2006 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 2006 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 and Larry Nader in the SIOP Administrative Office and Rob Silzer, Alana Cober, Pauline Velez, Maury Buster, and Van Latham, who reviewed drafts of the survey and this report. A more detailed version of this report is available at www.siop.org. Please address correspondence to the first author at HumRRO, 66 Canal Center Plaza, Suite 400, Alexandria, VA 22314 or at ckhanna@humrro.org.

Abstract

Data on 2006 income and employment of SIOP members were collected in January and February 2007 by sending an electronic link to the survey via e-mail to 3,304 members. The 34.2% response rate was the same as that for the 2003 survey. As in 2003, the 2006 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 higher than in 2003. Nevertheless, the 2006 sample was weighted to have the same percentages by year since highest degree as in the SIOP membership population to better reflect SIOP membership. Results based on both unweighted and weighted data are presented for 2006 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 2006 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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2006 Income and Employment Survey Results For The Society for Industrial and Organizational Psychology

Introduction

The survey's purpose was to collect information on income levels of industrial and organizational psychologists in SIOP in 2006 and on employment and background variables that would help interpret income data. Survey instructions were e-mailed on January 22, 2007, to all members, associate members, international members, and fellows with active e-mail addresses on record (*n*=3,304; active e-mail addresses are not available for 18 members, and the survey did not reach over a 100 members because of e-mail, mailbox, or internet issues). The survey was electronically available until February 19; 1,129 individuals responded. This was the second SIOP income survey to be administered electronically. The 34.2% response rate was the same as that for the 2003 survey but lower than the rates of 35.3% in 2000, 43.6% in 1997, 58.3% in 1994, 72.8% in 1988, and 48.0% in 1982. Declining response rates in recent years are a problem with survey administration in general, and this may explain some of the decline for this survey.

Results

Summary

Key findings for unweighted 2006 data are as follows:

- Median incomes for the sample were higher than in 2003
- Median primary income for women was 15.0% lower and mean income 20.4% lower than that for men
- Median primary income was highest for those 55 and older
- Mean and median incomes for owners were higher than for non-owners

- The highest median incomes were in Manhattan, other New York metro, San Francisco/San Jose metro, and Boston metro areas
- The two biggest employer types were universities or colleges (39.0%) and private sector consulting organizations (22.9%)
- The pharmaceutical industry had the highest median income as compared to other industries
- There were significant differences between incomes in psychology and business departments for assistant professors, associate professors, and full professors
- Incomes were significantly higher for academicians in business or management departments as compared to psychology departments
- 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 44.1% of income; the median was 50.0%
- The most prevalent type of bonus was an individual performance bonus
- The largest bonuses were for group, department, or unit performance, with a mean of 58.9% of primary income and a median of 6.0%
- The largest pay raises were for a higher-level job at a new employer, with a mean of 29.7% of primary income and a median of 25.0%.

Sample Characteristics

For the unweighted sample, percentages of respondents by type of employer (53.6% private sector, 34.3% academic, 7.0% public sector, and 5.2% other) were similar to those in the SIOP membership population in order of size (47.9% private sector, 41.0% academic, 6.6%

public sector, and 4.5% other), but the academic population seemed to be somewhat underrepresented and the private sector overrepresented. Table 1 compares the 2006 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 2006 survey were similar to those for the 2003 survey, as well as to types of membership within SIOP as a whole (12.3% associates, 80.7% members or international affiliates, and 7.0% fellows). Several sample characteristics were similar to the 2003 survey but different from previous surveys. For example, percentages of the sample working part time (3.2% in 2006 and 5.0% in 2003) and respondents living in metro New York City (7.6% in 2006 and 7.0% in 2003) were lower in 2003 and 2006 surveys than in the 1997 and 2000 surveys. Surveys from 1994 to 2000 had an increasing proportion of respondents who received their doctorates 25 or more years ago (15.0% in 1994, 19.0% in 1997, and 25.0% in 2000). The 2006 and 2003 surveys reverse this trend and instead have higher percentages of respondents who received their doctorates within the last 5 to 9 years. The percentage that received their highest degree since 1997 was also higher for 2006 respondents (51.9%) than for the SIOP membership (37.4%). Percentages with doctorates (87.0%) and masters' degrees (13.0%), however, were identical for 2006 and 2003 respondents and for the SIOP membership.

Sample weighting. Given differences in the 2006 sample relative to previous samples and the SIOP membership, we ran analyses with the 2006 data, as well as with 2006 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 is available for the current SIOP membership population. It was selected as the weighting variable as it is significant ($p<.05$) and

highly correlated with 2006 primary income in the unweighted sample (r=.42; see Table 3). In addition, the 2006 sample differed considerably from the current SIOP membership population on this variable. Years since highest degree was also highly correlated with other variables that were highly related to 2006 primary income (correlations for years since highest degree are .87 with age, .89 with years work experience in industrial and organizational psychology, .67 with academic rank, .65 with years with 2006 employer, .57 with academic tenure, and .41 with non-academic job level). Although the survey sample also differed from the SIOP membership on employment sector, employment sector was not as highly related to income (r=.25, p<.001) as years since highest degree. 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.

With the weighting, we found percentages on several sample characteristics were closer to sample characteristics for surveys before 2003 (see last column in Table 1). 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 1997 (37.4% in the SIOP membership population, 51.9% with unweighted data, and 38.3% with weighted data). Weighting marginally reduced the disparity between the sample and the SIOP membership population in the sector of employment: for academia (41.0% in the SIOP membership; 34.3% unweighted, and 36.3% weighted); the private sector (47.9% in the SIOP population, 53.6% unweighted, and 51.6% weighted); the public sector (6.6% in the SIOP population, 7.0% unweighted, and 6.9% weighted); and other sectors (4.5% in the SIOP population, 5.2% unweighted, and 5.3% weighted). As Table 1 shows, the percentages for the types of SIOP

membership as well as for type of degree were similar in the SIOP membership population and in unweighted data; weighting only slightly changed these percentages.

Income Levels

Highest degree obtained. Respondents were asked to provide their 2006 and 2005 total salary or personal income, not including bonuses or other variable pay, from their primary employer. As shown in Table 2, the median incomes for respondents with doctorates and masters' degrees were higher for 2006 and 2005 than for 2003. This is in line with the upward trend for median income survey data prior to 2002 for those with doctorates, and reverses the drop in 2003 and 2002 data for this group. For those with a master's, median income dipped in 1997, 2002, and 2003, relative to the prior survey.

Gender. For unweighted data, Table 2 shows that median primary income for women was 15.0% lower than that for males in 2006 and 17.9% lower in 2005. On prior surveys, the median income for women was 17.4% lower than that for men in 2003, 17.2% lower in 2000, 21.7% lower in 1997, 22.0% lower in 1994, 19.4% lower in 1988, and 18.6% lower in 1982. The mean primary income for women in both 2006 and 2005 ($95,270 and $90,447, respectively) was significantly ($t(1073)=6.51$, $p<.001$, two-tailed, unequal variances, and $t(972)=5.18$, $p<.001$, two-tailed, unequal variances, respectively) lower than the mean primary income for men ($120,416 in 2006 and $112,923 in 2005). The mean income for women was 20.4% lower in 2006 than that for men, 14.7% lower in 2005, 23.6% lower in 2003, and 36.8% lower in 2000. Weighted medians (shown under the sample size for years from 2002 to 2006 in Table 2) were higher for both men and women in 2006 and 2005 than unweighted medians. Mean weighted incomes were also higher for both men ($125,062 in 2006 and $118,972 in 2005) and women ($99,662 in 2006 and $96,006 in 2005) than unweighted means. However, based on weighted data, women's median income was

still 20.0% lower than median incomes for men for 2006 and 20.7% lower for 2005, and women's mean income was 20.3% lower for 2006 and 19.3% lower for 2005.

Figures 1 and 2 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, male respondents averaged a greater number of years since obtaining their highest degree (13.7) than females (8.7, $F(1, 973)=63.1$, $p<.001$).

Age. As Table 2 shows, unweighted median primary income was highest for the 55 and older group in both 2006 and 2005. Unweighted median incomes for all age groups were higher in 2006 and 2005 than what they had been in 2003, except for respondents from 45 to 49 and 50 to 54. In comparing unweighted and weighted medians by age for 2006 and 2005, there is no clear pattern—some weighted medians are lower, some are the same, and some 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 2006 income because we did not collect descriptive data on these variables for 2005 and cannot assume that such characteristics were the same for both 2005 and 2006.)

Years since doctorate. Figure 3 (unweighted) and Figure 4 (weighted) show 2006 incomes from the primary employer for respondents with doctorates by the number of years since they received their degree. Respondents who received doctorates 25 years ago or more had the highest mean and the highest median income. Since the highest degree for 87.0% of the sample was the doctorate, this variable would be the same as the variable used to weight the data (years since highest degree) for most of the sample, so results are fairly 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. Results showed that the following

areas had higher unweighted mean primary incomes than other U.S. locations not listed in the survey ($108,166):

- Manhattan ($201,786)
- Boston metro ($148,250)
- Other New York Metro area ($142,813)
- San Francisco/San Jose metro ($133,369)
- Philadelphia metro ($133,145)
- San Diego metro ($129,096)
- Los Angeles(LA)/Orange County metro ($125,198)
- Locations outside the U.S. or Canada ($120,763).

Unweighted mean primary incomes for Washington D.C. metro ($108,130) and Canada ($95,519) were lower than the mean for other locations not listed.

With weighted data, cities with a mean income higher than that for locations not listed on the survey ($112,961) were:

- Manhattan ($228,772)
- Boston metro ($163,087)
- Philadelphia metro ($149,386)
- Other New York metro ($144,097)
- San Francisco/San Jose metro ($137, 463)
- Locations outside the U.S. or Canada ($123,057)
- LA/Orange County metro ($118,629)
- San Diego metro ($113,134).

Weighted mean income for Washington D.C. ($108,162) and locations in Canada ($98,701) were lower than those for other U.S. locations not listed.

With unweighted data (Figure 5), Manhattan had the highest 2006 median income ($143,000), followed by other New York metro ($132,600), San Francisco/San Jose metro ($128,000), and Boston metro ($121,500) areas. Respondents in U.S. locations that were not listed ($95,000) had lower median incomes than all the areas listed, besides San Diego metro ($86,650) and Canada ($85,000). With weighting (Figure 6), medians for all areas went up, except for respondents from Canada, which went down slightly. Based on either unweighted or weighted data, the four areas with the top medians in 2006 were also among those with the top medians in 2003: Manhattan, other New York metro, Boston metro, and San Francisco/San Jose metro areas.

Analyzing the first two digits of zip codes provides additional information on income by geographical location (see Table 4). Based on unweighted data, zip code areas in New York that start with 10, in Washington and Alaska that start with 98 and 99, and in Iowa that start with 50, 51, and 52 have the highest median primary incomes: $122,132 or higher. Based on weighted data, the three zip codes with the highest income are 14 and 10 in New York, and 43 in Ohio, with median primary incomes of $151,311 or higher. Zip code areas 98 and 99 in Washington and Alaska dropped to fifth place, and 50, 51, and 52 in Iowa dropped to sixth place when the data were weighted.

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 (39.0%, *n*=370) or private-sector consulting organization (22.9%, *n*=217). In the unweighted data (see Figure 7), the employer type with the highest median income was pharmaceuticals, followed by individual/self-employed consulting, other private sector, energy production, and

information technology/computers. With weighting, the two biggest employer categories were still universities and colleges (40.5%) and private-sector consulting organizations (21.0%). Based on weighted data (see Figure 8), pharmaceuticals still had the highest median income, followed by other private sector, retail, energy production, and manufacturing, but individual consulting, which was in second place in unweighted data, dropped to eighth place, and information technology dropped to sixth place.

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 $70,482, n=30; master's $86,049, n=116; doctorate $105,014, n=217; $F(3,362)=7.39$, $p<.001$; see Figure 9). In addition, the unweighted mean income in business or management departments ($118,877, n=146) was significantly higher ($F(1,331)=70.1$, $p<.001$) than the unweighted mean in psychology departments ($77,871, n=187). Mean and median incomes at psychology and business or management departments based on the highest degree offered (Figures 9 and 10) were:

- Psychology department, highest degree bachelor's: unweighted mean $70,419 and median $64,000 ($n$=25); weighted mean $73,492 and median $64,369, ($n$=23)
- Psychology department, highest degree master's: unweighted mean $62,444 and median $56,820 ($n$=44); weighted mean $64,042 and median $58,558, ($n$=43)
- Psychology department, highest degree doctorate: unweighted mean $84,948 and median $71,347 ($n$=118); weighted mean $95,982 and median $75,000, ($n$=114)
- Business department, highest degree master's: unweighted mean $106,344 and median $94,500 ($n$=64); weighted mean $100,490 and median $93,201, ($n$=58)
- Business department, highest degree doctorate: unweighted mean $131,606 and median $121,000 ($n$=81); weighted mean $131,511 and median $126,340 ($n$=82).

(Too few respondents (n<5) reported working at business or management departments with the bachelor's as the highest degree, so their data are not disclosed.)

The unweighted mean income did not differ significantly by accreditation status (accredited $96,755, n=334; not accredited $82,919, n=29; F(1,361)=2.20, p=.14). The unweighted mean income also did not differ significantly (F(1,367)=.06, p=.81) for private ($97,011, n=95) and public institutions ($95,640, n=274).

Academic titles by department type. Figure 11 shows unweighted and Figure 12 weighted 2006 income for psychology and business/management departments for the five academic titles that had adequate sample sizes. Distinguished or chaired professors had the highest primary incomes compared to other ranks across departments. There were significant differences between incomes in psychology and business/management departments for assistant professors (F(1,102)=120.88, p<.001 unweighted and F(1,70)=78.72, p<.001 weighted), associate professors (F(1,93)=77.09, p<.001 unweighted and F(1,89)=71.45, p<.001 weighted), and full professors (F(1,66)=13.76, p<.001 unweighted and F(1,86)=16.19, p<.001 weighted). Income for department chairs in psychology as compared to department chairs in business was marginally significant with unweighted data (F(1,15)=4.27, p=.056) and not significant with weighted data (F(1,18)=1.97, p=.18). Income for distinguished and chaired professors was not significantly different for unweighted data (F(1,26)=.32, p=.58) but was significantly different when weighted (F(1,31)=5.47, p<.05).

Non-academic job titles. Figures 13 and 14 show unweighted and weighted 2006 primary income by job level for those in private sector, nonprofit, and government organizations. Weighted results are higher than unweighted data, with the exception of means and medians for

entry and president/CEO levels, the mean for consultant, practitioner or researcher, and the median for senior consultant, practitioner or researcher.

Status as a partner, principal, or owner. In the unweighted 2006 sample, 10.0% were sole proprietors or owners, 3.8% partners, 1.7% principals, 2.5% primary shareholders (i.e., owners of 20.0% or more of a corporation), and 4.0% were minority shareholders (i.e., owners of less than 20% of a corporation). These percentages were higher than the 4.0% sole proprietors or owners, 2.0% partners, 1.2% principals, and 1.3% primary shareholders in the unweighted 2003 sample. Overall, they amount to a 9.5% increase in ownership since 2003, even without considering other types of owners, such as minority stockholders, which was not a category in the 2003 survey. Tables with Figures 15 and 16 show that based on either unweighted or weighted data, mean and median primary incomes for all of these groups were higher than for non-owners. With weighting (Figure 16), both means and medians decreased for sole proprietors and primary shareholders and increased for partners, minority shareholders, non-owners in private sector for-profit organizations, and those in not-for-profit organizations, academia and government. For principals, weighting the data decreased the mean and increased the median.

Starting salaries. With data from those who had hired new graduates in 2006 and reported the average salary of these new hires, the mean and median starting salaries (see Tables 10 through 13) were:

- Doctoral graduates in Industrial/Organizational (I/O) Psychology: unweighted mean $74,491 and median $73,000 ($n$=91); weighted mean $74,106 and median $72,000 ($n$=88)
- Master's degree graduates in I/O Psychology: unweighted mean $55,816 and median $55,000 ($n$=72); weighted mean $56,149 and median $55,000 ($n$=61)

- Doctoral graduates in Human Resources/Organizational Behavior (HR/OB): unweighted mean $88,042 and median $93,500 (*n*=20); weighted mean $88,663 and median $100,000 (*n*=25)
- Master's degree graduates in HR/OB: unweighted mean $55,615 and median $65,000 (*n*=13); weighted mean $52,012 and median $64,668 (*n*=13).

