

2003 Income and Employment Survey Results For
The Society for Industrial and Organizational Psychology

Gina J. Medsker, David A. Katkowski and Daniel Furr
Human Resources Research Organization (HumRRO)

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Authors' Notes

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Abstract

Data on 2003 income and employment of SIOP members were collected in August and September 2004 by sending an electronic link to the survey via e-mail to 3,264 members. The 34.2% response rate was similar to that for the 2000 survey, but the 2003 sample had higher percentages of women, younger respondents, and those with 9 or fewer years since they had received their highest degree. Income levels for industrial and organizational psychologists appeared to have declined for the overall sample since 2000. When the sample was weighted to have the same percentages by year since highest degree as in the SIOP membership population, demographics were more in line with trends from past surveys and income showed an increase since 2000. Results based on both unweighted and weighted data are presented for 2003 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 2003 income from the primary employer, and results from separate regression equations for those employed in universities or colleges and those employed in other types of organizations are shown.

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Introduction

The purpose of the 2003 Income and Employment Survey was to collect information on income levels of industrial and organizational psychologists in SIOP and on employment and background variables that would help with interpretation of the income data. Survey instructions were e-mailed on August 3, 2004 to all SIOP members, associate members, and fellows with active e-mail addresses on record ($n=3,264$). The survey was electronically available until September 21, and 1,116 individuals responded. Similar surveys were conducted to measure income in 1982, 1988, 1994, 1997, and 2000. The 2003 survey was designed to be similar to past surveys to make comparisons easier; however, the survey was reformatted from the 2000 paper-based scannable format to an electronic, web-based format for 2003.

The 34.2% response rate for the 2003 survey was similar to the 35.3% rate for the 2000 survey, but lower than the 72.8% rate in 1988 and 43.6% rate in 1997. Declining response rates in recent years are a problem with survey administration, in general, and this may explain some of the decline for the SIOP survey since 1997. Another cause may have been the increased length of the 2000 and 2003 surveys relative to previous surveys.

Results

Sample Characteristics

Of 1,116 responses, those from 49 respondents were completely excluded because of incomplete data (in particular, because of non-response on salary items). Comparing percentages of respondents in categories of primary employment, the sample (27.1% consulting or individual practice, 33.3% academic, 8.5% public sector, and 30.9% private and nonprofit sectors) was

fairly similar to that of the SIOP membership (30.0% consulting or individual practice, 34.5% academic, 5.6% public sector, and 30.0% private sector and unspecified).

Table 1 compares the 2003 sample to previous survey samples on several background variables. The percentage of women has continued to increase with each survey, with 42% on the 2003 survey. Percentages by type of SIOP membership on the 2003 survey were fairly similar to those for the 2000 survey, as well as to types of membership within SIOP as a whole (11% associates, 83% members or international affiliates, and 6% fellows), whereas percentages of the sample working part time and in metro New York City both dropped somewhat. In contrast to the trend on past surveys of an increasing proportion of respondents who received their doctorates 25 or more years ago, higher percentages of 2003 respondents had their doctorates 9 years or less. The percentage who received their highest degree after 1989 was also much higher for 2003 respondents (70.5%) than for the SIOP membership as a whole (55.2%). Fewer 2003 respondents (79.2%) were APA members than 2000 respondents (87.4%), but percentages on the 2003 (94.9%) and 2000 surveys (93.3%) who considered Division 14 to be their primary APA division were similar. Percentages with doctorates and masters' degrees were similar for the 2000 and 2003 respondents. Given that 11% of SIOP members are associate members who have a master's degree, but not a doctorate, the percentage of 2003 respondents with only a master's is roughly similar to that of the SIOP membership.

Income Levels

Highest degree obtained. Respondents were asked to provide their 2002 and 2003 total salary or personal income, not including bonuses or other variable pay, from their primary employer. As shown in Table 2, the median income for respondents with doctorates was \$83,750 in 2002 and \$87,714 in 2003. Twenty-five percent earned \$111,403 or more in 2002 and \$117,250 or more in 2003; 10% earned \$152,000 or more in 2002 and \$160,000 or more in 2003.

These amounts are all lower than for comparable percentiles from the 2000 survey. The median income for those with a master's degree was also lower than in the 2000 survey (median of \$90,000, 75th percentile of \$125,000, and 90th percentile of \$200,000). This is the only survey since 1982 on which median incomes for those with doctorates have been lower than on the previous survey, although the median for those with masters' degrees has shown decreases on past surveys. The higher percentages of women and those with doctorates for 9 or fewer years and the lower percentage of respondents located in metro New York in the 2003 sample are factors that are likely influencing the decline in the median income. Compared to the 2000 sample, the 2003 sample is also younger (45 or older 38.8% in 2003 and 53.7% in 2000), less likely to be an owner (8.5% some type of owner in 2003 and 26.6% in 2000), and less likely to supervise others (59.9% with no subordinates in 2003, 44.9% in 2000). (In the remainder of this report, results from analyses on income by job characteristics, employer type, or location, are only presented for 2003 income because we did not collect descriptive data on respondents' jobs, employers and locations for 2002 and cannot assume that such characteristics were the same for both 2002 and 2003.)

Sample weighting. Given differences in the 2003 sample relative to the 2000 sample and SIOP membership, we ran analyses with the 2003 data, as well as with 2003 data weighted to have similar percentages by year since highest degree as in the SIOP membership (using simulated replication with the weight command in SPSS). Table 3 shows variables that were significantly correlated with 2003 income from the primary employer in the unweighted sample. Among the most highly correlated variables, years since highest degree is available in the SIOP membership database and is a variable on which the 2003 sample differs considerably from the 2000 sample and the SIOP membership. Years since highest degree is also highly correlated with other variables that are highly related to 2003 primary income (correlations for year of highest

degree are -.87 with age, -.91 with years work experience in industrial and organizational psychology, -.64 with years with 2003 employer, -.64 with academic tenure, -.70 with academic rank, and -.48 with non-academic job level). Therefore, we weighted the 2003 sample so it would have similar percentages by year since highest degree as in the SIOP membership. We used this weighting for all following analyses based on weighted data. Using the weighting, we found percentages on several sample characteristics were closer to 2000 sample characteristics (see the 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. As shown under the sample sizes in the last two columns in Table 2, with the weighting median primary incomes were higher than in 2000.

Gender. For unweighted data, Table 2 shows that median primary income for women was 17.4% lower than that for males in 2003 and 16.5% lower in 2002. On prior surveys, the median income for women was 18.6% lower than that for men in 1982, 19.4% lower in 1988, 22.0% lower in 1994, 21.7% lower in 1997, 17.6% lower in 1999, and 17.2% lower than in 2000. The mean primary income for women in both 2002 and 2003 (\$79,822 and \$86,584, respectively) was significantly ($t(958)=6.0, p<.001$, two-tailed, unequal variances, and $t(770)=4.2, p<.001$, two-tailed, unequal variances, respectively) lower than the mean income for men (\$104,130 in 2002 and \$113,271 in 2003), as it had been in 1999 and 2000. The mean salary for women was 40.4% lower in 1999, 36.8% lower in 2000, 23.3% lower in 2002, and 23.6% lower in 2003 than the mean salary for men. With weighting, medians were higher for both men and women in both 2002 and 2003. Mean incomes were also higher for both men (\$124,127 in 2003 and \$115,410 in 2002) and women (\$93,876 in 2003 and \$87,244 in 2002). However, women's median incomes were still 16.6% lower for 2002 and 2003 and their means were 32.3% lower for 2002 and 24.4% lower for 2003 based on the weighted data.

Some of the discrepancy in primary income may be explained by gender differences observed in other areas. For instance, male respondents averaged a greater number of years since obtaining their doctorate (13.9) than females (8.3, $F(1, 815)=68.5, p<.001$). As Figure 1 shows, among those with doctorates, women had considerably lower mean and median primary incomes in 2003, but among those with a master's degree, women had a higher median and mean. Figure 2 shows similar results for the weighted data for those with doctorates, but a lower mean for women with a master's degree. In a later section, we report results of regression analyses that allow examination of the relationship of gender to income, while controlling for other variables.

Age. As Table 2 shows, unweighted median primary income was highest in 2002 for the 55 and older group and highest for those 50 to 54 in 2003. Unweighted median incomes for respondents younger than 40 and from 45 to 49 were lower in 2002 and similar in 2003 to what they had been in 2000. For those from 40 to 44 and those 50 or older, unweighted 2002 and 2003 median incomes were higher than in 2000. Weighted medians, which are under the sample sizes for 2002 and 2003, are mostly higher than unweighted medians; however, 2003 weighted medians for those younger than 35 and from 45 to 49 show little or no difference from the 2000 median incomes.

Status as a partner, principal, or owner. In the 2003 sample, 4.0% were sole proprietors or owners, 2.0% partners, 1.2% principals, and 1.3% primary shareholders (i.e., owners of 20% or more of a corporation). These percentages were lower than the 14.5% sole proprietor or owners, 3.1% partners, 5.1% principals, and 3.9% primary shareholders in the 2000 sample. In 2003 and 2000, a majority of owners were male (76.9% and 77.9%, respectively). With weighting based on SIOP members' years since highest degree, there were 5.1% sole proprietors, 2.6% partners, 1.6% principals, and 1.6% primary shareholders, and 80.0% were male. Mean and median primary incomes for all of these groups were higher than for others in the unweighted 2003

sample: \$145,233 mean and \$120,000 median for sole proprietors ($n=43$), \$145,048 mean and \$130,000 median for partners ($n=21$), \$128,423 mean and \$125,000 median for principals ($n=13$), and \$271,615 mean and \$155,000 median for primary shareholders ($n=13$). In comparison, those who marked "none of the above" on ownership status had a mean income of \$102,214 and median of \$86,000 ($n=387$), and those who had no response because they worked in universities or colleges, nonprofits, or government had a mean of \$92,688 and median of \$80,000 ($n=579$). With weighting, all means and medians were higher, except those for primary shareholders: For sole proprietors or owners the mean was \$151,963 and median was \$128,267; for partners the mean was \$169,389 and median was \$150,000; for principals the mean was \$136,664 and median was \$147,752; for primary shareholders the mean was \$250,817 and median was \$154,618; for those working for a for-profit organization who marked "none of the above" the mean was \$114,635 and median was \$94,697; and for those who had no response because they worked in universities or colleges, nonprofits, or government the mean was \$100,571 and the median was \$85,000.

Years since doctorate. Figure 3 displays unweighted 2003 incomes from the primary employer for respondents with doctorates by the number of years since they received their degree. Respondents who received doctorates from 20 to 24 years ago had the highest median income, while those who received doctorates 25 years ago or more had the highest mean income. Figure 4 shows weighted 2003 primary incomes by years since the doctorate. Since the highest degree is the doctorate for 87% of the sample, this variable is 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 and are not shown for the unweighted data.

Geographic location of employment. The specific metro areas and cities listed on the survey were chosen because they are typically the highest paid cities in the U.S. As in 2000, the

mean incomes for Manhattan (\$200,757, $n=26$) and Other New York Metro Area (\$142,754, $n=45$) were the highest. The 2003 mean primary incomes for San Francisco/San Jose Metro (\$128,609, $n=23$) and Boston (\$109,909, $n=11$) were also higher than the mean for other U.S. locations not listed on the survey (\$104,314, $n=594$). Means for Washington, DC (\$99,797, $n=97$), Philadelphia (\$98,675, $n=10$), Los Angeles/Orange County (\$95,317, $n=24$), Outside the U.S. and Canada (\$86,840, $n=28$), and Canada (\$72,947, $n=34$) were all lower than the mean for other locations not listed. For weighted data, the order of cities higher than the mean for other U.S. locations not listed on the survey (\$114,648) was Manhattan (\$212,582), San Francisco/San Jose (\$144,400), Other New York Metro (\$139,899), and Boston (\$135,628). Other means based on weighted data were again lower than the mean for other U.S. locations not listed: Washington, DC (\$111,103), Los Angeles/Orange County (\$105,933), Outside the U.S. and Canada (\$94,667), Philadelphia (\$93,206), San Diego (\$91,584), and Canada (\$80,630).

In contrast to results for mean incomes, San Francisco/San Jose had the highest 2003 median income (Figure 5), followed by Manhattan, Other New York Metro, and Boston. In 2000 results, Boston respondents had the highest median income, followed by San Francisco/San Jose, Other New York Metro, Los Angeles/Orange County and Manhattan. Respondents located in areas of the U.S. that were not among the listed cities had lower median income in 2000 than those in all of the listed U.S. cities, whereas in 2003 such respondents had higher median income than Los Angeles/Orange County and San Diego. Figure 6 shows that medians for most locations went up with weighting of the data, except for San Francisco/San Jose, Manhattan, and Other New York Metro, which went down slightly. With weighting, Boston had the highest median.

To provide additional information on income by geographical location, Table 4 presents unweighted and weighted median primary income by the first two digits of zip codes. Based on unweighted data, zip code areas in New York that start with 10 and 11, those in Texas that start

with 78 or 79, and those in New Jersey that start with 07 or 08 are the highest with median primary incomes of \$110,000 or higher. Based on weighted data, the three highest areas are zip code area 15 in Pennsylvania, area 43 in Ohio, and areas 85 and 87 in Arizona and New Mexico. Areas 07 and 08 in New Jersey and area 10 in New York, which were the top two in unweighted data, are fourth and fifth highest based on weighted data.

Type of principal employment. Of respondents with doctorates, over half indicated that their principal employer was a university or college (38.0%, $n=354$) or private-sector consulting organization (20.7%, $n=193$). This was similar on the 2000 and 1997 surveys. In unweighted 2003 data, Figure 7 shows that those who worked in private sector health care had the highest median income, followed by respondents who were self-employed individual consultants and those who worked for private sector organizations in telecommunications; technology, computers, and software; and pharmaceuticals. With weighting (see Figure 8), the two biggest employer categories were still universities and colleges, with 40.2%, and private-sector consulting organizations, with 20.4%, but median income for private sector health care, with its small sample size, dropped to eighth highest. With weighting, pharmaceuticals had the highest median, followed by telecommunications; self-employed consulting; and technology, computers, and software. All of these had been among the employer types with the top five highest medians in the unweighted data, as well. Nonprofit research and consulting went from ninth highest to fifth highest.

Type of academic employment. For those working in universities or colleges, the unweighted mean income differed by highest degree a department offered (bachelor's \$58,606, $n=29$; master's \$77,971, $n=116$; doctorate \$91,548, $n=194$; $F(2,336)=11.06$, $p<.001$). The unweighted mean income also differed by accreditation status (accredited \$86,796, $n=303$; not accredited \$66,881, $n=26$; $F(1,327)=5.87$, $p=.016$). In addition, the unweighted mean income in

business or management departments (\$107,409, $n=137$) was significantly ($F(1,313)=108.75$, $p<.001$) higher than the unweighted mean in psychology departments (\$66,090, $n=178$). The unweighted mean income did not differ significantly ($F(1,343)=.20$, $p=.66$) for private (\$82,449, $n=87$) and public institutions (\$84,665, $n=258$). Figure 9 shows unweighted income and Figure 10 shows weighted income by type of academic department and highest degree offered by the department.

Academic titles by department type. Figure 11 shows unweighted and Figure 12 shows weighted 2003 income for psychology and business/management departments for the five academic titles that had adequate sample sizes. Five deans from business or management responded and had a mean primary income of \$142,400 and a median of \$130,000. Distinguished or chaired professors had the highest primary incomes compared to other ranks in the same type of department. Based on unweighted data, there were significant differences between incomes in psychology and business/management departments for assistant professors ($F(1,118)=111.90$, $p<.001$), associate professors ($F(1,76)=62.15$, $p<.001$), and full professors ($F(1,59)=19.66$, $p<.001$); a marginally significant difference for department chairs ($F(1,10)=3.66$, $p=.09$); and no significant difference for distinguished and chaired professors ($F(1,19)=.53$, $p=.48$)

Non-academic job titles. Figure 13 shows unweighted and Figure 14 shows weighted 2003 primary income by level of job for those in private sector, nonprofit, and government organizations. The president/chief executive officer level has a lower median, but a higher mean and much broader range than the vice president level in either weighted or unweighted data.

Starting salaries. Figure 15 shows starting salaries for new graduates with either a master's degree or doctorate based on unweighted data from those who hired new graduates; Figure 16 shows results using weighted data. With unweighted data, for new doctoral graduates the mean salary was 36.2% higher than for new master's graduates in 2002 and 36.7% higher in

2003. For new master's degree graduates, the unweighted median starting salary was 6.2% higher and unweighted mean was 6.7% higher in 2003 than in 2002. For new doctoral graduates, the unweighted median starting salary was the same, while the unweighted mean was 7.1% higher in 2003 than 2002. For 23 respondents who self-reported that they had a doctorate and worked in their position for their current employer for one year or less, the unweighted mean primary income was \$63,652 and unweighted median was \$65,000 in 2003. These figures are very similar to the 2003 mean of \$65,362 and median of \$60,000 based on data from those who said they had hired new doctoral graduates. Although 12 of the 23 respondents who were self-reporting income had 1 year or less experience in industrial and organizational psychology, the other 11 had from 3 to 10 years experience. Some new graduates whose incomes are represented in Figures 15 and 16 were also likely to have had more than 1 year of experience.

