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Income and Employment of SIOP Members in 2000

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Authors' Notes

The Human Resources Research Organization (HumRRO) conducted the 2000 Income and Employment Survey of the membership of the Society for Industrial and Organizational Psychology on behalf of the SIOPI Executive Committee and as a service to the SIOPI membership. We would like to acknowledge the support of Jim Miller and Questar, Inc., who contributed to this project by donating labor and materials to print the surveys. We would also like to acknowledge the involvement of Lee Hakel and staff in the SIOPI Administrative Office and Dr. Nancy Tippins, SIOPI President. Please address correspondence to either author at HumRRO, 66 Canal Center Plaza, Suite 400, Alexandria, VA 22314 or at dkatkowski@humrro.org or gmedsker@humrro.org.

2000 Income of SIOP Members

The 2000 Income and Employment Survey of the SIOP membership was conducted during the first quarter of 2001 (i.e., the data were collected in 2001, but reflect income and conditions in 2000). Similar surveys were conducted in 1998, 1995, 1989, and 1983 reflecting conditions in 1997, 1994, 1988, and 1982, respectively. The 2000 survey was designed to be as similar as possible to past surveys to make replication of analyses easier; however, many new variables were added to expand information available to SIOP members.

The 2000 survey was mailed on February 10, 2001 to all SIOP members, associate members, and fellows with addresses on record ($n=3,156$). Reminder cards were mailed on February 27. As of March 15, 2001, 1,115 surveys were returned, yielding a response rate of 35.3%. Data from 24 respondents were excluded because they were retired. This response rate was the lowest in all the years the survey has been conducted. The response rate has steadily declined from its high in 1988 (72.8%), with the next lowest response rate (43.6%) obtained 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. Comparing percentages of respondents in general categories of primary employment as an index of representativeness, we see that the sample composition (25.8% private sector, 30.2% consulting, 31.4% academic, and 6.6% public sector) was roughly similar to that of SIOP membership as a whole (17.0% private sector, 36.5% consulting, 35.2% academic, and 6.0% public sector).

Another possible cause for the declining response rate may have been the addition of several items to and increased length of this year's survey. For example, on the 2001 survey, items asked respondents to indicate total income from their primary job for both the years 2000 and 1999 so pay change information could be calculated. In previous years, the survey only

asked respondents to indicate total income from their primary job for the year that had just past. Some respondents simply did not answer certain questions. It is conceivable that members found several items difficult to complete and opted not to fill it out. Another factor was a shorter amount of time between survey mail out and the cutoff date for survey return. We believed information would be of greater value if published earlier in 2001, so we were striving to complete analyses and writing in time for publication in the June, 2001 issue of *The Industrial-Organizational Psychologist*.

Results

Demographic and Background Variables

Table 1 contains an analysis of the sample for several background variables. As would be expected as the field matures and the "baby boom" generation ages, the proportion of respondents who received their doctorates 25 or more years ago has been increasing. Furthermore, the trend of an increasing percentage of female respondents continued in 2001, as in prior years. This data showed little change in membership type, employment status, or location relative to previous survey samples. Most SIOP members (87.4%) are members of APA; 93.3% consider Division 14 to be their primary APA division; and 41.4% of the respondents are members, associates, or fellows of APS. For highest degree, 88% of the sample had a doctorate, 12% had a master's degree, and less than 1% had a bachelor's degree. These percentages are similar to types of membership within SIOP (10.3% are associate members, which means their highest degree is a master's degree and 89.8% are either members or fellows, which means their highest degree is a doctorate).

Reported Income Levels

Highest degree obtained. As shown in Table 2, the median income for respondents with doctorates was \$83,000 in 1999 and \$90,000 in 2000. Twenty-five percent earned \$116,000 or more in 1999 and \$125,000 or more in 2000; 10% earned \$175,000 or more in 1999 and \$200,000 or more in 2000. The median income for those with a master's degree also increased, from \$58,000 in 1999 to \$67,000 in 2000. In contrast to the longitudinal results for those with doctorates, this was the first survey in which median salary for those with a master's had increased since the 1994 survey. Compared to those with a doctorate, those with a master's degree had a 4% higher median income in 1982, but this changed to a 14% lower median income for those with a master's in 1988, 16% lower in 1994, 31% lower in 1997, 30% lower in 1999, and 29% lower in 2000.

When the 1999 median incomes were adjusted using the Consumer Price Indexes (CPI) for 1988 and 1999 (see Table 3), the adjusted 1999 median income was worth less for both those with doctorates (\$58,937) and master's degrees (\$41,185) than the actual 1988 income (\$60,000 and \$51,500, respectively). This indicates that the 1999 median incomes provided less purchasing power than the 1988 median incomes. The 2000 adjusted median income for those with doctorates (\$61,829) was 3.1% higher than in 1988, but for those with master's degrees, it was 10.6% lower (\$46,028).

Age differences. Table 2 shows that median income was highest in 1999 for the 55 and older age group and highest for those 50-54 in 2000. The median income for those 50-54 was 44% higher than the median for those under 35 in 2000, 47% higher in 1999, 53% higher in 1997, 70% higher in 1994, 44% higher in 1988, and 61% higher in 1982.

Gender differences. The mean primary income for women in both 1999 and 2000 (\$78,276 and \$89,613, respectively) was significantly ($p < .001$) lower than the mean income for men (\$131,345 and \$141,801, respectively). In addition, in 1999, the median income for all women in the sample (\$70,000) was 18% lower than the median income for all males (\$85,000), and, in 2000, the median income for all women (\$77,000) was 17% lower than the median income for all males (\$93,000). This result was similar to previous years: The median income for women was 19% lower than that for men in 1982 and 1988 and 22% lower in 1994 and 1997. Thus, the overall “wage gap” does not appear to have decreased.

Some of the discrepancy in primary income may be explained by gender differences observed in other areas. For instance, male SIOP members were more likely to hold doctorates than female members (90% versus 83%, $p < .01$). However, even at the same degree level, males had higher mean and median incomes than females (see Figures 1 and 2; note that the 5% trimmed mean is the arithmetic mean of a distribution of numbers calculated when the highest and lowest 5% of the values have been eliminated from a distribution, to reduce the effect of extreme values on the mean). Male members also averaged a greater number of years since obtaining their doctorate (18.8) than female members (11.2). There was no reliable association between gender and working in high income areas (New York and Boston Metro Areas) versus all other areas in the U.S.

Status as a partner, principal, or owner. Of the sample, 14.5% indicated they were sole proprietor of a company, 3.1% indicated they were a partner, 5.1% indicated they were a principal, and 2.7% indicated they were a primary shareholder. A majority of these individuals were male (77.9%). Subgroups for owners (proprietor, partner, etc.) were not large enough to conduct any meaningful analyses, thus they were combined into one group. The median 1999

and 2000 income of consulting firm owners (\$140,000, $n=87$ and \$168,000, $n=89$, respectively) exceeded the median income of private research firm owners (\$120,000, $n=3$ and \$120,000, $n=3$, respectively). In 1997, the same result was obtained (\$140,000 and \$112,000, respectively). Consulting firm owners received notably higher annual incomes in 1999 and 2000 ($M = \$177,287$, $SD = \$147,771$ and $M = \$204,303$, $SD = \$171,575$, respectively) than others employed in such firms ($M = \$93,417$, $SD = \$80,465$, $p < .001$ and $M = \$108,305$, $SD = \$91,904$, $p < .001$, respectively). Similarly, private research firm owners received higher incomes in 1999 and 2000 ($M = \$119,667$, $SD = \$9,504$ and $M = \$124,333$, $SD = \$10,214$, respectively) than others employed in those types of firms ($M = \$85,400$, $SD = \$32,697$, $p < .01$ and $M = \$87,048$, $SD = \$34,714$, $p < .01$, respectively).

Years since doctorate. Figures 3 and 4 display the 1999 and 2000 annual incomes for SIOP members with doctorates by the number of years since they received their degree. Respondents who received doctorates 25 or more years ago had the highest median incomes for both years (\$105,000 for 1999 and \$111,000 for 2000). The 1999 and 2000 data also show that the variability in annual income increased with years since degree.

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 previous SIOP surveys, total survey respondents located in the Total New York Metro area (Manhattan and Other Metro New York areas combined) received higher mean incomes in both 1999 and 2000 (\$132,267 and \$171,972, respectively) than respondents employed in all other locations combined (\$110,469 and \$116,908, respectively). In 1999, the mean incomes in Manhattan (\$144,195) and the San Francisco/San Jose Metro Areas (\$135,645) were higher than for any other location and exceeded the total sample mean (\$112,760) by 27.9% and 20.3%,

respectively. In 2000, the mean incomes for both Manhattan (\$154,279) and Other New York Metro Areas (\$183,677) were higher than that of all other locations and exceeded the total sample mean (\$122,687) by 25.6% and 49.7%, respectively.

In contrast to the situation for mean incomes, Boston respondents had the highest median income in both 1999 and 2000 (see Figures 5 and 6), followed by the San Francisco/San Jose, CA, and Other New York Metro areas. For both years, median incomes for in each of the specified metro areas and cities exceeded the median income for all other areas combined.

Location of employment by zip code. Respondents were asked to indicate the first two digits of their zip code. This information was used so that respondents who did not live in one of the highly populated cities used in the analysis above could get a general impression of median salary in the area where they live. Since there 100 possible responses and the overall doctoral sample size was not large, sample sizes in any given category of two digit zip code are small and in many cases zip code areas had to be combined to obtain adequate sample sizes for presentation of data. Thus, one should take care in assuming that median salaries are representative of the population as a whole (see Table 4). Respondents who lived in the first two digits of one zip code area in California (94) and two in Oklahoma (73 & 74) had the highest median incomes (\$130,000 and \$127,000, respectively). Those who lived in the first two digits of a combined group of three Zip code areas in Minnesota, Montana, North Dakota, and South Dakota (56, 58, & 59) and two in Illinois (61 & 62) had the lowest median incomes (\$52,000 and \$60,000, respectively).

Size of community. Of the respondents who indicated the size of the community in which they worked, 46.8% indicated their community size was greater than 1,000,000, 20.9% indicated less than 100,000, 18.4% indicated 100,000 to 499,999, and 13.8% indicated 500,000

to 1,000,000. For both 1999 and 2000, as the size of the community in which respondents worked increased, so did so did respondents' median salaries (see Figure 7).

Type of principal employment. A majority (59%) of respondents with doctorates identified their principal employer as a consulting firm ($n = 223$), a doctorate-granting academic department ($n = 184$), or a non-doctorate-granting academic department ($n = 148$). This was similar to 1997. For 1999, Figure 8 shows that those who worked for an energy production company earned the highest median income (\$118,500), followed by respondents who worked for an information technology/computer organization (\$108,500). In 2000 (Figure 9), those who worked for an information technology/computer organization earned the highest median income (\$122,000), followed by respondents who worked for either energy production or other industries not specified in the survey (\$120,000). In 1999, respondents who were self-employed (other than consulting) earned the lowest median income (\$55,000), and, in 2000, respondents employed in non-doctorate-granting academic departments (\$60,000) earned the lowest median income.

Respondents who worked in academia had a substantially lower median income than those who worked in an applied setting in both 1999 (\$69,000 vs. \$90,500, respectively) and 2000 (\$73,000 vs. 100,000, respectively). The median starting salary for newly graduated doctorates was \$51,000 in 1999 and \$60,000 in 2000 for those in academia and \$57,000 in 1999 and \$60,000 in 2000 for those in an applied setting. Furthermore, in academia, median starting salaries in 1999 and 2000 for newly graduated doctorates who obtained employment in business departments were \$75,000 and \$80,000, respectively while those who obtained employment in psychology departments had starting median salaries of \$45,000 and \$46,000, respectively.

In both years, respondents with doctorates employed in academic business departments reported higher median incomes (\$81,000 in 1999 and \$87,000 in 2000) than respondents

employed in psychology departments (\$60,000 in 1999 and \$61,000 in 2000). Similar results hold for both academic institutions with a doctoral program in one's specialty area (\$100,000 in 1999 and \$110,000 in 2000 for business departments vs. \$66,000 in 1999 and 70,000 in 2000 for psychology departments) and those without (\$72,000 in 1999 and \$80,000 in 2000 for business departments vs. \$48,000 in 1999 and \$50,000 in 2000 for psychology departments).

Primary work role. Respondents were asked to indicate the percentage of total work time spent on work roles. A primary role was defined as one in which a respondent spent 51% or more of their time. Figure 10 shows median income for doctorates as a function of primary work role for 1999 and 2000. The HR program or system evaluation work role was not included because only three respondents indicated it as their primary role. In 1999 and 2000, there was no variation in the rank order of primary roles in terms of median income. Surprisingly, however, those who indicated HR program or product implementation as their primary role had a median income that exceeded those of supervision, management, and administration in both 1999 and 2000.

Primary work area. Respondents were asked about the percentage of time they spend on certain professional activities. In this study, primary work area was defined as one on which a respondent spent 51% or more of their time. Unfortunately, many of the primary work area categories contained small sample sizes. This made it difficult to assume that the median incomes obtained were representative for those areas and to maintain the anonymity of respondents' data. Thus, analysis for any primary work area with fewer than five respondents is not presented. Figures 11 and 12 show that the three primary work areas with the highest median incomes in 1999 and 2000 were personnel system diagnosis/evaluation, counseling/coaching, and ergonomics/human factors. In contrast, those in HR information systems and occupational

safety and health earned the lowest median incomes in 1999 and 2000 (median income for occupational safety and health is not shown for 2000 because there were fewer than five respondents in that category).

Academic title. Three of the nine academic titles were omitted because of small sample sizes (Instructor/Lecturer (non-tenure track), Dean, and Professor Emeritus). Of the six titles remaining, those with the title of Distinguished or Chaired Professor made substantially more than all other titles in both 1999 and 2000. The rank order of titles in terms of median salary for 1999 was identical in 2000 (see Figure 13).

Job title description. As expected, respondents who described their jobs as Director or Vice President reported the highest median income, and respondents who described their jobs as Entry-level Consultant, Researcher, or Practitioner reported the lowest median income for both 1999 and 2000 (see Figure 14). In both 1999 and 2000, however, there were separate instances in which a reportedly lower-level supervisory/management position resulted in a higher median income than a higher-level supervisor/management position. It is possible that the job title descriptions given, as options, were overly vague and/or general, not unlike many job titles used throughout the work world.

Supplementary income. Of respondents with doctorates, 38.1% earned supplemental income from one or more sources other than their principal employer in 2000 (see Figure 15). The median supplemental income for these respondents was \$10,000; 10% of these respondents earned \$80,800 or more in supplemental income. Consulting was the most frequent source of additional income, but the “other” category of supplementary income added the highest median (\$18,000) and mean (\$41,096) income.