The increase in unweighted starting salaries from 2005 to 2006 was as follows:

- Doctoral graduates in I/O: 8.1% mean and 11.0% median
- Master's degree graduates in I/O: 1.3% mean and 8.2% median
- Doctoral graduates in HR/OB: 2.3% mean and 5.9% median
- Master's degree graduates in HR/OB: 6.3% mean and 19.2% median.

With unweighted data, new doctoral graduates in I/O had a mean salary 25.1% higher and a median that was 24.7% higher than that for new master's graduates in I/O. New doctoral graduates in HR/OB had an unweighted mean income 36.8% higher and an unweighted median 30.5% higher than that for new HR/OB master's graduates.

For 29 respondents who self-reported that they had obtained a doctorate in the past year and worked in their current position one year or less, the 2006 unweighted mean primary income was $71,850 and median was $70,000. Among these, 9 people had one year or less of work experience in I/O psychology; the rest had between 2 and 11 years of experience. For 9 respondents who self-reported that they had obtained a master's degree in the past year and worked in their current position one year or less, the 2006 unweighted mean primary income was $44,417 and median was $47,000. Among these, two people had one year or less of work experience in I/O psychology; the remaining had between 2 and 11 years of experience. Some new graduates whose incomes are represented in Tables 10 through 13 were also likely to have had more than one year of experience.

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 during a year, 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 a certain amount of salary once the employee retires. For 2006, 76.0% (*n*=858) of respondents indicated that their employer offers a defined contribution plan, while 28.0% (*n*=316) indicated that their employer provides a defined benefit plan. For 617 respondents who reported the percentage of income that their employer contributed to a defined contribution plan in 2006, the amounts contributed were:

- Mean: 7.0% unweighted; 7.2% weighted
- 10th percentile: 3.0% unweighted; 3.0% weighted
- 25th percentile: 4.0% unweighted; 4.0% weighted
- Median: 6.0% unweighted; 6.0% weighted
- 75th percentile: 10.0% unweighted; 10.0% weighted
- 90th percentile: 11.0% unweighted; 12.0% weighted.

For 84 respondents who reported the percentage of income that their employer will provide after they retire through a defined benefit plan, the amounts to be provided were:

- Mean: 44.1% unweighted; 43.4% weighted
- 10th percentile: 3.5% unweighted; 4.7% weighted
- 25th percentile: 10.9% unweighted; 11.9% weighted

- Median: 50.0% unweighted; and 49.0% weighted
- 75th percentile: 69.0% unweighted; 65.0% weighted
- 90th percentile: 80.0% unweighted; 80.0% weighted.

Bonuses and stock options. The percentage of respondents (grouped by sector) who reported receiving a bonus in 2006 was:

- Private sector: 72.4%
- Nonprofit: 58.7%
- Government and military: 42.1% (though only 10.0% in local government and 16.7% in state government reported receiving a bonus)
- Self-employed: 14%
- University or college: 11.0%.

Considering all bonuses awarded, with some respondents getting more than one bonus, the percentages of respondents who received a specific type of bonus in 2006 were:

- 68.3%: Individual bonus
- 63.4%: Organizational bonus
- 30.5%: Group, department, or unit performance bonus
- 5.1%: Special projects bonus
- 4.4%: Signing or recruiting bonus
- 4.2%: Retention bonus
- 3.3%: Other reasons
- 2.6%: Exercising stock options.

To examine bonus size by type (as a percent of reported 2006 primary income), data from 231 respondents reporting the size of only a single type of bonus were used. The average size of each type of bonus (see Figures 17 and 18) was:

- Group, department, or unit performance bonus: 58.9% unweighted mean and 6.0% median (n=14); 47.4% weighted mean and 6.0% median (n=13)
- Signing or recruiting bonus: unweighted 20.8% mean and 14.5% median (n=8); 22.2% weighted mean and 21.6% median (n=5)
- Organizational performance bonus: unweighted 15.8% mean and 7.5% median (n=82); 18.6% weighted mean and 9.2% median (n=74)
- Individual performance bonus: 13.0% unweighted mean and 6.6% median (n=95); 13.6% weighted mean and 6.2% median (n=78)
- Other bonuses: 5.9% unweighted mean and 2.6% median (n=12); 5.7% weighted mean and 2.0% median (n=9)
- Retention bonus: 4.5% unweighted mean and 3.1% median (n=8); 4.7% weighted mean and 3.4% median (n=7)
- Special project bonus: 4.0% unweighted mean and 2.4% median (*n*=6).

(Too few respondents (*n*<5) reported receiving a bonus in the form of stock options, or for a special project (in weighted data only), receiving a degree, or employee referral, so their data are not reported.)

Pay raises. A majority of respondents (79.9%, *n*=865) reported receiving a pay raise in 2006. As many as 15.5% did not receive a raise, while 4.5% did not respond. Of the 865, 41.2% said their pay raise was effective in the first 6 months of 2006. 49.2% in the last 6 months of 2006, 5.5% on January 2007, and 4.2% did not know when the increase took effect. Mean raises

in the unweighted sample were not significantly different by the period when they became effective ($F(3, 812)=.14$, $p=.95$), so all raises were analyzed together. As Figure 19 (unweighted) and Figure 20 (weighted) show, the average size of each type of pay raise (as a percent of base salary before the raise) was:

- For a higher-level job at a new employer: 29.7% unweighted mean and 25.0% median ($n=6$); 28.0% weighted mean and 25.0% median ($n=5$)
- For a job transfer to another job or location at the same employer: 14.7% unweighted mean and 10.0% median ($n=7$); (weighted cases are too few ($n<5$) to report on).
- For an increase in responsibility with the same employer: 14.6% unweighted mean and 11.7% median ($n=24$); 15.0% weighted mean and 11.7% median ($n=22$)
- For a promotion with the same employer: 12.2% unweighted mean and 10.0% median ($n=95$); 11.9% weighted mean and 10.0% median ($n=76$)
- For a job with similar responsibility at a new employer: 9.1% unweighted mean and 6.0% median ($n=8$); 8.6% weighted mean and 6.7% median ($n=5$)
- For the same job at the same employer: 5.5% unweighted mean and 4.0% median ($n=684$); 5.4% weighted mean and 4.0% median ($n=630$).

Supplementary Income. The survey asked for the amount of supplementary income (in addition to salary from the primary employer) received in 2006 for I/O Psychology or related work. Tables 6 and 7 show unweighted results and Tables 8 and 9 show weighted results for respondents in academia and non-academia respectively.

Regression Analyses

We analyzed the relationships of personal and employment characteristics with income from the primary employer using unweighted data in separate regression equations (Table 5) for

respondents who worked in universities or colleges and for 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, job level, ownership status for non-academics). The equation for the academic sample accounted for more variance in 2006 income from the primary employer (R^2=.77, R^2_{adj}=.74, F(38,236)=20.97, p<.001) than the equation for the non-academic sample (R^2=.55, R^2_{adj} =.50, F(54,533)=12.00, p<.001).

For the academic sample, number of years worked for the primary employer, working in Manhattan (compared to areas not listed on the survey that are in the U.S.), rank as a lecturer (compared to rank as an assistant professor), and working in departments whose highest offered degree was a bachelor's or master's (compared to those that offer a doctorate) had significant, negative coefficients (p<.05). Coefficients were significantly positive (p<.05) for the academic sample for years since receiving a doctoral or master's degree; weeks of annual employment with the primary employer; hours worked per week for the primary employer; number of employees supervised; status as a SIOP fellow (compared to status as a SIOP member); working in the Boston metro area (compared to areas not listed on the survey that are in the U.S.); rank as a distinguished or chaired professor, department chair, assistant dean or dean, deputy provost or provost (compared to rank as assistant professor); and working in a business/management or industrial relations department (compared to a psychology department).

In the equation for non-academicians, age and working in the military or state government (compared to consulting organizations) had significant negative coefficients (p<.05). Coefficients were significantly positive (p<.05) for non-academicians for years since obtaining a doctoral or master's degree; hours worked per week for the primary employer; number of employees supervised; top degree obtained; working in Manhattan, another New York metro, or

the Philadelphia metro area (compared to areas not listed on the survey that are in the U.S.); having retail as one's primary employer (compared to a consulting organization); being a vice-president or senior vice-president (compared to a senior consultant, researcher or practitioner); and being some type of owner.

Discussion

The 2006 survey was the second SIOP income and employment survey to be administered via the Internet. The 2006 response rate was very similar to that for the 2003 survey, and the two samples were similar on several characteristics. However, the 2006 and 2003 samples were considerably different from samples prior to 2003 in terms of percentages of males and females and different from samples prior to 2003 and the SIOP membership on years since receiving one's highest degree. Although mean and median incomes in 2005 and 2006 were higher than those in 2003, the sample was weighted in order to better reflect the SIOP membership population. The 2006 sample was weighted to have the same percentages by year since highest degree as in the SIOP membership population. As in the 2003 survey, separate regression equations for those employed in academia and for those employed in the private sector, nonprofit sector, and government were analyzed for 2006 data. Results suggest that factors influencing income may differ by the economic sector in which one is employed.

Note: *The correlation between years since highest degree and ownership was erroneously printed as .42 in the* TIP *article on the SIOP Survey (July 2007); the correct figure is .21. The error is regretted.*

Table 1

Characteristics of Samples Across Time (Cross-Sectional)

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

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

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 two 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

	1982	1988	1994	1997	1999	2000	2002	2003	2005	2006
Degree										
Doctorate	$42,850 (844)	$60,000 (1,448)	$71,000 (1,124)	$80,000 (1,231)	$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
Master's	43,000 (96)	51,500 (171)	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
Gender[b]										
Men	$44,250 (811)	$62,000 (1290)	$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
Women	36,000 (150)	50,000 (342)	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

	1982	1988	1994	1997	1999	2000	2002	2003	2005	2006
Age[c]										
<35	$33,000	$45,000	$50,000	$60,000	$62,000	$70,000	$60,753[a]	$70,000[a]	$72,000[a]	$80,000[a]
	(148)	(132)	(168)	(236)	(163)	(170)	(194)	(208)	(205)	(209)
							62,930	70,000	72,000	80,000
35-39	40,000	55,000	61,000	70,000	75,000	80,000	76,250[a]	80,300[a]	90,000[a]	95,000[a]
	(193)	(280)	(227)	(178)	(136)	(141)	(208)	(209)	(198)	(200)
							79,139	83,000	90,000	95,000
40-44	45,500	60,000	75,000	80,000	78,000	82,000	85,000[a]	89,600[a]	91,759[a]	97,000[a]
	(152)	(329)	(216)	(162)	(95)	(100)	(137)	(141)	(139)	(141)
							86,000	89,694	96,000	100,000
45-49	50,000	65,000	84,000	100,000	95,000	99,500	95,500[a]	100,000[a]	100,000[a]	105,000[a]
	(92)	(262)	(247)	(210)	(141)	(140)	(91)	(90)	(105)	(107)
							96,000	100,000	99,318	102,126
50-54	53,000	65,000	85,000	91,500	91,000	100,500	110,000[a]	112,500[a]	108,000[a]	115,000[a]
	(91)	(144)	(140)	(196)	(140)	(144)	(121)	(120)	(103)	(104)
							115,497	118,112	109,854	120,000
55+	n/a	n/a	n/a	92,000	100,000	100,000	110,659[a]	110,000[a]	129,500[a]	131,306[a]
				(242)	(189)	(192)	(143)	(144)	(170)	(170)
							111,000	110,000	135,000	134,940

[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 2006 Primary Income (Unweighted)

Variable	Pearson *r*
Age (*n*=1069)	.37
Gender (Male=0, Female=1, *n*=1075)	-.19[a]
Highest Degree Obtained (Master's=0, Doctorate=1, *n*=1083)	.16[a]
Years Since Highest Degree (*n*=975)	.42
Years Work Experience in Industrial/Organizational Psychology (*n*=1058)	.46
SIOP Associate Member (*n*=1063)	-.14[a, b]
SIOP Fellow (n=1063)	.24[a, b]
Weeks Employed at Primary Employer in 2006 (*n*=1068)	.14
Average Hours Worked Per Week for Primary Employer (*n*=1074)	.26
Years Worked with Primary Employer (*n*=1069)	.24
Ownership Status (Not an Owner=0, Some Type of Owner=1, *n*=1083)	.33[a]
Number of Employees Managed or Supervised (*n*=1082)	.23
Worked in Manhattan, NY (*n*=1062)	.17[a]
Worked in Other NY City Metro Area (*n*=1062)	.13[a]
Worked in Boston Metro Area (*n*=1062)	.07[a]
Worked in Other US City Not Listed (*n*=1062)	-.14[a]
Worked for a University or College (n=1083)	-.15[a, c]
Worked in a Psychology Department (*n*=368)	-.38[a, d]
Worked in a Business or Management Department/School (*n*=368)	.41[a, d]
Highest Degree Department Offered was Bachelor's (*n*=366)	-.17[a]
Highest Degree Department Offered was Master's (*n*=366)	-.12[a]
Highest Degree Department Offered was Doctorate (*n*=366)	.22[a]
Had Tenure (*n*=373)	.38[a]
Academic Rank (1=Assistant, 2=Associate, 3=Full, 4=Chair, 5=Dean, 6=Distinguished or Chaired, *n*=341)	.61

Variable	Pearson *r*
Lecturer (*n*=375)	-.15[a, e]
Assistant Professor (*n*=375)	-.28[a, e]
Associate Professor (*n*=375)	-.16[a, e]
Distinguished or Chaired Professor (*n*=375)	.51[a, e]
Assistant Dean and Dean (*n*=375)	.21[a, e]
Deputy Provost and Provost (*n*=375)	.14[a, e]
Worked in the Government (*n*=1083)	-.10[a, c]
Worked in the State Government (*n*=1083)	-.07[a, f]
Was Self-Employed (*n*=1083)	.17[a, c]
Worked in the Private Sector (*n*=1083)	.14[a, c]
Worked for a Consulting Organization (n=1083)	.09[a, f]
Worked as an Independent Consultant (*n*=1083)	.17[a, f]
Worked in Manufacturing (*n*=1083)	.07[a, f]
Non-Academic Job Level (1=Entry-Level; 2=Consultant, Researcher or Practitioner; 3=Senior Consultant, Researcher or Practitioner; 4=Supervisor; 5=Manager or Director; 6=Vice President; 7=President or CEO; *n*=697)	.44
Entry-Level Consultant, Researcher or Practitioner (*n*=697)	-.18[a, g]
Consultant, Researcher or Practitioner (*n*=697)	-.24[a, g]
Vice President (*n*=697)	.19[a, g]
Senior Vice President (*n*=697)	.22[a, g]
President or Chief Executive Officer (*n*=697)	.26[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 member status correlation was not significant.

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

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

[e]Other 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 2006 Salary	Median 2006 Salary–Weighted
01, 02, 03, & 05 (MA, NH, ME & RI)	15	$104,000	$121,332
06 (CT)	18	$108,500	$113,408
07 & 08 (NJ)	22	$119,750	$115,656
10 (NY)	25	$137,000	$168,266
11 (NY)	5	$99,000	$113,438
12 & 13 (NY)	9	$89,000	$91,160
14 (NY)	4	$82,500	$179,500
15 (PA)	17	$115,000	$121,440
16, 17 & 18 (PA)	9	$116,000	$128,500
19 (PA & DE)	3	$107,000	$123,807
20 & 21 (DC & MD)	41	$101,000	$108,588
22 (VA)	40	$94,477	$95,846
23 (VA)	7	$100,000	$100,000
24 & 25 (VA & WV)	3	$52,000	$62,410
27 (NC)	16	$69,642	$75,069
28 & 29 (NC & SC)	23	$102,000	$113,080
30 (GA)	37	$94,000	$94,405
32 (FL)	25	$80,000	$101,283
33 (FL)	15	$73,000	$96,016
35 & 36 (AL)	12	$106,000	$114,419
37 (TN)	18	$78,050	$78,073
38 (TN & MS)	9	$80,000	$78,720
40 & 42 (KY)	10	$83,250	$100,104
43 (OH)	4	$81,800	$151,311
44 (OH)	15	$92,000	$95,679
45 (OH)	9	$70,000	$74,898
46 & 47 (IN)	10	$86,723	$126,008
48 & 49 (MI)	30	$99,250	$106,000
50, 51, & 52 (IA)	6	$122,132	$126,098
53 & 54 (WI)	9	$93,000	$96,937
55 (MN)	33	$110,000	$110,128
56, 58, 59 (MN, ND & MT)	7	$50,000	$50,203
60 (IL)	36	$95,000	$100,000
61 (IL)	9	$70,000	$77,335
63 (MO)	14	$102,000	$102,560
64 & 65 (MO)	6	$85,000	$64,886
66, 67 & 68 (KS & NE)	17	$93,300	$92,944
70, 71 & 72 (LA & AR)	15	$108,000	$99,165
73 & 74 (OK)	15	$100,000	$116,003
75 & 76 (TX)	17	$120,000	$120,000
77 (TX)	21	$100,706	$114,877
78 & 79 (TX)	8	$106,000	$121,235
80 (CO)	17	$100,000	$118,224
82, 83, 84 & 89 (WY, ID, UT, & NV)	6	$95,000	$90,960
85 & 87 (AZ & NM)	5	$106,000	$106,000
90 (CA)	9	$112,944	$116,660
91 (CA)	11	$89,000	$93,807
92 (CA)	19	$105,000	$120,396
93 & 94 (CA)	12	$94,500	$95,052
95 & 96 (CA & APO)	6	$88,250	$86,931
97 (OR)	11	$81,000	$80,000
98 & 99 (WA & AK)	18	$127,500	$128,447

Note. Doctoral respondents only.