Retirement, Bonus, and Raise Information

Retirement plans. Two types of plans employers use to fund retirement systems are “defined contribution” and “defined benefit” plans. 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 the 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 contributions plans. A defined benefit plan is what is commonly known as a pension. With a defined benefit plan, an employer typically agrees to pay a certain amount of salary once the employee is retired. In 2003, 76.8% ($n=819$) of respondents indicated that their employer contributes to a defined contribution plan for them, while 35.6% ($n=380$) indicated that their employer provides a defined benefit plan. For 2003, 76.8% ($n=819$) of respondents indicated that their employer contributes to a defined contribution plan for them, while 35.6% ($n=380$) indicated that their employer provides a defined benefit plan. For 566

respondents who reported the percentage of income that their employer contributed to a defined contribution plan in 2003, the unweighted mean was 6.9%, 25th percentile was 4.0%, median was 6.0%, and 75th percentile was 9.3%; the weighted mean was 7.1%, 25th percentile was 4.0%, median was 6.0%, and 75th percentile was 10.0%. For 104 respondents who reported the percentage of income that their employer will provide after they retire through a defined benefit plan, the unweighted mean was 43.7%, 25th percentile was 24.3%, median was 50.0%, and 75th percentile was 65.8%; the weighted mean was 44.3%, 25th percentile was 27.0%, median was 50.0%, and 75th percentile was 66.0%.

Bonuses and stock options. Nearly half of respondents in the unweighted sample (47.9%, $n=511$) said they received a bonus in 2003. Employees in the private sector were most likely to report a bonus (71.8%, $n=369$ of 514), followed by government and military (40.7%, $n=37$ of 91; though only 10.5% of the 27 in state and local government reported a bonus), nonprofit (39.6%, $n=21$ of 53), university or college (13.5%, $n=48$ of 355), and self-employed (3.9%, $n=2$ of 51). The most prevalent types of bonuses were for individual (30.8% of respondents, $n=329$), organizational (28.2%, $n=301$), and group, department, or unit performance (13.8%, $n=147$). Less than 5.0% received bonuses for special projects (4.3%, $n=46$), other reasons (3.2%, $n=34$), signing on or recruiting (1.8%, $n=19$), retention (1.3%, $n=14$), or exercising stock options (0.9%, $n=10$). To examine size of bonus by type, data from those reporting only a single type of bonus were used (see Figure 17 for unweighted and Figure 18 for weighted results). For the 477 who reported the type of bonus in the unweighted sample, 220 indicated that they received a single type, and 257 reported receiving more than one type. Of the 257 indicating they received a single type, 206 gave the size of the bonus, and their data are used in Figure 17.

Pay raises. A majority of respondents (70.8%, $n=755$) reported receiving a pay raise. Of the 755, 28.8% said the effective date of their raise was in the first 6 months of 2003, 29.1% in

the last 6 months of 2003, 6.9% on January 1, 2004 or later, and 4.5% date not known; 27.3% did not receive a raise, and another 3.3% gave no response about the timing. Mean raises in the unweighted sample were not significantly different by the period when they became effective ($F(2,642)=1.12, p=.33$), so all raises were analyzed together. As Figure 19 (unweighted) and 20 (weighted) show, the largest average raises, as a percent of base salary before the raise, were for a higher-level job at a new employer or a job with similar responsibility at a new employer.

Supplementary income. The survey asked for “the amount of supplementary income (not from your primary employer) you received in 2003” for “I/O psychology or related work.” Figure 21 shows results for unweighted and Figure 22 for weighted data. The largest sample size, mean and median were for consulting.

Regression Analyses

We analyzed the relationships of personal and employment characteristics to income from the primary employer in separate regression equations 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; different job titles; ownership status for non-academics). The abbreviation “n/a” is used in Table 5 to indicate variables that were not included in one of the equations for this reason. We used listwise exclusion of variables with missing cases and did not include work role (e.g., percentage of time spent in research and analysis, teaching, or supervision) and work area (e.g., percentage of time spent on recruiting, job analysis, or individual assessment) variables because they had a considerable amount of missing data.

The equation for the academic sample accounted for more variance in 2003 income from the primary employer ($R^2=.74, R^2_{adj}=.70$) than the equation for the non-academic sample ($R^2=.41, R^2_{adj}=.34$). In the equation for the academic sample, gender, status as an APA Fellow

and working outside the U.S. and Canada were significantly related to income, whereas they were not for the non-academic sample. Average hours worked per week for the primary employer were significantly related to income in both equations, as were some job titles or levels. Years experience in industrial and organizational psychology and working in Manhattan were significant for non-academics, but not for academics. For academics, those in business or management departments and in other types of departments had significantly higher income than those in psychology departments; those in departments whose highest degree offered was the doctorate made more than those in departments offering a bachelor's or master's as the highest degree; those in an accredited department or school made more than those in an unaccredited department or school; and those who had tenure made more than those who did not. Compared to assistant professors, distinguished or chaired professors made significantly more, while associate professors made less (which suggests wage compression for associate professors). For the non-academic equation, vice presidents and presidents or chief executive officers made significantly more than senior consultants, researchers, and practitioners; those working in technology, computer and software organizations had significantly higher income than for respondents working in consulting organizations.

Discussion

The 2003 survey was the first SIOP income and employment survey to be administered via e-mail and the Internet. Although the 2003 response rate was very similar to that for the 2000 survey, the 2003 sample was considerably different from the 2000 sample in terms of age and percentages of males and females and different from the 2000 sample and SIOP membership in terms of years since receiving one's highest degree. Therefore, a weighted sample was used to better reflect the SIOP membership. When the 2003 sample was weighted by the percentages of year since highest degree in the SIOP membership population, mean and median incomes

showed an increase compared to 2000. Results based on weighted data are more consistent with trends from past surveys than results based on unweighted data and are likely to better represent 2003 income levels for the SIOP membership. Weighting may be needed again on future SIOP surveys if there are significant differences between the characteristics of the respondents and those of the SIOP population. Offering both a paper-based and electronic version of the survey might help determine whether the switch to an electronic survey is influencing the average age and experience of the respondents.

Separate regression equations for those employed in academia and for those employed in the private sector, non-profit sector, and government were analyzed for 2003 data, whereas all sectors had been combined in regression analyses for past surveys. Although such separate regression analyses lower the statistical power to detect significant relationships, results suggest that factors influencing income may differ by the economic sector in which one is employed.

Variables that were not significantly related to income in the 2000 and 2003 survey analyses should be deleted from the next survey in order to shorten it. Shortening the survey may help increase the future response rate to a level closer to those on pre-2000 surveys.

Table 1. Characteristics of Samples Across Time (Cross-Sectional)

	1982	1988	1994	1997	2000	2003	2003 Weighted
Gender							
Men	84%	79%	71%	67%	65%	58%	63%
Women	16%	21%	29%	33%	35%	42%	37%
SIOP Membership Type							
Associate	n/a	10%	6%	7%	10%	12%	9%
Member	n/a	82%	86%	86%	83%	82%	81%
Fellow	n/a	8%	9%	7%	7%	6%	10%
Employment Status							
Full Time	n/a	87%	89%	86%	86%	95%	94%
Part Time	n/a	5%	3%	8%	9%	5%	6%
Location							
New York Area	4%	14%	11%	10%	11%	7%	8%
Elsewhere	86%	86%	89%	90%	89%	93%	92%
Years Since Doctorate							
0-<2	n/a	n/a	8%	11%	2%	11%	6%
2-4	n/a	n/a	12%	13%	14%	19%	12%
5-9	23%	24%	19%	18%	19%	25%	20%
10-14	19%	22%	18%	14%	15%	13%	15%
15-19	14%	18%	14%	14%	13%	10%	12%
20-24	n/a	n/a	14%	12%	14%	8%	12%
25 or more	n/a	n/a	15%	19%	25%	14%	23%

	1982	1988	1994	1997	2000	2003	2003 Weighted
Degree							
Doctorate	n/a	n/a	n/a	92%	88%	87%	90%
Master's	n/a	n/a	n/a	7%	12%	13%	10%

Note. “n/a” indicates that data are not available. Doctorate includes those with Ph.D., Psy.D., and Ed.D. Statistics include both those with master's and doctorate, except for years since doctorate, and degree-doctorate, which only include those with doctorates. Master's category includes those who have nearly completed doctorates, but had not yet graduated at the time of the survey. Weighting in the final column 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
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
Master's	43,000 (96)	51,500 (171)	59,500 (104)	55,000 (99)	58,000 (117)	67,000 (126)	60,000 (131) 67,096	65,000 (133) 68,000
Gender^b								
Men	\$44,250 (811)	\$62,000 (1290)	\$75,000 (954)	\$83,000 (858)	\$85,000 (637)	\$93,000 (653)	\$86,250 (605) 96,000	\$92,000 (609) 100,000
Women	36,000 (150)	50,000 (342)	58,500 (394)	65,000 (428)	70,000 (341)	77,000 (357)	72,000 (428) 80,000	76,000 (444) 83,400

	1982	1988	1994	1997	1999	2000	2002	2003
Age ^c								
<35	\$33,000 (148)	\$45,000 (132)	\$50,000 (168)	\$60,000 (236)	\$62,000 (163)	\$70,000 (170)	\$60,753 (194) 62,930	\$70,000 (208) 70,000
35-39	40,000 (193)	55,000 (280)	61,000 (227)	70,000 (178)	75,000 (136)	80,000 (141)	76,250 (208) 79,139	80,300 (209) 83,000
40-44	45,500 (152)	60,000 (329)	75,000 (216)	80,000 (162)	78,000 (95)	82,000 (100)	85,000 (137) 86,000	89,600 (141) 89,694
45-49	50,000 (92)	65,000 (262)	84,000 (247)	100,000 (210)	95,000 (141)	99,500 (140)	95,500 (91) 96,000	100,000 (90) 100,000
50-54	53,000 (91)	65,000 (144)	85,000 (140)	91,500 (196)	91,000 (140)	100,500 (144)	110,000 (121) 115,497	112,500 (120) 118,112
55+	n/a	n/a	n/a	92,000 (242)	100,000 (189)	100,000 (192)	110,659 (143) 111,000	110,000 (144) 110,000

^aThe 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.

^bIncludes all respondents regardless of degree.

^cIncludes only respondents with a doctorate.

Table 3. Significant Correlations with 2003 Primary Income (Unweighted)

Variable	Pearson <i>r</i>
Age (<i>n</i> =1045)	.27
Gender (Male=0, Female=1, <i>n</i> =1053)	-.12 ^a
Highest Degree Obtained (Master's=0, Doctorate=1, <i>n</i> =1055)	.11 ^a
Years Since Highest Degree (<i>n</i> =966)	.27
Years Work Experience in Industrial/Organizational Psychology (<i>n</i> =1022)	.29
SIOP Associate Member (<i>n</i> =1047)	-.10 ^{a, b}
SIOP Fellow (<i>n</i> =1047)	.12 ^{a, b}
APA Associate Member (<i>n</i> =1039)	-.09 ^{a, b}
APA Fellow (<i>n</i> =1039)	.11 ^{a, b}
Division 14 is Primary APA Division (<i>n</i> =1031)	.10 ^{a, b}
Weeks Employed at Primary Employer in 2003 (<i>n</i> =1056)	.09
Average Hours Worked Per Week for Primary Employer (<i>n</i> =1052)	.09
Years Worked with Primary Employer (<i>n</i> =1036)	.21
Ownership Status (Not an Owner=0, Some Type of Owner=1, <i>n</i> =982)	.26 ^a
Number of Employees Managed or Supervised (<i>n</i> =953)	.21
Worked in Manhattan, NY (<i>n</i> =1056)	.13 ^{a, c}
Worked in Other NY City Metro Area (<i>n</i> =1056)	.08 ^{a, c}
Worked for a University or College (<i>n</i> =1056)	-.11 ^a
Worked in a Psychology Department (<i>n</i> =351)	-.45 ^{a, d}
Worked in a Business or Management Department/School (<i>n</i> =351)	.47 ^{a, d}
Highest Degree Department Offered was Bachelor's (<i>n</i> =339)	-.19 ^a
Highest Degree Department Offered was Master's (<i>n</i> =339)	-.11 ^a
Highest Degree Department Offered was Doctorate (<i>n</i> =339)	.21 ^a
Worked in an Accredited Department/School (<i>n</i> =329)	.13 ^a
Had Tenure (<i>n</i> =343)	.38 ^{a, e}
Academic Rank (1=Assistant, 2=Associate, 3=Full, 4=Chair, 5=Dean, 6=Distinguished or Chaired, <i>n</i> =351)	.67

Variable	Pearson <i>r</i>
Assistant Professor (<i>n</i> =351)	-.36 ^{a, e}
Associate Professor (<i>n</i> =351)	-.12 ^{a, e}
Professor (<i>n</i> =351)	.14 ^{a, e}
Department Chair (<i>n</i> =351)	.18 ^{a, e}
Dean (<i>n</i> =351)	.17 ^{a, e}
Distinguished or Chaired Professor (<i>n</i> =351)	.55 ^{a, e}
Worked in Private Sector (<i>n</i> =1056)	.12 ^{a, f}
Worked for a Consulting Organization (<i>n</i> =1056)	.10 ^{a, f}
Worked for an Employer in Energy Industry (<i>n</i> =1056)	.12 ^{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; <i>n</i> =666)	.32
Entry-Level Consultant, Researcher or Practitioner (<i>n</i> =672)	-.09 ^{a, g}
Consultant, Researcher or Practitioner (<i>n</i> =672)	-.17 ^{a, g}
Vice President (<i>n</i> =672)	.14 ^{a, g}
President or Chief Executive Officer (<i>n</i> =672)	.31 ^{a, g}
Percent of Work Time in Research and Analysis (<i>n</i> =990)	-.15 ^h
Percent of Work Time in Teaching (<i>n</i> =990)	-.13 ^h
Percent of Work Time in Supervision, Management and Administration (<i>n</i> =990)	.21 ^h

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

^aInterpret as point biserial correlation, with 0="no" and 1="yes," unless otherwise indicated.

^bNeither APA nor SIOP member status had significant correlations.

^cOther cities listed on the survey did not have significant correlations.

^dOther characteristics of departments (i.e., other type department, private school) did not have significant correlations.

^eOther ranks (e.g., Adjunct Professor, Assistant Dean) had few cases did not have significant correlations.

^fOther types of employers did not have significant correlations.

^gThe Senior and supervisor job levels did not have significant correlations.

^hOther work roles (e.g., Program or Product Design and Development, Program or Product Implementation, Program or System Administration, Program or System Evaluation) 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 2003 Salary	Median 2003 Salary-Weighted
01, 02, 03, & 05 (MA, NH, ME & RI)	13	\$105,000	\$112,432
06 (CT)	20	\$90,500	\$101,540
07 & 08 (NJ)	24	\$110,000	\$118,566
10 (NY)	23	\$120,000	\$117,000
11 (NY)	6	\$118,500	\$75,000
12 & 13 (NY)	8	\$76,750	\$89,098
14 (NY)	12	\$104,783	\$112,129
15 (PA)	11	\$98,400	\$128,000
16, 17 & 18 (PA)	11	\$102,000	\$102,915
19 (PA & DE)	9	\$105,000	\$104,998
20 & 21 (DC & MD)	46	\$97,000	\$103,550
22 (VA)	40	\$100,000	\$106,000
23 (VA)	7	\$83,000	\$111,500
24 & 25 (VA & WV)	6	\$52,750	\$60,716
27 (NC)	19	\$90,000	\$77,704
28 & 29 (NC & SC)	19	\$83,000	\$87,637
30 (GA)	37	\$100,000	\$103,134
32 (FL)	12	\$87,300	\$98,870
33 (FL)	14	\$75,000	\$87,927
35 & 36 (AL)	13	\$82,000	\$83,270
37 (TN)	9	\$75,000	\$73,954
38 (TN & MS)	11	\$85,000	\$93,301
40 & 42 (KY)	6	\$94,500	\$104,802
43 (OH)	8	\$89,645	\$124,130
44 (OH)	13	\$75,000	\$80,002
45 (OH)	11	\$91,000	\$91,000
46 & 47 (IN)	8	\$75,000	\$80,000
48 & 49 (MI)	36	\$95,000	\$96,023
50, 51, & 52 (IA)	11	\$53,000	\$52,969
53 & 54 (WI)	11	\$108,000	\$106,756
55 (MN)	30	\$81,434	\$89,676

First 2 Digits U.S. Zip Code	Number of Respondents	Median 2003 Salary	Median 2003 Salary-Weighted
56, 58, 59 (MN, ND & MT)	5	\$63,208	\$63,208
60 (IL)	39	\$98,000	\$100,000
61 (IL)	9	\$63,000	\$64,361
63 (MO)	13	\$90,000	\$97,000
64 & 65 (MO)	9	\$70,000	\$75,317
66, 67 & 68 (KS & NE)	15	\$80,000	\$92,101
70, 71 & 72 (LA & AR)	15	\$75,000	\$102,402
73 & 74 (OK)	10	\$96,083	\$102,603
75 & 76 (TX)	18	\$97,500	\$108,532
77 (TX)	24	\$72,050	\$80,000
78 & 79 (TX)	11	\$114,000	\$98,636
80 (CO)	13	\$94,302	\$103,000
82, 83, 84 & 89 (WY, ID, UT, & NV)	9	\$60,000	\$58,441
85 & 87 (AZ & NM)	8	\$96,875	\$118,882
90 (CA)	9	\$77,700	\$84,698
91 (CA)	8	\$71,500	\$79,008
92 (CA)	16	\$71,500	\$74,515
93 & 94 (CA)	20	\$98,500	\$91,000
95 & 96 (CA & APO)	6	\$73,000	\$72,133
97 (OR)	8	\$68,753	\$65,982
98 & 99 (WA & AK)	16	\$98,000	\$101,003

Note. Doctoral respondents only.

