

Women in the **American Psychological Association**

2006



Women's Programs Office

Public Interest Directorate

WOMEN IN THE AMERICAN PSYCHOLOGICAL ASSOCIATION: 2006

The Committee on Women in Psychology seeks to “ensure that women achieve equality as members of the psychological community...”

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ACKNOWLEDGEMENTS

This report, prepared by Gwendolyn Puryear Keita, PhD, Leslie Cameron, and Tanya Burrwell of the American Psychological Association (APA) Women's Programs Office (WPO), is an update of earlier editions written by previous generations of the APA Committee on Women in Psychology and the APA Women's Programs Office staff. Other individuals who were instrumental in the preparation of this report were WPO student interns: Ashley Byrd and Brendan Clune.

The report is also available on the American Psychological Association's Web site at <http://www.apa.org/pi/wpo/wapa/homepage.html>.

A limited number of printed copies are available from the Women's Programs Office, Public Interest Directorate, American Psychological Association, 750 First Street, N.E., Washington, DC 20002-4242; (202) 336-6044; publicinterest@apa.org.

Published by the American Psychological Association, Inc., 750 First Street, N.E., Washington, DC 20002-4242.

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INTRODUCTION

The American Psychological Association Committee on Women in Psychology (CWP) seeks to “ensure that women achieve equality as members of the psychological community in order that all human resources be fully actualized. Specifically, the committee will undertake the following priority tasks: (a) collection of information and documentation concerning the status of women, (b) continued development of recommendations and implementation of guidelines, (c) development of mechanisms to increase the participation of women in roles and functions of the profession, and (d) ongoing communications with other agencies and institutions regarding the status of women.”

Women in the American Psychological Association is part of CWP’s mission to regularly assess the status of women in the field. This report provides data on the numbers of women participating as members and serving in leadership roles in psychology, including in divisions; in state associations; on the boards and committees that make up APA’s governance structure; in the publications process as editors, associate editors, and reviewers; and in APA’s central office.

Another important area is women’s participation in the accreditation process, of particular interest is the numbers and percentages of women recommended but actually selected for APA internship and doctoral accreditation site visits. However, these data are not compiled in a readily available format at this time.

The Women’s Programs Office provides staff support to the CWP and has as its mission to serve “as a resource for research and other information on women’s issues as they relate to psychology,” which includes the update of this document.

APA WOMEN IN PSYCHOLOGY: THE CONTEXT

Women have a long history of involvement in psychology and in APA, and they have risen to positions of unquestioned distinction.¹ Data on women in the field at large provide important context for a discussion of women's participation in APA.

Historically, psychology has been a male dominated field. In 1950 only 14.8% and in 1960 only 17.5% of all doctorate degrees in psychology were awarded to women (Howard, Pion, Gottfredson, Flattau, Oskamp, Pfafflin, Bray, & Burstein, 1986). In the 1970s, the number of women earning doctorates in psychology began to increase steadily, and by the early 1980s, this number had increased dramatically. [Table 1](#) depicts the number of doctorates in psychology earned from 1920 to 2002 by gender and subfield. In 1984, the proportion of women doctoral recipients (50.1%) became equal to men. Since then, the number of women earning doctorate degrees in psychology has not only increased, but also surpassed the number of men. In 2002, the proportion of women recipients compared to men was 66.7%. Furthermore, estimates from the National Opinion Research Center (NORC) 2004 Survey of Earned Doctorates show women received 67.4% of doctorate degrees in psychology in 2004, an 11% increase over the last ten years (Hoffer, T.B., Welch, V, Williams, K., Hess, M., Webber, K., Lisk, B., Loew, D., & Guzman-Barron, I., 2005).

Before Title IX of the Educational Amendments of 1972, which, prohibits discrimination in educational institutions, many of the nation's colleges and universities excluded women. Female applicants to doctoral programs often had to explain how they would combine a career with a family, based on the assumption that women were most interested in marriage and children. Many colleges and universities limited women's entry to ensure that only the most "committed" students — men — would have access to educational opportunities (National Coalition for Women and Girls in Education, 2002).

The enactment of Title IX in 1972 bolstered efforts to promote educational and employment opportunities for women. The pattern of increasing percentages of women receiving doctoral degrees was not exclusive to psychology, but part of a larger trend for doctoral recipients in general. Beginning in the early 1970s, the percentage of women earning doctorates began to increase markedly, and by 1984, over one-third of PhDs in all fields and 2% of those in science and engineering went to women (Howard et al., 1986). In fact since 1974, the percentage of women earning doctorates increased from 19.5% to 45.4% in 2004 - the highest percentage to date (Hoffer et al, 2005). This trend was due not only to an increase in the number of female PhD recipients, but also to a decline in the number of male recipients (Howard et al., 1986). The number of male doctorate recipients has decreased from 80.5% in 1974 to 54.6% in 2004 (Hoffer et al, 2005). This phenomenon was examined in the Report of the Task Force on the Changing Gender Composition of Psychology (APA Task Force on the Changing Gender Composition of Psychology, 1995). The Task Force examined shifts in the gender composition of the discipline and identified the implications of these shifts. Summary sections of the report are available at <http://www.apa.org/pi/wpo>.

Some of the findings of the Task Force were:

- Since the early 1970s, the growth in the number and proportion of women entering psychology and its workforce is reflected in part by a growing demand for psychologists' skills; increased access to graduate training; job positions fostered by

statutory and regulatory requirements; and, a decrease in the numbers of men entering the field.

- Larger social and economic pressures likely chipped away at the attractiveness of psychology and other professions that require significant advanced training, perhaps, making the profession less attractive to men relative to other occupations with similar educational and time requirements. Men tended to leave resulting in women being hired in increasing numbers, while simultaneously, the occupation/profession's prestige and earning power declined further.
- Though it is often assumed that the decline in the status and compensation of professions is a consequence of women entering those professions, in fact, the reverse is likely more accurate. The status of a profession drops as the economic rewards diminish. Fewer men tend to enter the profession, leaving more opportunities for women.

These trends are evident in psychology. As a result, since 1984, the number of women enrolled in graduate schools has exceeded the number of men. For example, between 1989 and 1999, the number of full-time male graduate students increased by 18%, compared to 59% for full-time women. Among part-time graduate students, the number of men increased by less than 1% compared with a 14% increase for women (U.S. Department of Education, National Center for Education Statistics, 2001).

Women and men differ in their career choices both across and within fields, and psychology is no exception. Although subfield segregation has been reduced over the years, subfield differences persist (see [Table 1](#)). For example, in 2002, 82.7% of PhDs in developmental psychology were awarded to women, while only 56.2% of PhDs in experimental psychology were awarded to women. (We excluded comparative, psychometrics, quantitative, and personality because of the small number of graduates: 7, 13, 8, and 23, respectively.) However, of new PhDs awarded in psychology in 2002, women earned more than 50% across all subfields (again, excluding comparative, psychometrics, quantitative, and personality). Unfortunately, the increasing number and proportions of psychologists who are women have not translated into equal professional participation across various subfields and leadership positions within psychology.

WOMEN IN THE APA: HISTORY

Since the establishment of APA in 1892, women have been active members. In 1905, Mary Whiton Calkins became APA's first woman president and member of the Board of Directors (then called Members of Council). In the years to follow, women continued to be elected president and to hold seats on the Board; however, their continued underrepresentation across the association, particularly in leadership roles, remained apparent.

In 1969, APA members frustrated over the sexism, and lack of sensitivity and representation within the association, formed the Association for Women Psychologists (AWP). During the August 1970 APA annual convention in Miami members of the AWP stormed a Town Hall meeting and issued the historic list of 52 resolutions

(http://www.apa.org/pi/wpo/52resolutions_motions.pdf) that dealt with employment, education, child and health care facilities, psychological theories and practice, conventions, equity in decision-making, and the general status of women. As a result, in October 1970 the APA Council of Representatives voted to establish a Task Force on the Status of Women in Psychology. The Task Force was charged with the task of collecting information and developing of recommendations and guidelines. In 1972, an ad hoc Committee on Women, was appointed to continue the work of the task force.

In August 1973, the APA Council of Representatives voted to establish a continuing Committee on Women in Psychology (CWP) to further the major purpose of APA, "to advance psychology as a science, a profession and as a means of promoting human welfare, by ensuring that women are accepted as fully enfranchised members of the field." Motivated by the positive response to form a new division, that would provide an outlet for those doing research in the psychology of women, and securing status within APA, CWP began petitioning members. According to APA's bylaws, a new division needed at least 300 members (1%), committed members and/or fellows of APA, before it could be considered for divisional status. An overwhelming 1,000 responses were received, the largest representation of interest in a new division up to that time.

In 1973, the Division of the Psychology of Women (Division 35) (currently, the Society for the Psychology of Women) was established "to promote the research and study of women...to encourage the integration of this information about women with the current psychological knowledge to the society and its institutions." Furthermore, 803 (of the 1,000) respondents were listed as members of Division 35 in the 1974 APA membership register. More than 30 years later, Division 35 reported 2,405 members for 2005.

Another structural change occurred in 1977, with the establishment of the Women's Programs Office (WPO) in APA's central office. The office was established "to develop programs to advance the status of women in psychology and to facilitate the use of psychology and psychologists to advance the status of women." WPO activities span the scientific, clinical, educational, and public interest arenas. The office coordinates the efforts of APA to ensure equal opportunity for women in education and training, research, and practice; monitors the welfare of women as consumers of psychological services, analyzes the impact of governmental initiatives on women, promotes the development and application of psychological knowledge to address issues affecting women, including public policy; and serves as an information and referral resource on women's issues and urban issues to members, congressional offices, students, governmental agencies and the general public. CWP remains committed to its mission. The committee functions as a catalyst, interacting with and making recommendations to groups within APA's governing structure, to the APA

membership, and to other groups working to advance women and women's issues within psychology. Specifically, CWP seeks to (a) collect information and document issues regarding the status of women; (b) develop recommendations and implement guidelines; (c) develop mechanisms to increase the participation of women in roles and functions of the profession, and (d) communicate with other agencies and institutions regarding the status of women. In August 2004, current and former members of CWP re-enacted the "Storming of Council" during the annual Convention in Honolulu, HI. In recognition of 30 years of work on behalf of women in psychology, 2004 APA President Diane Halpern presented two of the original AWP members, Ethel Tobach, PhD and Rona Fields, PhD (also a member of the first CWP), in addition to Committee on Women in Psychology, with Presidential citation.

NUMBERS AND DISTRIBUTION

In 2005, APA's 88,124 members (exclusive of students and other affiliates) fall into three membership categories—Associate, Member, and Fellow (see Table 2 for the membership requirements for each). [Table 2](#) contains the 1988–2005 membership data by gender and membership status. The overall proportion of women in the association in 2005 was 53%. Whereas Members included higher proportions of women (53%) compared to 47% men, the same is not true of Fellows (men 74%; women 26%). Among Associates, 62% are women.

For fellow status an individual must present evidence of "unusual and outstanding contribution or performance in the field of psychology." Although the percentage of women fellows increased in 1976 (possibly corresponding to the establishment and fellows subcommission process of Division 35, The Society for the Psychology of Women), in 1980, CWP identified underrepresentation of women as Fellows as an area for concern. Whether underrepresentation is a consequence of qualified women being less likely to be (a) nominated for Fellow status by their division, (b) elected by the APA Membership Committee once nominated, or (c) both, were critical issues for CWP. CWP focused its attention not at the Board of Directors or Council level but on the nominations process since final election to initial Fellow status is by the Council of Representatives upon nomination by the Board of Directors, and the recommendations of the Membership Committee are usually accepted by the Board of Directors, who are elected by Council.

[Table 3](#) shows the number of individuals and percentage of women nominated and elected to APA Fellow status from 1970 to 2005. With few exceptions, at least within the past 30 years, it appears that if a woman was nominated, she had about an equal chance of being elected to Fellow status as her male counterpart. On the basis of these data, the committee concluded that a primary strategy for increasing the proportion of women as Fellows was to encourage divisions to make efforts to identify and to nominate qualified women for Fellow status. Because nominating of Fellows is a division function, CWP continues to encourage formation of committees on women within divisions, with one activity being to identify and to nominate potential women Fellows.

In summary, a look at the overall membership statistics suggests that women are joining the APA in increasing numbers. Overall, the numbers of women elected to fellow has increased over the years. However, though progress has been made toward the goal of having their contributions recognized by nomination and election for Fellow status in numbers proportionate to membership, the goal is not yet realized.

WOMEN'S PARTICIPATION IN DIVISIONS

How do the data on women's participation as association members compare with figures on women's participation in the various subgroups of the organization? There are two ways membership is counted. The first is holding a general membership. The second is divisional membership. An individual can join one or more of APA's 53 divisions.^{2,3} Divisions represent the interests of various subfields of psychology. They publish newsletters and journals and provide opportunities for collegial contact, networking, and recognition.

Divisions have the access to program time at APA's annual convention, determine who is able to achieve professional recognition by presenting their work, and determine recognized achievement through nominations for Fellow status.

