

EXECUTIVE SUMMARY

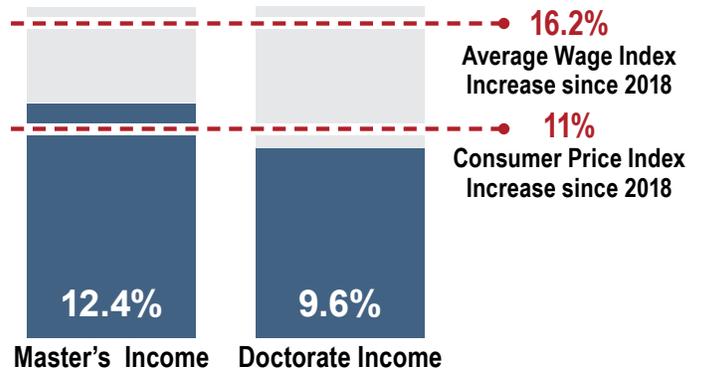
The **Society for Industrial and Organizational Psychology** (SIOP) publishes the Income and Employment Report to track salary and employment trends for industrial and organizational psychologists (I-Os). Below are key points from the 2021 SIOP Salary Survey.

EDUCATION

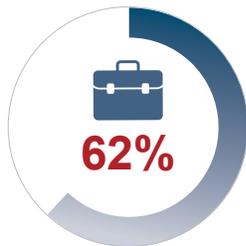


I-O psychologist salaries increased less than the average wage index since 2018. Master's-level salaries increased more than the inflation rate, but doctorate-level salaries did not.

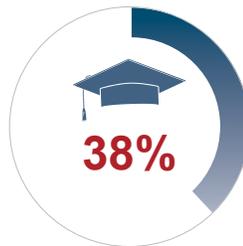
Salary increases since 2018



JOB SECTOR



62% of doctorate-level respondents are practitioners and 38% work in academia.



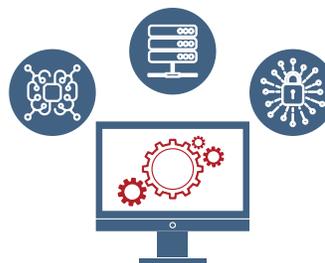
97.8% of master's-level respondents work as practitioners.



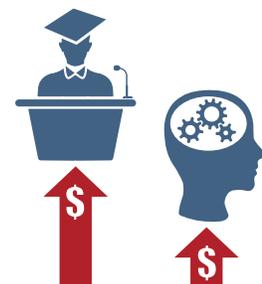
Practitioners' median income is 19.5% higher than that of academics.



Among doctorate-level practitioners, independent consultants earned the highest median salary (\$350,000).



Among master's-level practitioners, those working in the technology industry earned the highest median salary (\$121,729*).
(*for industries with n > 10)



Academics in business schools had a higher median income (\$143,559) than those in psychology departments (\$92,000).

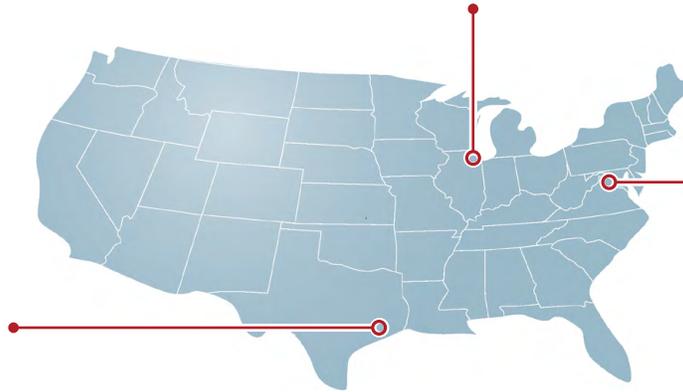
LOCATION



\$239,425
Doctorate-level I-Os working in the Houston metro area earned the highest median income (Adjusted for cost of living).



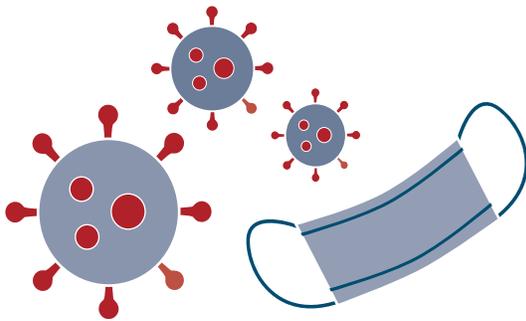
\$133,891
Master's-level I-Os working in the Chicago metro area earned the highest median income (Adjusted for cost of living).



9%
The largest concentration of respondents work in the D.C. metro area.

Before the pandemic, **17%** of I-Os worked fully remotely. In 2021, **42%** of I-Os reported working fully remotely. Remote work status did not impact pay.

COVID-19



Most I-Os experienced no change in employment or income due to COVID-19 in 2020 (**73.2%**) or in 2021 (**88.5%**). Salary, benefit, and bonus reductions were the most common impacts in 2020 (**8.4%**, **8.9%**, and **7%**, respectively). Those impacts dropped by about two-thirds in 2021.



The most common COVID-related benefits offered by employers in 2020 and 2021 were flexible work arrangements (**45%** and **37%**, respectively), additional time off (**32%** and **26%**), and access to Personal Protective Equipment (**27%** and **26%**).

GENDER



The gender wage gap has narrowed since the 2019 report.

The median income for women increased in 2021 to **94%** of men's median income, and the pay difference was not statistically significant.