

2018 APA

Symposium: The State of the Psychology Training Pipeline and Workforce



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Presentations

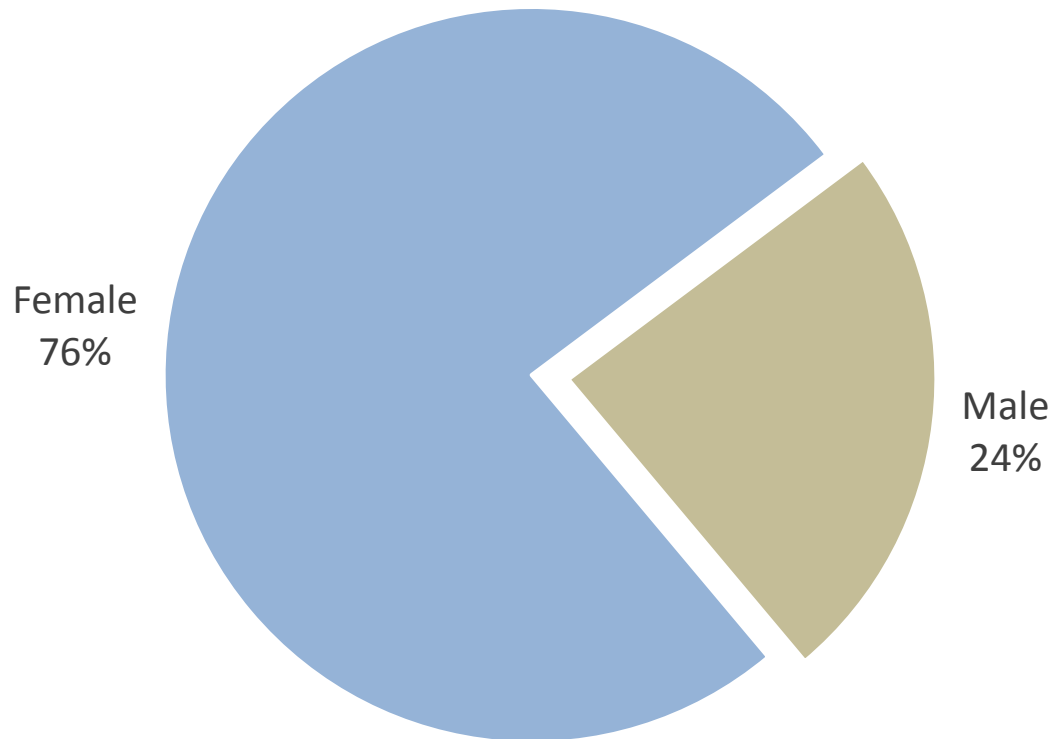
- Chair: Sharon Berry, PhD
- Demographic Shifts in Graduate Psychology Departments: The Nascent Workforce. Caroline Cope, MA & Daniel Michalski, PhD
- Graduate Degrees Awarded in Psychology: Trends in Subfield, Gender, and Race/Ethnicity. Peggy Christidis, PhD
- Demographics of the U.S. Psychology Workforce. Luona Lin, MPP
- Health Service Psychologists across the Career Span. Karen Stamm, PhD
- The Changing Face of Psychology Faculty: Tenure Status, Salaries, Gender, Race/Ethnicity, and Age. Jacqueline Bichsel, PhD
- Discussant: Garth Fowler, PhD

Demographic Shifts in Graduate Psychology Departments:

The Nascent Workforce

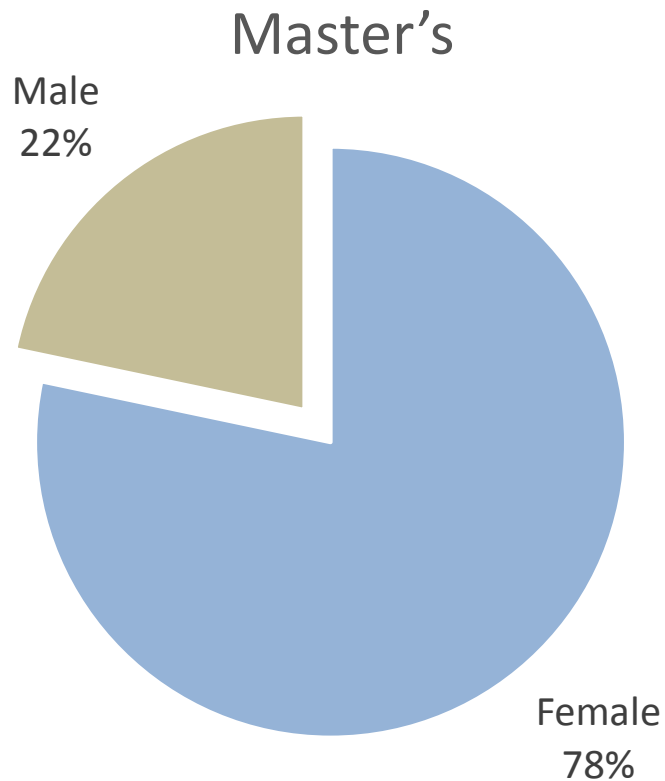
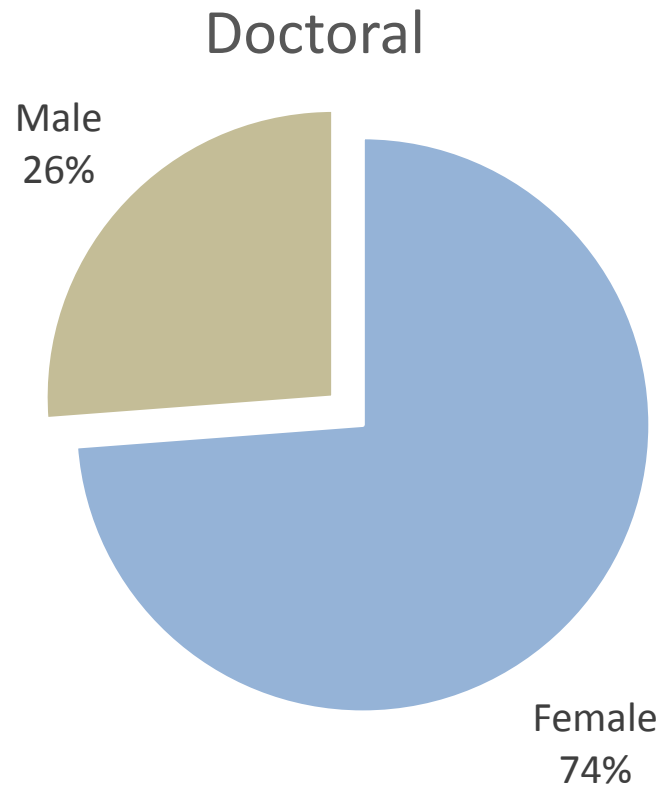
Caroline Cope, MA
Daniel Michalski, PhD

Gender Diversity of Graduate Students



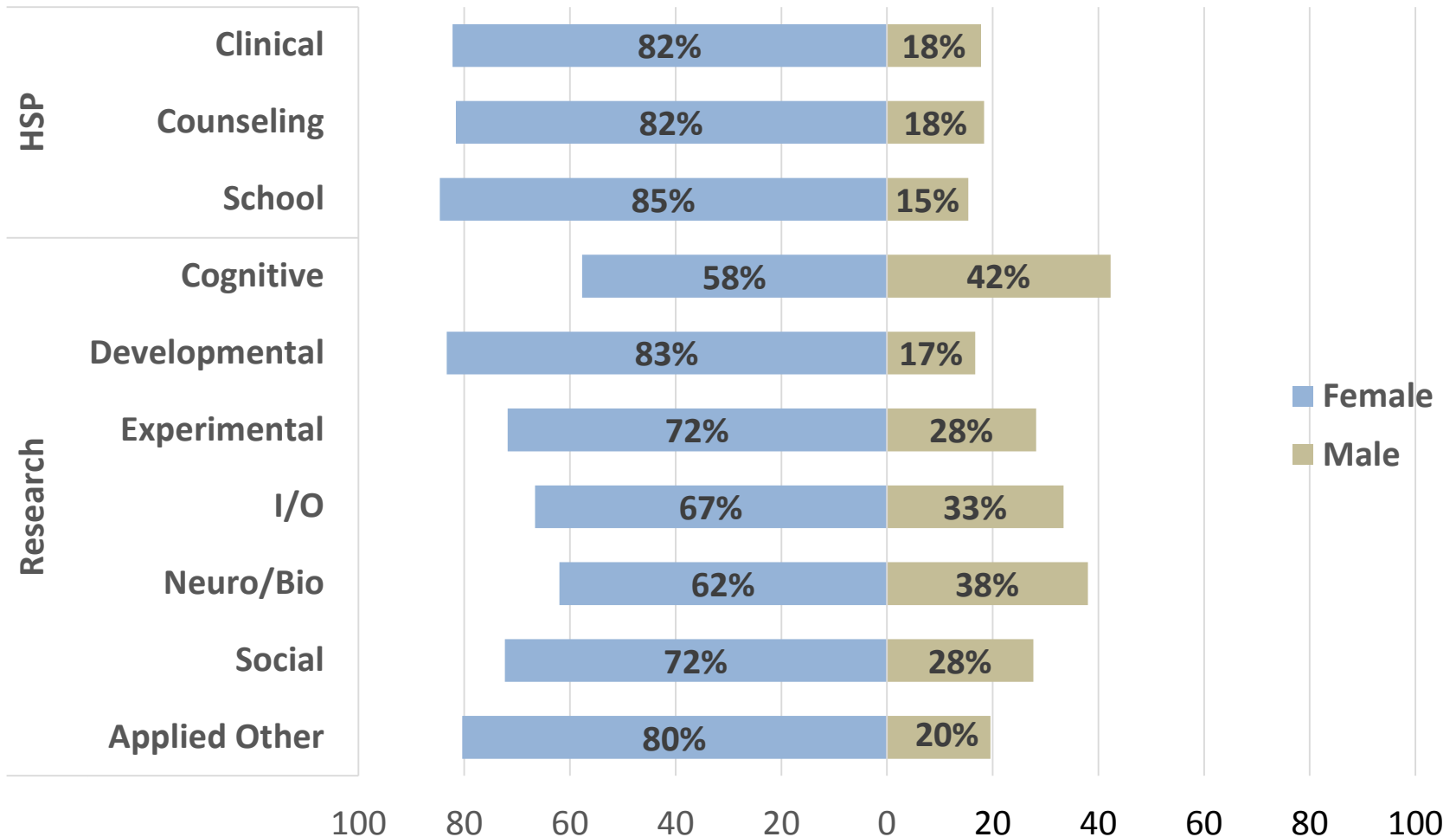
Source: APA Graduate Study in Psychology, 2019. APA Office of Graduate and Postgraduate Education and Training.

Gender Diversity of Graduate Students



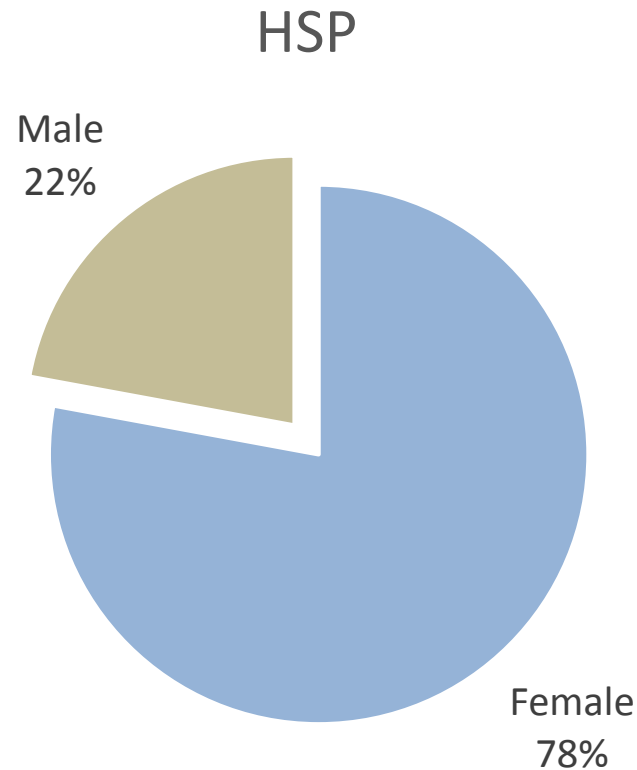
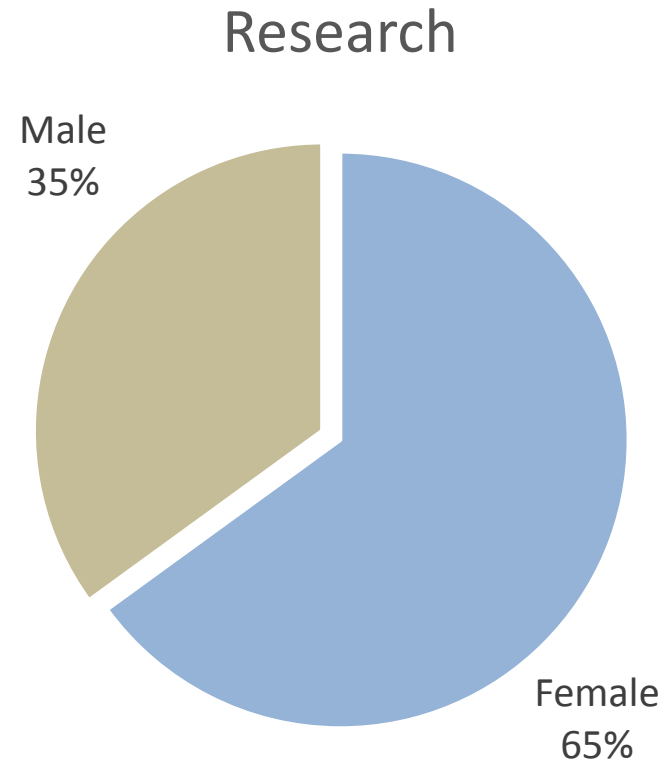
Source: APA Graduate Study in Psychology, 2019. APA Office of Graduate and Postgraduate Education and Training.

Gender Diversity by Broad Subfield: Master's



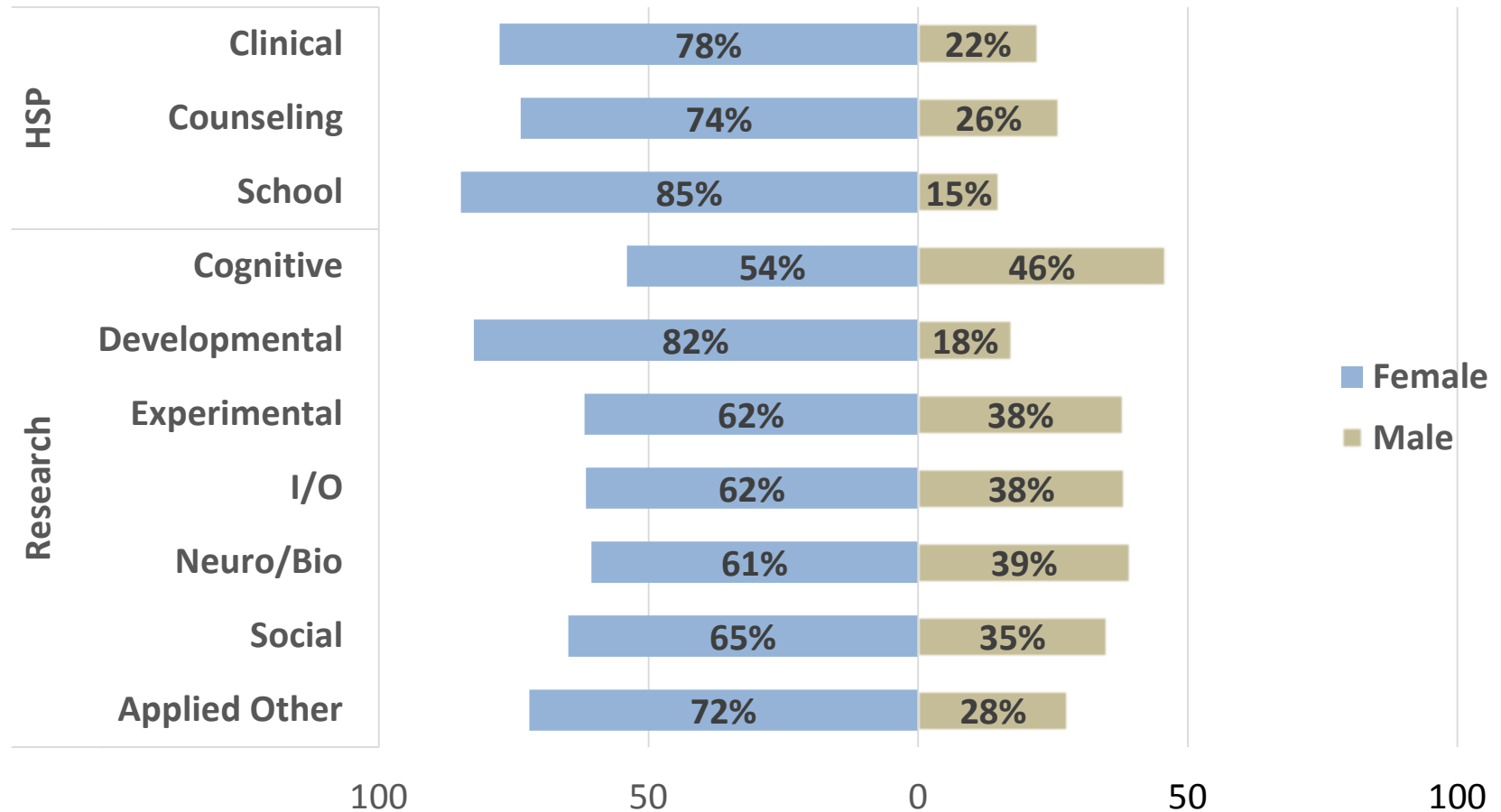
Source: APA Graduate Study in Psychology, 2019. APA Office of Graduate and Postgraduate Education and Training.

Gender Diversity of Doctoral Students



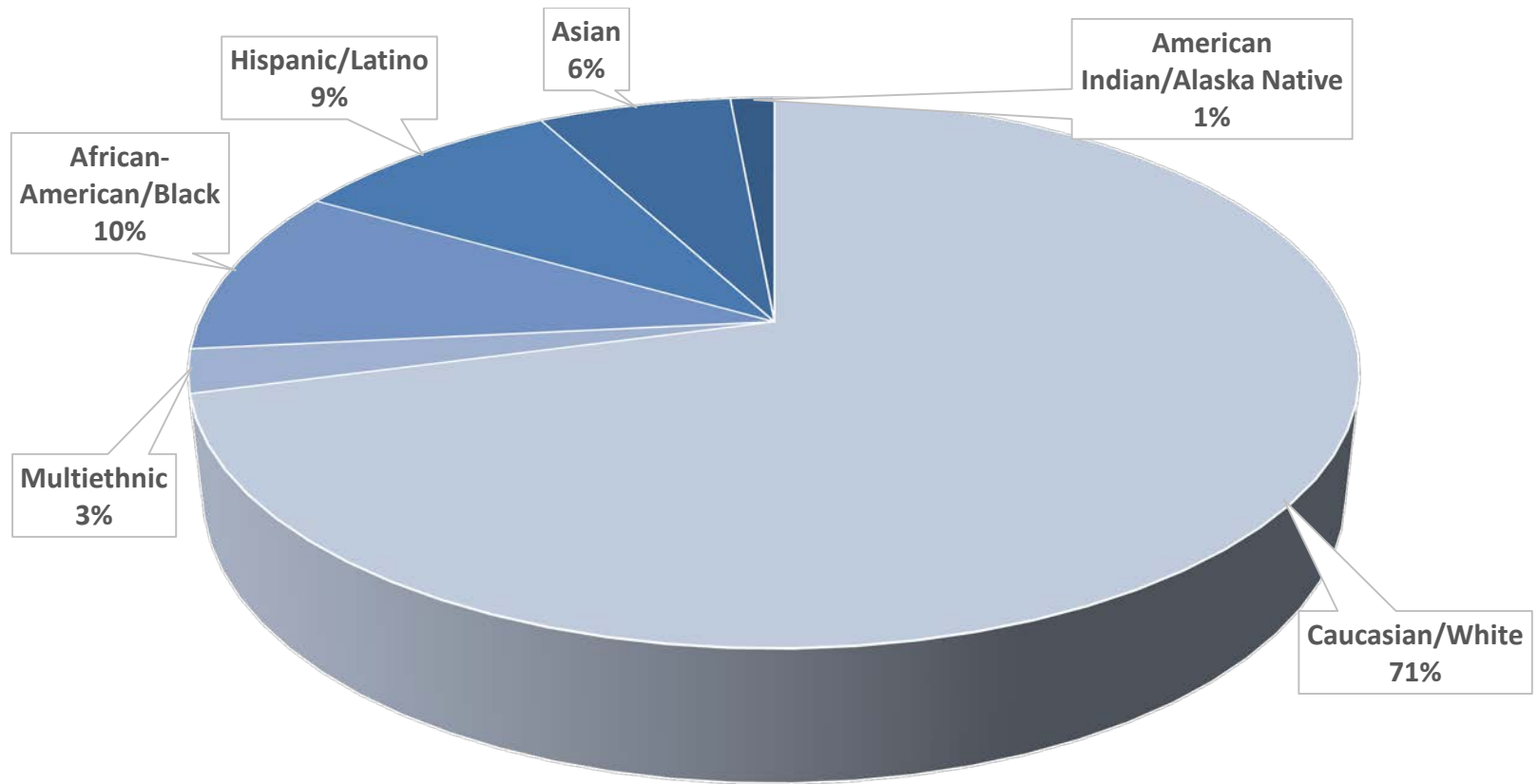
Source: APA Graduate Study in Psychology, 2019. APA Office of Graduate and Postgraduate Education and Training.

Gender Diversity by Broad Subfield: Doctoral



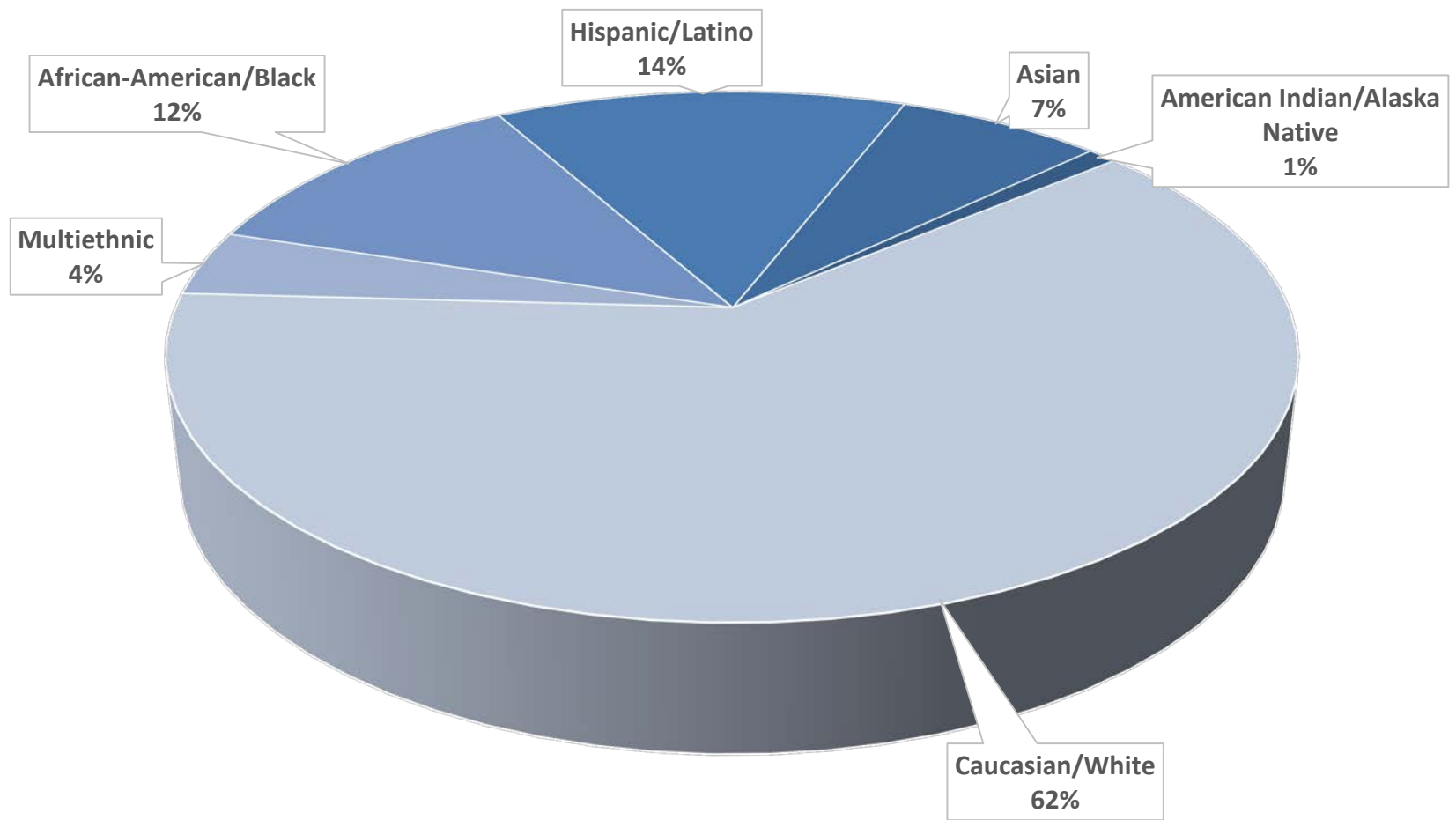
Source: APA Graduate Study in Psychology, 2019. APA Office of Graduate and Postgraduate Education and Training.