Table 5. Regression Analysis for Variables Related to 2003 Income from the Primary Employer (Unweighted Data)

Variable	Academic Sample (n=284)			Non-Academic Sample (n=510)		
	<i>B</i>	<i>SE B</i>	β	<i>B</i>	<i>SE B</i>	β
Age	247	396	.06	-195	603	-.03
Gender (Male=0, Female=1)	-7001	3282	-.08*	-9605	5837	-.07
Highest Degree Obtained (Master's=0, Doctorate=1)	n/a	n/a	n/a	19734	12411	.11
Years Since Highest Degree	390	549	.10	-3	748	.00
Years Experience in I/O Psychology	-362	480	-.09	3112	855	.36*
SIOP Associate Member ^a	664	19370	.00	1719	15191	.01
SIOP Fellow ^a	7580	7028	.06	24167	34788	.05
APA Associate Member ^a	-2271	17089	.01	3343	15258	.02
APA Fellow ^a	18242	7460	.14*	-4874	34413	-.01
Division 14 is Primary Division	-4731	6687	-.03	1467	12671	.00
Weeks Employed at Primary Employer in 2003	399	177	.08*	300	312	.04
Average Hours Worked Per Week For Primary Employer	446	125	.13*	571	184	.12*
Years with Primary Employer	-294	311	-.07	480	569	.04
Ownership Status (Not an Owner=0, Some Type of Owner=1)	n/a	n/a	n/a	12461	13207	.06
Worked in Manhattan, NY ^b	3642	14165	.01	75890	18431	.16*
Worked in Other NY City Area ^b	8562	9515	.03	-5730	15456	-.02
Worked in San Francisco ^b	7125	16786	.01	19613	14380	.05
Worked in Los Angeles/Orange Co. ^b	7666	8926	.03	-3853	17950	-.01
Worked in Washington, DC ^b	12660	7282	.06	5895	9664	.03
Worked in Boston ^b	6608	24077	.01	7845	27642	.01
Worked in Philadelphia ^b	6768	11960	.02	3091	36168	.00
Worked in San Diego ^b	4281	10054	.02	-5851	23942	-.01

Variable	Academic Sample ($n=284$)			Non-Academic Sample ($n=510$)		
	<i>B</i>	<i>SE B</i>	β	<i>B</i>	<i>SE B</i>	β
Worked in Canada ^b	-18182	6056	-.10	1921	16847	.00
Worked Outside U.S. and Canada ^b	-35642	10243	-.14*	-18545	17537	-.04
Business/Management Department ^c	32953	3184	.39*	n/a	n/a	n/a
Other Type Department ^c	25224	6109	.16*	n/a	n/a	n/a
Highest Degree Offered: Bachelor's ^d	-13339	5666	-.09*	n/a	n/a	n/a
Highest Degree Offered: Master's ^d	-9723	3166	-.11*	n/a	n/a	n/a
Accredited Department/School	13040	5805	.08*	n/a	n/a	n/a
Had Tenure	30194	6397	.36*	n/a	n/a	n/a
Instructor, Lecturer or Similar ^e	-14789	13756	-.04	n/a	n/a	n/a
Adjunct Assistant Professor ^e	27382	23866	.04	n/a	n/a	n/a
Adjunct Professor ^e	44021	24544	.06	n/a	n/a	n/a
Associate Professor ^e	-22177	6106	-.23*	n/a	n/a	n/a
Professor ^e	-12459	7091	-.12	n/a	n/a	n/a
Distinguished or Chaired Professor ^e	36636	9543	.22*	n/a	n/a	n/a
Department Chair ^e	6732	8116	.03	n/a	n/a	n/a
Assistant or Associate Dean ^e	-6681	13427	-.02	n/a	n/a	n/a
Dean ^e	1999	13650	.01	n/a	n/a	n/a
Other Academic Job Title ^e	-5232	8422	-.03	n/a	n/a	n/a
Entry-Level Consultant, Researcher or Practitioner ^f	n/a	n/a	n/a	-10306	15025	-.03
Consultant, Researcher or Practitioner ^f	n/a	n/a	n/a	-7385	7816	-.04
Supervisor ^f	n/a	n/a	n/a	7428	11188	.03
Manager or Director ^f	n/a	n/a	n/a	-934	8582	-.01
Vice President ^f	n/a	n/a	n/a	35296	12985	.12*
President or Chief Executive Officer ^f	n/a	n/a	n/a	61303	15557	.18*
Individual Consulting ^g	n/a	n/a	n/a	-19598	16147	-.06
Manufacturing ^g	n/a	n/a	n/a	156	12326	.00

Variable	Academic Sample ($n=284$)			Non-Academic Sample ($n=510$)		
	<i>B</i>	<i>SE B</i>	β	<i>B</i>	<i>SE B</i>	β
Retail ^g	n/a	n/a	n/a	9528	14089	.03
Banking, Finance and Insurance ^g	n/a	n/a	n/a	-715	11704	.00
Telecommunications ^g	n/a	n/a	n/a	4626	20423	.01
Technology, Computers and Software ^g	n/a	n/a	n/a	29949	13453	.09*
Transportation ^g	n/a	n/a	n/a	-24120	18675	-.05
Public Utility ^g	n/a	n/a	n/a	1601	28982	.00
Energy ^g	n/a	n/a	n/a	-8619	33125	-.01
Other Private Sector ^g	n/a	n/a	n/a	7491	13917	.02
Military ^g	n/a	n/a	n/a	-14481	18699	-.03
Federal Government ^g	n/a	n/a	n/a	-24089	13481	-.08
State Government ^g	n/a	n/a	n/a	-19467	17443	-.04
Local Government ^g	n/a	n/a	n/a	-2011	22750	-.00
Private Sector Health ^g	n/a	n/a	n/a	-34823	36281	-.04
Pharmaceuticals ^g	n/a	n/a	n/a	38044	27103	.06
Nonprofit Consulting or Research ^g	n/a	n/a	n/a	-16876	14385	-.05
Other Nonprofit Organization ^g	n/a	n/a	n/a	-10579	18365	-.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, $R^2=.74$, $R^2_{adj}=.70$, $F(38,246)=18.16$, $p<.001$; for the non-academic sample, $R^2=.41$, $R^2_{adj}=.34$, $F(49,461)=6.40$, $p<.001$.

^aDummy-coded variables with SIOP Member as the comparison group for SIOP Associate Member and SIOP Fellow and APA Member as the comparison group for APA Associate Member and APA Fellow.

^bDummy-coded variables with Worked in Other U.S. City Not Listed as the comparison group.

^cDummy-coded variables with Psychology Department as the comparison group.

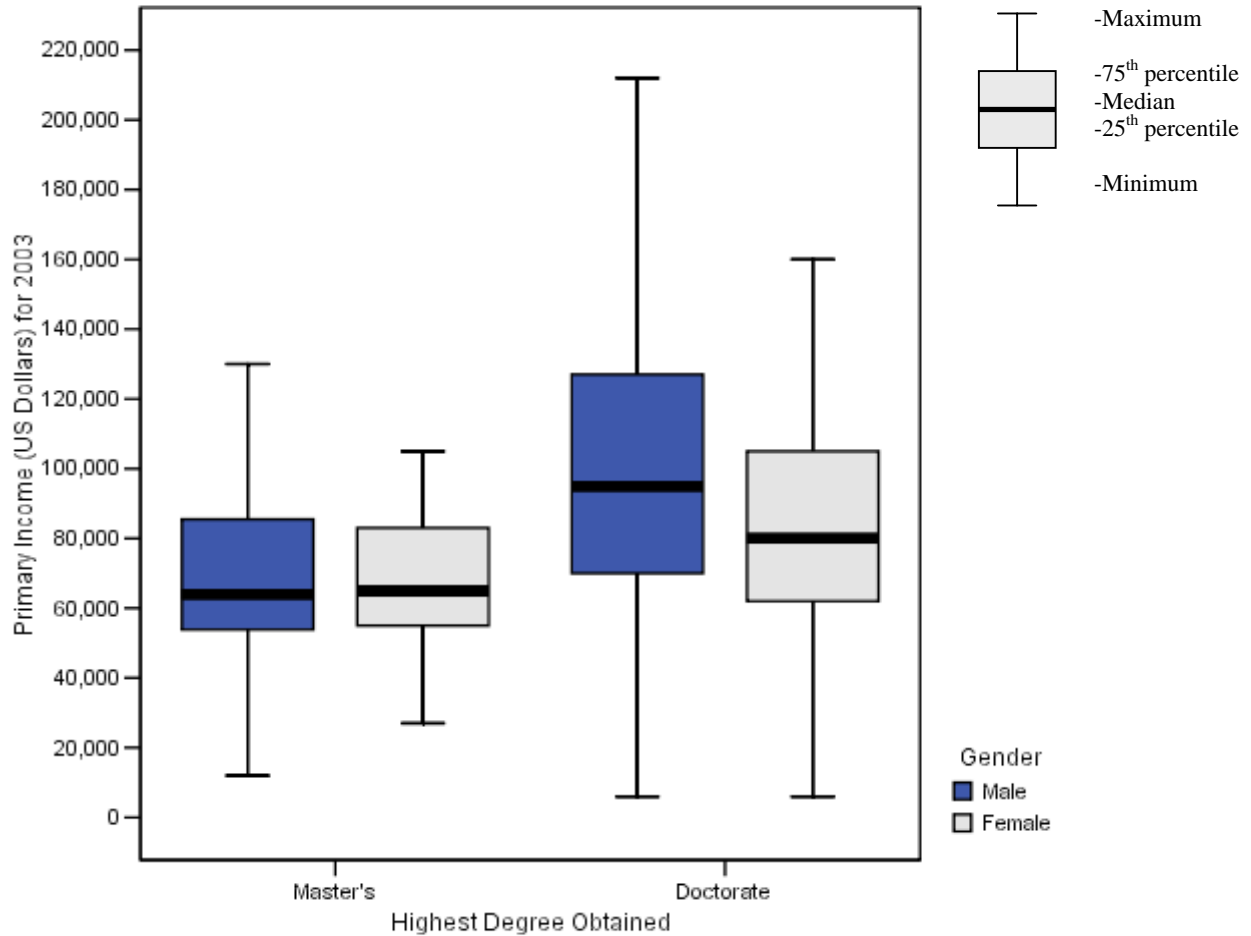
^dDummy-coded variables with Highest Degree Offered: Doctorate as the comparison group.

^eDummy-coded variables with Assistant Professor as the comparison group.

^fDummy-coded variables with Senior Consultant, Researcher or Practitioner as the comparison group.

^gDummy-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 .

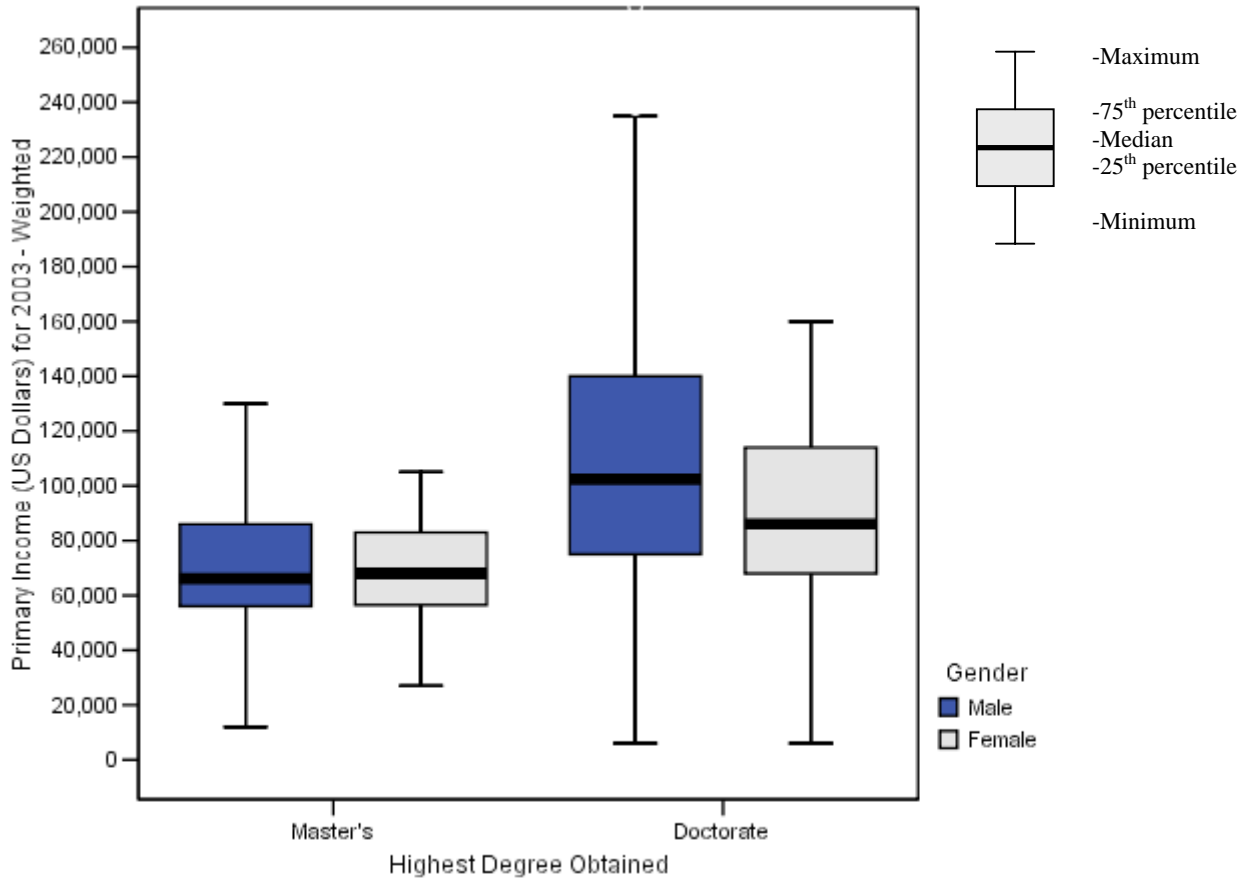
* $p<.05$.



	<u>Master's</u>		<u>Doctorate</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
<i>n</i> :	55	78	554	365
Percentile:				
90th	\$100,860	\$99,400	\$180,000	\$130,000
75th	86,000	85,000	127,000	106,000
50th	64,000	65,000	95,000	80,150
25th	52,700	55,000	72,000	62,000
10th	45,995	40,000	54,400	48,549
Mean:	59,049	68,006	117,602	89,847

Note. Extreme values are not presented in the figure.

