INCOME & EMPLOYMENT REPORT 2016

Society for Industrial & Organizational Psychology (SIOP)
2016 Income & Employment Survey

February 28, 2017

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ACKNOWLEDGEMENTS:

We would like to acknowledge the support and assistance of several individuals throughout the conduct of this project:

- David Reeves at Sirota Survey Intelligence, who programmed and administered the online survey.

- Gina Medsker, Charu Khanna, and others from the Human Resources Research Organization (HumRRO) for their assistance in providing and reviewing data, procedures, results, documentation, and materials from prior survey administrations. Many of the analyses, tables, and graphics stemmed from their work on several previous income surveys for SIOP, which can be found here: http://www.siop.org/surveys.aspx.

- Dave Nershi, Larry Nader, Stephany Below, and Jenny Baker in the SIOP Administrative Office, who assisted with oversight, decision making, and communication.

- Ted Axton, Megan Leasher, Lesley Perkins, Will Shepherd, and Jerilyn Hayward who helped coordinate and/or conduct reviews of the draft survey, applications for student assistance, or draft technical report.

- Members of the Professional Practice Committee, Membership Committee, Scientific Affairs Committee, and Executive Board, including Boris Baltes, Margaret Beier, Laura Byars, Tori Culbertson, David Dubin, Kimberly French, John Howes, John Kulas, Jim Kurtessis, Lizzette Lima, Maura Mills, Kyle Morgan, Kristine Olson, Fred Oswald, Josh Quist, Donna Roland, Mindy Shoss, Stephen Stark, and Serge P. da Motta Veiga who reviewed drafts of the survey.

- Heather Schwendner for her graphic design work producing images for the report and for creating an infographic summarizing findings.

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EXECUTIVE SUMMARY

It is the opinion of the authors that the purposes of the SIOP Income & Employment Survey are to (a) collect information from SIOP members to document and understand salary trends over time and (b) provide SIOP members with aggregate salary information such that they can leverage the data in their own salary negotiations and/or hiring of Industrial-Organizational (I-O) Psychologists. This information is also informative for those wanting to know more about the field of I-O Psychology with regard to employment and income trends and for those who are not I-O Psychologists but who employ or wish to employ them. However, it is with the former purposes in mind that we created this 2016 Income & Employment Survey technical report.

Our goal is to provide the SIOP community with useful information regarding employment and salary trends from 2014 and 2015. The list below highlights some of the particularly interesting findings from this report:

- Salaries for I-O psychologists are on the rise, with doctorate respondents seeing a 5.0% higher median income in 2015 compared to 2012 and master's degree respondents seeing a 4.6% higher income.
- The gender wage gap continues to close, as the ratio of female to male incomes is 89.7% in 2015; an improvement over the 2012 income ratio of 87.9%
- Those in the 45-49 age group have seen the greatest increase in median income in recent years, compared to other age groups.
- Experience matters; mean and median incomes generally increased with additional years of relevant experience for both doctorate and master's level respondents.
- The location in which most respondents work is Washington, D.C.
- Based on the cost of living calculations, the Minneapolis/St. Paul, MN and Tampa, FL areas represent the locations in which I-Os earned the highest relative incomes ($184,273 and $183,031, respectively).
- Academic respondents working in public institutions reported higher mean incomes than did those working in private institutions (*M* = $122,926 and *M* = $106,883, respectively).
- The two most commonly reported industries for doctorate respondents were consulting organization (*N* = 189) and university/college (*N* = 294).
- Doctorate level respondents who identified working in "self-employed consulting" had the highest reported median income ($200,000); this group also exhibited the most variance (*SD* = $192,367) in mean income.
- Master's level respondents working in "banking, finance, and insurance" reported the highest median income ($105,000).

Although there are important insights gained from these data, please note that the response rate for the income survey was 24.0%. Participation rates for the income survey have been in decline over the past several administrations and this affected our ability to provide some of the subgroup analyses. Additionally, the voluntary self-report nature of the survey could result in over- or under-inflated reported income information. Still, we do not have any reason to suspect that the trends seen throughout these data are not generally representative of the true income trends within our membership.

We hope the use and distribution of this report will not only help our SIOP community, but will also inspire them to participate in subsequent income and employment surveys.

INTRODUCTION

The purpose of this survey was to investigate 2014 and 2015 income, benefits, and employment-related information for all levels of SIOP professional members, across employment industries, sectors, and roles. For the first time in several years, the survey administration, analysis, and reporting were overseen and conducted by an internal volunteer committee of SIOP members (i.e., the authors of this report). This change aligns well with former (2015) SIOP president Steve Kozlowski's call for greater utilization of the volunteer forces available in our membership. In completing this project we leveraged the most recent survey reports conducted by HumRRO and others in order to facilitate a comparison of results. Trend analyses were conducted utilizing the data and results of prior salary surveys, conducted in 2012, 2009, 2006, 2003, 2000, 1997, 1994, 1988, and 1982.

Survey Preparation and Administration

Using past salary surveys as a base, we partnered with Sirota Survey Intelligence (Sirota) in the programming, administration, and data collection of the web-based survey. Several steps were undertaken to review, revise, update, and pilot-test the income and employment survey. Chairs of multiple SIOP Committees reviewed a prior version of the income and employment survey and offered feedback. This review resulted in several updates, including an expanded list of certifications, revised background information categories (e.g., added "International Affiliate" to the membership item), and the deletion of a section focused on measuring the income and employment impact of the 2008-2009 recession. Once the survey was built, members of the Professional Practice Committee and Membership Committee again reviewed and provided feedback and suggestions in order to ensure (1) proper operation of text boxes and response options; (2) proper item branching and page continuation; (3) inclusion of all relevant information; and (4) formatting and spelling accuracy. The final draft of the survey was pilot-tested with several members of the Professional Practice, Membership, Institutional Review, and Scientific Affairs Committees. Representatives from Sirota, SIOP, and the income survey team reviewed respondents' feedback, making final updates (e.g., expanding list of metropolitan areas to measure respondents' location; clarifying survey instructions and item wording).

The survey was launched on June 16, 2016. Despite pilot testing, several respondents reported technical issues which prevented survey completion. In response, the survey was paused while these issues were addressed. The survey was then relaunched on June 21, 2016 and closed on July 18, 2016.

Sample Characteristics

The invitation to complete the survey was sent via email to 4,996 members of SIOP who had active email addresses on record. A total of 1,199 responses were received, representing a 24.0% response rate. This response rate was lower than the four previous electronic administrations of the income and employment surveys[1]. After data cleaning a total of 1,120 usable responses remained. Characteristics of this sample can be seen in Table 1.

[1] Response rate for four previous surveys: (32.3% in 2012; 29.1% in 2009; 34.2% in both 2006 and 2003). Potential explanations for the lower response rate include: the current survey was conducted later in the calendar year than in years past; technical difficulties were reported by some respondents; and members may be experiencing "survey fatigue" due to the growing number of surveys administered within SIOP.

As has been the trend in prior survey administrations, the percentage of female respondents has increased since 2012, representing 49.0% of current responses. Similarly, the percentage of master's degree respondents has increased over time, from 7.0% in 2007 to 23.0% in the current survey. This parallels trends in SIOP membership; the percentages of respondents with master's or doctoral degrees were similar to those of the SIOP member population at the time of the survey (see Table 1 for full comparison of survey and membership demographics).

With regard to representation from key employment sectors, 51.0% of survey respondents were from the private sector, 28.8% were from academia, 8.8% were from government, and 5.5% were from non-profits. These percentages are similar to those from the 2012 survey (Khanna, Medsker, & Ginter, 2013[2]). Compared to the SIOP population, the private sector was slightly overrepresented (51.0% vs. 46.3%) and academia underrepresented (28.8% vs. 39.5%); however, this comparison should be viewed cautiously as employment sector information was not available for approximately 24.0% of the SIOP population.

With respect to years since highest degree, survey respondents with a doctorate were similar to those of the SIOP population, with two notable group differences being those in the sample who were within 2-4 years (18.0% in the sample vs. 13.6% in the SIOP doctorate population) and those who were 25 years or more (18.0% in the sample vs. 25.3% in the SIOP doctorate population). For those respondents whose highest degree was a master's, the distribution across groupings was generally consistent with the SIOP population.

Analysis and Reporting

We limited all analyses related to income to data reported by respondents working full time (*N* = 1,069). For these respondents, the average number of hours worked per week were 47.3 in 2014 (Median = 48.0) and 47.8 in 2015 (Median = 48.0). Throughout the report, results for subgroups having less than 10 respondents are not reported in order to maintain respondent anonymity.

[2] References to the 2012 (and earlier) technical report are made throughout this document; though not continuously cited, this citation applies across all mentions of the 2012 report.

