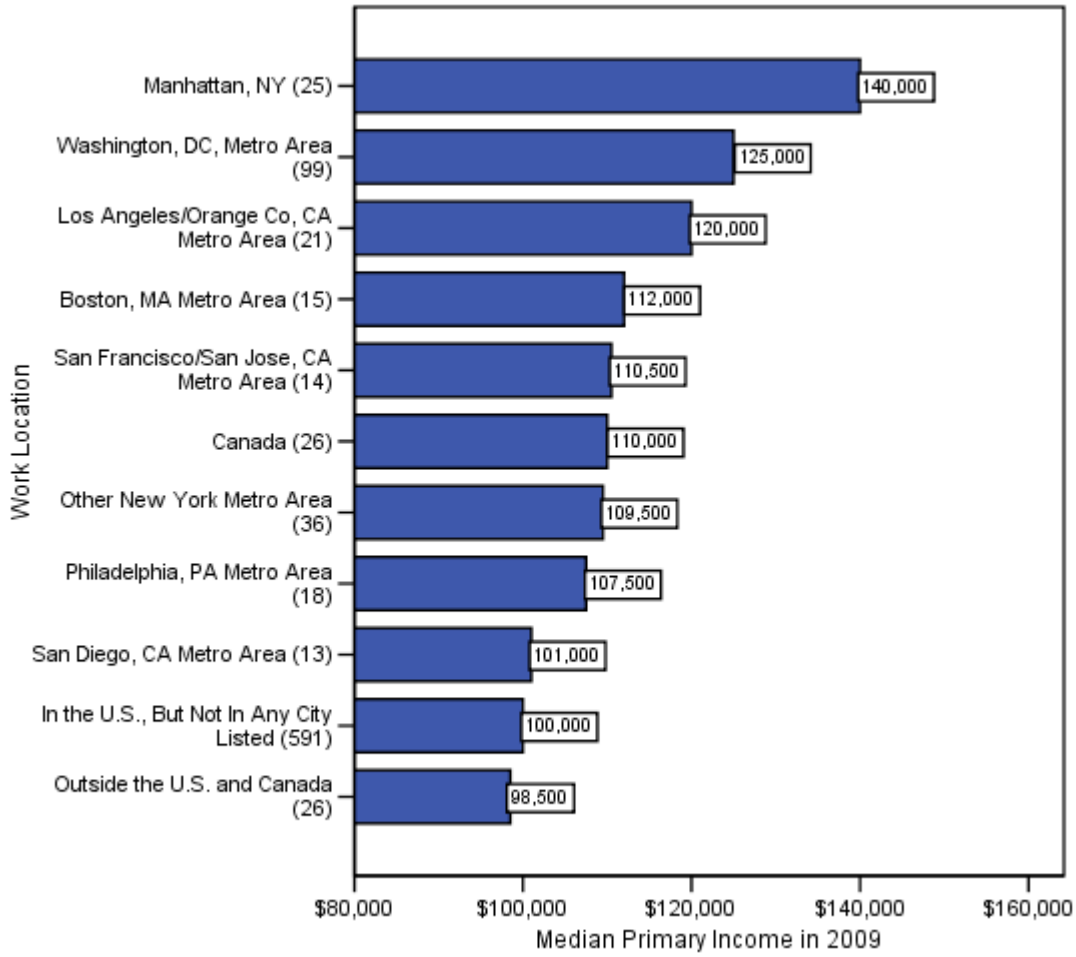
Figure 3. Descriptive statistics representing 2009 primary income as a function of years since obtaining the doctorate.



	<2	2-4	5-9	10-14	15-19	20-24	25+
n:	52	120	171	144	108	88	208
Percentile:							
90th	$115,858	$117,692	$160,791	$200,000	$220,000	$259,807	$252,706
75th	95,697	99,421	127,596	150,000	165,009	179,039	188,000
50th	80,000	85,000	104,000	115,000	129,611	131,327	148,539
25th	73,006	70,946	84,246	87,027	90,425	100,000	115,000
10th	55,715	58,444	60,504	66,838	70,513	82,000	88,000
Mean:	84,402	87,206	111,037	122,353	137,812	166,038	163,513

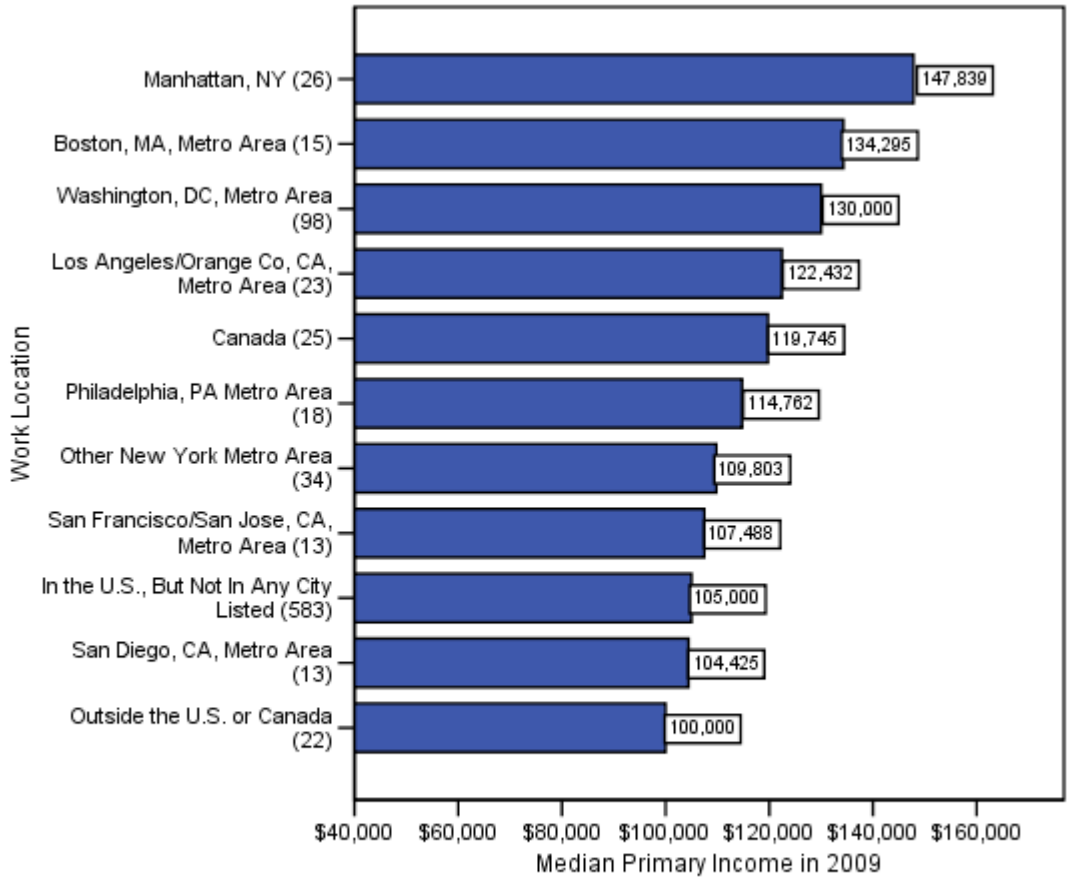
Note. Extreme values are not presented in the figure. Doctoral respondents only.

Figure 4. Descriptive statistics representing 2009 primary income as a function of years since obtaining the doctorate based on weighted data.