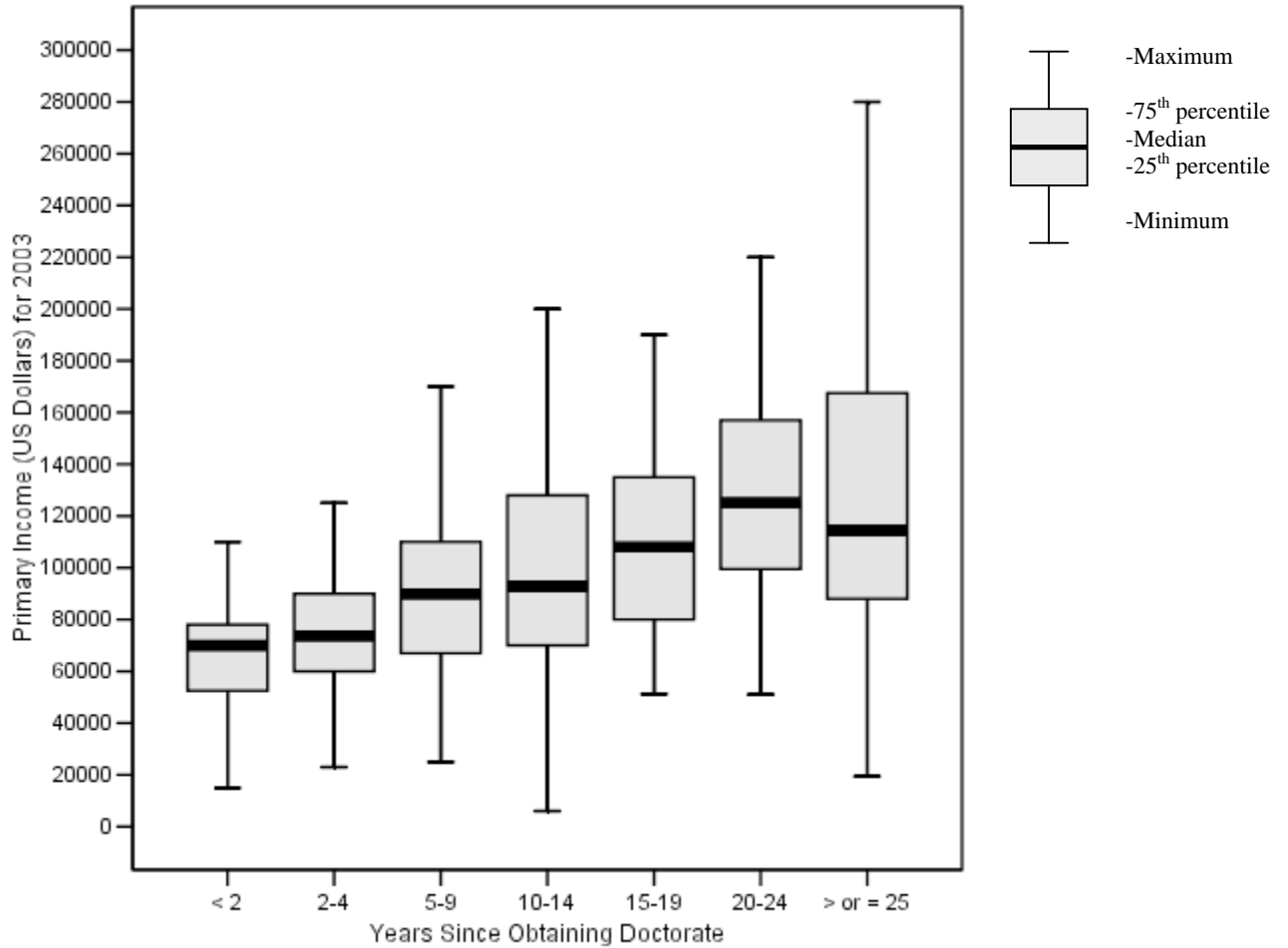
Figure 1. Descriptive statistics representing 2003 primary income by gender and highest degree.



	<u>Master's</u>		<u>Doctorate</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
<i>n</i> :	43	55	564	300
Percentile:				
90th	\$108,556	\$100,498	\$209,029	\$150,000
75th	90,000	85,000	140,000	114,000
50th	66,478	68,000	102,702	86,000
25th	56,113	57,334	75,000	68,000
10th	48,000	44,751	56,000	52,000
Mean:	74,009	71,559	127,447	98,459

Note. Extreme values are not presented in the figure.

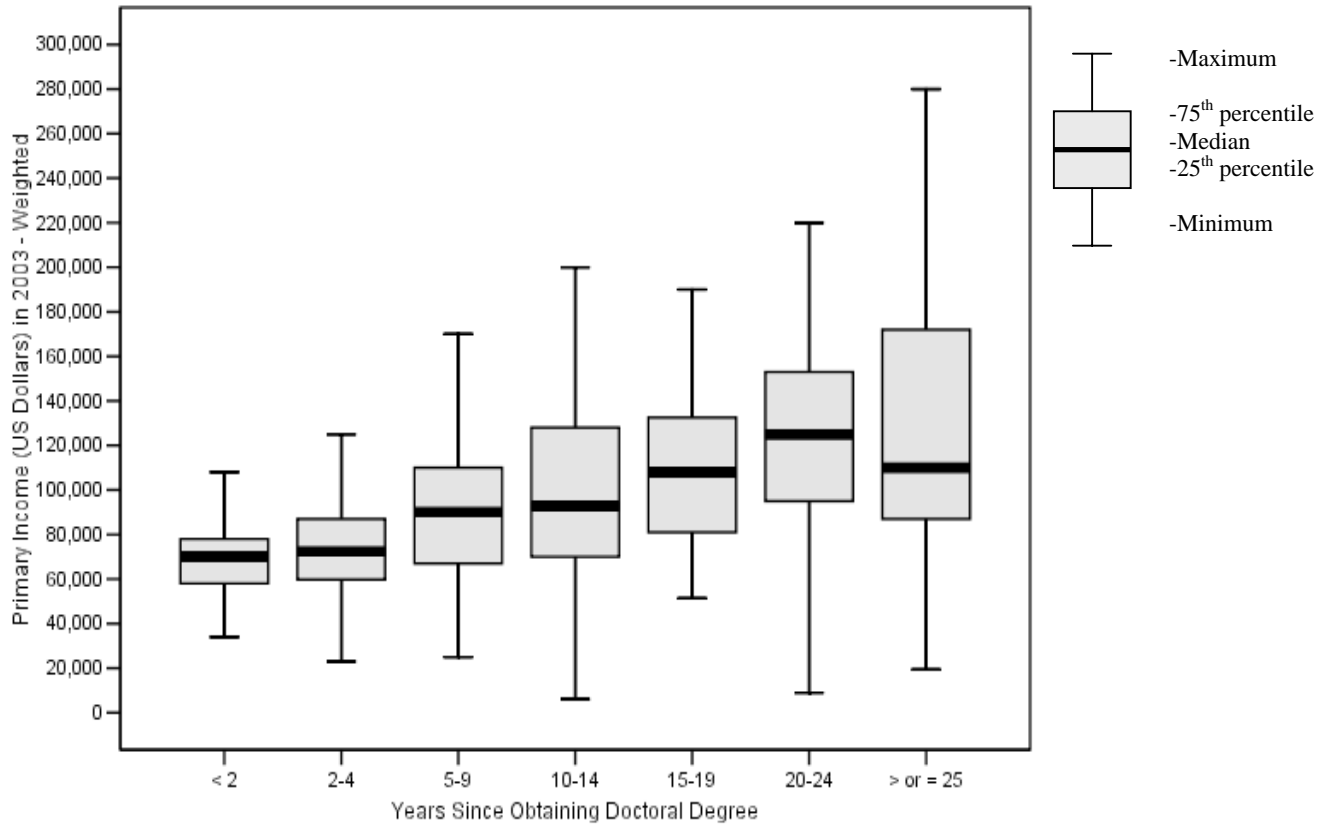
Figure 2. Descriptive statistics representing 2003 primary income by gender and highest degree based on weighted data.



	<u><2</u>	<u>2-4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25+</u>
<i>n</i> :	98	162	210	107	81	66	120
Percentile:							
90th	\$98,650	\$106,400	\$139,500	\$166,600	\$190,000	\$256,000	\$236,700
75th	78,075	90,000	110,000	130,000	135,000	157,750	168,750
50th	70,000	73,750	90,000	93,000	108,000	125,000	114,341
25th	52,475	60,000	67,000	70,000	80,000	98,375	88,000
10th	43,725	47,300	52,000	50,800	65,827	71,400	66,282
Mean:	69,800	77,040	92,494	104,241	120,694	141,978	175,404

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

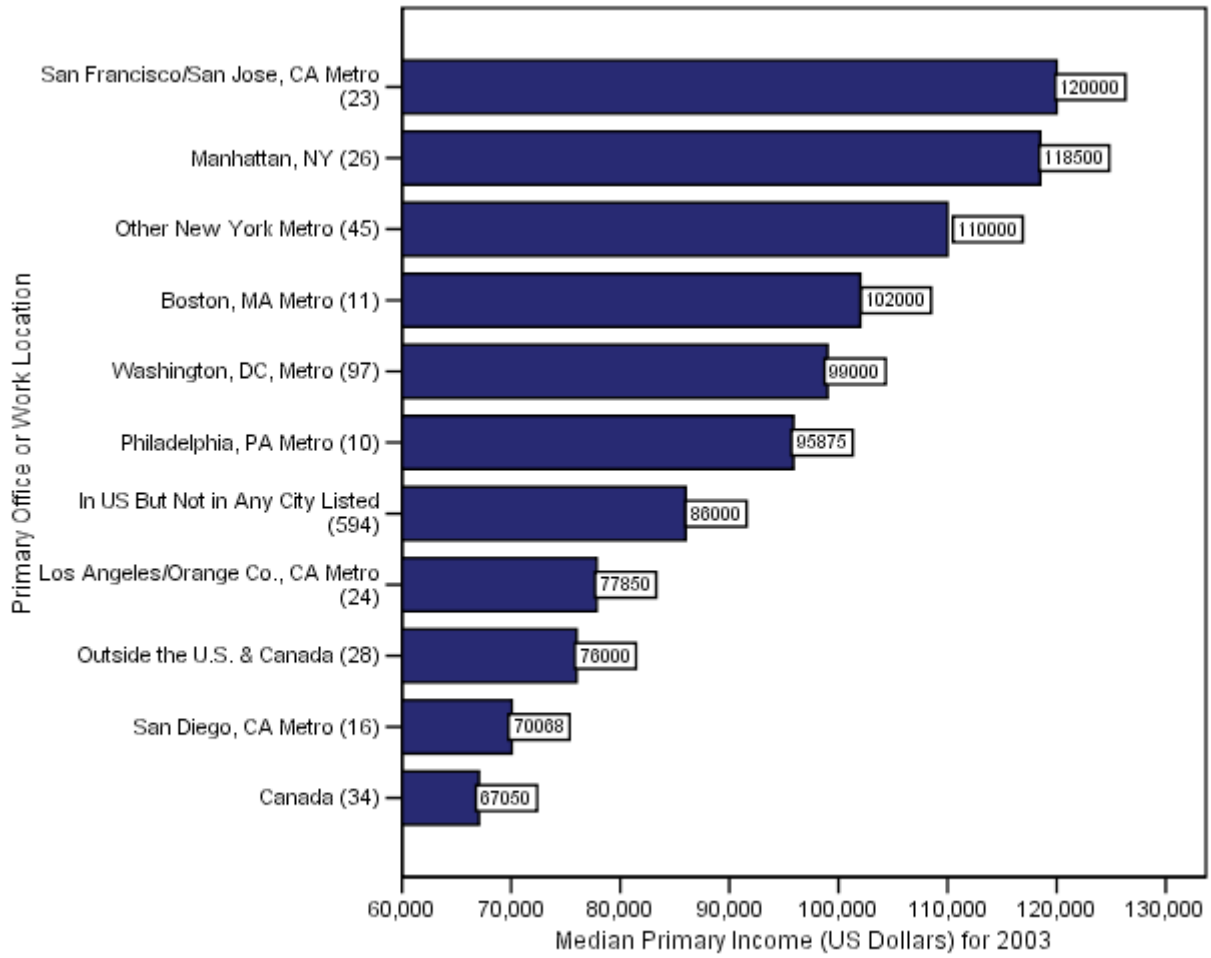
Figure 3. Descriptive statistics representing 2003 primary income as a function of years since obtaining the doctorate.



	<u><2</u>	<u>2-4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25+</u>
<i>n</i> :	43	104	174	133	107	102	203
Percentile:							
90th	\$98,759	\$105,543	\$138,371	\$160,463	\$189,843	\$220,000	\$238,000
75th	78,867	88,000	110,000	130,000	135,000	153,060	174,378
50th	70,000	72,883	90,000	93,643	108,267	125,000	110,900
25th	58,000	59,980	67,000	70,000	81,794	95,000	87,000
10th	45,197	47,038	52,000	50,755	65,696	68,906	65,104
Mean:	70,230	76,124	92,750	104,490	118,913	137,127	166,631

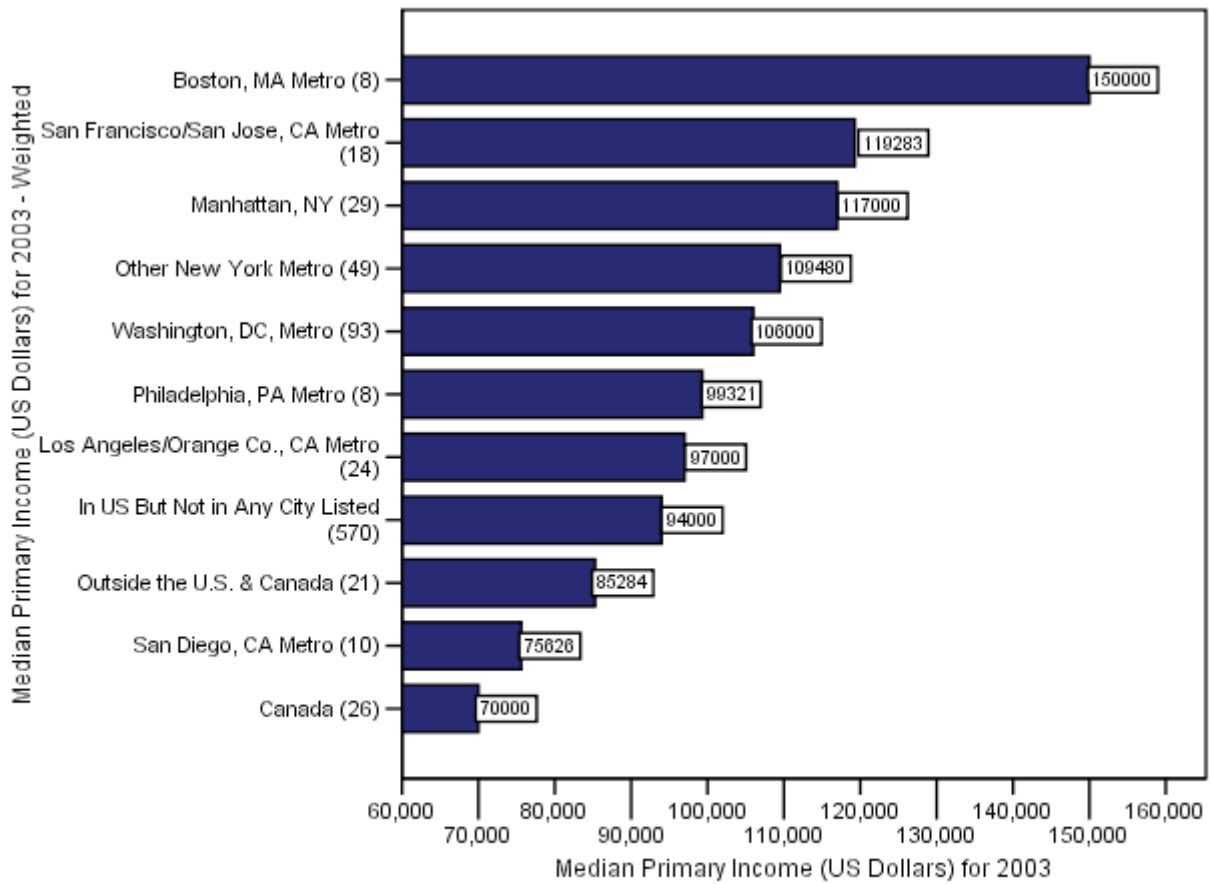
Note. Extreme values are not presented in the figure. Doctoral respondents only

Figure 4. Descriptive statistics representing 2003 primary income as a function of years since obtaining the doctorate based on weighted data.



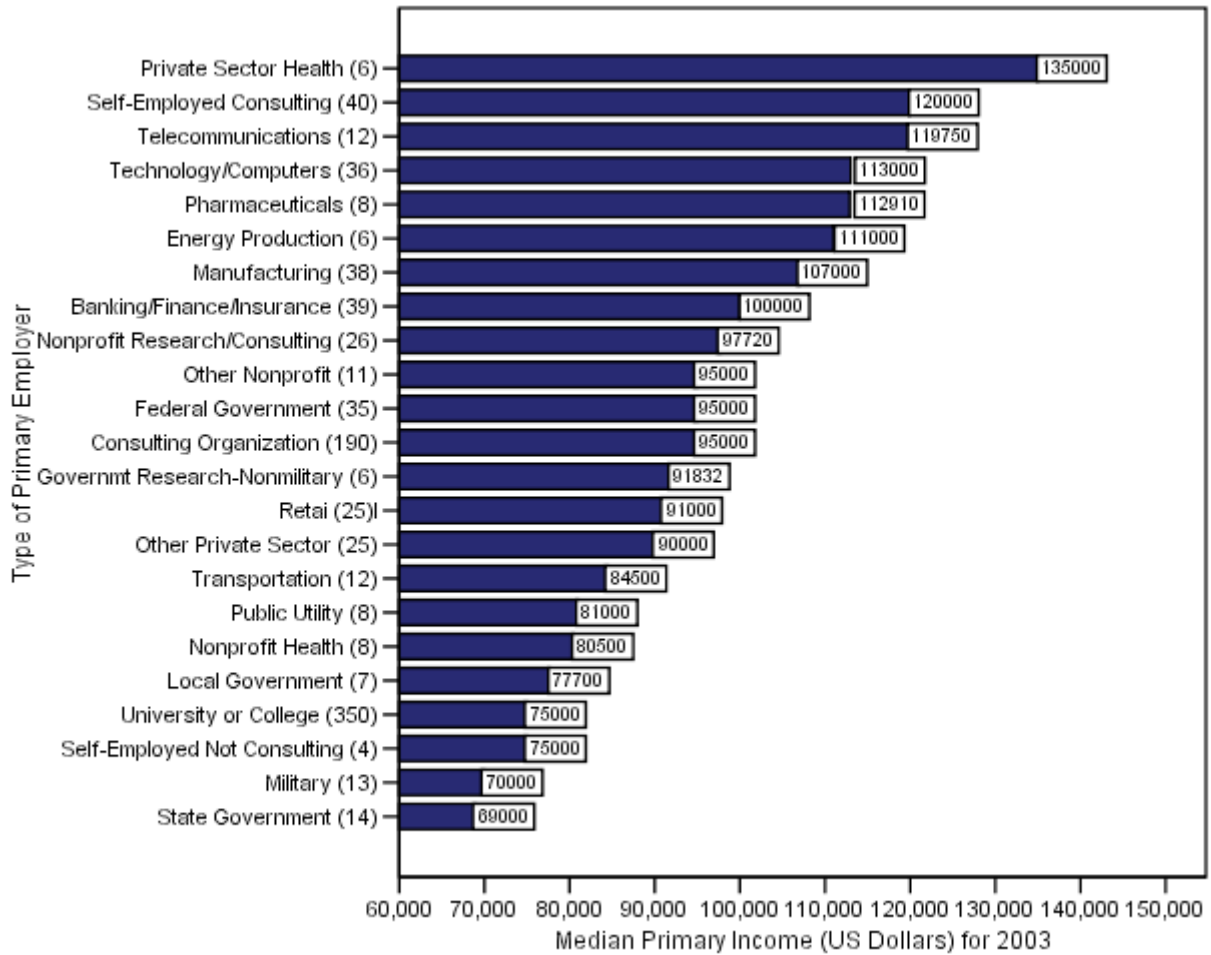
Note. Doctoral respondents only. Sample sizes by location are in parentheses.