Race and Ethnicity of Psychology Graduate Students: 2009



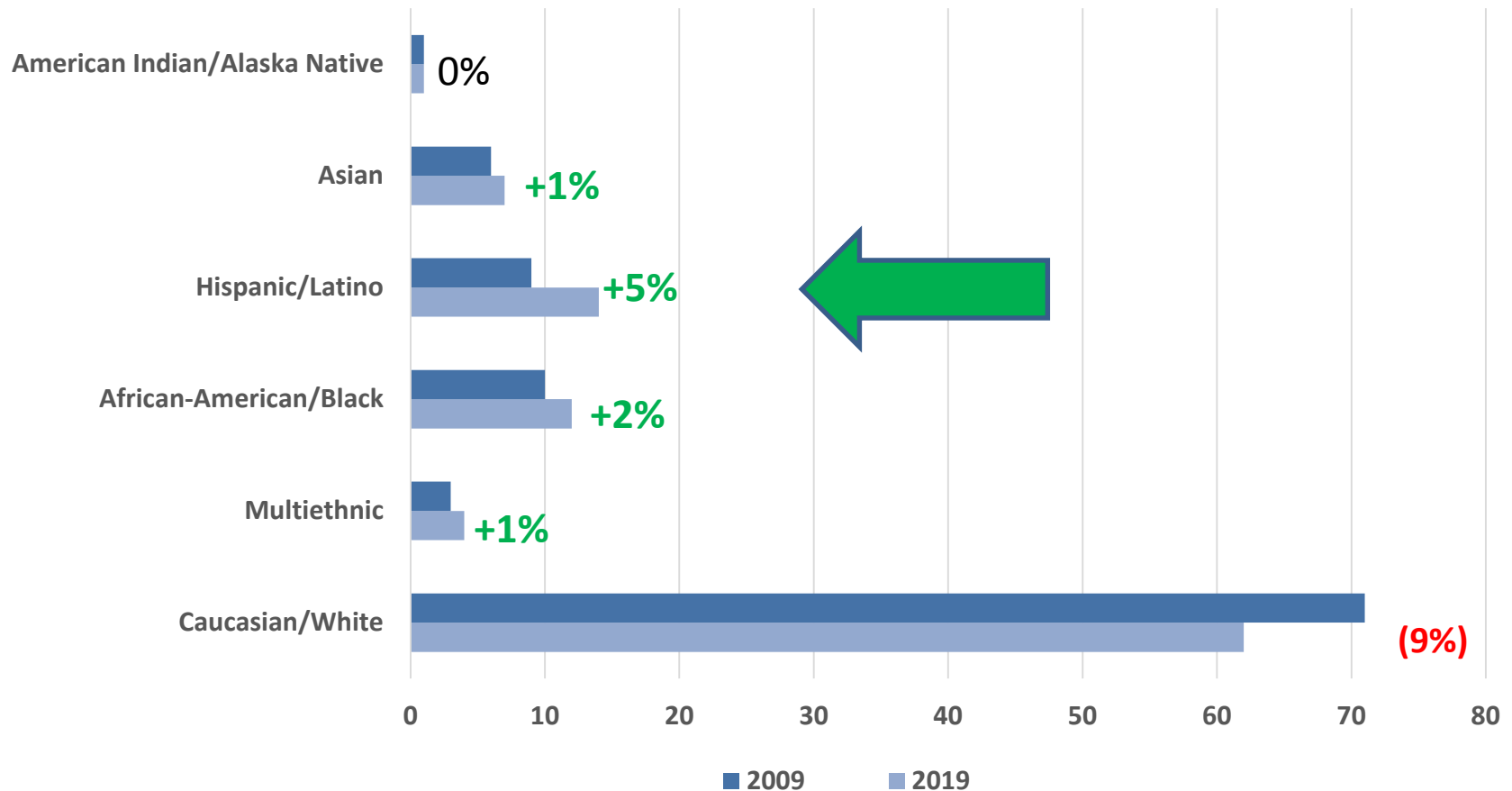
Source: APA Graduate Study in Psychology, 2009. APA Center for Workforce Studies

Race and Ethnicity of Psychology Graduate Students: 2019



Source: APA Graduate Study in Psychology, 2009. APA Office of Graduate and Postgraduate Education and Training

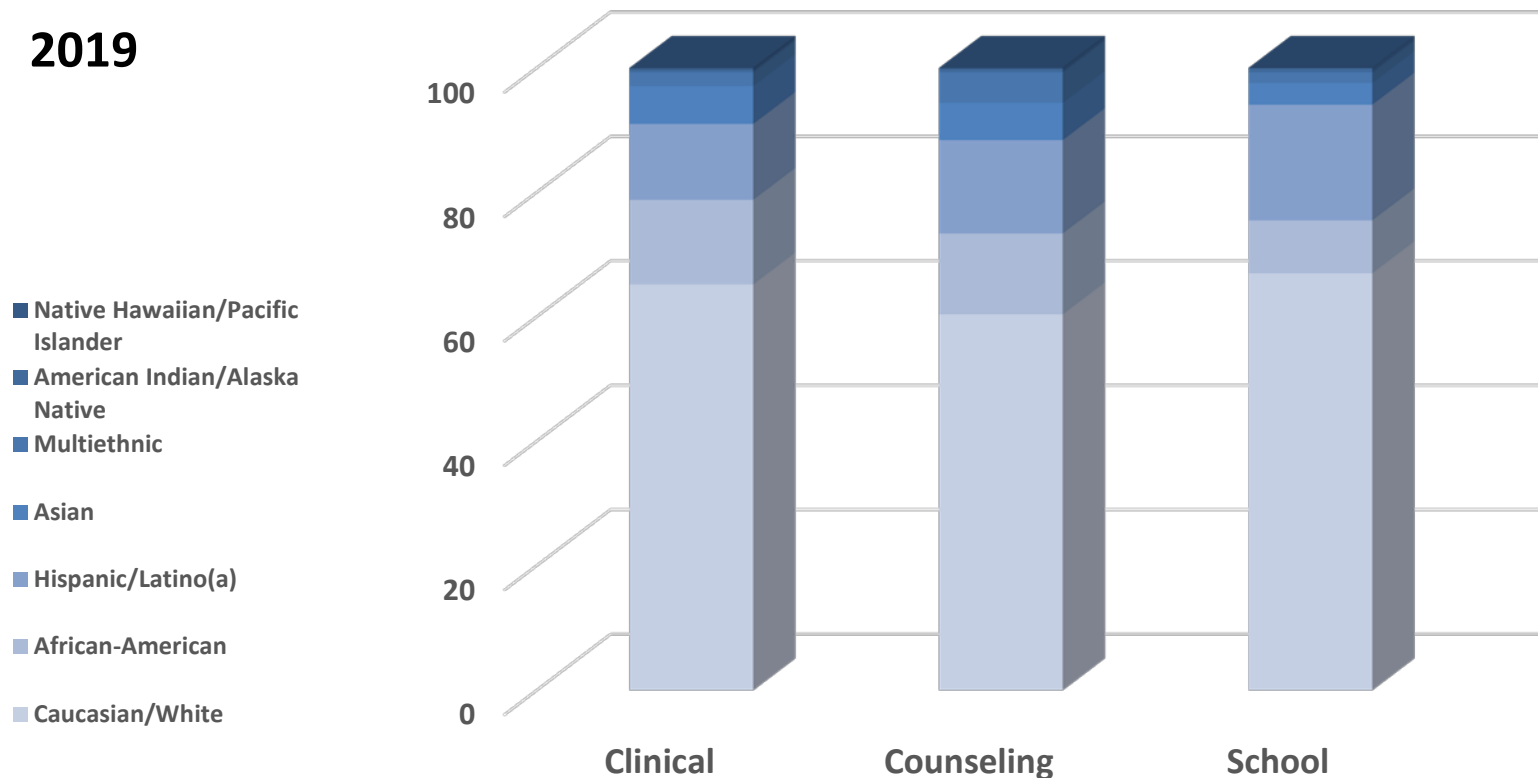
Race and Ethnicity of Psychology Graduate Students: 2009 and 2019



Source: APA Graduate Study in Psychology, 2009 and 2019. APA Center for Workforce Studies/Office of Graduate and Postgraduate Education and Training.

Race/Ethnicity HSP Subfields: Master's

2019

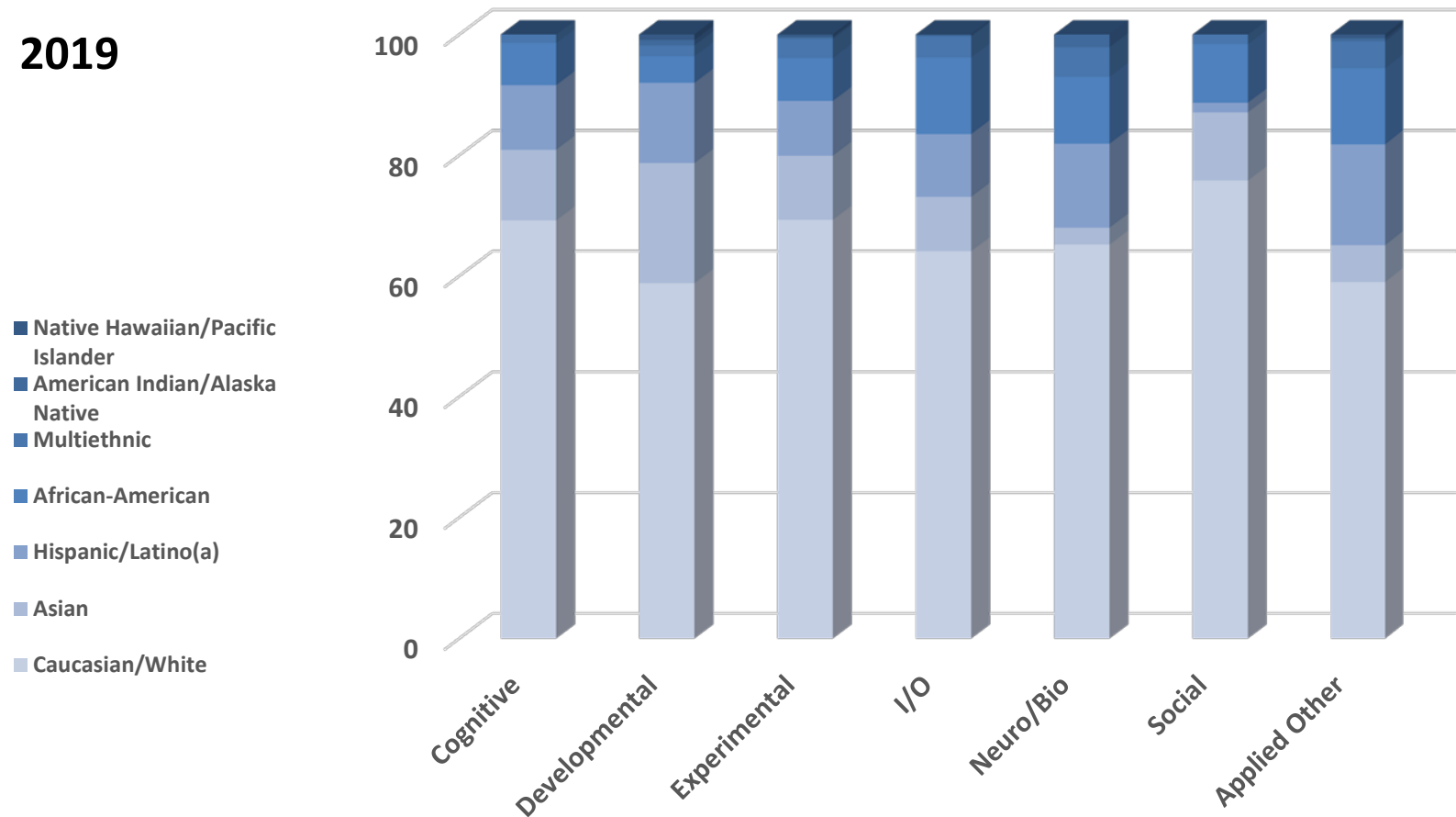


Source: APA Graduate Study in Psychology, 2019. APA Office of Graduate and Postgraduate Education and Training.

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Race/Ethnicity Research Subfields: Master's

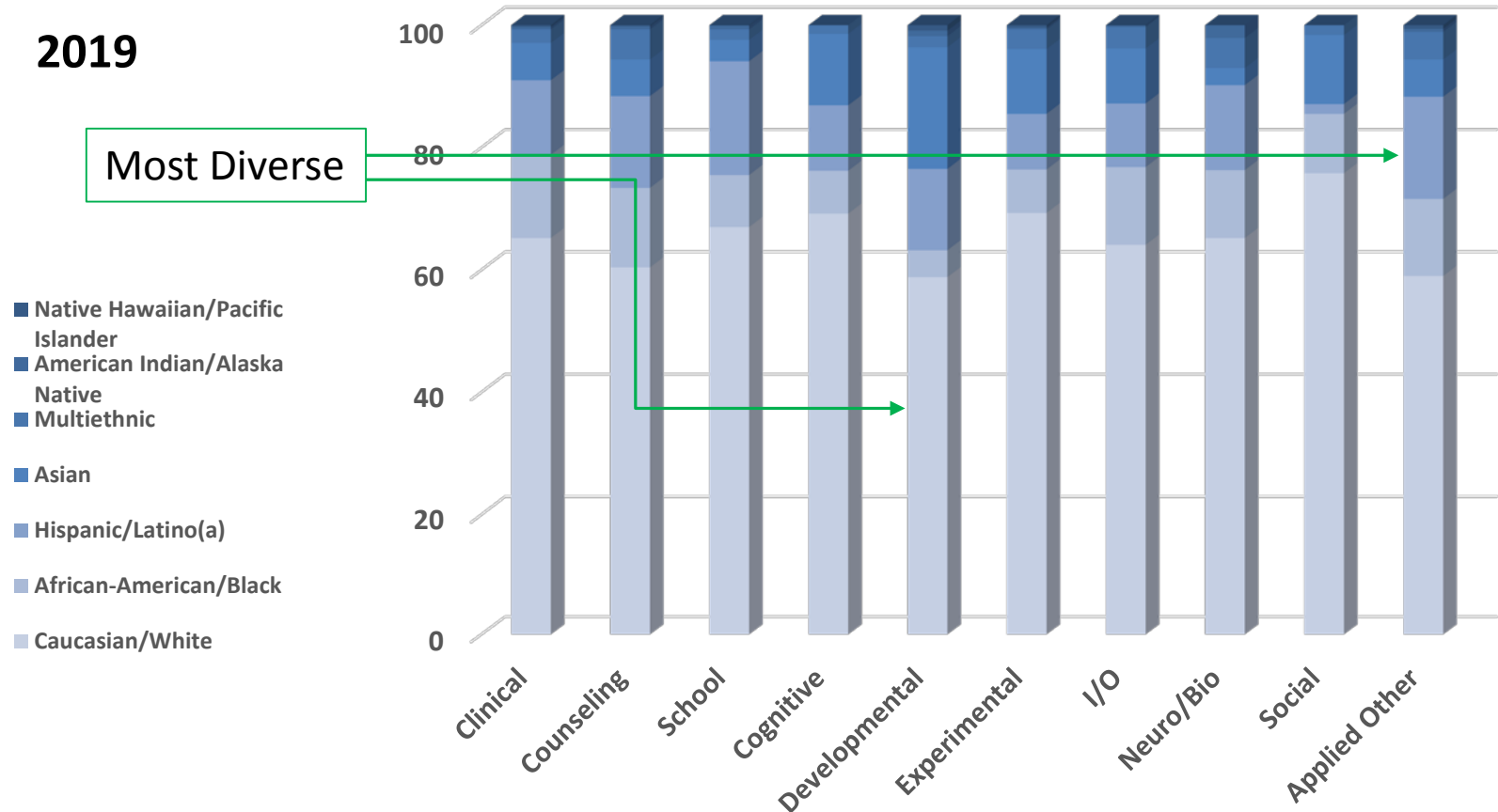
2019



Source: APA Graduate Study in Psychology, 2019. APA Office of Graduate and Postgraduate Education and Training.

Race/Ethnicity by Broad Subfield: Master's

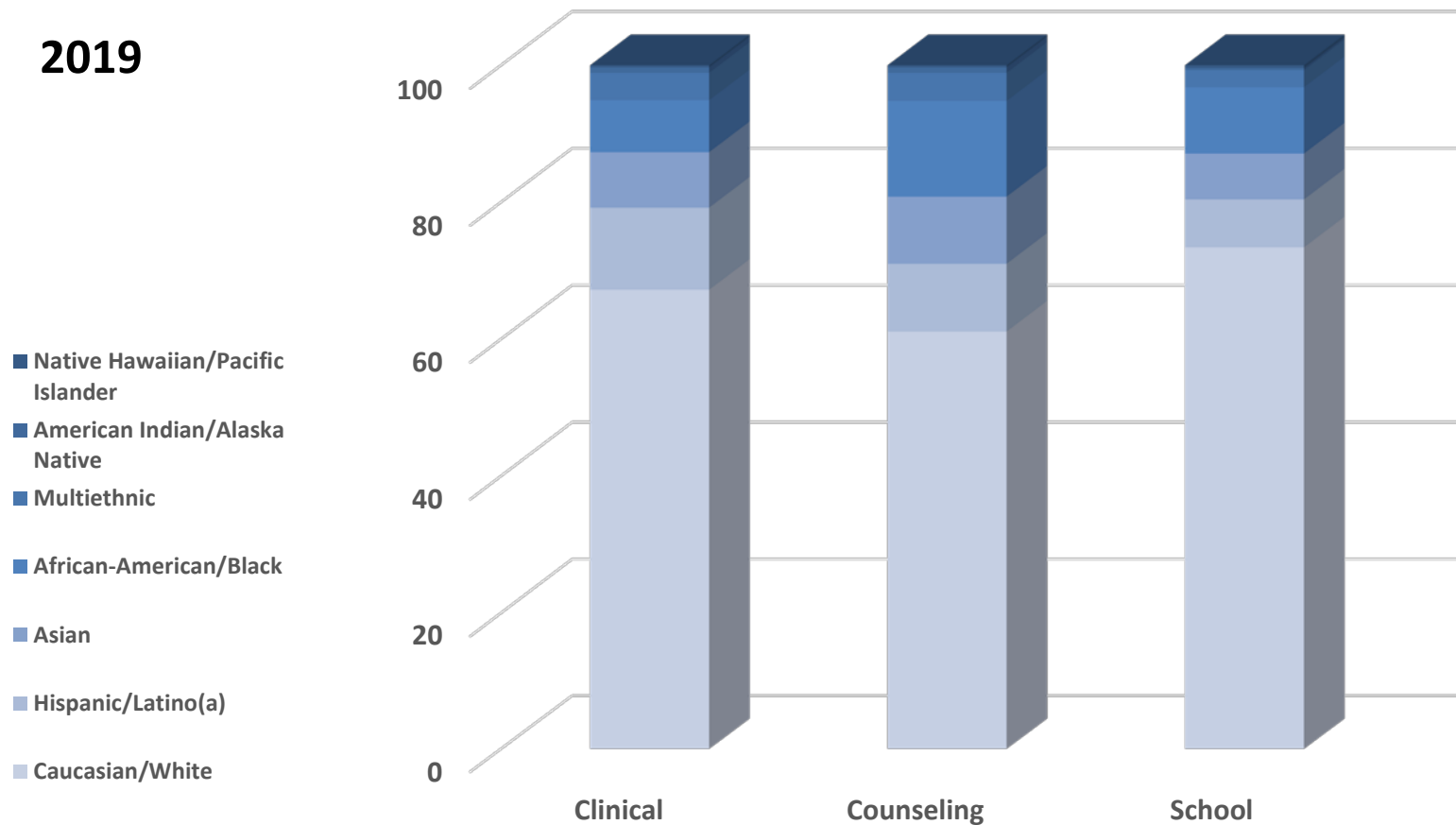
2019



Source: APA Graduate Study in Psychology, 2019. APA Office of Graduate and Postgraduate Education and Training.

Race/Ethnicity HSP Subfields: Doctoral

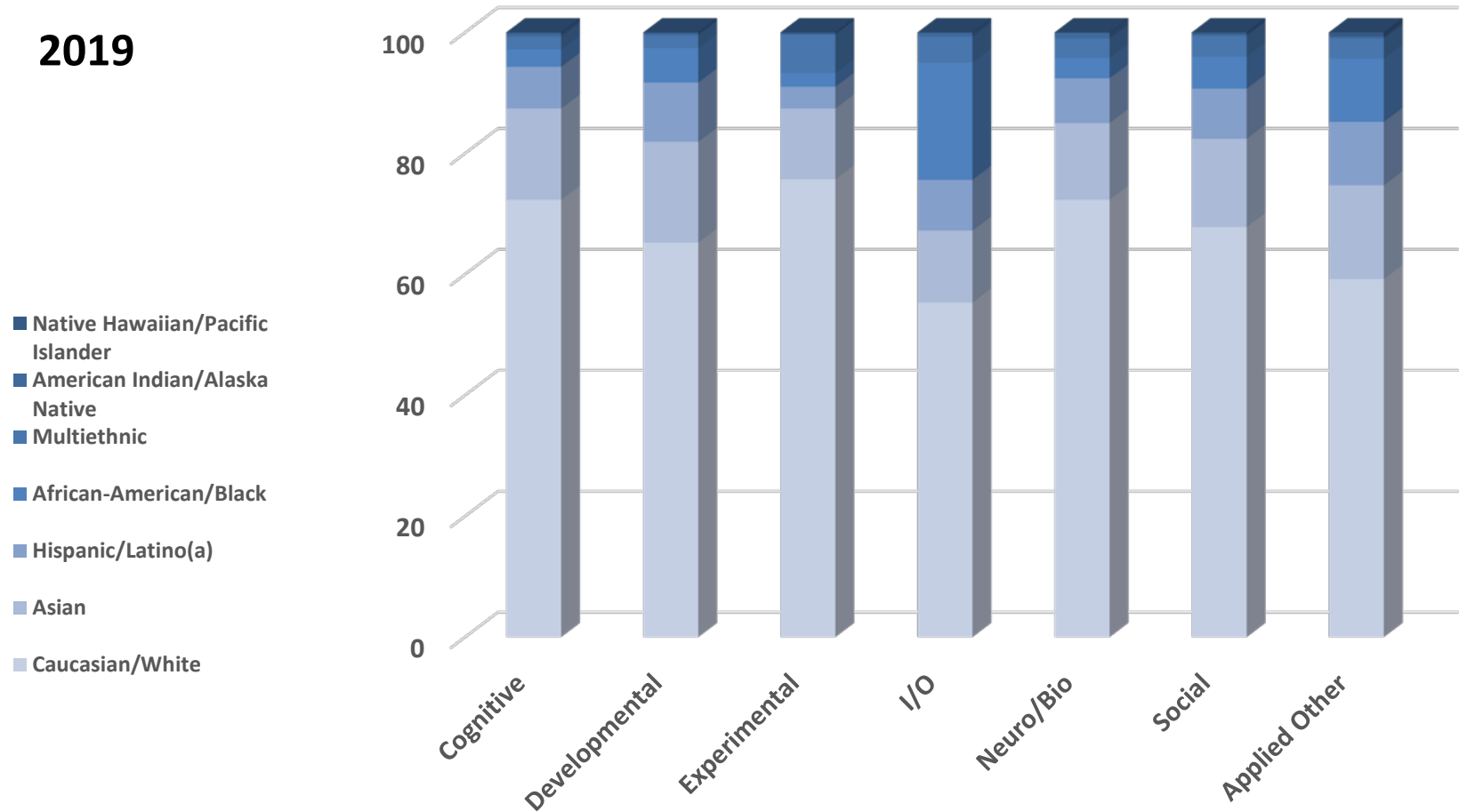
2019



Source: APA Graduate Study in Psychology, 2019. APA Office of Graduate and Postgraduate Education and Training.