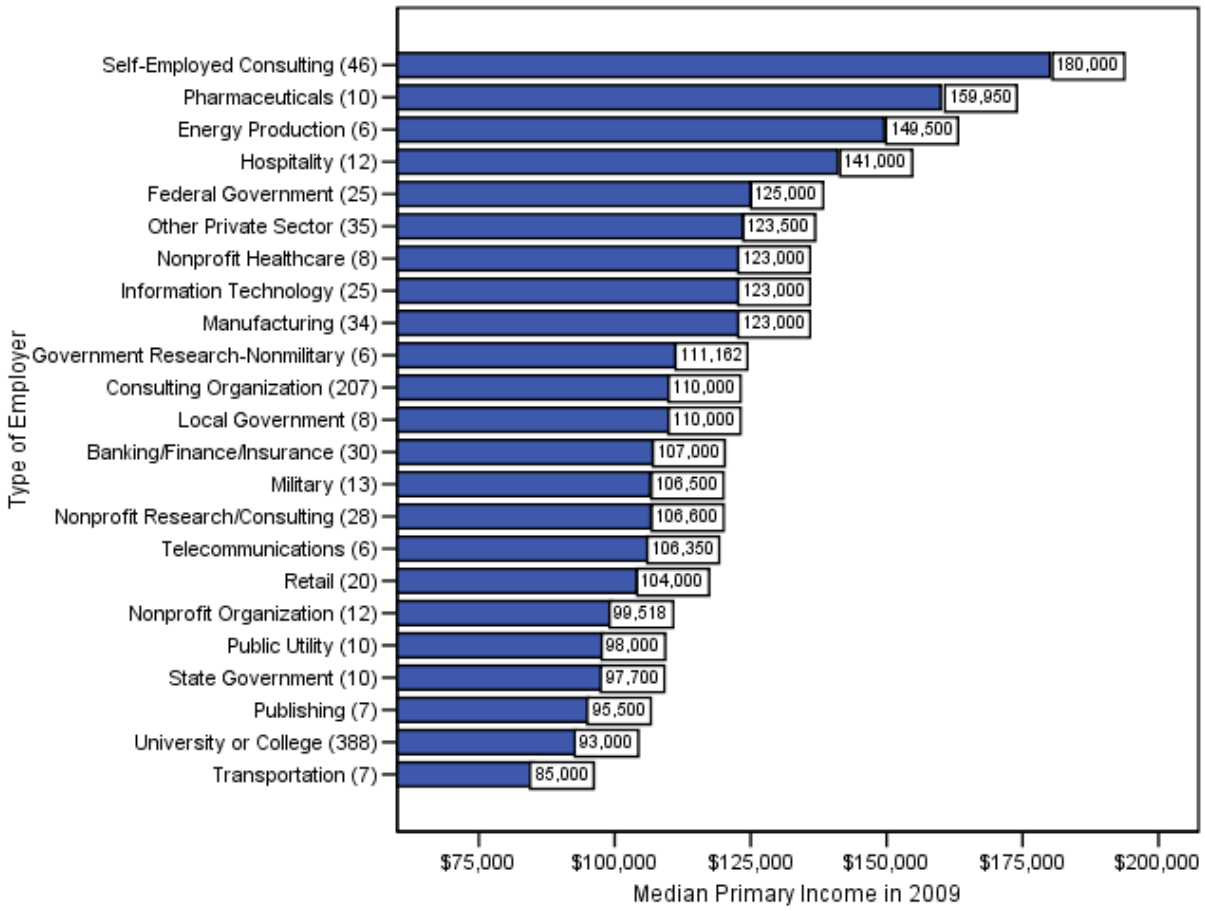
Note. Doctoral respondents only. Sample sizes are in parentheses.

Figure 5. 2009 median primary income as a function of location.



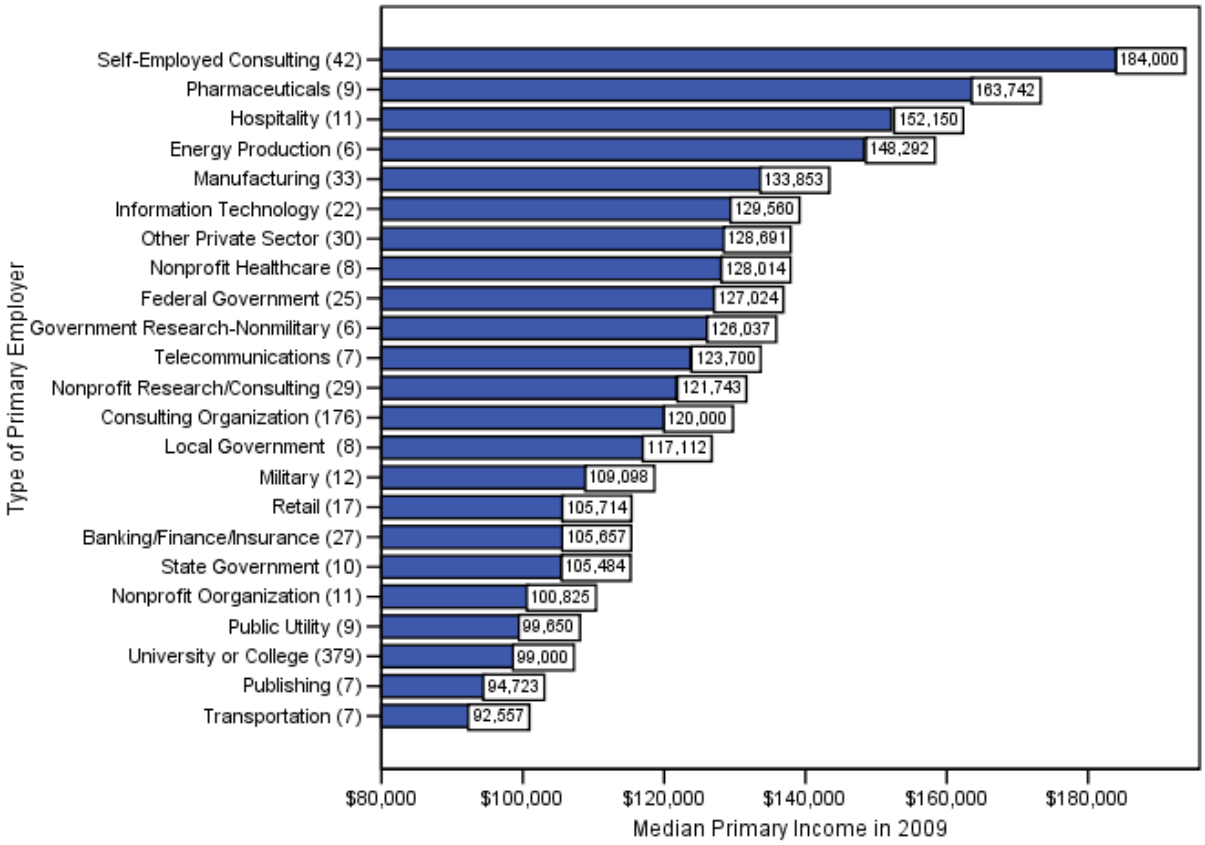
Note. Doctoral respondents only. Sample sizes are in parentheses.

Figure 6. 2009 median primary income as a function of location based on weighted data.