Table 5

Regression Analysis for Variables Related to 2006 Income from the Primary Employer (Unweighted Data)

	Academic Sample (*n*=374)			Non-Academic Sample (*n*=683)		
Variable	*B*	*SE B*	β	*B*	*SE B*	β
Age	-762	408	-.17	-927	420	-.15*
Gender (Male=0, Female=1)	-4577	3304	-.05	-5342	4042	-.04
Highest Degree Obtained (Master's=0, Doctorate=1)	-6185	28316	-.01	23274	7632	.14*
Years Since Highest Degree	1344	456	.32*	1823	565	.26*
Years Experience in I/O Psychology	370	373	.09	1010	590	.14
SIOP Associate Member[a]	-1882	8899	-.01	-270	7438	-.00
SIOP Fellow[a]	29253	5929	.23*	15104	16741	.03
Division 14 is Primary Division	3046	8186	.01	15016	12212	.04
Weeks Employed at Primary Employer in 2006	489	186	.09*	206	209	.03
Average Hours Worked Per Week For Primary Employer	457	157	.10*	1083	233	.15*
Years with Primary Employer	-812	276	-.16*	582	419	.05
Number of Employees Supervised	150	32	.19*	255	47	.18*
Ownership Status (Not an Owner=0, Some Type of Owner=1)	n/a	n/a	n/a	25418	8288	.14*
Worked in Manhattan, NY[b]	-35921	15402	-.10*	77655	12073	.20*
Worked in Other NY City Area[b]	10204	9020	.04	21898	8120	.09*
Worked in San Francisco[b]	-2567	24030	-.00	17141	10889	.05
Worked in Los Angeles/Orange Co.[b]	15833	9880	.05	9151	13479	.02
Worked in Washington, DC[b]	2869	7229	.01	3554	6174	.02
Worked in Boston[b]	36297	17734	.07*	10426	15626	.02
Worked in Philadelphia[b]	959	10877	.00	72844	23027	.09*
Worked in San Diego[b]	-3847	10030	-.01	6117	11514	.01
Worked in Canada[b]	-4270	6675	-.02	-21572	21029	-.03

	Academic Sample (*n*=374)			Non-Academic Sample (*n*=683)		
Variable	*B*	*SE B*	β	*B*	*SE B*	β
Worked Outside U.S. and Canada[b]	-15835	11336	-.05	10193	14464	.02
Business/Management Department[c]	33569	3403	.37*	n/a	n/a	n/a
Industrial Relations Department[c]	31773	14227	.07*	n/a	n/a	n/a
Other Department[c]	-7700	7181	-.04	n/a	n/a	n/a
Highest Degree Offered: Bachelor's[d]	-17280	5242	-.12*	n/a	n/a	n/a
Highest Degree Offered: Master's[d]	-12894	3522	-.14*	n/a	n/a	n/a
Accredited Department/School	-3873	5828	-.02	n/a	n/a	n/a
Had Tenure	1460	6703	.02	n/a	n/a	n/a
Instructor, Lecturer or Similar[e]	-31279	11700	-.10*	n/a	n/a	n/a
Adjunct Assistant Professor, Adjunct Associate Professor, or Adjunct Professor[e]	-18929	18963	-.04	n/a	n/a	n/a
Associate Professor[e]	5001	6852	.05	n/a	n/a	n/a
Professor[e]	10525	8138	.09	n/a	n/a	n/a
Distinguished or Chaired Professor[e]	55937	10105	.32*	n/a	n/a	n/a
Department Chair[e]	21504	9473	.11*	n/a	n/a	n/a
Assistant Dean and Dean[e]	65059	13591	.18*	n/a	n/a	n/a
Deputy Provost and Provost[e]	52869	13947	.14*	n/a	n/a	n/a
Entry-Level Consultant, Researcher or Practitioner[f]	n/a	n/a	n/a	-6980	10766	-.02
Consultant, Researcher or Practitioner[f]	n/a	n/a	n/a	-4455	5643	-.03
Supervisor[f]	n/a	n/a	n/a	-4715	8090	-.02
Manager of HR or OB Area[f]	n/a	n/a	n/a	2771	6274	-.02
Manager of non-HR or OB Area[f]	n/a	n/a	n/a	-9176	11810	-.03
Vice President[f]	n/a	n/a	n/a	37053	8794	.14*
Senior Vice President[f]	n/a	n/a	n/a	55448	13173	.14*
President or Chief Executive Officer[f]	n/a	n/a	n/a	19543	11075	.07
Individual Consulting[g]	n/a	n/a	n/a	12572	11081	.04
Manufacturing[g]	n/a	n/a	n/a	9902	7974	.04

	Academic Sample (*n*=374)			Non-Academic Sample (*n*=683)		
Variable	*B*	*SE B*	β	*B*	*SE B*	β
Retail[g]	n/a	n/a	n/a	24335	9742	.08*
Banking, Finance and Insurance[g]	n/a	n/a	n/a	6461	8081	.03
Telecommunications[g]	n/a	n/a	n/a	4116	13932	.01
Technology, Computers and Software[g]	n/a	n/a	n/a	7490	8077	.03
Transportation[g]	n/a	n/a	n/a	-11109	15653	-.02
Public Utility[g]	n/a	n/a	n/a	5325	14889	.01
Energy[g]	n/a	n/a	n/a	5882	20962	.01
Other Private Sector[g]	n/a	n/a	n/a	14963	12068	.04
Military[g]	n/a	n/a	n/a	-32515	15430	-.07*
Government Research[g]	n/a	n/a	n/a	-11374	27058	-.01
Federal Government[g]	n/a	n/a	n/a	-5855	10648	-.02
State Government[g]	n/a	n/a	n/a	-24931	12017	-.07*
Local Government[g]	n/a	n/a	n/a	-15428	18095	-.03
Nonprofit[g]	n/a	n/a	n/a	-10069	13056	-.02
Other Self-Employed[g]	n/a	n/a	n/a	-36025	33377	-.03
Private Sector Health[g]	n/a	n/a	n/a	2144	21374	.00
Pharmaceuticals[g]	n/a	n/a	n/a	19017	16786	.04
Nonprofit Healthcare[g]	n/a	n/a	n/a	5730	21574	.01
Nonprofit Consulting or Research[g]	n/a	n/a	n/a	-8707	10915	-.03
Hospitality[g]	n/a	n/a	n/a	1647	18246	.00
Recruiting and Staffing[g]	n/a	n/a	n/a	14612	26636	-.02

Note. "n/a" indicates the variable was not in the regression because it was not applicable for the sample. For dichotomous variables, 0="no" and 1= "yes" unless other labels are noted. For the academic sample, R^2=.77, R^2_{adj}=.74, $F(38,236)=20.99$, $p<.001$); for the non-academic sample, R^2=.55, R^2_{adj} =.50, $F(54,533)=12$, $p<.001$).

[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.

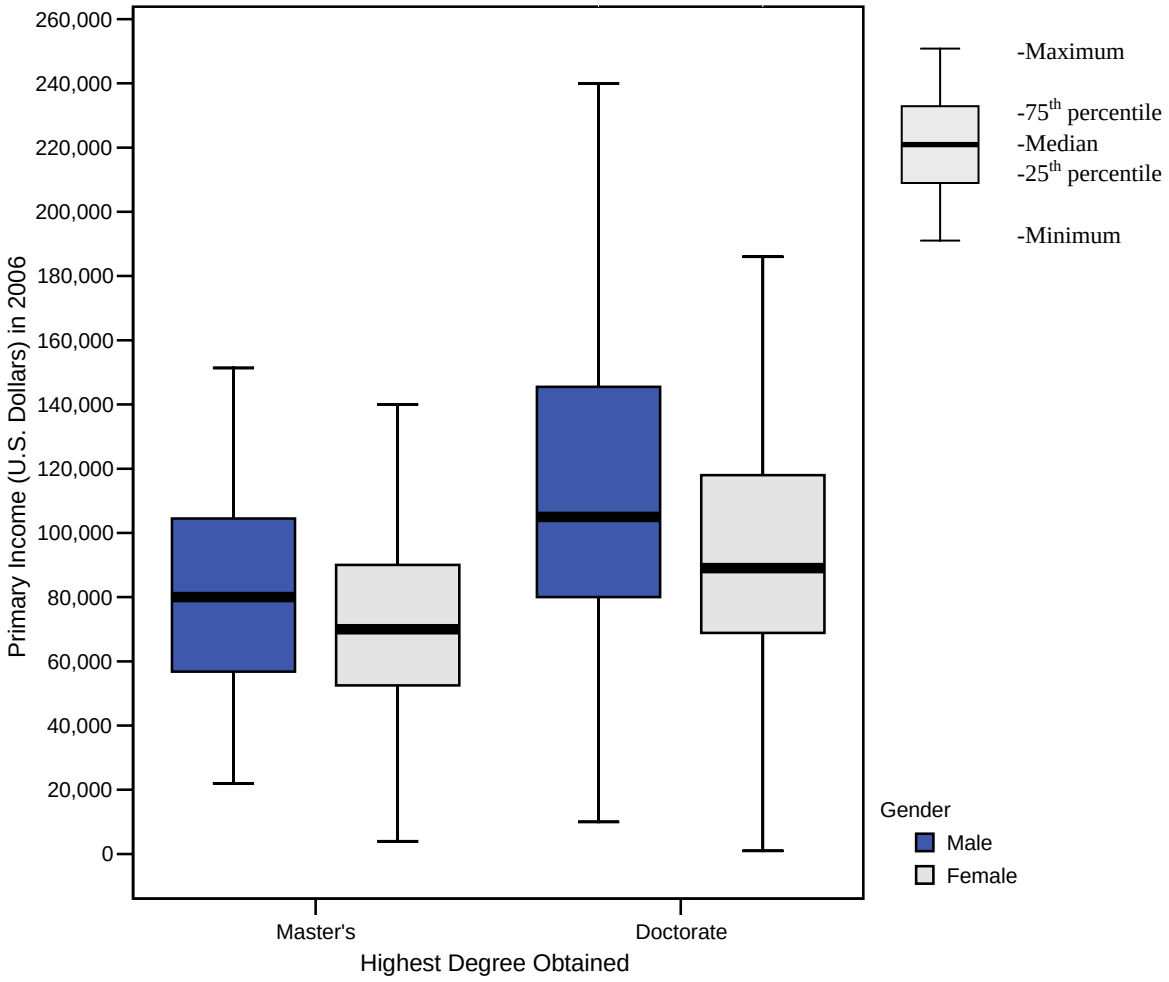
[d]Dummy-coded variables with Highest Degree Offered: Doctorate as the comparison group.

[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 non-academic sample equation.

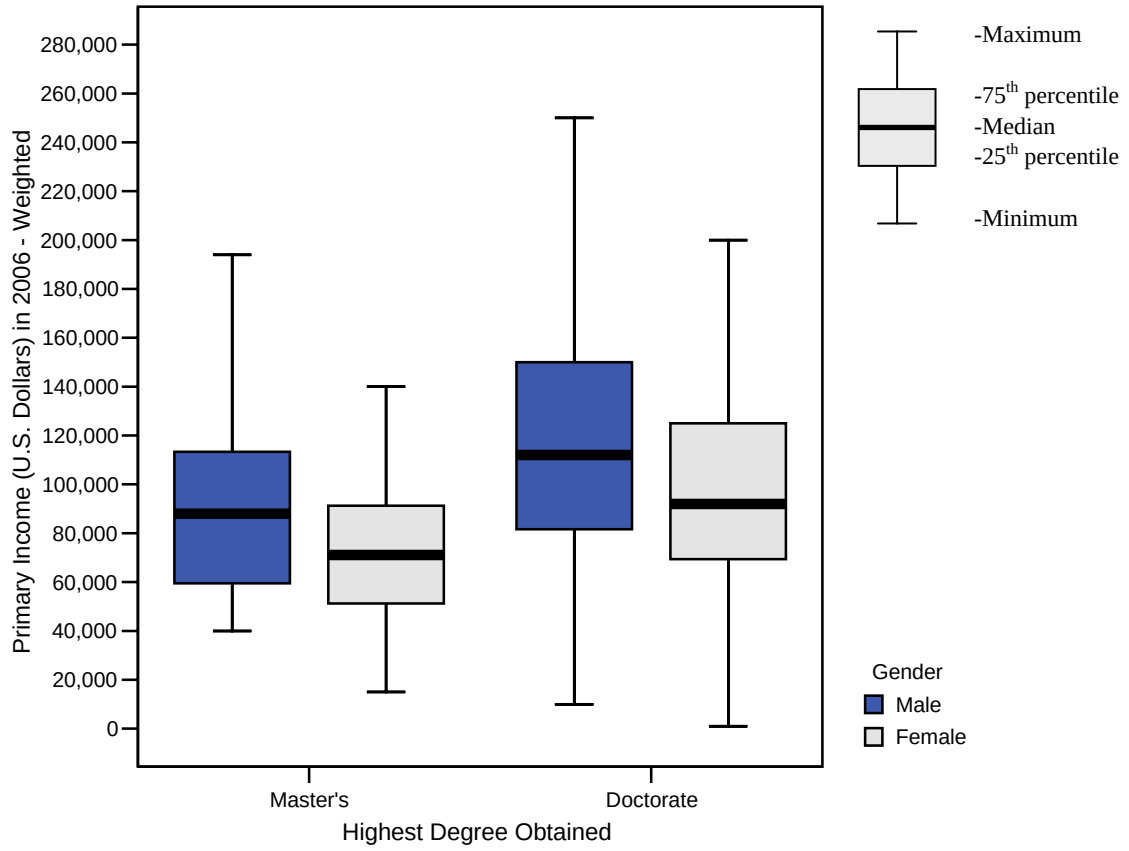
*p<.05.



	Master's		Doctorate	
	Men	Women	Men	Women
n:	63	78	563	371
Percentile:				
90th	$146,000	$110,500	$198,800	$151,600
75th	109,000	90,125	146,000	118,000
50th	80,000	70,000	105,000	89,000
25th	56,000	51,875	80,000	68,681
10th	47,500	40,000	61,467	51,000
Mean:	90,684	74,655	123,743	99,604

Note. Extreme values are not presented in the figure.