Race/Ethnicity Research Subfields: Doctoral

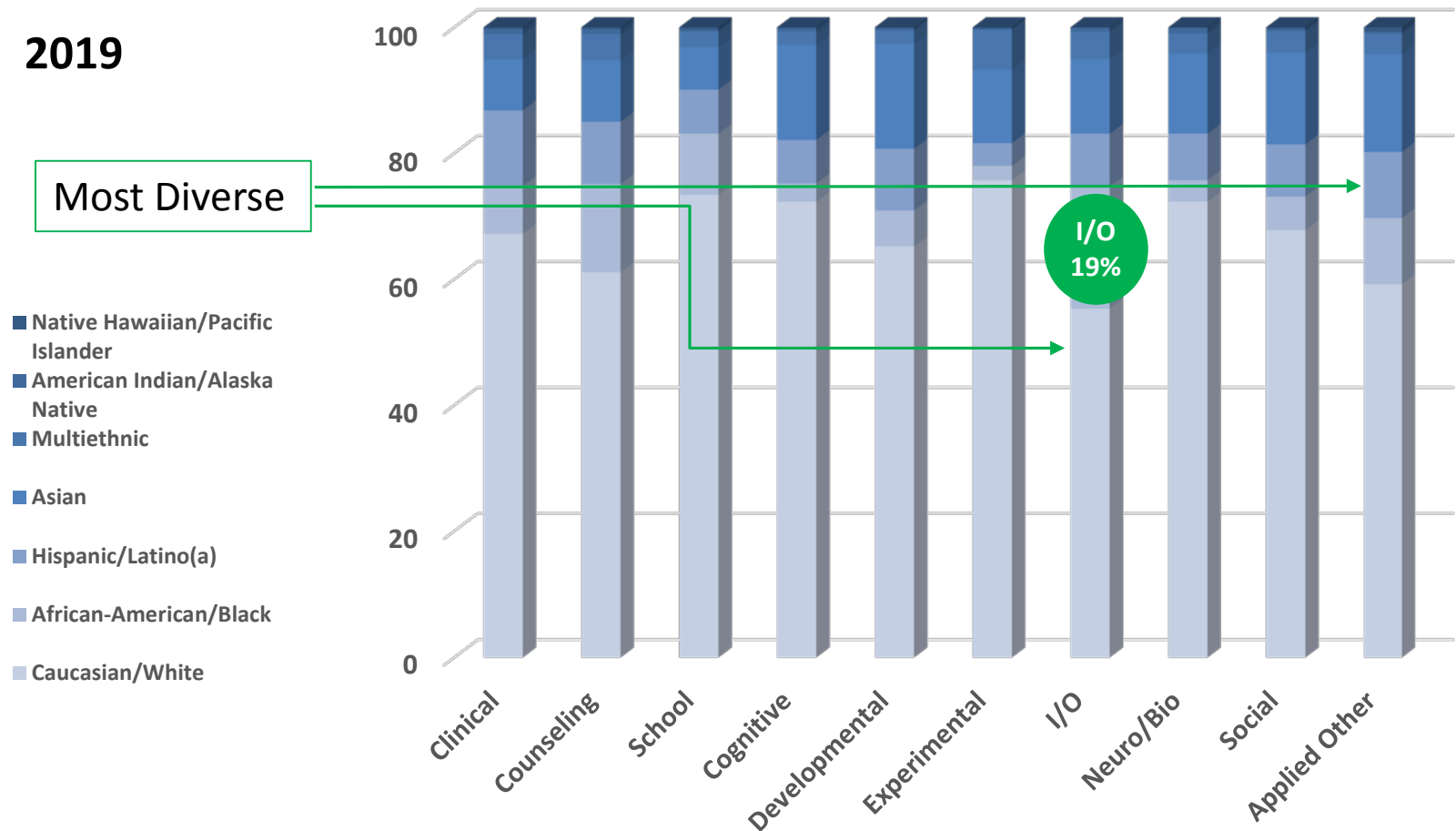
2019



Source: APA Graduate Study in Psychology, 2019. APA Office of Graduate and Postgraduate Education and Training.

Race/Ethnicity by Broad Subfield: Doctoral

2019



Source: APA Graduate Study in Psychology, 2019. APA Office of Graduate and Postgraduate Education and Training.

Graduate Degrees Awarded in Psychology:

Trends in Subfield, Gender, and Race/Ethnicity

Peggy Christidis

Center for Workforce Studies

2018 American Psychological Association Convention

August 9, 2018



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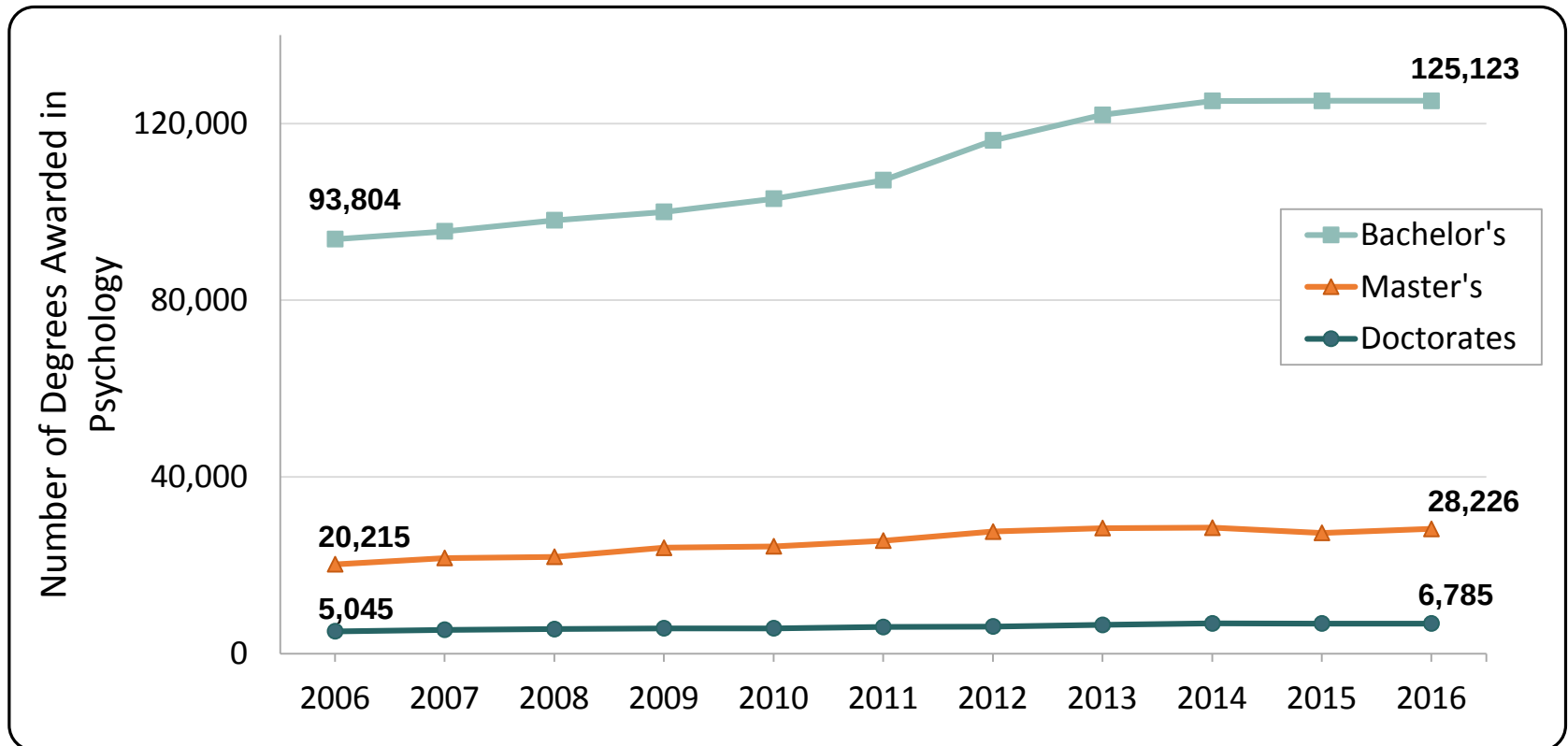
The opinions expressed in this presentation are those of the authors and do not constitute official policy of the American Psychological Association.

Co-authors: Karen Stamm, PhD & Luona Lin, MPP
American Psychological Association

Research Questions

- Approximately how many psychology master's and doctoral Degrees were awarded each year, between 2006-2016?
- What was the growth in psychology degrees awarded during this timeframe?
- In what subfields of psychology were the most master's and doctoral degrees awarded?
- What are the gender and race/ethnicity compositions of psychology master's and doctoral degree recipients? Have they changed over time?

Degrees Awarded In Psychology, 2006-2016



2006-2016 percent increase:

Bachelor's 33%

Master's 40%

Doctoral 34%

Degrees Awarded By Subfield:

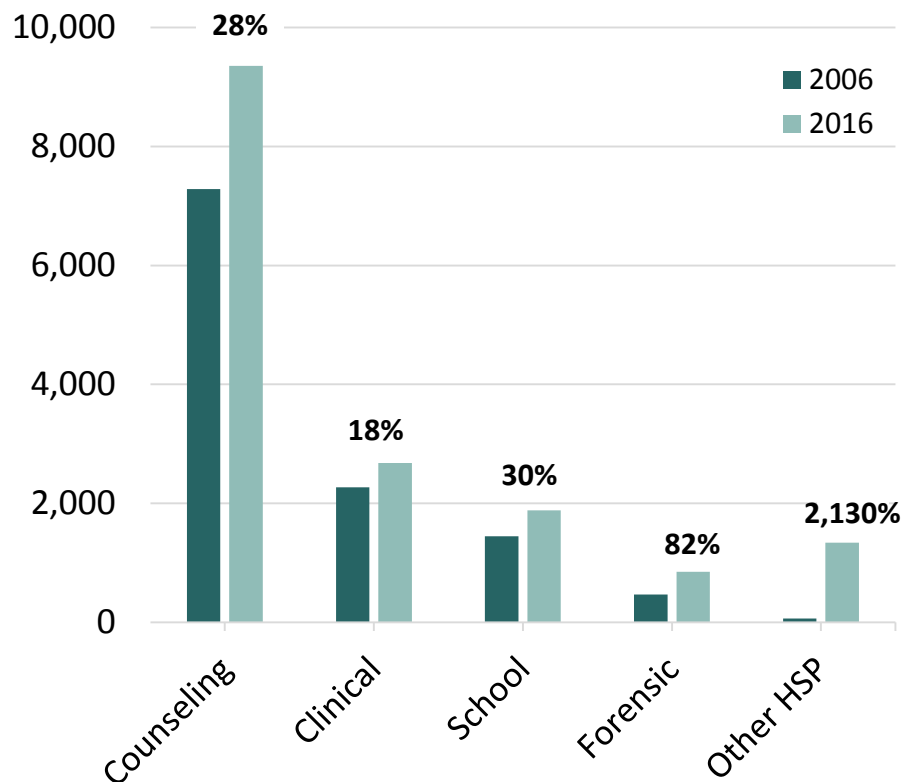
Health Service Provider Subfields	Research Subfields
Clinical Psychology	Psychology, General
Counseling Psychology	Community Psychology
Forensic Psychology	Developmental Psychology
School Psychology	Educational Psychology
Other HSP Subfields*	Experimental Psychology
	Industrial/Organizational Psychology
	Social Psychology
	Other Research Psychology**

* Examples of “other” HSP subfields: geropsychology, family, health, clinical child, applied, etc.

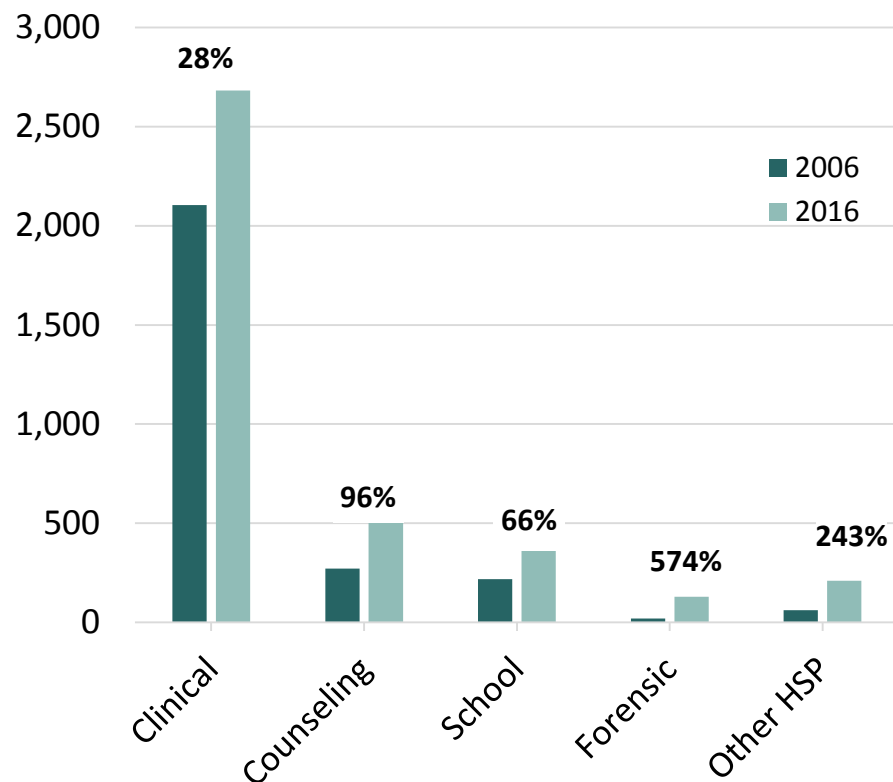
** Examples of “other” Research subfields: cognitive, comparative, quantitative, physiological, etc.

Degrees Awarded in HSP Subfields:

Psychology Master's Degrees Awarded in HSP Subfields

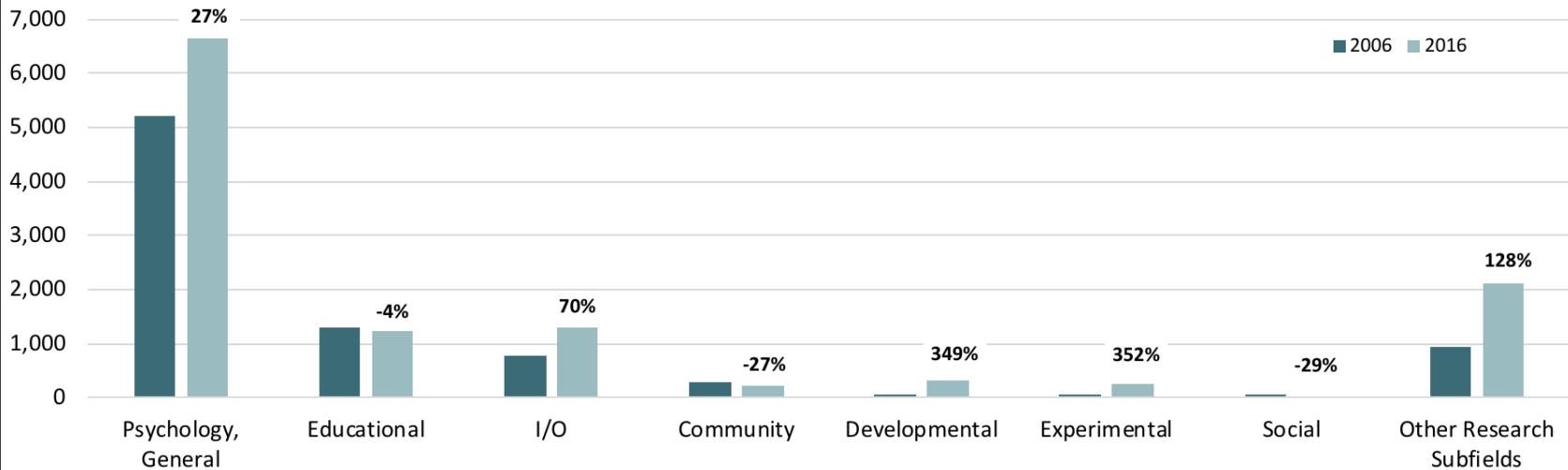


Psychology Doctorates Awarded in HSP Subfields

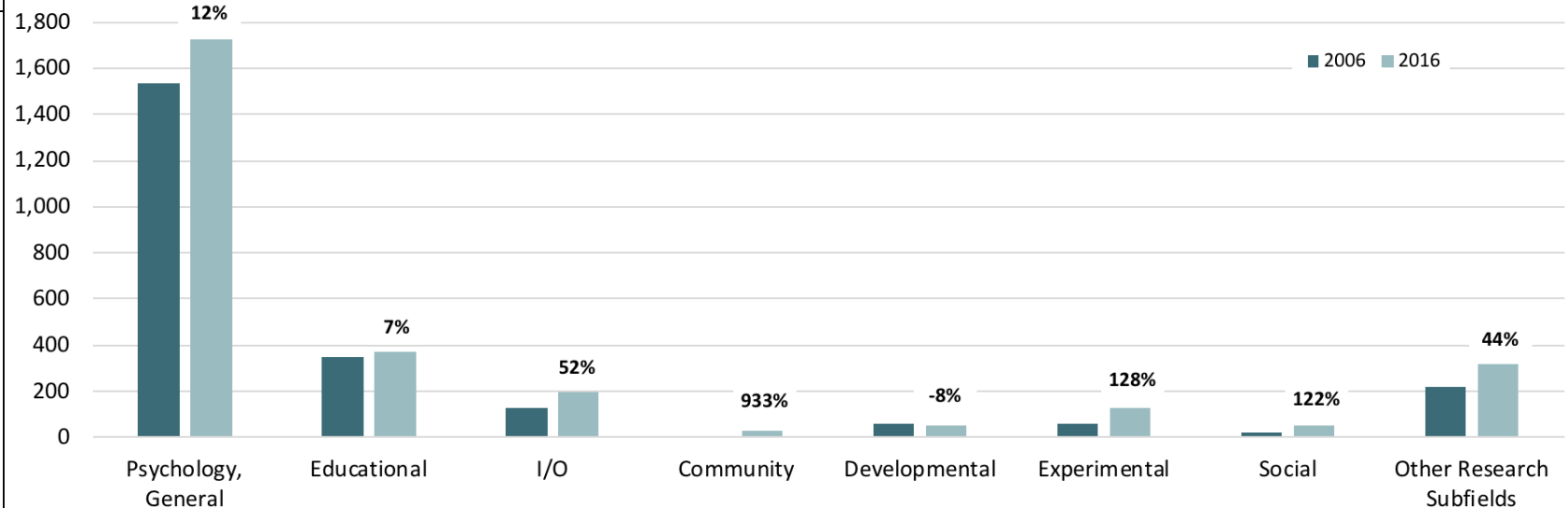


Degrees Awarded in Research Subfields:

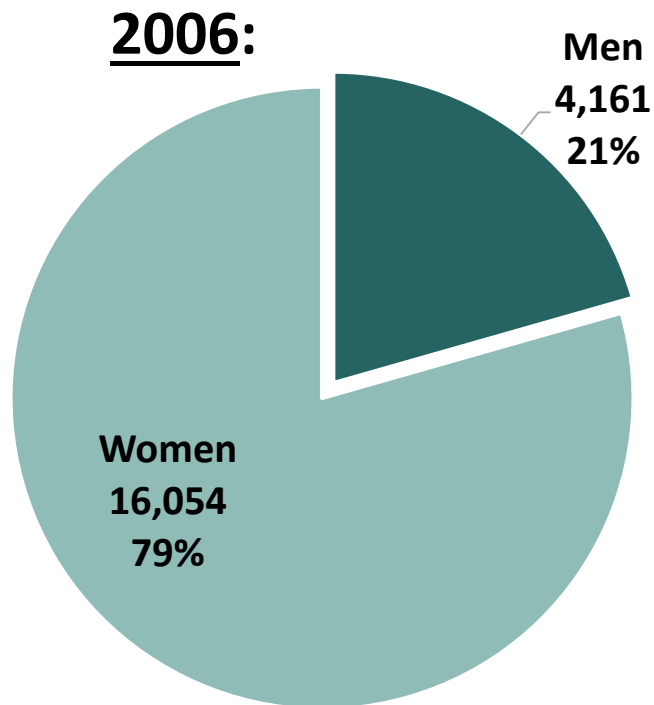
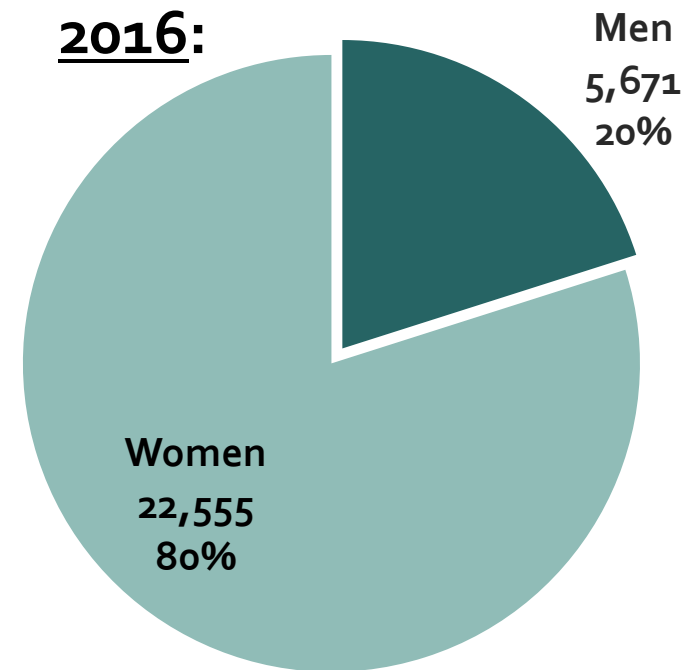
Psychology Master's Degrees Awarded in Research Subfields



Psychology Doctorates Awarded in Research Subfields

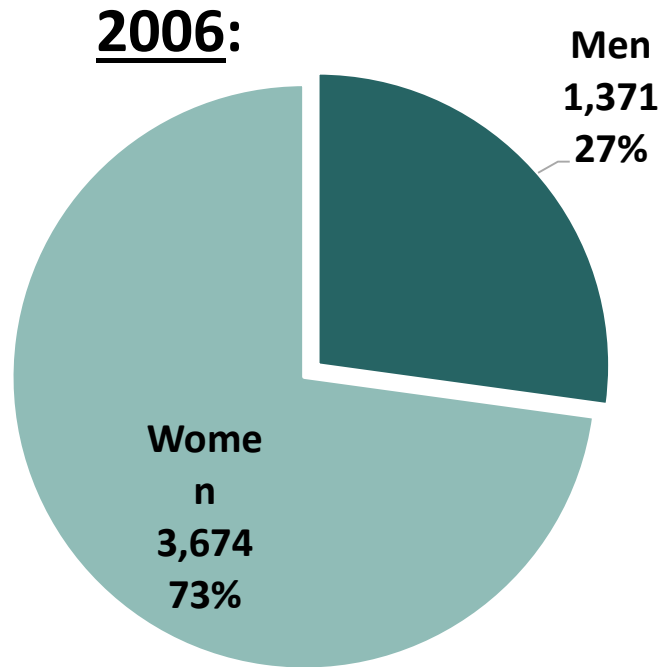
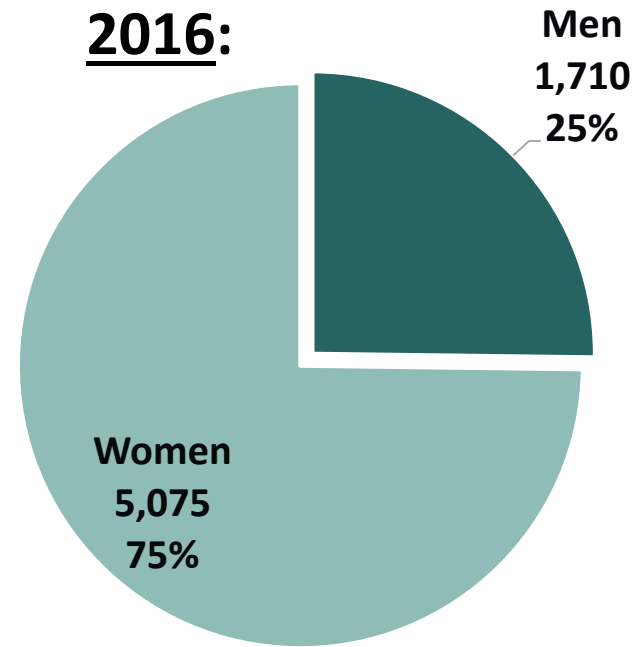