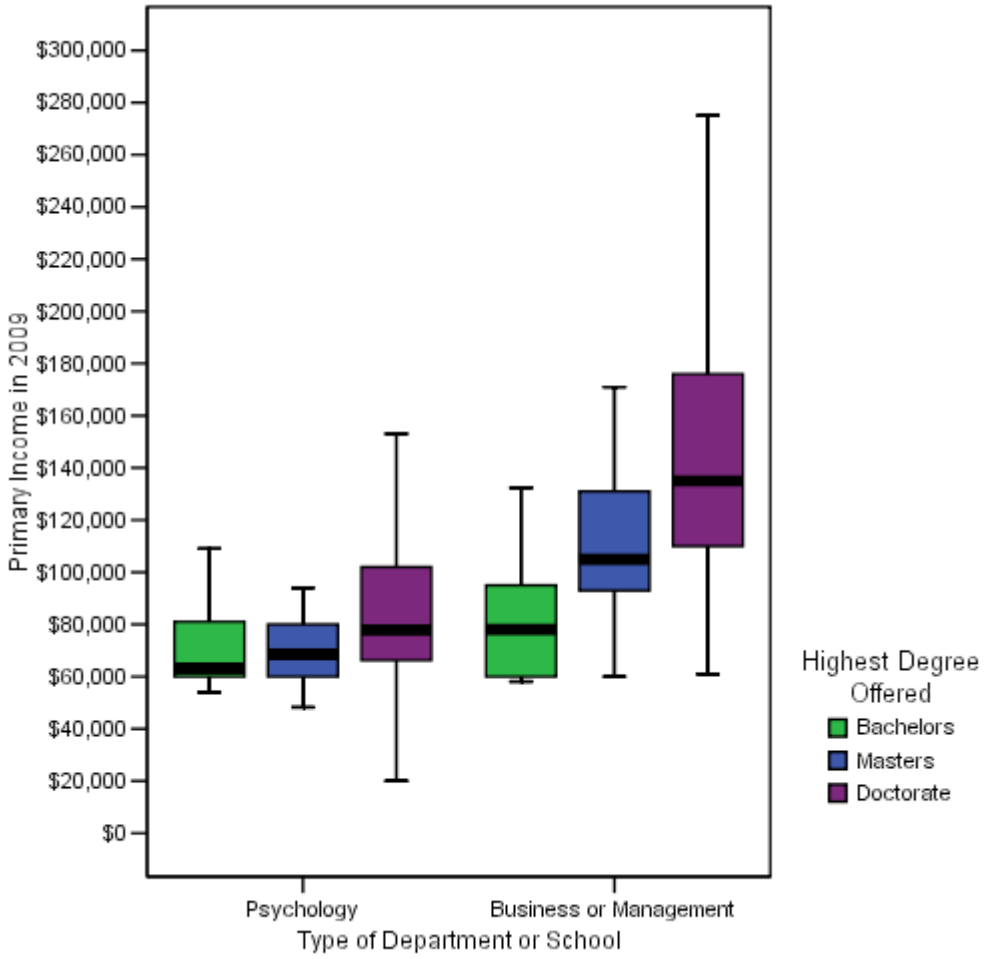
Note. Doctoral respondents only. Sample sizes are in parentheses.

Figure 7. 2009 median primary income by type of primary employer.



Note. Doctoral respondents only. Sample sizes are in parentheses.

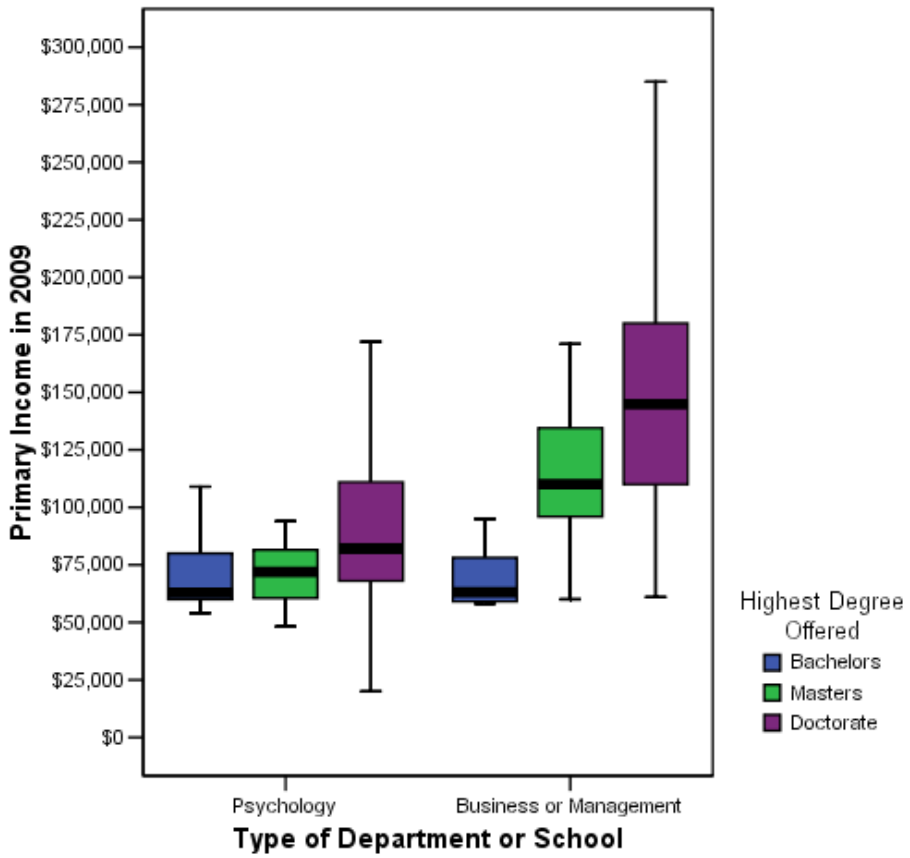
Figure 8. 2009 median primary income by type of primary employer based on weighted data.



	Psychology			Business or Management		
Highest Degree	Bachelor's	Master's	Doctorate	Bachelor's	Master's	Doctorate
n:	23	38	131	6	61	77
Percentile:						
90th	$115,600	$91,200	$141,600	a	$158,000	$251,800
75th	82,000	80,750	104,000	$104,343	131,000	178,000
50th	63,000	68,404	78,000	78,115	105,000	135,000
25th	60,000	59,600	66,000	59,531	92,738	109,500
10th	54,440	52,900	57,000	a	80,700	90,307
Mean:	75,036	70,012	89,837	83,621	117,670	155,142

Note. Doctoral respondents only. Extreme values are not presented in the figure. [a]Not enough cases to report.

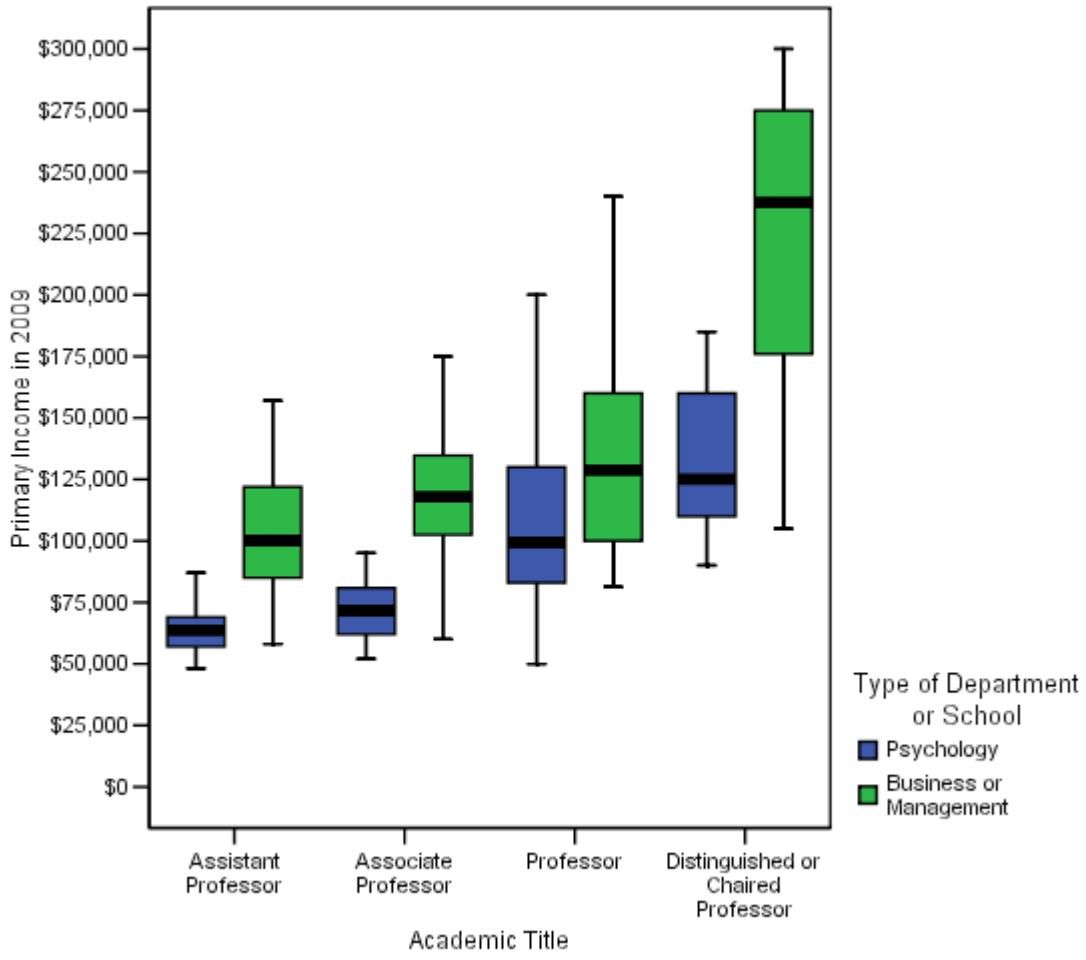
Figure 9. 2009 primary income by type of university or college department and highest degree offered.