Divisions and state psychological associations that receive sufficient apportionment votes to elect members to APA's policymaking body, the Council of Representatives, are important power bases in the APA governance structure. Their officers, particularly the presidents, are consulted for opinions in the development and implementation of APA policy and procedures and for nominations for many leadership positions. [Table 4](#) shows the percentage of women officers in each of APA's 53 divisions. In 2005, women held office in all divisions. Women constituted 50% or more of the officers in 18 divisions, a number that has remained steady over the last 5 years. [Table 5](#) shows APA division membership statistics by gender from 2002 – 2005 (with the current year expanded to include division total, total number of men and total number of women). The most striking observation is that of APA's 88,124 members, approximately half (48,959) have no divisional affiliation, and 58.3% of that unaffiliated group are women. This is a higher proportion than the 53% of the general membership who are women. This trend is apparent among both male and female members. However, because of the importance of divisions in the APA structure, CWP sees this as unfortunate and continues to encourage women to join divisions and become active in divisional activities.

In 2005, there were a total of 75,731 division memberships in APA (down from 80,652 in 2002); 41.9% of whom were women. As it is possible to belong to more than one division, adding the number of division memberships to the number of non-divisional members will exceed the total APA membership. The proportion of women who are members varies by divisions. For example in the Society for Consumer Psychology, 14% are women; for Theoretical Psychology, 19%; for the Society Psychology of Women, 97%; for Psychoanalysis, 58%; and for Developmental Psychology, 58.2%. However, the number of divisions with 50% or more women who are members had a slight increase (13.5% to 18.9%) since 2000.

The extent to which divisional memberships reflect the mix of field specialization in APA membership can be estimated by comparing the divisional distribution with the distribution of female APA members by major field (see [Table 6](#)). The comparison is only an estimation, as there is not a one-to-one correspondence between the categories of the two groups.

A comparison of doctoral level female APA members ([Table 6](#)) and the distribution of women's divisional membership ([Table 5](#)) suggests that to a large extent women's involvement in divisions is very similar to their representation in the fields of specialization in the membership at large. For example, in 2004, the largest proportion of doctoral level female members (66.6%) listed developmental psychology as their major field; the smallest proportion (28.9%) listed experimental psychology as their major field. These proportions closely parallel the distribution of women's divisional membership whereas, in 2004,

Developmental Psychology (Division 7) had the highest proportion of female members (59%), and Experimental Psychology (Division 3) had one of the lowest proportions (24%).⁴

WOMEN'S PARTICIPATION IN STATE AND REGIONAL PSYCHOLOGICAL ASSOCIATIONS

CWP and the Women's Programs Office also work with other APA-affiliated groups, such as state, provincial, and territorial psychological associations. CWP has established a network of representatives from these groups as well as from divisions. Representatives from organizations closely allied with APA, such as the Association for Women in Psychology, are also members of this network. CWP facilitates communication among these groups by means of an annual meeting of network representatives at the APA Convention, through a computer listserv, and by informational mailings to network members. CWP relies on expertise of the network for input on pertinent issues and committee projects. Likewise, it is a priority of the committee to provide information to network members on opportunities to become more active in APA governance. In 1979, CWP sponsored an APA Convention session that focused on models for organizing women in divisions, states, and regions. The resulting handbook has been used as a resource by women's committees in psychology and other disciplines and by other special interest groups. This handbook was last updated in 1990 as *Models for Organizing Psychologists* (CWP, 1990).

CWP and the Women's Programs Office do not routinely collect data on the participation of women in leadership roles in state, provincial, and territorial associations. However, on behalf of CWP, WPO conducted a survey in 1995 to examine this question. (<http://www.apa.org/pi/wpo/96results/homepage.html>) In 1995, data revealed that 19 women (32%) served as presidents, 21 (38%) served as president-elects, and 20 (34%) served as past presidents. In 2005, women represented 41% (25) of presidents, 44.5% (27) of president-elects and 46% (28) of past presidents of state psychological associations. The number of women serving as Executive Directors for state, provincial, and territorial psychological associations was 68.8% in 2005. [Table 7](#) shows the representation of female officers across state and provincial psychological associations. In addition, CWP, WPO, and APA's Research Office responded to the request of APA's Council of Representatives to regularly collect data on the numbers of women, ethnic minorities, gay men, lesbians, bisexuals, and individuals with disabilities serving on and running for office in APA governance. (see next section.) The purpose of this initiative was to track the progress of APA's efforts to ensure a broad representation of constituencies throughout the APA governance structure. It may be beneficial for state, provincial, and territorial associations to consider the routine collection of these kinds of data, to inform their own efforts to ensure diversity in leadership.

DECISION MAKING AT APA: THE GOVERNANCE STRUCTURE

As was mentioned earlier, members of divisions and state associations have the opportunity to elect individuals to serve on APA's Council of Representatives. The 13-member Board of Directors serves as the executive arm of the Council, consisting of APA's elected officers (president, president-elect, past president, recording secretary, and treasurer), the executive vice president and chief executive officer (who serves without vote), and six members elected by and from the previous year's Council.

During an executive session at its 2000 meeting, the Board voted to approve the attendance of a student representative at the open session of all business meetings of the Board of Directors, beginning in February 2000, for a two-year trial period. The student will be appointed by the American Psychological Association of Graduate Students (APAGS) Committee for a one-year term. The student member will not vote, nor will he/she attend Board of Directors retreat meetings.

Any Member or Fellow of APA is eligible to run for the offices of recording secretary and treasurer, but the slate is developed by the Board of Directors, and the officers are elected by Council. The chief executive officer, who has the responsibility for implementing APA policies and day-to-day management of association affairs, is selected by the Board of Directors and confirmed by Council. Only the president-elect is elected by APA's membership at large.

The bylaws of APA provide for boards and standing committees, which are responsible for recommending policies to Council via the Board of Directors. These groups can only be established or eliminated by a two-thirds vote of the membership. In addition, Council has the power to establish continuing committees and task forces. The Board of Directors developed slates of members for standing boards, committees, and continuing committees that are elected by Council. These groups report to the Board and to Council. Selection of members for other continuing committees is the responsibility of the standing board or committee through which they report, with the approval of the Board of Directors.

Thus APA's Council of Representatives and Board of Directors constitute the top echelon of power in the APA governance structure. They are also the areas where women have historically been most underrepresented. In 1975, women constituted 20.2% of APA's Council of Representatives (Table 8). By 2005, this figure has more than doubled to 49.3%—the largest percentage to date – an impressive 10% increase over the last 5 years.

One goal of the Women's Caucus of Council is to increase the representation of women on the Board of Directors. The proportion of women from 1975 to 1998 has ranged from 0% to 41.6%—or 0–5 members out of 12 on the Board (Table 8). Unfortunately, this number has continued to decrease slightly over the last several years, with women representing 38.4% in 2005.

From 1962 until 1975 there were no women on the Board of Directors. In 1972, three women were on the Board of Directors during the same term. This did not occur again until 1983 and has occurred during several terms to date. In fact, there are five women serving on the Board of Directors in 2005. As of 2005, of 106 APA presidents 10 have been women (see Table 9 for a complete list of women presidents and Board of Directors members; Hogan & Sexton, 1991). As far as could be ascertained, all but two served terms on the Board of Directors before their presidency. The women Presidents are:

- Mary Whiton Calkins was president in 1905 and served on the Board of Directors (then called Members of Council) from 1906 to 1908.
- Margaret Floy Washburn was president in 1921 and served on the Board of Directors from 1912 to 1914.
- Anne Anastasi served as president in 1972, and also as recording secretary from 1953 to 1955 and in two separate terms on the Board of Directors, from 1957 to 1959 and 1969 to 1970.
- Leona Tyler was president in 1973 and served on the Board of Directors from 1966 to 1968.
- Florence Denmark was president in 1980 and served on the Board of Directors from 1977 to 1978.
- Janet Spence was president in 1984 and served on the Board of Directors from 1976 to 1978.
- Bonnie Strickland was president in 1987. She did not serve on the Board of Directors.
- Dorothy Cantor was president in 1996 and served on the Board of Directors from 1991 to 1993.
- Norine Johnson was president in 2001 and served on the Board of Directors from 1997 to 1999.
- Diane Halpern was president in 2004. She did not serve on the Board of Directors.
- Sharon Brehm was elected 2006 president-elect.

It is clear that electing women to Council does not ensure their representation on the Board of Directors. However, it appears that serving on the Board of Directors helps in being elected to President. In recent years, the well-organized Women's Caucus has made election of women to the Board of Directors a priority, however, in 2005 women were represented on the Board of Directors (38.4%) and Council (49.3%) at levels below their participation in the association membership (53%) ([Table 8](#)). The repeated rise and fall of women's representation on the Board of Directors and the Council of Representatives indicates consequently, the continued need for attention.

BOARDS AND COMMITTEES

Council both nominates and elects the at-large members of the Board of Directors. However, the Council elects members of boards and standing committees from slates that are developed by the Board of Directors. The Board of Directors, therefore, plays a critical role in any strategy to increase the participation of women on boards and standing committees.

The nominations process for boards and standing committees is as follows: A call for nominations goes out in December to presidents and secretaries of APA's divisions, executive officers of state and provincial psychological associations, chairs of APA boards and committees, caucus/coalition chairs, and the Council of Representatives. It is also placed in the APA Monitor. Nominations resulting from this call are due to the Governance Affairs Office in early February. A list of names received in this broad nominations call is made available to the appropriate boards/committees in the spring. Each board/committee considers the names submitted from the broad solicitation and prepares its own recommended slates of nominees for submission to the Board of Directors in May.

The Board of Directors Subcommittee on Nominations is then furnished with the prepared slates, included is a complete summary of all names submitted for each board/committee showing the nominee's address, who submitted the nomination, and present board and

committee assignments and terms. Simultaneous service on more than one board or committee is prohibited. Whenever possible, curriculum vitae of the nominees are on file for reference purposes. The subcommittee meets at the June Board of Directors meeting and prepares a ballot for final approval by the entire Board. Candidates are contacted to determine their willingness to serve on a board/committee before being put on the final ballot. The election ballot is mailed to Council on the last working day of October. For each board/committee, the ballot is divided into several slates in order to ensure that individuals with different specialty areas and backgrounds are elected. Each slate is typically composed of three names, listed alphabetically on the ballot. A brief biographical sketch or statement of not more than 125 words is included for each candidate. The number of slates varies from year to year, but on the average, about 1,500 nominations are received annually. Approximately 150 names actually appear on the ballot, and about 50 are finally elected.

The nominations process for continuing committees not reporting to the Board of Directors or the Council of Representatives differs in that the continuing committees develop slates and submit them directly to the boards through which they report. The selection of the members is the responsibility of the “parent” boards. Although “calls” are generally issued, and nominations can be made by anyone, greatest weight is usually placed on those nominations coming from the relevant board/committee. Appointments to continuing committees occur in the fall. [Figure 1](#) shows the reporting lines for standing and continuing boards and committees.

The selection process for members of task forces is different than that of other APA governance groups. “Parent” boards solicit a proposal to establish a task force to examine a specific issue or area of concern to the field of psychology to the Council of Representatives. Once approved, the appointment of members begins and is the responsibility of the “parent” boards. Weight is usually placed on a members particular expertise on the particular issue. Calls for nominations are distributed, but not in every case. Although the selection of task force members does not adhere to the formal nominations process, the Board of Directors maintains final approval over the selection over all APA governance groups.

When examining the proportion of women serving on task forces, consideration must be given to the area and/or focus of that particular group. The gender composition of a particular group may be dictated by the work of that group. For example: In 1998, the Task Force on Women in Academe was established to delineate and evaluate issues associated with recruitment, retention, and progress for women psychologists throughout their careers in academe. All of the members of this task force (7) were female.

[Table 10](#), shows the figures for women’s participation on the boards and committees under their respective aegis from 2002-2005. The proportion of women serving on boards, committees, and task forces varies widely across years and governance units.

The average proportion of women serving on boards and committees was calculated for 2002 to 2005 so that a comparison could be made between the average percentage across all groups per year and the percentages of women on each individual board. (The average number of women was calculated by dividing the number of women members by the total number of members.) The results of this calculation indicated that from 2002 through 2005, the overall proportion of women among members of standing boards and their committees has steadily increased to 51% in 2005, the highest percentage to date.

The Council of Editors, Committee on Scientific Awards, and Committee on Psychological Tests and Assessment maintained the lowest proportion of women members for all years. Other boards and committees fell below the average some years and over in others.

Boards (including their respective committees) with consistently higher proportions of women were the Policy and Planning Board, the Board for the Advancement of Psychology in the Public Interest, and the Board of Educational Affairs. Other boards and committees fell below the average in some years and over in others. Since total membership for the Policy and Planning Board and the Board of Convention Affairs is small, 9 and 6 respectively, these numbers should be interpreted with care (this theory applies to the Elections Committee with 3 members).