Master's Degrees Awarded By Gender:



2006-2016 percent increase:
Women 40%
Men 36%

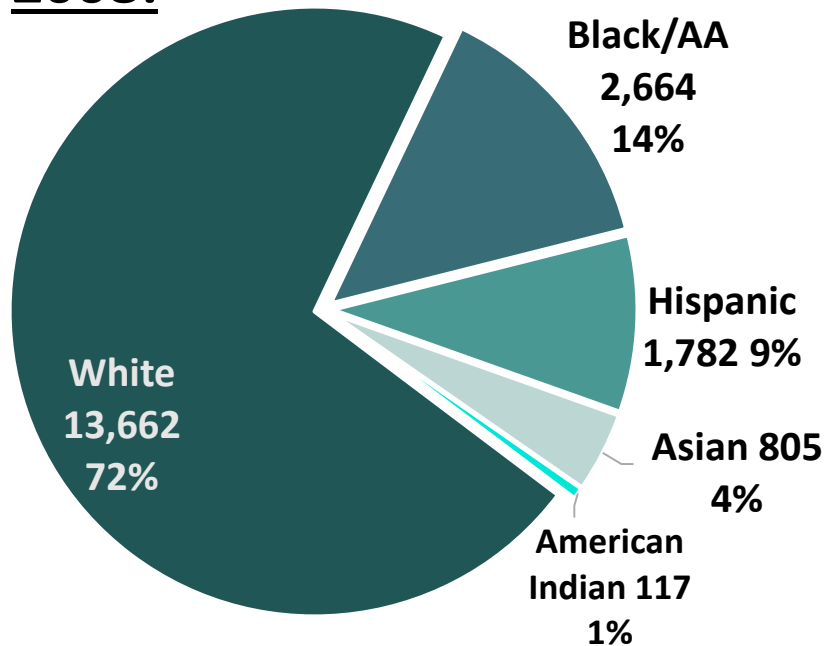
Doctoral Degrees Awarded By Gender:



2006-2016 percent increase:
Women 38%
Men 25%

Master's Degrees Awarded By Race/Ethnicity:

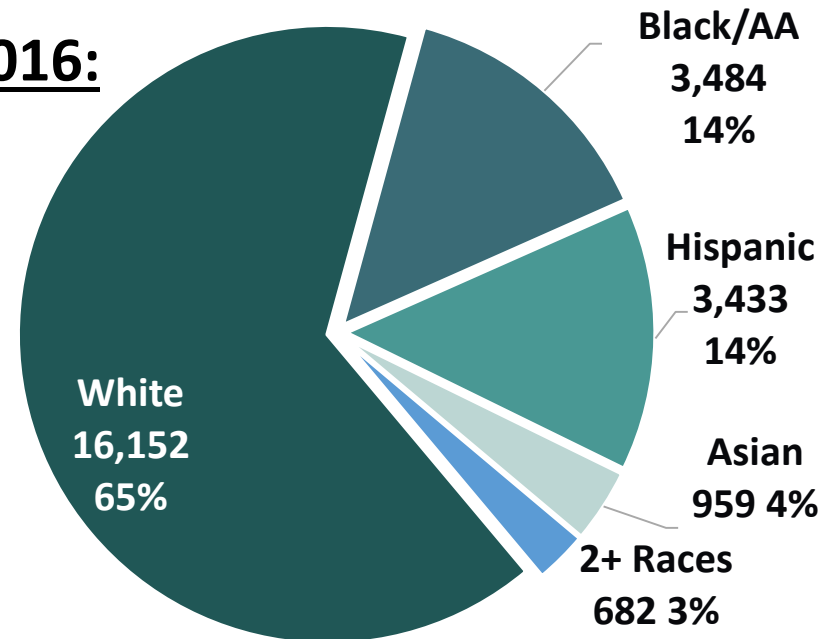
2008:



2008-2016 percent increase:

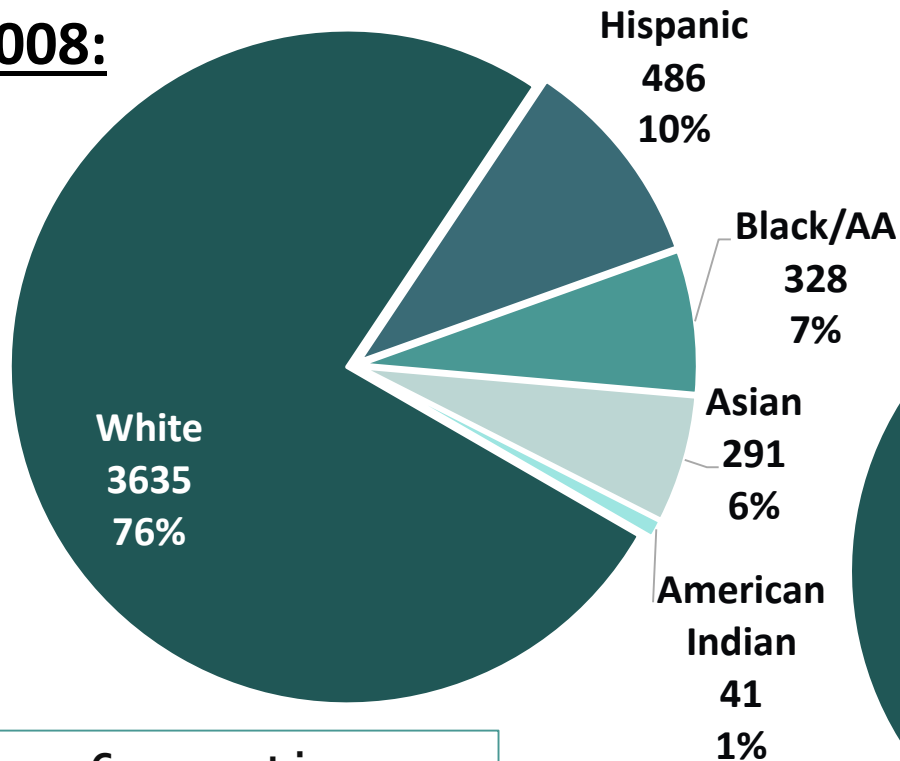
Hispanic 93%
Black/African-American 31%
Asian 19%
White 18%

2016:



Doctoral Degrees Awarded By Race/Ethnicity:

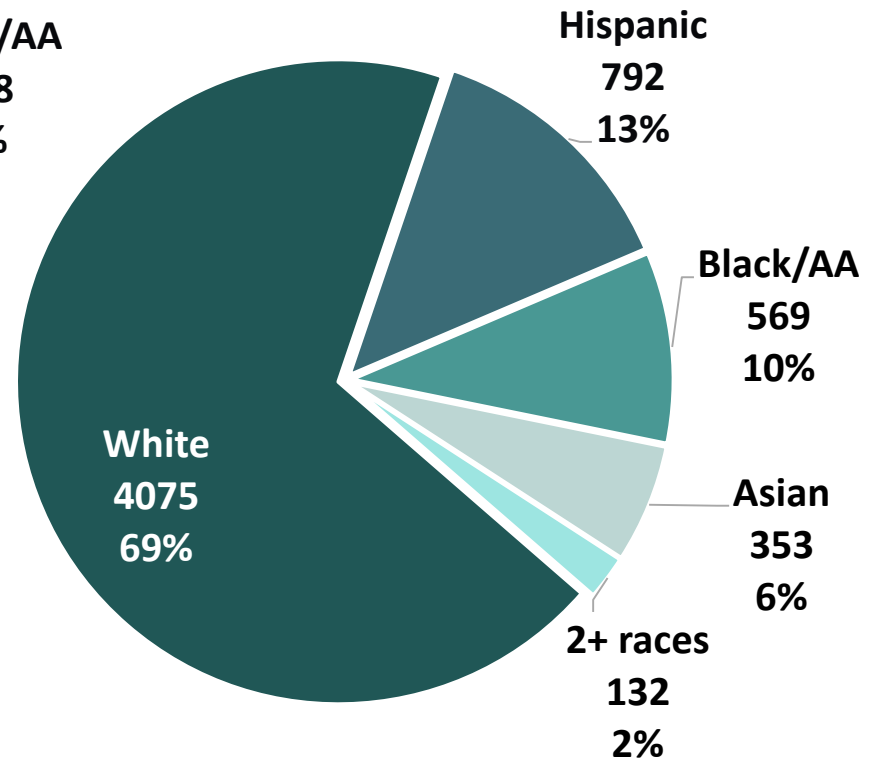
2008:



2008-2016 percent increase:

Hispanic 63%
Black/African-American 73%
Asian 21%
White 12%

2016



Conclusion:

- The number of psychology degrees awarded each year continues to grow (for bachelors, master's, & doctorates).
- For psychology master's: The largest number of degrees awarded in an HSP subfield was in counseling psychology.
- For psychology doctorates: The largest number of degrees awarded in an HSP subfield was in clinical psychology.
- Women continue to be awarded psychology master's and doctoral degrees more often than men, outnumbering them by approximately 4:1 for master's and 3:1 for doctorates.
- From 2006-2016 rate of growth in psychology degrees awarded was greater for women than for men, especially at the doctoral level.
- Although psychology master's and doctorates are awarded predominantly to white recipients, the number of degrees awarded to racial-ethnic minorities is growing at a faster rate at both the psychology master's and doctoral level.

CWS Data Tool: Degrees in Psychology:

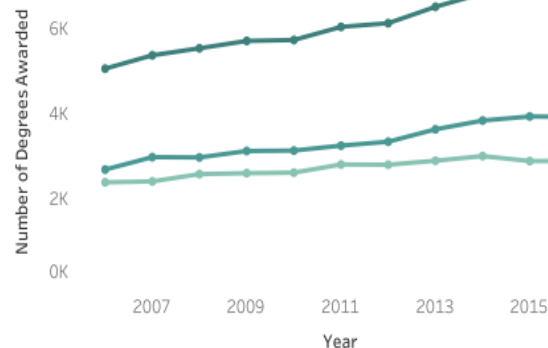
Doctorate Degrees in Psychology, 2006-2016

The following tables present the number of all Doctorate degrees awarded between 2006 and 2016. Please filter results by:

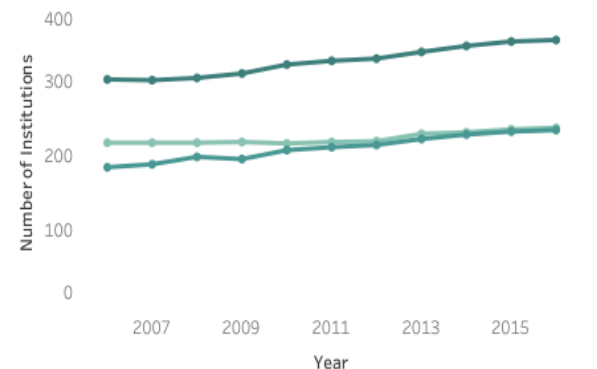
Year: 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016
Field of Degree: Health Service Psychology Research

The graphics are now showing data for doctorate degrees for the following year(s): All and following field(s): All

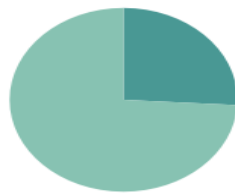
Doctorate Degrees Awarded in Psychology



Institutions that Awarded Doctorate Degrees in Psychology

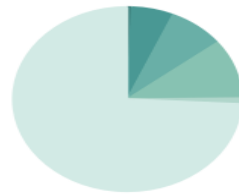


By Gender



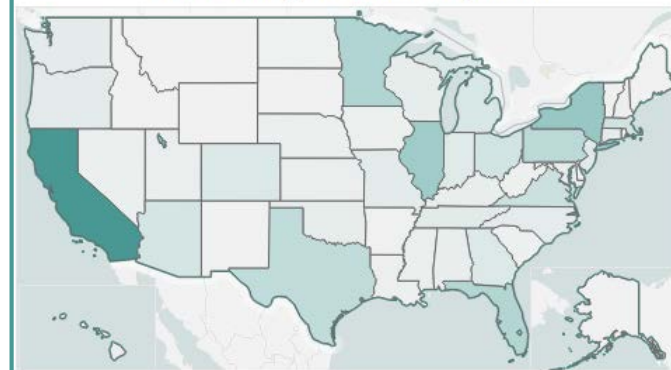
Men
Women

By Race/Ethnicity



American Indian / Alaska Native
Asian
Black / African American
Hispanic
Native Hawaiian / Pacific Islander
Two Or More Races
White

Doctorate Degrees Awarded by State



Thanks!

- For an interactive version of this presentation, visit <http://www.apa.org/workforce/data-tools/degrees-psychology.aspx>
- For more information on IPEDS and psychology degrees, visit <http://www.apa.org/workforce/publications/2016-postsecondary-data/index.aspx>
- For more information on the psychology workforce, visit www.apa.org/workforce

Presentations

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Demographics of the U.S. Psychology Workforce

APA Convention, August 2018



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Luona Lin, Karen Stamm, and Peggy Christidis

Center for Workforce Studies

American Psychological Association



This presentation describes research and analysis conducted by staff members of the American Psychological Association's Center for Workforce Studies. It does not constitute official policy of the American Psychological Association.

Research Question and Data Source

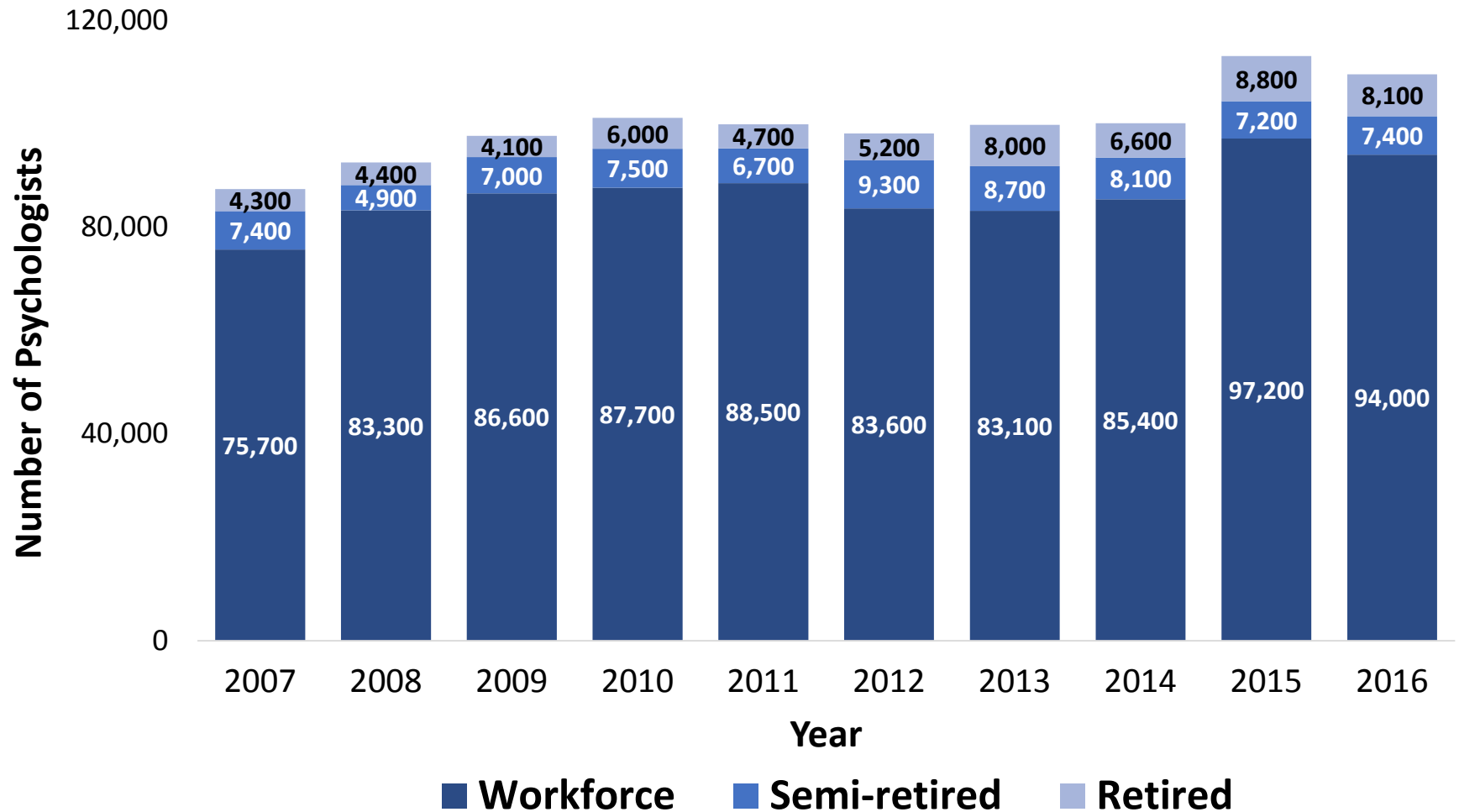
- Research Question:

What are the demographic characteristics of the U.S. psychology workforce?

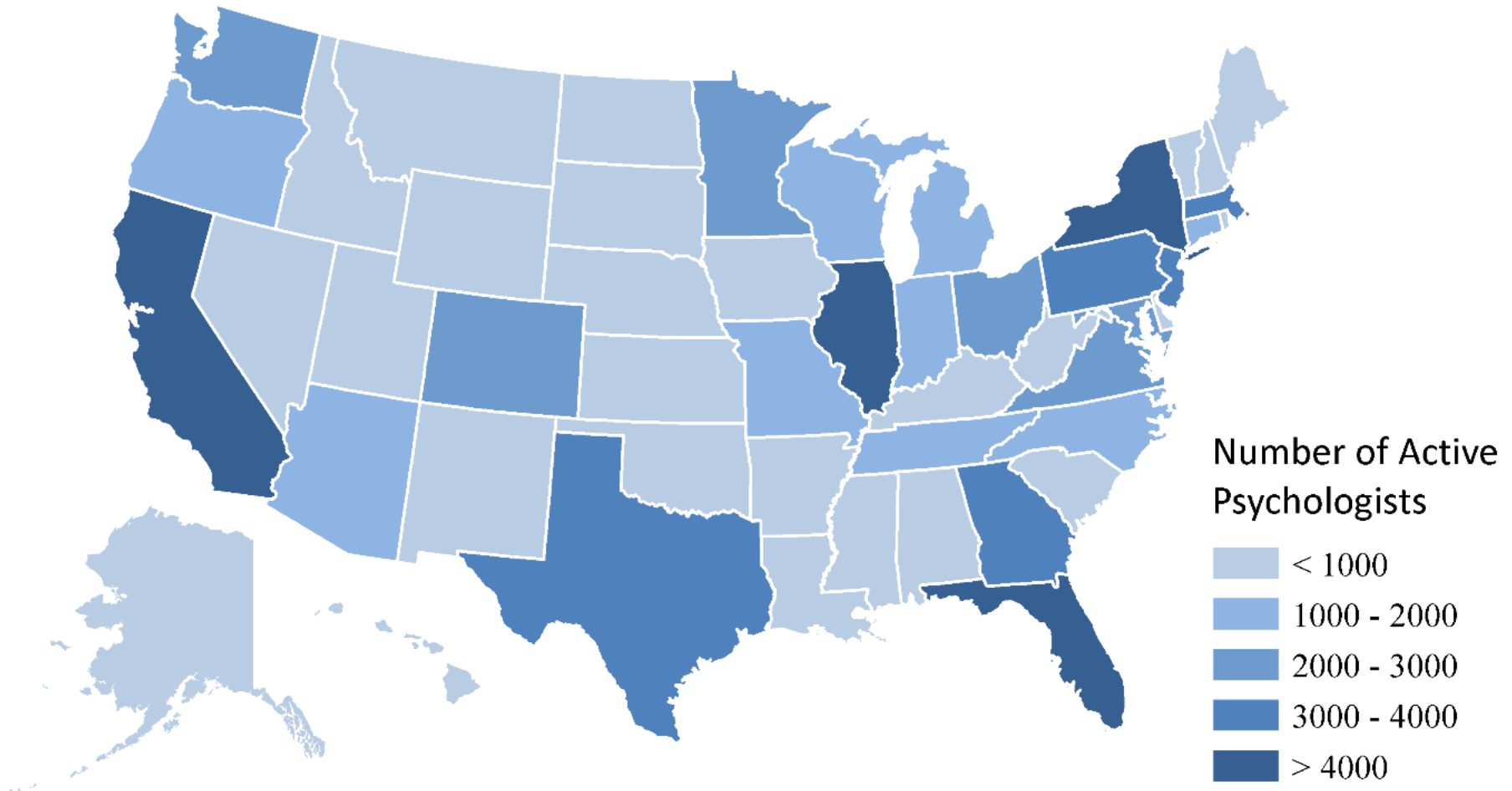
- Data Source: American Community Survey (U.S. Census Bureau)

- Annual survey on the entire U.S. population
- Does not include field of doctorate degree
- Operational definition of “psychologists”