Starting salary for new Ph.D.s. The median starting salary for individuals with new doctorates employed by SIOP members in 1999 was \$55,000 and, in 2000, it was \$60,000 (see Figure 16). Ten percent of those hired with new doctorates were paid \$80,000 or more in 1999 and \$85,000 or more in 2000. The median starting salary for individuals with master's degrees in 1999 was \$44,000, and in 2000 it was \$45,000. Ten percent of those hired with new master's degrees earned \$60,000 in 1999 and \$65,000 in 2000. Thus, the median starting salary for individuals with master's degrees increased by 2.3% since 1999, whereas the median starting salary for those with new doctorates increased 9.0%. It is not known whether these individuals with new degrees were employed in the field prior to receiving their degree.

Size of organization. Respondents reported that their employers had from 1 to 1,500,000 employees worldwide. The mean number of employees was 29,104, and over 60% worked for employers with 2,500 employees or less. Figure 17 displays median incomes in 1999 and 2000 by the number of people employed by the primary employer. The 1999 and 2000 distributions were quite similar. The median salaries were highest for respondents employed in the largest and smallest organizations (1 to 100 and 10,000 to 100,000 employees), whereas respondents employed in medium-sized organizations had the lowest median salaries.

Number of employees supervised. Almost half of respondents (47.3%) reported having no subordinates, while others reported having as many as 2,000. The mean and median numbers of subordinates were 6.9 and 1.0, respectively. Figure 18 shows that there is some relationship between number of employees supervised and salary for both 1999 and 2000. In both years, those who supervised more than 25 employees had the highest median income (\$110,000 in 1999 and \$125,000 in 2000), and those who did not supervise any employees earned the lowest median income (\$70,000 in 1999 and \$75,500 in 2000).

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 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, and employees can have the funds in these plans placed in such investments as mutual and money market funds. A defined benefit plan is what is commonly known as a pension. With a defined benefit plan, an employer agrees to pay a certain amount of salary once the employee is retired. This amount is not based on how it was invested over the years before retirement. Defined contribution plans have been on the increase and defined benefit plans on the decrease in the U.S. in recent years (Milkovich & Newman, 1999)¹. In 2000, over three times as many respondents were covered by defined contribution plans as compared to defined benefit plans. As shown in Figure 19, the mean percentage of salary contributed by the employer of respondents with defined contribution plans was 8.7%, and the median was 6.0%. For respondents with defined benefit plans, the mean and median percentages of salary to be received during retirement were 40.7% and 50.0%, respectively.

Sizes and types of bonuses. Close to half of respondents (42.2%) received some type of bonus in 2000. The median and mean bonus, in terms of percent of total income for primary job, were 10.0 and 16.0, respectively. Figure 20 displays percentages of respondents in type of bonus categories. The largest proportion of respondents received their bonus for individual performance followed by organizational performance, group performance, and performance on a special project. The median and mean percent bonus for these different types of bonuses were

10.0 and 17.5, 14.0 and 20.0, 11.5 and 16.8, and 7.9 and 13.6, respectively. Organizational and group performance bonuses were the second and third most prevalent types of bonuses received. (It was possible for respondents to choose more than one type of bonus.)

Sizes and sources of raises. A majority of respondents (68.8%) reported a raise during 2000 and raises ranged from .1% to 250.0%. The median and mean percent raises for respondents were 5.0 and 8.3, respectively. Most respondents received their raises from either the same employer in the same job one currently holds, from changing employers, or from a promotion. The median and mean percent raises for these sources of raises were 4.2 and 6.6, 8.2 and 18.0, and 10.0 and 11.9, respectively. Figure 21 displays percentage of respondents in source of raise categories.

Correlation and Regression Analysis with Annual Income

Fifty-two variables were correlated with 2000 income from the primary employer. Over half (30) of the correlations were significant (see Table 5). A simultaneous regression analysis was conducted in order to determine which of the job, organizational, and personal background characteristics measured on the survey accounted for variance in 2000 income from the primary employer. Dummy variables were used for employment locations, type of primary employer, and job titles. Some variables were omitted from the regression analysis because they had too much missing data (e.g., $n=769$ for APS membership vs. 1,048 for most variables) or did not have a significant correlation with 2000 income (e.g., years with present employer). Four variables were not entered in the regression because they were the comparison groups for four sets of dummy variables.

Of 38 variables entered simultaneously in the regression, 12 were significantly ($p < .05$) related to 2000 income from the primary employer and 36.8% of the variation in income levels

¹ Milkovich, G. T., & Newman, J. M. (1999). *Compensation*. (6th ed.). New York, NY: Irwin McGraw-Hill.

was accounted for ($R^2_{adj}=.34$). Although gender had been significantly correlated with 2000 income, it was not significantly related in the regression results. On average, controlling for all other variables, owners made \$72,804 more than those who were not owners; an additional hour of work per week was associated with \$1,857 higher income; an additional employee supervised was related to \$256 in income; each additional year since first graduate degree was associated with \$2,190 higher income; those who worked in Manhattan, NY, Other NY Metro Areas, and Los Angeles/Orange County, CA made \$58,631, \$55,906, and \$44,225 more, respectively, than the All Other Locations category; those who worked in psychology departments with a doctoral program in their specialty area made \$42,213 less than those who worked in consulting organizations; those who worked in psychology departments without a doctoral program in their specialty are made \$33,781 less than those who worked in consulting organizations; those who worked in industry made \$28,022 more while those who worked as individual consultants made \$57,159 less than those who worked for consulting organizations; those who had jobs best described as mid-level practitioner/researcher/consultant, full professor (tenured), and manager or director/vice president made \$36,335, \$31,630, and \$28,883 less, respectively, than senior practitioners/consultants/researchers; those who were SIOP fellows made \$45,726 more than those who were SIOP members.

Discussion

Among changes in results from this year's survey relative to the 1997 survey was the increase in the proportion of respondents with master's degrees and decrease in the proportion with doctorates. We have observed increasing numbers of master's degree programs and candidates in the I/O psychology market in recent years, so this finding corresponds with those observations. In light of this, it would have been our preference to include master's level SIOP

associates in most, if not all, of the analyses; however, the sample size was too small. In upcoming surveys, an attempt will be made to gather and present more information for this educational level.

Over one-third of the variance in 2000 income was accounted for by variables in the regression equation. As found with 1997 survey results, firm ownership (e.g., partner, principal, sole proprietor, significant stockholder) was associated with higher income in 2000. Years since first graduate degree, SIOP Fellow status, and New York and San Francisco locations were also associated with higher 2000 income. New items on the survey, such as number of subordinates and average hours worked per week showed positive relationships with income level.

New items on defined contribution or defined benefit retirement plans also provided information readers can use to compare their benefits to those of others in the field. However, there was a tradeoff for the 2000 survey with the addition of the new items: additional information at the cost of sample size. We welcome comments from members of SIOP as to whether the additional information is worth the additional survey length. We will be certain to make use of comments and patterns of missing data to assess which items caused respondents difficulty.

Table 1

Characteristics of Samples Across Time (Cross-Sectional)

	1982	1988	1994	1997	2000
Gender					
Men	84%	79%	71%	67%	65%
Women	16%	21%	29%	33%	35%
Type of SIOP Membership					
Associate	n/a	10%	6%	7%	10%
Member	n/a	82%	86%	86%	83%
Fellow	n/a	8%	9%	7%	7%
Employment Status					
Employed Full-Time	n/a	87%	89%	86%	86%
Employed Part-Time	n/a	5%	3%	8%	9%
Location					
Metro New York	14%	14%	11%	10%	11%
Elsewhere	86%	86%	89%	90%	89%
Years Since Doctoral Degree					
0-2	n/a	n/a	8%	11%	2%
2-4	n/a	n/a	12%	13%	14%
5-9	23%	24%	19%	18%	19%
10-14	19%	22%	18%	14%	15%
15-19	14%	18%	14%	14%	13%
20-24	n/a	n/a	14%	12%	14%
25 or more	n/a	n/a	15%	19%	25%

Table 1 (continued)

Characteristics of Samples Across Time (Cross-Sectional)

	1982	1988	1994	1997	2000
Degree					
Doctorate	n/a	n/a	n/a	92%	88%
Master's	n/a	n/a	n/a	7%	12%
Bachelor's	n/a	n/a	n/a	0.3%	0.2%

Note. "n/a" indicates that data are not available.

Table 2
Demographic Comparison of Median Primary Incomes For Selected Subgroups by Year.

	1982	1988	1994	1997	1999	2000
Degree						
Doctorate	\$42,850 (844)	\$60,000 (1,448)	\$71,000 (1,124)	\$80,000 (1,231)	\$83,000 (882)	\$90,000 (905)
Master's	43,000 (96)	51,500 (171)	59,500 (104)	55,000 (99)	58,000 (117)	67,000 (126)
Age ^a						
<35	\$33,000 (148)	\$45,000 (132)	\$50,000 (168)	\$60,000 (236)	\$62,000 (163)	\$70,000 (170)
35-39	40,000 (193)	55,000 (280)	61,000 (227)	70,000 (178)	75,000 (136)	80,000 (141)
40-44	45,500 (152)	60,000 (329)	75,000 (216)	80,000 (162)	78,000 (95)	82,000 (100)
45-49	50,000 (92)	65,000 (262)	84,000 (247)	100,000 (210)	95,000 (141)	99,500 (140)
50-54	53,000 (91)	65,000 (144)	85,000 (140)	91,500 (196)	91,000 (140)	100,500 (144)
55+	n/a	n/a	n/a	92,000 (242)	100,000 (189)	100,000 (192)

Table 2 (continued)
Demographic Comparison of Median Primary Incomes For Selected Subgroups by Year.

	1982	1988	1994	1997	1999	2000
Gender ^b						
Men	\$44,250 (811)	\$62,000 (1290)	\$75,000 (954)	\$83,000 (858)	\$85,000 (637)	\$93,000 (653)
Women	36,000 (150)	50,000 (342)	58,500 (394)	65,000 (428)	70,000 (341)	77,000 (357)

Note. Numbers in parentheses are sample sizes.

^aIncludes only respondents with a doctorate.

^bIncludes all respondents regardless of degree.

Table 3

Percent Change in Median Incomes (\$) Adjusted to 1988 Income Using Consumer Price Indexes.

	% Change in Median Income, 1997 to 1999	% Change in Median Income, 1999 to 2000	1988 Income	1999 Income Adjusted to 1988 Dollars	2000 Income Adjusted to 1988 Dollars
Doctorate	+ 3.8%	+ 8.4%	60,000	58,937	61,829
Master's	+ 5.5%	+ 15.5%	51,500	41,185	46,028
Age ^a					
<35	+ 3.3%	+ 12.9%	45,000	44,025	48,089
35-39	+ 7.1%	+ 6.7%	55,000	53,256	54,959
40-44	- 2.5%	+ 5.1%	60,000	55,386	56,333
45-49	- 5.0%	+ 4.7%	65,000	67,458	68,356
50-54	- 0.1%	+ 10.4%	65,000	64,617	69,042
55+	+ 8.7%	0%	n/a	71,008	68,699

Table 3 (continued)

Percent Change in Median Incomes (\$) Adjusted to 1988 Income Using Consumer Price Indexes.

	% Change in Median Income (1997 to 1999)	%Change in Median Income (1999 to 2000)	1988 Income	1999 Income Adjusted to 1988 Dollars	2000 Income Adjusted to 1988 Dollars
Gender ^b					
Men	+ 2.4%	+ 9.4%	62,000	60,357	63,898
Women	+ 7.7%	+10.0%	50,000	49,705	52,898

^aIncludes only respondents with a doctorate.

^bIncludes all respondents regardless of degree.

Table 4.
2000 Median Income as a Function of First Two Digits of Zip Code.

First 2 Digits U.S. Zip Code	Number of Respondents	Median 2000 Salary	First 2 Digits U.S. Zip Code	Number of Respondents	Median 2000 Salary	First 2 Digits U.S. Zip Code	Number of Respondents	Median 2000 Salary
01 & 02 (MA & RI)	25	\$108,000	35 & 36 (FL & AL)	7	\$98,000	73 & 74 (OK)	6	\$127,000
03, 04 & 06 (NH, VT, CT & ME)	22	\$102,500	37 (TN)	11	\$60,000	75 & 76 (TX)	17	\$80,000
07 (NJ)	19	\$110,000	38 & 39 (TN & MS)	15	\$75,000	77 (TX)	22	\$97,500
08 (NJ)	12	\$91,500	40 & 42 (KY)	8	\$68,500	78 (TX)	7	\$109,000
10 (NY)	37	\$117,000	43 (OH)	8	\$73,000	80 (CO)	23	\$80,000
11, 12 & 13 (NY)	11	\$85,000	44 (OH)	23	\$80,000	81, 82, 83 & 84 (CO, WY, ID & UT)	6	\$71,000
14 (NY)	10	\$121,500	45 (OH)	16	\$81,000	85 & 86 (AZ)	8	\$125,500
15 (PA)	12	\$96,500	46 & 47 (IN)	6	\$79,500	90 (CA)	14	\$125,000
16, 17 & 18 (PA)	13	\$62,000	48 (MI)	43	\$85,000	91 (CA)	7	\$100,000
19 (PA & DE)	19	\$98,000	49, 50 & 51 (MI & IA)	8	\$70,500	92 (CA)	19	\$94,000
20 & 21 (DC, MD & VA)	50	\$91,500	52 (IA)	9	\$80,000	93 (CA)	5	\$111,000
22 (VA)	33	\$94,000	53 (WI)	12	\$114,000	94 (CA)	18	\$130,000
23 (VA)	11	\$80,000	54 (WI)	5	\$95,000	95 (CA)	7	\$80,000
24 & 25 (VA & WV)	7	\$65,000	55 (MN)	37	\$88,000	97 (OR)	6	\$80,000
27 (NC)	15	\$82,000	56, 58, 59 (MN, MT, ND & SD)	5	\$52,000	99 (WA & AK)	14	\$93,500
28 (NC)	13	\$80,000	60 (IL)	39	\$100,000			
29 (SC)	5	\$70,000	61 & 62 (IL)	11	\$60,000			
30 & 31 (GA)	39	\$97,000	63, 64, 65 (MO)	27	\$90,000			
32 (FL)	17	\$90,000	66 & 68 (KS, NE)	8	\$61,500			
			70, 71 & 72 (LA & AR)	12	\$76,500			

Note. Doctoral respondents only.

Table 5

Significant Correlations of Job, Organizational, and Personal Background Characteristic Variables with 2000 Primary Employer Income.

Variable	Group Membership (if applicable)	Pearson <i>r</i> with 2000 Income
Gender	Female=1, Male=0	-.15 ^a
Highest degree	Doctorate=1, Master's=0	.11 ^a
SIOP membership	Associate	-.10 ^a
	Fellow	.09 ^a
Ownership status	Owner=1, Non-owner=0	.22 ^a
Location ^b	Manhattan, NY	.07 ^a
	Other New York metro area	.15 ^a
	Not located in cities listed	-.14 ^a
Primary employer ^c	Industry	.14 ^a
	Consulting organization	.12 ^a
	Governmental organization	-.07 ^a
	Psychology department with Ph.D.	-.10 ^a
	Business department without Ph.D.	-.06 ^a
	Psychology department without Ph.D.	-.15 ^a
Job title/description ^d	Non-tenure track academic	-.07 ^a
	Assistant professor, tenure track	-.12 ^a
	Associate professor, tenured	-.12 ^a
	Mid-level practitioner	-.12 ^a
	Director or vice president	.21 ^a
SIOP membership ^e	Associate	-.10 ^a
	Fellow	.09 ^a
Age		.23
Years since master's degree		.26

Years since doctorate .21

Table 4 (continued)

Significant Correlations Between Job, Organizational, and Personal Background Characteristic Variables and 2000 Primary Employer Income.