CWP'S ROLE IN THE NOMINATIONS PROCESS

CWP actively participates in the nominations process for both boards and standing committees and continuing committees by ensuring that names of qualified women are put forth at every level. For boards and standing committees, CWP sends the annual call for nominations to the CWP Network (representatives from divisions and state psychological associations). Information received in response to the call is used to update CWP's nominations file.

PUBLICATIONS PROCESS: WOMEN EDITORS, ASSOCIATE EDITORS, AND REVIEWERS

The number and impact of publications are used as major criteria when assessing a psychologist's contributions to the discipline. Ongoing publication continues to be a major requirement for promotion and tenure in academe. Quality and quantity of publications are also considered in the determination of Fellow status in APA and in other scientific societies. Increasing the participation of women in the publications process has been an ongoing priority for CWP.

In 1980, CWP surveyed editors of 13 APA journals, 11 APA division journals, and 52 other journals related to the science and practice of psychology to determine the level of participation of women in the manuscript review process (CWP, 1980). APA journals refer to those published by the Association; divisions are responsible for the publication of their own journals, though APA's Publications and Communications Board has broad oversight responsibility. Division journals are not considered "APA journals."

In 1981, the committee sponsored a symposium at the APA Convention on increasing the participation of women in the publications process (Loeffler, 1982). It was so well received that the committee organized a continuing education workshop on the same topic for the 1982 APA Convention. The third edition of *Understanding the Manuscript Review Process: Increasing the Participation of Women*, a monograph containing the papers from the 1981 symposium, was published in 1988 (CWP and WPO, 1988).

As a result of a proposal from CWP, in June 1982 the Publications and Communications Board (P&C Board) established an ad hoc Committee on Increasing the Participation of Underrepresented Groups in the Publication Process to investigate the representation of women and ethnic minorities in the publication process and to develop strategies for improving participation. The P&C Board was also responding to the concerns expressed by the Board of Ethnic Minority Affairs about advertising the openings of editor searches so that ethnic minorities would have a better opportunity to be appointed as editors.

This ad hoc committee was disbanded in 1987 with the provision that the Journals Committee would assume ongoing responsibility for the ad hoc committee's issues and concerns. In 1996, CWP appointed a working group to identify barriers to women's participation in the editorial process and to address other relevant issues in the process. The working group undertook a study of why the number of female journal editors is disproportionately low compared with women's growing representation as PhD recipients (see [Table 1](#)), and even when comparing the proportion of women receiving doctorates 20 years ago (in 1982, 45.5 of doctorates were awarded to women) or 28 years ago (in 1974, 30.8 of doctorates were awarded to women), who would be more senior and therefore more likely to be candidates for editorship positions. As part of their study, the group surveyed persons with experience in editing APA journals and division journals over the previous 20 years. They asked about the process through which they became journal editors, their positive and negative experiences, and other relevant information. At the 1996 APA Convention, the working group joined with the Committee on Ethnic Minority Affairs (CEMA) and the P&C Board to sponsor a program to report on the results of the study and to discuss issues related to increasing the proportion of women and ethnic minorities who serve as journal editors.

In April 1998, the APA Monitor featured an article titled “Why aren’t there more women serving as APA journal editors?” which detailed some of the preliminary survey results. [Table 11](#) shows the percentage of women editors, associate editors, and consulting editors/reviewers for APA journals from 1975 to 2005. From a low 19.2% in 1983, the proportion of women as consulting editors/reviewers has slowly climbed, reaching a modest high of 36.4% in 2005. In 2004, the percentage of women as editors was 28.1%. This falls short of the peak of 32.2% in 2000. In 2002, the percentage of women serving as associate editors was 44.4%, however, that proportion increased to 46.9% in 2005.

In 1983, of the 20 publications examined, only Developmental Psychology had a woman editor. In 1985, two primary journals had women editors: Developmental Psychology and Psychological Bulletin (for Bulletin, the female associate editor was appointed in 1985 to fill out the editor’s term after his death). Contemporary Psychology, APA’s book review journal, also had a woman editor. In 1987, the Journal of Counseling Psychology was the only primary research journal with a woman editor; Contemporary Psychology also had a woman editor. In 1996, 5 APA journals out of 28 had women editors; nine years later in 2005, 9 APA journals out of 33 had women editors. The number of female associate editors has ranged from 4 out of 27 in 1981 to 40 out of 97 in 2001, to 68 out of 145 in 2005. (In response to changes and needs in the field, APA continues to develop and add journals, therefore, the total number of APA journals varies from year to year).

One factor that affects the number of individuals and possibly the number of women appointed as associate editors is the policy guiding the establishment of associate editor positions. Whereas editors are appointed directly by the P&C Board, it is the editors who appoint the associate editors.

In 1988, the P&C Board revised its policies so that journal editors could split associate editor positions. For example, a single associate editor position, authorized for a journal on the basis of number of manuscripts submitted, could be split into two half-time positions or even four quarter-time positions. As journal editors implemented this change in policy, more individuals were appointed to more part-time positions. Eventually, the number of individuals involved began to create some problems, and in 1995, the P&C Board revised the procedures again, so that editors could appoint half-time but not quarter-time associate editors. As yet, it is unclear how the procedures for appointing associate editors and the availability of half-time or quarter-time associate editor positions may have affected the number of women appointed as associate editors over the last several years.

Because of the small number of women participating as editors and associate editors, [Table 12](#) presents information on consulting editors and reviewers only. This table contains the percentage of female consulting editors/reviewers for individual APA publications from 1992 through 2005. The table reveals the wide variation in the number and proportion of women involved in the review process in the APA. For 1996, the figures ranged from a high of 60% of 145 consulting editors/reviewers for the Journal of Counseling Psychology to a low of 8.9% of 247 for Psychological Methods. In 2005, the figures ranged from 60.1% of 801 consulting editors/reviewers for Developmental Psychology to a low 16.7% of 293 for Psychological Review. Only 3 of 32 journals (9.8%) had 50% or more representation by women.

Given the critical role journal editors, associate editors, and reviewers play as gatekeepers for the science of psychology, CWP sees increasing the proportion of women who participate in the publication process as a high priority. Journal editors and associate editors rely heavily

on the recommendations of reviewers in determining whether any particular piece of research should be published. Diversity of perspective among reviewers, as well as diversity of perspective among editors and associate editors, will help support the publication of the broadest spectrum of high-quality psychological science.

As the selection process for journal editors differs from that for associate editors and reviewers, CWP continues to explore and develop different strategies. As noted above, though the P&C Board appoints the APA journal editors, the editors themselves select their associate editors and reviewers. It appears from [Table 11](#) that though still low, the percentages of women among reviewers and associate editors are still higher than those among journal editors. Assisting the P&C Board in its efforts to appoint more women as editors may include increasing the number of women nominated. Assisting journal editors to select more women as associate editors and reviewers may include providing more help in identifying qualified candidates on a regular basis. In cooperation with the P&C Board, CWP is continuing to explore why the proportions of women are low and to explore these and other strategies for increasing the representation of women in this critical process.

WOMEN PSYCHOLOGISTS IN CENTRAL OFFICE

The executive vice president and chief executive officer is responsible for directing the APA's paid staff, who are headquartered at the association's Central Office in Washington, DC. Central Office is charged with implementing the policies developed by the APA's Council of Representatives. It provides information to members, other professionals, students, and the public through publication of books, journals, pamphlets, the monthly membership newspaper—the *APA Monitor*, and an increasing spectrum of bibliographic and abstracting services covering the literature of psychology. APA's web site (<http://www.apa.org>) is a rapidly growing means of disseminating information. By mid-2002, hits averaged between 4 and 5 million per week.

Central Office coordinates the APA Convention, yearly meetings involving the association's boards and committees, and other meetings and conferences as requested. The Central Office staff provide liaison and consultation to the APA's boards and committees; to other professional and scientific organizations; and, when appropriate, to national, state, and local governments on matters relevant to psychology. Since its inception, CWP has been interested in increasing the proportion of women psychologists on the APA staff (see [Table 13](#)).⁵ The formation of the APA Women's Programs Office in 1977 reflected the concern of CWP, Division 35 (now the Society for the Psychology of Women), and other groups that staff expertise in women's issues be available to the governance structure.

CENTRAL OFFICE ORGANIZATIONAL STRUCTURE

The APA Central Office is divided into eleven major units: the Executive Office, General Counsel, Central Programs, Finance and Administration, Publications and Communications, Public Information and Media Relations, Governance Affairs and the four directorates: Education, Practice, Public Interest, and Science (see Figure 2). The Women's Programs Office is a part of the Public Interest Directorate.

EXECUTIVE STAFF

Currently, the day-to-day management of the association is carried out by the executive staff, made up of the executive vice president and chief executive officer, the deputy chief executive officer and chief operating officer, the vice president for Finance and Administration and chief financial officer, seven executive directors, the general counsel, and senior counsel. Except for the vice president for Finance and Administration and chief financial officer, general counsel, senior counsel, the executive directors of Governance Affairs, Public and Member Communications, and Information Technology are psychologists.

There are five women on the 12-member executive staff: the executive director of the Education Directorate, the executive director of Governance Affairs, the executive director of Public Interest, and the Executive Director of Public and Member Communications. Of the seven psychologists on the executive staff, two are female. There have been a total of 11 chief executive officers since 1946, but no woman has served in that position.

Increasing the number of women psychologists who serve on executive staff, so that the proportion more accurately reflects the proportion of women among the membership, continues to be an important goal.

OTHER PSYCHOLOGISTS

In addition to the executive staff, psychologists serve in a significant number of the program directorships—most of which have been designated historically as positions requiring psychological expertise at the doctorate level (see Table 13). Before the July 1987 reorganization of Central Office, the majority of the psychologists in Central Office were located in Governance Affairs. After the reorganization, the psychologists in Governance Affairs (and Legislative and Public Affairs) were reassigned to the Executive Office, which included Educational Affairs (now the Education Directorate) and the three directorates: Science, Practice, and Public Interest. In 2005, 21 out of 42 (50%) psychologists in Central Office were women.

FINAL THOUGHTS

Women are earning an increasing percentage of doctoral degrees in psychology, mirroring a larger trend for doctoral recipients in general. Over the past 30 years, women have achieved substantial advances in education and training in psychology. Across all fields, the number of women earning doctorates has increased by 45.4% (Hoffer, et al 2005). In psychology, women have demonstrated an approximately 44% percent increase from 1970 to 2002, and 2004 (APA Research Office, 2005, Hoffer, et al 2005).

The data on the participation of women psychologists in the APA show progress, but also identify a need for improvement. Boards and committees have generally exhibited continual gains in the representation of women, although this representation varies from year to year and across the different board units. APA's Council of Representatives and Board of Directors constitute the top echelon of power within the association governance structure. Representation on both of these bodies seems to fluctuate over the years. Whereas, the representation of women on the Council of Representatives has made significant gains, representation on the Board of Directors within the past 3 years remains fairly consistent.

The outlook for women in psychology appears promising:

- In 2005, women made more than half of the overall APA membership (53%).
- Over the last three years, women have continued to hold office in all divisions.
- In 2005, 41% of state and provincial psychological association presidents were women.

Nevertheless, it appears that merely the growth in the pool of women receiving doctorates or the growth in the pool of senior women in the field (who would reasonably be considered to be the more likely candidates for high-level leadership positions) does not by itself effect increases in the proportions of women psychologists who serve in leadership positions within APA governance, as journal editors, as Fellows, or in Central Office. As a result, the Committee on Women in Psychology will continue to focus on improving the status of women within the discipline and society. Charged with oversight of the Report of the Task Force on the Changing Gender Composition of Psychology Action Plan, the committee must implement the stated objectives to “increase the participation of women in leadership and policymaking positions for the profession” and “change the culture of psychology to value and seek the perspectives of women.” CWP is committed to its charge and will work toward equal opportunities for all women.

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ENDNOTES

1. For complete histories, see Furumoto, 1987 and O'Connell & Russo, 1988.
2. Divisions 4 and 11 are no longer in existence.
3. In February 2006, the Council of Representatives voted to establish a new division, Division 56 Trauma Psychology).
4. Field of specialization and divisional membership tend to follow traditional sex stereotypical lines. However, the discrepancies between data on major field and division membership still indicate underrepresentation of women across divisions.
5. Consistent with association policy, the term "psychologist" is used to denote a person holding the doctorate in psychology. There are many staff members in Central Office who have master's and bachelor's degrees in psychology and a number who hold doctoral degrees in other disciplines.
6. Members of the Task Force on the Status of Women in Psychology. Established as the AdHoc Committee on Women in Psychology in 1972.
7. Barbara Strudler Wallston, PhD, was elected to complete the unexpired term of Virginia Schein, PhD, who resigned in 1983.
8. Renee Garfinkel, PhD, became the Staff Liaison to CWP in September 1985. Carol Burroughs served from March through September.
9. Virginia O'Leary, PhD, was elected to fill the unexpired term of Gwendolyn Puryear Keita, PhD, who resigned in December 1986 to become the Director of the Women's Programs Office.
10. Christine Browning, PhD, was elected to complete the unexpired term of Jerri Frantzve, PhD, who resigned in October 1987.
11. The reorganization of the Public Interest governance structure in 1990 required CWP to reduce its membership from nine to six members.
12. Lillian Comas-Diaz, PhD, was elected to fill the unexpired term of Melba J. T. Vasquez, PhD, who resigned in April 1991 as she was elected Chair of the Board for the Advancement of Psychology in the Public Interest (BAPPI).