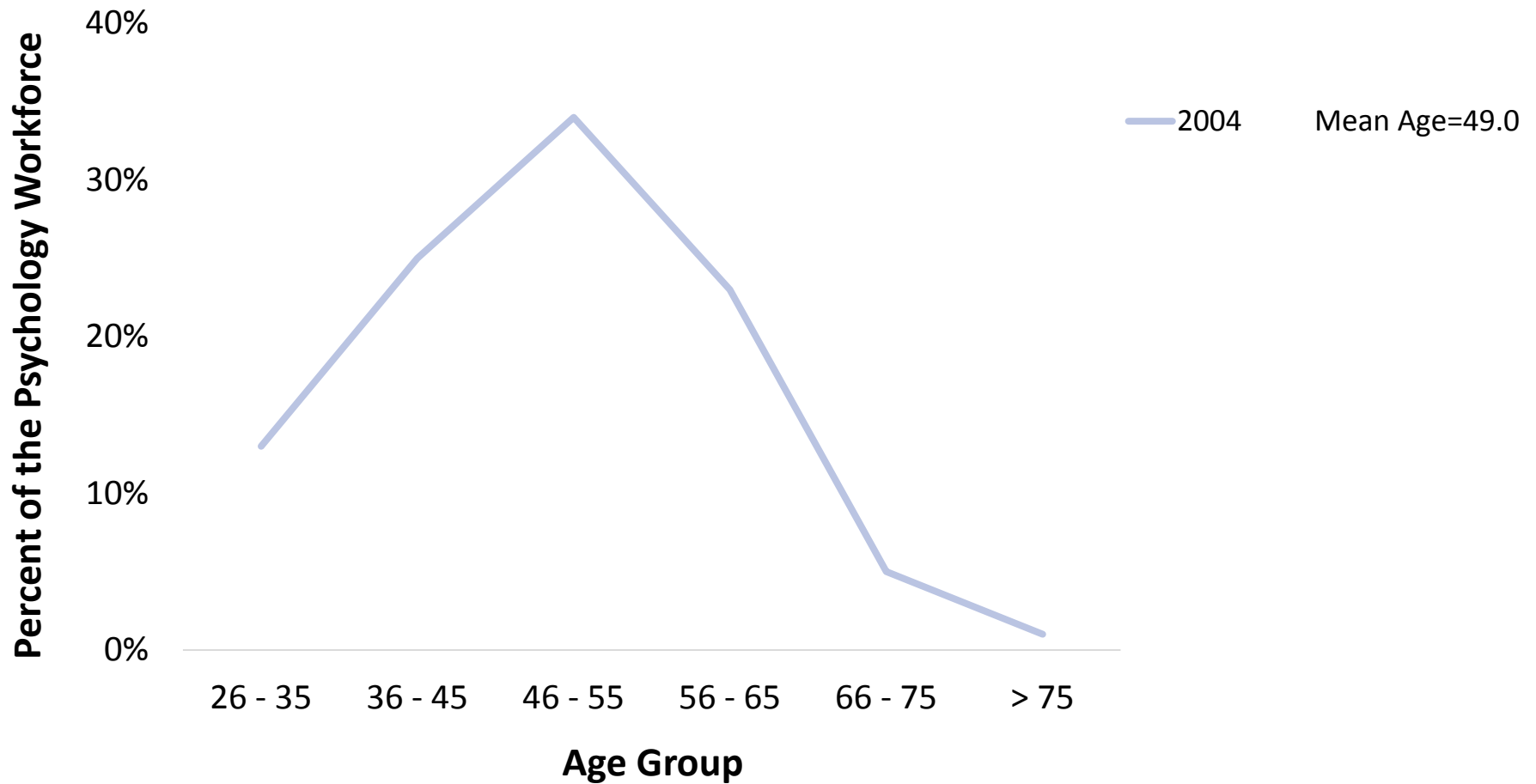
Overview



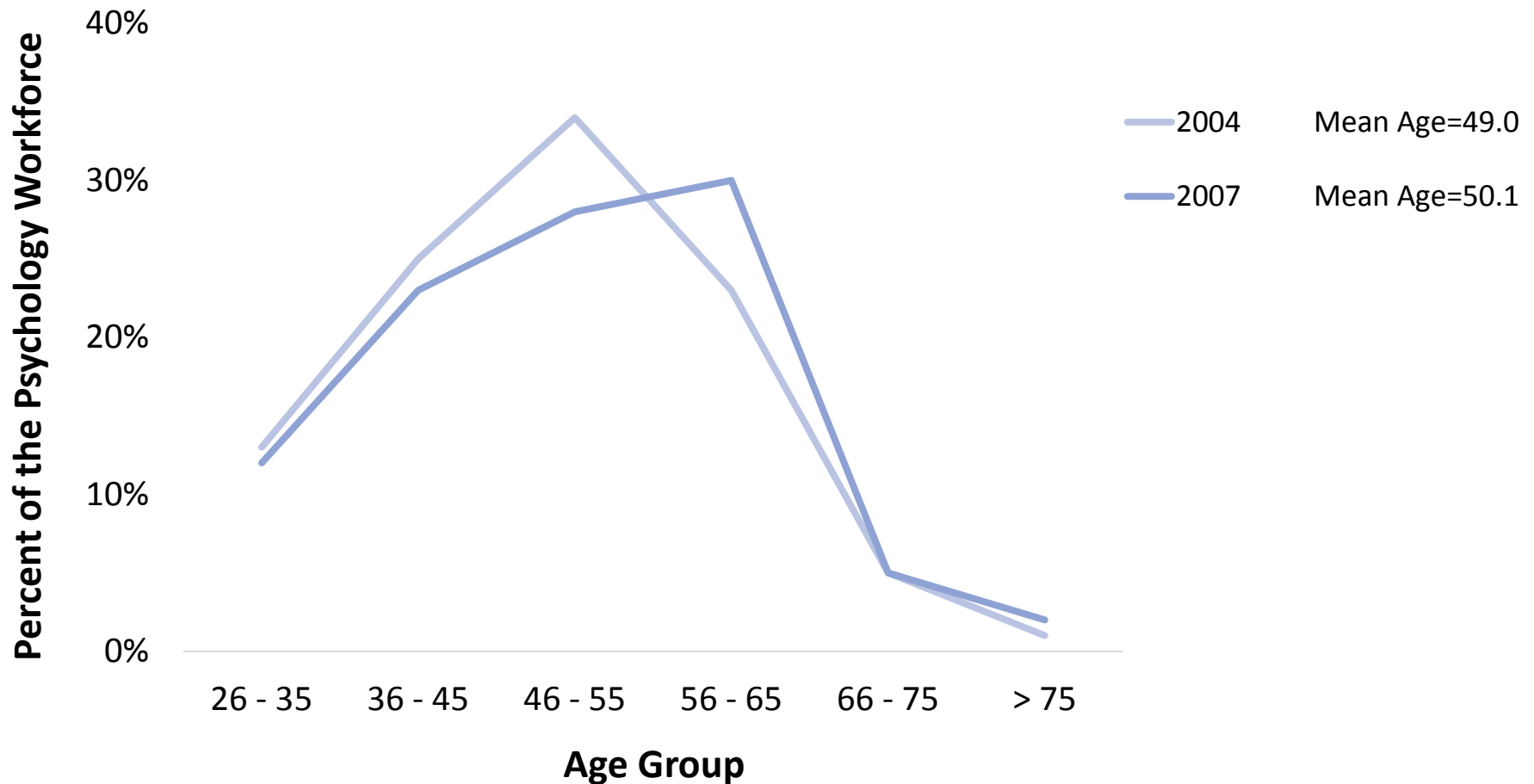
Overview (Continued)



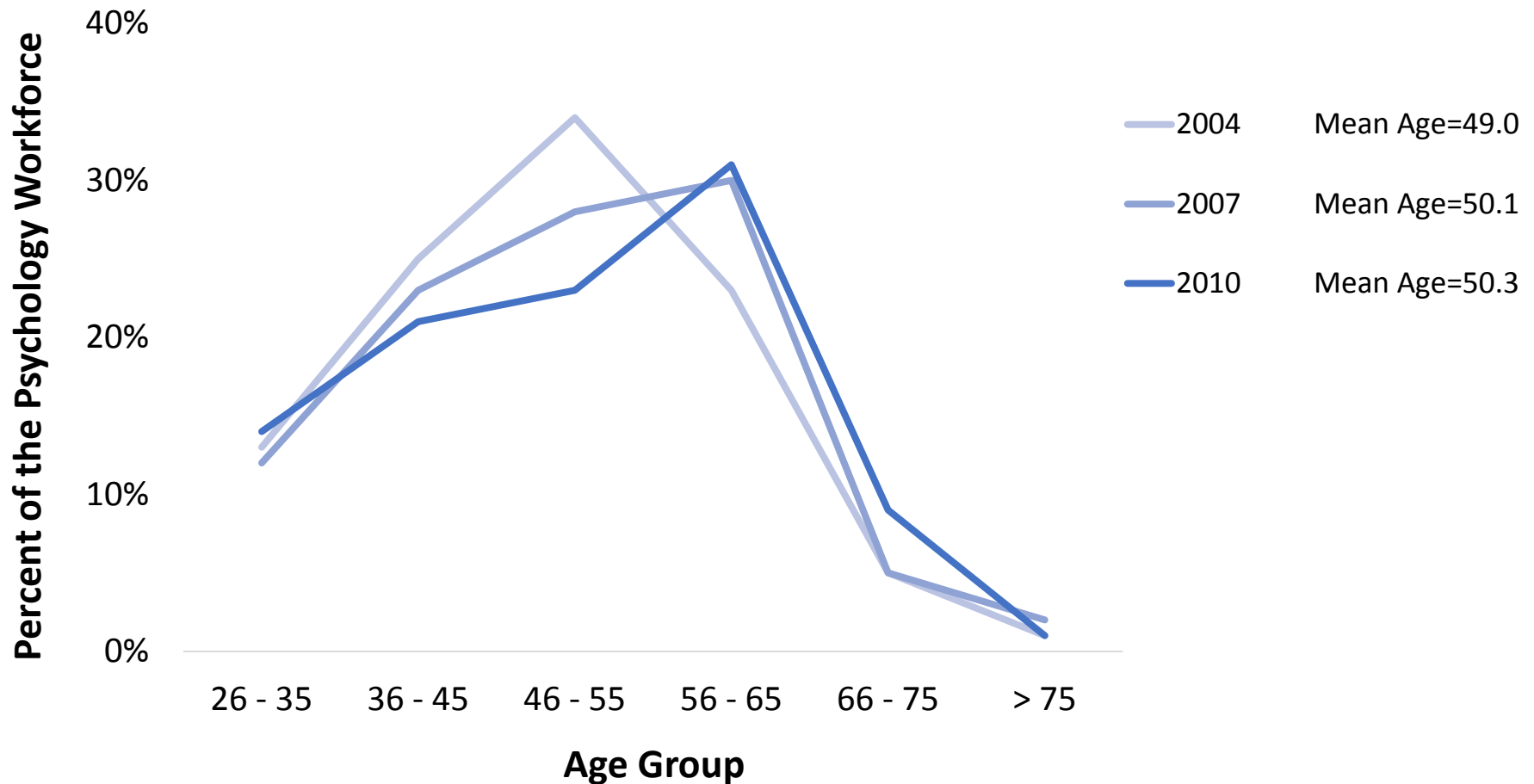
Age



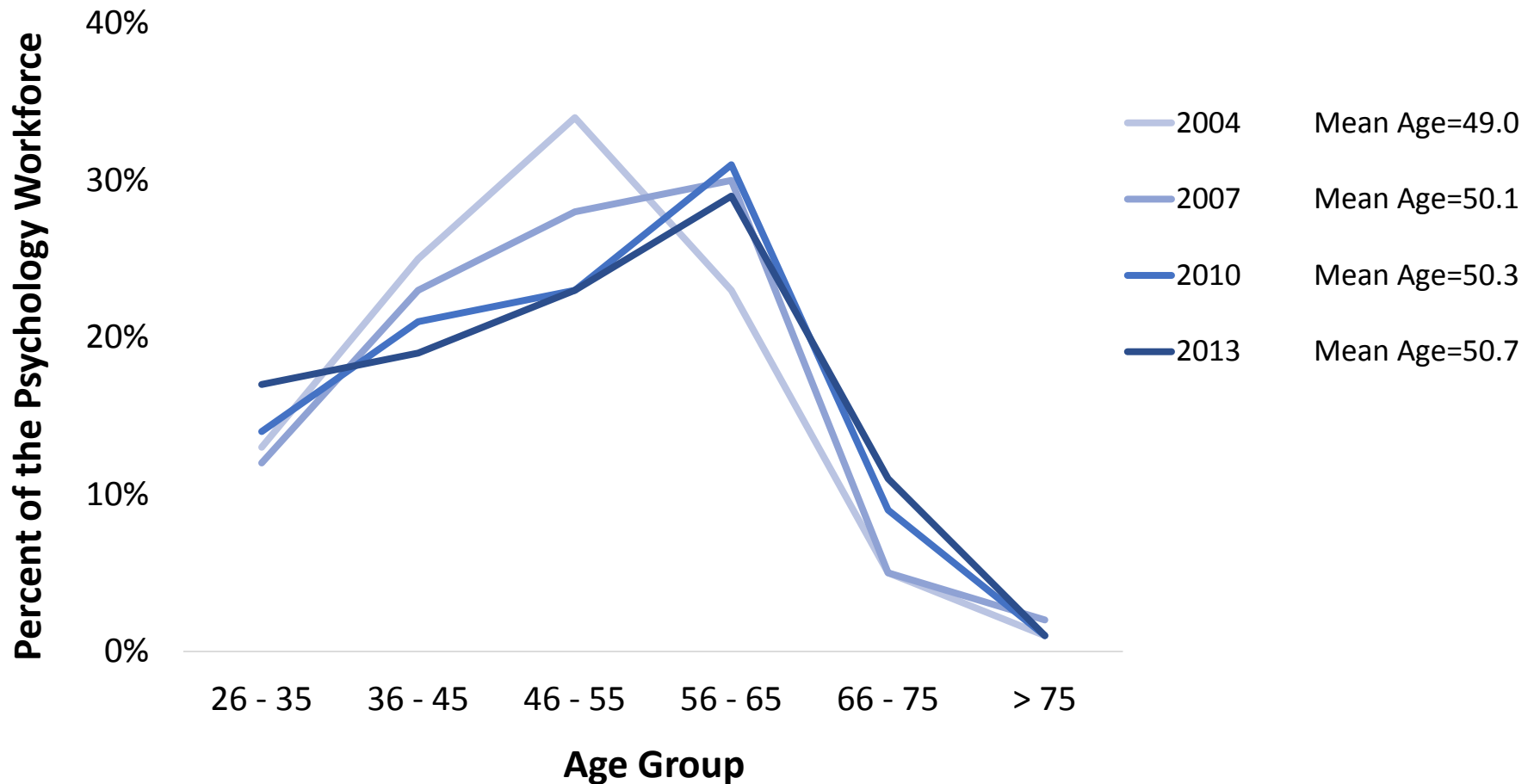
Age (Continued)



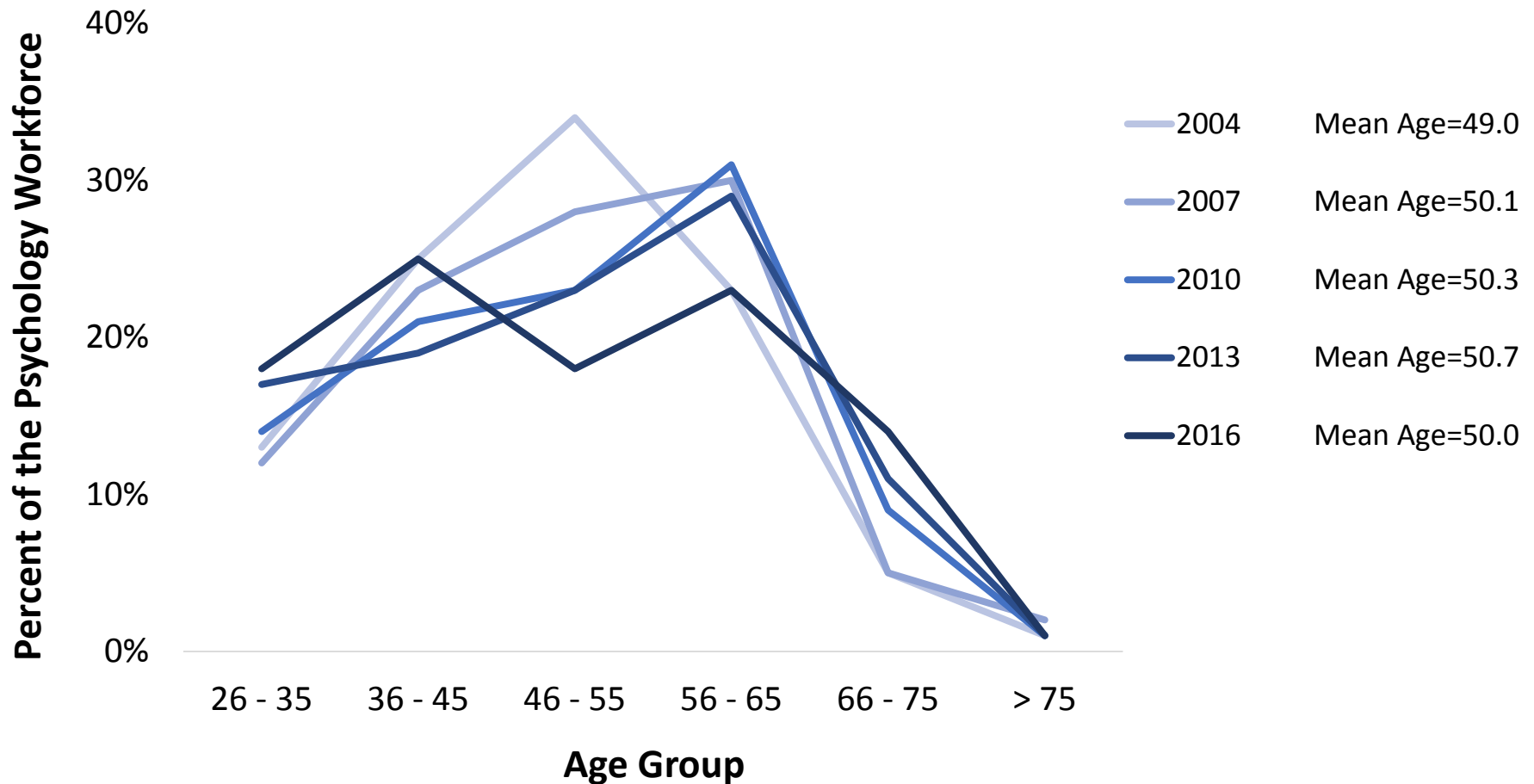
Age (Continued)



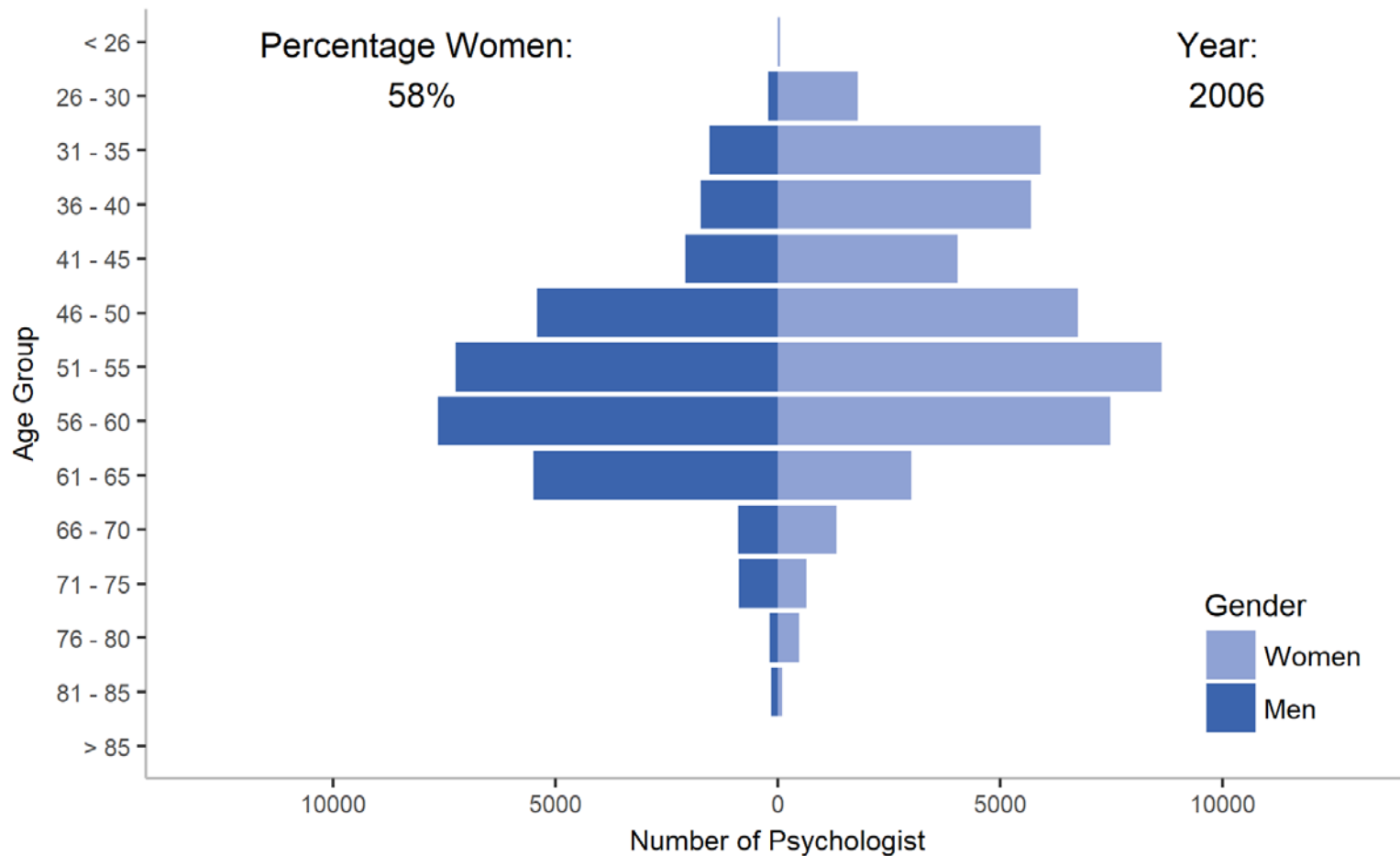
Age (Continued)



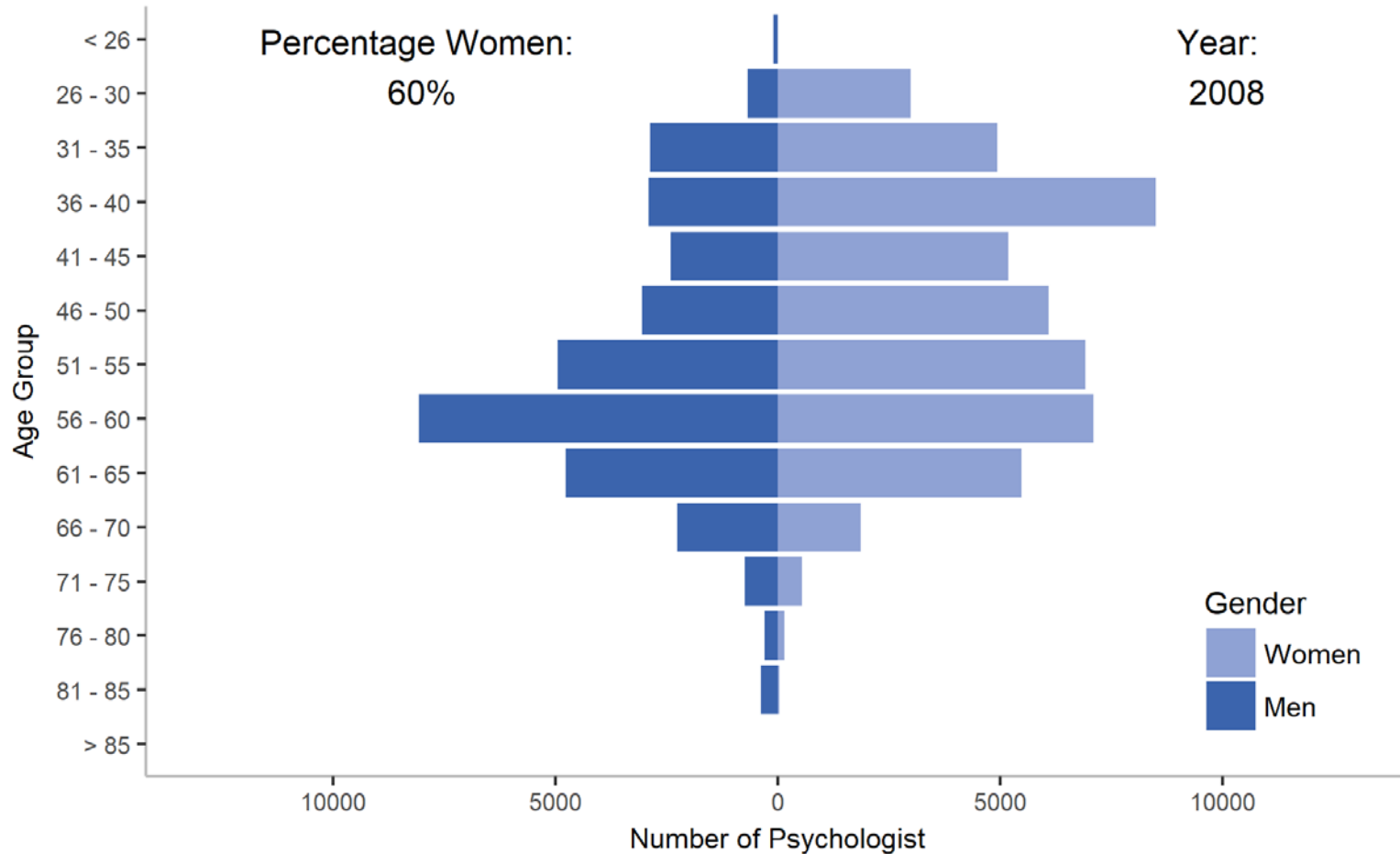
Age (Continued)