Variable	Group Membership (if applicable)	Pearson r with 2000 Income
Years since first graduate degree		.21
Years experience in I/O psychology		.22
Average work hours per week		.22
Weeks employed during 2000		.13
Number of employees supervised or managed		.19
Size of community		.11

Note. All correlations shown are significant, $p < .05$. $n = 911$ for Years since Doctorate, $n = 920$ for Years since Master's; $n = 1048$ to $1,105$ for other variables.

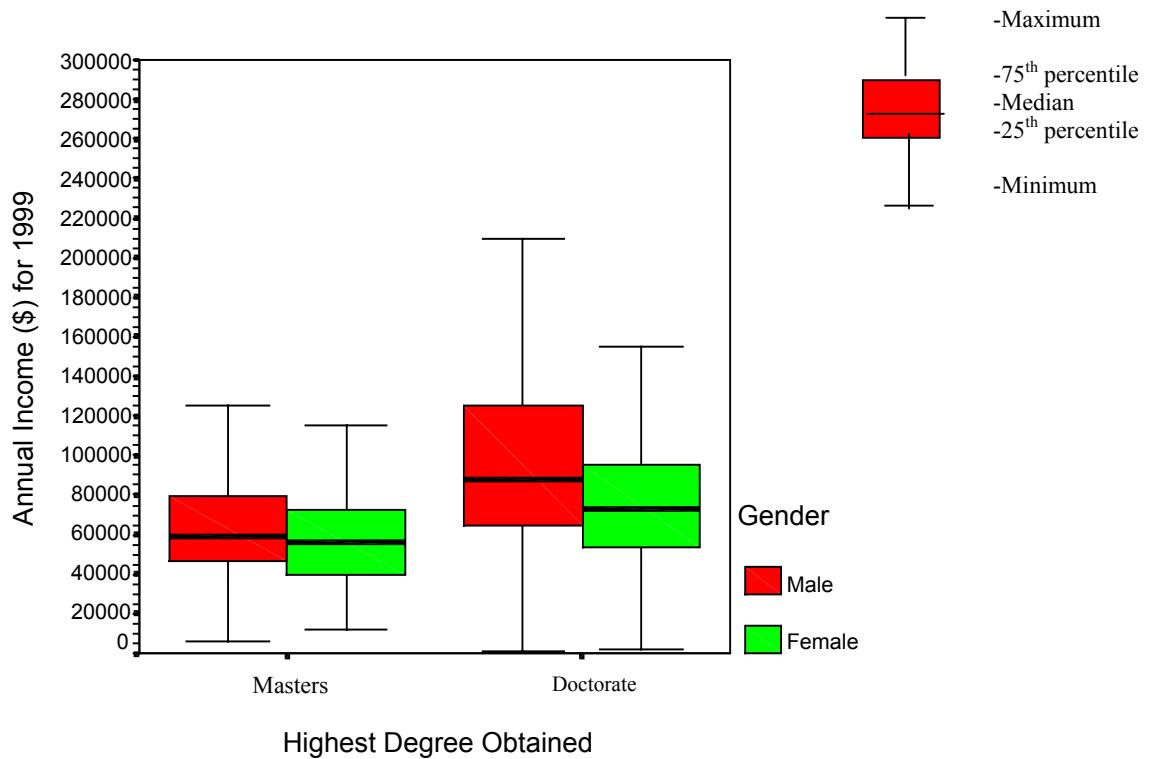
^aInterpret as point biserial correlation.

^bOther cities listed on the survey were not significantly correlated with 2000 Income from Primary Employer.

^cIndividual Consulting, University Business Departments with a Ph.D. Program, Private Research, and other miscellaneous primary employers were not significantly correlated with 2000 Income.

^dFull Professor, Academic Dean or Chair, Entry-Level Practitioner, Senior Practitioner, Supervisor, and Manager job titles were not significantly correlated with 2000 Income.

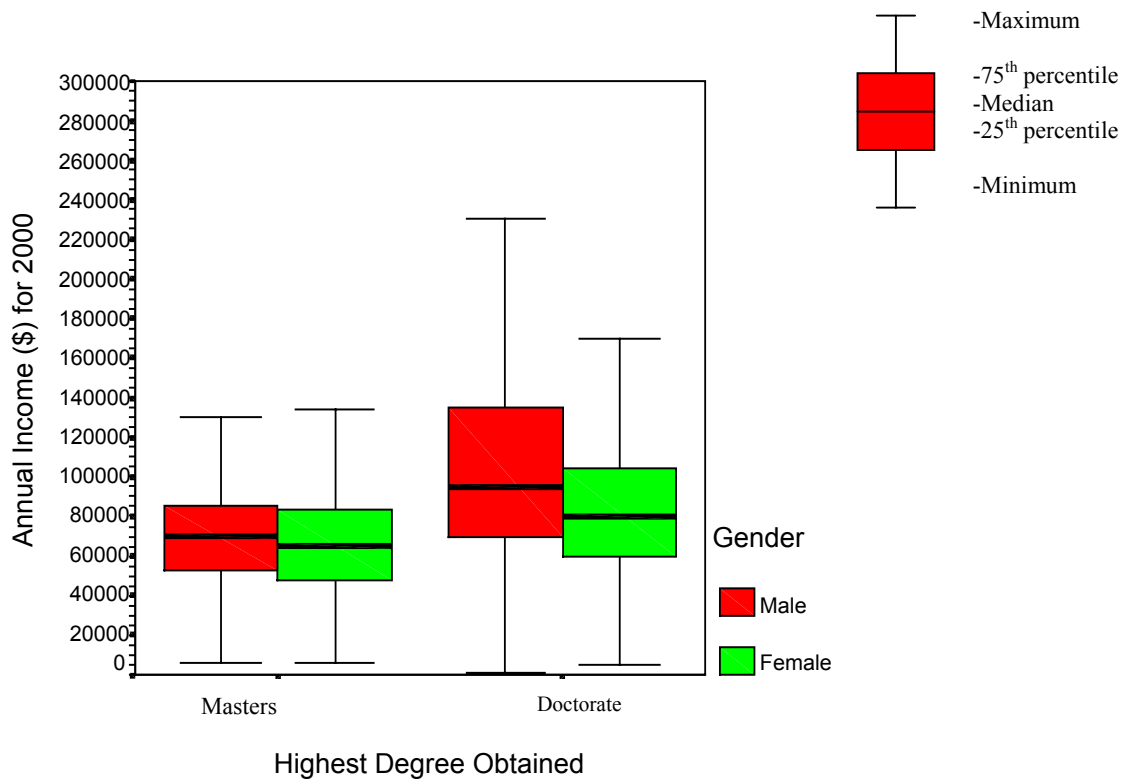
^eAssociate and Fellow status in SIOP were, but Member status was not, significantly correlated with 2000 Income; no level of APA membership status was significantly correlated.



	<u>Master's</u>		<u>Doctorate</u>	
	Men	Women	Men	Women
<u>N</u> :	60	55	573	283
% of sample:	52%	48%	67%	33%
Percentiles:				
90%	\$150,000	\$92,000	\$200,000	\$133,600
75%	79,500	75,000	125,000	95,000
50%	59,000	56,000	88,000	73,000
25%	46,500	39,000	65,000	54,000
10%	36,000	31,200	47,400	40,000
Mean (\$)	74,867	61,127	137,307	81,950
5% Trimmed				
Mean	70,481	56,924	100,417	77,787

Note. Extreme values are not presented in the figure.

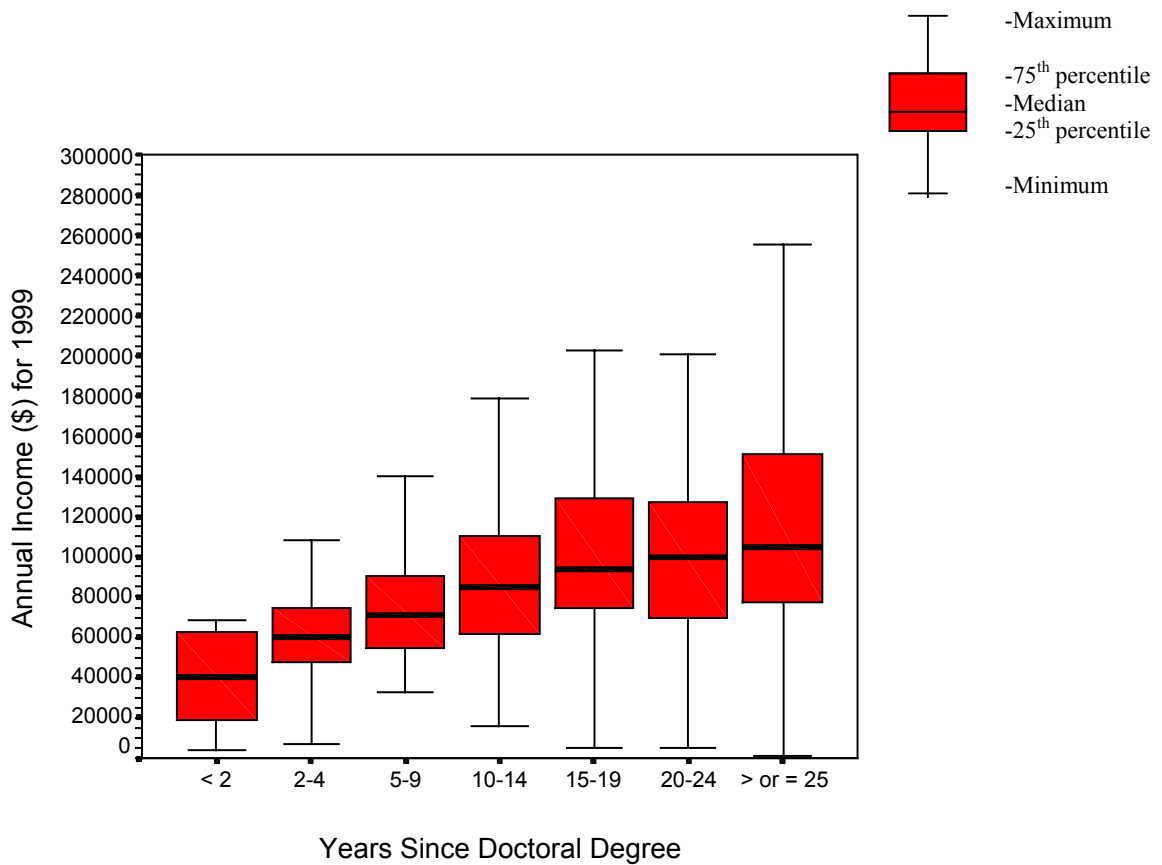
Figure 1. Descriptive statistics representing 1999 annual income by gender and highest degree obtained.



	<u>Master's</u>		<u>Doctorate</u>	
	Men	Women	Men	Women
<u>N</u> :	64	59	585	295
% of sample:	52%	48%	66%	34%
<u>Percentiles:</u>				
90%	\$185,000	\$105,000	\$225,000	\$152,600
75%	85,750	85,000	135,000	105,000
50%	70,000	65,000	95,000	80,000
25%	52,250	47,000	70,000	60,000
10%	44,000	34,000	51,000	45,000
Mean (\$)	86,765	70,763	147,848	93,685
<u>5% Trimmed</u>				
Mean (\$)	81,302	66,564	110,724	85,532

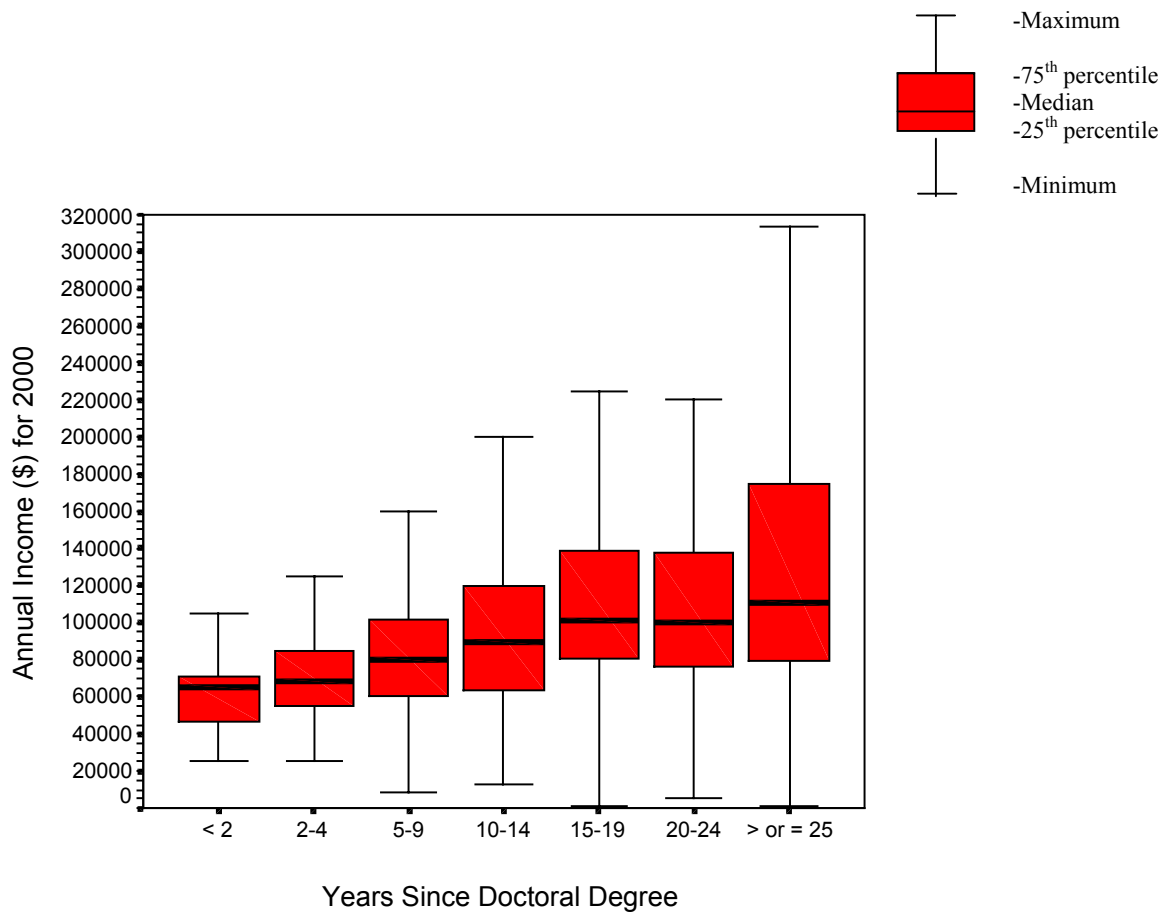
Note. Extreme values are not presented in the figure.