	Psychology			Business or Management		
Highest Degree	Bachelor's	Master's	Doctorate	Bachelor's	Master's	Doctorate
n:	22	36	128	5	62	85
Percentile:						
90th	$128,927	$92,694	$148,000	a	$209,739	$271,237
75th	81,857	84,553	115,346	a	138,000	198,008
50th	64,076	72,272	82,423	$74,178	112,200	146,249
25th	60,000	60,655	68,000	a	96,993	110,000
10th	55,173	53,173	59,531	a	83,500	90,894
Mean:	77,175	72,156	94,805	80,355	125,060	162,269

Note. Doctoral respondents only. Extreme values are not presented in the figure. [a]Not enough cases to report.

Figure 10. 2009 primary income by type of university or college department and highest degree offered based on weighted data.

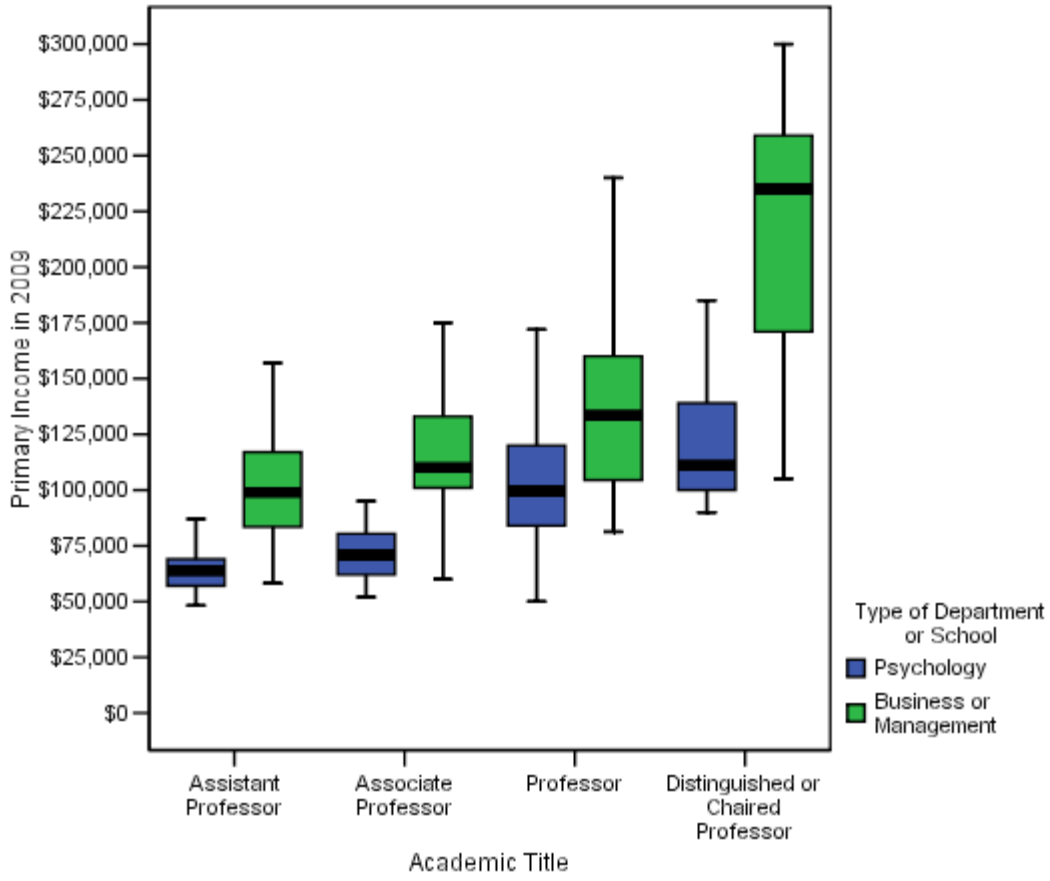


	Assistant Professor	Associate Professor	Professor	Distinguished or Chaired Professor
n:	60	60	42	6
Percentile:				
90th	$80,000	$94,900	$162,600	a
75th	69,000	80,938	131,250	$166,250
50th	63,800	71,663	99,500	125,000
25th	57,000	62,000	82,750	105,000
10th	48,435	55,774	66,500	a
Mean:	63,526	75,562	106,978	132,500

	Assistant Professor	Associate Professor	Professor	Distinguished or Chaired Professor
n:	50	36	26	18
Percentile:				
90th	$134,737	$204,000	$205,100	$299,550
75th	122,000	134,875	160,000	277,500
50th	100,000	117,800	128,874	237,500
25th	84,625	101,750	99,250	174,750
10th	66,877	90,269	84,000	144,185
Mean:	102,380	128,216	135,850	226,123

Note. Doctoral respondents only. Extreme values are not presented in the figure. [a]Not enough cases to report.

Figure 11. 2009 primary income by type of university or college department and academic title.