MEMBERS OF THE COMMITTEE ON WOMEN IN PSYCHOLOGY: 1972-2006

1971-72⁶

Helen S. Astin, PhD, Chair
James A. Bayton
Yvonne Brackbill
Henry P. David, PhD
Rona M. Fields, PhD
Miriam G. Keiffer
Eleanor E. Maccoby, PhD
Eli Rubinstein, PhD
Wilbert J. McKeachie, PhD
Staff Liaison: Tena Cummings, PhD

1973

Martha Mednick, PhD, Chair
Helen S. Astin, PhD
Tena Cummings, PhD
Miriam Keiffer, PhD
Eli A. Rubenstein, PhD
Lee Sechrest, PhD
Lumbe Waston
Staff Liaison: Brenda Gurel

1974

Martha Mednick, PhD, Chair
Helen S. Astin, PhD
Tena Cummings, PhD
James Deese, PhD
Ellen Kimmel, PhD
Tressie Muldrow
Eli Rubenstein, PhD
Staff Liaison: Serena D. Stier, PhD

1975

Tena Cummings, PhD, Chair
Ellen Kimmel, PhD
Martha Mednick, PhD
Tressie Muldrow
Paul Rosenkranz, PhD
Eli A. Rubenstein, PhD
Julia Sherman, PhD
Staff Liaison: Nancy Felipe Russo, PhD

1976

Tena Cummings, PhD, Chair
Ellen Kimmel, PhD
Tressie Muldrow
Marc Pilisuk, PhD
Paul Rosenkranz, PhD
Julia Sherman, PhD
Stephanie B. Stolz, PhD
Staff Liaison: Carolyn J. Suber, PhD

1977

Tena Cummings, PhD, Chair
Donald Broverman, PhD
Mary T. Howard, PhD
Ellen Kimmel, PhD
Samuel Osipow, PhD
Stephanie B. Stoltz, PhD
Staff Liaison: Nancy Felipe Russo, PhD

1978

Lorraine D. Eyde, PhD, Chair
Tena Cummings, PhD
Rachel Hare-Mustin, PhD
Mary T. Howard, PhD
Wilbert J. McKeachie, PhD
Samuel Osipow, PhD
Stephanie B. Stolz, PhD
Staff Liaison: Nancy Felipe Russo, PhD

1979

Rachel Hare-Mustin, PhD, Chair
Rae Carlson, PhD
Lorraine D. Eyde, PhD
Mary T. Howard, PhD
Dorothy Loeffler, PhD
Wilbert J. McKeachie, PhD
Ellen P. Reese, PhD
Staff Liaison: Nancy Felipe Russo, PhD

1980

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Jacqueline D. Goodchilds, PhD
Rachel Hare-Mustin, PhD
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Wilbert J. McKeachie, PhD
Aiko Oda, PhD
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1981

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Jacqueline Goodchilds, PhD
Ellyn Kaschak, PhD
Dorothy Loeffler, PhD
Aiko Oda, PhD
Ellen P. Reese, PhD
Virginia Schein, PhD
Barbara Strudler Wallston, PhD
Staff Liaison: Nancy Felipe Russo, PhD

1982

Ellyn Kaschak, PhD, Chair
George Albee, PhD
Florence Denmark, PhD
Carolyn Payton, PhD
Pamela T. Reid, PhD
Virginia Schein, PhD
Reiko K. True, PhD
Barbara Strudler Wallston, PhD⁷
Nancy Felipe Russo, PhD, Staff Liaison

1983

Florence Denmark, PhD, Chair
Reiko H. True, PhD
George Albee, PhD
Hortensia Amaro, PhD
Kathleen Grady, PhD
Ellyn Kaschak, PhD
Sandra Levy, PhD
Pamela T. Reid, PhD
Barbara Strudler Wallston, PhD
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1984

Pamela T. Reid, PhD, Chair
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Hortensia Amaro, PhD
Bernard Bass, PhD
Laura S. Brown, PhD
Nancy Datan, PhD
Ursula Delworth, PhD
Florence Denmark, PhD
Kathleen Grady, PhD
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1985

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1986

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Wanda M. Lee, PhD
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1987

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1988

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1989

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Chalso Loo, PhD
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1992

Sheryl J. Gallant, PhD, Chair
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Lillian Comas-Diaz, PhD¹²
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1993

Sandra Schwartz Tangri, PhD, Chair
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Ann Burlew, PhD
Lillian Comas-Diaz, PhD
Bianca Cody Murphy, EdD
Renee Royak-Schaler, PhD
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1994

Sarah D. Miyahira, PhD, Chair
Biana Cody Murphy, EdD, Vice-Chair
Dorothy Litwin, PhD
Ann K. Burlew, PhD
Angela B. Ginorio, PhD
Renee Royak-Schaler, PhD
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1995

Bianca Cody Murphy, EdD, Chair
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Martha E. Banks, PhD
Dorothy Litwin, PhD
Renee Royak-Schaler, PhD
Barbara W.K. Yee, PhD
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1997

Martha E. Banks, PhD, Chair
Phyllis A. Katz, PhD, Vice-Chair
Martha J. Barry, PhD
Linda M. Forrest, PhD
Kristin A. Hancock, PhD
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Staff Liaisons
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1998

Kristin A. Hancock, PhD, Chair
Linda M. Forrest, PhD, Vice-Chair
Martha J. Barry, PhD
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Linda M. Forrest, PhD, Chair
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2001

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2004

Robin A. Buhrke, PhD, Chair

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Leslie Cameron

2006

Louise B. Silverstein, PhD, Chair

Helen L. Coons, PhD

Sari H. Dworkin, PhD

Mary P. Koss, PhD

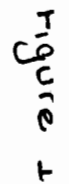
Veronica G. Thomas, PhD

Karen F. Wyche, PhD

Staff Liaison

Leslie Cameron

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January 2005



American Psychological Association Organizational Chart 2006

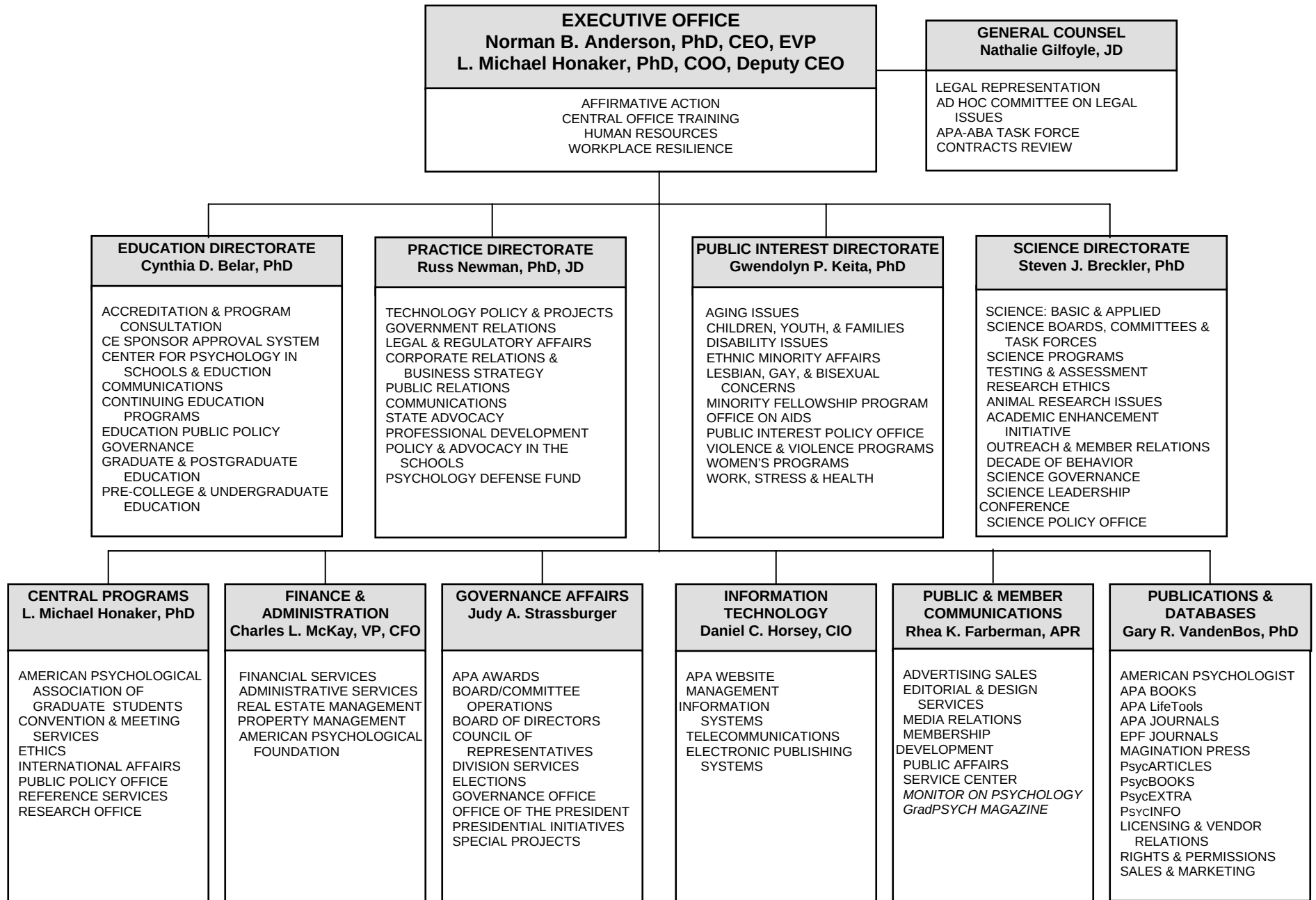


Table 1: Ph.D. Recipients in Psychology from U.S. Universities by Sex and Subfield: 1920-2002

Subfield	1920-1974	1976	1978	1980	1982	1984	1986	1988	1990	1992	1994	1995	1996	1997	1998	1999	2000	2001	2002
Number of PhDs Awarded:																			
Clinical	8,687	833	1,066	1,106	1,165	1,164	1,144	1,089	1,3 29	1,298	1,289	1,292	1,325	1,261	1,350	1,449	1,357	1,256	1,212
Cognitive	NA	NA	NA	NA	NA	76	70	83	76	102	129	104	128	162	113	143	141	142	121
Comparative	234	28	20	8	12	13	14	7	8	2	8	4	3	6	6	11	7	5	2
Counseling	1,793	267	272	298	346	462	448	482	464	508	496	470	464	487	448	461	475	480	469
Developmental	1,346	190	207	205	192	207	182	175	158	170	181	153	188	211	385	323	203	193	173
Educational	1,936	124	144	136	140	210	107	103	98	91	69	74	92	60	61	66	97	47	54
Experimental	3,936	357	300	307	240	169	147	134	143	154	140	151	128	140	149	137	133	134	112
Family and marriage counseling	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	51	52	61	51	55	54	45	67
Human individual family development	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	123	118	130	148	135	148
Industrial/organizational	957	73	74	66	83	106	109	117	124	138	137	145	162	184	189	158	188	172	154
Personality	588	62	42	43	36	25	16	18	20	17	19	16	24	25	24	16	23	11	17
Physiological	1,201	133	126	108	90	73	73	85	46	55	93	93	80	77	92	87	89	93	87
Psychometrics	404	27	15	21	8	6	11	11	8	5	5	10	11	11	8	15	13	2	9
Quantitative	NA	NA	NA	NA	NA	16	23	12	15	10	17	13	19	17	15	14	8	10	13
School	641	143	125	176	166	89	116	115	81	88	84	91	82	84	106	120	98	109	89
Social	2,488	209	203	190	179	157	141	140	145	139	153	155	170	179	186	175	209	198	181
General psychology	4,626	218	294	213	240	268	294	360	373	294	284	307	279	286	302	229	239	228	150
Other	942	169	161	221	257	180	176	127	179	181	156	138	133	248	196	208	141	173	152
All Subfields	32,855	2,883	3,049	3,098	3,154	3,223	3,071	3,058	3,267	3,252	3,260	3,267	3,340	3,489	3,676	3,667	3,623	3,433	3,199

Ph.D. Recipients in Psychology from U.S. Universities by Sex and Subfield: 1920-2002