Figure 2. Descriptive statistics representing 2000 annual income by gender and highest degree obtained.



	<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>
<u>N:</u>	11	132	169	128	115	119	208
<u>% of Total:</u>	1%	15%	19%	15%	13%	13%	24%
<u>Percentile:</u>							
90%	\$68,600	\$85,700	\$128,000	\$157,000	\$184,000	\$200,000	\$256,500
75%	65,000	75,000	90,000	110,000	130,000	129,000	151,500
50%	40,000	60,000	71,000	85,000	94,000	100,000	105,000
25%	13,000	47,250	55,000	61,250	75,000	70,000	77,000
10%	5,600	37,300	42,000	47,000	53,600	54,000	51,900
<u>Mean (\$):</u>	40,909	62,508	79,237	137,148	114,904	120,387	179,490
<u>5% Trimmed</u>							
<u>Mean (\$):</u>	41,399	61,175	74,750	91,951	103,358	107,395	125,045
<u>Note.</u> Extreme values are not presented in the figure.							

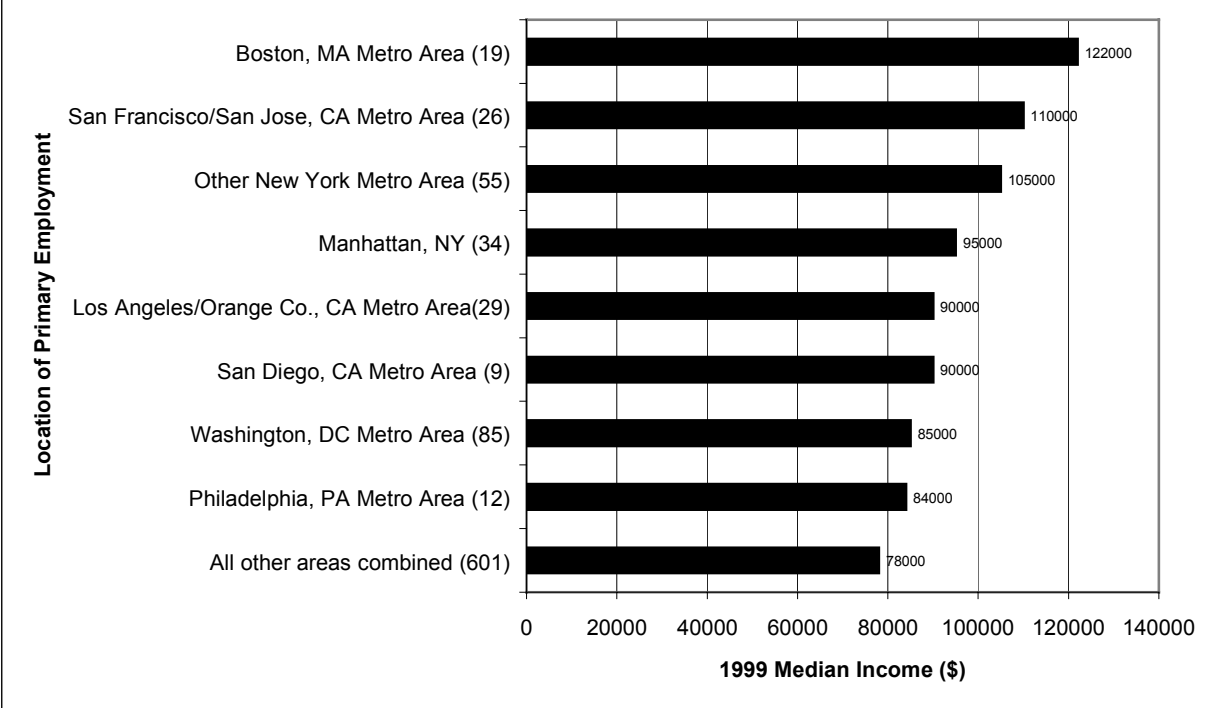
Figure 3. Descriptive statistics representing 1999 annual income as a function of years since obtaining the doctoral degree.



	<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>
N:	15	133	176	132	117	119	213
% of Total:	2%	15%	19%	15%	13%	13%	24%
Percentile:							
90%	\$87,000	\$100,000	\$150,000	\$174,400	\$221,000	\$250,000	\$327,800
75%	72,000	85,000	102,250	120,000	139,500	140,000	175,000
50%	65,000	68,000	80,000	90,000	101,000	100,000	111,000
25%	43,000	54,500	60,000	63,250	80,500	75,000	80,000
10%	19,400	45,000	45,000	50,000	56,800	54,000	57,400
Mean (\$):	59,000	73,098	89,335	120,121	129,009	135,681	203,385
5% Trimmed							
Mean (\$):	59,111	70,019	84,494	97,082	112,881	118,515	140,422

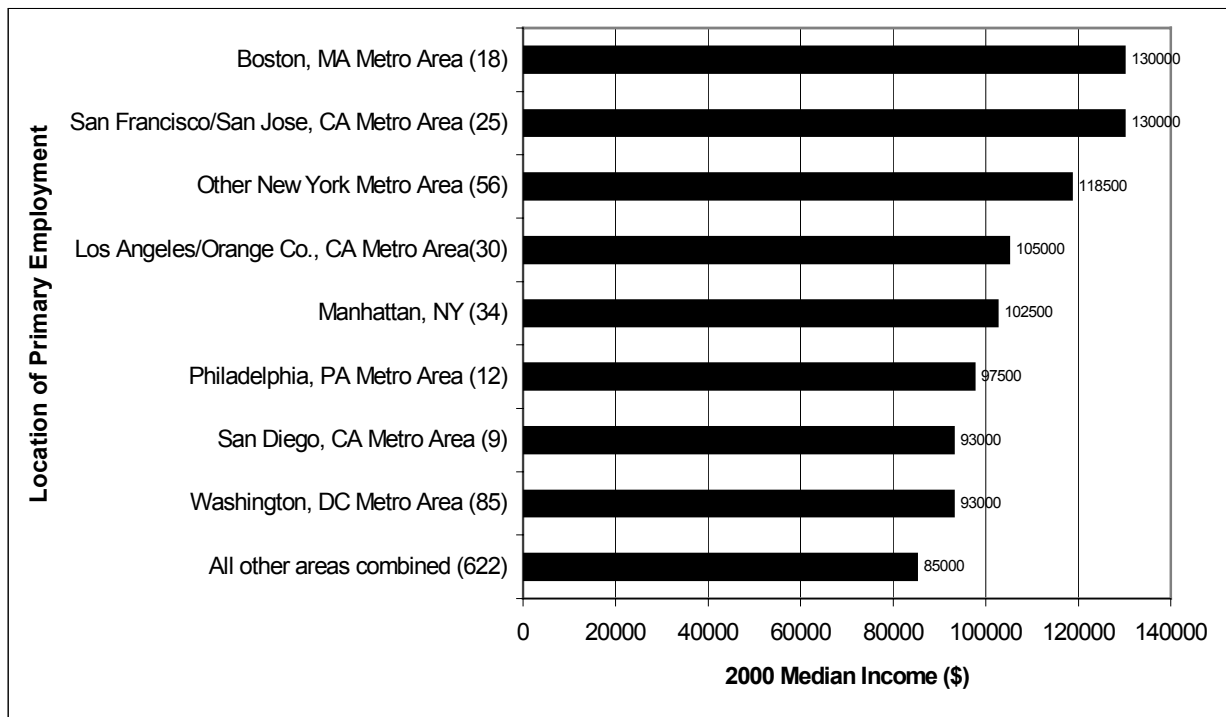
Note. Extreme values are not presented in the figure.

Figure 4. Descriptive statistics representing 2000 annual income as a function of years since obtaining the doctoral degree.



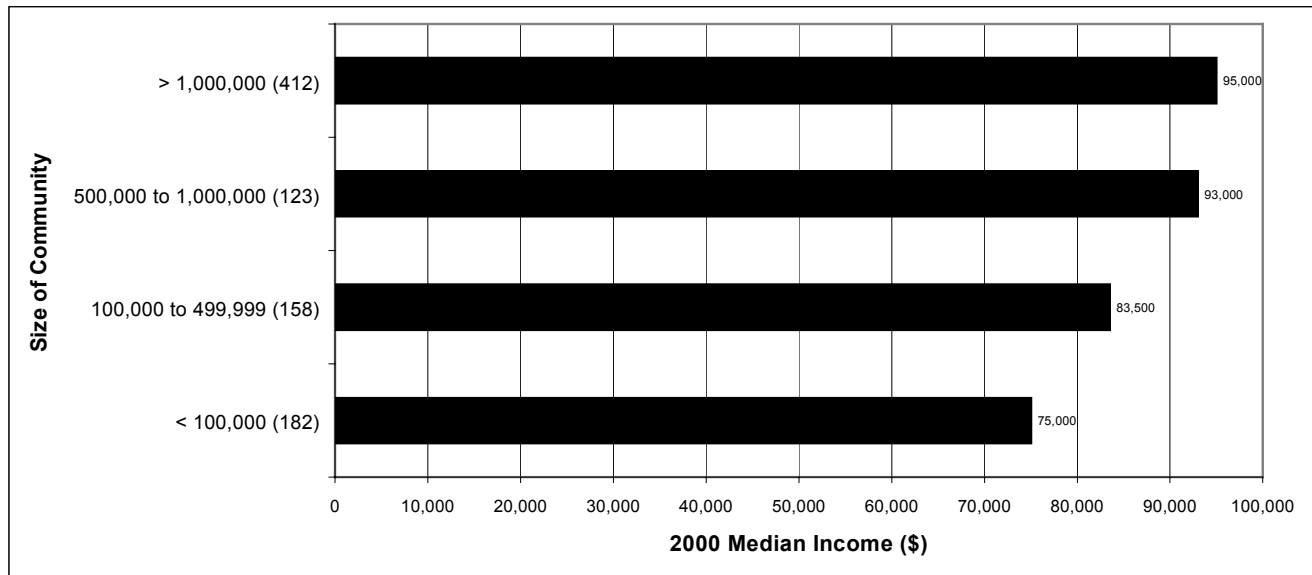
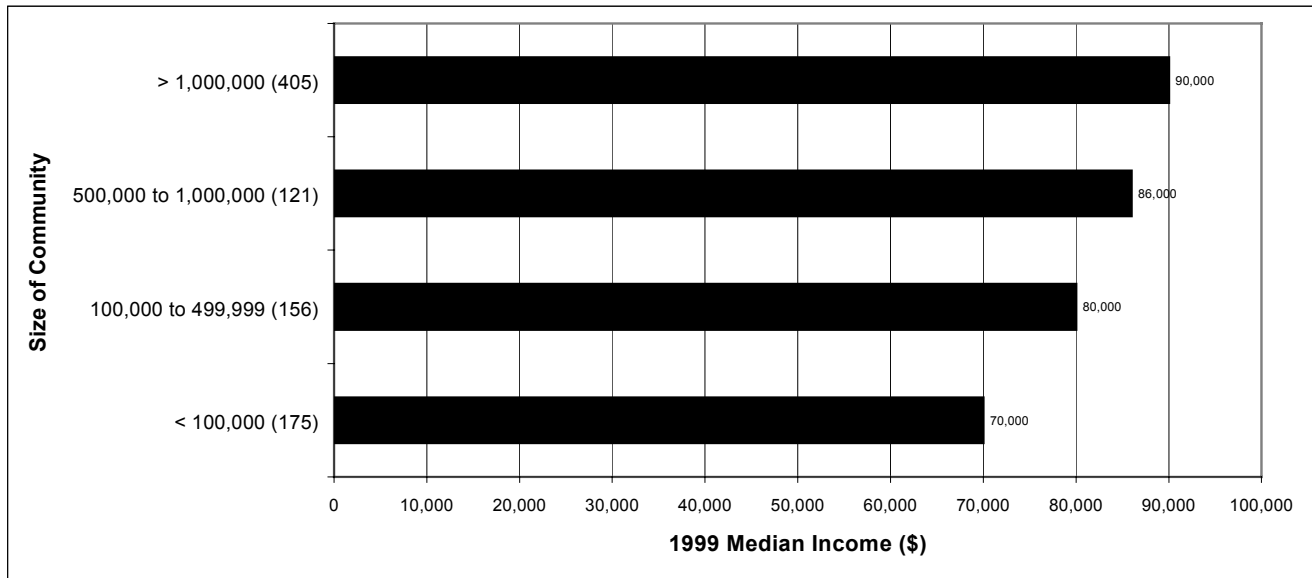
Note. Doctoral respondents only. Sample sizes are in parentheses.

Figure 5. 1999 median incomes for doctorates as a function of location.



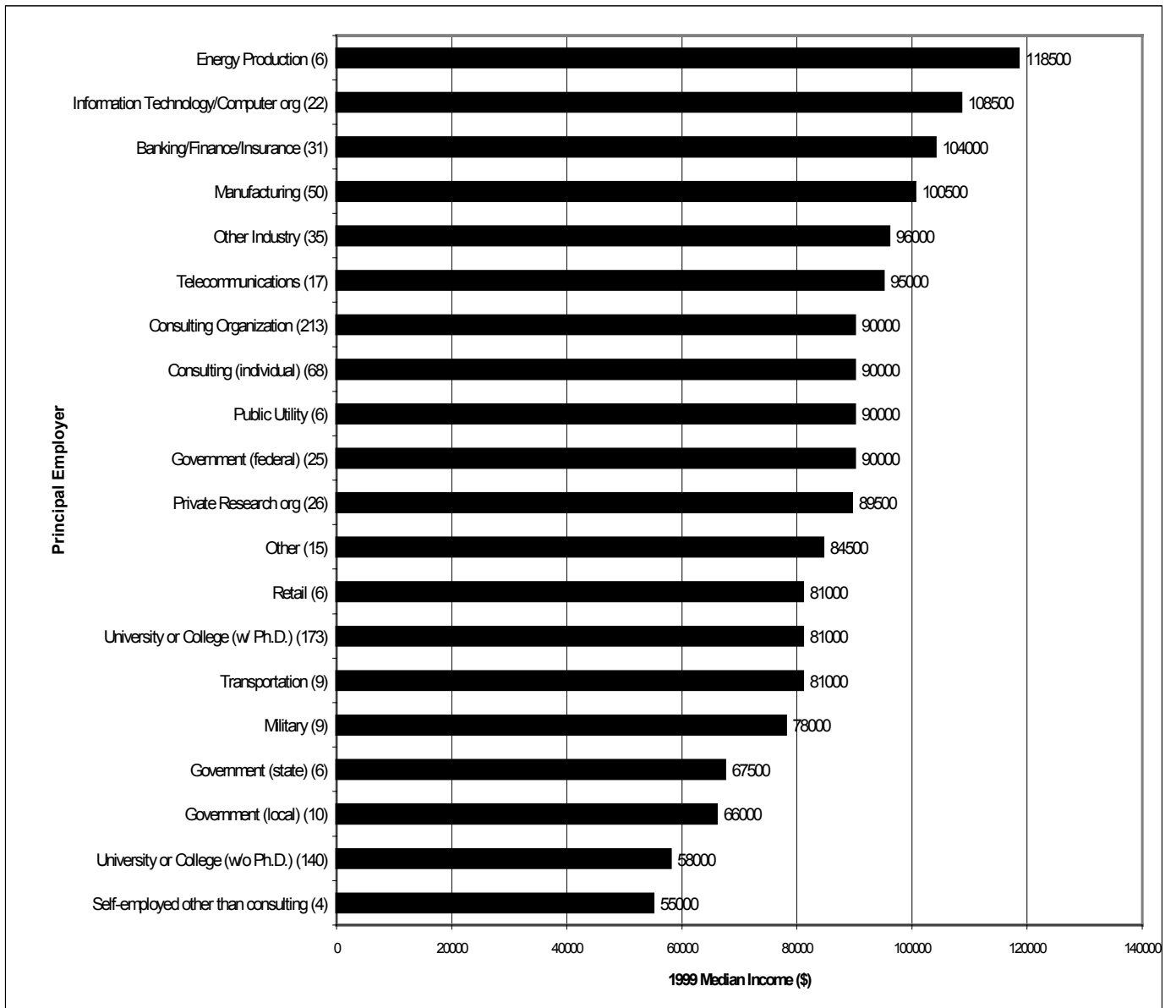
Note. Doctoral respondents only. Sample sizes are in parentheses.