Table 1. Sample Characteristics Across Prior Survey Administrations

	1982	1988	1994	1997	2000	2003	2006	2009	2012	2015
Gender										
Men	84%	79%	71%	67%	65%	58%	58%	54%	56%	51%
Women	16%	21%	29%	33%	35%	42%	42%	46%	45%	49%
Membership type										
Associate	n/a	10%	6%	7%	10%	12%	14%	14%	15%	17%
Intl Affiliate	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3%
Member	n/a	82%	86%	86%	83%	82%	80%	80%	79%	74%
Fellow	n/a	8%	9%	7%	7%	6%	6%	6%	6%	6%
Employment status										
Full Time	n/a	87%	89%	86%	86%	95%	97%	95%	95%	96%
Part Time	n/a	5%	3%	8%	9%	5%	3%	5%	5%	4%
Location										
New York Area	4%	14%	11%	10%	11%	7%	8%	7%	6%	6%
Elsewhere	86%	86%	89%	90%	89%	93%	92%	93%	94%	94%
Years since doctorate										
0-<2	n/a	n/a	8%	11%	2%	11%	8%	9%	9%	5%
2-4	n/a	n/a	12%	13%	14%	19%	20%	16%	17%	18%
5-9	23%	24%	19%	18%	19%	25%	24%	22%	22%	20%
10-14	19%	22%	18%	14%	15%	13%	16%	18%	15%	16%
15-19	14%	18%	14%	14%	13%	10%	10%	10%	14%	11%
20-24	n/a	n/a	14%	12%	14%	8%	7%	9%	7%	12%
25 or more	n/a	n/a	15%	19%	25%	14%	15%	16%	18%	18%
Years since master's										
0-<2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	7%
2-4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	30%
5-9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	30%
10-14	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	17%
15-19	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	7%
20-24	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4%
25 or more	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	5%
Degree										
Doctorate	n/a	n/a	n/a	92%	88%	87%	87%	86%	83%	77%
Master's	n/a	n/a	n/a	7%	12%	13%	13%	14%	17%	23%

Note. "n/a" indicates that data are not available. Statistics include both master's and doctorate level respondents, with the exception of those relevant to "years since doctorate," "years since master's," and "degree." Doctorate reflects respondents with a PhD, PsyD, and/or EdD.

PART I: DEMOGRAPHIC INCOME LEVEL TRENDS

Highest Degree Obtained

As can be seen in Table 2, median income for respondents with doctorate degrees was $118,818 in 2015. When compared with previous years, 2015 median incomes were 5.0% higher than those reported in 2012 and 8.0% higher than those reported in 2011. Interestingly, 2014 median incomes were slightly lower than 2012 incomes ($112,000 and $113,200, respectively).

Median income levels have increased an average 2.07% for Master's level I-Os and 3.14% for Doctorate level I-Os over the past 33 years.

Median income for respondents with master's degrees was $84,500 in 2015. When compared with previous years, 2015 median incomes were 4.6% higher than those reported in 2012 and 12.7% higher than those reported in 2011. As was the case with doctoral respondents, 2014 median incomes ($76,650) were lower than 2012 incomes and slightly higher than 2011 incomes.

Table 2. Median Incomes for Master's and Doctorate I-Os over Time

	Doctorate		Master's		% Difference between doctorate and master's[3]
Year	Income	N	Income	N	
1982	$42,850	844	$43,000	96	-0.4%
1988	$60,000	1,448	$51,500	171	16.5%
1994	$71,000	1,124	$59,500	104	19.3%
1997	$80,000	1,231	$55,000	99	45.5%
1999	$83,000	882	$58,000	117	43.1%
2000	$90,000	905	$67,000	126	34.3%
2002	$83,750	904	$60,000	131	39.6%
2003	$87,714	922	$65,000	133	34.9%
2005	$92,000	931	$68,000	139	35.3%
2006	$98,500	942	$72,000	141	36.8%
2008	$102,000	869	$72,000	141	41.7%
2009	$105,000	904	$74,500	148	40.9%
2011	$110,000	921	$75,000	175	46.7%
2012	$113,200	938	$80,750	182	40.2%
2014	$112,000	802	$76,650	238	46.1%
2015	$118,818	817	$84,500	246	40.6%

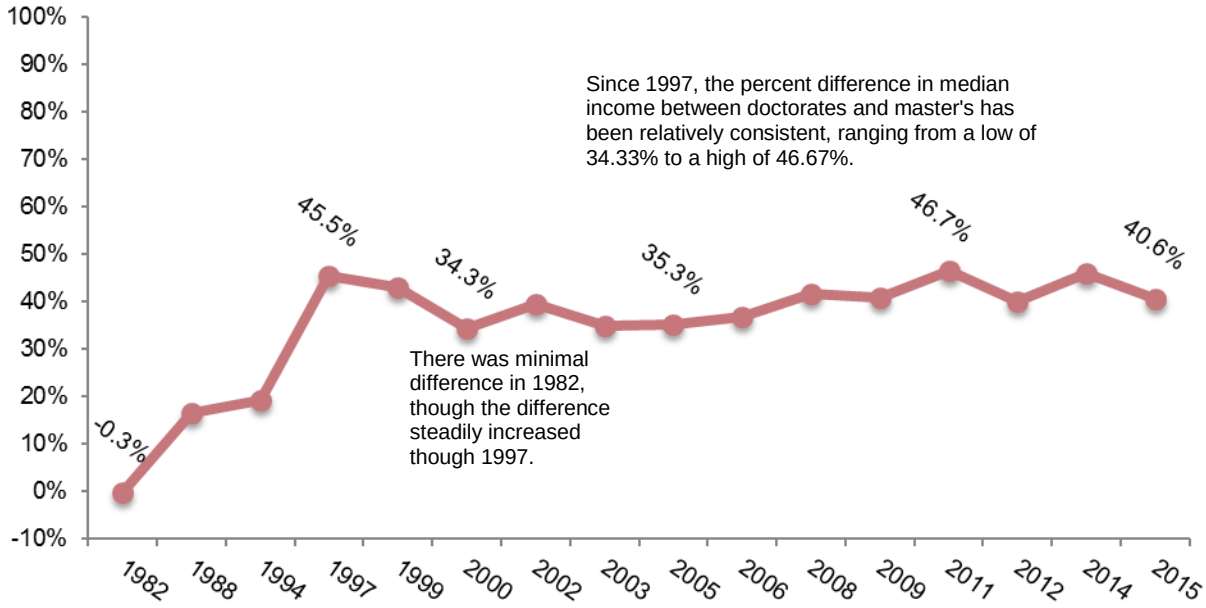
[3] Percent differences reflect the difference between doctorate and master's incomes divided by master's income.

The 2015 mean income of doctorate respondents ($138,944) was significantly higher than that of master's respondents ($93,943; $t(1,061) = 7.60$, $p<.001$). Similarly, the 2014 mean income of doctorate respondents ($131,692) was significantly higher than that of master's respondents ($83,582; $t(1,038) = 8.18$, $p<.001$).

Doctorate level I-Os report earning 40% higher median annual incomes than master's level I-Os.

As displayed in Table 2 and in Figure 1 (below), the difference between master's and doctorate I-O median incomes was minimal in 1982, with those holding master's degrees reporting a $150 (.4%) higher median income than doctorate respondents in 1982. With the 1988 salary survey, the increase in doctorate respondents' median incomes started to outpace that of master's level I-O's. That difference continued to increase through the 1997 survey administration. Since then, the percent difference between reported median incomes of doctorate level respondents and master's level respondents has been generally consistent, with percent differences ranging from a low of 34.3% in 2000 to 46.7% in 2011.

Figure 1. Percentage Difference Between Master's and Doctorate I-Os Over Time



Gender

For both men and women, 2015 median incomes were higher than those reported in 2014, 2012, and 2011. As can be seen in Table 3 below, the 2015 median income for men was $116,779. For women, 2015 median reported income was $104,750 in 2015.

Since 1982, median income levels have increased at an average annual rate of 3.29% for women and 2.98% for men.

When compared with previous years, men's 2015 median incomes were 2.6% ($2,979) higher than 2012 median incomes. For women, differences from prior years were more pronounced. Specifically, 2015 median incomes were 4.8% ($4,750) higher than 2012 median incomes.

Both median and mean differences between genders were significant. Male respondents reported earning 11.5% higher median incomes and 17.7% higher mean incomes. Specifically the mean income for male respondents was $138,873, whereas the mean reported income earned by female respondents was $117,985 ($t(1,056) = 4.093$, $p<.001$).

Table 3. Median Incomes by Gender Over Time[4]