Figure 5. 2003 median primary income for doctorates as a function of location.



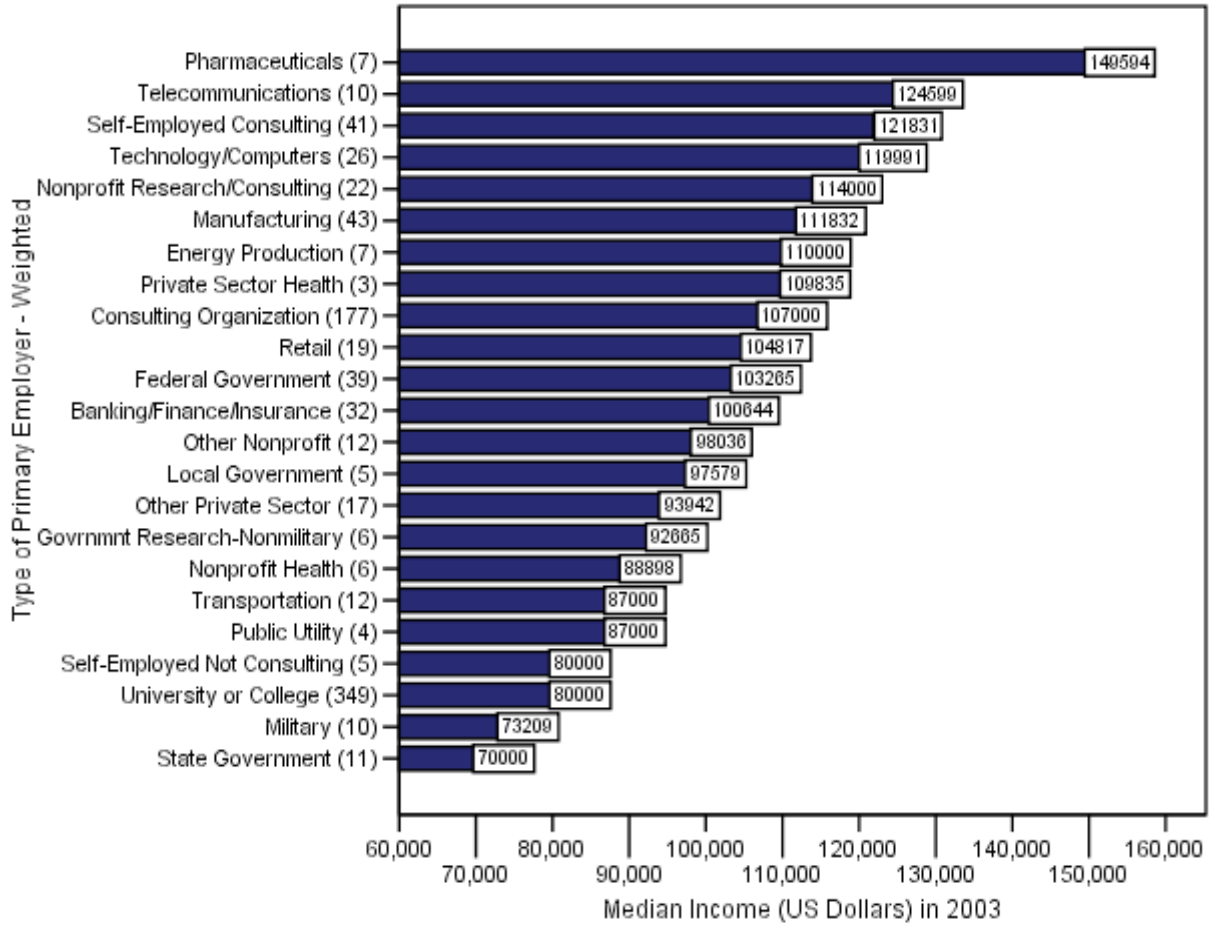
Note. Doctoral respondents only. Sample sizes by location are in parentheses.

Figure 6. 2003 median primary income for doctorates as a function of location based on weighted data.



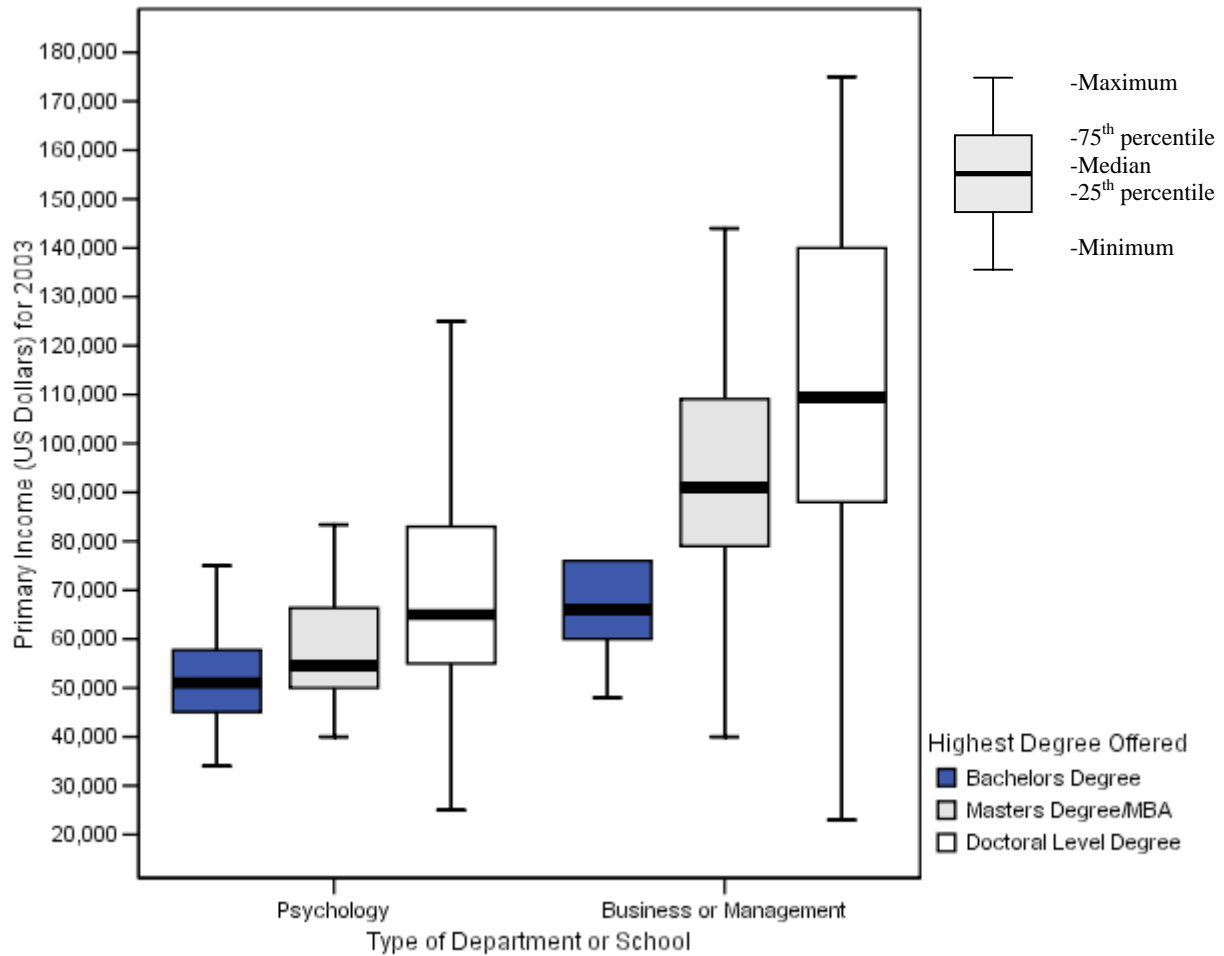
Note. Doctoral respondents only. Sample sizes by location are in parentheses.

Figure 7. 2003 median primary income for doctorates by type of primary employer.



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

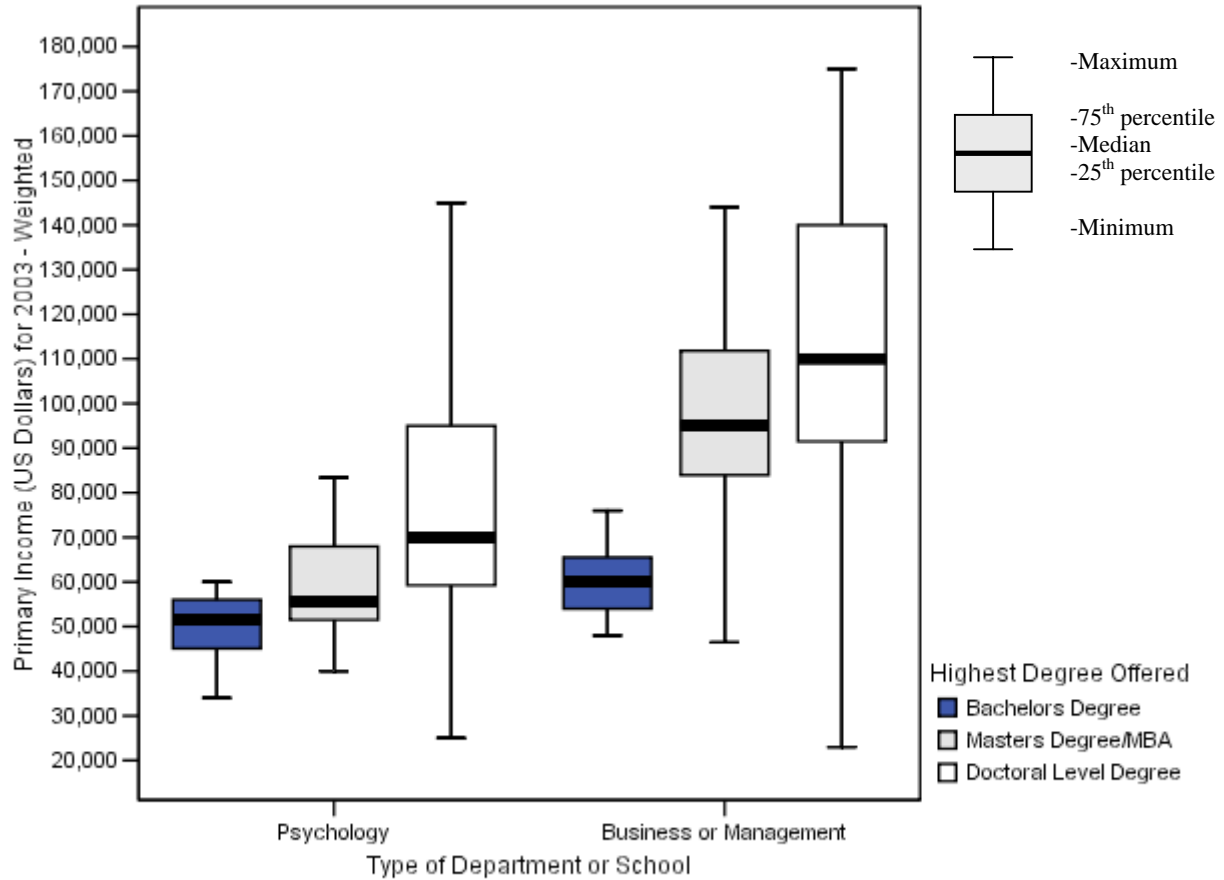
Figure 8. 2003 median primary income for doctorates by type of primary employer based on weighted data.



Highest Degree	<u>Psychology</u>			<u>Business or Management</u>		
	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
n:	20	56	99	6	53	77
Percentile:						
90th	\$73,500	\$75,000	\$108,000	a	\$141,200	\$160,400
75th	58,625	66,792	84,000	83,250	109,555	142,000
50th	51,050	54,500	65,000	66,000	91,000	109,500
25th	45,021	50,000	55,000	57,000	78,500	86,500
10th	39,500	45,102	47,000	a	68,800	61,160
Mean:	52,559	58,304	73,200	70,167	100,100	111,243

Note. Extreme values are not presented in the figure. Doctoral respondents only. ^aNot enough cases to report.

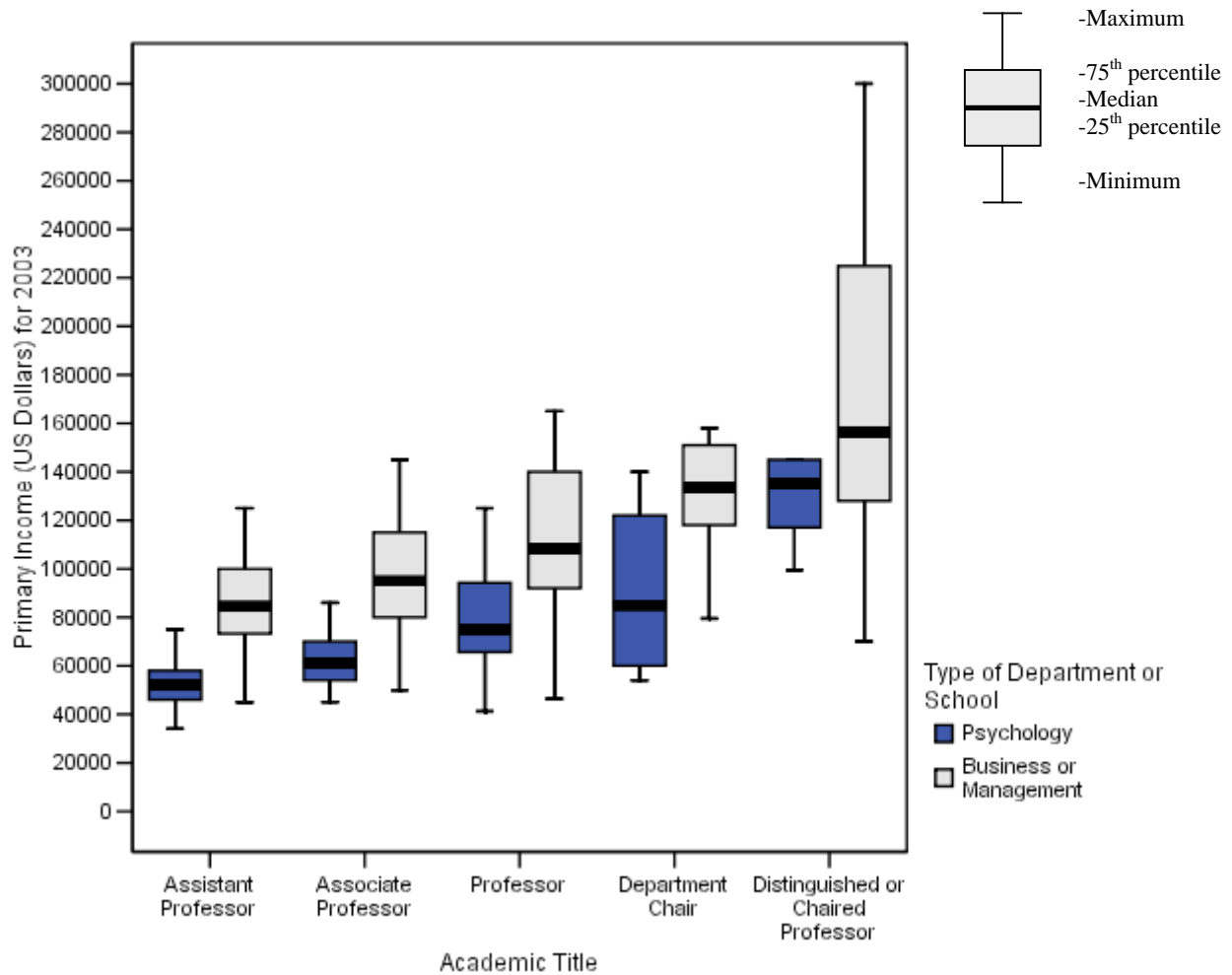
Figure 9. 2003 primary income by type of university or college department and highest degree offered.