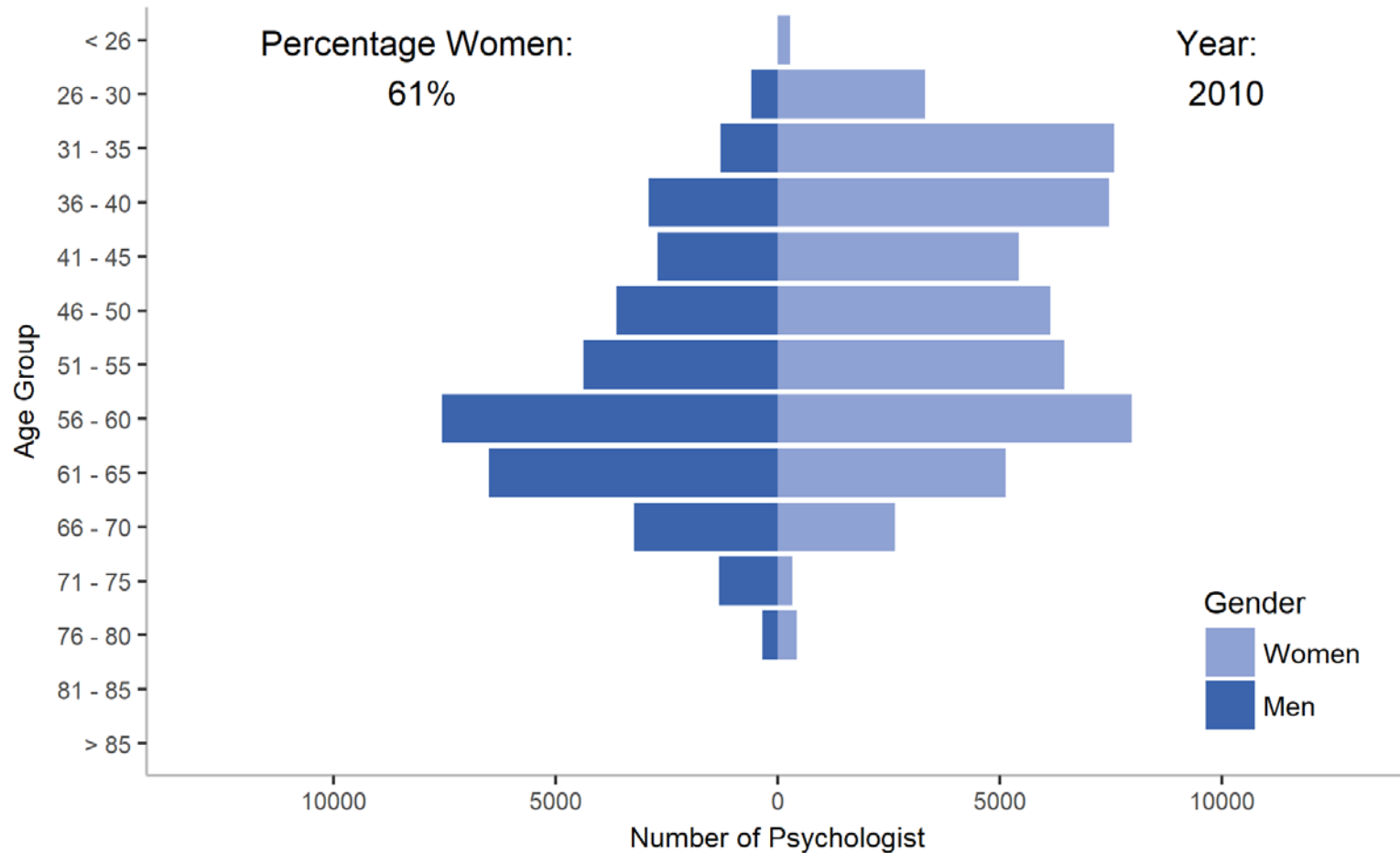
Gender



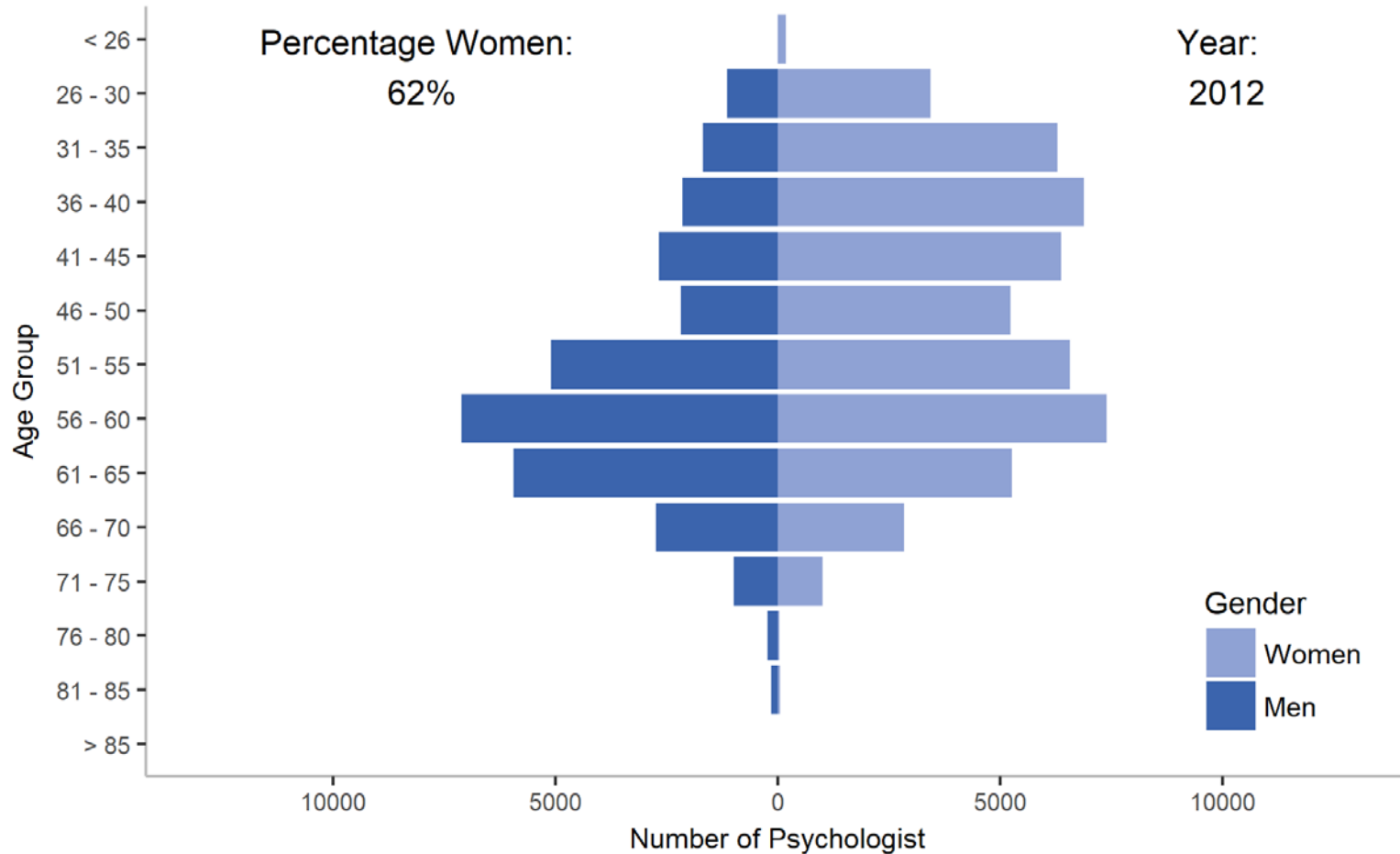
Gender (Continued)



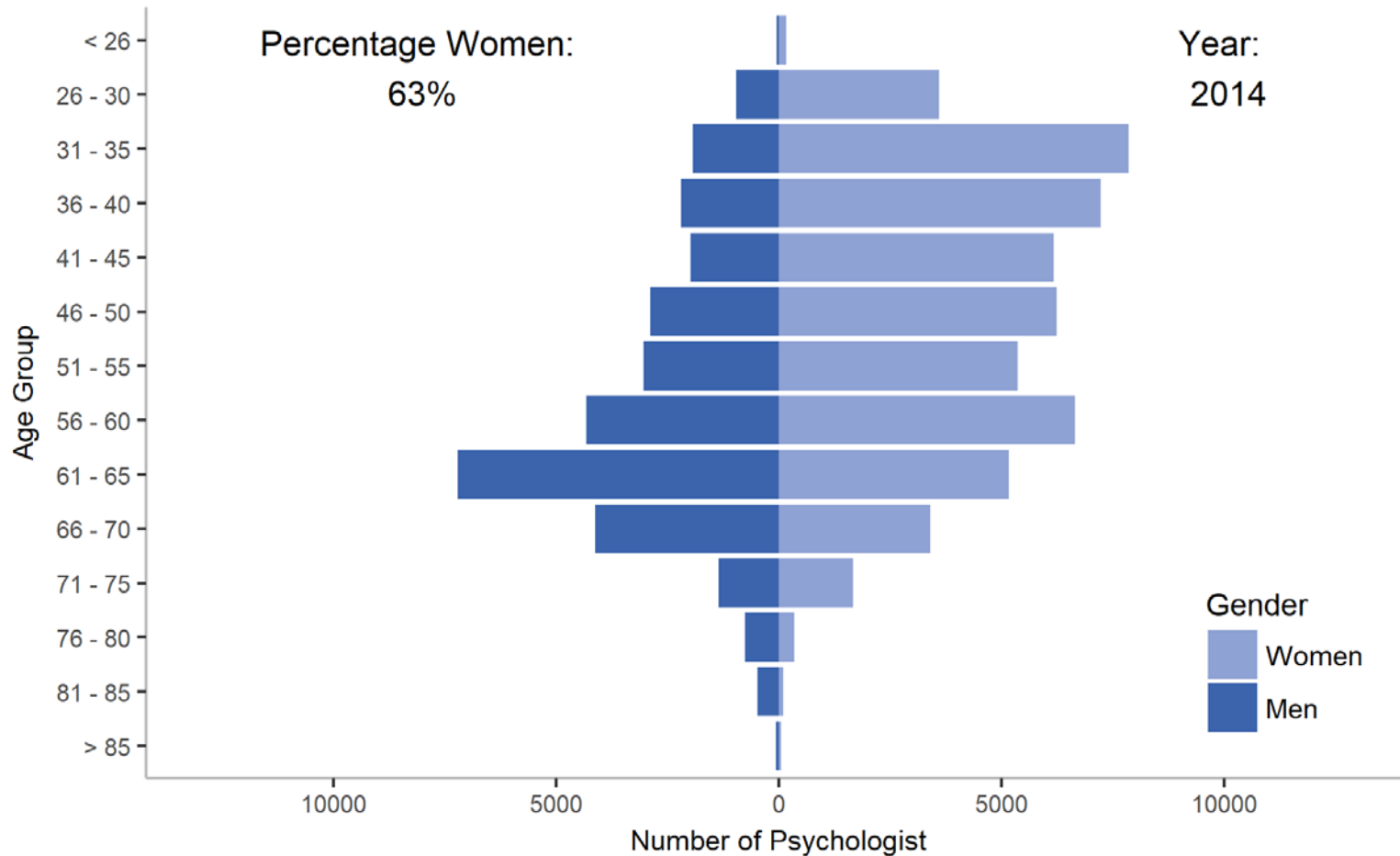
Gender (Continued)



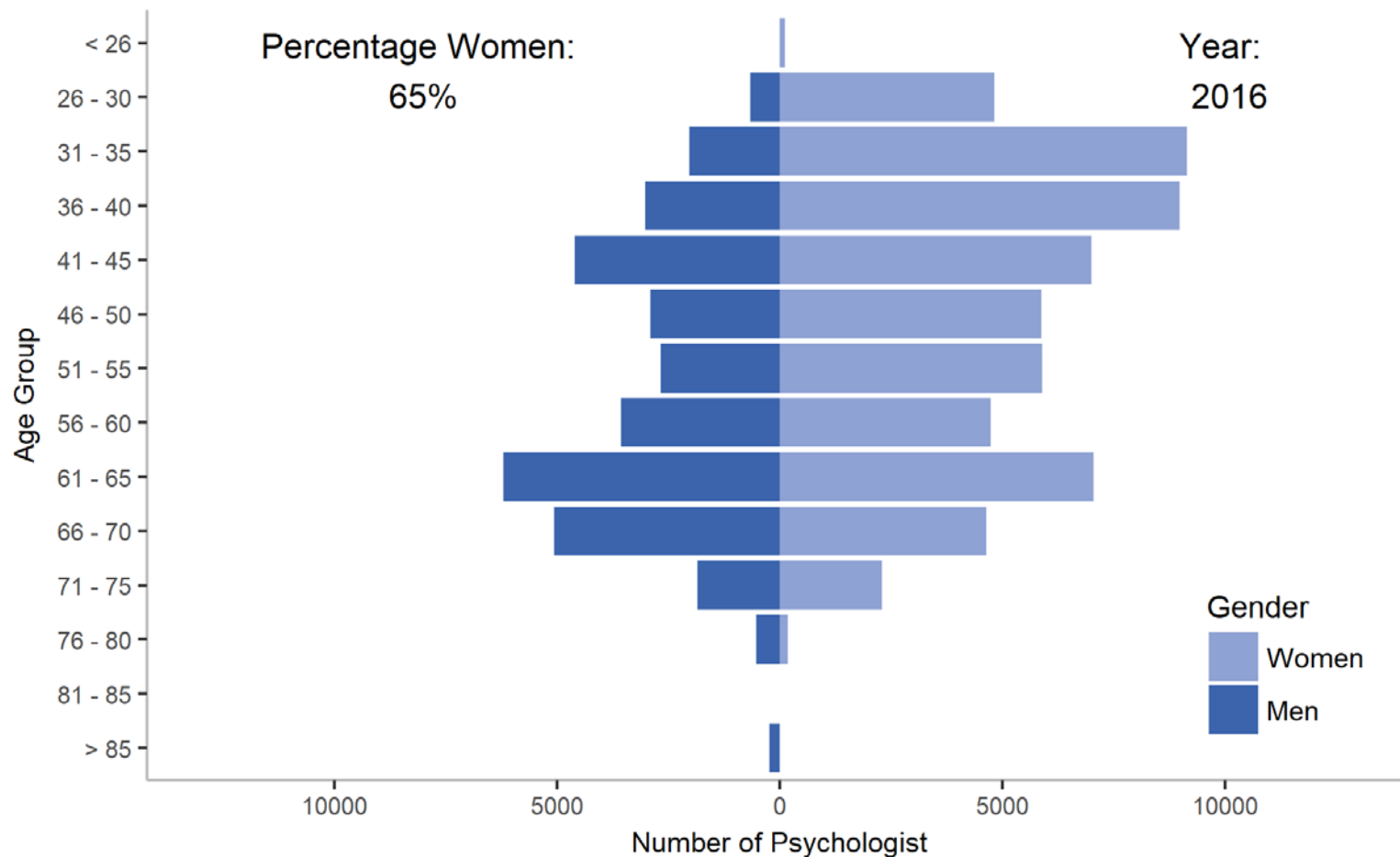
Gender (Continued)



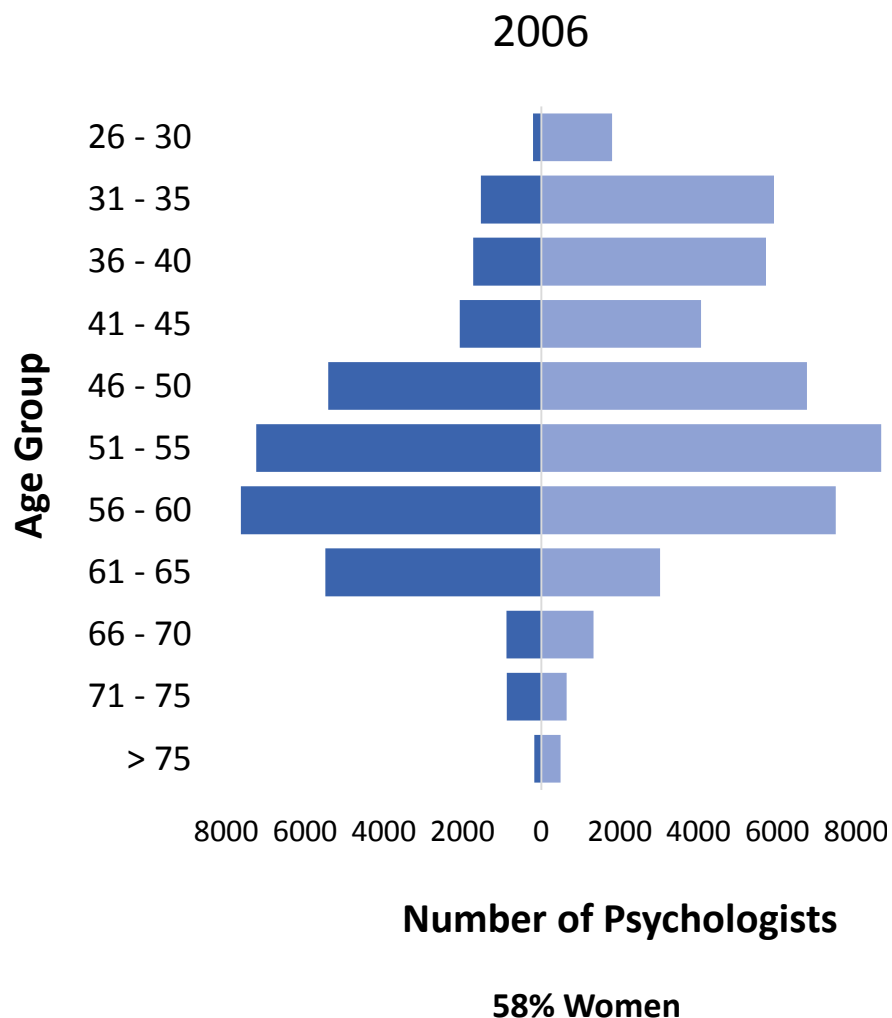
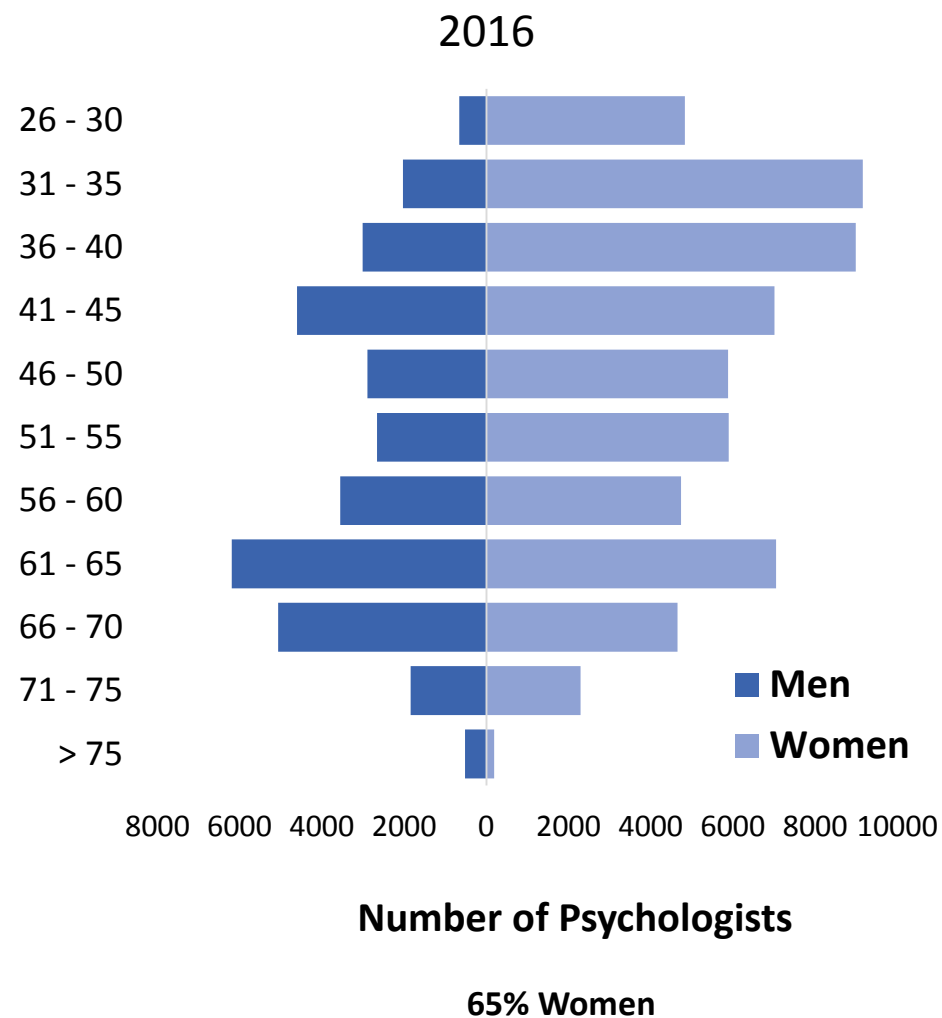
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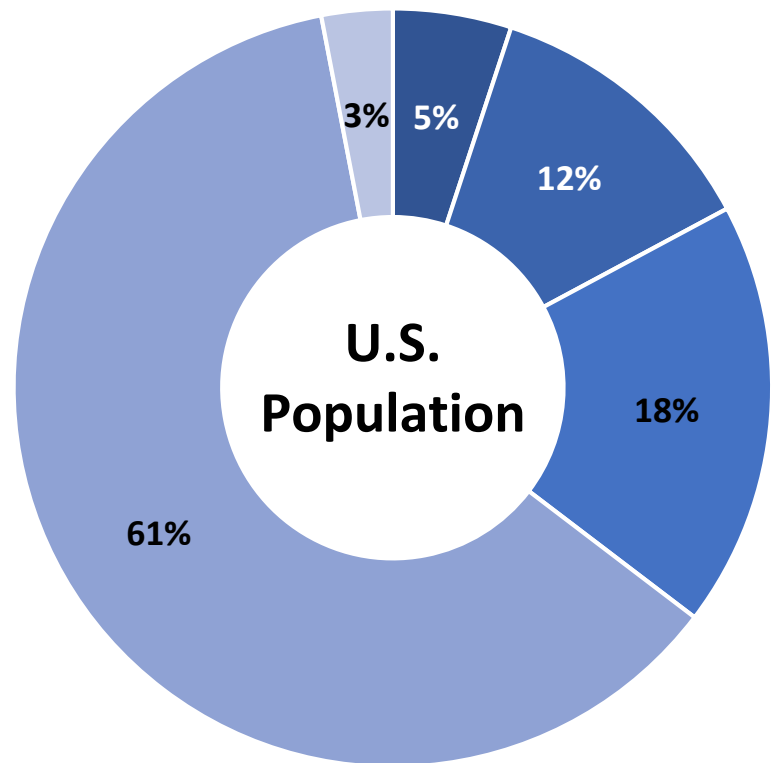
Gender (Continued)



Gender (Continued)

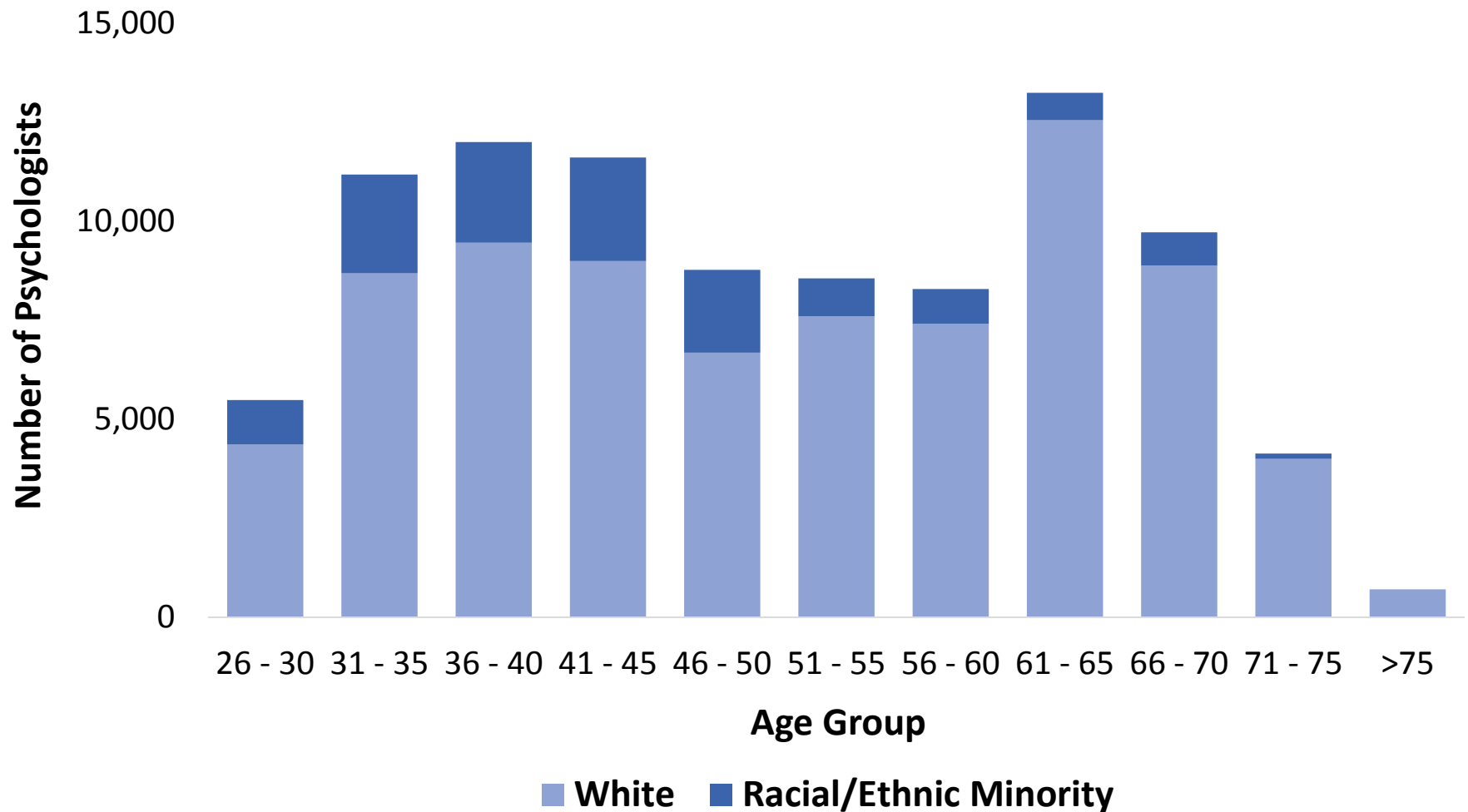


Race/Ethnicity



■ Asian ■ Black/African American ■ Hispanic ■ White ■ Other

Race/Ethnicity (Continued)



Conclusion

- The psychology workforce is becoming younger in general as the baby boomer generation retires and the echo boomer generation enters the workforce.
- More women have been entering the psychology workforce.
- More racial/ethnic minority psychologists have been entering the workforce.