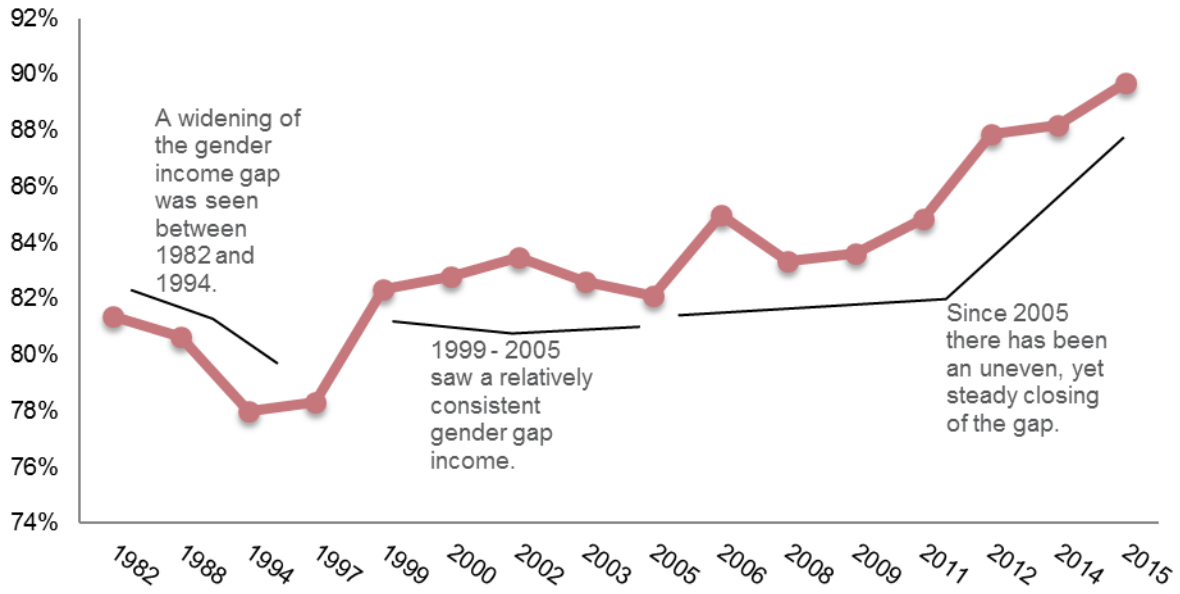
	Men		Women		Ratio of Female to Male Incomes[5]
Year	**Income**	**N**	**Income**	**N**	
1982	$44,250	811	$36,000	150	81.4%
1988	$62,000	1,290	$50,000	342	80.6%
1994	$75,000	954	$58,500	394	78.0%
1997	$83,000	858	$65,000	428	78.3%
1999	$85,000	637	$70,000	341	82.4%
2000	$93,000	653	$77,000	357	82.8%
2002	$86,250	605	$72,000	428	83.5%
2003	$92,000	609	$76,000	444	82.6%
2005	$95,000	626	$78,000	436	82.1%
2006	$100,000	626	$85,000	449	85.0%
2008	$108,000	556	$90,000	451	83.3%
2009	$110,000	569	$92,000	480	83.6%
2011	$110,800	613	$94,000	475	84.8%
2012	$113,800	624	$100,000	490	87.9%
2014	$110,000	521	$97,008	513	88.2%
2015	$116,779	536	$104,750	522	89.7%

[4] Incomes reflect those reported by both master's and doctorate level respondents.

[5] Consistent with the calculation method employed by the United States Bureau of Labor Statistics, the ratio of women's median income to men's median was used to examine earning equality across genders.

Since 1982, median income for female I-Os has risen at an annual average rate slightly higher than that of men I-Os (3.3% vs 3.0%). This has contributed to a narrowing of the gender gap over time. For example, in 1994 women reported earning 78 cents for every dollar that men reported earning; this gap has decreased to its lowest level in the current results with women earning 89.7 cents for every dollar earned by men. The results are encouraging, particularly when compared with that of nationally reported differences. Over last seven years, we've seen a rise in the female-to-male ratio from 83.3% in 2008 to 89.7% in 2015, eclipsing the typical 80-83% range across industries reported by the Bureau of Labor Statistics (BLS, 2015). Figure 2 highlights this ratio of median incomes over time.

Figure 2. Ratio of Female-to-Male Incomes Over Time[4]



Although direct comparisons should be interpreted with caution due to the different methods of measuring salary information (i.e., we based analyses on reported median annual income, whereas other organizations report analyses based on median weekly or median hourly income) and the inclusion of international SIOP members in the survey sample, the 2015 female-to-male income ratio for I-Os is:

- More favorable than that of the general U.S. population (80%) as reported by the American Association of University Women (AAUW, 2016).
- More favorable than the 2014 median weekly earnings ratio (81.2%) for the U.S. population as reported by the Bureau of Labor Statistics (BLS, 2015).
- More favorable than the gender income gaps for the U.S. population across different occupational groups: Management (77.5%), Business and Financial Operations (75.0%), Life, Physical, and Social Science (85.2%), and Education, Training, and Library (78.6%), as reported by the Bureau of Labor Statistics (BLS, 2015).

When examining the gender gap for US-only SIOP members, we find that the gap is slightly more narrow at 90.9%; the 2015 median income for US men was $115,000 (*N* = 456) and for US women it was $104,500 (*N* = 460). This also compares favorably against gender income ratios from other industries, as noted above.

While these are encouraging trends, it is clear that more needs to be done to close the gender wage gap. Extrapolating a constant average income growth rate based on the historical (since 1982) average for I-O men (3.0%) and women (3.3%), income equality would be reached in 2052. However, using the average annual growth rate over the last 10 years (2005-2015) of 2.1% for men and 3.0% for women, income equality would be reached in 2028. Regardless, the persistence of the gender wage gap in the I-O psychology field, given our knowledge of issues related to compensation, distributive justice, equity, and job performance, speaks to the pervasiveness of this societal issue.

Age

The 2014 and 2015 median incomes for master's, doctorate, and combined samples are presented in Table 4. As might be expected, the lowest earning age group was consistently the youngest group (35 and under) across the three samples. For the combined master's and doctorate respondents, the highest earning age group in 2015 was 55 and older, with a median income of $147,310, followed by the 45-49 age group at $144,040. For doctorates only, the highest earning age group in 2015 was 45-49 at $154,000 and for master's only, the highest earning age group in 2015 was 50-54 at $117,500.

Table 4. Median Incomes for Age Groups Across Years[6]

Age Group	Combined		Doctorate		Master's	
	2014	2015	2014	2015	2014	2015
<35	$75,000 310	$85,000 321	$83,000 183	$90,913 186	$65,000 127	$74,000 135
35-39	$105,000 192	$110,000 198	$107,400 149	$112,581 155	$94,500 41	$98,000 41
40-44	$118,500 132	$125,000 133	$122,000 108	$130,000 109	$96,750 24	$100,000 24
45-49	$132,500 114	$144,040 114	$148,000 97	$154,000 97	$111,000 17	$116,000 17
50-54	$133,300 105	$138,637 110	$135,000 91	$139,762 96	$102,000 14	$117,500 14
55+	$140,175 170	$147,310 170	$145,000 159	$150,000 159	$115,000 11	$115,000 11

For doctorates only, differences in mean incomes across age groups were significant for both 2014 ($F(5,781) = 28.82$, $p<.001$) and 2015 ($F(5,796) = 20.20$, $p<.001$) income levels. For master's only, differences in mean incomes across age groups were significant in 2014 ($F(5,228) = 17.735$, $p<.001$) and in 2015 ($F(5,236) = 8.914$, $p<.001$).

[6] Valid Ns for each group are presented below each income figure.

Median doctorate level I-O incomes for the different age groups over time are presented in Figure 3 and Table 5; results for master's level incomes from previous surveys were not available. Across all age groups, 2015 median incomes exceeded that of previous years.