Figure 6. 2000 median incomes for doctorates as a function of location.



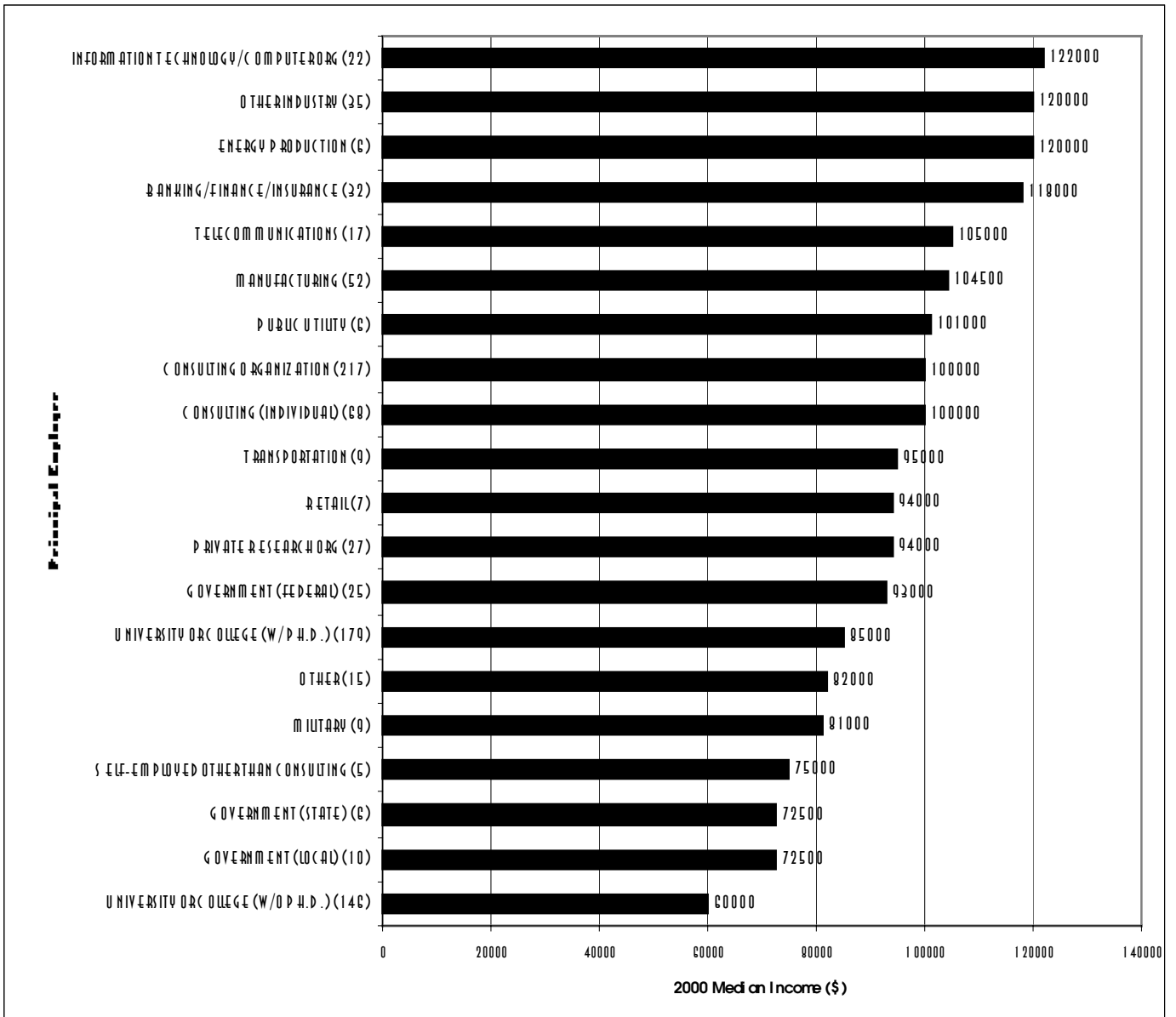
Note. Doctoral respondents only. Sample sizes are in parentheses.

Figure 7. 1999 and 2000 median income for doctorates as a function of size of community.



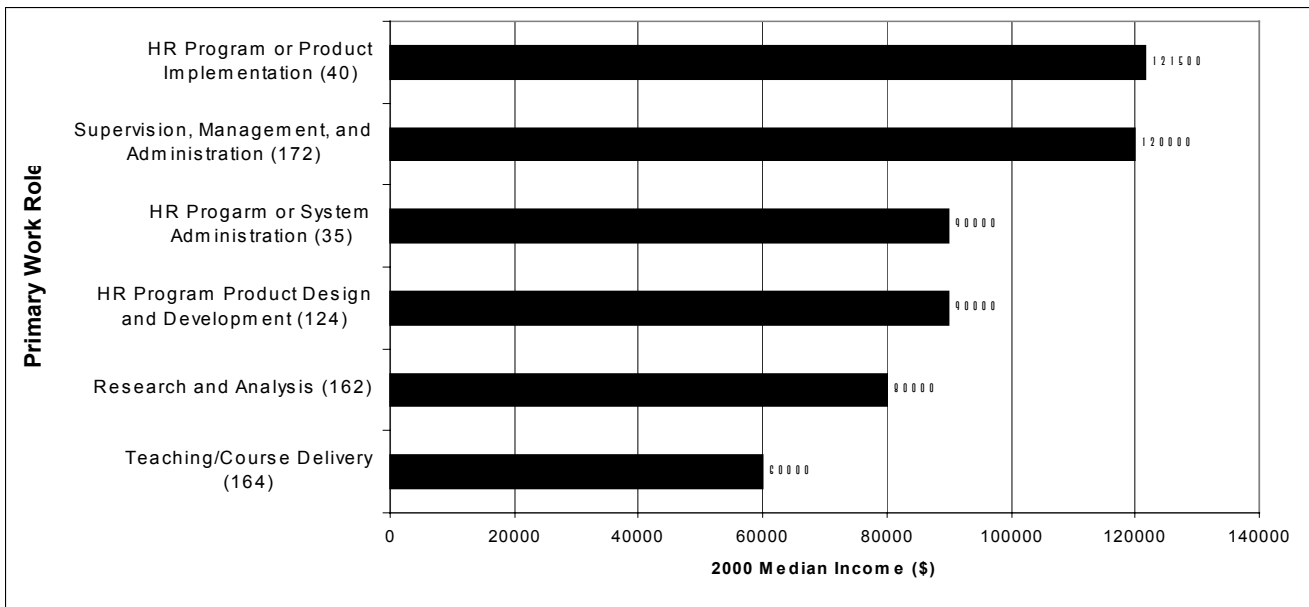
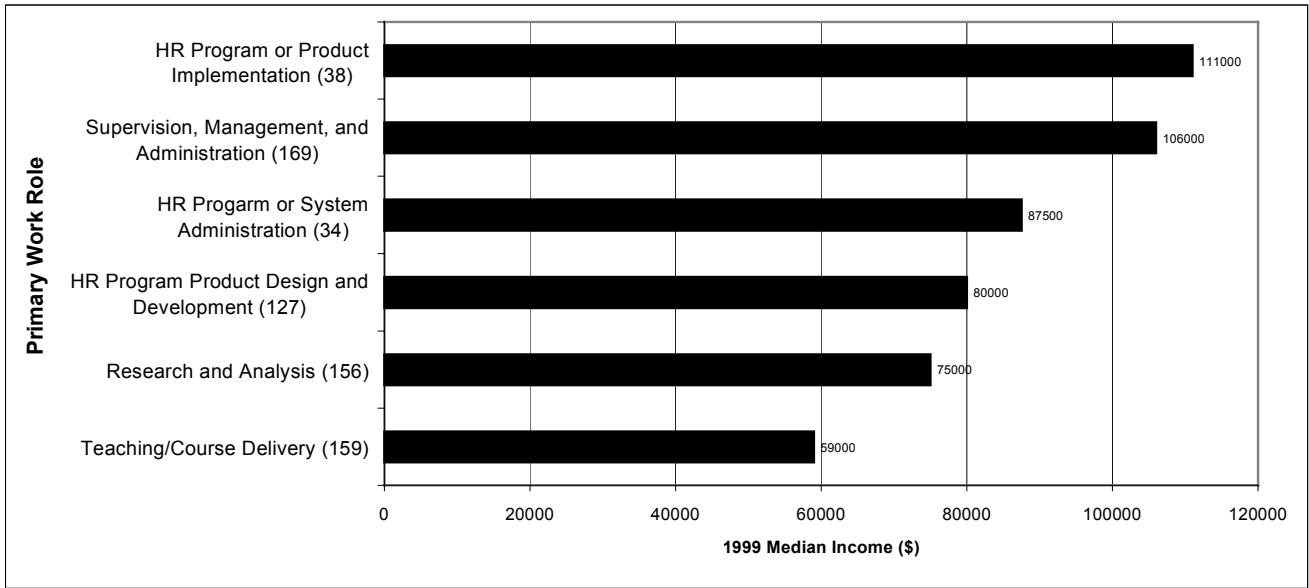
Note. Doctoral respondents only. Sample sizes are in parentheses.

Figure 8. 1999 median income for doctorates as a function of principal employer.



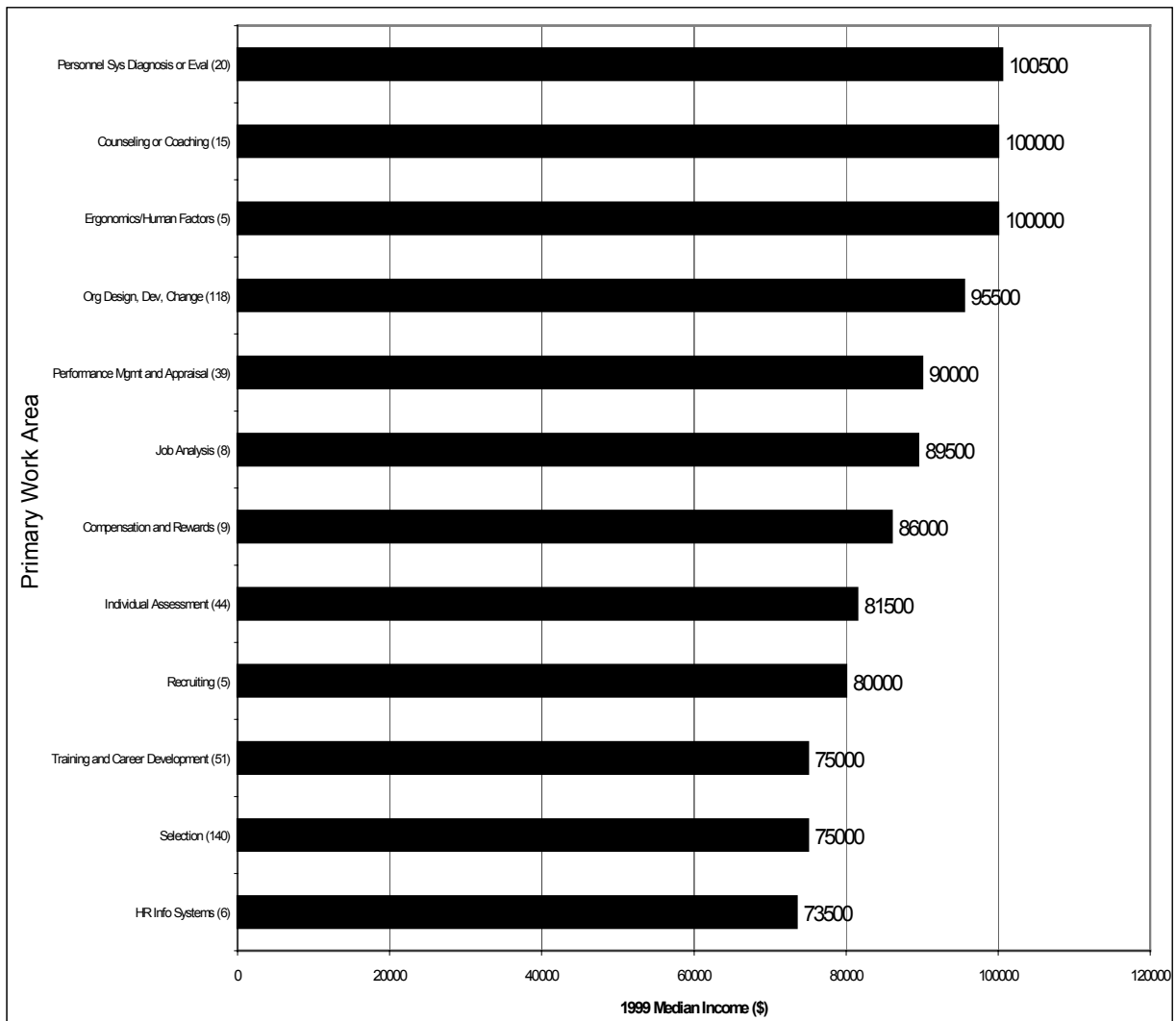
Note. Doctoral respondents only. Sample sizes are in parentheses.

Figure 9. 2000 median income for doctorates as a function of principal employer.