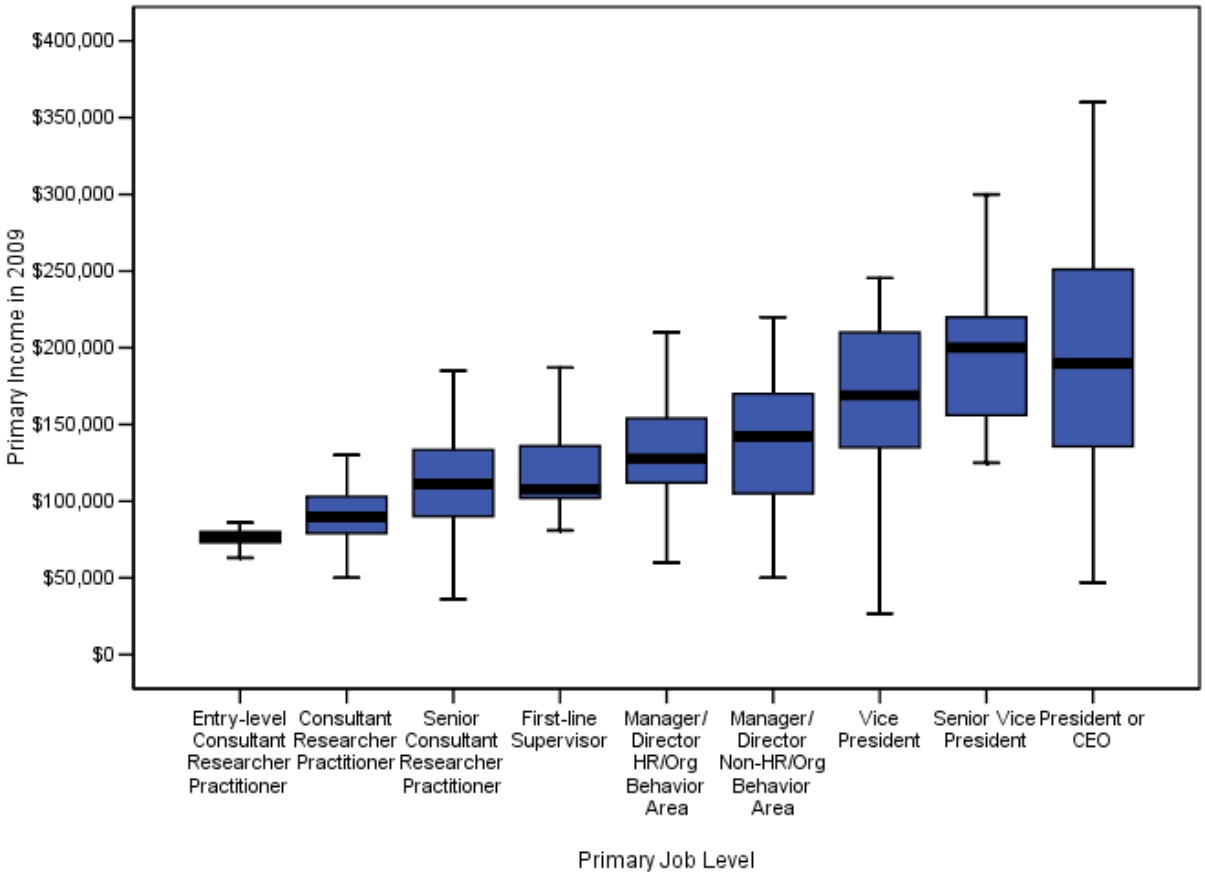


	Assistant Professor	Associate Professor	Professor	Distinguished or Chaired Professor
n:	45	60	49	8
Percentile:				
90th	$81,201	$94,790	$163,954	a
75th	71,517	80,947	130,000	$167,406
50th	64,461	71,753	100,000	124,566
25th	57,000	62,000	84,044	110,125
10th	50,559	55,498	70,198	a
Mean:	64,526	75,565	107,717	134,067

	Assistant Professor	Associate Professor	Professor	Distinguished or Chaired Professor
n:	38	37	34	26
Percentile:				
90th	$136,145	$204,302	$195,739	$299,500
75th	121,369	134,064	160,000	274,624
50th	100,000	110,539	136,399	238,305
25th	84,361	101,000	109,931	171,418
10th	64,357	90,000	89,399	148,539
Mean:	102,384	125,376	138,385	224,109

Note. Doctoral respondents only. Extreme values are not presented in the figure. [a]Not enough cases to report.

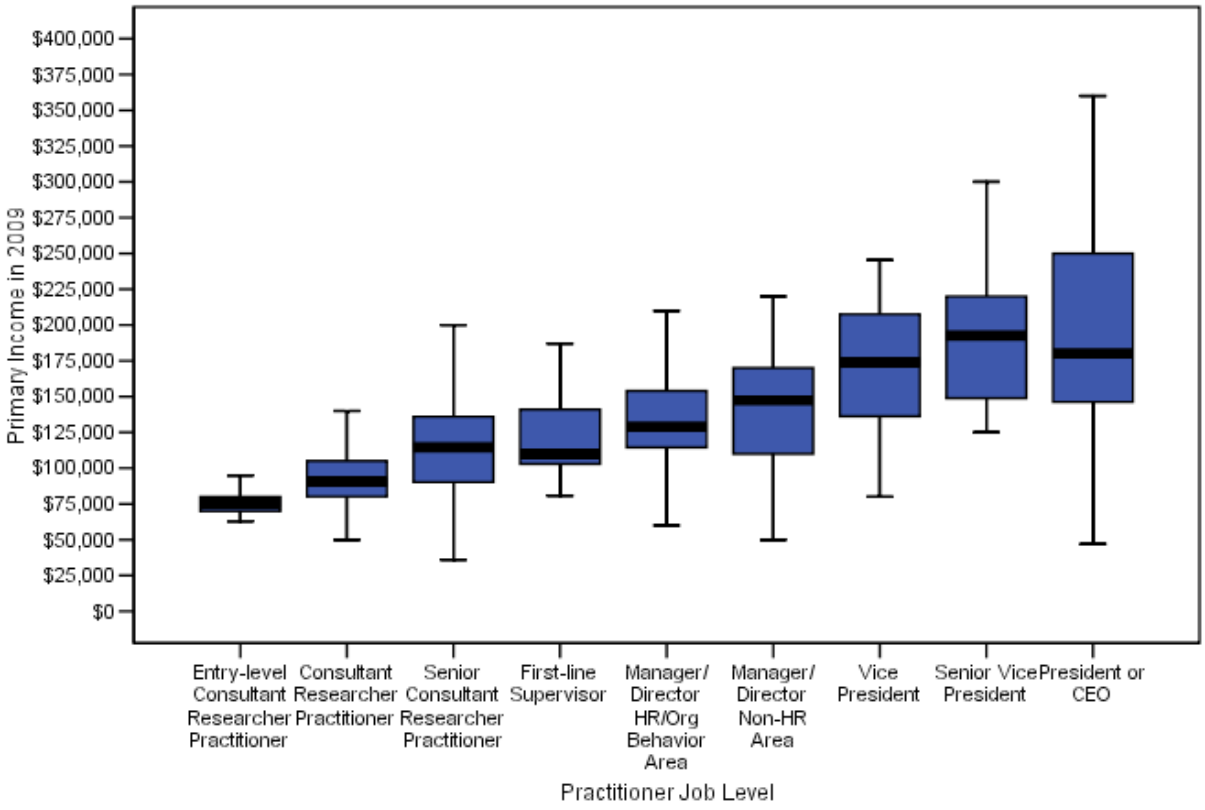
Figure 12. 2009 primary income by type of university or college department and academic title based on weighted data.


$400,000
$350,000
$300,000
$250,000
$200,000
$150,000
$100,000
$50,000
$0
Primary Income in 2009
Entry-level Consultant Researcher Practitioner
Consultant Researcher Practitioner
Senior Consultant Researcher Practitioner
First-line Supervisor
Manager/ Director HR/Org Behavior Area
Manager/ Director Non-HR/Org Behavior Area
Vice President
Senior Vice President
President or CEO
Primary Job Level

	Entry-Level	Consultant, Researcher, Practitioner	Senior Level	First-Line Supervisor	Manager/ Director HR/IO	Manager/ Director Non-HR/IO	Vice President	Senior Vice President	President or CEO
n:	22	106	140	45	102	18	42	17	24
Percentiles:									
90th	$85,580	$149,318	$175,000	$150,000	$188,500	$202,000	$225,000	$540,000	$325,000
75th	80,000	103,000	134,250	138,500	154,250	171,250	210,750	235,000	251,650
50th	77,000	90,000	111,400	108,000	127,500	142,000	169,000	200,000	190,000
25th	73,075	78,824	90,063	101,000	111,750	104,000	134,750	152,458	130,311
10th	65,100	69,350	78,650	89,265	89,166	92,975	86,500	140,200	90,500
Mean:	74,935	100,770	121,698	118,489	138,358	140,708	166,412	272,613	195,019

Note. Doctoral respondents only. Extreme values are not presented in the figure.