Figure 3. Doctorate Level Income Growth per Age Group Over Time

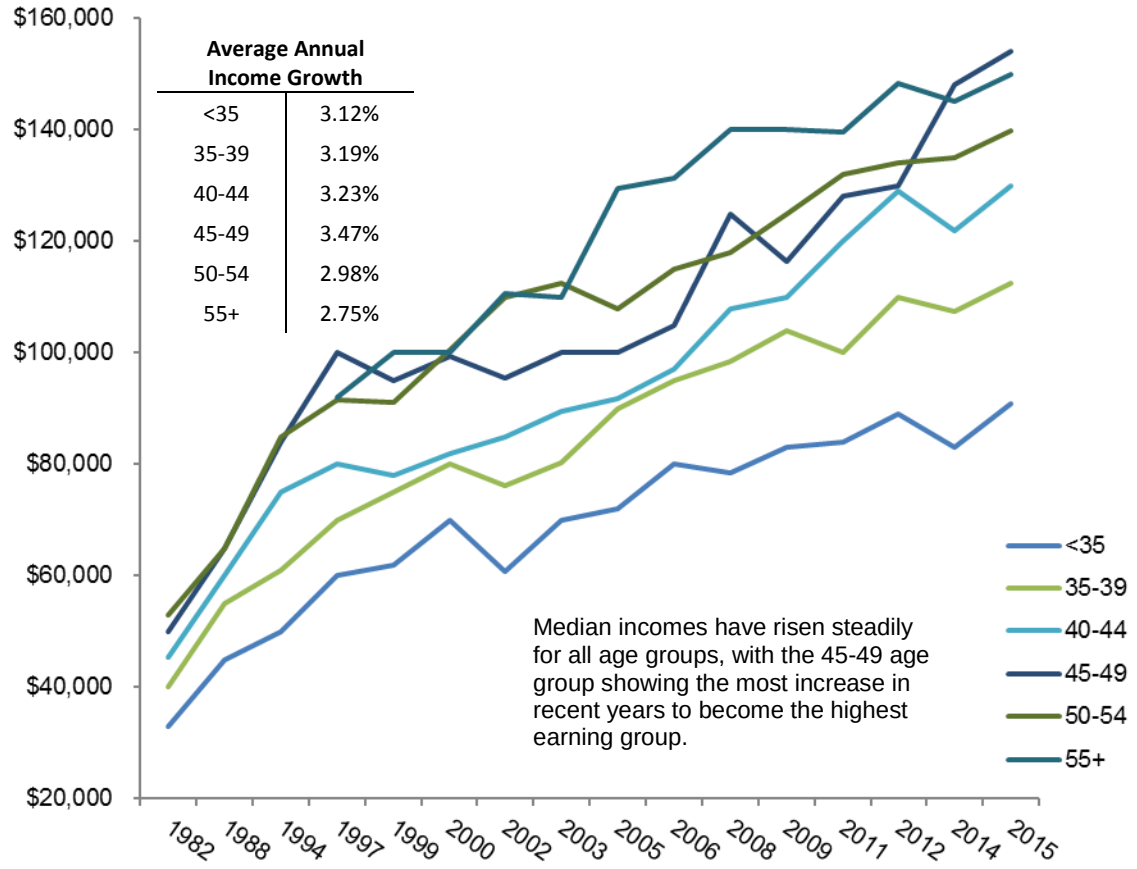


Table 5. Median Incomes by Age Groups for Doctorate Respondents Over Time

	<35		35-39		40-44		45-49		50-54		55+	
Year	**Income**	**N**	**Income**	**N**	**Income**	**N**	**Income**	**N**	**Income**	**N**	**Income**	**N**
1982	$33,000	148	$40,000	193	$45,500	152	$50,000	92	$53,000	91	n/a	n/a
1988	$45,000	132	$55,000	280	$60,000	329	$65,000	262	$65,000	144	n/a	n/a
1994	$50,000	168	$61,000	227	$75,000	216	$84,000	247	$85,000	140	n/a	n/a
1997	$60,000	236	$70,000	178	$80,000	162	$100,000	210	$91,500	196	$92,000	242
1999	$62,000	163	$75,000	136	$78,000	95	$95,000	141	$91,000	140	$100,000	189
2000	$70,000	170	$80,000	141	$82,000	100	$99,500	140	$100,500	144	$100,000	192
2002	$60,753	194	$76,250	208	$85,000	137	$95,500	91	$110,000	121	$110,659	143
2003	$70,000	208	$80,300	209	$89,600	141	$100,000	90	$112,500	120	$110,000	144
2005	$72,000	205	$90,000	198	$91,759	139	$100,000	105	$108,000	103	$129,500	170
2006	$80,000	209	$95,000	200	$97,000	141	$105,000	107	$115,000	104	$131,306	170
2008	$78,500	204	$98,500	168	$108,000	149	$125,000	89	$118,000	79	$140,000	168
2009	$83,000	221	$104,000	169	$110,000	155	$116,500	95	$125,000	79	$140,000	173
2011	$84,000	205	$100,000	163	$120,000	151	$128,000	118	$132,000	78	$139,700	188
2012	$89,000	220	$110,000	169	$129,000	151	$130,000	122	$134,000	77	$148,350	185
2014	$83,000	183	$107,400	149	$122,000	108	$148,000	97	$135,000	91	$145,000	159
2015	$90,913	186	$112,581	155	$130,000	109	$154,000	97	$139,762	96	$150,000	159

PART II: 2015 MEDIAN INCOME INFORMATION

Years Since Highest Degree

Tables 6 and 7 present 2015 income by the number of years since respondents obtained their highest degree for doctorate and master's level respondents, respectively. As can be seen in both tables, the progression of mean incomes post-graduation is relatively linear, other than for the group with less than 2 years since obtaining their degree. For this group, average income exceeded that of the 2-4 year group by $6,887 for doctorates and $12,635 for master's respondents. This result could be due, in part, to the lower number of respondents with less than 2 years of experience, relative to other groups. The most variance between the 10th and 90th percentile incomes was seen for the group of respondents 25 or more years post highest degree.

Table 6. Income Levels across Years Since Doctorate Degree

Years since degree	<2	2 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25+
N	40	149	162	128	91	99	142
Mean	$103,715	$96,828	$116,329	$134,277	$166,295	$169,849	$184,950
Percentile							
90th	$124,300	$132,000	$160,000	$200,000	$242,200	$283,000	$325,460
75th	$101,500	$110,676	$136,250	$159,625	$190,000	$200,000	$214,250
50th	$85,000	$93,000	$111,000	$126,240	$150,000	$162,800	$153,500
25th	$72,250	$81,600	$90,000	$103,000	$115,000	$111,500	$101,700
10th	$42,830	$65,000	$70,650	$77,757	$95,000	$82,000	$72,338

As can be seen in Table 6, those who obtained their doctorate degrees 20-24 years ago had the highest median income ($162,800), whereas those who had received their degrees 25 or more years ago had the highest overall mean income ($184,950). This finding may be influenced by the large range in incomes between the 10th and 90th percentiles for the group with 25 or more years since receiving their doctorate ($253,122).

For master's level respondents, those who received their degree 20 or more years ago had the highest median income ($125,000) and the highest mean income ($139,206) in 2015. At the 90th percentile, median incomes across groups exceeded $100,000, with the 20 or more years group being highest ($214,000) followed by, interestingly, the group with less than 2 years since receiving their degree ($202,100). Examination of the pattern of median incomes across all other groups and percentile levels demonstrates this to be an outlier, effectively raising the mean income for the less than 2 years post-graduation group.

Table 7. Income Levels Across Years Since Master's Degree

Years Since Degree	<2	2 – 4	5 - 9	10 - 14	15 - 19	20+[7]
N	16	74	75	42	16	21
Mean	$86,895	$74,260	$86,900	$110,029	$123,661	$139,206
Percentile						
90th	$202,100	$101,500	$122,400	$153,500	$195,700	$214,000
75th	$76,500	$85,000	$96,000	$124,750	$148,610	$175,000
50th	$60,600	$70,000	$83,000	$101,816	$119,375	$125,000
25th	$51,250	$59,500	$72,500	$87,500	$98,500	$106,000
10th	$40,731	$47,500	$63,900	$66,800	$72,950	$73,502

Geographic Location

Survey respondents were provided a list of metropolitan areas and asked to indicate their primary office or work location. At the suggestion of survey reviewers, we examined SIOP member location information and subsequently added new metropolitan areas that were reasonably populated with I-O psychologists (e.g., Atlanta; Seattle) while retaining the original list of metropolitan areas used in the previous salary surveys (e.g., Chicago; Washington DC). Table 8 presents the range of metropolitan areas employing I-Os and provides median and mean primary incomes for doctorate respondents in each of these areas.

Washington D.C. represented survey respondents' most frequent work location, followed by Chicago, IL. Based on median incomes, the top five metropolitan areas with at least 10 respondents each were Philadelphia, Los Angeles/Orange County, Minneapolis/St. Paul, Boston, and San Francisco/San Jose. Mean incomes increased in 2015 for each of these five metropolitan areas, with the exception of San Francisco/San Jose[8]. Manhattan showed the largest decrease in mean income from 2012, decreasing from an average of $223,239 to $166,648 in 2015. A possible explanation for this unexpected finding is the difference in sample sizes across survey administrations; in 2012, 27 respondents reported working in Manhattan, whereas only 12 respondents reported working in Manhattan in 2015.

Median primary incomes adjusted for cost-of-living displayed a considerable amount of variance across location. While Los Angeles/Orange County and Philadelphia were the locations with the highest unadjusted median incomes, based on cost of living calculations, the Minneapolis/St. Paul, MN and Tampa, FL areas represent the locations in which I-Os earned the highest relative incomes.

[7] There were too few respondents in the 20-24 year category to present their results separately; therefore results from this group were combined with 25+ year category to create a 20+ category.

[8] The current survey data are compared to the unweighted mean incomes from the 2012 survey.

Table 8. Income Across Geographic Locations for Doctorate Respondents

	N	Median Income	Cost-of-Living Adjusted Median Income[9]	Mean Income
Atlanta, GA Metro Area	30	$129,000	$182,434	$146,611
Boston, MA Metro Area	11	$142,000	$144,384	$154,476
Chicago, IL Metro Area	43	$113,000	$134,999	$132,295
Dallas, TX Metro Area	28	$124,350	$179,688	$154,324
Denver, CO Metro Area	10	$80,425	$105,194	$104,195
Detroit, MI Metro Area	14	$111,500	$162,638	$119,143
Houston, TX Metro Area	13	$109,000	$153,837	$114,741
Los Angeles/Orange Co., CA Metro Area	20	$150,000	$157,698	$186,451
Manhattan, NY	12	$107,500	$68,629	$166,648
Other New York Metro Area	34	$125,500	n/a	$157,222
Minneapolis/St. Paul, MN Metro Area	29	$143,000	$184,273	$180,411
Philadelphia, PA Metro Area	11	$150,700	$175,523	$148,125
San Diego, CA Metro Area	11	$106,000	$111,356	$143,912
San Francisco/San Jose, CA Metro Area	18	$136,000	$116,512	$134,111
Seattle, WA Metro Area	19	$130,000	$146,040	$145,606
St. Louis, MO Metro Area	11	$111,000	$164,318	$121,016
Tampa, FL Metro Area	13	$123,000	$183,031	$129,487
Washington, D.C. Metro Area	83	$130,000	$130,000	$135,329
Other Major US Metro Areas[10]	12	$163,663	n/a	$111,750
Other US Locations	281	$108,500	n/a	$129,563
Canada[11]	22	$123,500	n/a	$124,351
Outside the US or Canada	30	$113,025	n/a	$121,808

For master's respondents, there were too few responses to report results for most metropolitan areas, without compromising anonymity[12]. However, some insights can still be gleaned from this data. For master's level respondents, Washington D.C. was the metropolitan area in which

[9] Cost of living calculated using the PayScale, Inc. Cost of Living Calculator (2016); all incomes were adjusted to their Washington, DC equivalent using psychologist as the job title.