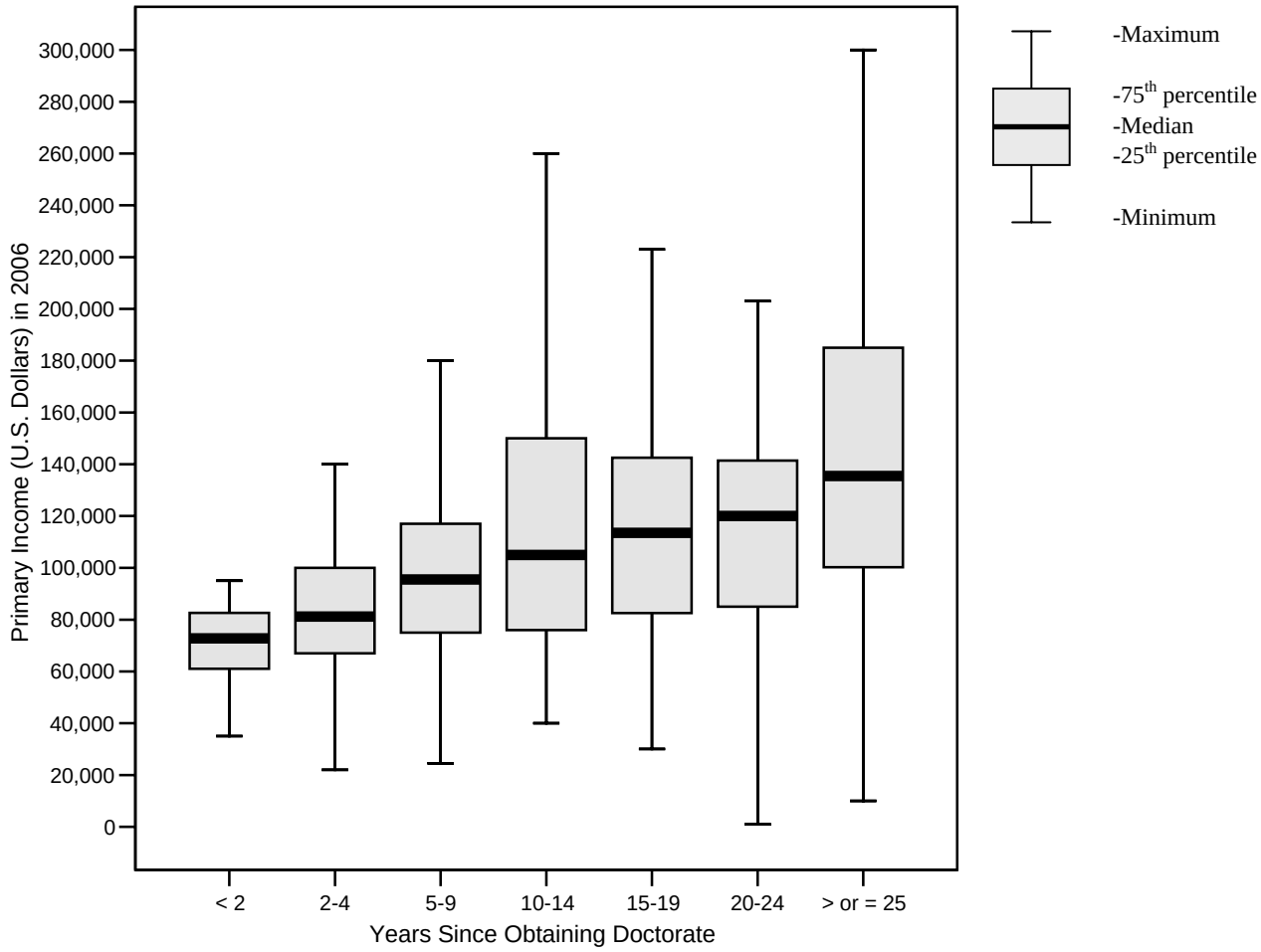
Figure 1. Descriptive statistics representing 2006 primary income by gender and highest degree.



	Master's		Doctorate	
	Men	Women	Men	Women
n:	52	56	550	320
Percentile:				
90th	$150,202	$137,000	$203,000	$166,282
75th	115,000	92,000	150,000	125,000
50th	88,877	72,000	112,000	92,000
25th	59,388	52,289	81,648	69,652
10th	50,000	40,000	64,203	50,997
Mean:	98,633	79,684	127,549	103,166

Note. Extreme values are not presented in the figure.

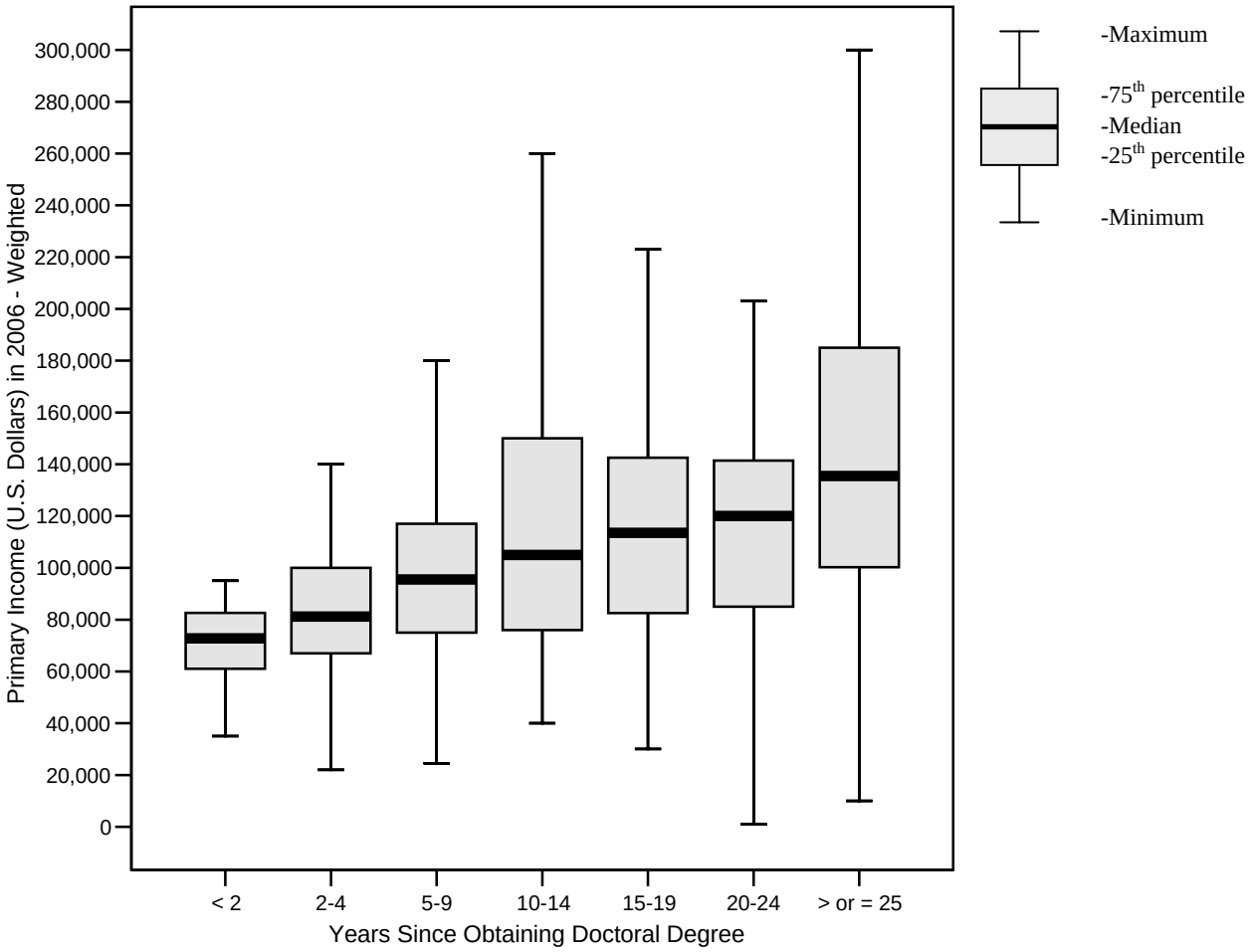
Figure 2. Descriptive statistics representing 2006 primary income by gender and highest degree based on weighted data.



	<2	2-4	5-9	10-14	15-19	20-24	25+
n:	66	173	205	133	88	58	130
Percentile:							
90th	$91,500	$123,000	$145,331	$184,600	$251,800	$190,200	$250,000
75th	83,200	100,000	118,250	150,000	143,750	142,089	185,000
50th	72,750	81,160	95,500	105,000	113,500	120,000	135,500
25th	60,750	67,000	75,000	75,500	81,250	84,750	100,161
10th	48,000	50,010	56,384	58,400	65,900	61,700	72,000
Mean:	73,475	84,926	99,062	117,701	134,411	118,315	156,004

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

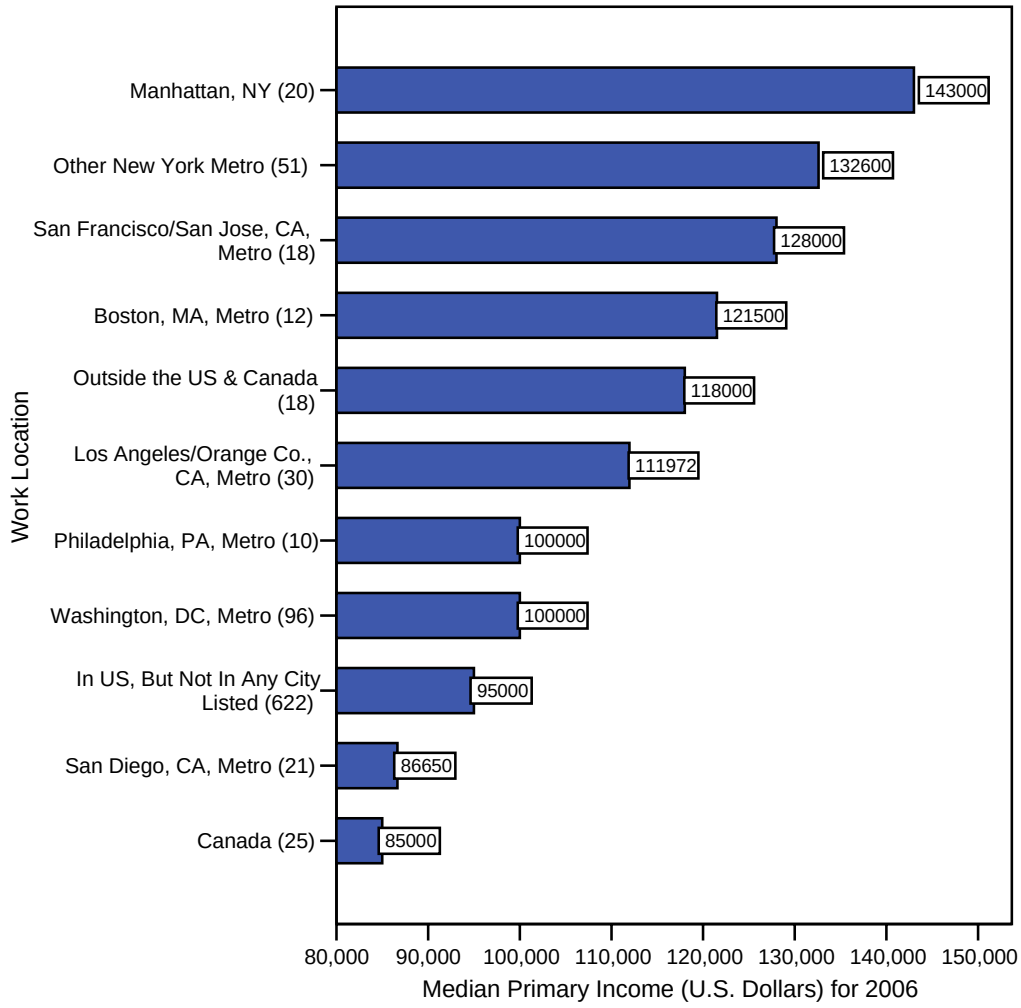
Figure 3. Descriptive statistics representing 2006 primary income as a function of years since obtaining the doctorate.



	<2	2-4	5-9	10-14	15-19	20-24	25+
n:	44	119	174	134	106	100	200
Percentile:							
90th	$91,786	$124,454	$145,564	$184,157	$239,303	$190,000	$250,000
75th	83,288	100,000	119,841	150,000	142,040	141,452	185,000
50th	72,987	81,194	96,282	105,000	111,982	120,000	136,000
25th	61,167	67,000	75,000	75,000	80,000	85,000	100,215
10th	47,976	50,011	56,113	58,085	65,995	63,000	72,000
Mean:	73,318	85,030	99,817	118,193	133,179	118,086	157,590

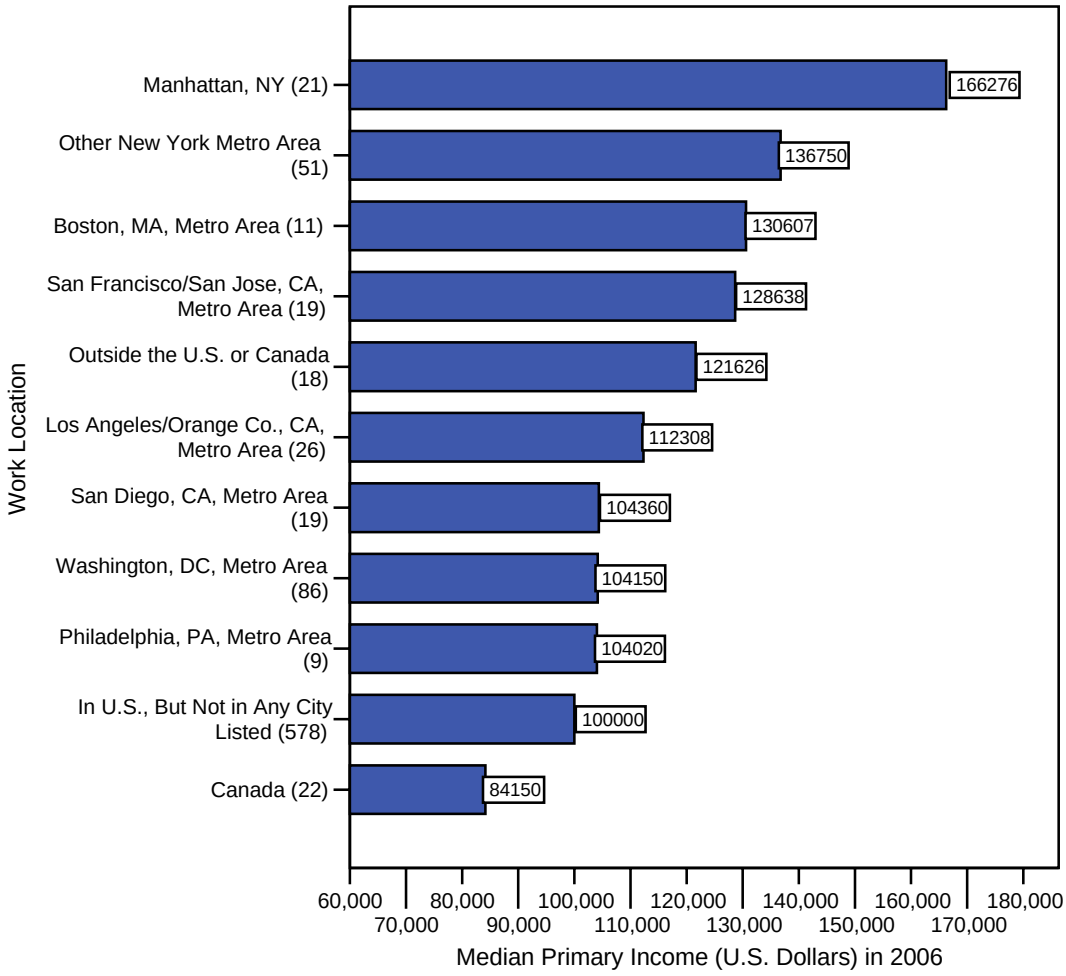
Note. Extreme values are not presented in the figure. Doctoral respondents only.

Figure 4. Descriptive statistics representing 2006 primary income as a function of years since obtaining the doctorate based on weighted data.