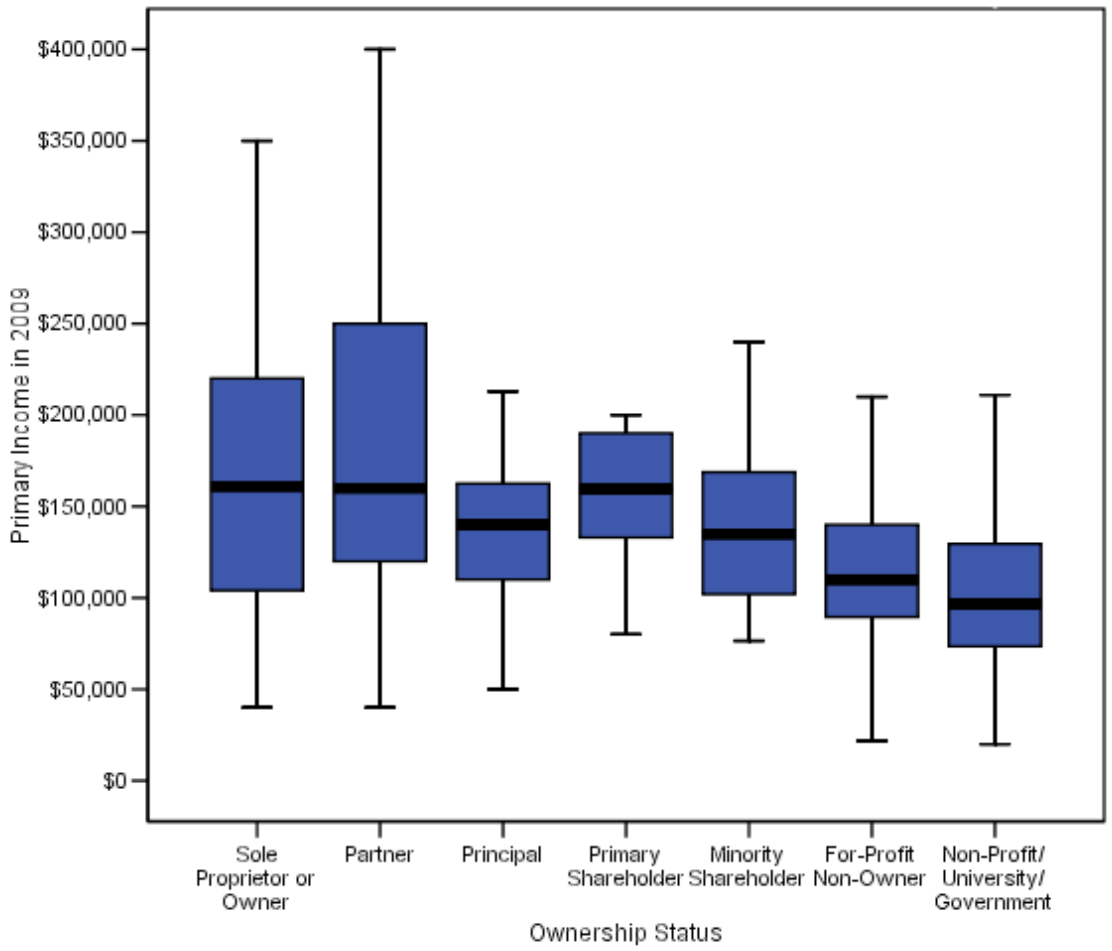
Figure 13. 2009 primary income in private sector, nonprofit, and government organizations by job level.


$400,000
$375,000
$350,000
$325,000
$300,000
$275,000
$250,000
$225,000
$200,000
$175,000
$150,000
$125,000
$100,000
$75,000
$50,000
$25,000
$0
Primary Income in 2009
Entry-level Consultant Researcher Practitioner
Consultant Researcher Practitioner
Senior Consultant Researcher Practitioner
First-line Supervisor
Manager/ Director HR/Org Behavior Area
Manager/ Director Non-HR Area
Vice President
Senior Vice President
President or CEO
Practitioner Job Level

	Entry-Level	Consultant, Researcher, Practitioner	Senior Level	First-Line Supervisor	Manager/ Director HR/IO	Manager/ Director Non-HR/IO	Vice President	Senior Vice President	President or CEO
n:	15	92	135	43	100	18	41	18	30
Percentiles:									
90th	$86,946	$156,710	$183,855	$155,000	$191,571	$198,690	$227,953	$679,080	$350,000
75th	80,000	115,000	136,000	143,373	155,000	172,355	211,947	241,698	252,179
50th	76,539	90,960	115,000	110,432	129,459	148,764	174,742	200,000	200,000
25th	73,049	80,148	90,818	103,182	114,432	109,848	136,688	154,390	146,675
10th	64,957	72,001	80,000	89,479	91,928	98,502	88,165	139,860	94,027
Mean:	74,798	106,717	126,103	120,400	139,625	145,402	169,961	285,182	200,296

Note. Doctoral respondents only. Extreme values are not presented in the figure.

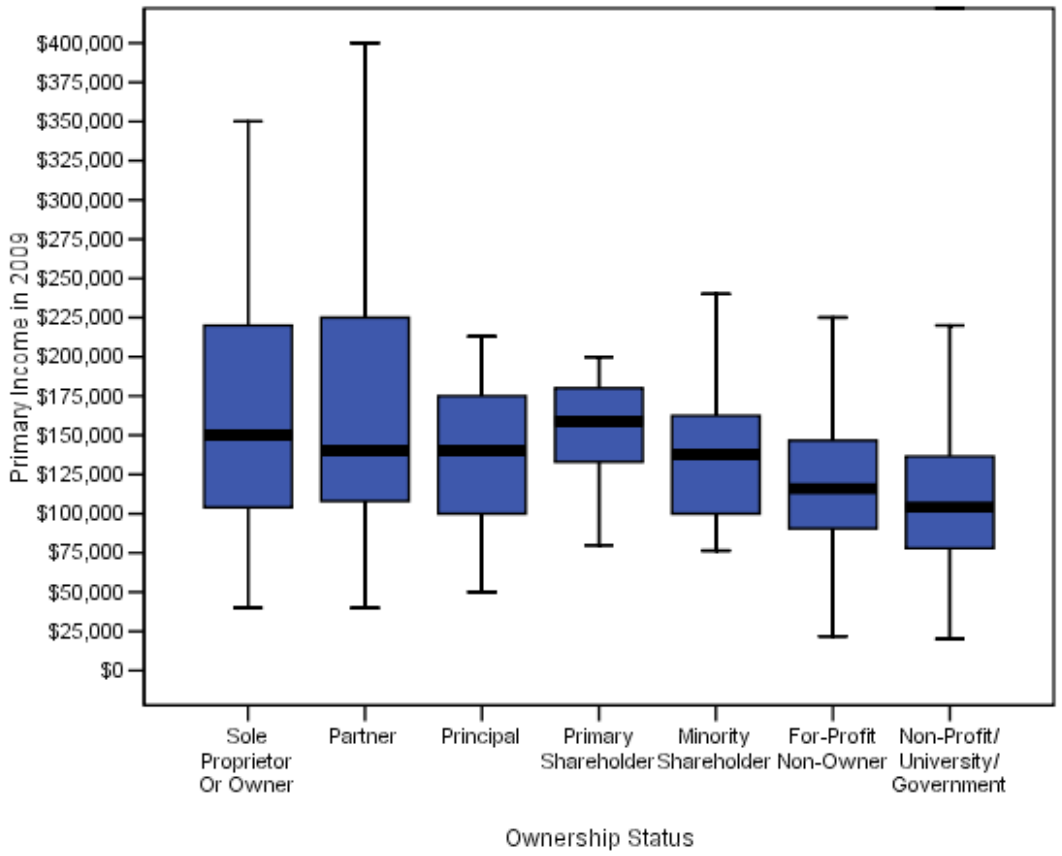
Figure 14. 2009 primary income in private sector, nonprofit, and government organizations by job level based on weighted data.



	Sole Proprietor	Partner	Principal	Primary Shareholder	Minority Shareholder	Private Sector Non-Owner	Nonprofit/ University/ Government
n:	33	13	11	8	15	264	480
Percentiles							
90th	$290,000	$340,000	$211,400	a	$264,000	$188,500	$165,000
75th	222,500	250,000	175,000	$195,000	175,000	140,000	129,750
50th	161,000	160,000	140,000	159,500	135,000	110,000	96,725
25th	103,750	108,000	100,000	124,500	100,000	89,250	73,276
10th	60,200	58,000	57,400	a	81,900	78,000	60,000
Mean:	173,914	178,154	136,818	155,625	147,033	122,392	107,886

Note. Doctoral respondents only. Extreme values are not presented in the figure. [a]Not enough cases to report.