Subfield	1920-1974	1976	1978	1980	1982	1984	1986	1988	1990	1992	1994	1995	1996	1997	1998	1999	2000	2001	2002
Percent Awarded to Women:																			
Clinical	24.2	31.1	39.4	43.9	44.1	49.9	50.3	56.1	58.3	61.1	65.6	67.1	69.4	71.1	71.8	71.8	73.4	70.5	69.9
Cognitive	NA	NA	NA	NA	NA	30.3	47.1	40.9	58.8	46.1	43.4	50.0	46.9	46.3	44.2	49.0	46.8	54.2	56.2
Comparative	15.4	32.1	45.0	25.0	50.0	69.2	42.9	57.1	46.1	100.0	87.5	25.0	66.7	50.0	66.7	63.6	28.6	20.0	50.0
Counseling	24.0	34.1	33.1	46.8	44.8	49.6	52.7	54.1	60.3	57.1	62.3	63.2	65.3	64.7	64.7	64.2	65.7	69.2	68.4
Developmental	48.1	53.7	49.5	58.5	65.1	74.8	63.7	74.2	70.3	77.1	74.0	79.7	81.9	79.1	77.1	77.2	80.3	82.4	82.7
Educational	24.7	36.3	37.9	44.5	53.6	52.4	54.2	63.1	70.4	75.8	56.5	71.6	71.7	73.3	63.9	68.2	64.9	63.8	70.4
Experimental	1.5	24.6	28.4	31.9	40.4	41.4	43.5	45.5	34.3	47.4	51.4	55.0	53.1	47.9	43.6	46.7	44.4	53.7	56.2
Family and marriage counseling	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	68.6	53.8	67.2	54.9	69.1	53.7	48.9	52.2
Human individual family development	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	80.5	76.3	82.3	69.6	70.4	68.6
Industrial/organizational	5.7	13.7	20.3	24.2	27.7	37.7	46.8	45.2	42.7	46.4	50.4	57.9	61.1	56.0	58.2	62.7	59.6	60.5	55.2
Personality	25.5	50.0	31.7	41.9	47.2	48.0	56.2	44.4	50.0	47.1	63.1	56.2	45.8	48.0	62.5	68.8	60.9	54.5	70.6
Physiological	20.4	28.6	28.6	22.2	25.6	27.3	41.1	52.9	60.9	45.5	55.9	40.0	51.2	54.5	53.3	57.5	62.9	49.5	57.5
Psychometrics	14.1	3.7	26.7	47.6	12.5	50.0	34.8	41.6	50.0	40.0	20.0	69.2	27.3	63.6	50.0	13.3	38.5	100.0	22.2
Quantitative	NA	NA	NA	NA	NA	25.0	34.8	41.6	20.0	50.0	47.0	68.1	36.8	58.8	53.3	50.0	25.0	50.0	46.2
School	32.3	46.2	46.4	51.8	51.8	56.2	50.9	57.3	65.4	67.0	63.0	54.2	86.6	78.6	76.4	73.3	78.6	82.6	76.4
Social	22.9	29.2	37.3	47.5	47.5	52.2	56.0	53.5	63.4	56.1	63.1	60.6	65.3	64.2	62.9	65.1	64.6	54.0	58.0
General psychology	23.7	35.3	35.1	42.9	42.9	51.1	49.3	53.0	62.5	55.8	56.0	56.0	64.5	63.3	67.9	54.6	56.9	68.4	60.0
Other	26.2	30.8	36.3	48.2	48.2	41.1	47.2	46.4	57.0	53.6	56.4	51.4	63.2	75.8	63.3	64.9	59.6	61.3	70.4
All Subfields	22.7	32.8	36.9	45.5	45.5	50.1	50.9	54.7	58.3	58.9	61.5	62.9	66.1	66.6	66.9	66.7	66.6	66.9	66.7

Source of data: [Summary Report Doctorate Recipients from United States Universities](#) (Selected years). National Research Council , National Opinion Research Center. Table compiled by Research Office, APA.

Note. Educational and School Psychology are listed as degree subfields under both the major discipline categories Psychology and Education in the National Research Council surveys. The figures reported above for these subfields include only those PhDs reported under the Psychology category.

NA. Not available. Data for these fields were not collected prior to 1983.

Table 6: Major Field of APA Members by Gender and Highest Degree: 2004						
	Doctoral ^a		Masters ^b		All Degrees ^c	
	N	% women	N	% women	N	% women
Health service provider subfields						
Child clinical	3,071	65.7	176	65.9	3,249	65.7
Clinical	43,968	52.4	3,151	59.6	47,158	52.9
Clinical neuropsychology	222	41.4	9	44.4	231	41.6
Counseling psychology	9,163	53.0	1,400	67.1	10,582	54.9
Forensic	70	24.3	14	71.4	84	32.1
Geropsychology	310	55.2	27	55.6	337	55.2
Health	1,469	54.8	106	66.0	1,575	55.6
School	3,025	60.8	692	71.0	3,775	62.9
Sport psychology	56	39.3	6	33.3	62	38.7
Subtotal	61,354	53.6	5,581	63.2	67,053	54.4
Research and other subfields						
Cognitive	970	46.3	56	60.7	1,026	47.1
Community	580	45.5	123	60.2	706	48.0
Comparative	67	32.8	5	60.0	72	34.7
Developmental	2,682	66.6	177	69.5	2,860	66.8
Educational	1,892	50.2	234	60.3	2,130	51.3
Environmental	72	44.4	9	77.8	81	48.1
Experimental	1,251	28.9	70	35.7	1,321	29.2
General/Methods & Systems	634	40.5	195	56.4	834	44.4
Industrial/Organizational	3,584	36.9	881	48.5	4,473	39.1
Neurosciences	699	49.6	56	66.1	756	50.8
Personality	426	37.1	32	50.0	459	37.9
Physiological/Psychobiology	371	32.6	13	46.2	385	33.0
Psychopharmacology	203	33.5	12	75.0	215	35.8
Quantitative/Mathematical/ Psychometrics/ Statistics	524	36.8	63	68.3	588	40.3
Social	2,422	46.3	110	52.7	2,534	46.6
Subtotal	16,377	45.5	2,036	54.7	18,440	46.5
Other fields	3,867	39.3	717	51.7	4,600	41.3
Not specified	1,696	57.4	3,539	55.1	5,237	55.8
Total, all fields	83,294	51.4	11,873	58.6	95,330	52.3

Source: 2004 APA Directory. Compiled by APA Research Office.

^aIncludes members who reported having a PhD, PsyD, EdD, or other doctorate (e.g., RhD or MD).

^bIncludes members with baccalaureate, master's or other types of degrees.

^cTotal column includes 163 with unspecified degrees.

Table 1: Ph.D. Recipients in Psychology from U.S. Universities by Sex and Subfield: 1920-2002

Subfield	1920-1974	1976	1978	1980	1982	1984	1986	1988	1990	1992	1994	1995	1996	1997	1998	1999	2000	2001	2002
Number of PhDs Awarded:																			
Clinical	8,687	833	1,066	1,106	1,165	1,164	1,144	1,089	1,329	1,298	1,289	1,292	1,325	1,261	1,350	1,449	1,357	1,256	1,212
Cognitive	NA	NA	NA	NA	NA	76	70	83	76	102	129	104	128	162	113	143	141	142	121
Comparative	234	28	20	8	12	13	14	7	8	2	8	4	3	6	6	11	7	5	2
Counseling	1,793	267	272	298	346	462	448	482	464	508	496	470	464	487	448	461	475	480	469
Developmental	1,346	190	207	205	192	207	182	175	158	170	181	153	188	211	385	323	203	193	173
Educational	1,936	124	144	136	140	210	107	103	98	91	69	74	92	60	61	66	97	47	54
Experimental	3,936	357	300	307	240	169	147	134	143	154	140	151	128	140	149	137	133	134	112
Family and marriage counseling	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	51	52	61	51	55	54	45	67
Human individual family development	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	123	118	130	148	135	148
Industrial/organizational	957	73	74	66	83	106	109	117	124	138	137	145	162	184	189	158	188	172	154
Personality	588	62	42	43	36	25	16	18	20	17	19	16	24	25	24	16	23	11	17
Physiological	1,201	133	126	108	90	73	73	85	46	55	93	93	80	77	92	87	89	93	87
Psychometrics	404	27	15	21	8	6	11	11	8	5	5	10	11	11	8	15	13	2	9
Quantitative	NA	NA	NA	NA	NA	16	23	12	15	10	17	13	19	17	15	14	8	10	13
School	641	143	125	176	166	89	116	115	81	88	84	91	82	84	106	120	98	109	89
Social	2,488	209	203	190	179	157	141	140	145	139	153	155	170	179	186	175	209	198	181
General psychology	4,626	218	294	213	240	268	294	360	373	294	284	307	279	286	302	229	239	228	150
Other	942	169	161	221	257	180	176	127	179	181	156	138	133	248	196	208	141	173	152
All Subfields	32,855	2,883	3,049	3,098	3,154	3,223	3,071	3,058	3,267	3,252	3,260	3,267	3,340	3,489	3,676	3,667	3,623	3,433	3,199

Ph.D. Recipients in Psychology from U.S. Universities by Sex and Subfield: 1920-2002

Subfield	1920-1974	1976	1978	1980	1982	1984	1986	1988	1990	1992	1994	1995	1996	1997	1998	1999	2000	2001	2002
Percent Awarded to Women:																			
Clinical	24.2	31.1	39.4	43.9	44.1	49.9	50.3	56.1	58.3	61.1	65.6	67.1	69.4	71.1	71.8	71.8	73.4	70.5	69.9
Cognitive	NA	NA	NA	NA	NA	30.3	47.1	40.9	58.8	46.1	43.4	50.0	46.9	46.3	44.2	49.0	46.8	54.2	56.2
Comparative	15.4	32.1	45.0	25.0	50.0	69.2	42.9	57.1	46.1	100.0	87.5	25.0	66.7	50.0	66.7	63.6	28.6	20.0	50.0
Counseling	24.0	34.1	33.1	46.8	44.8	49.6	52.7	54.1	60.3	57.1	62.3	63.2	65.3	64.7	64.7	64.2	65.7	69.2	68.4
Developmental	48.1	53.7	49.5	58.5	65.1	74.8	63.7	74.2	70.3	77.1	74.0	79.7	81.9	79.1	77.1	77.2	80.3	82.4	82.7
Educational	24.7	36.3	37.9	44.5	53.6	52.4	54.2	63.1	70.4	75.8	56.5	71.6	71.7	73.3	63.9	68.2	64.9	63.8	70.4
Experimental	1.5	24.6	28.4	31.9	40.4	41.4	43.5	45.5	34.3	47.4	51.4	55.0	53.1	47.9	43.6	46.7	44.4	53.7	56.2
Family and marriage counseling	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	68.6	53.8	67.2	54.9	69.1	53.7	48.9	52.2
Human individual family development	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	80.5	76.3	82.3	69.6	70.4	68.6
Industrial/organizational	5.7	13.7	20.3	24.2	27.7	37.7	46.8	45.2	42.7	46.4	50.4	57.9	61.1	56.0	58.2	62.7	59.6	60.5	55.2
Personality	25.5	50.0	31.7	41.9	47.2	48.0	56.2	44.4	50.0	47.1	63.1	56.2	45.8	48.0	62.5	68.8	60.9	54.5	70.6
Physiological	20.4	28.6	28.6	22.2	25.6	27.3	41.1	52.9	60.9	45.5	55.9	40.0	51.2	54.5	53.3	57.5	62.9	49.5	57.5
Psychometrics	14.1	3.7	26.7	47.6	12.5	50.0	34.8	41.6	50.0	40.0	20.0	69.2	27.3	63.6	50.0	13.3	38.5	100.0	22.2
Quantitative	NA	NA	NA	NA	NA	25.0	34.8	41.6	20.0	50.0	47.0	68.1	36.8	58.8	53.3	50.0	25.0	50.0	46.2
School	32.3	46.2	46.4	51.8	51.8	56.2	50.9	57.3	65.4	67.0	63.0	54.2	86.6	78.6	76.4	73.3	78.6	82.6	76.4
Social	22.9	29.2	37.3	47.5	47.5	52.2	56.0	53.5	63.4	56.1	63.1	60.6	65.3	64.2	62.9	65.1	64.6	54.0	58.0
General psychology	23.7	35.3	35.1	42.9	42.9	51.1	49.3	53.0	62.5	55.8	56.0	56.0	64.5	63.3	67.9	54.6	56.9	68.4	60.0
Other	26.2	30.8	36.3	48.2	48.2	41.1	47.2	46.4	57.0	53.6	56.4	51.4	63.2	75.8	63.3	64.9	59.6	61.3	70.4
All Subfields	22.7	32.8	36.9	45.5	45.5	50.1	50.9	54.7	58.3	58.9	61.5	62.9	66.1	66.6	66.9	66.7	66.6	66.9	66.7

Source of data: [Summary Report Doctorate Recipients from United States Universities](#) (Selected years). National Research Council , National Opinion Research Center. Table compiled by Research Office, APA.

Note. Educational and School Psychology are listed as degree subfields under both the major discipline categories Psychology and Education in the National Research Council surveys. The figures reported above for these subfields include only those PhDs reported under the Psychology category.

NA. Not available. Data for these fields were not collected prior to 1983.