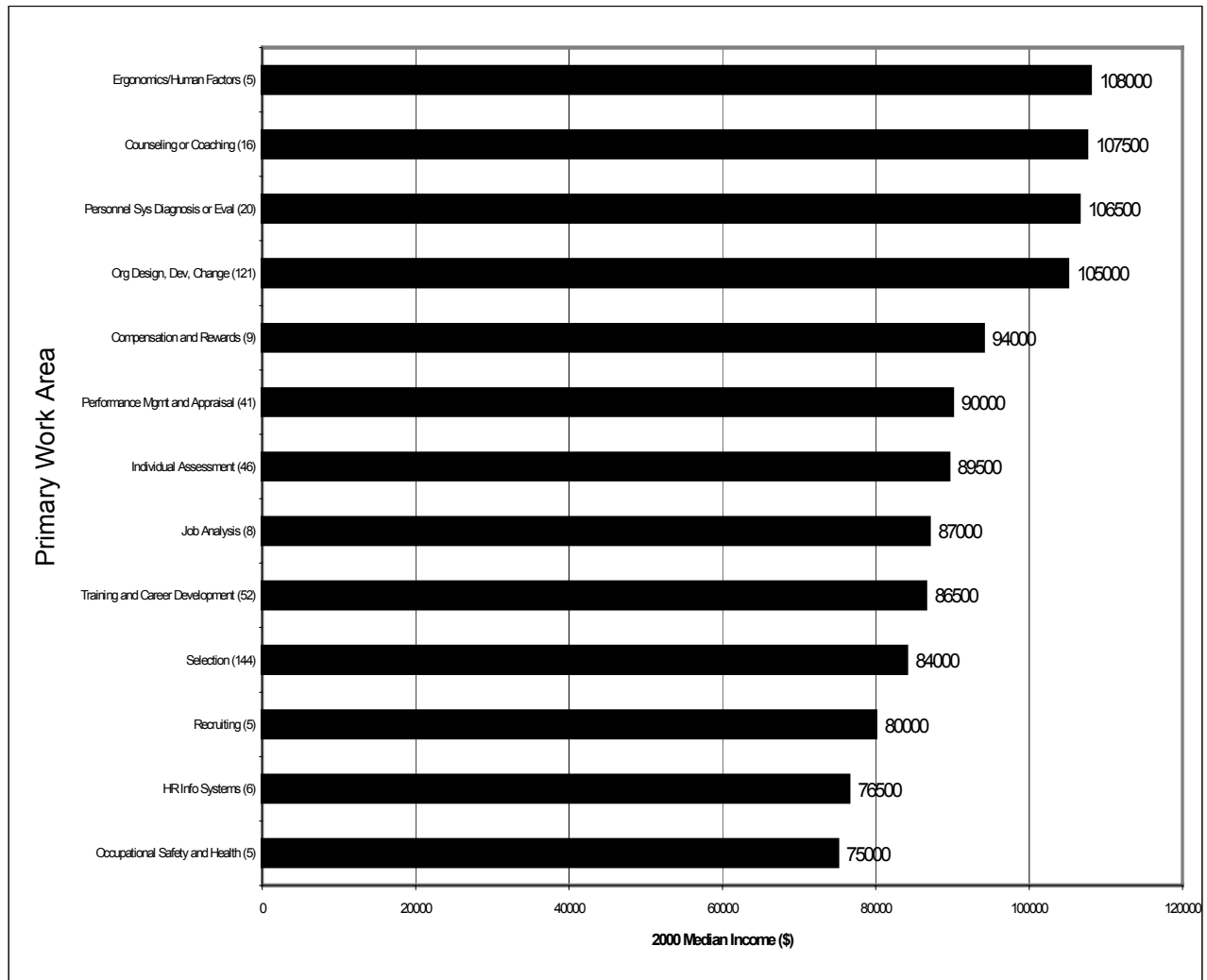
Note. Doctoral respondents only. Sample sizes are in parentheses.

Figure 10. 1999 and 2000 median income for doctorates as a function of primary work role.



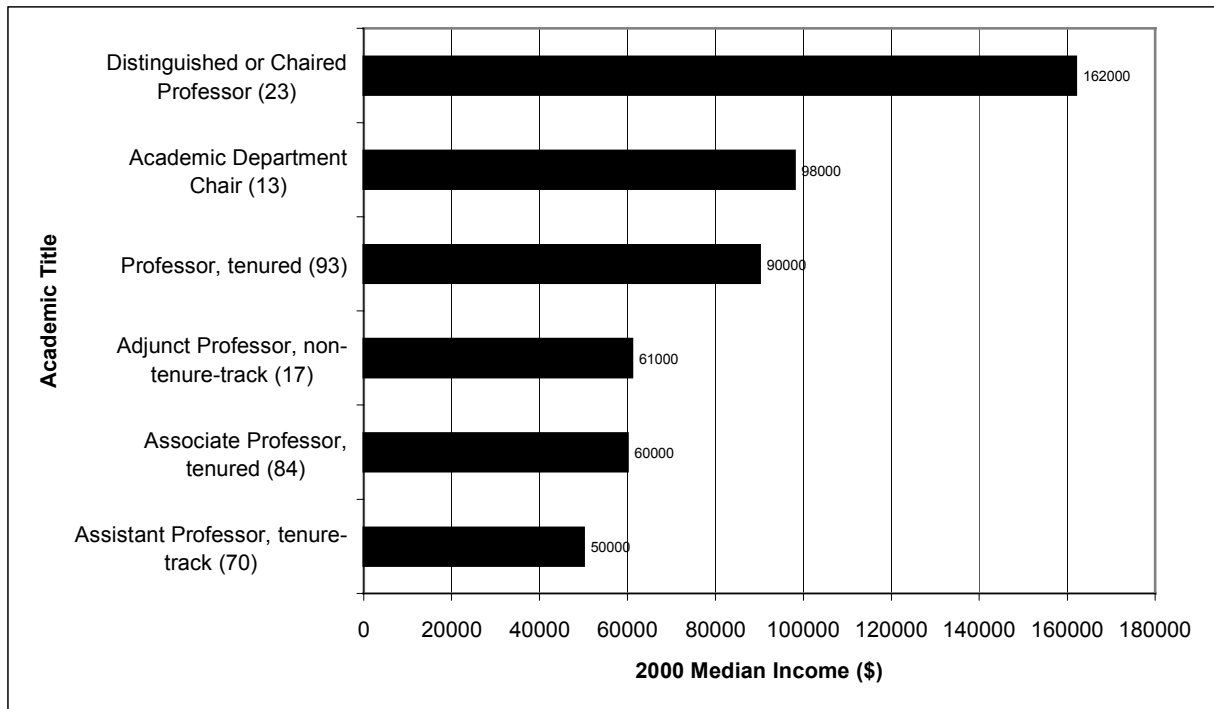
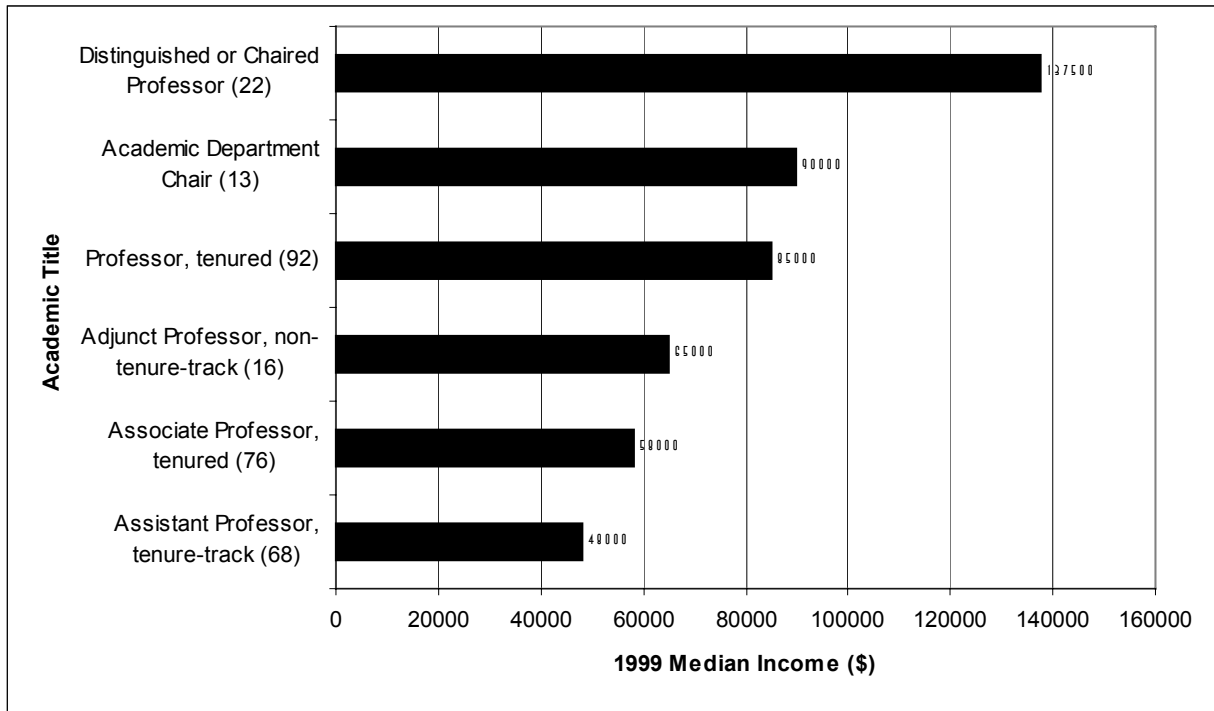
Note. Doctoral respondents only. Sample sizes are in parentheses.

Figure 11. 1999 median income for doctorates as a function of primary work area.



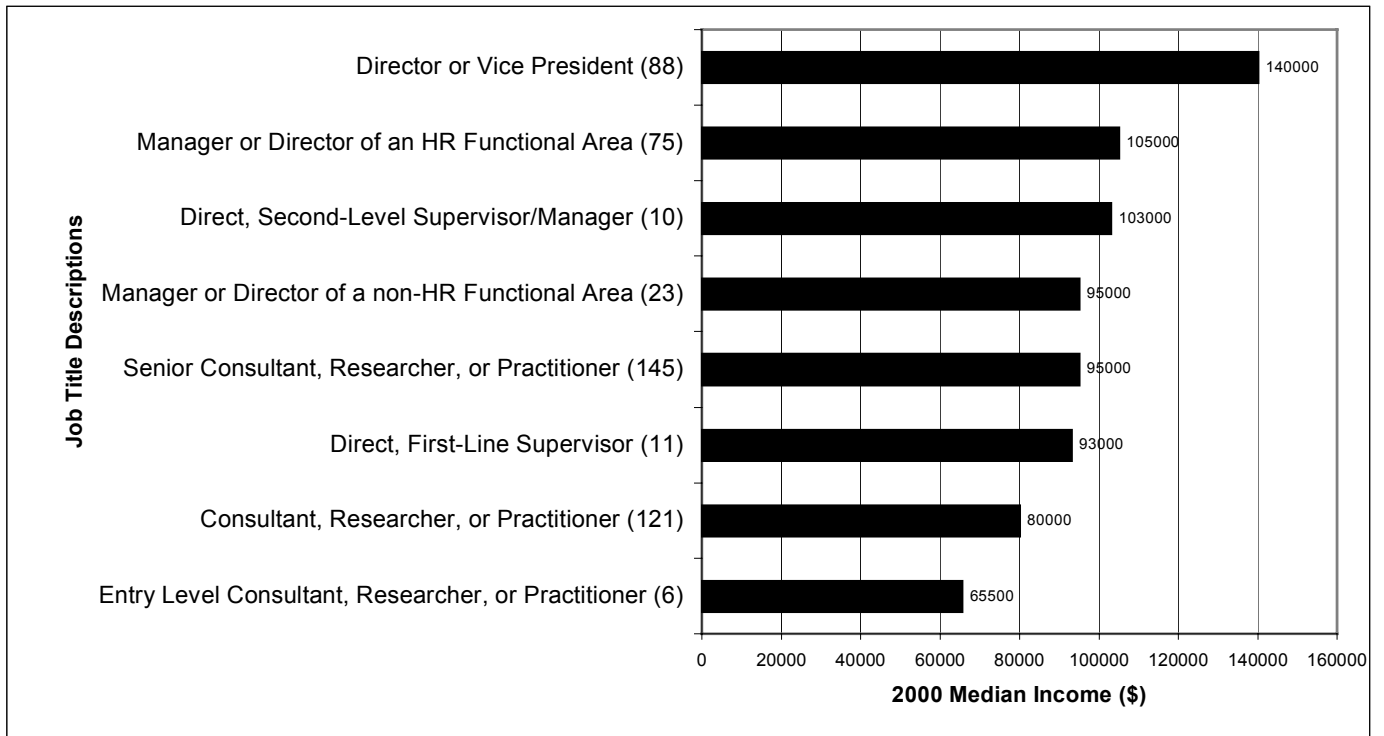
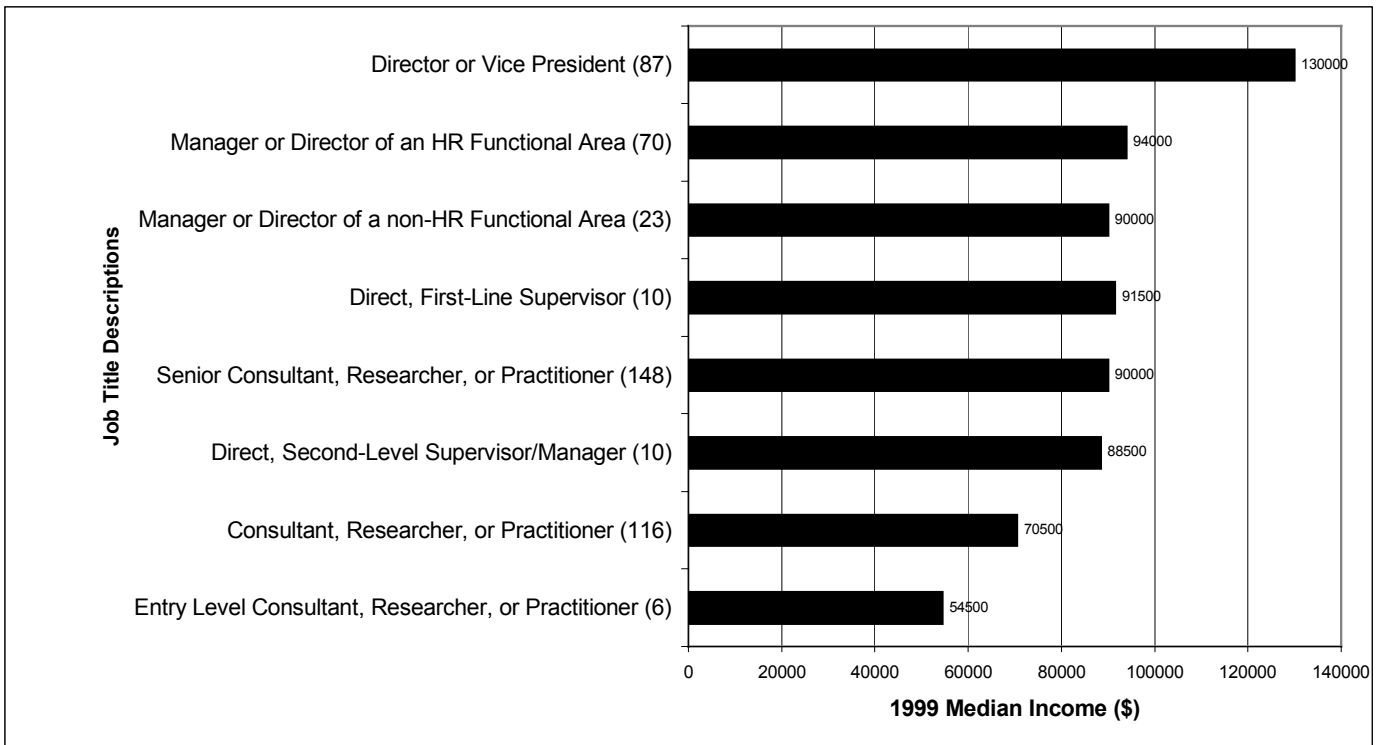
Note. Doctoral respondents only. Sample sizes are in parentheses.