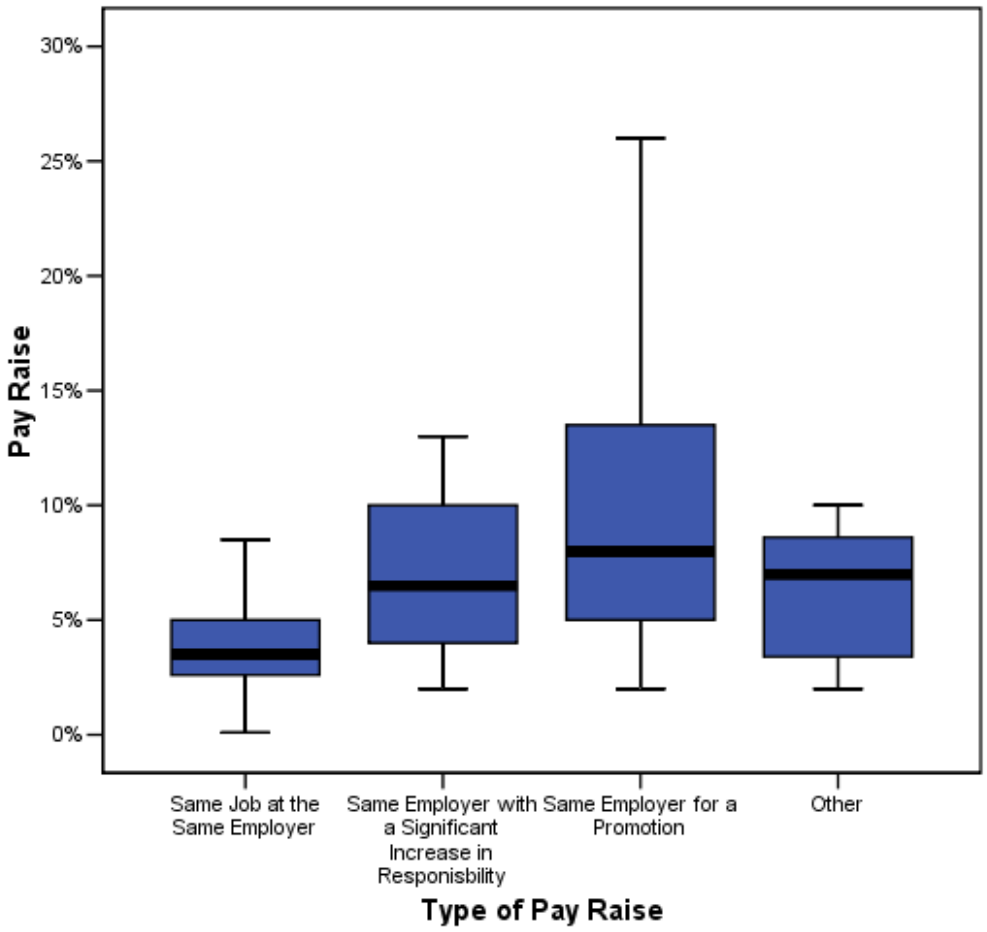
Figure 15. 2009 primary income by ownership level.



	Sole Proprietor	Partner	Principal	Primary Shareholder	Minority Shareholder	Private Sector Non-Owner	Nonprofit/ University/ Government
n:	37	16	11	8	15	236	488
Percentiles							
90th	$300,000	$341,290	$211,765	a	$265,818	$200,000	$175,523
75th	223,663	250,000	181,615	$200,000	185,706	147,424	137,960
50th	161,616	169,288	141,013	173,648	140,000	116,289	104,000
25th	112,351	107,700	114,800	131,836	102,777	90,784	77,997
10th	56,982	73,633	60,314	a	83,979	80,000	61,982
Mean:	178,073	184,393	144,092	162,054	152,078	126,483	115,486

Note. Doctoral respondents only. Extreme values are not presented in the figure. [a]Not enough cases to report.

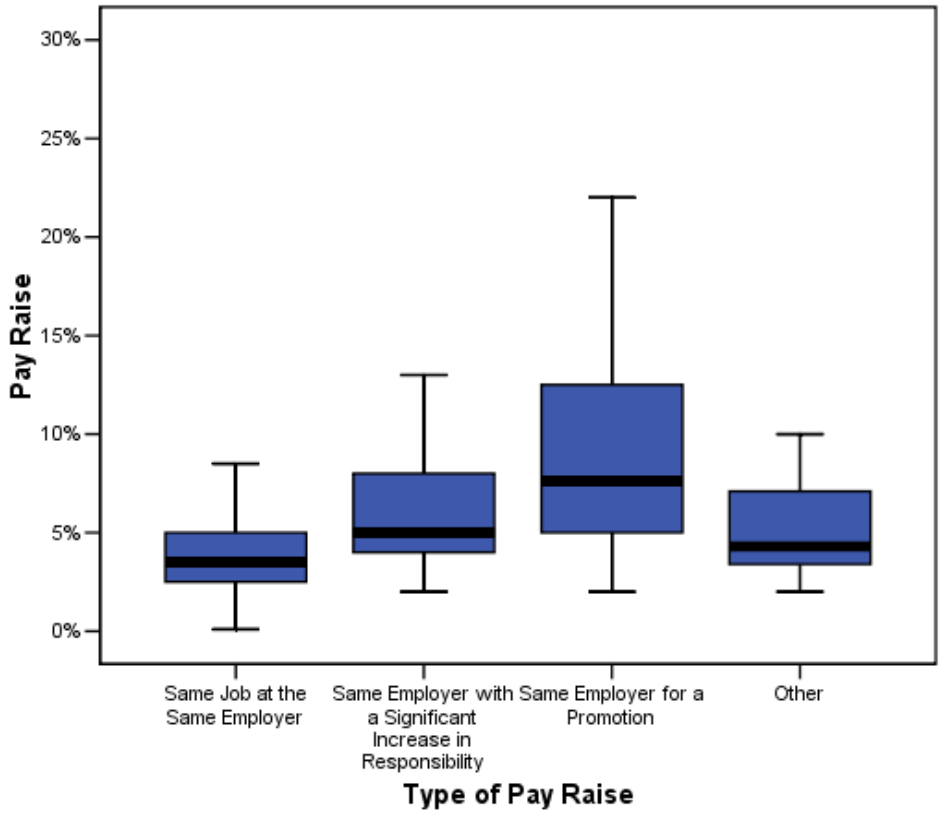
Figure 16. 2009 primary income by ownership level based on weighted data.



	Same Employer for Same Job	Same Employer Increase in Responsibility	Same Employer for a Promotion	Other Reasons
n:	337	21	73	7
Percentile:				
90th	8.0%	12.6%	24.4%	a
75th	5.0%	10.0%	13.8%	10.0%
50th	3.5%	6.5%	8.0%	7.0%
25th	2.5%	4.0%	5.0%	2.5%
10th	2.0%	2.6%	4.0%	a
Mean:	4.6%	7.5%	12.6%	10.1%

Note. Doctoral and master's degree respondents. Data includes only those pay raises that were effective in 2009. Extreme values are not presented in the figure. [a]Not enough cases to report.

Figure 17. 2009 Pay raises as a percentage of base salary by type of raise.



	Same Employer for Same Job	Same Employer Increase in Responsibility	Same Employer for a Promotion	Other Reasons
n:	317	18	63	8
Percentile:				
90th	8.0%	12.3%	23.9%	a
75th	5.0%	9.8%	13.3%	10.0%
50th	3.5%	5.0%	7.7%	7.0%
25th	2.5%	3.9%	5.0%	2.9%
10th	2.0%	2.5%	4.0%	a
Mean:	4.5%	6.9%	12.0%	10.0%

Note. Doctoral and master's degree respondents. Data includes only those pay raises that were effective in 2009. Extreme values are not presented in the figure. [a]Not enough cases to report.

Figure 18. 2009 Pay raises as a percentage of base salary by type of raise based on weighted data.