Thanks!

Demographics of the U.S. Psychology Workforce Report:

<http://www.apa.org/workforce/publications/16-demographics/index.aspx>

For an interactive version of this presentation, visit

<http://www.apa.org/workforce/data-tools/demographics.aspx>

For more information on the psychology workforce, visit

www.apa.org/workforce

Contact us at cws@apa.org



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Health Service Psychologists across the Career Span

Karen Stamm, PhD

Director, Center for Workforce Studies

American Psychological Association Convention

August 9, 2018



The opinions expressed in this presentation are those of the authors and do not constitute official policy of the American Psychological Association.

Co-authors: Luona Lin, MPP, & Peggy Christidis, PhD,
American Psychological Association

Slides will be available at CWS website under Presentations
<http://www.apa.org/workforce/presentations/index.aspx>

Purpose

- Examine the psychologist workforce across the career span, focusing on:
 - Demographic diversity
 - Work settings
 - Cultural competency
 - Preparedness to provide services to diverse populations and
 - Knowledge ratings about cultural competency
 - Resources utilized to build cultural competency

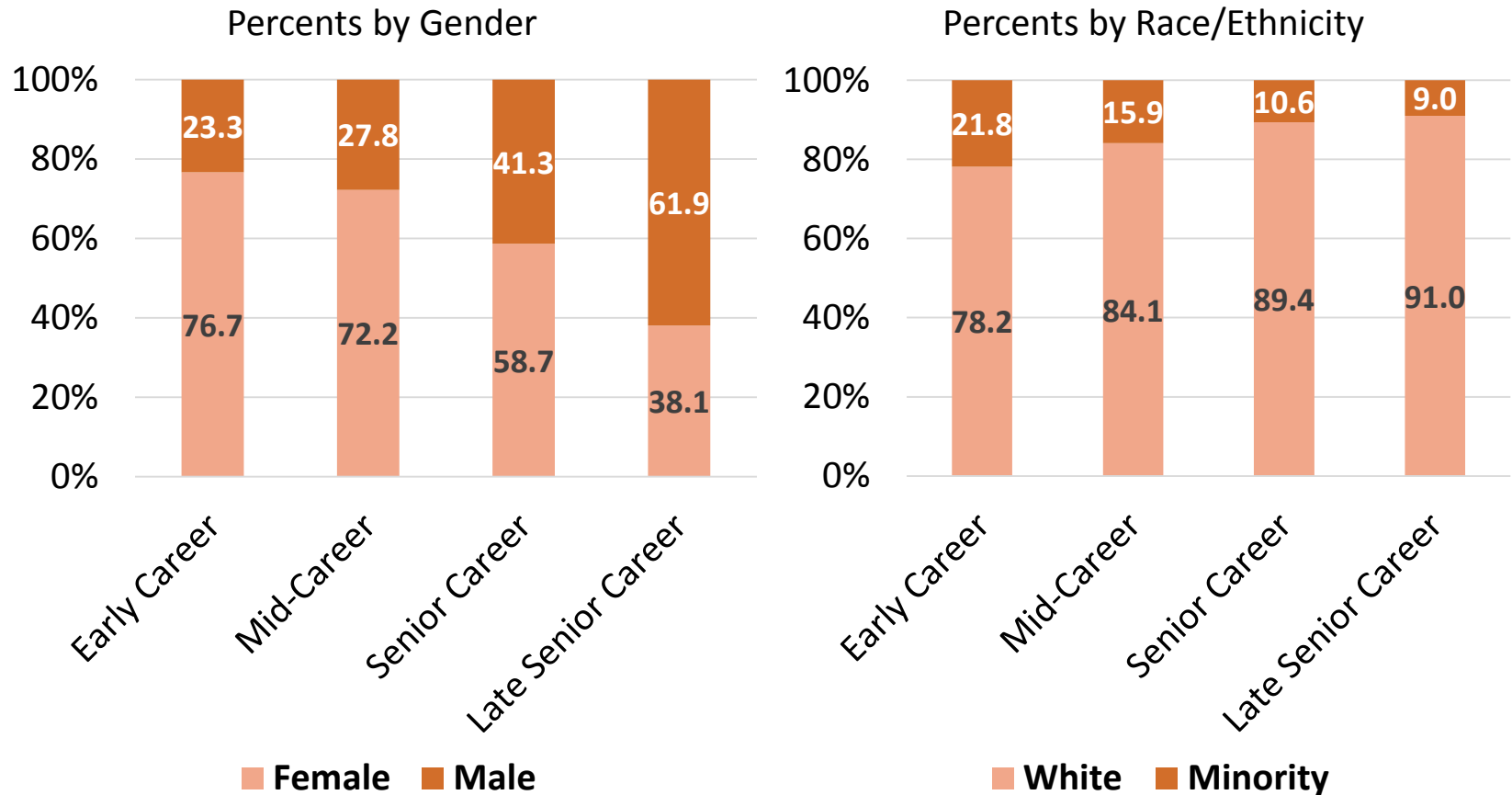
2015 APA Survey of Psychology Health Service Providers

- Online survey sent to ~36,700 licensed psychologists
- N = 5,325 licensed doctoral-level psychologists
 - 14.5% response rate
 - ~75% APA members
- Survey content
 - ➡ • Demographic characteristics
 - ➡ • Employment and practice patterns
 - Populations served
 - Geropsychology
 - Team-based/integrated care
 - ➡ • Cultural competency

Overall Demographic Characteristics

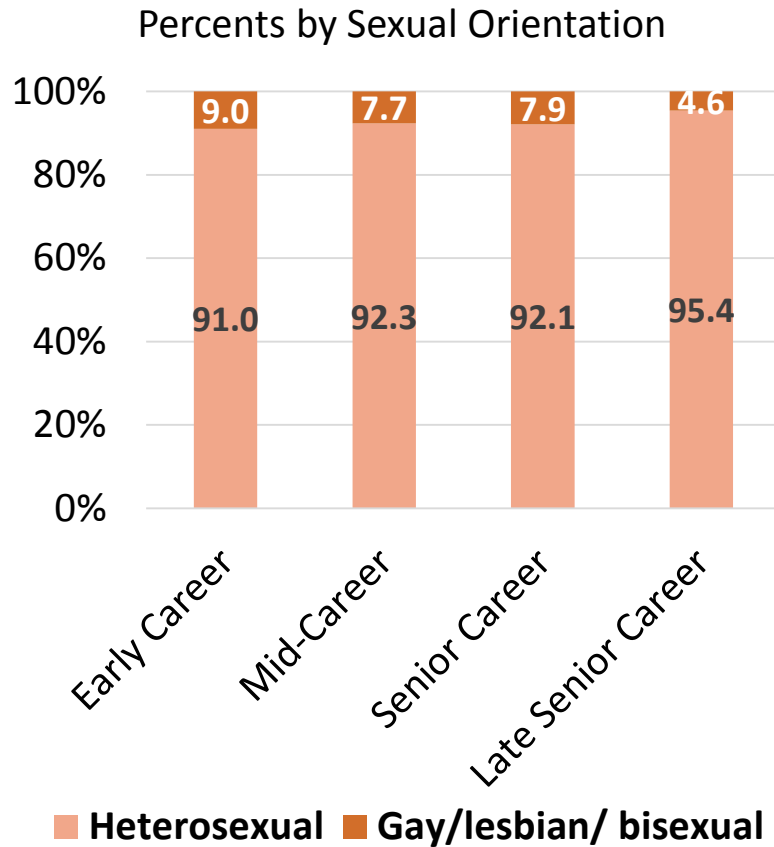
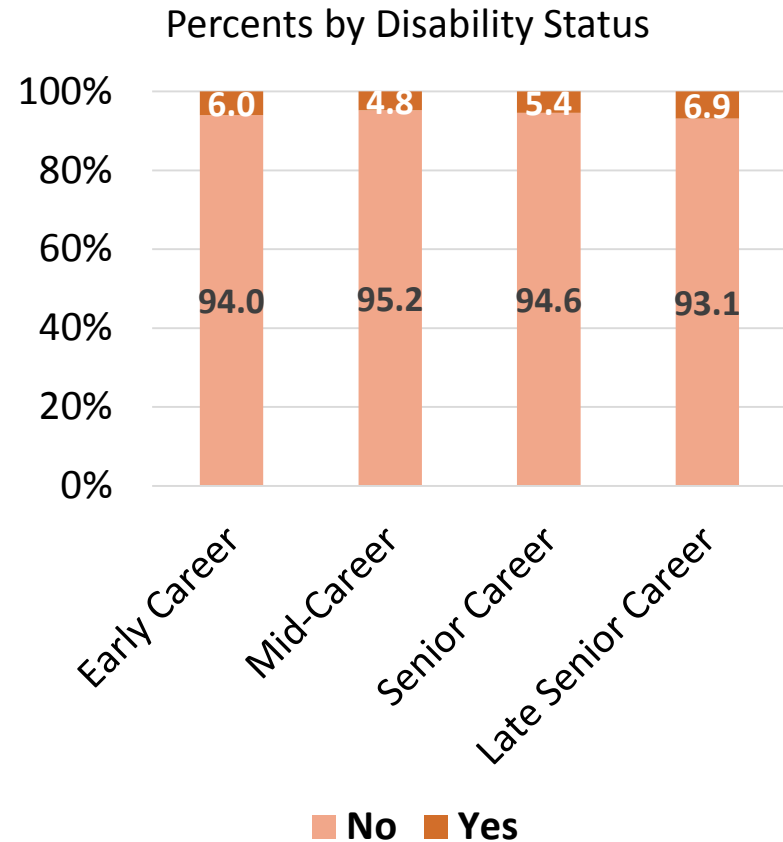
- Gender: 59% women
- Racial/ethnic minorities: 14%
- Sexual orientation: 7% gay, lesbian, or bisexual
- Disability status: 6% with at least one disability
- Mean age: 55.7 years (SD = 12.7)
- Career stage, defined by years since doctorate
 - Early career (1-10 years)
 - Mid-career (11-20 years)
 - Senior career (21-30 years)
 - Late senior career (31+ years)

Demographics by Career Stage: Gender & Race/Ethnicity



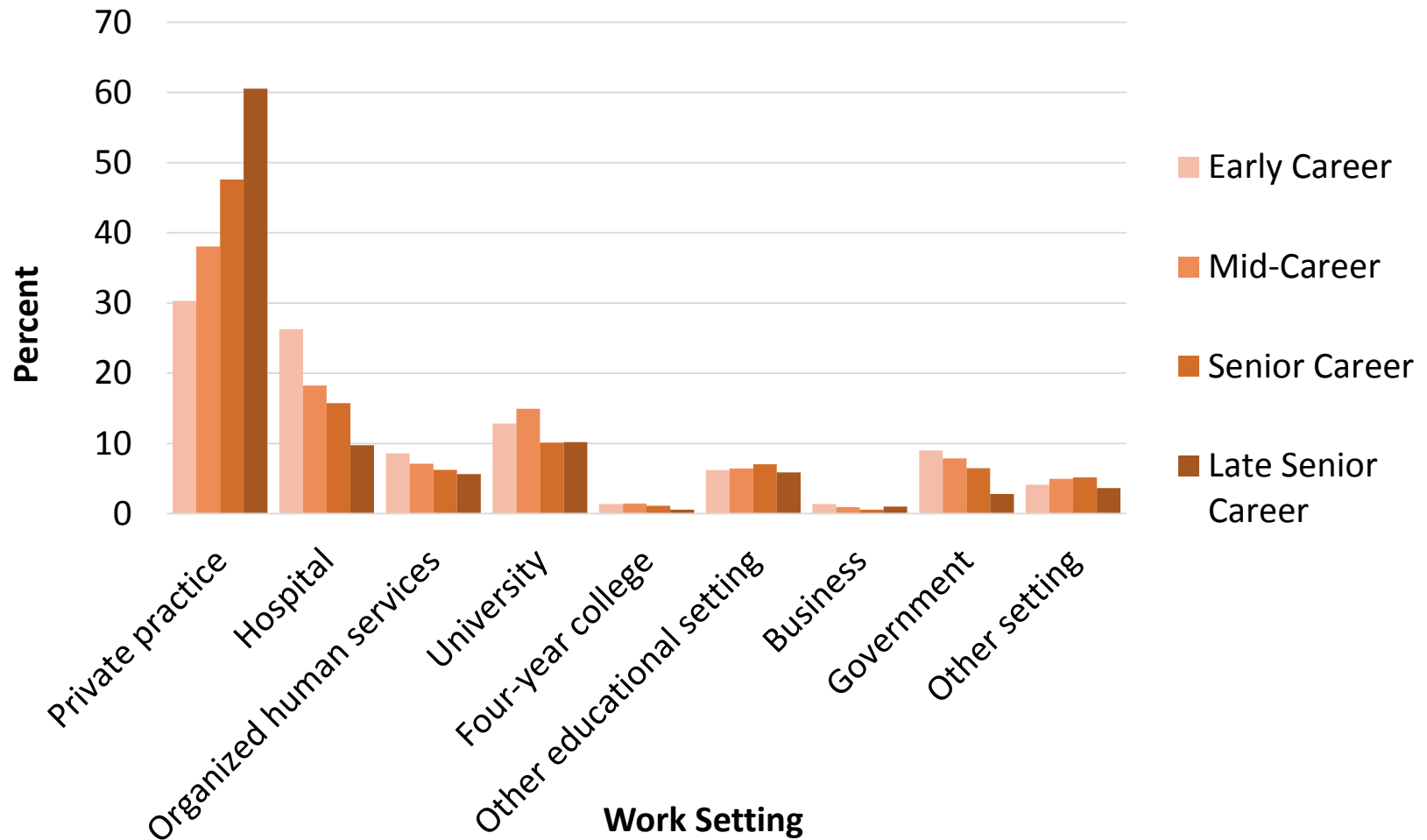
Source: 2015 APA Survey of Psychology Health Service Providers: Career Stage Report

Demographics by Career Stage: Sexual Orientation & Disability Status



Source: 2015 APA Survey of Psychology Health Service Providers: Career Stage Report

Work Settings by Career Stage

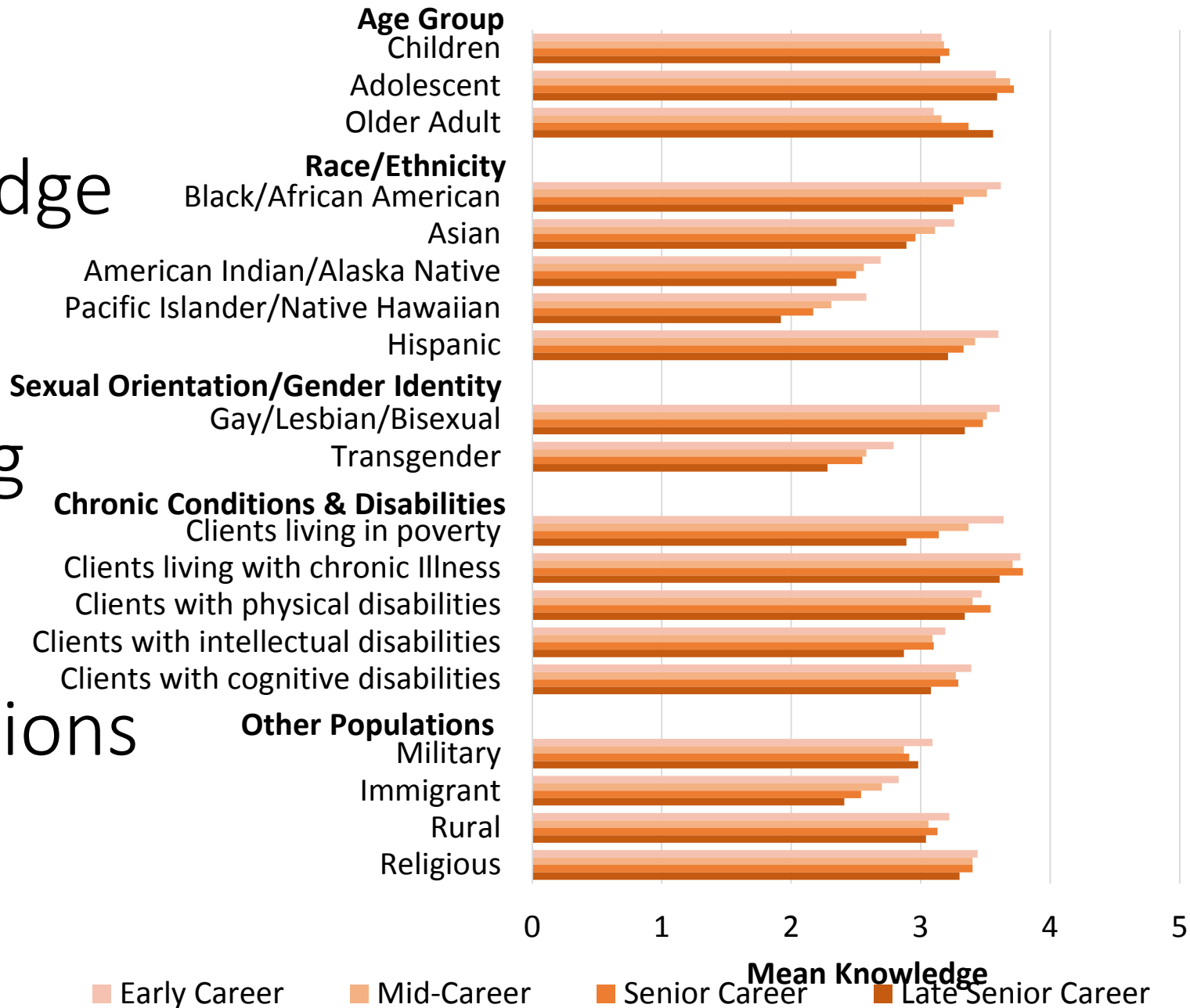


Source: 2015 APA Survey of Psychology Health Service Providers: Career Stage Report

Work Setting Highlights

- Private practice was the most common work setting across all career stages
- Earlier career psychologists were more likely to work in organized settings (hospitals, clinics, etc.)
- Later career psychologists were more likely to work in private practice
- Typical career paths vs. shifts in the workforce?

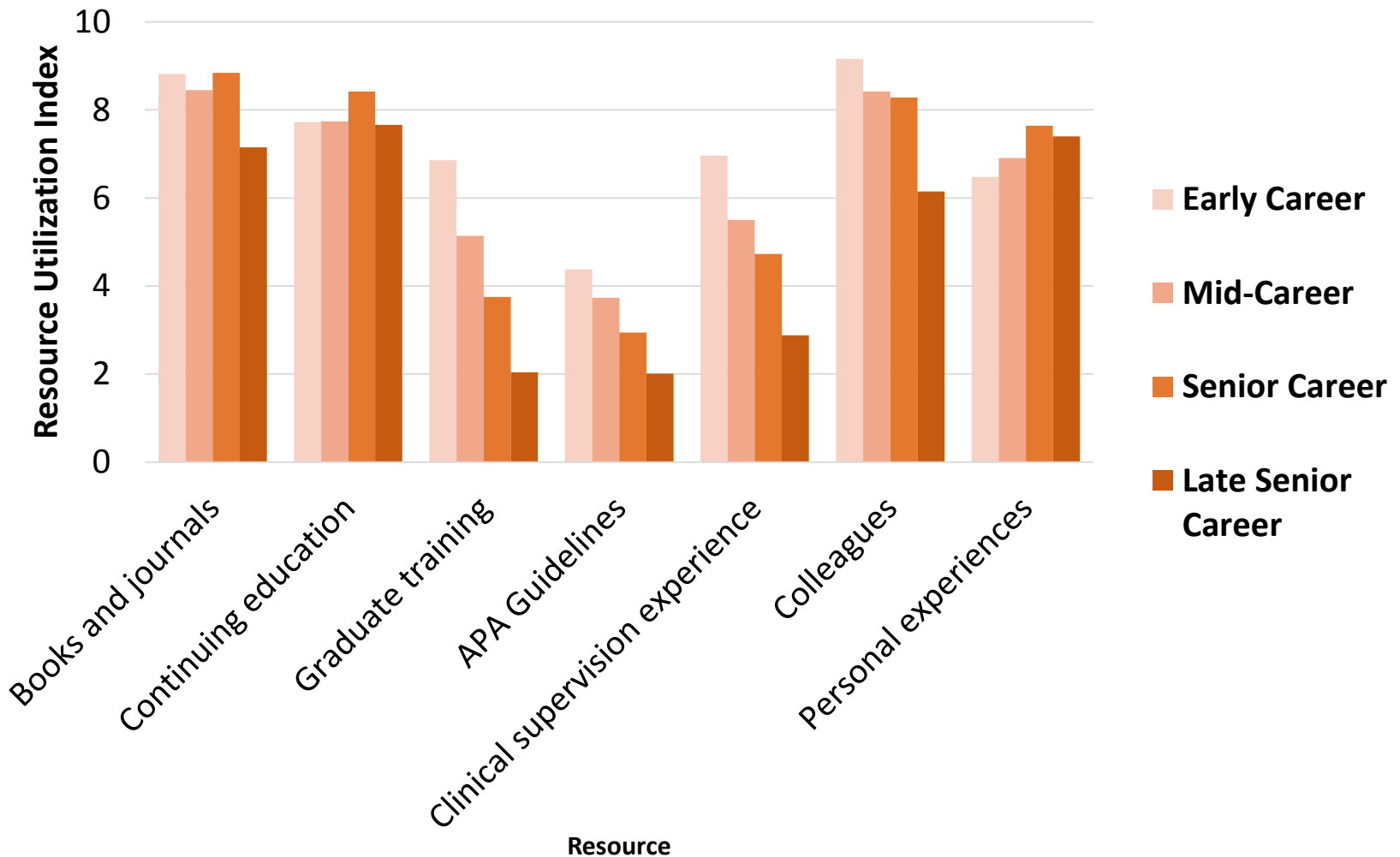
Knowledge Ratings about Working with Diverse Populations



Knowledge Rating Highlights

- Psychologists in earlier career stages reported higher knowledge ratings for most population groups
- Exception – older adults had an opposite pattern where psychologists in later career stages reported higher knowledge ratings
- Overall preparedness by graduate training to work with diverse populations
 - Mean = 3.44 (SD = 1) on 5-point scale
 - Similar pattern of higher ratings in earlier career stages

Cultural Competency: Resources Utilized



Implications:

Demographic Characteristics

- The proportion of women psychologists has been increasing
- Slow change is occurring toward greater racial/ethnic diversity
- Comparison to overall psychology workforce demographics
 - The workforce has higher percentages of women (69%), similar proportion of racial/ethnic minorities (14%), and lower age (mean = 48.9 years) (2015 American Community Survey)
 - In 2013, psychology research doctorates were ~48% women, ~16% racial/ethnic minorities, and had a mean age of 54 years (Hur et al., 2017)
- Comparison to U.S. population
 - 51% women, 35% racial/ethnic minorities (U.S. Census, 2015)

Implications: Cultural Competency

- A more culturally competent psychologist workforce is emerging
- Yet competency self-ratings may not improve patient outcomes (APA Handbook of Multicultural Psychology, 2014)
- Proximity to graduate training? Knowledge fading over time?
- APA Guidelines – low usage/awareness

CWS Publications

- APA Center for Workforce Studies website: www.apa.org/workforce
 - [2005-2013 Demographics of the U.S. Psychology Workforce](#)
 - Used the American Community Survey to examine age, gender, race/ethnicity, and disability status
 - 2015 APA Survey of Psychology Health Service Providers
 - [Full report](#)
 - [Fact sheet series](#) on psychologists providing services to diverse population groups
- ➡ • Special analyses by [career stages](#)

Questions? Contact kstamm@apa.org or cws@apa.org

Thank you!