Table 2: Membership Status of APA Members by Gender and Year, 1988 - 2005

	Total	Men	Women	% Men	% Women
1988					
Fellows ^a	4,005	3,299	706	82.3	17.7
Members ^b	56,644	34,755	19,889	63.6	36.4
Associates ^c	8,347	4,103	4,244	49.1	50.9
Total	66,996	42,157	24,839	62.9	37.1
1989					
Fellows ^a	3,980	3,269	711	82.1	17.9
Members ^b	56,230	35,139	21,091	62.5	37.5
Associates ^c	8,110	3,910	4,200	48.2	51.8
Total	68,320	42,318	26,002	61.9	38.1
1990					
Fellows ^a	4,052	3,313	739	81.8	18.2
Members ^b	58,311	3,752	22,499	61.4	38.6
Associates ^c	7,903	3,752	4,151	47.5	52.5
Total	70,266	42,877	27,389	61.0	39.0
1991					
Fellows ^a	4,059	3,291	786	81.1	18.9
Members ^b	60,259	36,132	24,127	60.0	40.0
Associates ^c	7,884	3,688	4,196	46.8	53.2
Total	72,644	43,111	29,091	59.7	40.3
1992					
Fellows ^a	4,121	3,311	810	80.0	20.0
Members ^b	60,892	35,948	24,944	59.0	41.0
Associates ^c	7,631	3,540	4,091	46.0	54.0
Total	72,644	42,799	29,845	59.0	41.0
1993					
Fellows ^a	4,162	3,321	841	79.8	20.2
Members ^b	61,806	35,928	25,878	58.1	41.9
Associates ^c	7,295	3,362	3,933	46.1	54.9
Total	73,263	42,611	30,652	58.2	41.8
1994					
Fellows ^a	4,242	3,352	890	79.0	21.0
Members ^b	64,234	36,296	27,938	56.5	43.5
Associates ^c	7,532	3,341	4,191	44.4	55.6
Total	76,008	42,989	33,019	56.6	43.4
1995					
Fellows ^a	4,316	3,382	934	78.4	21.6
Members ^b	67,063	36,843	30,220	54.9	45.1
Associates ^c	7,719	3,349	4,370	43.4	56.6
Total	79,098	43,574	35,524	55.1	44.9
1996					
Fellows ^a	4,355	3,390	965	77.8	22.2
Members ^b	69,335	37,449	31,886	54.0	46.0
Associates ^c	7,841	3,299	4,542	42.1	57.9
Total	81,531	44,138	37,393	54.1	45.9

^aFELLOWS

Qualified members may, upon nomination by an APA Division and election by the Council of Representatives, become Fellows of APA. Fellows must previously have been members for at least one full year, have a doctoral degree in psychology and at least five years of acceptable experience beyond that degree, hold membership in the nominating Division, and present evidence of unusual and outstanding contribution or performance in the field of psychology.

^bMEMBERS

The minimum standard for election to Member status is receipt of the doctoral degree based in part upon psychological dissertation, or the doctoral degree based upon the evidence of proficiency in psychological scholarship. The doctoral degree must be received from a program primarily psychological in content and must be conferred by a graduate or professional school that is regionally accredited, or that has achieved such accreditation within five years of the year the doctorate was granted, or is a school of equivalent standing outside of the United States.

^cASSOCIATE MEMBERS

To become an Associate Member, an applicant must meet one of two sets of requirements:

1. Must have completed two years of graduate work in psychology at a recognized graduate school and be engaged in work or graduate study that is primarily psychological in character; or
 2. Must have received the master's degree in psychology from a recognized school; have completed, in addition, one full year of professional work in psychology; and be engaged in work or graduate study that is primarily psychological in character.
- Associate Members initially may not vote or hold office in the Association. After five consecutive years of membership, Associate Members may vote.

Source: 1993, 2001 APA Directory and 1988, 1990-1992, 1994-2000 APA Membership Registers. 2002-2005 unpublished raw data.

Table compiled by the APA Research Office and the APA Women's Programs Office.

1997					
Fellows ^a	4,350	3,358	992	77.2	22.8
Members ^b	70,587	37,234	33,353	52.7	47.3
Associates ^c	7,450	3,089	4,361	41.5	58.5
Total	82,387	43,681	38,706	53.0	47.0
1998					
Fellows ^a	4,409	3,397	1,012	77.0	23.0
Members ^b	71,364	37,040	34,324	51.9	48.1
Associates ^c	7,165	2,909	4,256	40.6	59.4
Total	82,938	43,346	39,592	52.3	47.7
1999					
Fellows ^a	4,484	3,410	1,074	76.0	24.0
Members ^b	72,064	36,857	35,208	51.1	48.9
Associates ^c	7,068	2,874	4,194	40.7	59.3
Total	83,617	43,141	40,476	51.6	48.4
2000					
Fellows ^a	4,517	3,429	1,088	75.9	24.1
Members ^b	71,847	36,244	35,603	50.4	49.6
Associates ^c	6,732	2,740	3,992	40.7	59.3
Total	83,096	42,413	40,683	51.0	49.0
2001					
Fellows ^a	4,532	3,418	1,114	75.4	24.6
Members ^b	72,903	36,445	36,458	50.0	50.0
Associates ^c	6,916	2,965	3,951	42.9	57.1
Total	84,351	42,828	41,523	50.7	49.3
2002					
Fellows ^a	4,610	3,444	1,166	74.7	25.3
Members ^b	75,668	36,775	38,893	48.6	51.4
Associates ^c	7307	2797	4510	38.2	61.7
Total	87585	43016	44569	49.1	50.9
2003					
Fellows ^a	4,691	3,491	1,200	74.0	26.0
Members ^b	76,768	37,206	39,562	48.0	52.0
Associates ^c	7,367	2,940	4,427	40.0	60.0
Total	88,826	43,637	45,189	49.0	51.0
2004					
Fellows ^a	4,724	3,506	1,236	74.0	26.0
Members ^b	77,150	37,049	40,399	48.0	52.0
Associates ^c	7,150	2,829	4,321	40.0	26.0
Total	89,024	43,384	45,956	49.0	52.0
2005					
Fellows ^a	4,679	3,445	1,234	74.0	26.0
Members ^b	76,703	35,820	40,883	47.0	53.0
Associates ^c	6,742	2,586	4,157	38.0	62.0
Total	88,124	41,851	46,274	47.0	53.0

Table 3: Women Nominated and Elected to Fellow: 1970 - 2005

YEAR	NOMINATED		ELECTED	
	Total N	% Women	Total N	%Women
1970	91	11.0	64	8.0
1971	105	16.2	81	13.6
1972	194	17.5	154	15.6
1973	130	17.7	108	16.7
1974	112	11.6	88	11.4
1975	160	13.1	142	12.0
1976	177	20.3	152	19.1
1977	144	22.9	111	18.0
1978	150	25.3	106	25.5
1979	183	29.5	132	26.5
1980	140	17.1	94	22.3
1981	179	27.4	133	25.6
1982	182	19.2	156	19.1
1983	157	22.3	122	19.7
1984	172	23.8	131	22.9
1985	213	22.0	173	24.3
1986	192	21.4	175	21.7
1987	204	27.9	184	28.3
1988	185	28.6	154	30.5
1989	189	27.9	145	23.4
1990	181	28.0	148	29.0
1991	175	30.0	151	31.0
1992	181	38.7	165	37.6
1993	180	37.2	156	35.2
1994	196	36.7	177	33.3
1995	179	35.7	161	36.6
1996	149	34.0	134	32.0
1997	146	38.0	144	38.0
1998	152	27.0	144	26.0
1999	165	48.0	163	48.0
2000	141	30.0	132	27.0
2001	134	38.0	126	37.0
2002	140	46.0	136	45.0
2003	107	35.0	107	35.0
2004	145	37.0	142	38.0
2005	120	38.0	119	38.0

Source: APA Membership Office unpublished raw data.

Table 4: Percentage of Women Officers in APA Divisions 2002-2005

	2002		2003		2004		2005			2002		2003		2004		2005	
Division	# officers	% wmn	# officers	% wmn	# officers	% wmn	# officers	% wmn	Divisions	# officers	% wmn	# officers	% wmn	# officers	% wmn	# officers	% wmn
1. General Psychology	14	37.5	13	30.7	9	22.2	10	20.0	33. Mental Retardation and Developmental Disabilities	9	33.3	9	55.5	9	44.4	9	33.3
2. Teaching Psychology	9	44.4	10	60.0	10.0	60.0	9	55.0	34. Population and Environmental Psychology	10	40.0	8	37.5	7	42.8	9	33.3
3. Eperiemental Psychology	11	18.1	11	27.2	14	28.5	14	28.5	35. Society for the Psychology of Women	13	100.0	12	100.0	12	100.0	12	####
5. Evaluation, Measurement, and Statistics	10	60.0	10	60.0	11	45.5	12	50.0	36. Psychology of Religion	11	36.3	9	22.2	10	40.0	10	40.0
6. Behavioral Neuroscience and Comparative Psychology	8	12.5	8	12.5	8	25.0	8	37.5	37. Child, Youth, and Family Services	11	54.5	10	50.0	10	60.0	10	70.0
7. Developmental Psychology	10	70.0	11	63.6	11	63.6	11	63.6	38. Health Psychology	11	45.4	11	27.2	11	54.5	11	45.4
8. Society for Personality and Social Psychology	14	50.0	13	38.4	11	36.3	11	45.4	39. Psychoanalysis	21	57.1	21	52.3	21	52.3	24	58.3
9. Society for the Study of Social Issues (SPSSI)	19	57.8	16	50.0	19	63.1	21	71.4	40. Clinical Neuropsychology	13	23.0	13	30.7	12	50.0	15	46.6
10. Society for the Psychology of Aesthetics, Creative and the Arts	8	37.5	9	33.3	9	44.4	11	45.4	41. American Psychology- Law Society	12	25.0	12	50.0	12	50.0	12	58.3
12. Clinical Psychology	18	44.4	18	44.4	18	50.0	18	44.4	42. Psychologists in Independent Practice	20	45.0	17	47.1	18	38.8	18	33.3
13. Consulting Psychology	12	16.6	9	33.3	10	40.0	9	44.0	43. Family Psychology	13	46.1	12	41.6	12	33.3	10	40.0
14. The Society for Industrial and Organizational Psychology	12	41.6	13	46.1	14	50.0	14	42.8	44. Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues	11	45.4	11	45.4	11	54.5	12	41.6
15. Educational Psychology	11	54.5	11	45.4	12	50.0	12	58.3	45. Society for the Psychological Study of Ethnic Minority Issues	12	58.3	14	57.1	13	53.8	15	60.0
16. School Psychology	14	50.0	15	53.3	14	57.1	17	70.5	46. Media Psychology	12	75.0	13	76.9	13	69.2	13	61.5
17. Counseling Psychology	14	64.2	14	71.4	14	57.1	13	69.2	47. Exercise and Sport Psychology	7	57.1	7	71.4	8	50.0	8	62.5
18. Psychologists in Public Service	7	42.8	9	55.5	9	55.5	9	33.3	48. Society for the Study of Peace, Conflict and Violence: Peace Psychology	10	30.0	10	30.0	11	36.3	12	50.0
19. Military Psychology	11	45.4	11	18.2	11	18.1	10	30.0	49. Group Psychology and Group Psychotherapy	14	42.8	15	33.3	14	42.8	13	46.1
20. Adult Development and Aging	14	42.8	15	53.3	15	53.5	14	50.0	50. Addictions	10	50.0	10	70.0	10	60.0	10	50.0
21. Applied Experimental and Engineering Psychologists	9	11.1	9	22.2	8	25.0	9	33.3	51. Society for the Psychological Study of Men and Masculinity	12	33.3	12	16.6	12	16.6	12	25.0
22. Rehabilitation Psychology	15	40.0	14	50.0	14	50.0	15	33.3	52. Internal Psychology	12	41.6	11	45.4	10	40.0	10	40.0
23. Society for Consumer Psychology	7	28.5	8	25.0	8	25.0	9	22.2	53. Society of Clinical Child and Adolescent Psychology	14	21.4	12	33.3	12	41.6	10	40.0
24. Theoretical and Philosophical Psychology	9	33.3	9	22.2	8	37.5	9	33.3	54. Society of Pediatric Psychology	12	66.6	11	54.5	11	45.4	10	60.0

25. Division of Behavioral Analysis	9	22.2	11	27.2	10	30.0	8	25.0		55. American Society for the Advancement of Pharmacotherapy	9	22.2	9	44.4	11	45.4	13	30.7
26. History of Psychology	7	42.8	7	42.8	7	42.8	7	42.8										
27. Society for Community Research and Action: Division of Community Psychology	12	75.0	12	58.3	12	41.6	12	41.6										
28. Psychopharmacology and Substance Abuse	10	70.0	9	44.4	10	40.0	10	40.0										
29. Psychotherapy	16	56.2	17	52.9	15	46.6	15	46.6										
30. Society for Psychological Hypnosis	10	10.0	10	10.0	9	22.2	10	20.0										
31. State Psychological Association Affairs	9	33.3	9	33.3	8	25.0	8	62.5										
32. Humanistic Psychology	14	42.8	14	28.5	14	35.7	13	46.1										

Note. Officers include the President, President-elect, Past President, Secretary, Treasurer, Journal Editor, Newsletter Editor, Members-at-Large, and Council Representatives.