Figure 12. 2000 median income for doctorates as a function of primary work area.



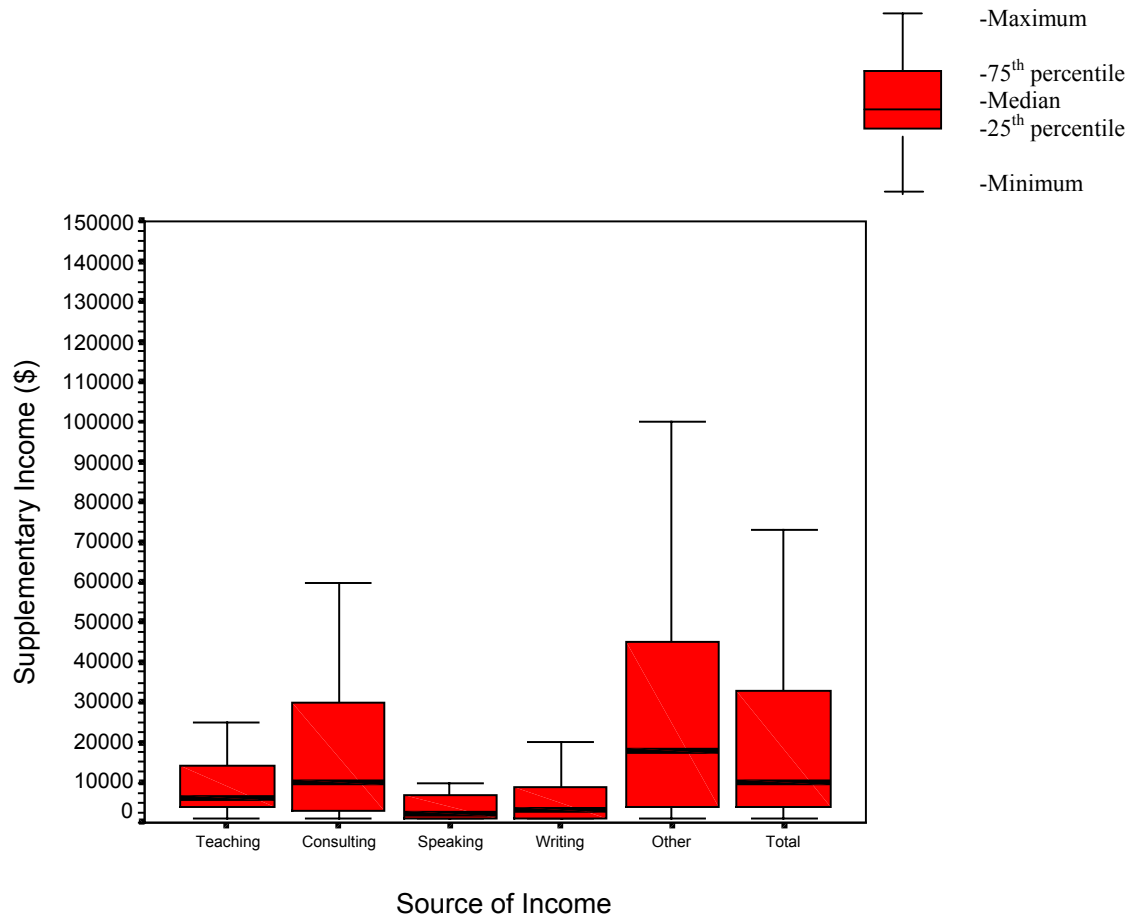
Note. Doctoral respondents only. Sample sizes are in parentheses.

Figure 13. 1999 and 2000 median income for doctorates as a function of academic title.



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

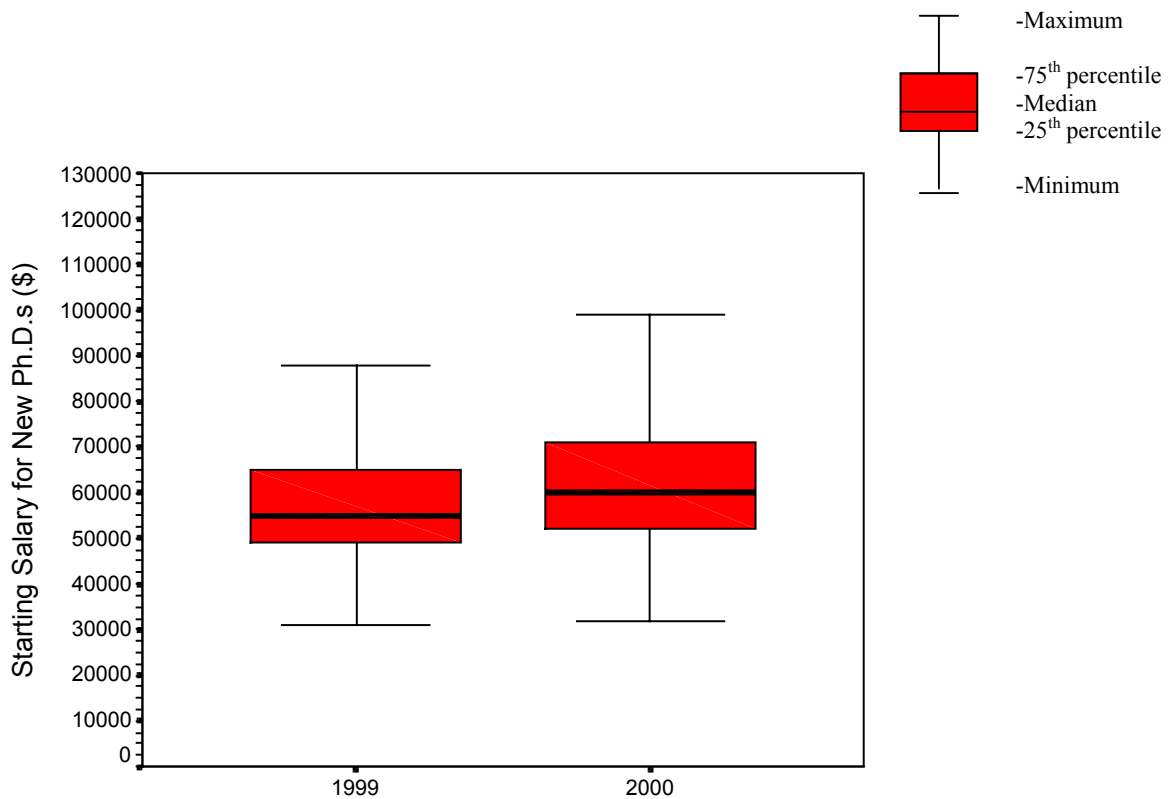
Figure 14. 1999 and 2000 median income for doctorates as a function of job title description.



	<u>Teaching</u>	<u>Consulting</u>	<u>Speaking</u>	<u>Writing</u>	<u>Other</u>	<u>Total</u>
<u>N:</u>	120	214	39	81	52	345
<u>Percentile:</u>						
90%	\$24,900	\$77,000	\$10,000	\$19,400	\$95,800	\$80,008
75%	14,000	30,000	7,000	9,500	45,000	34,000
50%	6,000	10,000	2,000	3,000	18,000	10,000
25%	4,000	3,000	1,000	1,000	4,000	3,500
10%	2,000	1,000	1,000	1,000	2,000	2,000
<u>Mean (\$):</u>	13,291	27,462	12,769	7,877	41,096	31,145
<u>5% Trimmed</u>						
<u>Mean (\$):</u>	9,204	18,787	4,303	5,318	28,534	21,293

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

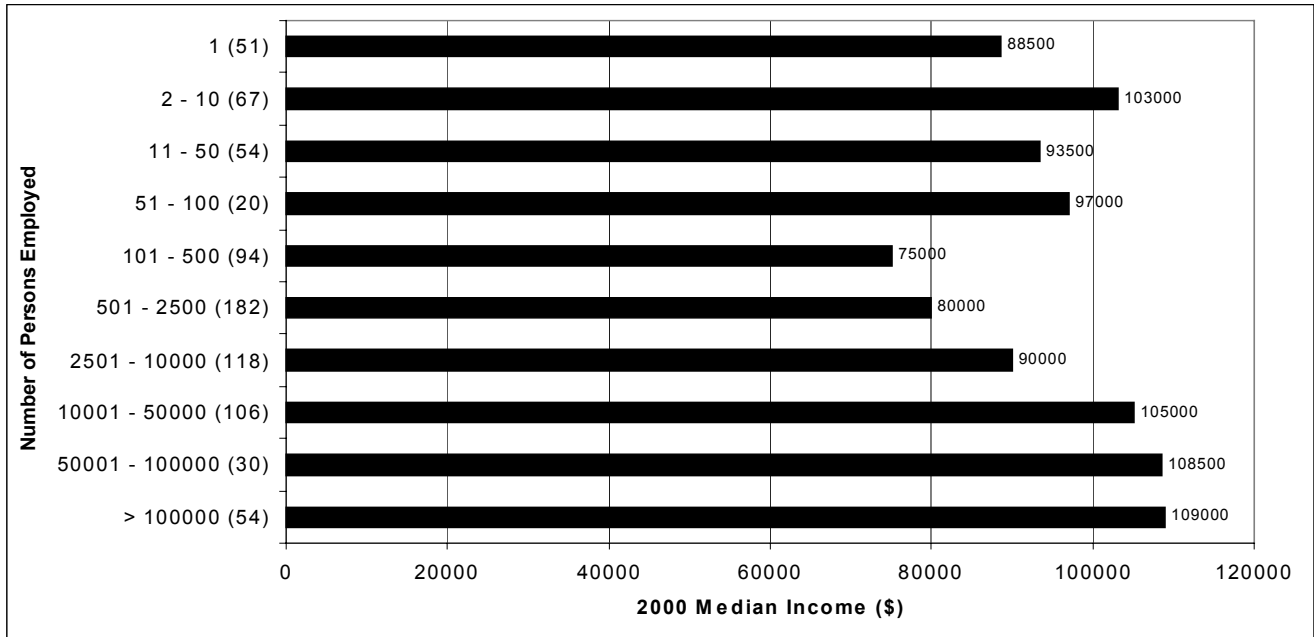
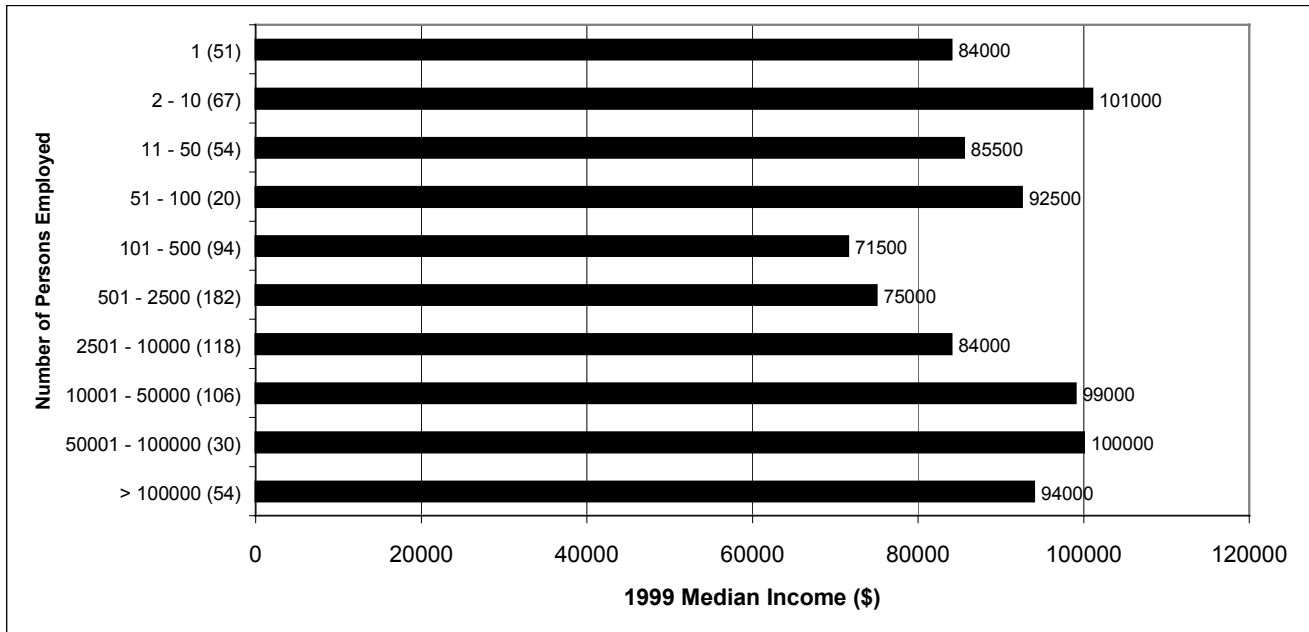
Figure 15. Descriptive statistics representing the sources of and amount earned in supplementary income for 2000.