[10] Less than 10 respondents reported working in either Miami, FL or Baltimore, MD; therefore, incomes representing these US metropolitan areas were combined into the "Other Major US Metro Areas" category.

[11] Less than 10 respondents reported working in Ottawa, Vancouver, Calgary, and Toronto combined; therefore, incomes representing these Canadian metropolitan areas were combined with responses from other Canadian locations to form a "Canada" category.

[12] Findings are only reported for subgroups containing 10 or more respondents.

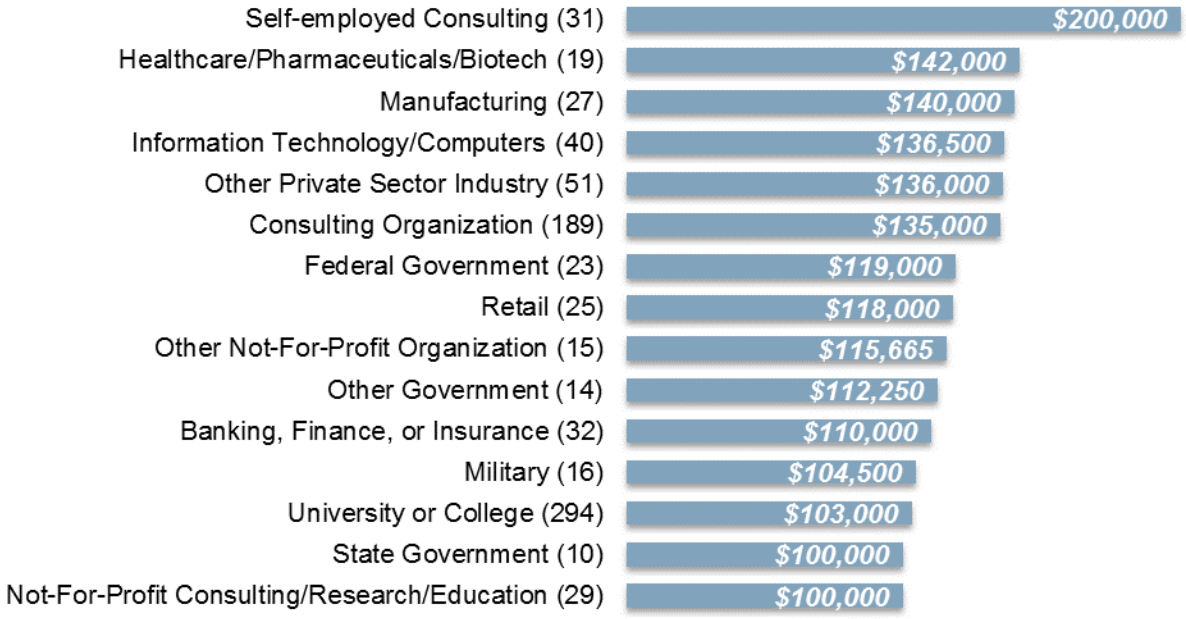
most respondents reporting working (13.0%), followed by the Dallas and Chicago metropolitan areas, with 4.8% of those responding reporting working in each.

- The median income for master's level respondents working in Washington D.C. (*N* = 30) was $91,000 (*M* = $101,551).
- The median income for master's level respondents working in Dallas (*N* = 11) was $94,000 (*M* = $92,779).
- The median income for master's level respondents working in Chicago (*N* = 11) was $75,000 (*M* = $86,609).
- For all other metropolitan areas and locations in the US combined (*N* = 165, 71.4% of those responding), the median income was $81,012 (*M* = $91,307).
- For master's respondents working outside the US or Canada (*N* = 12, 5.2% of those responding), a median income of $89,000 was reported (*M* = $98,104).

Type of Principal Employment

Survey respondents represented a number of industries ranging from IT to government. For doctorate respondents, approximately half of the survey respondents worked in the private sector; the two industries with the most representation were university or college (*N*=294) and consulting organizations (*N*=189). Figure 4 provides the 2015 median annual income for doctorates across industries. Self-employed consultants reported the greatest median primary incomes, approximately $58,000 more than the next highest median income industry (Healthcare/Pharmaceuticals/Biotech). The results related to self-employed consultants are likely driven, in part, by the variable nature of this industry; indeed, the incomes reported by self-employed consultants ranged from $25,000 to $1,000,000, representing the greatest variance (*SD* = $192,367) in reported income within each industry.

Figure 4. Median Income by Industry for Doctorate Respondents[13]

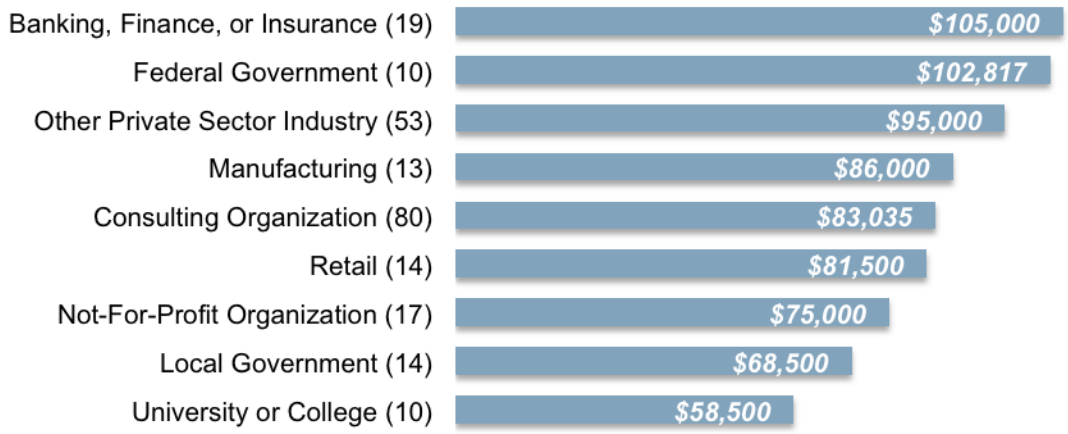


[13] Other Private Sector Industry included Energy Production, Public Utilities, Transportation, Consumer Package Goods, among others. Other Government included local government and government research. Other Not-For-Profit included healthcare and trade associations, among others. Sample sizes are provided in parentheses.

Results for master's level respondents are presented in Figure 5. In several instances there were too few respondents within an industry category to report it separately. Consulting organizations was the most common industry for this group, followed by other private sector industries. Master's level respondents working in banking, finance, or insurance reported the highest median income levels, followed closely by federal government.

Practitioners reported earning 12% higher median annual incomes than their academic counterparts.

Figure 5. Median Income by Industry for Master's Respondents[14]



Academic Employment[15]

For doctorate respondents, median incomes are broken down by highest degree offered (Figure 6), type of department (Figure 7), and type of institution (Figure 8). Similar to the pattern observed for median incomes, mean incomes significantly differed across the highest degree offered by respondents' institutions ($F(2,285) = 4.09$, $p < .05$). The mean income of respondents working at bachelor's level institutions was $97,423. The mean income for respondents at master's level institutions was $112,203. Finally, the mean income for respondents at doctorate level institutions was $127,134.

[14] There were too few respondents to report results for military, state government, and government research categories. "Other Private Sector Industry" included healthcare, telecommunications, transportation, information technology, self-employed consulting, and energy production.

[15] Results from analyses of those working at universities or college institutions are presented only for doctorate respondents, as there were only 10 master's respondents who indicated working within an academic organization.

Figure 6. Median Academic Income by Highest Degree Offered[16]

Mean incomes also significantly differed across the types of departments in which respondents worked ($F(2,285) = 37.67$, $p < .01$). Respondents working in business or management departments reported the highest mean incomes (M = \$150,283). Those working in psychology departments reported the lowest mean incomes (M = \$94,469).

Figure 7. Median Academic Income by Type of Department[17]

Differences in mean incomes across public and private institutions were significant ($t(290) = 2.03$, $p < .05$). Surprisingly, respondents working in public institutions reported higher mean incomes than did those working in private institutions (M = \$122,926 and M = \$106,883, respectively).

Figure 8. Median Academic Income by Type of Institution[18]

To provide more detailed information on those in the academic field, we delineated income information by the type of degree offered across psychology and business management programs. Results are presented in Table 9 below.

[16] Medians reflect incomes reported by doctorate level respondents only; sample sizes are provided in parentheses.
[17] Medians reflect incomes reported by doctorate level respondents only; sample sizes are provided in parentheses. The "Other" category included such departments as Administration, Technology, Medicine, Education, Family Studies, Law, and Research.
[18] Medians reflect incomes reported by doctorate level respondents only; sample sizes are provided in parentheses.