Division 6 formerly known as Phsiological and Comparative Psychology; Division 10 formerly known as Psychology and the Arts; Division 48 formerly known as Peace Psychology; Division 53 formerly known as Clinical Child Psychology

Source: Making APA Work For You, 2002-2005

31. State Psychological Association Affairs	448	283	165	63.0	37.0	36.0	n/a	37.2	32.2	33.5	32.1
32. Humanistic Psychology	564	378	186	67.0	33.0	32.0	n/a	31.2	28.8	31.0	31.0
33. Mental Retardation and Developmental Disabilities	629	397	232	63.0	37.0	36.0	n/a	37.0	35.8	35.2	34.0
34. Population and Environmental Psychology	313	200	113	64.0	36.0	39.0	n/a	35.6	34.9	34.9	33.6
35. Society for the Psychology of Women	2,405	78	2,327	3.0	97.0	97.0	n/a	97.0	95.9	97.9	97.4
36. Psychology of Religion	1,044	730	314	70.0	30.0	30.0	n/a	29.5	28.0	29.1	27.7
37. Child, Youth, and Family Services	887	415	472	47.0	53.0	52.0	n/a	51.7	49.5	49.6	49.2
38. Health Psychology	2,601	1,374	1,227	53.0	47.0	47.0	n/a	45.0	42.0	41.5	40.9
39. Psychoanalysis	3,164	1,315	1,849	42.0	58.0	58.0	n/a	58.2	55.8	56.6	56.0
40. Clinical Neuropsychology	4,020	2,350	1,670	58.0	42.0	41.0	n/a	39.7	37.2	37.7	36.1
41. American Psychology-Law Society	2,162	1,432	730	66.0	34.0	34.0	n/a	33.4	32.1	31.7	29.6
42. Psychologists in Independent Practice	5,182	3,123	2,059	60.0	40.0	40.0	n/a	39.0	36.9	37.5	37.0
43. Family Psychology	1,430	857	572	60.0	40.0	39.0	n/a	38.9	37.2	38.5	38.1
44. Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues	918	489	429	53.0	47.0	47.0	n/a	47.0	45.4	47.6	47.0
45. Society for the Psychological Study of Ethnic Minority Issues	1,051	450	601	43.0	57.0	57.0	n/a	56.8	55.0	55.8	54.9
46. Media Psychology	458	210	248	46.0	54.0	53.0	n/a	51.3	49.4	51.4	50.7
47. Exercise and Sport Psychology	886	621	265	70.0	30.0	30.0	n/a	28.3	27.3	26.8	25.7
48. Society for the Study of Peace, Conflict and Violence: Peace Psychology	561	308	253	55.0	45.0	46.0	n/a	41.1	39.7	41.1	38.9
49. Group Psychology and Group Psychotherapy	602	394	208	65.0	35.0	35.0	n/a	37.8	34.3	37.6	36.5
50. Addictions	1,075	707	368	66.0	34.0	34.0	n/a	34.3	32.9	32.9	31.3
51. Society for the Psychological Study of Men and Masculinity	479	391	88	82.0	18.0	19.0	n/a	19.6	18.6	20.8	20.1
52. International Psychology	739	389	350	53.0	47.0	46.0	n/a	46.1	44.1	42.7	39.8
53. Society of Clinical Child and Adolescent Psychology	1,776	747	1,029	42.0	58.0	58.0	n/a	55.7	53.4	53.9	n/a
54. Society of Pediatric Psychology	983	381	602	39.0	61.0	61.0	n/a	58.9	56.9	54.5	n/a
55. American Society for the Advancement of Pharmacotherapy	883	560	323	63.0	37.0	35.0	n/a	36.6	37.5	n/a	n/a
Total Division Membership	75,731	44,024	31,707	58.1	41.9	41.6	n/a	41.2	38.9	39.8	38.6
No Division Affiliation	48,959	20,418	28,541	41.7	58.3	57.2	n/a	56.6	56.7	55.2	54.9

Source: 1999-2005 raw unpublished membership data

Table 8: Percentage of Women Members on the Board of Directors and Council of Representatives: 1975 - 2005

	Board of Directors (B/D)		B/D Excluding President, President Elect, Past President		Council of Representatives (C/R)	
	Total N	% Women	Total N	% Women	Total N	% Women
1975	12	0.0	9	11.1	124	20.2
1977	12	16.7	9	22.2	105	22.9
1979	12	8.6	9	0.0	108	25.0
1981	12	16.7	9	11.1	116	20.7
1983	12	25.0	9	22.2	117	28.2
1984	12	33.3	9	33.3	121	35.5
1985	12	25.0	9	22.2	114	38.6
1986	12	25.0	9	22.2	121	34.9
1987	12	16.7	9	11.1	121	33.1
1988	12	33.3	9	33.3	122	27.8
1989	12	25.0	9	33.3	116	31.9
1990	12	8.3	9	11.1	123	27.6
1991	12	16.7	9	22.2	116	33.6
1992	12	25.0	9	33.3	119	36.9
1993	12	25.0	9	33.3	126	34.1
1994	12	16.7	9	22.2	124	36.3
1995	12	16.7	9	11.1	123	37.4
1996	12	33.3	9	33.3	126	36.5
1997	12	41.6	9	44.4	130	34.6
1998	12	41.6	9	55.5	131	33.6
1999	12	33.3	9	44.4	163	35.0
2000	14	28.6	11	27.3	166	39.2
2001	13	30.8	10	30.0	161	40.9
2002	13	30.8	10	30.0	158	37.9
2003	13	38.4	10	20.0	163	40.5
2004	13	30.7	10	30.0	162	41.9
2005	13	38.4	10	40.0	162	49.3

Source: 1975-1986 *American Psychologist* June issues; 1987-1994 *American Psychologist* July issues; 1995-2002 *American Psychologist* August issues; 2003-2005 *Making APA Work For You*

Table 9: Representation of Women on the Board of Directors, 1905 - 2006

<u>Name</u>	<u>Office Held</u>	<u>Year(s) Served</u>	<u>Name</u>	<u>Office Held</u>	<u>Year(s) Served</u>
Mary W. Calkins, AM	President	1905	Bonnie R. Strickland, PhD	President-Elect	1986
	Council Member	1906-1908		President	1987
Margaret Washburn, PhD	Council Member	1912-1914		Past President	1988
	President	1921	Patricia M. Bricklin, PhD	Board Member	1987-1989
June E. Downey	Council Member	1923-1925	Sandra W. Scarr, PhD	Board Member	1988-1989
Florence L. Goodenough, PhD	Council Member	1934-1936	Lenore E. Walker, EdD	Board Member	1988
Edna Heidbreder, PhD	Council Member	1940-1944	Marilyn B. Brewer, PhD	Board Member	1989
Helen Peak, PhD	Recording Secretary	1947-1949	Judith E. Albino, PhD	Treasurer	1990-1994
Ruth S. Tolman, PhD	Board Member	1949-1951	Alice F. Chang, PhD	Member-at-Large	1994-1996
Dorothy C. Adkins, PhD	Recording Secretary	1950-1952	Dorothy W. Cantor, PsyD	President-Elect	1995
	Board Member	1951-1957		President	1996
Jean W. MacFarlane	Board Member	1951-1953		Past President	1997
Anne Anastasi, PhD	Recording Secretary	1953-1955	Toni M. Bernay, PhD	Board Member	1996-1998
	Board Member	1957-1959	Janet R. Matthews	Board Member	1996-1998
		1969-1970	Norine G. Johnson, PhD	Board Member	1997-1999
	President-Elect	1971		President-Elect	2000
	President	1972		President	2001
	Past President	1973		Past President	2002
Ann M. Garner, PhD	Board Member	1955-1957	Kathleen M. McNamara, PhD	Board Member	1997-1999
Anne Roe, PhD	Board Member	1963-1965	Catherine Acuff, PhD	Board Member	1998-2000
Leona Tyler, PhD	Board Member	1966-1968	Ruth Ullmann Paige, PhD	Board Member	1999-2001
	President-Elect	1972		Recording Secretary	2004-2006
	President	1973	Laura H. Barbanel	Board Member	2000-2002
	Past President	1974	Katherine C. Nordal, PhD	Board Member	2001-2003
Dorothy H. Eichorn	Board Member	1970-1972	Carol D. Goodheart, EdD	Board Member	2002-2004
Janet T. Spence	Board Member	1976-1978		Treasurer	2005-2007
	President-Elect	1983	Jessica Henderson Daniel, PhD	Member-at-Large	2005-2007
	President	1984	Sandra L. Shullman, PhD	Member-at-Large	2004-2006
	Past President	1985	Diane F. Halpern, PhD	President-Elect	2003
Florence Denmark, PhD	Board Member	1977-1978		President	2004
	President-Elect	1979		Past-President	2005
	President	1980	Lisa Grossman	Board Member	2006-2008
	Past President	1981	Sharon Brehm	President-Elect	2006
Mildred E. Katzell, PhD	Board Member	1981-1983		President	2007
Virginia S. Sexton, PhD	Board Member	1982-1984		Past-President	2008
Nancy S. Anderson, PhD	Board Member	1984-1986			
Nadine M. Lambert, PhD	Board Member	1984-1986			

Source: 1975-2005 American Psychologist

Table 10: Representation of Women on APA Boards and Committees (2002-2005)

	2002		2003		2004		2005			2002		2003		2004		2005	
	mem	% wmn	mem	% wmn	mem	% wmn	mem	% wmn		mem	% wmn	mem	% wmn	mem	% wmn	mem	% wmn
APA Boards and Committees	mem	wmn	mem	wmn	mem	wmn	mem	wmn	APA Boards and Committees	mem	wmn	mem	wmn	mem	wmn	mem	% wmn
Board of Directors:	13	30.8	13	23.0	13	31.0	13	38.0	Board for the Advancement of Psychology in the Public Interest:	10	70.0	10	60.0	9	44.0	10	40.0
Committee for the Advancement of Professional Practice	9	54.5	12	58.0	11	55.0	12	58.0	Committee on Aging	6	50.0	6	33.0	6	33.0	6	50.0
Committee on Rural Health	n/a	n/a	8	38.0	8	63.0	8	63.0	Committee on Women in Psychology	6	100.0	6	100.0	6	100.0	6	100.0
Committee on Early Career Psychologists	n/a	n/a	n/a	n/a	n/a	n/a	6	33.0	Committee on Lesbian, Gay and Bisexual Concerns	6	50.0	6	50.0	6	50.0	6	50.0
Committee on International Relations in Psychology	11	27.2	9	67.0	9	67.0	9	67.0	Committee on Disability Issues in Psychology	6	83.3	6	67.0	6	67.0	6	33.0
Committee for the American Psychological Association of Graduate Students	10	50.0	9	44.0	12	33.0	6	50.0	Committee on Children, Youth and Families	6	50.0	6	67.0	6	83.0	6	67.0
Membership Committee	6	50.0	6	33.0	6	50.0	6	33.0	Committee on Ethnic Minority Affiars	6	50.0	6	50.0	6	50.0	6	50.0
Committee Division/APA Relations	6	50.0	6	50.0	6	50.0	6	50.0	Committee on Urban Initiatives	7	71.7	n/a	n/a	n/a	n/a	n/a	n/a
Investment Committee	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Ad Hoc Committee on Psychology and Aids	n/a	n/a	7	71.0	6	67.0	7	57.0
Finance Committee	7	57.1	10	60.0	11	64.0	7	71.0	TOTAL	53	65.6	53	62.0	51	62.0	53	56.0
Ethics Committee	8	50.0	9	67.0	8	75.0	6	63.0									
									Publications and Communications Board:	11	54.5	12	33.0	11	27.0	12	33.0
Election Committee	3	33.3	3	33.0	3	33.0	3	33.0	Council of Editors	38	28.9	38	26.0	38	29.0	40	33.0
Agenda Planning Group	11	45.5	11	27.0	12	67.0	11	64.0									
Commission for the Recognition of Specialties and Proficiencies in Professional Psychology	9	55.6	9	55.0	9	78.0	9	67.0	TOTAL	49	41.7	50	30.0	49	28.0	52	33.0
College of Professional Psychology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a									
Ad Hoc Committee on Legal Issues	n/a	n/a	9	44.0	9	33.0	9	33.0	Board of Educational Affairs:	12	50.0	12	50.0	12	42.0	12	42.0
TOTAL	93	46.0	114	46.0	117	54.0	113	51.0	Committee on Accreditation	22	45.5	23	48.0	21	38.0	21	43.0
									Continuing Professional Education Committee	14	35.7	14	38.0	14	43.0	14	36.0
Board of Scientific Affiars:	9	55.6	9	78.0	10	80.0	9	67.0	Education and Training Awards Committee	6	83.0	6	83.0	6	67.0	6	83.0
Committee on Scientific Awards	6	33.3	6	33.0	6	50.0	6	33.0	Psychology Teachers at Community Colleges	6	66.7	6	67.0	6	67.0	6	67.0
Committee on Psychological Tests and Assessment	9	22.2	9	22.0	9	22.0	9	11.0	Teachers of Psychology in Secondary Schools	9	33.0	10	40.0	9	67.0	9	78.0
Committee on Animal Research and Ethics	6	50.0	6	50.0	6	50.0	6	50.0	TOTAL	69	52.3	71	54.0	68	54.0	68	58.0
TOTAL	30	40.3	30	46.0	31	51.0	30	40.0									
									Board of Convention Affairs	6	16.7	6	17.0	6	17.0	6	50.0
Board of Professional Affairs	9	60.0	9	67.0	9	55.0	9	44.0	Policy and Planning Board	9	67.0	9	0.7	9	67.0	10	70.0
Committee on Professional Practice and Standards	6	30.0	6	50.0	6	83.0	7	57.0									
TOTAL	15	45.0	15	58.0	15	69.0	16	51.0	TOTAL (ALL B&C)	324	47.0	348	48.0	346	50.0	348	51.0