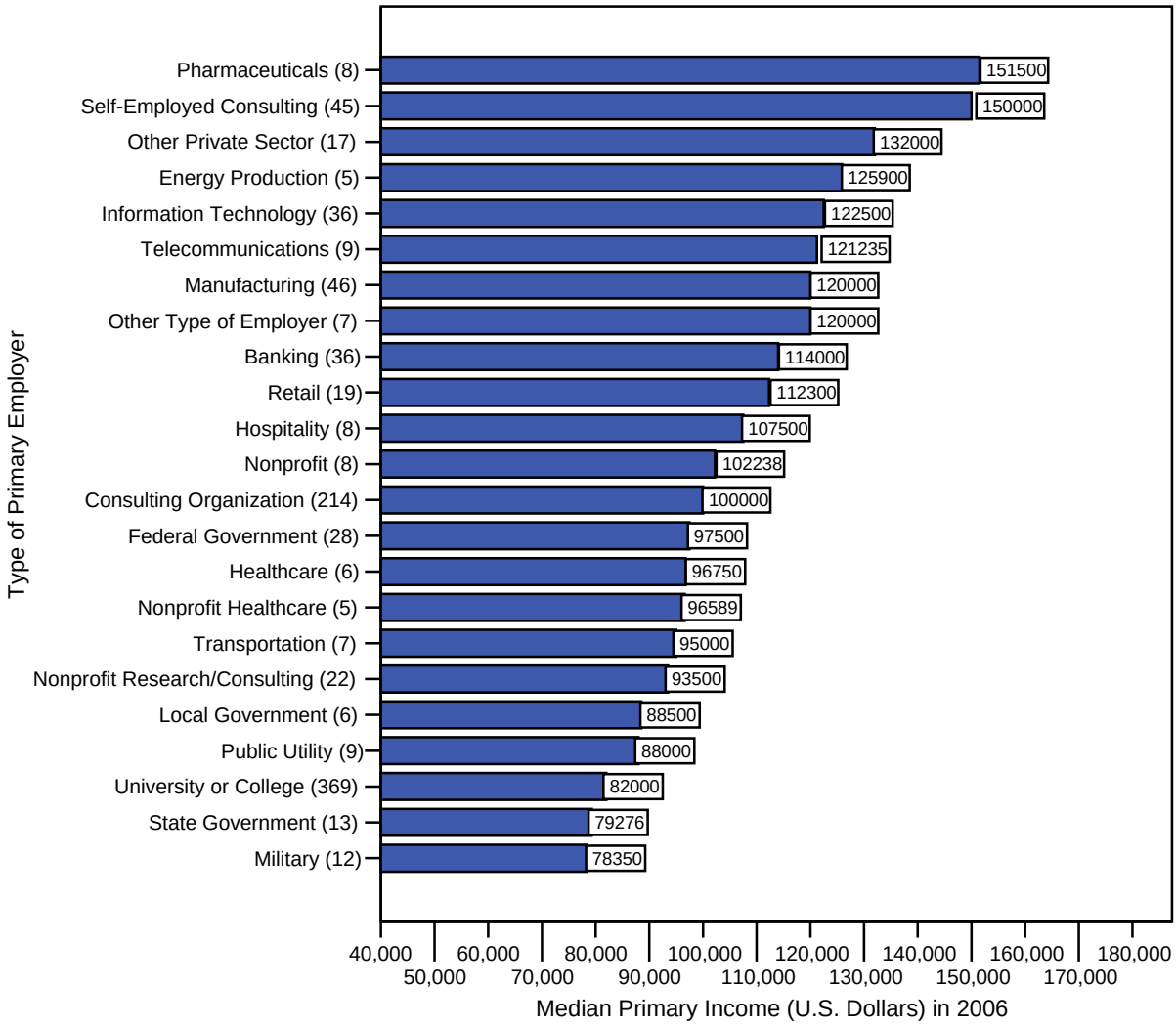
Note. Doctoral respondents only. Sample sizes by location are in parentheses.

Figure 5. 2006 median primary income for doctorates as a function of location.



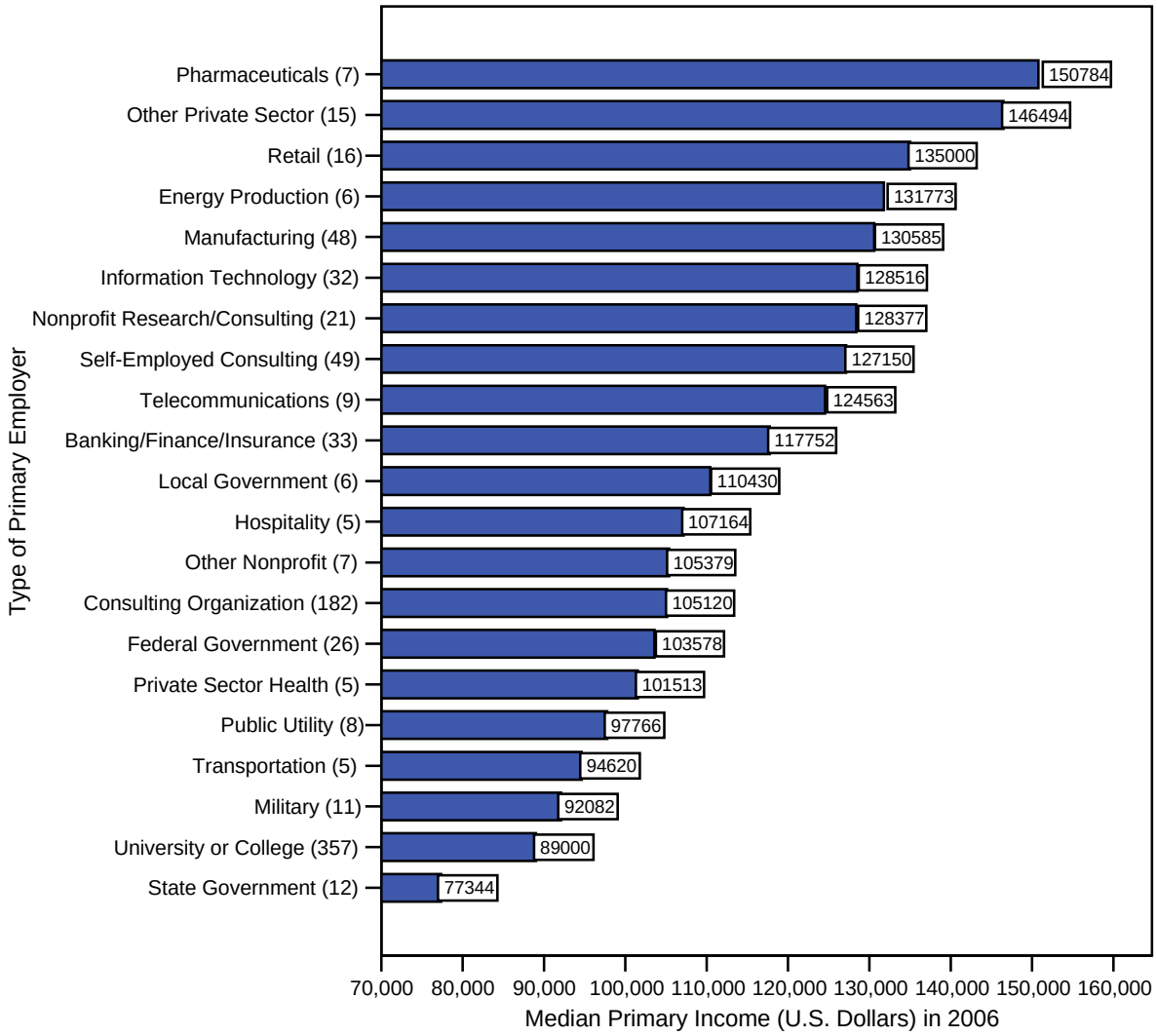
Note. Doctoral respondents only. Sample sizes by location are in parentheses.

Figure 6. 2006 median primary income for doctorates as a function of location based on weighted data.



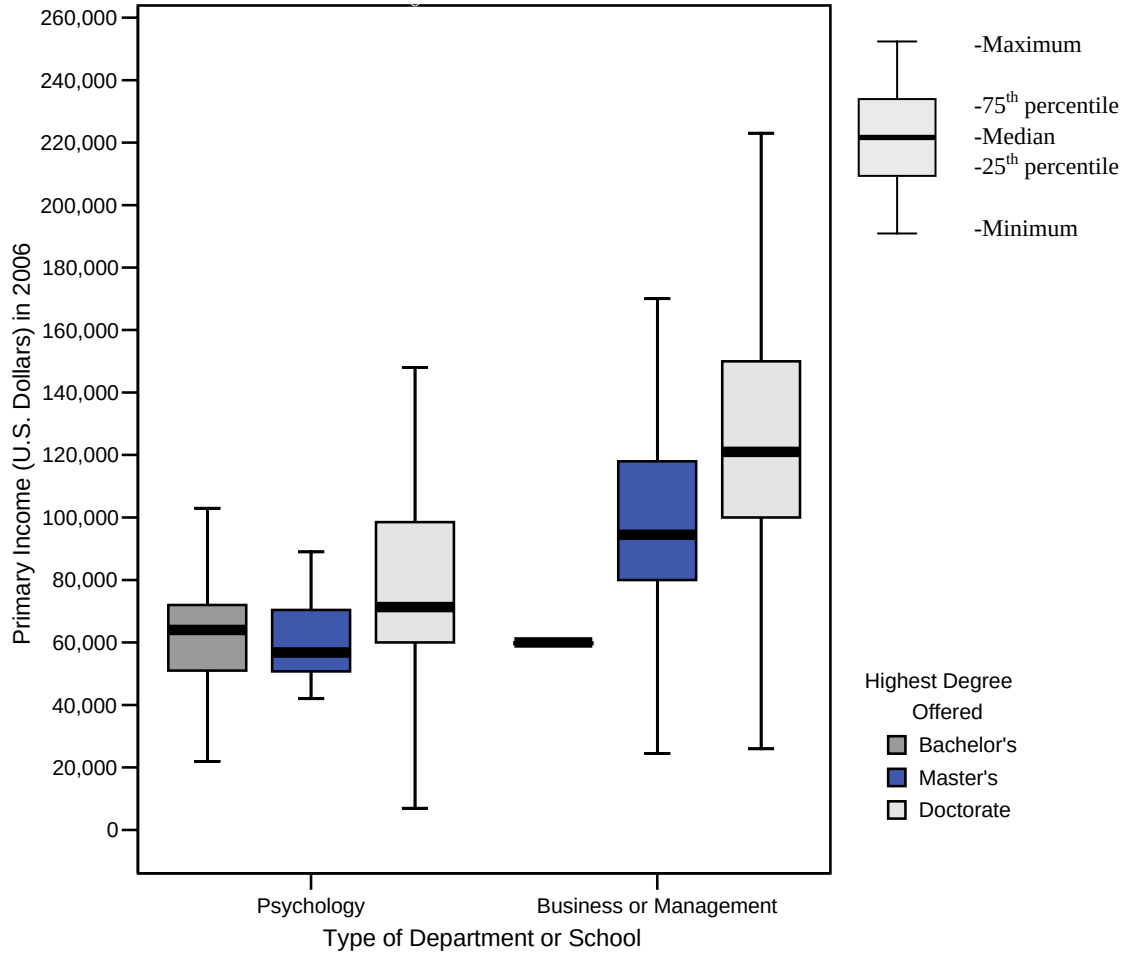
Note. Doctoral respondents only. Sample sizes by type of employer are in parentheses.

Figure 7. 2006 median primary income for doctorates by type of primary employer.



Note. Doctoral respondents only. Sample sizes by type of employer are in parentheses.

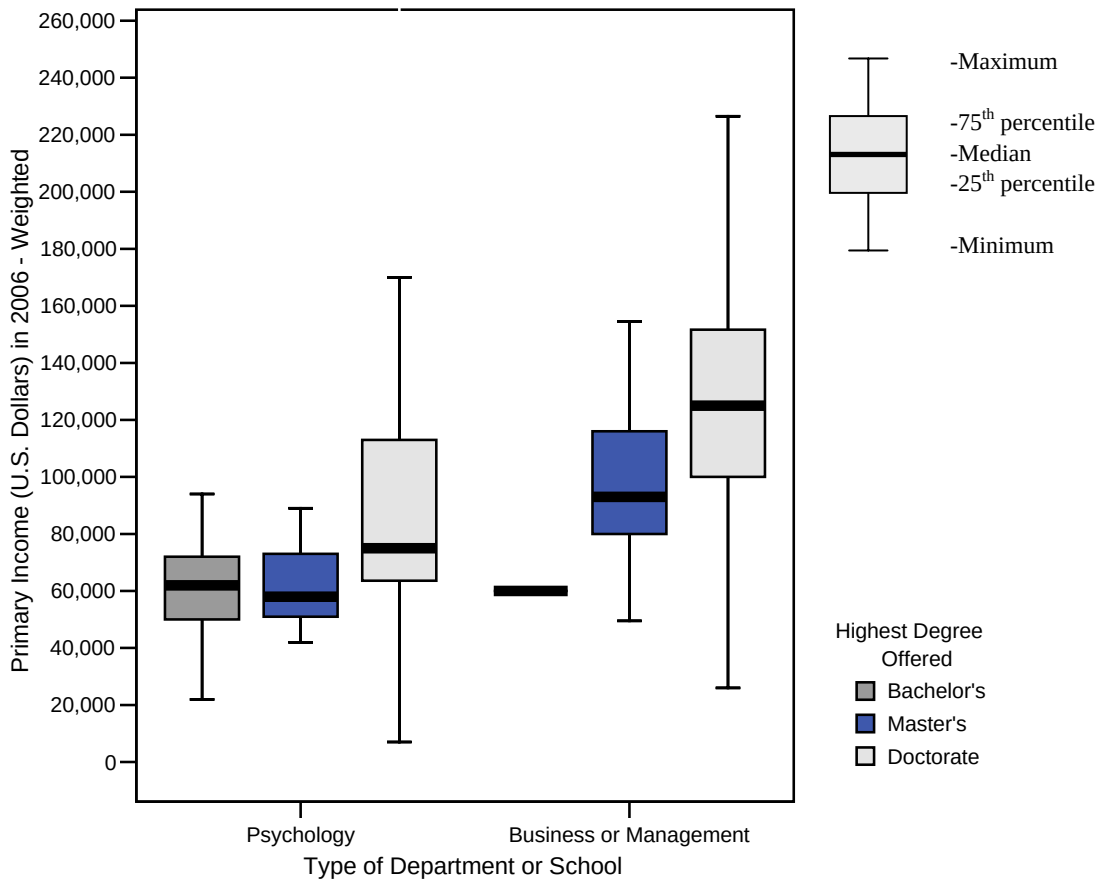
Figure 8. 2006 median primary income for doctorates by type of primary employer based on weighted data.



	Psychology			Business or Management		
Highest Degree	Bachelor's	Master's	Doctorate	Bachelor's	Master's	Doctorate
n:	25	44	118	3	64	81
Percentile:						
90th	$125,400	$83,000	$136,300	a	$162,250	$198,000
75th	73,500	70,850	98,875	a	119,000	150,000
50th	64,000	56,820	71,347	a	94,500	121,000
25th	50,500	50,604	60,000	a	80,000	100,000
10th	45,600	48,000	51,900	a	69,360	80,272
Mean:	70,419	62,444	84,948	59,667	106,344	131,606

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

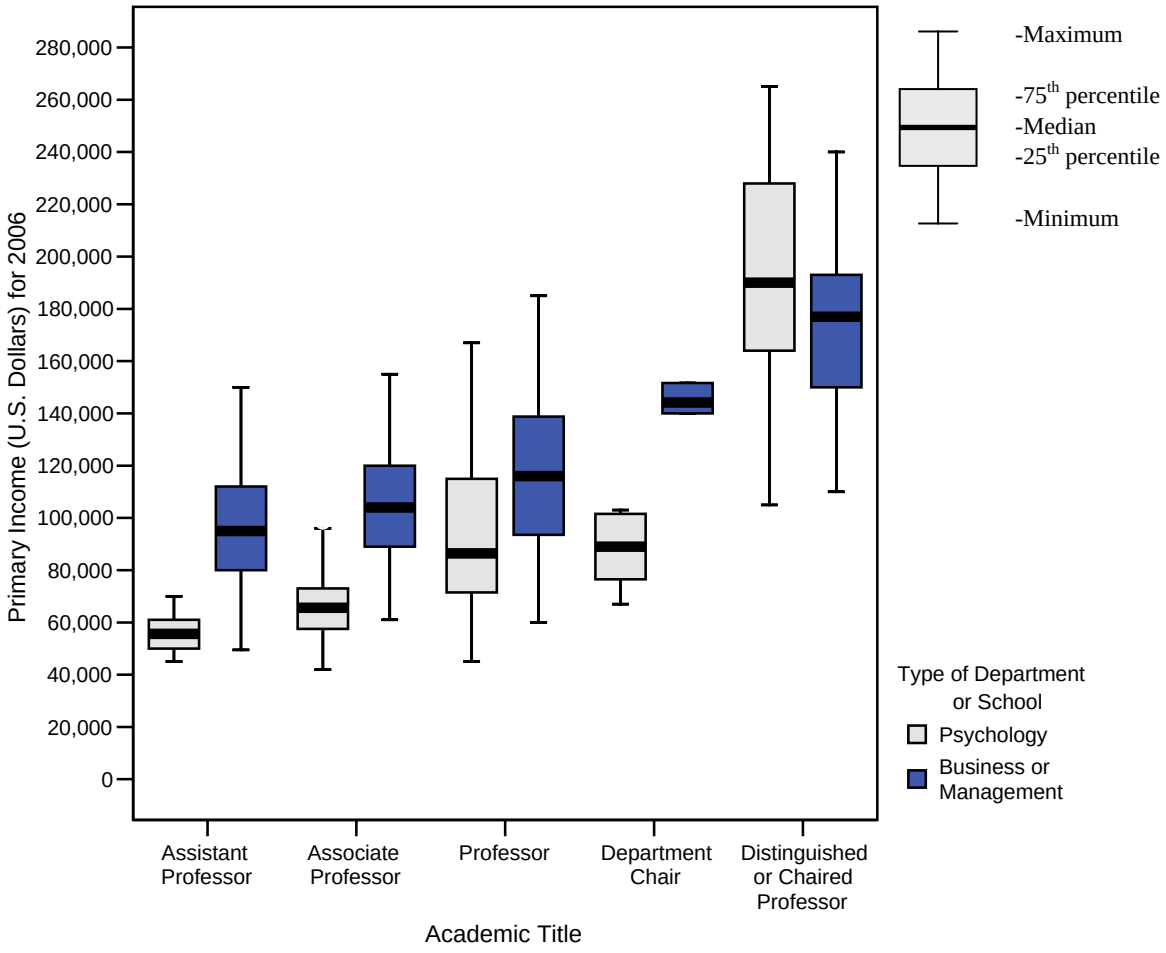
Figure 9. 2006 primary income by type of university or college department and highest degree offered.