	Year Employed	
	<u>1999</u>	<u>2000</u>
<u>N</u> :	197	194
Percentile:		
90%	\$80,000	\$85,000
75%	65,000	71,250
50%	55,000	60,000
25%	48,000	52,000
10%	40,000	44,000
Mean (\$) :	57,706	62,835
5% Trimmed		
Mean (\$) :	57,036	62,320

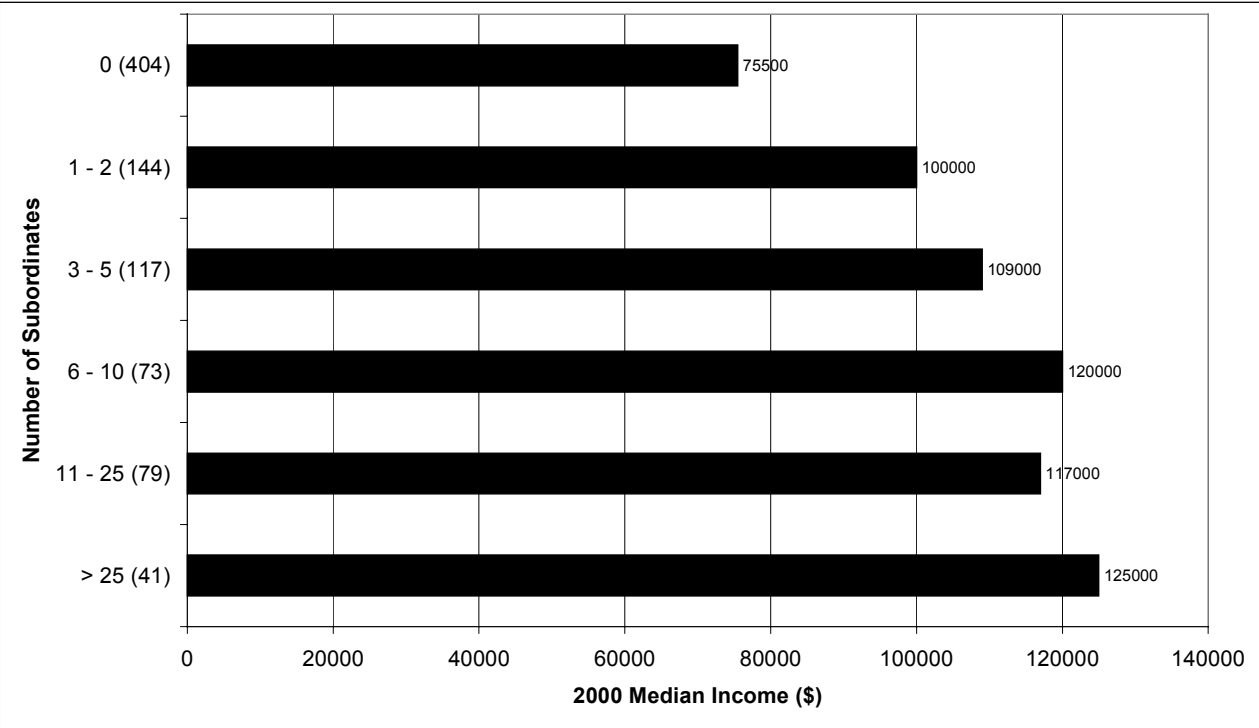
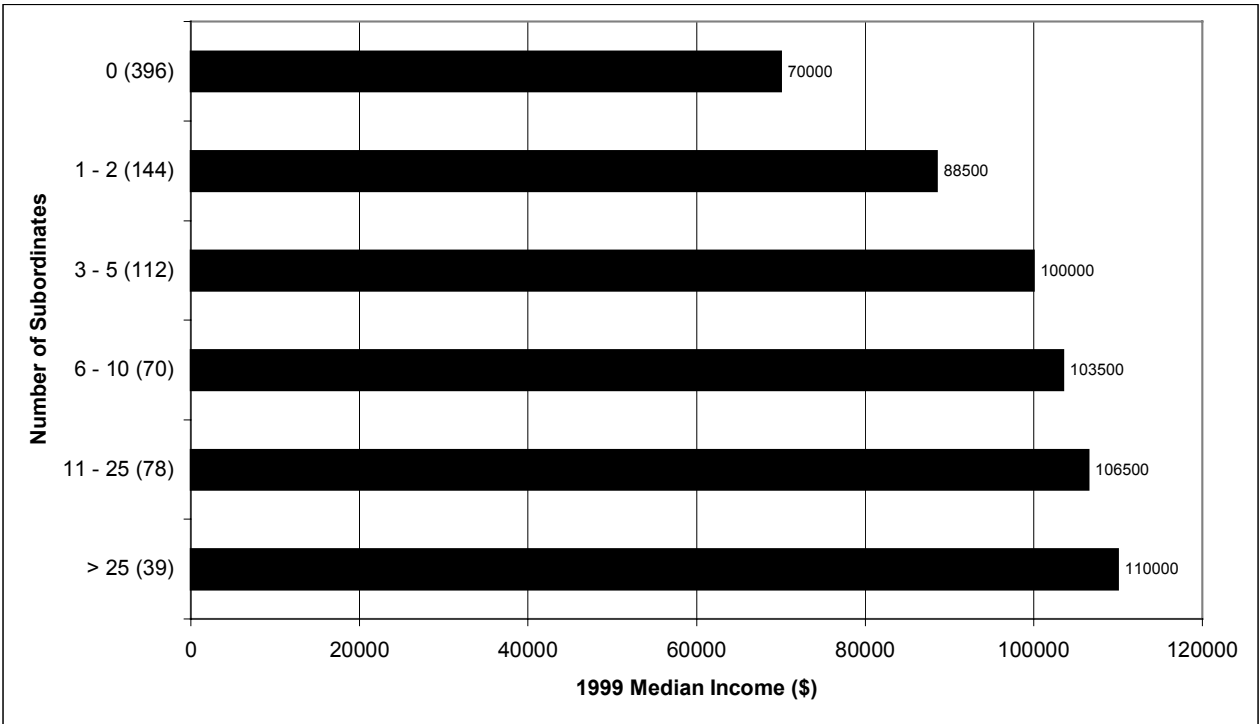
Note. Extreme values are not presented in the figure.

Figure 16. Starting salaries for newly hired Ph.D.s by year of employment.



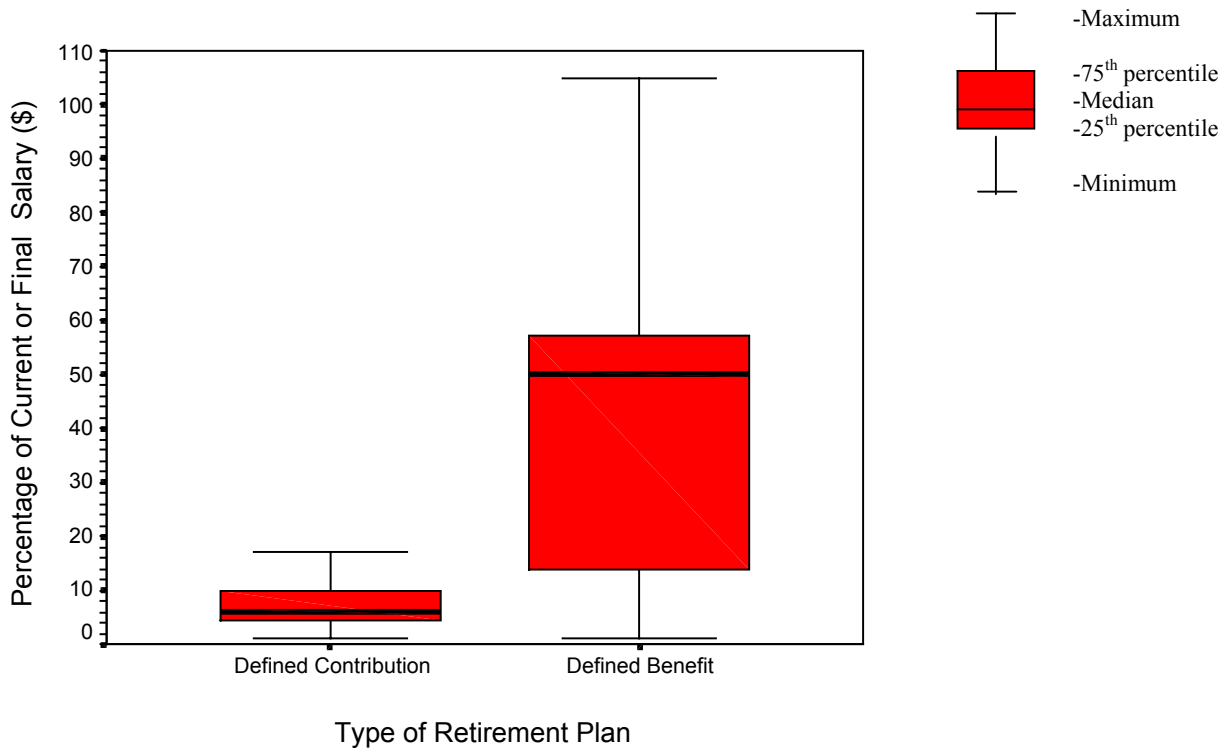
Note. Doctoral respondents only. Sample sizes are in parentheses.

Figure 17. 1999 and 2000 median incomes for doctorates as a function of number of persons employed.



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

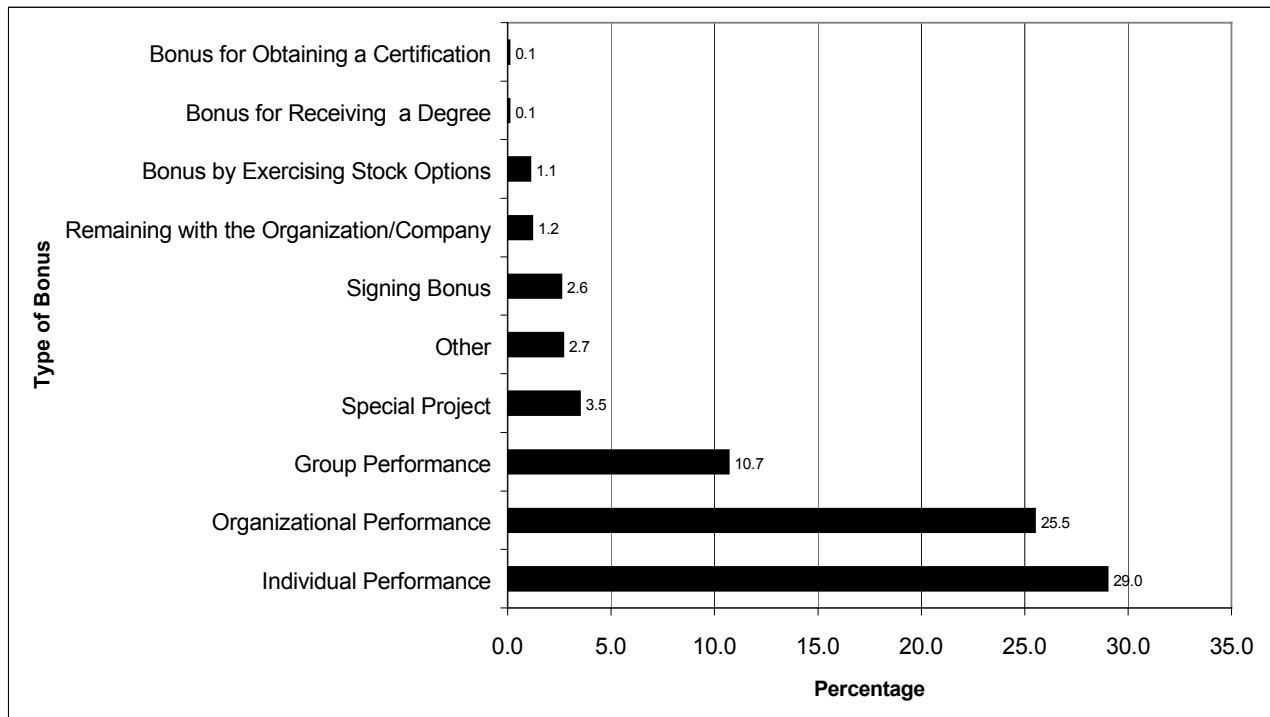
Figure 18. 1999 and 2000 median incomes for doctorates as a function of number of subordinates.



	<u>Defined Contribution</u> (As a % of Current Income)	<u>Defined Benefit</u> (As a % of Final Income)
<u>n</u> :	684	196
Percentile:		
90%	13.3%	70.0%
75%	10.0	57.6
50%	6.0	50.0
25%	4.4	13.5
10%	2.5	5.0
Mean (%):	8.7	40.7
5% Trimmed		
Mean (\$):	6.8	39.8

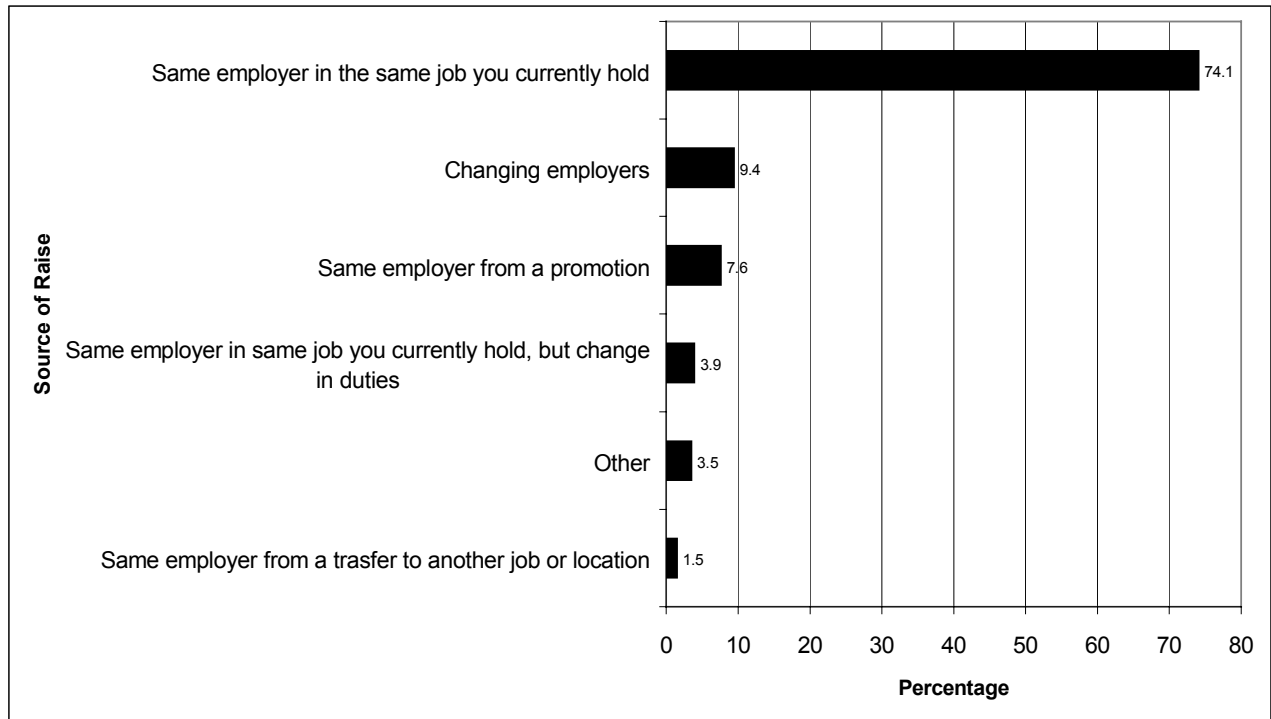
Note. Extreme values are not presented in the figure. Includes all respondents. Defined benefit plan percentages are based on one's salary at the time of quitting or retirement (final salary), while defined contribution plan percentages are based on one's current salary.

Figure 19. Descriptive statistics representing types of and percentages of 2000 salary contribution to retirement plans.



Note. Total number of respondents possible for each type of bonus was 1,091. Respondents could choose more than one type of bonus.

Figure 20. Percentage of respondents with type of bonus.



Note. Total number of respondents was 751.

Figure 21. Percentage of respondents with source of raise.