Source: 1999 - 2002, *American Psychologist*, August issues; 2003-2005 *Making APA Work For You*

Table 11**Total Number (men and women) and Percentage of Women as Editors, Associate Editors, and Consulting Editors/Reviewers for APA Journals: 1975-2004**

	<u>Editor</u>	<u>% Women</u>	<u>Associate Editor</u>	<u>% Women</u>	<u>Consulting Editor/Reviewer</u>	<u>% Women</u>
1975					1818	17.9
1977					3515	21.2
1979	24	4.2	55	21.8	6449	20.3
1980	22	9.1	32	15.6	5100	21.1
1981	20	10.0	27	14.8	5680	20.2
1982	21	4.8	29	24.1	6734	20.1
1983	21	4.8	31	22.6	6639	19.2
1984	23	8.7	31	25.8	7380	21.6
1985	20	15.0	24	20.8	6911	21.8
1986	21	4.8	33	21.2	7056	23.0
1987	21	9.5	36	16.7	6532	24.4
1988	22	13.6	38	18.4	6457	26.6
1989	23	17.4	53	22.6	6513	25.4
1990	22	18.2	54	25.9	6947	25.9
1991	20	15.0	46	23.9	6045	26.4
1992	23	17.4	54	31.5	6235	28.4
1993	26	19.2	69	34.8	7567	29.4
1994	27	11.1	76	39.5	7818	30.6
1995	29	13.8	76	31.6	7945	32.0
1996	33	15.2	85	40.0	8150	31.2
1997	32	18.8	82	39.0	7158	33.1
1998	29	17.2	90	41.1	7269	32.4
1999	31	19.4	82	39.0	7047	33.2
2000	31	32.2	80	35.0	8697	32.1
2001	31	25.8	97	41.2	9192	33.6
2002	31	25.8	117	44.4	10405	35.3
2003	31	22.6	135	43.0	8917	34.6
2004	31	25.8	131	41.2	8932	35.8
2005	32	28.1	145	46.9	9984	36.4

Table 11
Total Number (men and women) and Percentage of Women as Editors, Associate Editors, and Consulting Editors/Reviewers for APA Journals: 1975-2004

Note: Data not available for 1975 and 1977 editors and associate editors. In 1985, there were 2 editors of the *American Psychologist* as a result of the change in the APA Executive Director.

Table 12: Participation of Women as Consulting Editors/Reviewers in APA Journals: 1992 - 2005

Publication	1992		1993		1994		1995		1996		1997		1998		1999		2000		2001		2003		2004		2005		
	%				%		%		%		%		%				%		%		%		%		%		
	Ttl	Wmn	Ttl	% Wmn	Ttl	Wmn	Ttl	Wmn	Ttl	Wmn	Ttl	Wmn	Ttl	Wmn	Ttl	% Wmn	Ttl	Wmn	Ttl	Wmn	Ttl	Wmn	Ttl	Wmn	Ttl	Wmn	
Journal of Abnormal Psychology	357	25.5	400	2208.0	623	29.4	517	26.1	591	27.6	515	28.5	542	29.5	509	29.9	591	27.2	558	34.9	573	31.6	552	35.0	388	29.6	
Journal of Applied Psychology	452	20.8	513	1702.0	233	28.8	245	24.9	392	25.0	331	25.4	421	27.3	426	26.1	375	21.1	443	24.8	407	33.9	431	34.1	486	34.4	
Behavioral Neuroscience	162	19.1	163	32.5	224	21.4	231	27.3	260	25.8	251	23.1	306	24.8	303	28.4	298	27.9	271	24.0	347	28.8	383	26.9	360	29.2	
Journal of Comparative Psychology	165	24.2	132	28.8	163	33.1	1585	36.8	157	35.7	183	30.6	204	35.8	171	33.9	224	36.2	236	36.4	199	34.2	189	39.7	43	32.6	
Journal of Consulting & Clinical Psychology	422.0	28.7	538	30.7	449	33.2	450	25.8	540	29.1	384	35.9	390	35.6	401	33.2	424	34.9	413	34.6	734	38.8	196	33.7	768	39.6	
Journal of Educational Psychology	302	42.1	303	42.9	262	40.8	264	39.8	211	43.6	74	54.1	328	46.6	76	50.0	74	50.0	79	49.4	95	50.5	97	50.5	93	50.5	
Psychology & Aging	284	32.4	281	38.4	335	38.5	184	59.8	196	39.3	265	40.8	375	41.3	485	41.4	365	43.3	384	44.8	448	46.2	315	46.3	315	46.3	
Psychological Bulletin	872	25.2	797	23.7	662	25.2	623	33.2	275	29.5	368	33.2	365	32.9	406	31.8	383	30.8	378	32.3	446	37.0	364	33.5	274	30.3	
Journal of Counseling Psychology	58	39.7	174	42.5	178	43.8	165	41.8	170	44.7	147	46.9	134	47.0	155	43.9	180	46.7	145	60.0	196	50.0	173	50.9	199	46.2	
Psychological Review	21b	9.5	21b	9.5	373	20.1	312	15.7	339	15.9	355	20.8	326	18.4	389	16.7	__bc	__bc	248	16.9	324	13.9	315	15.6	293	16.7	
Journal of Personality & Social Psychology (JPSP): Attitudes and Social Cognition	565	25.3	432	29.4	219	63.9	322	27.0	285	23.9	276	24.3	316	25.0	323	26.6	287	32.1	293	31.1	318	25.5	339	31.3	308	29.5	
JPSP: Interpersonal Relations & Group Processes	385	24.2	329	28.0	305	27.2	298	26.8	309	23.0	245	26.5	94b	23.4	285	29.8	291	30.2	578	24.6	388	39.9	406	36.9	435	37.9	
JPSP: Personality Processes & Individual Differences	866	25.3	808	25.6	690	29.4	725	30.5	654	29.1	572	31.1	444	29.3	601	28.6	646	30.8	602	27.1	205	29.3	366	35.5	395	36.5	
Developmental Psychology	680	47.8	727	51.4	643	51.2	822	54.7	775	53.7	756	52.9	542	46.7	564	54.1	591	54.8	627	56.1	n/a	n/a	296	63.9	801	60.1	
Professional Psychology: Research & Practice	112	43.8	107	39.3	263	20.9	226	33.2	230	35.7	249	33.7	223	39.0	197	36.5	224	37.1	253	36.8	259	42.1	251	40.2	244	39.8	
Journal of Experimental Psychology (JEP): General	86	23.3	26	38.5	96	5.2	233	29.2	198	29.8	213	28.2	195	25.6	__bc	__bc	477	30.6	476	30.7	327	26.3	369	29.8	354	26.6	
JEP: Learning, Memory and Cognition	365	24.1	382	24.3	396	25.3	367	25.9	316	27.8	303	26.1	263	24.0	258	30.2	309	23.9	343	19.5	393	25.2	218	24.8	218	24.8	
JEP: Human Perception and Performance	315	24.4	349	24.1	499	20.4	352	23.3	416	24.5	__bc	__bc	__bc	__bc	49b	12.2	432	35.9	482	35.5	357	29.1	468	33.5	802	25.7	
JEP: Animal Behavior and Process	125	14.4	135	15.6	105	23.8	69	20.3	117	19.7	102	21.6	106	18.9	100	12.0	91	16.5	92	20.7	89	14.6	181	16.6	267	19.5	
JEP: Applied					165	26.0	161	21.1	157	24.8	142	31.0	157	28.0	191	20.4	167	28.1	112	27.7	155	34.2	133	31.6	151	33.1	
American Psychologist	161	26.1	219	24.7	207	28.5	146	26.7	225	24.9	222	33.3	202	24.3	194	29.9	219	27.9	185	31.9	n/a	n/a	185	36.2	122	32.8	
Contemporary Psychology	63	38.1	59b	32.2	73b	34.2	67b	32.8	67b	31.3	61	27.9	67	31.3	3b	66.7	1b	0.0	1b	0.0	n/a	n/a	1	0.0	525	42.5	
Psychological Assessment	215	22.3	322	20.5	315	20.0	138	18.8	141	22.7	76	18.4	77b	20.8	74b	203.0	64b	26.6	66b	21.2	456	27.6	546	26.9	469	30.4	
Neuropsychology	110	32.7	111	29.7	128	32.8	1314	30.5	217	34.1	215	38.6	199	36.7	197	35.0	239	36.4	321	35.5	337	37.4	276	38.8	251	44.2	
Experimental & Clinical Psychopharmacology	33	24.2	106	22.6	135	20.7	107	24.3	107	32.7	130	17.7	101	20.8	57	33.3	62	30.6	105	31.4	63	25.0	76	25.0	83	33.7	
Journal of Family Psychology	121	33.9	133	30.0	134	29.1	125	30.4	132	34.8	81	41.2	198	47.0	238	48.3	268	50.7	222	44.6	438	51.1	354	53.7	354	53.7	
Psychological Methods								242	18.2	251	12.7	256	17.2	310	11.0	__bc	__bc	192	10.9	247	8.9	376	14.9	321	14.6	307	18.2
Emotion																		132	31.1	191	42.4	322	29.2	352	34.7	327	36.4
Psychology, Public Policy, & Law																	__bc	__bc	251	29.5	137	41.6	135	41.5	107	42.1	
PsychCritiques																									535	43.6	
Psychology and Addictive Behavior																									247	34.4	
Rehabilitation Psychology																									128	40.6	

Table 13
Women Psychologists in Central Office: 1987-2005

	<u>Executive Office</u>		<u>Public Interest Directorate</u>		<u>Science Directorate</u>		<u>Practice Directorate</u>		<u>Publications and Databases</u>		<u>Education Directorate</u>		<u>Central Programs</u>		<u>Public and Member Communications</u>		<u>General Counsel</u>		<u>Governance Affairs</u>		<u>All Central Office Psychologists</u>	
	P	WP	P	WP	P	WP	P	WP	P	WP	P	WP	P	WP	P	WP	P	WP	P	WP	P	WP
1987	6	3	7	3 ^a	1	1	4	1	1	0											19	8
1988	6	3	6	2 ^a	2	0	3	1	1	0											18	6
1989	1	1	3	1 ^a	3	1 ^a	2	1	1	1	2	2									12	7
1990	3	1	3	2 ^b	2	1	2	0	1	1	1	2									12	7
1991	4	1	7	3 ^b	5	2	4	1	1	0	2	1									23	8
1992	5	1	4	2 ^b	3	1	2	0	1	0	4	3									19	7
1993	1	0	3	2 ^b	3	1	4	2 ^b	1	0	4	3	7	3							23	11
1994	1	0	4	3 ^c	4	2	3	0	1	0	5	2	8	3							26	10
1995	1	0	5	3 ^c	5	3	5	0	2	0	3	2	6	2							27	10
1996	2	0	4	2 ^a	5	3	5	0	1	0	4	3	8	3							29	11
1997	2	0	4	2 ^a	6	4	6	0	1	0	4	3	9	2							32	11
1998	2	0	5	3 ^c	6	4	6	1	1	0	4	3	6	2							30	13
1999	1	0	4	2	2	2	6	1	2	0	4	2	8	4							27	11
2000	2	0	4	2	3	3	7	1	1	0	5	2	8	3							30	11

Source: APA Human Resources Office unpublished raw data.

Table 13
Women Psychologists in Central Office: 1987-2005

2001	2	0	4	2	6	5	8	2	1	0	5	2	8	3							34	14
2005	1	0	8	4	6	4	9	2	2	1	7	5	8	4	0	0	1	1	0	0	42	21
				(d)		(b)																

Note: P = psychologists; WP = women psychologists.

^aAll of the women psychologists are ethnic minorities.

^bOf the total, 1 of the women psychologists is an ethnic minority.

^cOf the total, 2 of the women psychologists are ethnic minorities.

^d Of the total, 3 of the women psychologists are ethnic minoties.