	Psychology			Business or Management		
Highest Degree	Bachelor's	Master's	Doctorate	Bachelor's	Master's	Doctorate
n:	23	43	114	2	58	82
Percentile:						
90th	$159,759	$82,842	$179,892	a	$147,228	$190,000
75th	81,276	73,509	114,371	a	116,000	153,988
50th	64,369	58,558	75,000	a	93,201	126,340
25th	50,906	51,552	63,676	a	80,000	100,000
10th	45,744	48,425	52,928	a	70,815	78,394
Mean:	73,492	64,042	95,982	a	100,490	131,511

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

Figure 10. 2006 primary income by type of university or college department and highest degree offered based on weighted data.



Psychology (Unweighted Data)

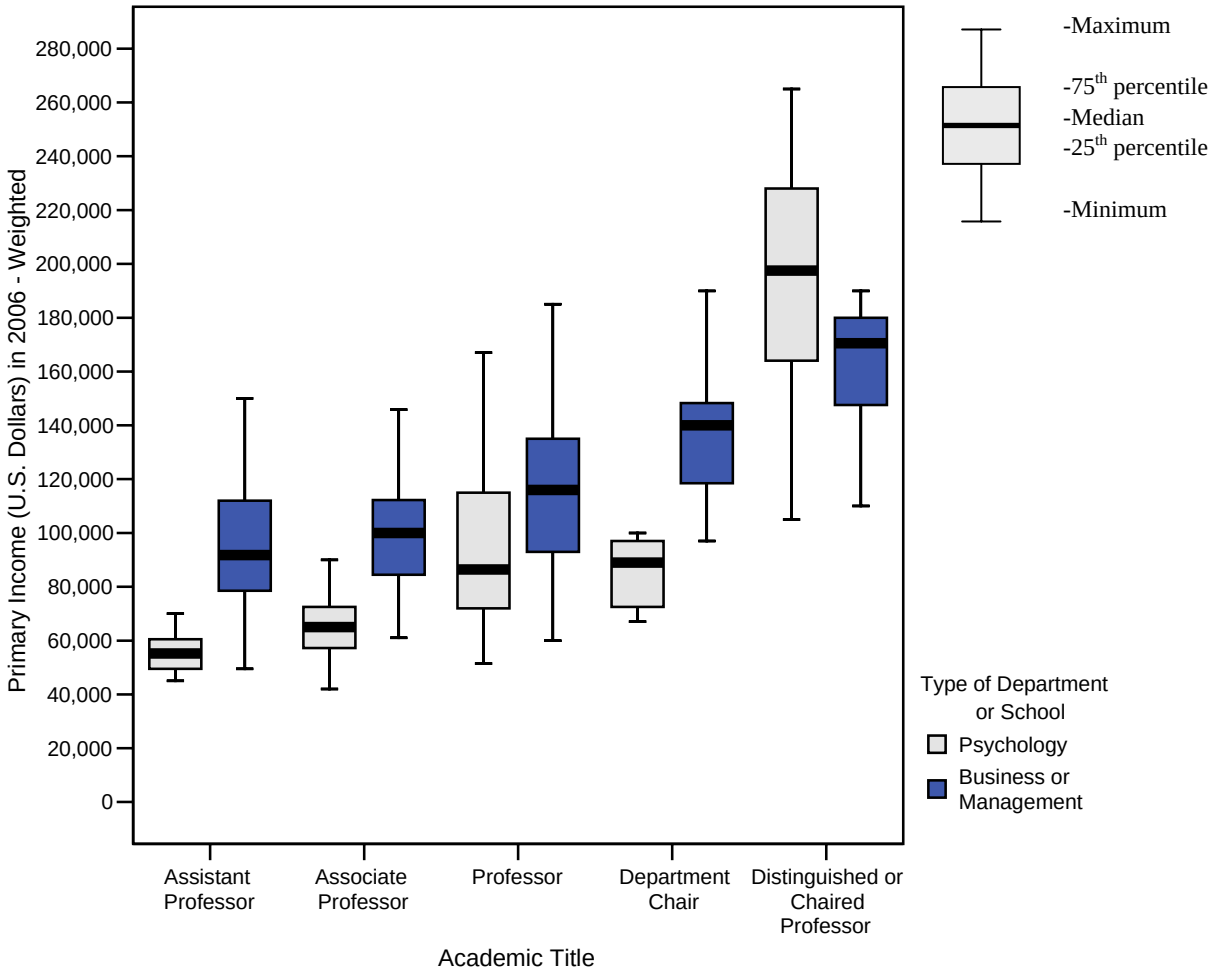
	Assistant Professor	Associate Professor	Professor	Department Chair	Distinguished or Chaired Professor
n:	57	58	45	11	9
Percentile:					
90th	$67,901	$87,200	$129,100	$196,400	a
75th	61,056	73,250	115,000	103,000	239,000
50th	55,600	65,630	86,445	89,000	190,000
25th	50,000	57,375	71,397	73,000	149,500
10th	47,840	52,450	61,200	68,000	a
Mean:	56,143	67,119	92,796	103,182	190,109

Business or Management (Unweighted Data)

	Assistant Professor	Associate Professor	Professor	Department Chair	Distinguished or Chaired Professor
n	47	37	23	6	19
Percentile:					
90th	$129,920	$158,000	$207,800	a	$270,000
75th	112,000	125,000	141,452	161,217	196,000
50th	95,000	104,000	116,000	144,148	177,000
25th	80,000	88,000	93,000	129,250	150,000
10th	67,920	74,400	83,904	a	110,000
Mean:	95,593	110,527	124,730	144,486	176,474

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

Figure 11. 2006 primary income by type of university or college department and academic title.



Psychology (Weighted Data)

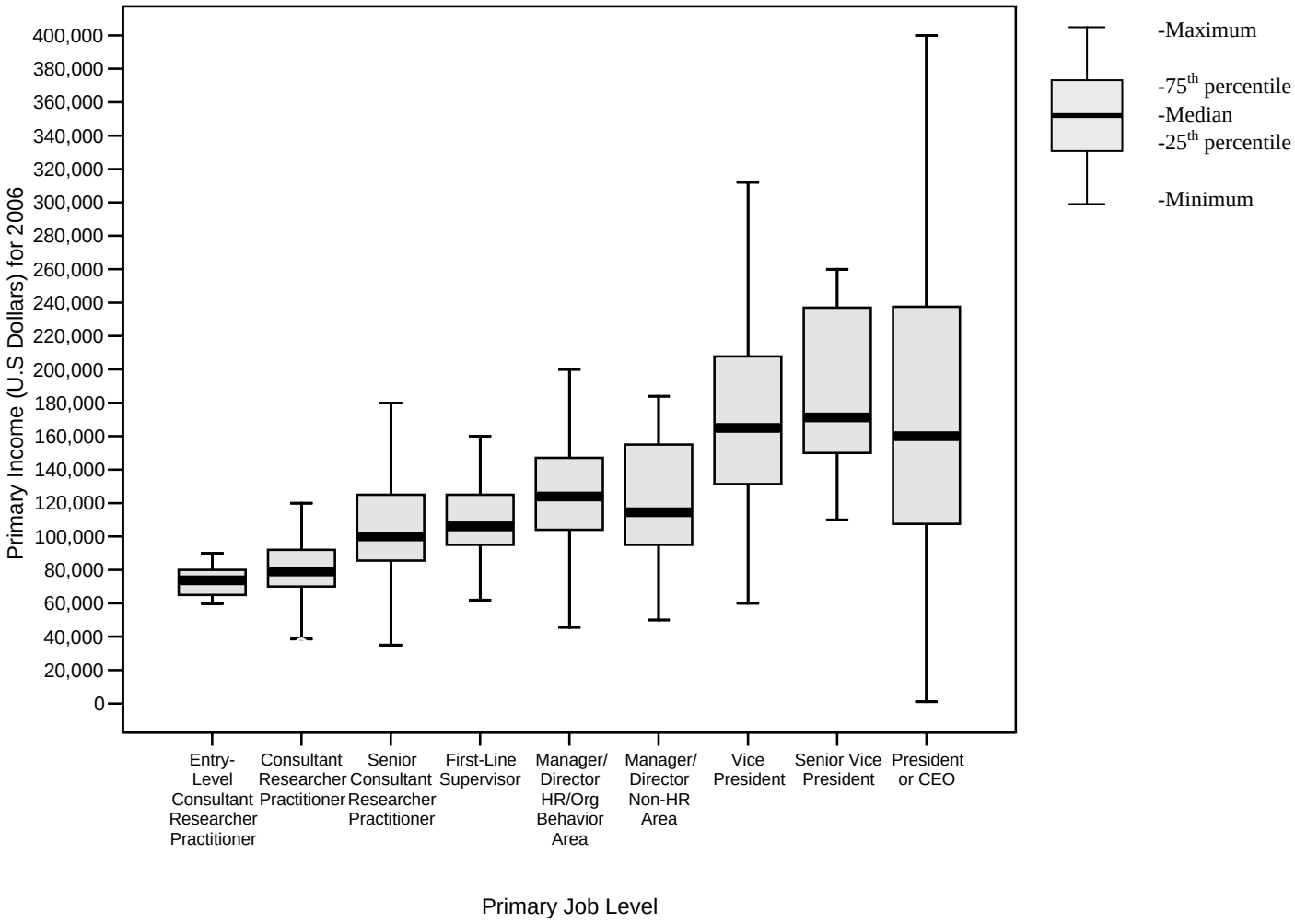
	Assistant Professor	Associate Professor	Professor	Department Chair	Distinguished or Chaired Professor
n:	40	55	53	11	14
Percentile:					
90th	$69,533	$82,326	$129,036	$203,000	$265,000
75th	61,057	73,088	118,444	170,000	250,000
50th	55,544	65,368	86,445	93,675	205,000
25th	50,000	57,445	71,941	72,478	164,600
10th	47,504	52,236	64,606	67,846	104,978
Mean:	56,181	66,310	95,018	113,200	200,366

Business or Management (Weighted Data)

	Assistant Professor	Associate Professor	Professor	Department Chair	Distinguished or Chaired Professor
n:	32	36	35	9	19
Percentile:					
90th	$131,040	$145,620	$185,000	a	$197,720
75th	112,900	114,912	138,779	151,622	184,324
50th	93,659	101,132	116,538	143,156	171,000
25th	80,000	85,834	93,000	128,207	148,339
10th	66,266	72,792	90,000	a	84,760
Mean:	95,495	105,301	123,199	141,464	158,900

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

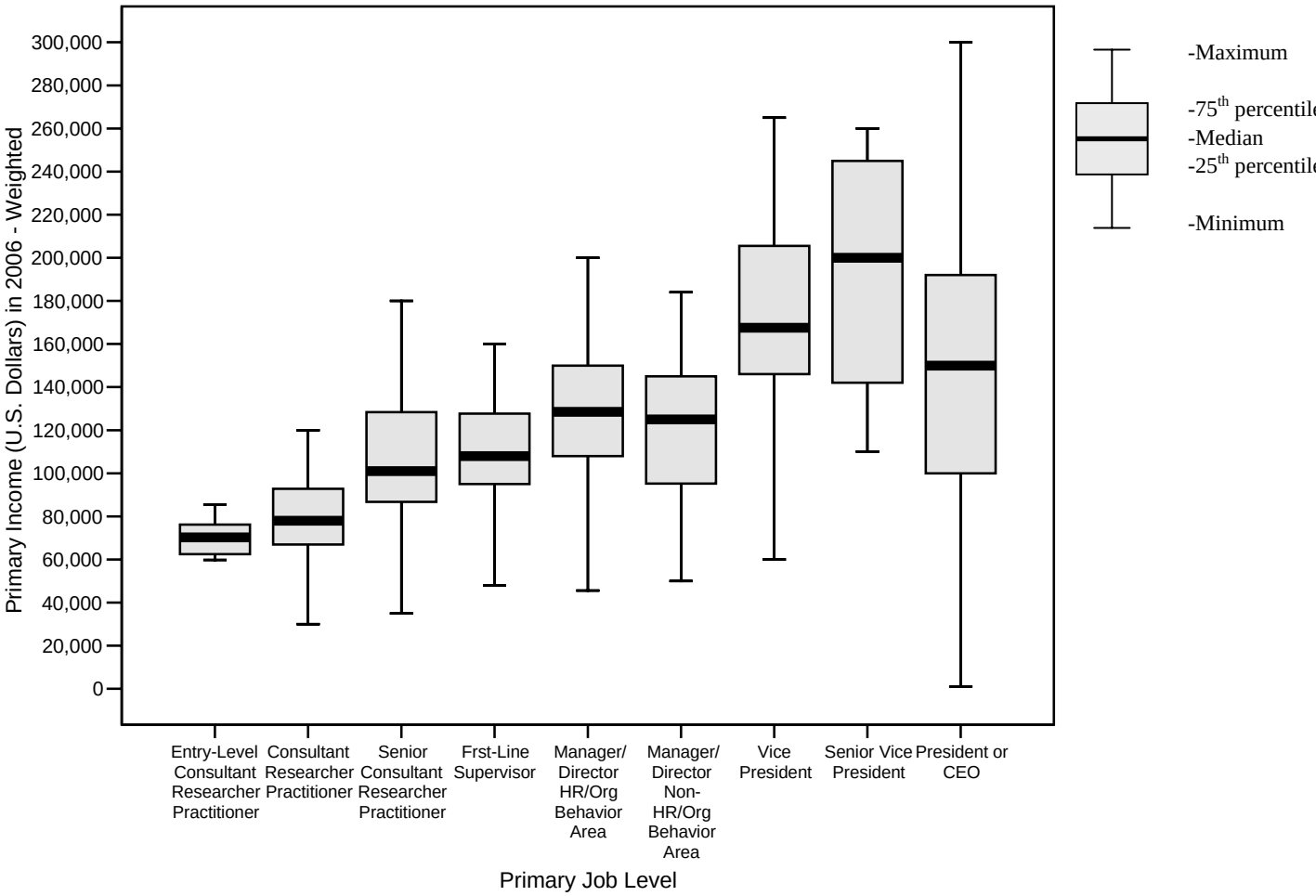
Figure 12. 2006 primary income by type of university or college department and academic title based on weighted data.