Table 6

Bonus as a Percentage of Salary by Bonus Type (Unweighted)

	Retention	Individual Performance	Group, Unit, or Department Performance	Organizational Performance	Special Project	Other
n:	5	102	16	66	6	13
Percentiles:						
90th	a	49.7%	32.3%	33.9%	a	33.9%
75th	a	14.7%	24.2%	16.0%	17%	18.8%
50th	1.5%	4.3%	9.7%	6.6%	2.6%	3.4%
25th	a	1.7%	3.4%	2.4%	2.2%	1.4%
10th	a	1.2%	1.1%	1.5%	a	0.7%
Mean:	4.3%	20.1%	12.8%	12.0%	8.9%	9.8%

Note. Based on respondents who reported receiving only a single type of bonus. Doctoral respondents only. Extreme values are not presented in the figure. [a]Not enough cases to report.

Table 7

Bonus as a Percentage of Salary by Bonus Type (Weighted)

	Retention	Individual Performance	Group, Unit, or Department Performance	Organizational Performance	Special Project	Other
n:	5	98	14	68	6	13
Percentiles:						
90th	a	45.0%	32.6%	35.2%	a	36.0%
75th	a	14.9%	27.3%	16.6%	15.3%	23.7%
50th	1.5%	4.3%	10.2%	6.9%	9.3%	3.7%
25th	a	1.8%	6.5%	2.3%	2.5%	1.4%
10th	a	1.2%	1.5%	1.4%	a	0.7%
Mean:	4.1%	19.4%	13.8%	12.8%	10.6%	10.4%

Note. Based on respondents who reported receiving only a single type of bonus. Doctoral respondents only. Extreme values are not presented in the figure. [a]Not enough cases to report.

Table 8

Supplementary Income by Type — Academia (Unweighted)

	Extra Teaching	Consulting	Speaking	Writing	Product or Test Development	Internal Research Grants	External Research Grants	Other	Total Supplementary Income
n:	97	131	32	36	8	36	35	21	212
Percentiles:									
90th	$26,000	$50,000	$13,800	$50,000	a	$25,600	$41,600	$29,500	$64,475
75th	15,000	20,000	5,000	20,000	$9,250	15,000	23,000	17,750	32,610
50th	10,000	7,000	1,000	4,500	1,500	7,800	12,000	8,000	15,000
25th	5,000	3,000	500	1,000	500	5,000	7,000	1,200	7,525
10th	3,000	1,680	215	135	a	2,700	1,450	140	4,000
Mean:	13,860	23,739	5,033	16,215	6,175	10,607	18,336	10,802	30,655

Note. Boxplots could not be created due to the coding method used for supplementary income. Doctoral respondents only. [a]Not enough cases to report.

Table 9

Supplementary Income by Type — Academia (Weighted)

	Extra Teaching	Consulting	Speaking	Writing	Product or Test Development	Internal Research Grants	External Research Grants	Other	Total Supplementary Income
n:	96	140	33	51	10	32	37	21	221
Percentiles:									
90th	$30,000	$85,527	$18,178	$50,000	$30,000	$26,128	$54,994	$30,000	$89,000
75th	15,759	25,000	5,599	21,741	9,827	15,000	29,268	23,740	43,782
50th	10,061	8,000	1,000	5,453	1,748	8,712	12,000	9,107	17,093
25th	6,000	3,000	500	1,000	500	5,000	7,411	2,000	8,000
10th	3,000	1,587	319	142	406	3,000	1,988	179	4,526
Mean:	14,585	29,748	6,004	18,315	6,875	10,915	20,995	12,242	36,842

Note. Boxplots could not be created due to the coding method used for supplementary income. Doctoral respondents only.

Table 10

Supplementary Income by Type — Practitioners (Unweighted)

	Teaching	Consulting	Speaking	Writing	Product or Test Development	Other	Total Supplementary Income
n:	59	39	10	11	5	10	97
Percentiles:							
90th	$24,000	$25,000	$10,000	$49,000	a	$25,000	$40,000
75th	14,000	15,000	9,250	15,000	a	21,250	20,000
50th	6,000	10,000	4,300	5,000	$20,000	10,000	9,000
25th	3,000	2,000	937	1,000	a	2,625	2,950
10th	1,500	1,000	525	300	a	1,050	1,160
Mean:	11,282	14,295	5,035	11,750	36,000	12,050	17,559

Note. Boxplots could not be created due to the coding method used for supplementary income. Doctoral respondents only. [a]Not enough cases to report

Table 11

Supplementary Income by Type — Practitioners (Weighted)

	Teaching	Consulting	Speaking	Writing	Product or Test Development	Other	Total Supplementary Income
n:	58	39	9	12	4	11	96
Percentiles:							
90th	$27,679	$25,057	a	$49,252	a	$25,000	$40,000
75th	14,752	15,000	$9,289	17,168	a	22,851	21,517
50th	6,266	10,000	4,124	5,000	a	10,965	10,000
25th	3,133	2,203	927	1,000	a	2,476	3,000
10th	1,500	1,426	a	391	a	1,201	1,340
Mean:	12,692	14,221	4,904	12,659	a	12,827	18,821

Note. Boxplots could not be created due to the coding method used for starting salaries. Doctoral respondents only.

[a]Not enough cases to report.

Table 12

Starting Salaries in 2009 (Unweighted)

	Master's		Doctorate	
	Industrial-Organizational Psychology	Human Resources/ Organizational Behavior	Industrial-Organizational Psychology	Human Resources/ Organizational Behavior
n:	53	7	55	13
Percentile:				
90th	$78,000	a	$126,600	$142,000
75th	65,000	$87,500	83,000	122,500
50th	55,000	64,000	75,000	80,000
25th	46,500	50,000	70,000	45,000
10th	40,000	a	55,000	25,800
Mean:	56,794	68,643	81,965	84,731

Note. Boxplots could not be created due to the coding method used for starting salaries. [a]Not enough cases to report.

Table 13

Starting Salaries in 2009 (Weighted)

	Master's		Doctorate	
	Industrial-Organizational Psychology	Human Resources/ Organizational Behavior	Industrial-Organizational Psychology	Human Resources/ Organizational Behavior
n:	51	5	54	13
Percentile:				
90th	$77,797	a	$129,000	$139,909
75th	65,000	a	84,573	123,926
50th	55,000	$61,201	75,000	85,795
25th	46,250	a	66,533	50,019
10th	40,000	a	55,000	30,201
Mean:	56,807	62,680	83,307	87,934

Note. *Boxplots could not be created due to the coding method used for starting salaries.* [a]*Not enough cases to report.*

Table 14

Starting Salaries in 2008 (Unweighted)

	Master's		Doctorate	
	Industrial-Organizational Psychology	Human Resources/ Organizational Behavior	Industrial-Organizational Psychology	Human Resources/ Organizational Behavior
n:	46	5	49	11
Percentile:				
90th	$70,000	a	$105,000	$237,000
75th	60,000	a	82,500	130,000
50th	55,000	$55,000	75,000	70,000
25th	45,000	a	60,000	50,000
10th	38,500	a	50,000	22,400
Mean:	66,328	78,400	77,302	94,545

Note. Boxplots could not be created due to the coding method used for starting salaries. [a]Not enough cases to report.

Table 15

Starting Salaries in 2008 (Weighted)

	Master's		Doctorate	
	Industrial-Organizational Psychology	Human Resources/ Organizational Behavior	Industrial-Organizational Psychology	Human Resources/ Organizational Behavior
n:	45	5	46	11
Percentile:				
90th	$70,000	a	$107,605	$260,000
75th	60,000	a	82,865	131,431
50th	55,000	$55,000	75,000	68,830
25th	45,102	a	60,000	50,624
10th	37,937	a	50,000	26,740
Mean:	69,923	76,926	78,052	98,245

Note. Boxplots could not be created due to the coding method used for starting salaries. [a]Not enough cases to report.