Highest Degree	Psychology			Business or Management		
	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Doctorate</u>
n:	18	52	107	4	56	77
Percentile:						
90th	\$75,226	\$82,539	\$117,000	a	\$224,784	\$175,000
75th	59,071	68,894	95,000	75,208	112,694	140,000
50th	51,886	57,861	73,020	65,940	95,000	110,000
25th	47,447	51,538	59,206	57,524	84,695	92,000
10th	42,078	47,010	49,105	a	73,521	70,000
Mean:	53,835	61,239	81,032	64,352	111,517	120,358

Note. Extreme values are not presented in the figure. Doctoral respondents only. ^aNot enough cases to report.

Figure 10. 2003 primary income by type of university or college department and highest degree offered based on weighted data.

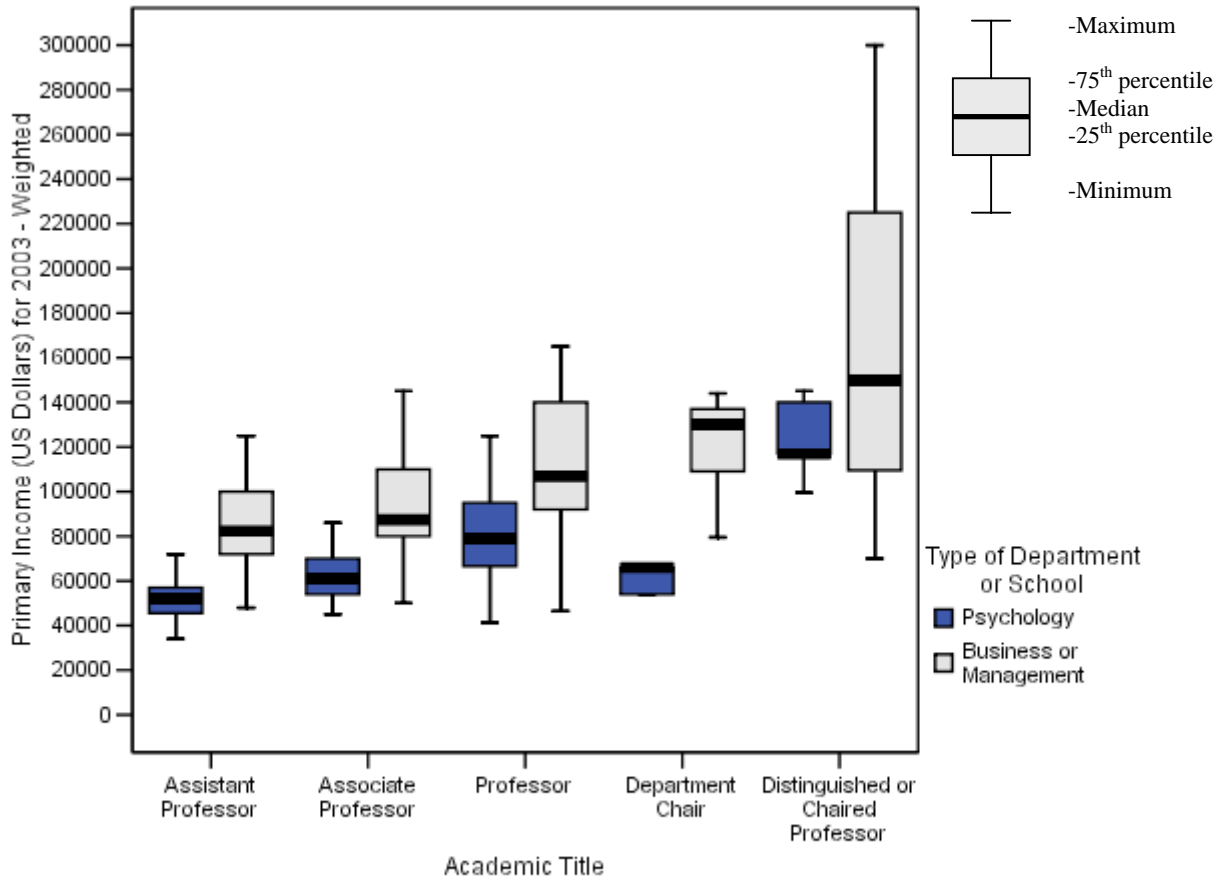


	<u>Psychology</u>				
	<u>Assistant Professor</u>	<u>Associate Professor</u>	<u>Professor</u>	<u>Department Chair</u>	<u>Distinguished or Chaired Professor</u>
<i>n</i> :	73	49	39	4	5
Percentile:					
90th	\$68,800	\$79,000	\$109,000	a	a
75th	58,000	71,000	95,000	131,000	197,500
50th	52,000	61,000	75,000	85,000	135,000
25th	45,950	53,500	65,500	57,000	108,250
10th	41,800	50,000	55,000	a	a
Mean:	52,899	62,955	81,155	91,000	149,300

	<u>Business or Management</u>				
	<u>Assistant Professor</u>	<u>Associate Professor</u>	<u>Professor</u>	<u>Department Chair</u>	<u>Distinguished or Chaired Professor</u>
<i>n</i>	47	29	22	8	16
Percentile:					
90th	\$112,000	\$135,000	\$150,000	220,000	\$265,000
75th	100,000	117,500	141,000	154,500	224,925
50th	84,500	95,000	108,500	133,500	156,500
25th	72,000	80,000	92,000	113,582	119,000
10th	54,000	68,000	64,900	79,500	94,500
Mean:	84,847	98,039	111,423	138,076	172,200

Note. Extreme values are not presented in the figure. Doctoral respondents only. ^aNot enough cases to report.

Figure 11. 2003 primary income by type of university or college department and academic title.

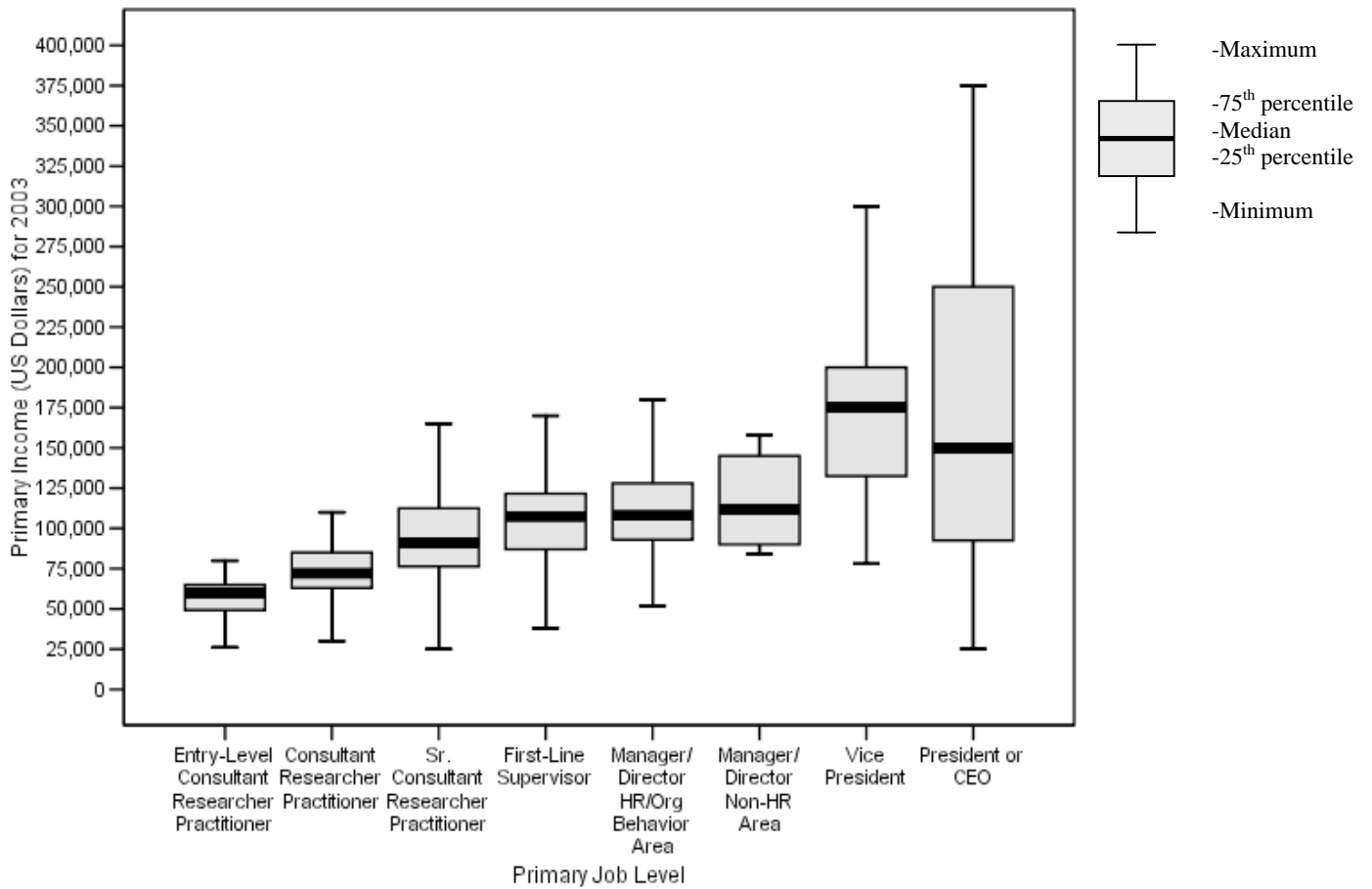


	<u>Psychology</u>				
	<u>Assistant Professor</u>	<u>Associate Professor</u>	<u>Professor</u>	<u>Department Chair</u>	<u>Distinguished or Chaired Professor</u>
<i>n</i> :	49	56	50	6	11
Percentile:					
90th	\$63,651	\$82,000	\$110,000	a	\$250,000
75th	58,000	73,732	102,265	104,000	191,174
50th	52,000	61,059	78,800	66,000	120,328
25th	45,807	54,269	66,843	54,000	117,000
10th	40,266	50,187	60,000	a	99,500
Mean:	51,772	64,033	84,556	75,109	149,064

	<u>Business or Management</u>				
	<u>Assistant Professor</u>	<u>Associate Professor</u>	<u>Professor</u>	<u>Department Chair</u>	<u>Distinguished or Chaired Professor</u>
<i>n</i> :	26	33	31	9	22
Percentile:					
90th	\$118,650	\$133,095	\$149,319	\$220,000	\$252,427
75th	104,018	115,002	140,000	144,000	236,974
50th	84,152	87,423	107,368	130,000	154,231
25th	72,635	80,000	92,000	109,109	109,549
10th	58,665	70,000	59,118	79,500	70,000
Mean:	85,594	96,995	110,471	135,766	174,379

Note. Extreme values are not presented in the figure. Doctoral respondents only. ^aNot enough cases to report.

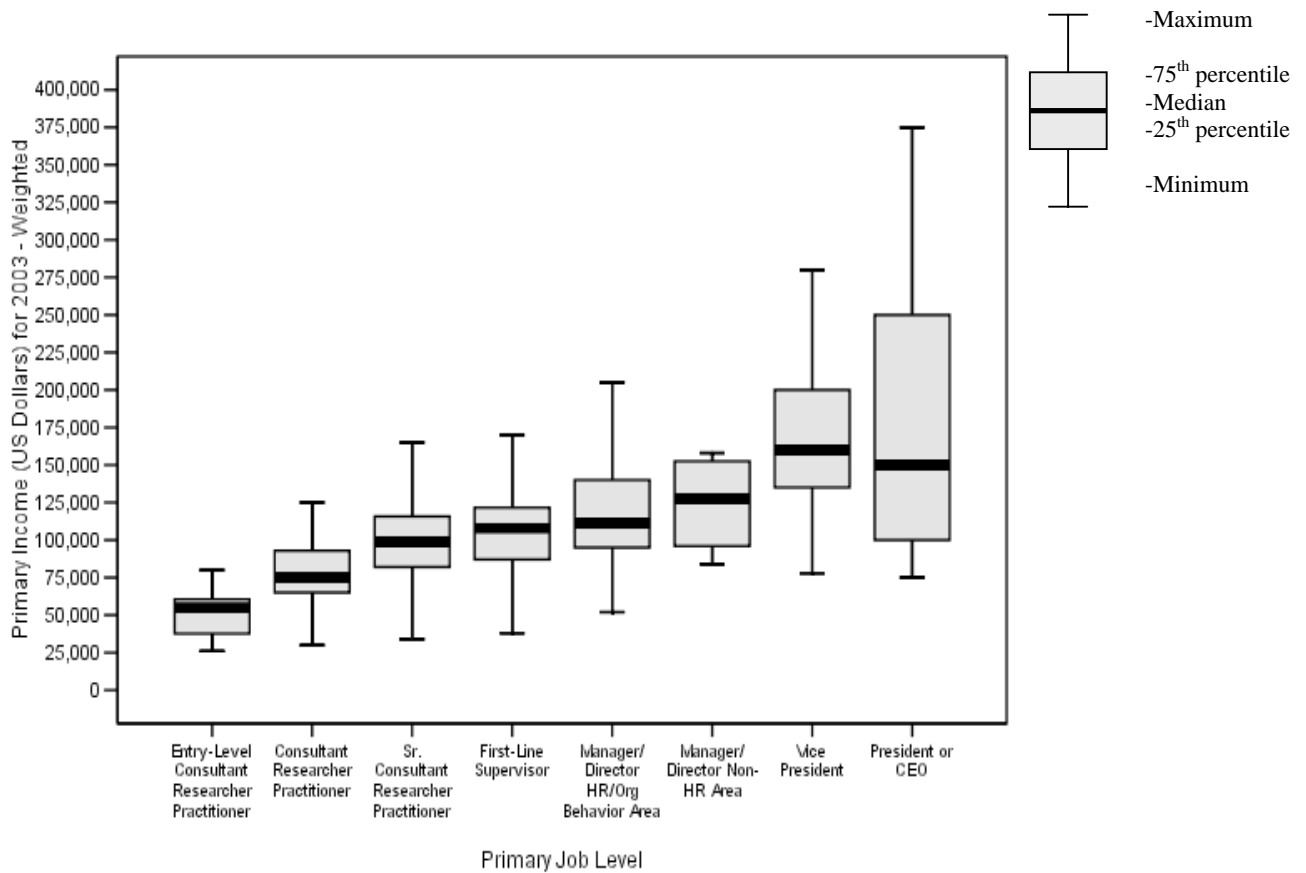
Figure 12. 2003 primary income by type of university or college department and academic title based on weighted data.



	<u>Entry-Level</u>	<u>Consultant, Researcher, Practitioner</u>	<u>Senior Level</u>	<u>First-Line Supervisor</u>	<u>Manager/Director HR/OB</u>	<u>Manager/Director Non-HR</u>	<u>Vice President</u>	<u>President or CEO</u>
<i>n</i> :	14	118	150	50	115	15	43	35
Percentiles:								
90th	\$76,000	\$108,000	\$162,250	\$149,500	\$157,000	\$194,800	\$292,000	\$638,000
75th	65,000	85,000	112,875	121,931	128,000	150,000	200,000	250,000
50th	60,060	72,000	91,220	107,500	108,000	112,000	175,000	150,000
25th	48,936	62,750	76,017	85,000	92,000	90,000	130,000	85,000
10th	35,500	43,517	68,000	75,100	71,200	84,600	101,200	75,000
Mean:	57,455	76,310	105,561	106,287	113,731	122,767	182,581	289,780

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

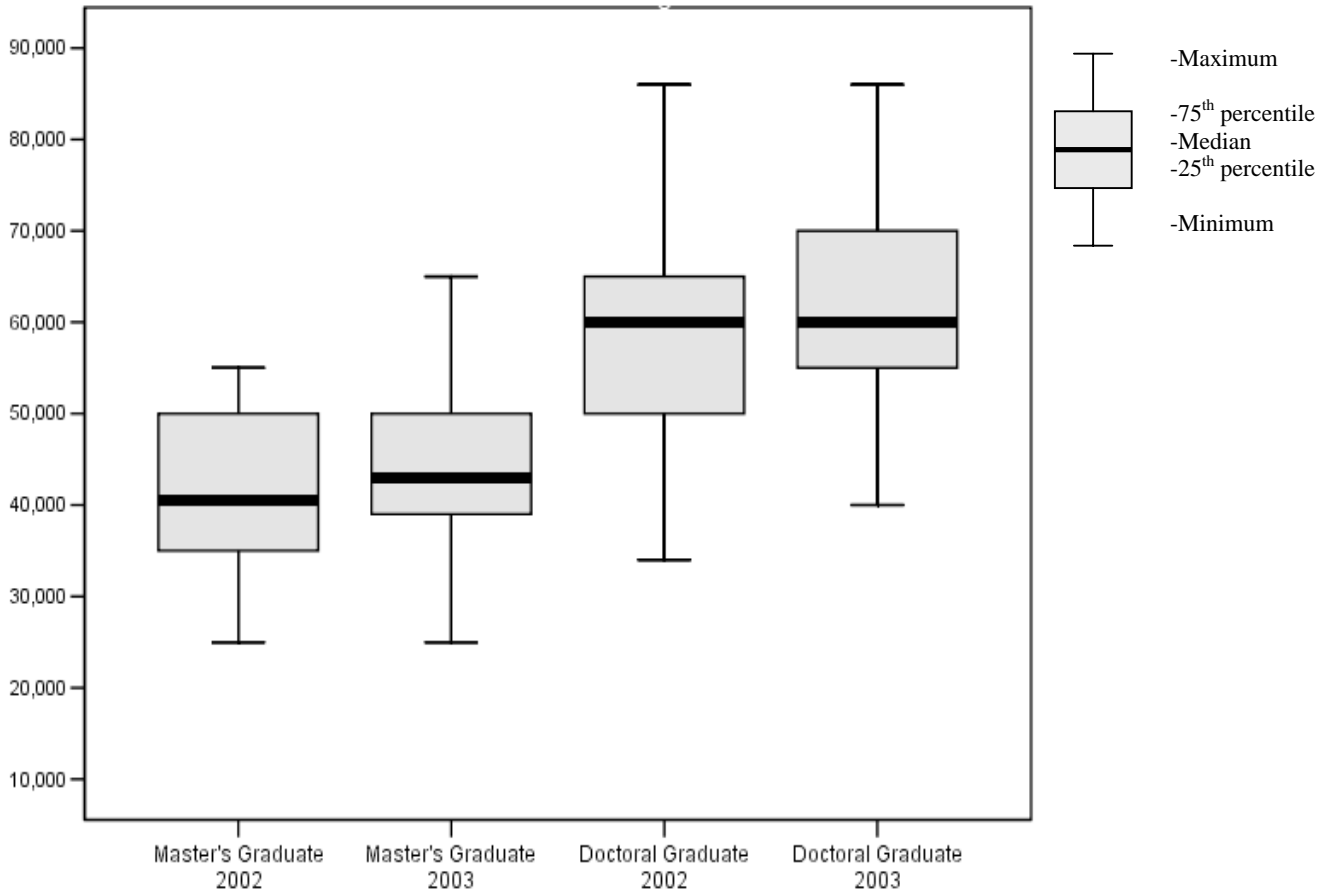
Figure 13. 2003 primary income in private sector, nonprofit, and government organizations by job level.