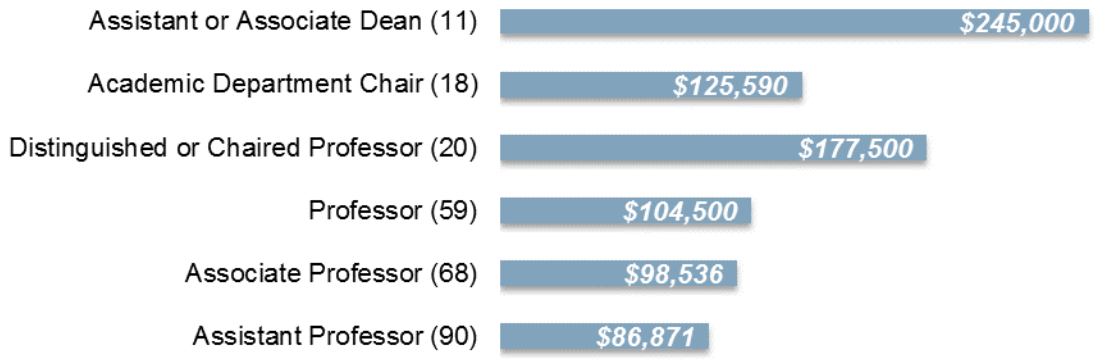
Table 9. Academic Income Levels Across Department and Highest Degree Offered

	Psychology			Business or Management		
Degree	**Bachelor's**	**Master's**	**Doctorate**	**Bachelor's**	**Master's**	**Doctorate**
N	14	29	103	12	56	51
Mean	$93,338	$87,395	$96,614	$104,677	$125,845	$187,848
Percentile						
90th	$159,000	$115,825	$143,400	$165,800	$226,800	$303,000
75th	$108,500	$99,297	$115,500	$125,435	$143,300	$225,000
50th	$87,500	$85,000	$85,000	$93,000	$113,000	$177,012
25th	$68,274	$73,063	$71,500	$79,250	$96,328	$132,000
10th	$56,500	$64,788	$63,400	$67,800	$74,100	$96,000

Academic Job Levels

Figure 9 presents median incomes reported by respondents working at different job levels within academia. Median income levels followed a relatively logical progression across professor ranks, with assistant or associate dean reporting the highest median income followed by respondents in distinguished or chaired positions.

Figure 9. Median Academic Income across Job Levels[19]



We further analyzed income information for different job levels in academia across two comparison groups: (1) psychology, business, or management departments, and (2) private or public institutions. Results are presented in Table 10 and Table 11, respectively.

Differences between mean incomes at different job levels within psychology departments were significant ($F(4,130) = 24.09$, $p<.001$), with distinguished or chaired professors reporting the highest mean and median incomes, as was the case in 2012. As seen in Table 10, within psychology departments associate professors' mean income was 16.5% higher than assistants',

[19] Medians reflect incomes reported by doctorate level respondents only; sample sizes are provided in parentheses.

full professors' mean income was 32.3% higher than associates', and distinguished chairs' mean income was 24.5% higher than full professors'.

Within business or management departments, differences between mean incomes at different job levels were also significant ($F(2,89) = 6.95$, $p<.01$). Specifically, associate professors reported higher mean incomes than assistant professors (22.5%), and full professors reported higher mean incomes than associates (17.2%). A comparison of the same job titles across departments indicates that the mean reported incomes earned by respondents working in business or management departments were significantly higher than those of respondents working in psychology departments[20].

Table 10. Academic Income by Job Levels and Department Type[21]

Psychology Departments					
	Assistant Professor	Associate Professor	Professor	Distinguished or Chaired Professor	Academic Department Chair
N	37	32	43	11	12
Mean	$70,947	$82,684	$109,428	$136,273	$119,417
Percentile					
90th	$85,148	$117,000	$155,200	$192,000	$166,320
75th	$77,230	$88,000	$120,000	$180,000	$140,295
50th	$70,500	$78,410	$103,000	$133,000	$113,503
25th	$63,000	$71,764	$90,000	$108,000	$100,071
10th	$56,800	$65,245	$73,475	$87,700	$84,938

Business or Management Departments			
	Assistant Professor	Associate Professor	Professor
N	48	32	12
Mean	$113,263	$138,798	$162,683
Percentile			
90th	$170,500	$208,200	$281,683
75th	$135,638	$174,750	$221,500
50th	$108,911	$129,750	$144,850
25th	$92,581	$102,750	$124,500
10th	$63,976	$81,600	$53,000

Within public institutions, differences between mean incomes across different job levels were significant ($F(4,184) = 12.56$, $p<.001$), with distinguished or chaired professors reporting the highest mean and median incomes, followed by department chairs. Interestingly, differences between mean incomes across job levels in private institutions were not significant ($F(2,153) =$

[20] Assistant professors: $t(55.9) = 7.44$, $p<.001$; associate professors: $t(45.6) = 6.32$, $p<.001$; and professors: $t(12.3) = 2.52$, $p<.05$

[21] Medians reflect incomes reported by doctorate level respondents only. Results are presented only for those job levels/titles in which there was an adequate sample size.

1.45, *n.s.*); however given small sample sizes in each job level, these results should be viewed cautiously. The incomes of respondents with the same job titles in different types of institutions were not different significantly different[22].

Table 11. Academic Income Across Different Job Levels and Institution Types[23]

Public Institutions					
	Assistant Professor	Associate Professor	Professor	Distinguished or Chaired Professor	Academic Department Chair
N	68	48	44	13	16
Mean	$96,548	$114,417	$122,821	$178,039	$155,270
Percentile					
90th	$144,865	$178,530	$199,894	$277,800	$285,400
75th	$121,750	$144,965	$140,500	$245,000	$182,822
50th	$91,000	$101,500	$115,000	$175,000	$127,590
25th	$70,625	$80,500	$94,000	$132,500	$111,231
10th	$59,700	$71,617	$73,063	$99,603	$94,216

Private Institutions			
	Assistant Professor	Associate Professor	Professor
N	22	19	15
Mean	$90,246	$93,233	$114,251
Percentile			
90th	$152,320	$160,200	$257,000
75th	$114,125	$114,738	$105,000
50th	$81,500	$78,000	$96,000
25th	$65,139	$70,180	$83,000
10th	$56,500	$64,000	$59,362

Practitioner Job Levels

In order to better understand the impact of job level on practitioner incomes, we analyzed incomes by the job type/ level of respondents working within private sector, for profit, non-profit, and government organizations. Results are presented in Tables 12 and 13 for doctorate level respondents and master's level respondents, respectively. In general, for both master's and doctorate respondents, as the job level increased in the scope of responsibility (i.e., from entry level through president or CEO), so too did mean and median income levels.

The majority of the doctorate respondents reported their job level as senior level consultant/researcher/practitioner. As expected, presidents or CEOs reported the highest mean

[22] Assistant professors: $t(88)=.73$, n.s.; associated professors: $t(65)= 1.88$, n.s.; and professors: $t(57)=.58$, n.s.
[23] Medians reflect incomes reported by doctorate level respondents only; sample sizes are provided in parentheses.

incomes (*M* = $255,686) with vice presidents reporting the second highest mean incomes (*M* = $237,321). Conversely, the median income for vice presidents was higher than that of presidents and CEOs. This finding makes sense given that the range of incomes for presidents and CEOs was much broader than that of vice presidents. As was the case in 2012, this finding may be explained by looking at the size of the organizations in which these individuals were employed. Specifically, all presidents and CEOs reported working in organizations with 100 or fewer employees, with the overwhelming majority of these (89%) working in organizations with 1-15 employees. In contrast, 67% of the vice presidents were working in organizations with 101 or more employees. Though based on small numbers, vice president income levels trended higher than those of senior vice presidents at mean and median income levels; however, these differences were not statistically significant.

For master's respondents, the majority reported their job level as consultant/researcher/practitioner. As with the doctorate respondents, master's respondents at the senior leader level (i.e., vice presidents, senior vice presidents, and presidents/CEOs) had the broadest range of incomes reported. Comparing respondents with the same self-reported job levels, doctorates tended to trend higher in mean and median incomes than those with master's degrees.

Table 12. Doctorate Level Practitioner Income by Job Level

	Entry-Level	Consultant, Researcher, Practitioner	Senior-Level	First-Line Supervisor	Manager/ Director HR/IO	Manager/ Director Non-HR/IO	Vice President	Senior Vice President	President or CEO
N	15	78	184	40	97	25	27	15	18
Mean	$74,682	$114,752	$135,651	$133,778	$152,075	$151,759	$237,321	$212,103	$255,686
Percentile									
90th	$110,000	$138,100	$203,254	$169,600	$200,400	$197,020	$352,000	$359,200	$505,000
75th	$93,271	$110,000	$140,000	$150,000	$180,000	$181,500	$260,000	$240,000	$308,825
50th	$82,000	$92,800	$117,733	$134,500	$153,000	$150,000	$211,000	$185,000	$200,000
25th	$50,000	$83,000	$100,000	$111,500	$116,200	$132,500	$156,000	$164,000	$145,500
10th	$39,022	$70,400	$84,000	$97,200	$93,800	$98,000	$117,600	$153,000	$76,699

Table 13. Master's Level Practitioner Income by Job Level[24]

	Entry-Level	Consultant, Researcher, Practitioner	Senior-Level	First-Line Supervisor	Manager/Director HR/IO	Senior Leadership
N	39	69	54	19	32	13
Mean	$73,614	$76,392	$100,635	$114,895	$119,694	$153,231
Percentile						
90th	$85,000	$96,000	$139,378	$160,000	$150,700	$213,000
75th	$72,000	$88,670	$114,063	$150,000	$135,750	$204,500
50th	$65,000	$75,000	$95,000	$110,000	$120,500	$150,000
25th	$51,896	$63,361	$79,053	$80,000	$86,250	$106,000
10th	$45,000	$57,000	$71,044	$73,000	$77,250	$81,400

[24] There were too few respondents in the Vice President, Senior Vice President, and CEO/President categories to report these results separately for Master's level respondents; these categories were combined into a "Senior Leadership" group.