Primary Income (U.S Dollars) for 2006
400,000
380,000
360,000
340,000
320,000
300,000
280,000
260,000
240,000
220,000
200,000
180,000
160,000
140,000
120,000
100,000
80,000
60,000
40,000
20,000
0
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
Primary Job Level
-Maximum
-75th percentile
-Median
-25th percentile
-Minimum

	Entry-Level	Consultant, Researcher, Practitioner	Senior Level	First-Line Supervisor	Manager/ Director HR/OB	Manager/ Director Non-HR	Vice President	Senior Vice President	President or CEO
n:	14	114	163	41	119	18	38	18	36
Percentiles:									
90th	$87,750	$120,000	$163,000	$150,200	$171,000	$190,600	$267,500	$406,000	$365,000
75th	80,250	92,175	125,000	125,450	147,000	158,750	206,625	239,000	243,750
50th	73,750	79,500	100,000	106,000	124,000	114,500	162,500	171,250	160,000
25th	63,750	70,000	85,000	94,500	104,000	92,500	130,000	148,000	103,750
10th	59,901	51,500	75,000	80,400	83,000	77,900	104,600	131,600	69,600
Mean:	73,261	92,853	117,137	113,083	126,403	126,170	173,624	207,528	195,269

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

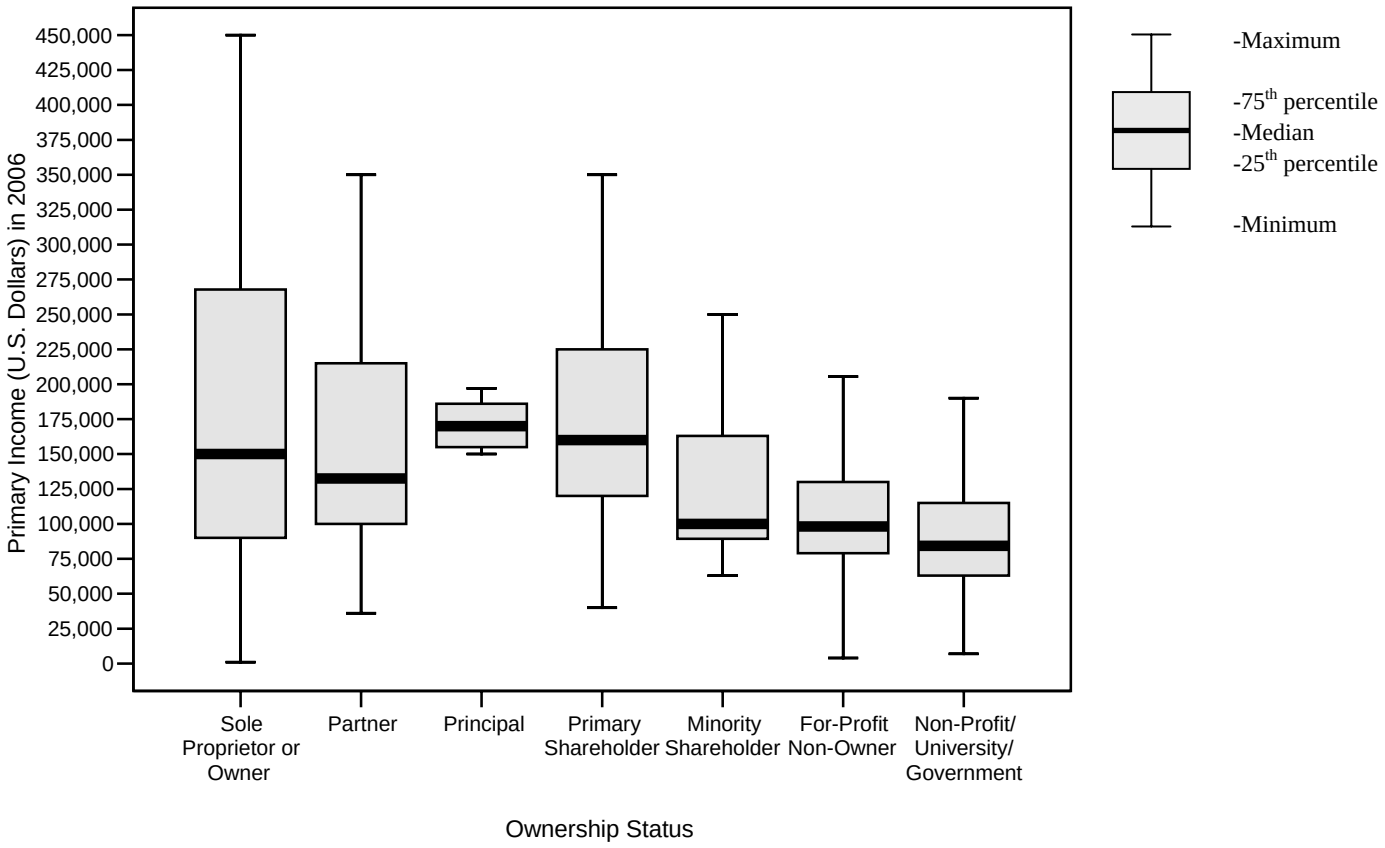
Figure 13. 2006 primary income in private sector, nonprofit, and government organizations by job level.


Primary Income (U.S. Dollars) in 2006 - Weighted
300,000
280,000
260,000
240,000
220,000
200,000
180,000
160,000
140,000
120,000
100,000
80,000
60,000
40,000
20,000
0
Entry-Level Consultant Researcher Practitioner
Consultant Researcher Practitioner
Senior Consultant Researcher Practitioner
Frst-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
-Maximum
-75th percentile
-Median
-25th percentile
-Minimum

	Entry-Level	Consultant, Researcher, Practitioner	Senior Level	First-Line Supervisor	Manager/ Director HR/OB	Manager/ Director Non-HR	Vice President	Senior Vice President	President or CEO
n:	9	89	144	36	115	16	39	18	43
Percentiles:									
90th	a	$273,795	$165,000	$160,000	$169,950	$209,252	$251,395	$403,684	$334,877
75th	79,768	95,000	130,000	129,500	150,000	162,908	206,914	245,000	223,977
50th	73,296	79,000	101,770	109,730	129,367	130,194	165,295	200,000	155,320
25th	63,130	67,000	86,185	95,000	108,000	96,048	130,926	141,921	100,000
10th	a	44,000	75,000	81,645	86,248	81,299	115,183	130,750	59,845
Mean:	71,944	105,185	113,904	117,784	129,235	131,681	176,206	220,943	175,422

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

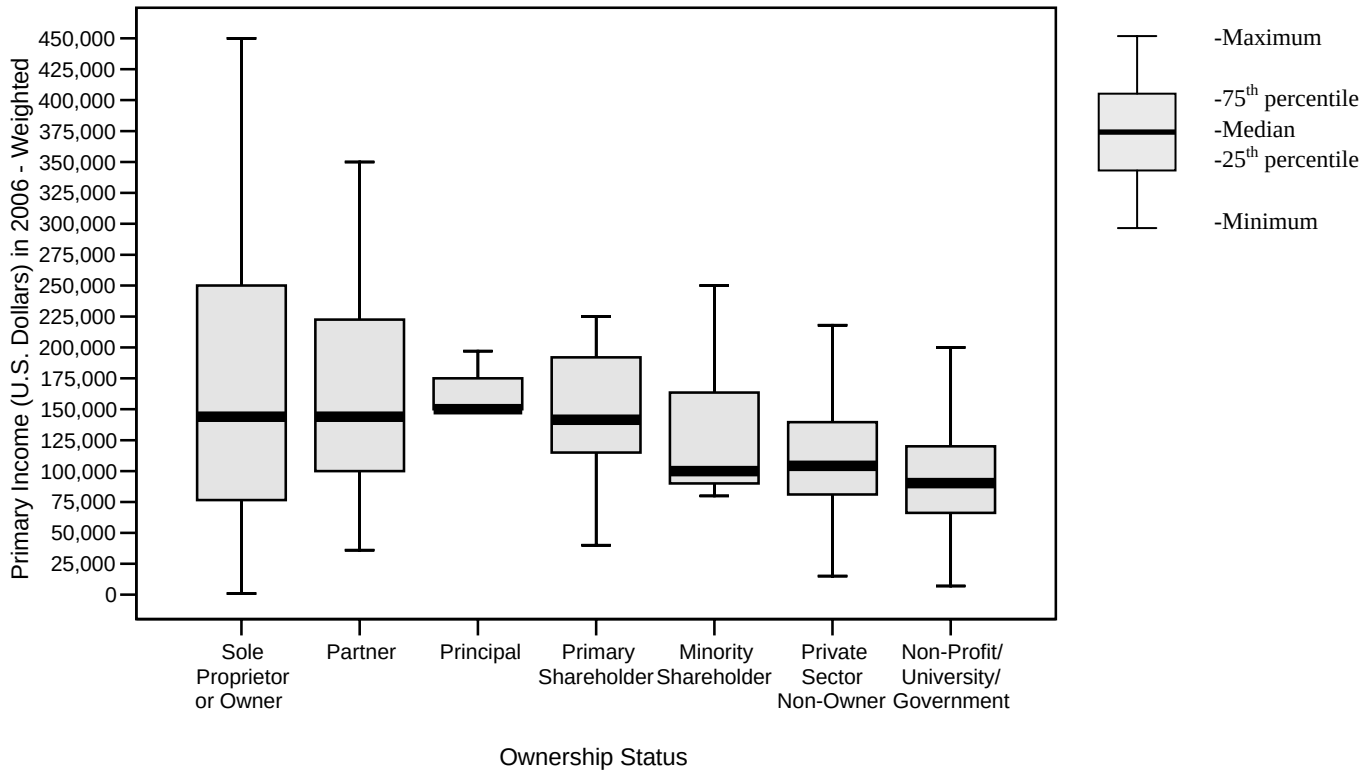
Figure 14. 2006 primary income in private sector, nonprofit, and government organizations by job level based on weighted data.



	Sole Proprietor	Partner	Principal	Primary Shareholder	Minority Shareholder	Private Sector Non-Owner	Nonprofit/ University/ Government
n:	51	20	7	13	21	405	505
Percentiles							
90th	$390,000	$340,000	a	$346,800	$237,000	$164,400	$150,000
75th	285,521	222,500	197,000	232,500	163,500	130,000	115,000
50th	150,000	132,500	170,000	160,000	100,000	98,161	84,300
25th	90,000	100,000	150,000	117,500	88,142	79,000	63,000
10th	59,200	75,500	a	40,000	80,143	60,000	50,294
Mean:	191,196	165,300	204,000	177,077	139,724	109,561	94,653

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

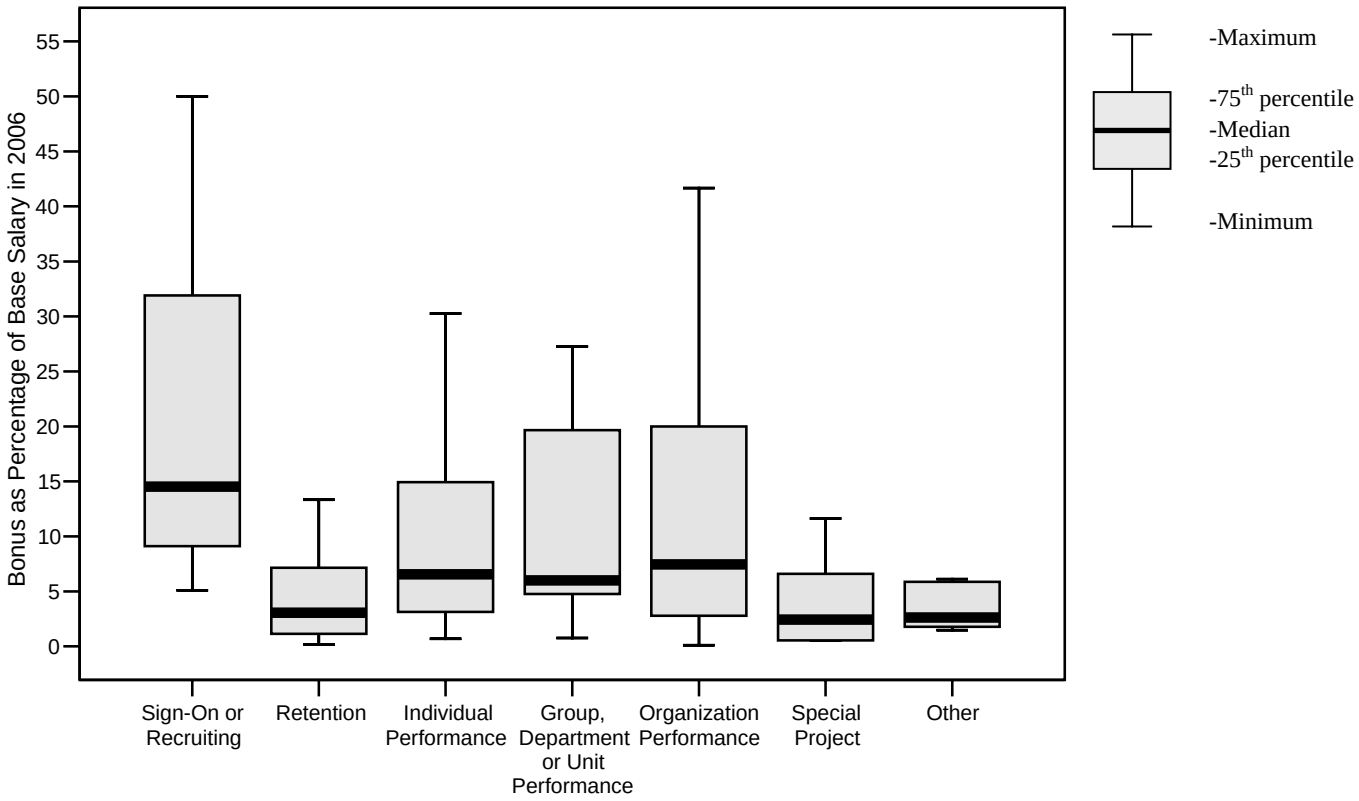
Figure 15. 2006 primary income by ownership level.



	Sole Proprietor	Partner	Principal	Primary Shareholder	Minority Shareholder	Private Sector Non-Owner	Nonprofit/ University/ Government
n:	56	20	5	14	19	340	479
Percentiles							
90th	$300,000	$380,561	a	$345,882	$250,000	$170,000	$164,000
75th	250,000	245,186	187,210	225,000	172,997	140,000	120,588
50th	145,161	157,992	170,595	155,264	125,661	104,518	90,500
25th	76,486	100,000	127,874	116,885	90,066	81,000	66,731
10th	51,892	77,685	a	40,000	80,717	63,579	51,595
Mean:	171,301	186,277	156,033	171,323	146,183	117,324	99,540

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

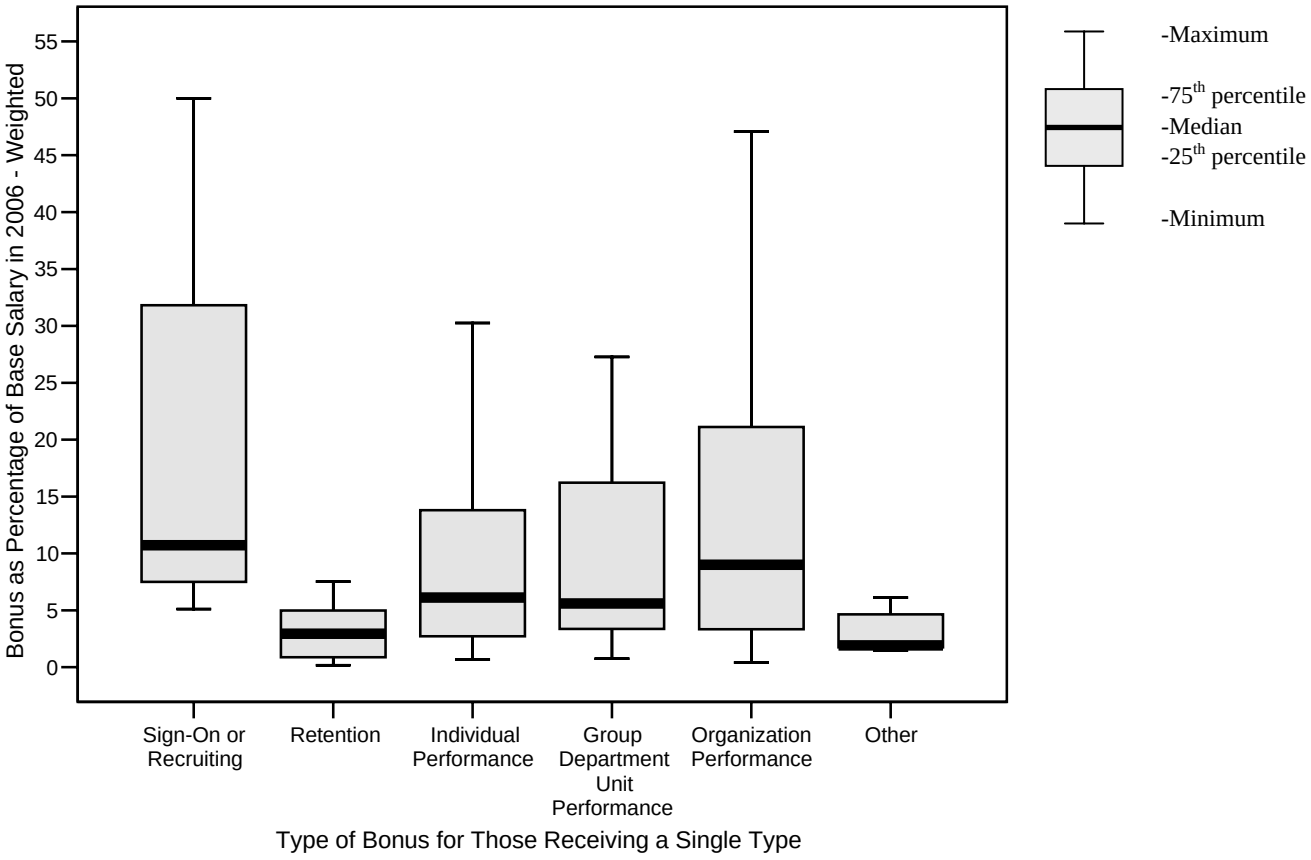
Figure 16. 2006 primary income by ownership level based on weighted data.