	<u>Entry-Level</u>	<u>Consultant, Researcher, Practitioner</u>	<u>Senior Level</u>	<u>First-Line Supervisor</u>	<u>Manager/Director HR/OB</u>	<u>Manager/Director Non-HR</u>	<u>Vice President</u>	<u>President or CEO</u>
<i>n</i> :	5	92	132	44	108	16	54	44
Percentiles:								
90th	a	\$120,000	\$178,144	\$145,000	\$163,963	\$220,170	\$286,090	\$550,518
75th	74,213	93,911	118,529	122,364	140,000	155,586	200,000	262,634
50th	60,559	75,000	98,881	108,000	111,415	135,355	160,000	150,000
25th	53,431	65,000	82,000	87,000	95,000	98,283	134,058	100,000
10th	a	43,798	70,008	76,319	77,051	85,000	113,081	80,000
Mean:	60,427	82,601	112,433	107,047	118,978	134,354	181,245	294,378

Note. Extreme values are not presented in the figure. Doctoral respondents only. ^aNot enough cases to report.

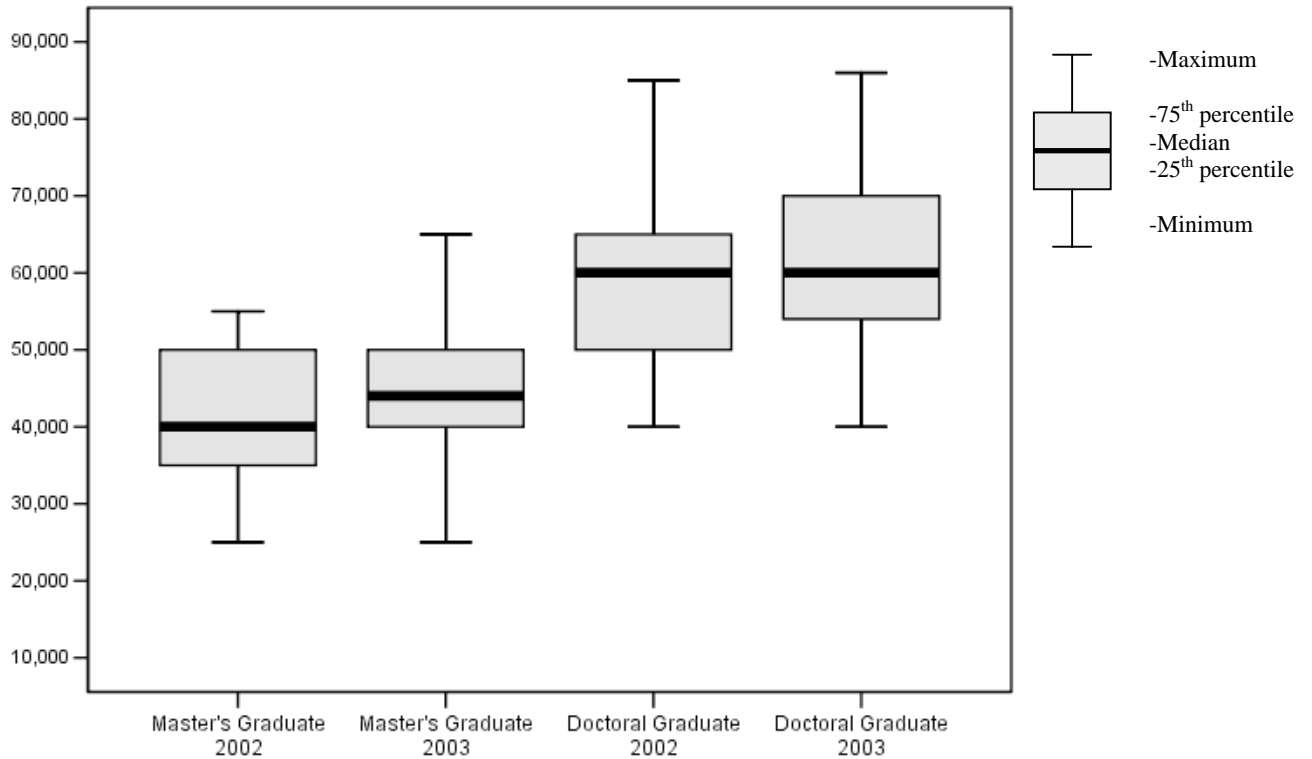
Figure 14. 2003 primary income in private sector, nonprofit, and government organizations by job level based on weighted data.



	<u>Master's</u> <u>2002</u>	<u>Master's</u> <u>2003</u>	<u>Doctoral</u> <u>2002</u>	<u>Doctoral</u> <u>2003</u>
<i>n</i> :	46	59	35	73
Percentile:				
90th	\$55,000	\$70,000	\$85,400	\$94,400
75th	50,000	50,000	65,000	70,000
50th	40,500	43,000	60,000	60,000
25th	35,000	38,000	50,000	54,500
10th	31,700	32,000	43,000	47,400
Mean:	44,793	47,808	61,029	65,362

Note. Extreme values are not presented in the figure.

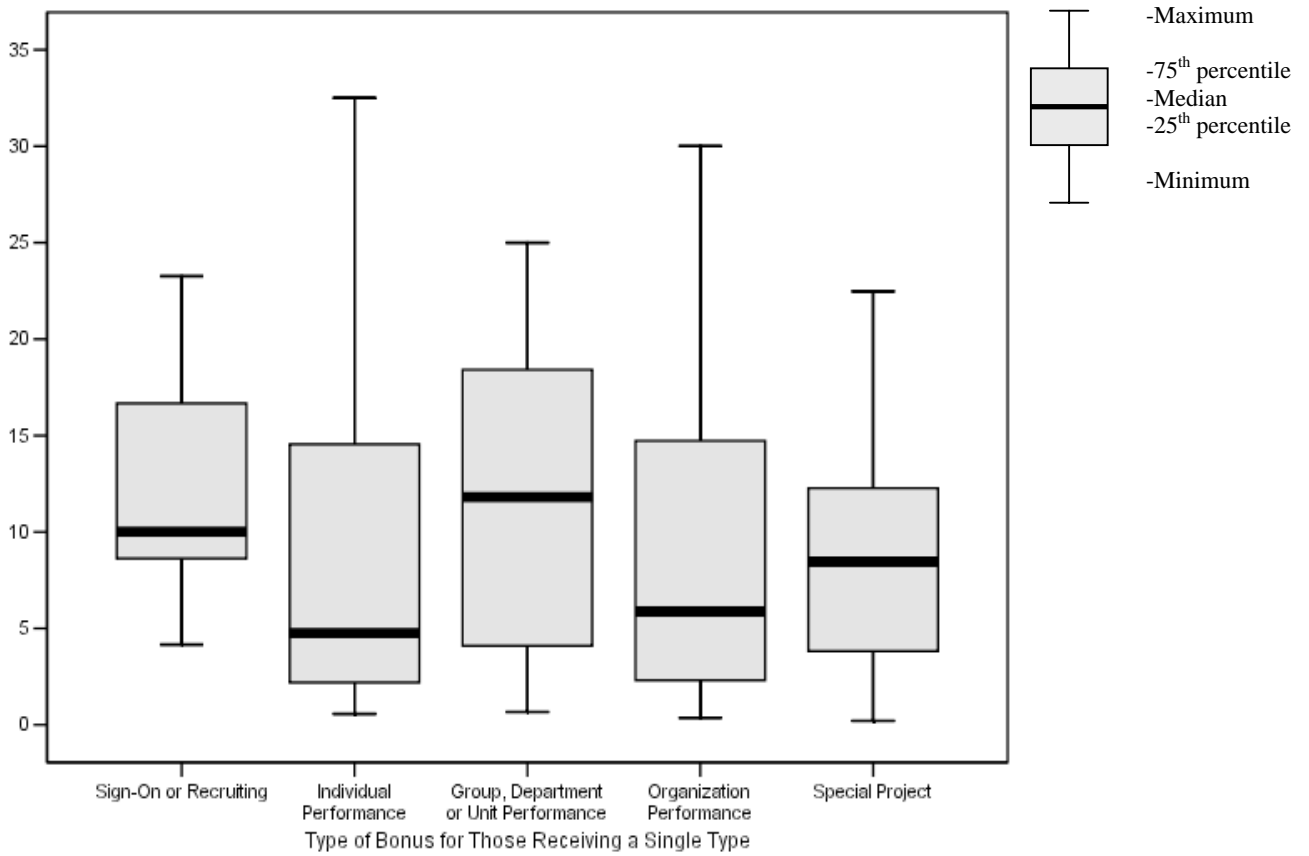
Figure 15. Starting salaries for new industrial and organizational psychology graduates.



	<u>Master's</u> <u>2002</u>	<u>Master's</u> <u>2003</u>	<u>Doctoral</u> <u>2002</u>	<u>Doctoral</u> <u>2003</u>
<i>n</i> :	40	62	34	73
Percentile:				
90th	\$72,607	\$69,164	\$89,559	\$109,634
75th	50,000	50,000	65,000	70,000
50th	40,000	45,000	60,000	60,000
25th	35,000	40,000	50,000	54,470
10th	29,882	30,000	40,000	48,000
Mean:	45,594	47,177	61,625	66,888

Note. Extreme values are not presented in the figure.

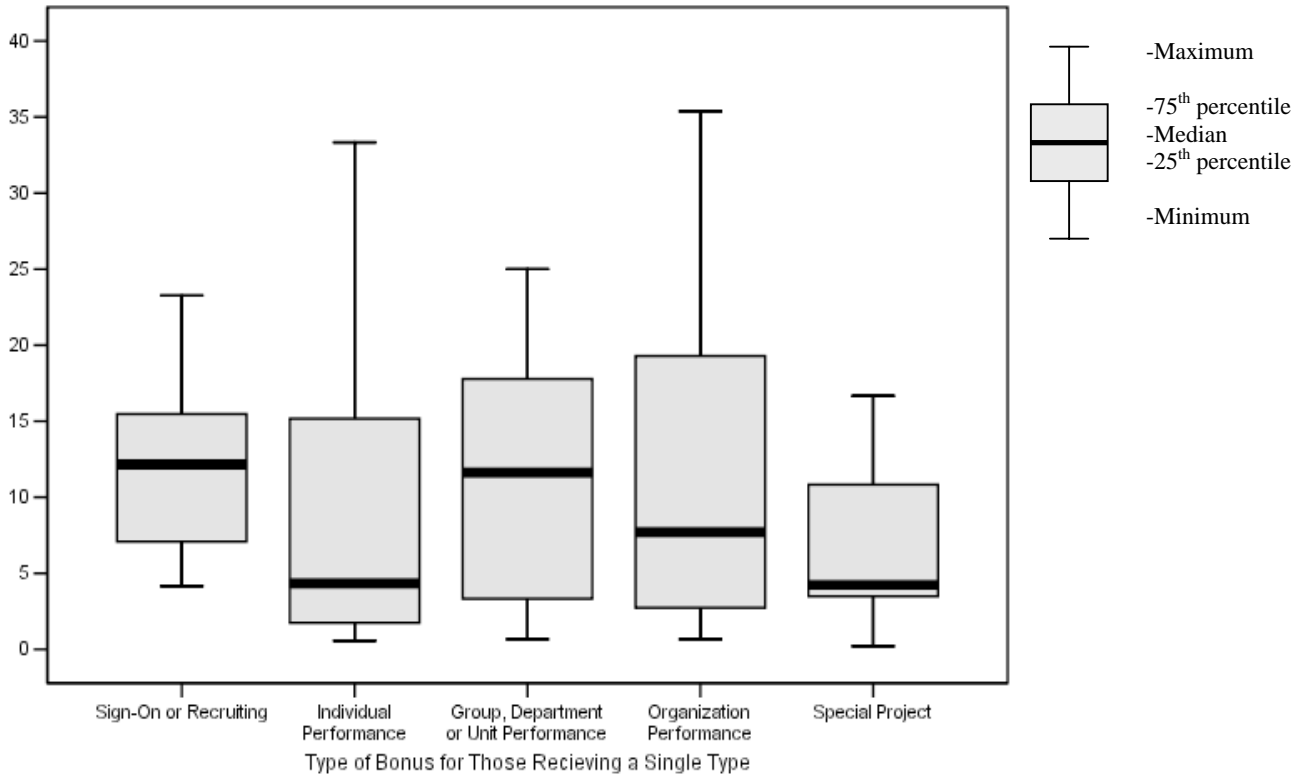
Figure 16. Starting salaries for new industrial and organizational psychology graduates based on weighted data.



	<u>Sign-On or Recruiting</u>	<u>Individual Performance</u>	<u>Group, Department or Unit Performance</u>	<u>Organization Performance</u>	<u>Special Project</u>
<i>n</i> :	9	90	11	75	21
Percentile:					
90th	23.3%	32.2%	24.8%	20.5%	25.2%
75th	17.0%	14.9%	19.0%	15.0%	14.5%
50th	10.0%	4.7%	11.8%	5.9%	8.5%
25th	6.6%	2.2%	3.3%	2.2%	3.7%
10th	4.2%	1.3%	1.1%	1.2%	1.8%
Mean:	12.0%	14.6%	12.6%	9.7%	10.8%

Note. Extreme values are not presented in the figure.