Partners, Principals, and Owners

In order to investigate the impact of job responsibility on practitioner incomes, we compared the incomes reported by respondents working in a for-profit organization across ownership statuses. Table 14 presents the results of this comparison.

Table 14. Doctorate Level Practitioner Income by Ownership Status

	Sole Proprietor	Partner	Principal	Shareholder[25]	Not an Owner
N	23	19	10	23	338
Mean	$197,019	$329,980	$222,870	$159,553	$138,608
Percentile					
90th	$430,000	$1,000,000	$422,000	$295,200	$200,000
75th	$260,000	$350,000	$248,750	$183,000	$154,250
50th	$185,000	$250,000	$189,350	$155,000	$125,000
25th	$82,443	$175,000	$166,000	$110,000	$100,000
10th	$50,400	$160,000	$151,300	$71,642	$85,000

In general, having some level of ownership within a for-profit company resulted in higher median and mean incomes compared to those without ownership status and the ranges of incomes were greater for each type of ownership status than that of non-owners. While these results may be due in part to smaller sample sizes within each type of ownership category, they support the idea that having ownership of a company is a possible, but not guaranteed, path to higher levels of income.

Table 15. Master's Level Practitioner Income by Ownership Status

	Owner[26]	Not an owner
N	22	170
Mean	$140,673	$89,498
Percentile		
90th	$225,500	$126,247
75th	$189,250	$103,973
50th	$144,400	$82,750
25th	$94,750	$66,900
10th	$68,000	$55,000

[25] There were too few primary shareholders (>20%) to report their data separately; therefore, these respondents were combined with other minority shareholders to create a "shareholder" category. There were two additional "other" responses that could not clearly be grouped within one of the existing categories.

[26] The "Owner" category represents the combined group of principals, sole proprietors, partners, shareholders, and other types of owners.

Certifications, Licenses, and Clearances

A total of 201 respondents (18.8%) indicated having obtained one or more certifications or licenses. Figure 10 depicts the median incomes reported by respondents holding different types of credentials. Results point to greater incomes for those holding a license in psychology.

Figure 10. Median Income by Credential Type[27]

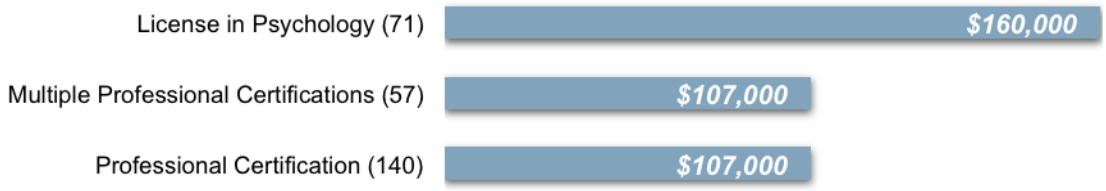
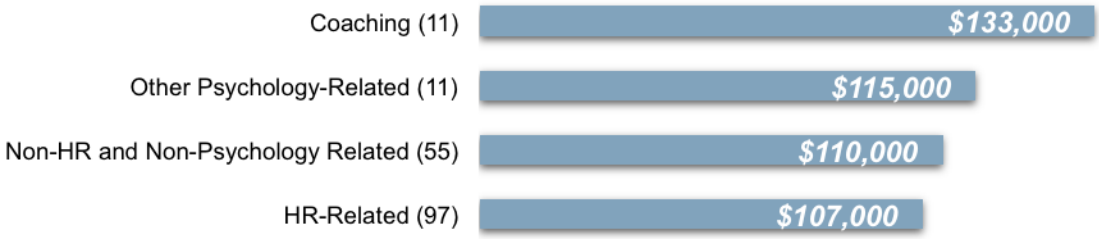


Figure 11 presents median incomes across different certification types. Respondents with coaching certification reported earning the highest median incomes, compared to other certifications.

Figure 11. Median Income by Certification Type[28]



Of respondents who held a certification or a license, 146 held doctorates (72.6%) and 55 (27.4%) held master's degrees. Thirty-eight respondents reported working within academia and 53 reported working in consulting organizations. Senior consultants (*N* = 55), followed by managers or directors working in HR/OB (*N* = 36), were the private sector job roles most likely to hold a certification or license. Individuals holding certifications or licenses were employed within organizations of varying sizes, ranging from 15 or fewer employees, up through an organization of more than 75,000 employees.

We also asked whether respondents held a government-issued security clearance at the Top Secret level. A total of 50 master's and doctorate respondents (4.7%) indicated holding such a clearance, with over 50% of these respondents being employed in consulting or government organizations. For all respondents holding Top Secret clearance, reported mean income was $124,260 and median income was $110,000.

[27] Sample sizes are provided in parentheses.

[28] Sample sizes are provided in parentheses; examples of HR-related certification are Senior Professional in Human Resources; SHRM-SCP and Advanced Certified Compensation Professional; examples of non-psychology and non-HR related certifications are Project Management Professional-PMP and Certified ROI Professional; examples of coaching certifications are Associate Certified Coach; and examples of other psychology-related certifications are Hogan Assessment Certification and Rehabilitation Counseling Certification.

Starting Incomes

We examined starting incomes in I-O psychology in two ways. First, we asked respondents who had hired new graduates in I-O Psychology and/or Human Resources/Organizational Behavior (HR/OB) to report the starting salaries offered to these new hires in 2014 and 2015. Second, to take a broader look, we investigated the incomes of respondents who reported receiving their degree between 2013 – 2015.

Reported by Hiring Respondent. As can be seen in Table 16, for doctorates in I-O, the 2015 mean starting income was $84,306 and the median was $80,000. This represents a 3.04% ($2,491) increase in mean income and a 2.56% ($2,000) increase in median income when compared to the 2012 starting incomes. For those with a master's degree in I-O, the 2015 mean starting income was $68,520 and the median was $67,250. This represents a 4.58% ($2,999) increase in mean income and a 5.08% ($3,250) increase in median income since 2012.

Table 16. Hiring Manager Reported Starting Incomes for I-O Psychology Graduates[29]

	Master's		Doctorate	
	2015	2014	2015	2014
N	42	31	49	31
Mean	$68,520	$63,548	$84,306	$81,516
Percentile				
90th	$87,100	$84,600	$104,000	$100,000
75th	$75,000	$70,000	$92,500	$85,000
50th	$67,250	$65,000	$80,000	$76,000
25th	$60,000	$52,000	$75,000	$70,000
10th	$51,300	$45,800	$65,000	$63,400

Graduates from 2013 to 2015. It is important to note that the above results are limited to data reported by survey respondents who had hired an I-O graduate in the past two years, and thus may not reflect recent graduates who were hired by non-SIOP members or SIOP members who did not respond to the survey. Thus, we strived to gain additional insight into early career incomes for people working in the I-O field by examining the incomes of I-O and HR/OB respondents who reported that they had obtained their degrees between 2013 and 2015.

Table 17 shows the 2015 incomes for those who recently received a master's degree or doctorate degree in either I-O psychology or HR/OB. These values cannot be assumed to reflect entry-level, "first year" income because it captures (a) those who entered to full-time workforce between 2013 and 2015 and (b) may capture those who were working full-time before degree completion. However, these values do give some estimation of early salaries for those who have recently completed their degree. For doctorate respondents, there were 27 individuals working in academic roles, with a 2015 mean income of $81,017 (Median = $72,000); the 97 doctorate respondents working in non-academic roles reported a 2015 mean income of $99,734 (Median = $90,826). Those with recent master's degrees were all in non-academic positions.

[29] There were too few cases to report results for HR/OB graduate hires separately. This table reflects only I-O Psychology hires.

Table 17. Reported 2015 Incomes for Respondents Graduating Between 2013 – 2015[30]

	Master's	Doctorate
N	67	124
Mean	$78,134	$95,658
Percentile		
90th	$100,800	$125,000
75th	$83,000	$101,750
50th	$67,000	$89,300
25th	$57,000	$74,345
10th	$46,800	$57,764

[30] Respondents included were I-O Psychology graduates and HR/OB graduates. Table reflects 2015 salary data.

PART III: RETIREMENT, BONUS, AND RAISE INFORMATION

Retirement Plans

Included in the survey were questions about two types of employer plans used to fund retirement: (1) defined contribution plan and (2) defined pension/retirement benefit plan. Consistent with the previous income and employment survey, these were defined as follows:

> *In a defined contribution retirement plan, the organization and the employee pay a set amount of money or percentage of salary annually into a retirement account while the employee works at the organization. However, the amount of money the employee will actually receive upon retirement is not a fixed amount, is not known till the employee retires, and fluctuates based on the performance of the investments held in the account. A few examples of defined contribution plans are 401(k) for businesses, 403(b) for tax-exempt organizations, and SEP IRA for self-employed individuals, small business owners, and partnerships.*
>
> *In a defined benefit retirement plan, an organization typically agrees to pay an employee a set amount of their final salary after the employee retires. For example, a company may pay retired employees 60% of the average of their last three years of salary. The amount of retirement benefit is defined, rather than dependent on how money in an individual's retirement account, such as a 401k, increases or decreases.*

For 2015, 649 (79.0%) doctoral respondents and 188 (76.4%) master's respondents indicated that their employer contributed to a defined contribution plan. For 2015, 203 (24.7%) doctoral respondents and 51 (20.7%) master's respondents indicated that their employer contributed to a defined benefit plan.