Bonus as Percentage of Base Salary in 2006
55
50
45
40
35
30
25
20
15
10
5
0
Sign-On or Recruiting
Retention
Individual Performance
Group, Department or Unit Performance
Organization Performance
Special Project
Other
Type of Bonus for Those Receiving a Single Type
-Maximum
-75th percentile
-Median
-25th percentile
-Minimum

	Sign-on or Recruiting	Retention	Individual Performance	Group, Department, or Unit Performance	Organizational Performance	Special Project	Other
n:	8	8	95	14	82	6	12
Percentiles:							
90th	a	a	29.5%	362.8%	39.1%	a	22.2%
75th	32.0%	7.3%	15.0%	20.4%	20.2%	7.9%	6.0%
50th	14.5%	3.1%	6.6%	6.0%	7.5%	2.4%	2.6%
25th	8.3%	1.0%	3.0%	4.1%	2.7%	0.5%	1.8%
10th	a	a	1.8%	1.1%	1.2%	a	1.5%
Mean:	20.8%	4.5%	13.0%	58.9%	15.8%	4.0%	5.9%

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

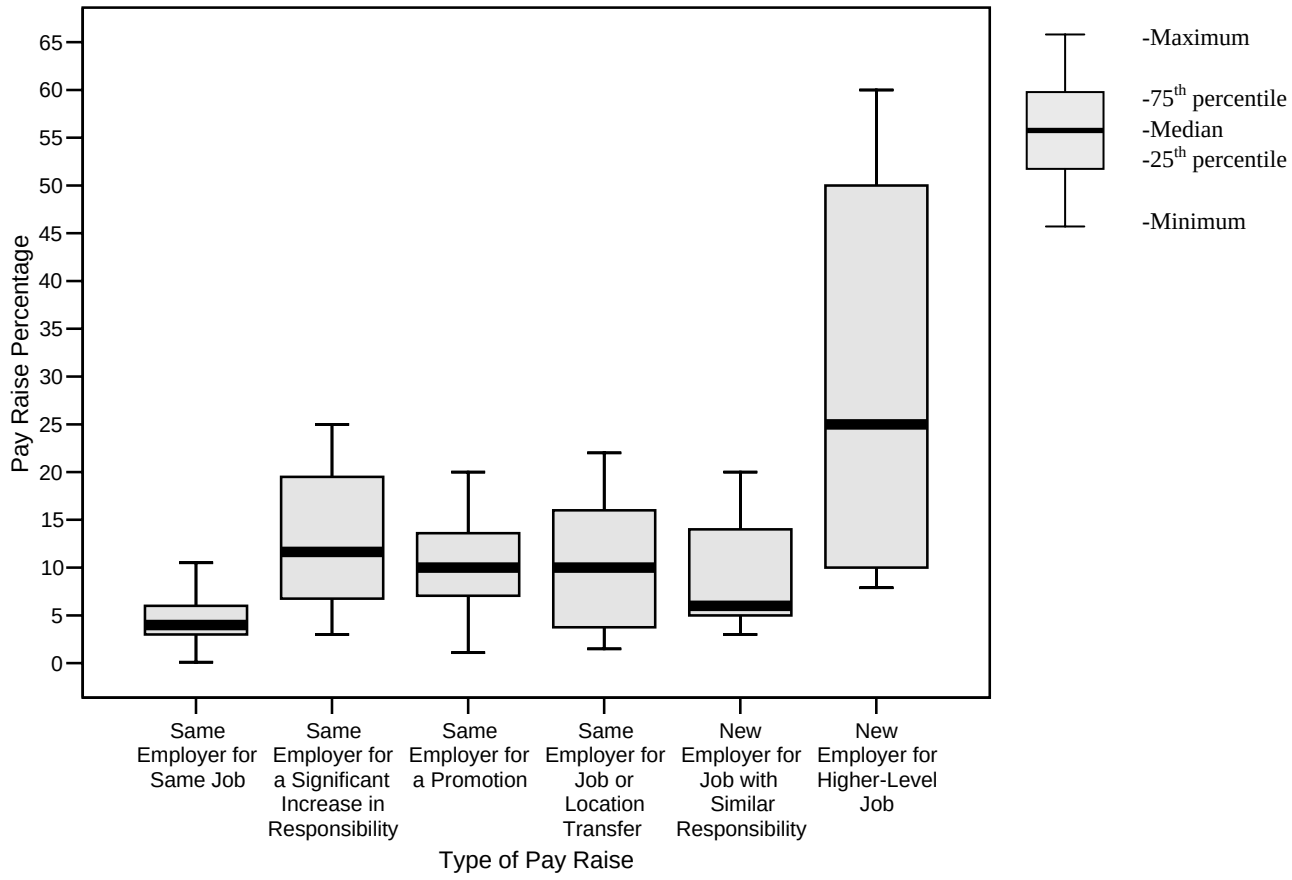
Figure 17. 2006 bonus amount as a percentage of salary from primary employer by bonus type.


Bonus as Percentage of Base Salary in 2006 - Weighted
55
50
45
40
35
30
25
20
15
10
5
0
Sign-On or Recruiting
Retention
Individual Performance
Group Department Unit Performance
Organization Performance
Other
Type of Bonus for Those Receiving a Single Type
-Maximum
-75th percentile
-Median
-25th percentile
-Minimum

	Sign-on or Recruiting	Retention	Individual Performance	Group, Department, or Unit Performance	Organizational Performance	Other
n:	5	7	78	13	74	9
Percentiles:						
90th	a	a	30.2%	348.6%	42.8%	25.1%
75th	37.0%	7.3%	14.9%	21.2%	23.0%	6.7%
50th	21.6%	3.4%	6.2%	6.0%	9.2%	2.0%
25th	7.4%	0.9%	2.8%	4.8%	3.4%	1.7%
10th	a	a	1.9%	1.0%	1.2%	1.5%
Mean:	22.2%	4.7%	13.6%	47.4%	18.6%	5.7%

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

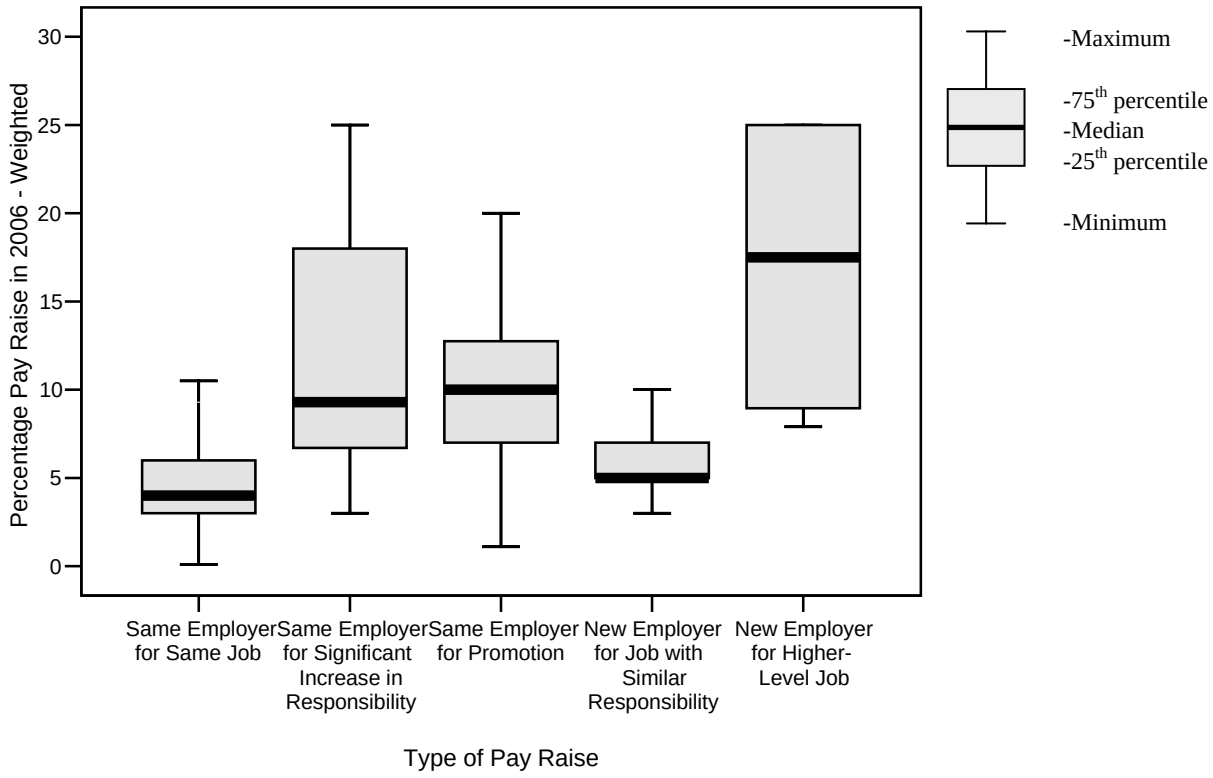
Figure 18. 2006 bonus amount as a percentage of salary from primary employer by bonus type based on weighted data.



	Same Employer For Same Job	Same Employer Increase In Responsibility	Same Employer For a Promotion	Same Employer For a Transfer	New Employer For Similar Responsibility	New Employer For Higher-Level Job
n:	684	24	95	7	8	6
Percentiles:						
90th	10.4%	24.0%	20.0%	a	a	a
75th	6.0%	19.8%	13.9%	22.0%	16.0%	52.5%
50th	4.0%	11.7%	10.0%	10.0%	6.0%	25.0%
25th	3.0%	6.7%	7.0%	3.0%	5.0%	9.5%
10th	2.4%	4.8%	5.0%	a	a	a
Mean:	5.5%	14.6%	12.2%	14.7%	9.1%	29.7%

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

Figure 19. 2006 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	New Employer For Similar Responsibility	New Employer For Higher-Level Job
n:	630	22	76	5	5
Percentiles:					
90th	10.0%	25.0%	20.0%	a	a
75th	6.0%	20.1%	13.4%	14.4%	52.2%
50th	4.0%	11.7%	10.0%	6.7%	25.0%
25th	3.0%	6.7%	7.0%	4.6%	9.5%
10th	2.3%	3.9%	5.0%	a	a
Mean:	5.4%	15.0%	11.9%	8.6%	28.0%

Note. Extreme values are not presented in the figure. [a]Not enough cases to report. Not enough cases to report for Same Employer for a Transfer.

Figure 20. 2006 pay raises as a percentage of base salary by type of raise based on weighted data.

Table 6

Supplementary Income by Type – Academia

	Extra Teaching	Consulting	Speaking	Writing	Product or Test Development	Internal Research Grants	External Research Grants	Other	Total Supplementary Income
n:	117	151	30	51	12	43	23	12	226
Percentiles:									
90th	$22,600	$50,000	$47,000	$44,000	$40,400	$20,000	$35,000	$51,000	$62,650
75th	12,930	28,000	8,500	10,000	10,750	15,000	25,333	23,750	35,000
50th	7,500	11,000	2,250	1,500	4,050	8,000	7,500	11,500	17,500
25th	5,000	4,000	788	1,000	438	4,000	3,500	5,625	8,000
10th	3,680	1,500	355	220	150	3,000	1,000	1,075	4,785
Mean:	11,132	21,536	21,740	12,495	8,721	10,040	13,852	16,663	30,419

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

Table 7

Supplementary Income by Type – Non-Academia

	Teaching	Consulting	Speaking	Writing	Product or Test Development	Other	Total Supplementary Income
n:	49	45	8	8	7	10	96
Percentiles:							
90th	$25,000	$70,000	a	a	a	$99,989	$65,500
75th	15,500	27,500	14,500	4,500	10,000	45,222	23,750
50th	5,200	10,000	1,500	2,250	5,000	12,500	9,000
25th	3,400	3,000	625	537	1,200	2,375	4,000
10th	2,000	1,760	a	a	a	230	1,500
Mean:	12,492	65,484	10,375	2,356	6,200	28,559	40,779

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

Table 8
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:	114	155	33	56	11	39	25	19	224
Percentiles:									
90th	$19,309	$56,346	$50,000	$46,467	$16,539	$25,000	$35,315	$30,000	$71,822
75th	13,000	30,000	10,000	10,000	5,000	15,203	30,000	20,219	39,354
50th	7,000	11,000	3,278	1,784	3,068	8,647	10,000	10,268	18,296
25th	5,000	3,870	967	1,000	451	4,000	4,863	6,000	9,000
10th	4,000	1,500	362	200	150	2,805	1,000	3,000	5,000
Mean:	10,806	22,289	23,894	13,968	4,232	10,835	16,004	13,675	32,849

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

Table 9

Supplementary Income by Type – Non-Academia (Weighted)

	Teaching	Consulting	Speaking	Writing	Product or Test Development	Other	Total Supplementary Income
n:	51	36	6	8	5	11	89
Percentiles:							
90th	$39,738	$56,972	a	a	a	$101,000	$68,228
75th	16,877	29,430	13,614	2,951	14,951	94,503	28,700
50th	6,000	10,000	1,575	2,079	7,156	15,853	9,048
25th	4,000	3,000	500	582	1,300	2,492	4,853
10th	1,800	1,933	a	a	a	379	1,494
Mean:	14,405	17,773	5,134	2,024	7,470	43,548	21,320

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

Table 10

Starting Salaries in 2006

	I/O Master's	HR/OB Master's	I/O Doctorate	HR/OB Doctorate
n:	72	13	91	20
Percentiles:				
90th	$73,500	$80,000	$98,600	$120,000
75th	64,000	71,000	85,000	109,006
50th	55,000	65,000	73,000	93,500
25th	48,000	47,500	63,000	65,000
10th	40,000	5,600	55,000	46,400
Mean:	55,816	55,615	74,491	88,042

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

Table 11

Starting Salaries in 2005

	I/O Master's	HR/OB Master's	I/O Doctorate	HR/OB Doctorate
n:	38	5	45	9
Percentiles:				
90th	$75,000	a	$92,000	a
75th	65,000	61,500	80,000	112,500
50th	50,500	52,500	65,000	88,000
25th	45,000	42,500	60,000	55,500
10th	40,000	a	48,800	a
Mean:	55,084	52,100	68,430	86,000

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

Table 12

Starting Salaries in 2006 (Weighted)

	I/O Master's	HR/OB Master's	I/O Doctorate	HR/OB Doctorate
n:	61	13	88	25
Percentiles:				
90th	$71,203	$80,000	$93,375	$120,000
75th	64,000	71,092	85,000	110,341
50th	55,000	64,668	72,000	100,000
25th	48,000	38,990	62,000	64,104
10th	40,000	4,000	55,000	46,000
Mean:	56,149	52,012	74,106	88,663

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

Table 13

Starting Salaries in 2005 (Weighted)

	I/O Master's	HR/OB Master's	I/O Doctorate	HR/OB Doctorate
n:	31	6	42	7
Percentiles:				
90th	$74,167	a	$90,000	a
75th	65,000	61,385	77,229	100,473
50th	50,626	53,886	64,874	72,950
25th	45,000	40,819	55,398	40,451
10th	41,376	a	47,927	a
Mean:	55,087	52,137	65,294	71,630

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