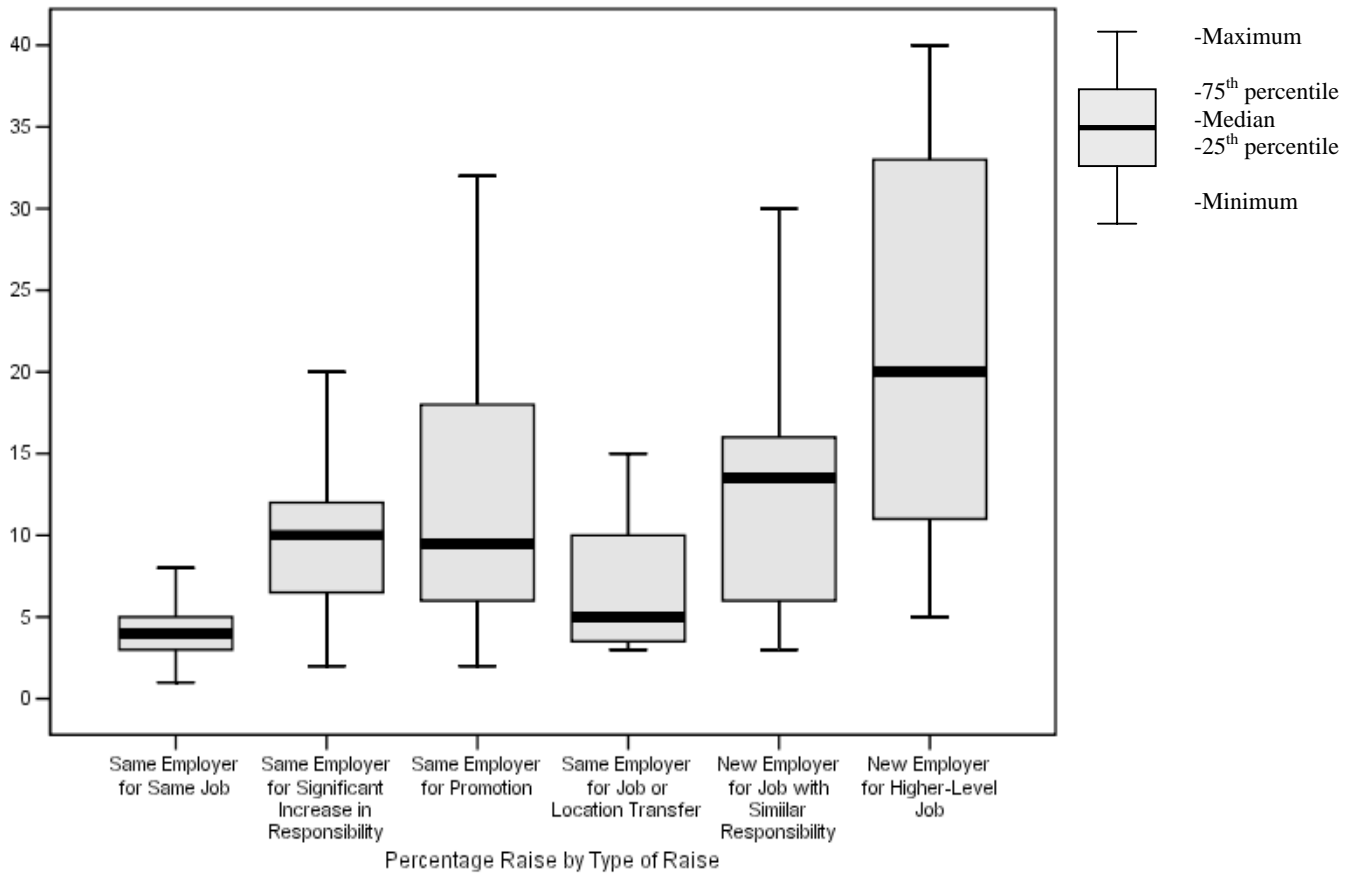
Figure 17. 2003 bonus amount as a percentage of salary from primary employer by bonus type.



	<u>Sign-On or Recruiting</u>	<u>Individual Performance</u>	<u>Group, Department or Unit Performance</u>	<u>Organization Performance</u>	<u>Special Project</u>
<i>n</i> :	5	88	9	72	19
Percentile:					
90th	a	33.3%	25.0%	35.0%	23.9%
75th	20.1%	15.8%	18.7%	20.0%	11.5%
50th	16.1%	4.3%	13.0%	7.7%	7.0%
25th	10.0%	1.8%	3.8%	2.8%	3.5%
10th	a	1.1%	1.6%	1.3%	1.2%
Mean:	15.2%	15.8%	12.3%	12.7%	9.0%

Note. Extreme values are not presented in the figure. ^aNot enough cases to report.

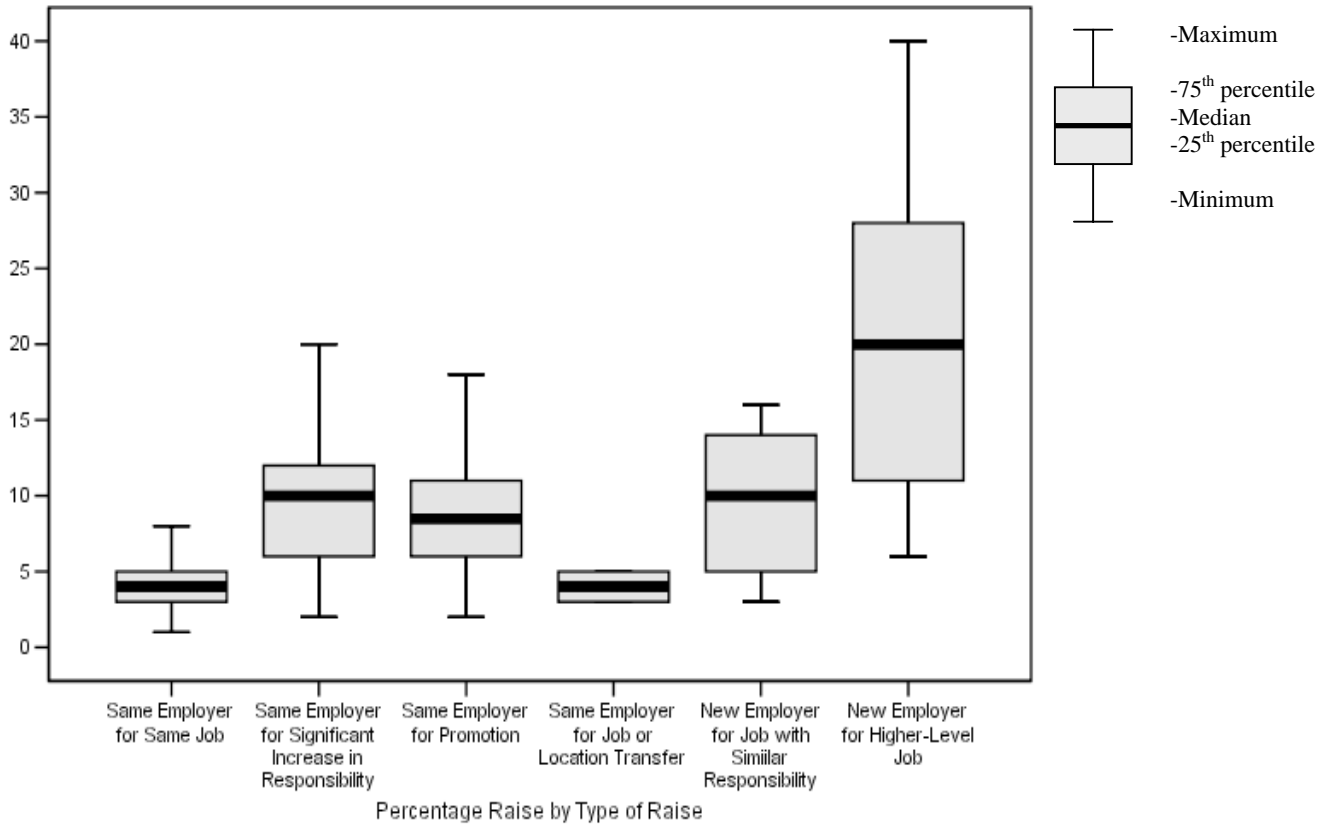
Figure 18. 2003 bonus amount as a percentage of salary from primary employer by bonus type based on weighted data.



	<u>Same Employer For Same Job</u>	<u>Same Employer Increase In Responsibility</u>	<u>Same Employer For a Promotion</u>	<u>Same Employer For a Transfer</u>	<u>New Employer For Similar Responsibility</u>	<u>New Employer For Higher-Level Job</u>
<i>n</i> :	537	40	58	7	14	13
Percentiles:						
90th	9.0%	19.7%	26.1%	a	32.5%	70.0%
75th	5.0%	12.0%	18.0%	15.0%	16.0%	36.5%
50th	4.0%	10.0%	9.5%	5.0%	13.5%	20.0%
25th	3.0%	6.3%	6.0%	3.0%	5.8%	10.5%
10th	2.0%	4.0%	4.8%	a	3.5%	5.4%
Mean:	5.0%	10.6%	12.9%	8.1%	13.8%	27.7%

Note. Extreme values are not presented in the figure. ^aNot enough cases to report.

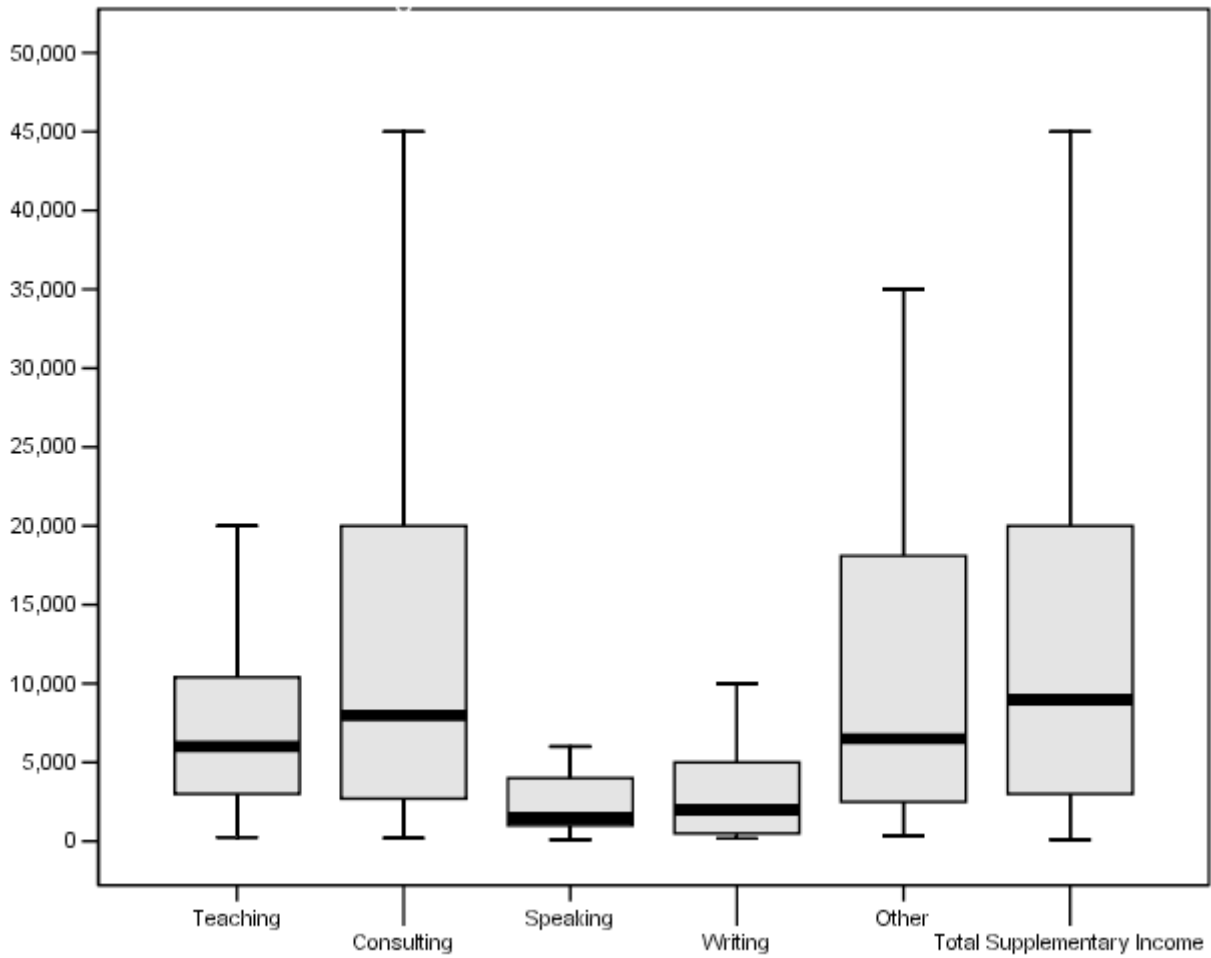
Figure 19. 2003 pay raises as a percentage of base salary by type of raise.



	<u>Same Employer For Same Job</u>	<u>Same Employer Increase In Responsibility</u>	<u>Same Employer For a Promotion</u>	<u>Same Employer For a Transfer</u>	<u>New Employer For Similar Responsibility</u>	<u>New Employer For Higher-Level Job</u>
<i>n</i> :	520	36	47	6	9	9
Percentiles:						
90th	8.0%	20.0%	24.3%	a	34.7%	70.0%
75th	5.0%	13.0%	12.3%	16.8%	16.4%	31.7%
50th	4.0%	10.0%	9.0%	4.8%	11.9%	23.3%
25th	3.0%	6.6%	6.0%	3.4%	5.3%	11.0%
10th	2.0%	3.6%	3.7%	a	3.1%	8.5%
Mean:	4.6%	10.8%	11.0%	8.8%	13.5%	26.6%

Note. Extreme values are not presented in the figure. ^aNot enough cases to report.

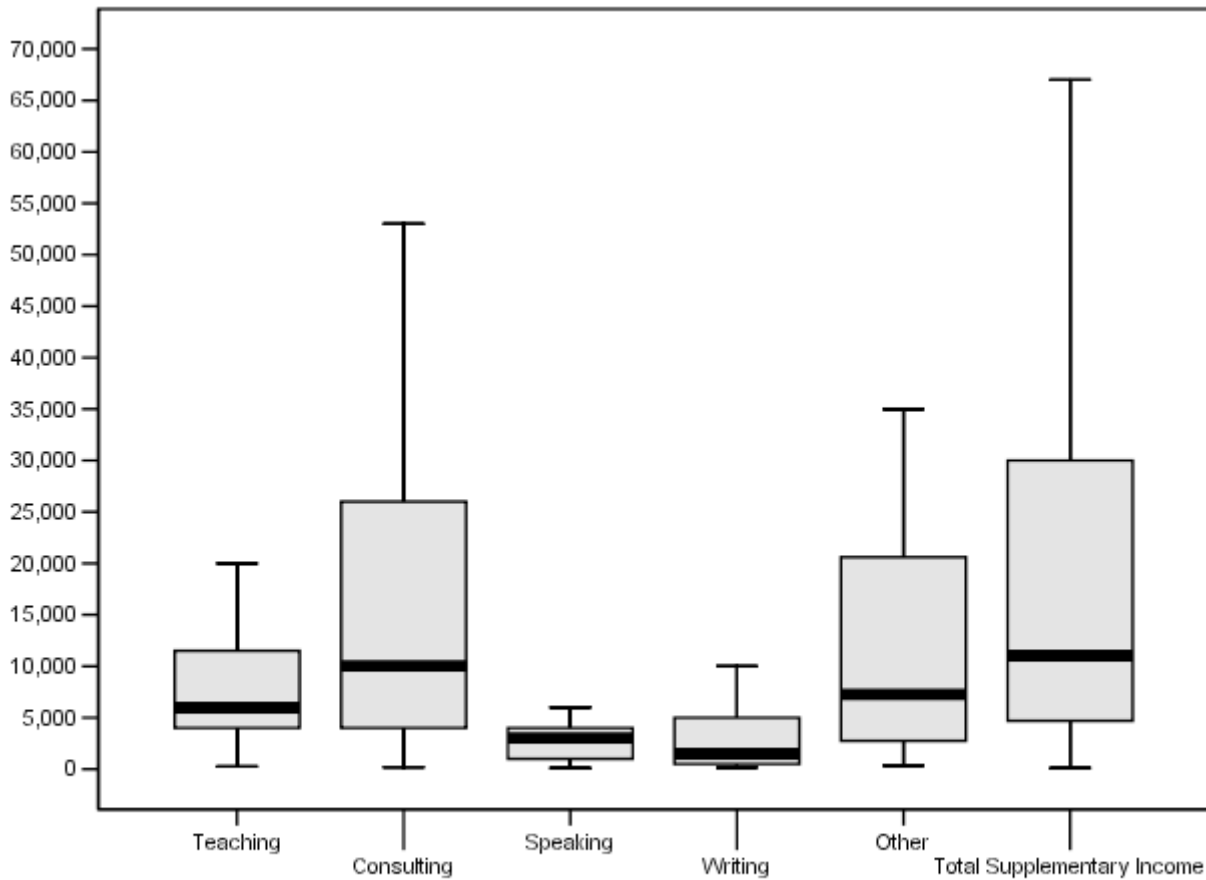
Figure 20. 2003 pay raises as a percentage of base salary by type of raise based on weighted data.



	<u>Teaching</u>	<u>Consulting</u>	<u>Speaking</u>	<u>Writing</u>	<u>Other</u>	<u>Total Supplementary Income</u>
<i>n</i> :	94	205	36	53	27	299
Percentiles:						
90th	\$22,500	\$47,000	\$15,000	\$20,000	\$40,000	\$50,000
75th	10,550	20,000	4,000	5,000	18,200	20,000
50th	6,000	8,000	1,500	2,000	6,500	9,000
25th	3,000	2,698	1,000	500	2,500	3,000
10th	1,650	1,000	470	250	790	1,200
Mean:	9,954	17,835	7,531	6,486	13,426	18,626

Note. Extreme values are not presented in the figure.

Figure 21. 2003 supplementary income by type.



	<u>Teaching</u>	<u>Consulting</u>	<u>Speaking</u>	<u>Writing</u>	<u>Other</u>	<u>Total Supplementary Income</u>
<i>n</i> :	95	230	42	76	29	317
Percentiles:						
90th	\$21,679	\$70,000	\$15,000	\$20,000	\$53,346	\$70,000
75th	12,000	27,000	12,000	6,200	23,000	30,000
50th	6,234	10,000	3,119	1,617	8,629	12,000
25th	4,000	4,000	1,000	500	3,000	4,808
10th	1,862	1,000	1,000	250	988	1,430
Mean:	10,613	24,342	10,420	7,055	16,399	25,344

Note. Extreme values are not presented in the figure.

Figure 22. 2003 supplementary income by type based on weighted data.