For doctorate respondents who had a defined contribution plans, 460 (56.0%) provided the percentage of employer contribution and indicated a mean contribution of 6.5% (*SD* = 4.0%) and a median contribution of 6.0%. These results are very similar to those observed in the 2012 survey report. For the 121 (49.2%) master's respondents who provided information, the mean employer contribution was 5.6% (*SD* = 3.0%) and the median was 5.0%.

Regarding defined benefit plans, for 2015 48 (5.8%) doctoral respondents indicated that the average amount of final salary that their employer will provide after they retire is 34.1% (*SD* = 26.4%) with a median amount of 32.7%. These results are lower than those observed in the 2012 survey report. For the 14 (5.7%) master's respondents who reported, the mean defined benefit amount was 25.3% (*SD* = 25.8%) and the median amount was 12.0%.

Bonuses and Stock Options

Table 18 presents the types of bonuses reported by master's and doctorate level respondents separately as well as the percentage of reporting respondents receiving each type of bonus relative to the total number of bonus recipients within each group. Approximately 44.6% (366) doctoral respondents reported receiving a bonus in 2015, with 24.8% (204) receiving multiple types of bonuses. For master's respondents, 57.3% (141) reported receiving a bonus, with 32.1% (79) receiving multiple types of bonuses. For both master's and doctorate level

respondents, the three most common types of bonuses received were individual performance, organizational performance, and group, department, or unit performance.

Table 18. Bonuses Received by Doctorate and Master's Level Respondents[31]

	Master's		Doctorate	
Type of bonus	***N***	**% of Total**	***N***	**% of Total**
Individual performance bonus	101	71.6%	268	73.2%
Organizational performance bonus	81	57.4%	214	58.5%
Group, department, or unit performance bonus	43	30.5%	109	29.8%
Retention bonus	8	5.7%	25	6.8%
Special project bonus	7	5.0%	14	3.8%
Signing or recruiting bonus	6	4.3%	22	6.0%
Exercising stock options	1	0.7%	9	2.5%
Obtaining a certification	1	0.7%	0	0.0%
Other bonuses	5	3.5%	22	6.0%

In order to investigate the size of reported bonuses, expressed as a percentage of one's 2015 income, we analyzed bonus information from respondents who reported receiving only one type of bonus[32]. For doctorate respondents, organizational performance bonuses were the largest (*M* = 15.8%, Median = 10.0%, *N* = 41) followed by other bonus types (e.g., holiday, incentive plan; *M* = 14.4%, Median = 14.0%, *N* = 17); individual performance bonuses were the smallest type of bonus (*M* = 10.5%, Median = 6.2%, *N* = 77). For master's respondents, organizational performance bonuses were the largest (*M* = 23.2%, Median = 8.1%, *N* = 14), followed by individual performance bonuses (*M* = 9.8%, Median = 6.8%, *N* = 28).

Pay Raises

Consistent with past survey analyses, and with the intent of the survey to focus on 2015 income, pay raise analyses were conducted for those respondents who indicated that their raise became effective in 2015. Approximately 56.6% (*N* = 465) doctoral respondents and 57.7% (*N* = 142) master's respondents reported receiving a pay raise in 2015. Of these, 53.2% (*N* = 437) doctorates reported a specific raise amount, with a mean pay raise (as a percentage of primary income) of 5.5% (*SD* = 8.6%) and a median raise of 3.0%. For the 53.7% (*N* = 132) master's respondents who reported a raise amount, the mean raise was 7.0% (*SD* = 7.5%) and the median raise was 5.0%.

The percentage of self-reported raises for type of pay raise is presented separately for doctorate and master's respondents in Tables 19 and 20. For both groups the most frequent type of raise

[31] *N* reflects the number of respondents reporting having received a particular type of bonus; "% of Total" refers to the percentage of respondents reporting having received a particular type of bonus relative to the total number of respondents from that group who received any type of bonus. Note that several individuals received numerous bonuses. The difference in the size of one's bonus between master's and doctorate respondents was statistically significant ($t(303.7) = 2.55$, $p<.05$).

[32] This allowed us to ensure the total bonus amount could be attributed to one bonus type. Results are presented for types of bonus that 10 or more respondents reported receiving.

condition was “for the same employer within the same job duties and responsibilities”. For doctorate respondents, the highest mean and median raises came from receiving a promotion with one’s same employer. For master’s respondents, the highest mean and median raises were for a significant increase in responsibilities with one’s same employer. A similar pattern was observed in the 2012 income survey results. For both groups, there were too few respondents to determine pay raise information for other types of raises (e.g., transfer to another job, move to a higher level job with a new employer).

Table 19. Pay Raises by Type for Raise for Doctorate Respondents

Pay Raises by Type of Raise for Doctorate Respondents			
	Same employer for same job duties and responsibilities	Same employer and same job with increase in responsibility	Same employer for a promotion
N	371	17	37
Mean	3.7%	8.7%	16.1%
Percentile			
90th	6.0%	17.6%	38.4%
75th	4.0%	11.5%	20.0%
50th	3.0%	7.3%	10.0%
25th	2.2%	4.8%	5.4%
10th	1.6%	3.0%	3.8%

Table 20. Pay Raises by Type for Raise for Master’s Respondents

Pay raises by type of raise for master’s respondents			
	Same employer for same job duties and responsibilities	Same employer and same job with increase in responsibility	Same employer For a promotion
N	92	12	24
Mean	4.8%	17.0%	9.7%
Percentile			
90th	9.7%	52.9%	17.4%
75th	5.6%	19.3%	12.1%
50th	3.7%	14.2%	7.4%
25th	3.0%	7.3%	5.1%
10th	2.0%	2.2%	3.6%

Supplementary Income

Survey respondents were asked whether they received any supplementary income for I-O Psychology or related work that did not come from their primary employer, and to report the amount of income earned for different types of supplementary income. A total of 207 doctorate respondents indicated they did receive such income, representing 25.2% of the doctorate sample. For master’s, a total of 27 indicated having received supplemental income, representing 11.0% of that sample. Given that the different types of supplemental income provided to respondents might apply more or less to academic vs. practitioner I-Os, we followed past survey procedure and presented results separately for these two groups when possible.

The vast majority of the master's respondents were practitioners, so to ensure adequate sample size we ran master's analyses with practitioners and academics combined. The mean reported supplemental income across all types was $7,616.40 (Median = $5,000). Results for the two specific types of supplemental income are provided below in Table 21.

Table 21. Amount of Supplemental Income for Master's Respondents[33]

Supplemental income for master's respondents		
	Additional teaching	Consulting
N	14	16
Mean	$5,950	$5,941
Percentile		
90th	$14,000	$18,000
75th	$10,000	$5,750
50th	$5,000	$3,850
25th	$2,438	$2,313
10th	$1,025	$880

For doctorate respondents, there were 75 practitioners reporting a mean income of $20,056.52 (Median = $10,000) and 132 academics reporting a mean income of $38,256.90 (Median = $20,000). Results for these two groups with income amounts broken down by type of supplementary income are presented in Tables 22 and 23. For both groups, consulting provided the highest mean supplemental income, compared to the other categories. Median supplemental income was highest for consulting for practitioners, whereas for academics, external research grants provided the highest median income.

Table 22. Amount of Supplemental Income for Doctorate Academic Respondents[34]

Supplemental income for doctorate academics							
	Additional teaching	Consulting	Speaking	Writing	Internal research grants	External research grants	Other
N	50	86	29	38	28	31	19
Mean	$17,630	$25,968	$4,452	$6,857	$25,333	$22,202	$7,784
Percentile							
90th	$46,425	$68,000	$10,000	$24,100	$47,000	$52,000	$25,000
75th	$20,250	$30,000	$4,500	$8,500	$27,500	$25,000	$10,550
50th	$10,000	$12,500	$2,000	$1,500	$9,150	$15,000	$6,000
25th	$5,750	$4,000	$1,250	$388	$5,000	$8,000	$1,000
10th	$3,345	$2,000	$1,000	$97	$2,310	$2,600	$500

[33] Note: *N* = Number of responses for that category. Respondents were able to report income for more than one category. There were too few respondents to report "Product or Test Development," "Speaking," "Writing," "Internal Research Grants," "External Research Grants" or "Other" supplemental income separately or in a combined category.

[34] Note: *N* = Number of responses for that category. Respondents were able to report income for more than one category. There were too few responses to report "Product or Test Development" supplemental income separately, so those responses were combined with the "Other" category.

Table 23. Amount of Supplemental Income for Doctorate Practitioner Respondents[35]

Supplemental income for doctorate practitioners				
	Additional teaching	Consulting	Writing	Other
N	39	26	11	22
Mean	$12,677	$22,042	$15,059	$12,323
Percentile				
90th	$35,000	$43,500	$91,000	$38,800
75th	$15,000	$20,000	$3,500	$15,000
50th	$7,500	$10,145	$900	$4,500
25th	$4,000	$5,000	$350	$1,875
10th	$2,000	$2,400	$260	$530

[35] Note: *N* = Number of responses for that category. Respondents were able to report income for more than one category. There were too few responses to report "Product or Test Development," "Speaking," "Internal Research Grants," or "External Research Grants" supplemental income separately, so those responses were combined with the "Other" category.

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