Presentations

- Chair: Sharon Berry, PhD
- Demographic Shifts in Graduate Psychology Departments: The Nascent Workforce. Caroline Cope, MA & Daniel Michalski, PhD
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- Discussant: Garth Fowler, PhD

The Changing Face of Psychology Faculty

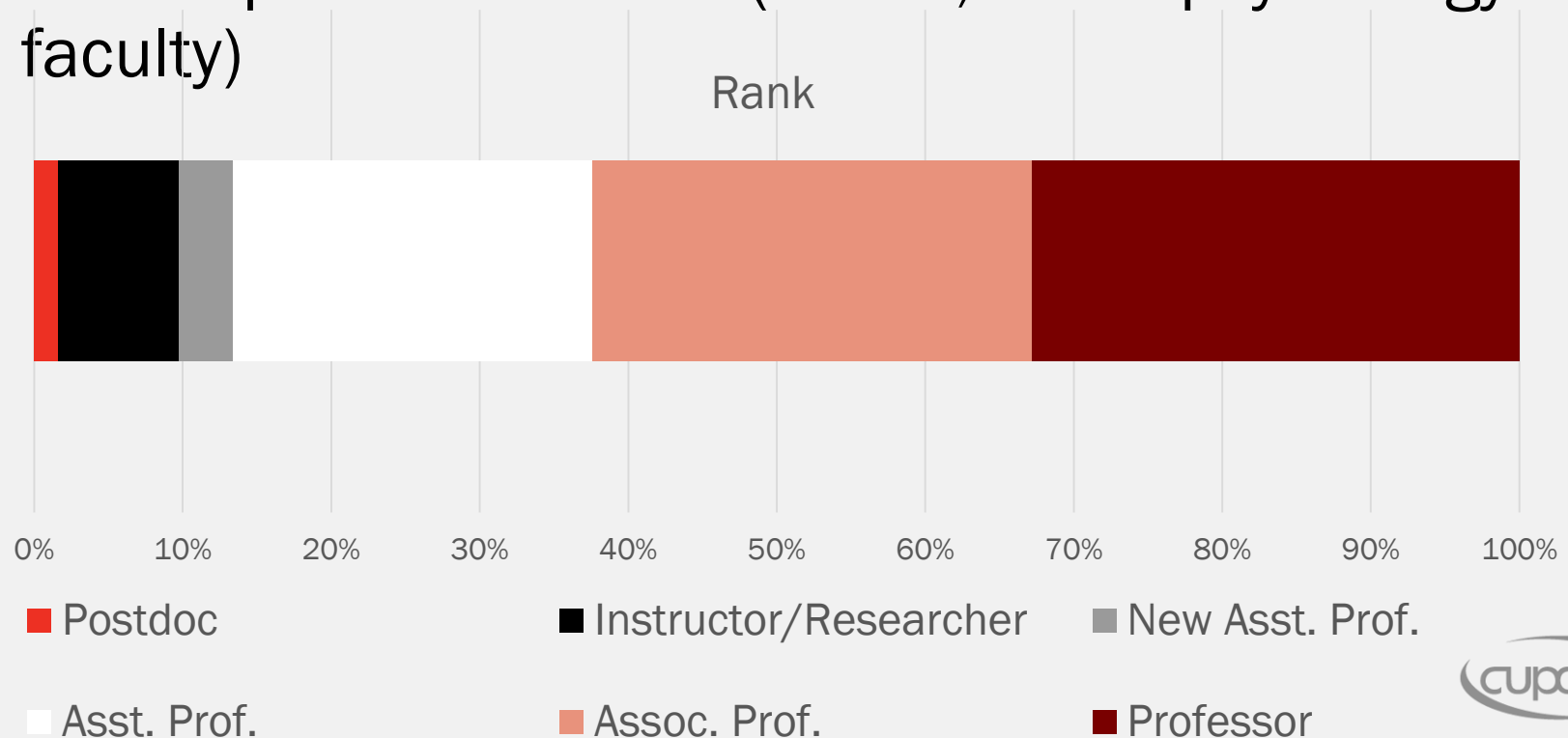
Jacqueline Bichsel, PhD
Director of Research, CUPA-HR

About CUPA-HR and Our Faculty Survey

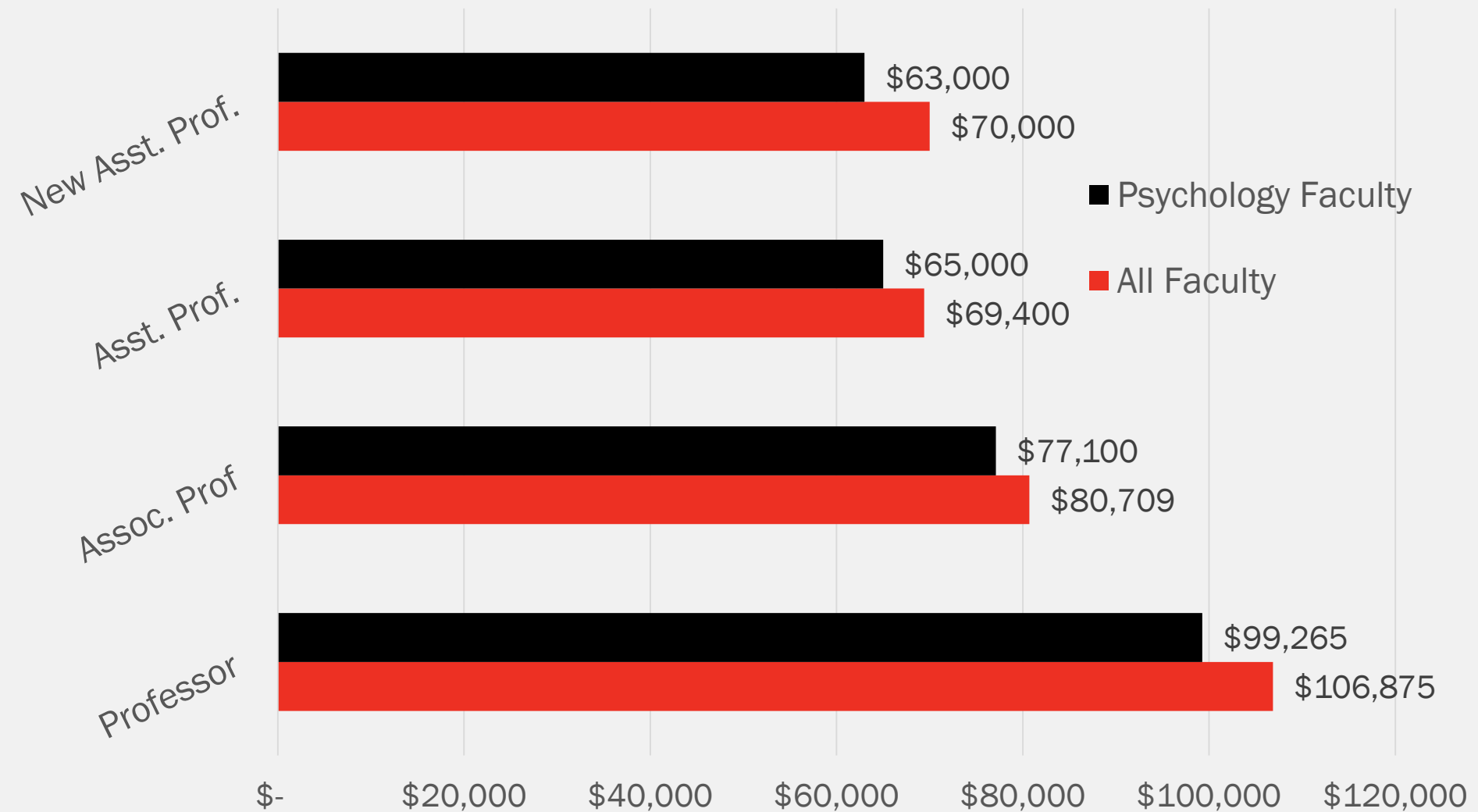


Current Psychology Faculty

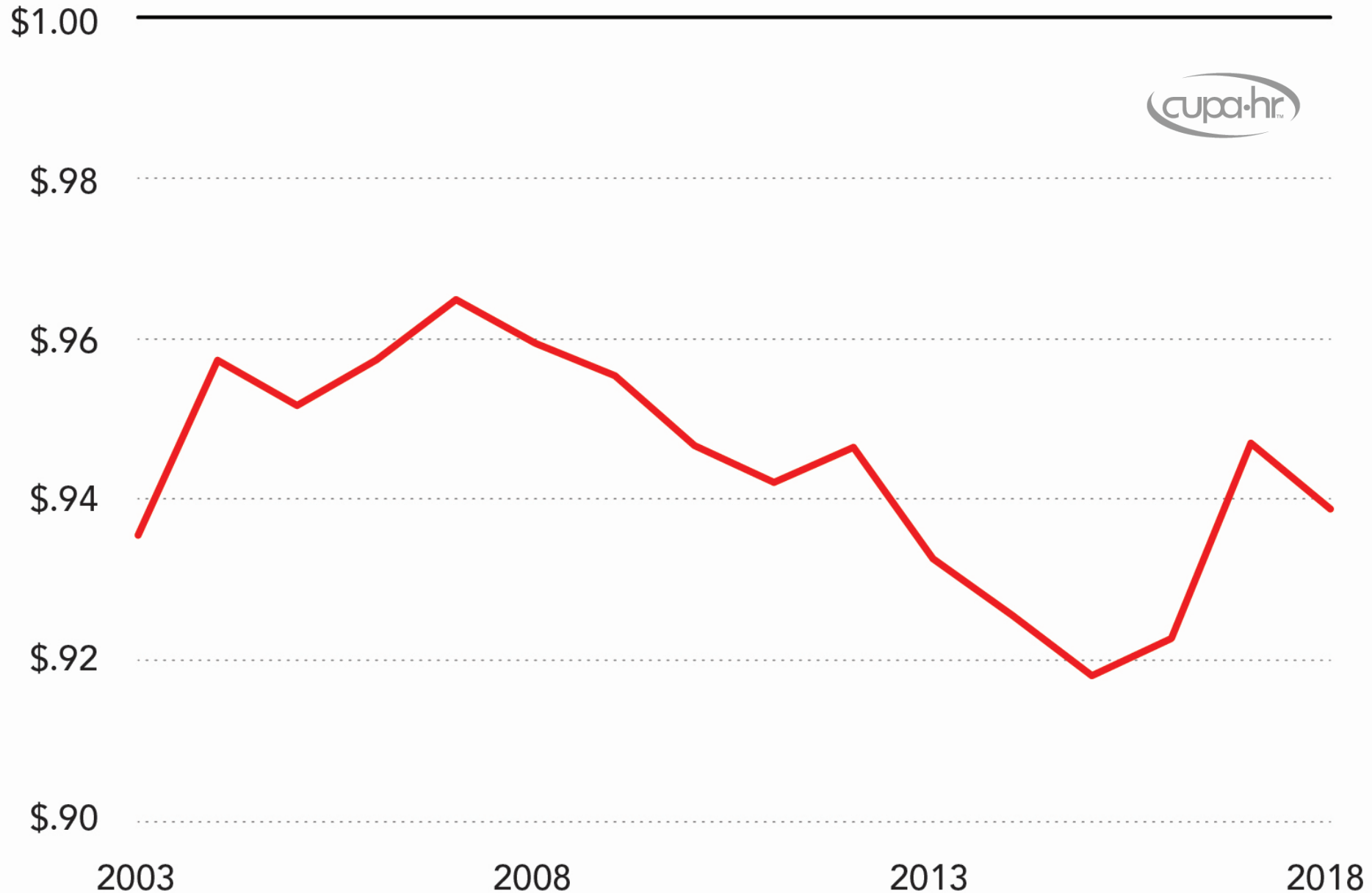
- 9,100 psychology faculty reported (4% of all faculty)
- 393 department heads (chairs; 4% of psychology faculty)



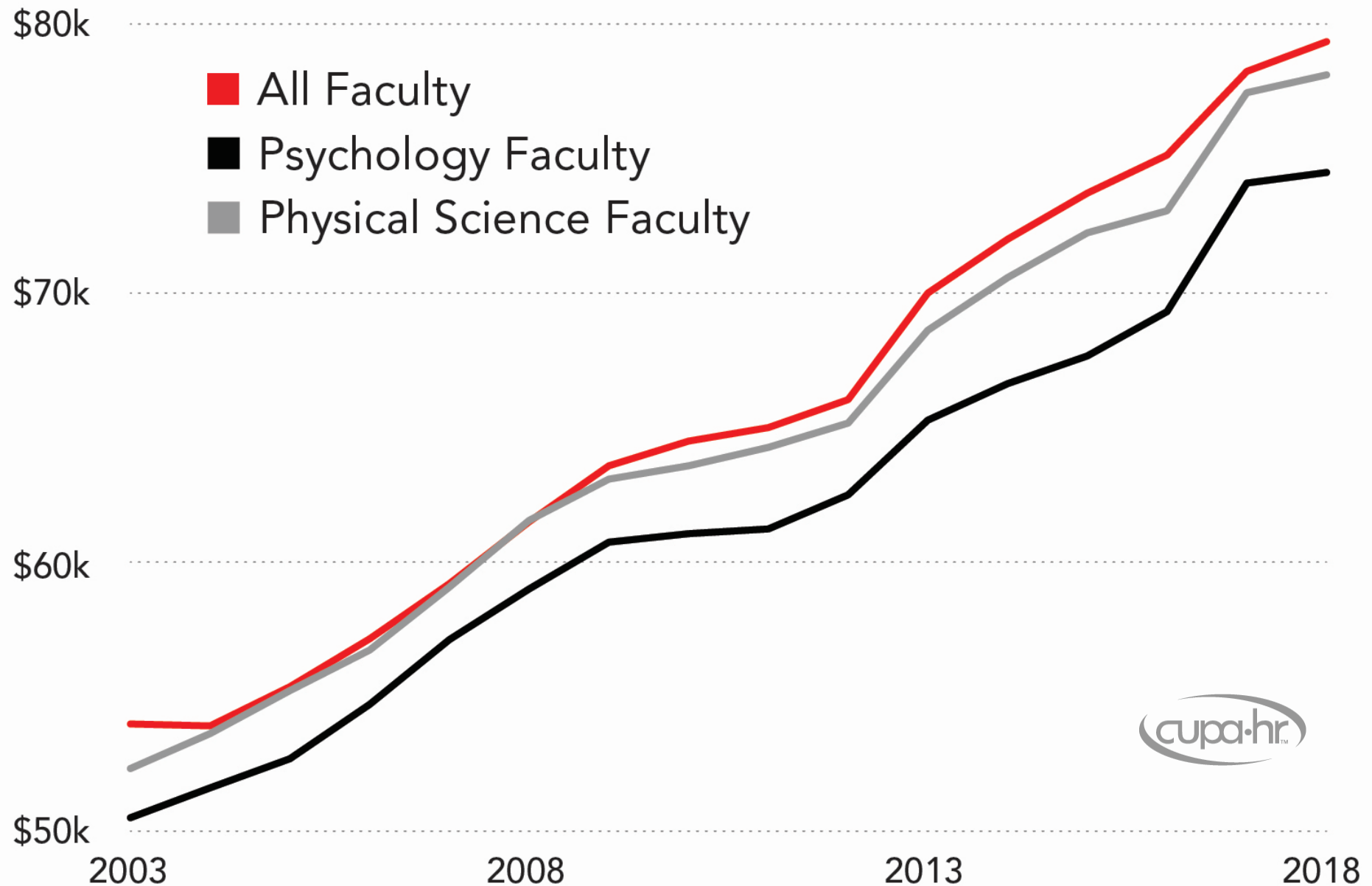
Median Salaries of Tenure-Track Faculty, 2018



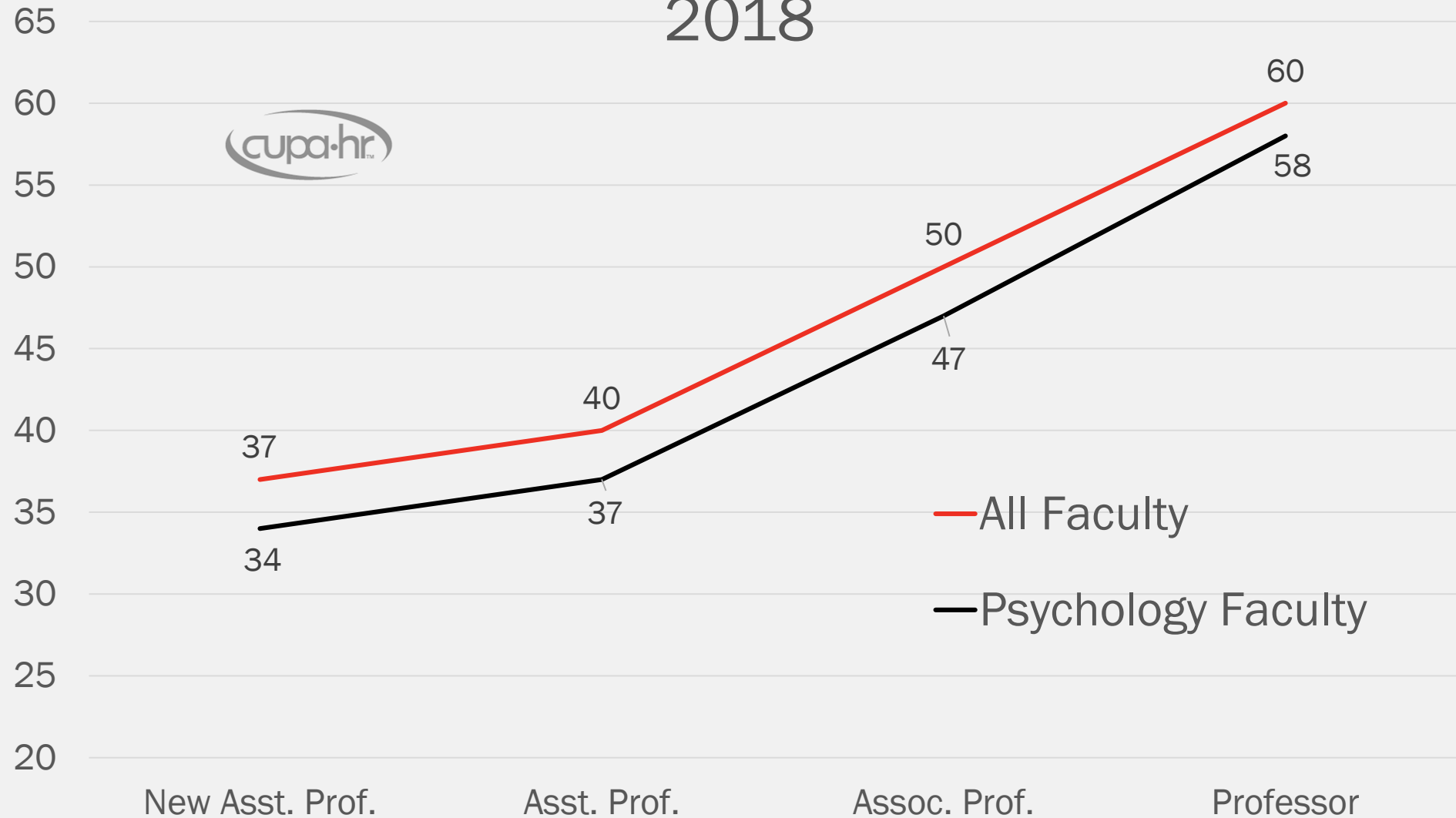
Pay Ratio of Psychology Faculty to All Faculty (TT)



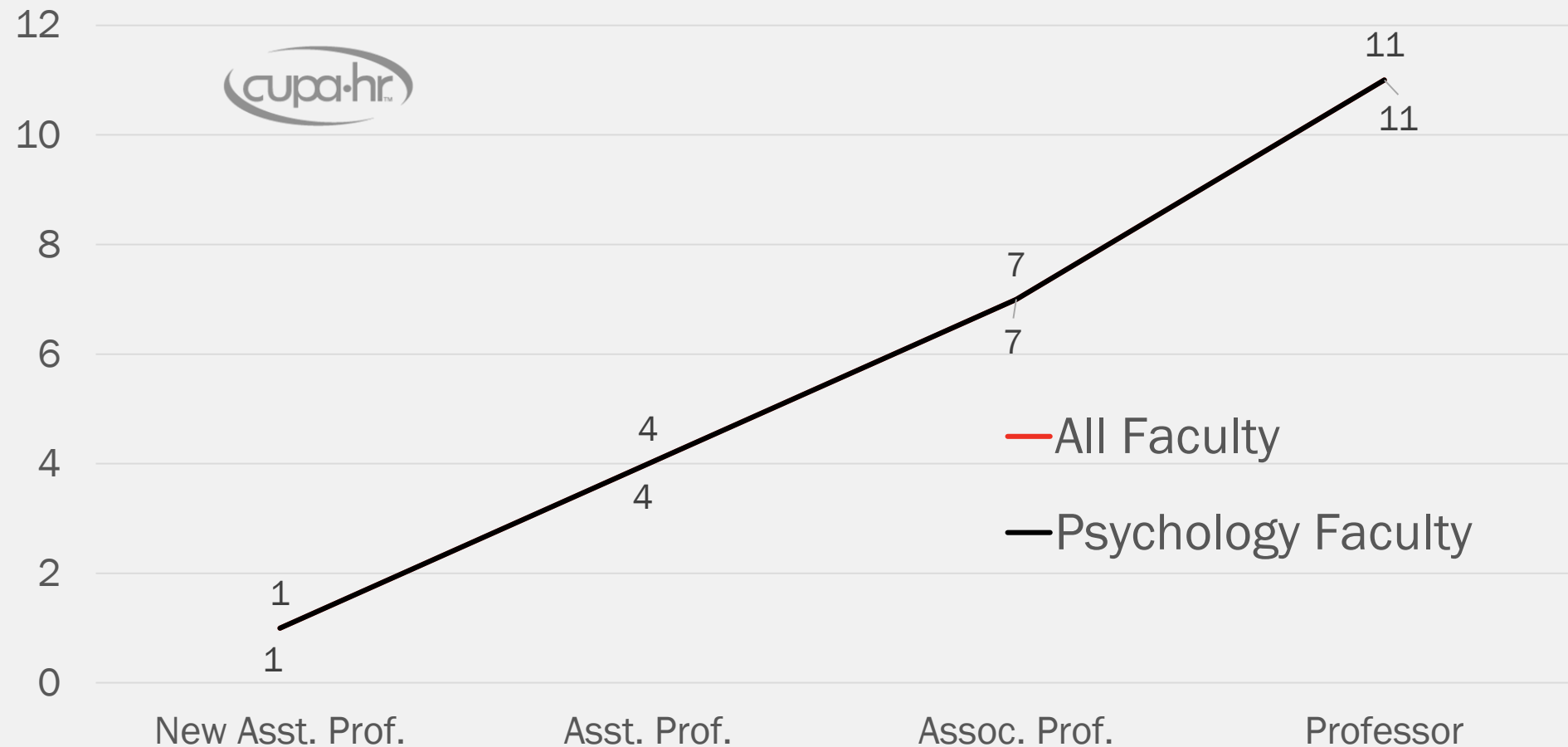
Median TT Faculty Salary from 2003 to 2018



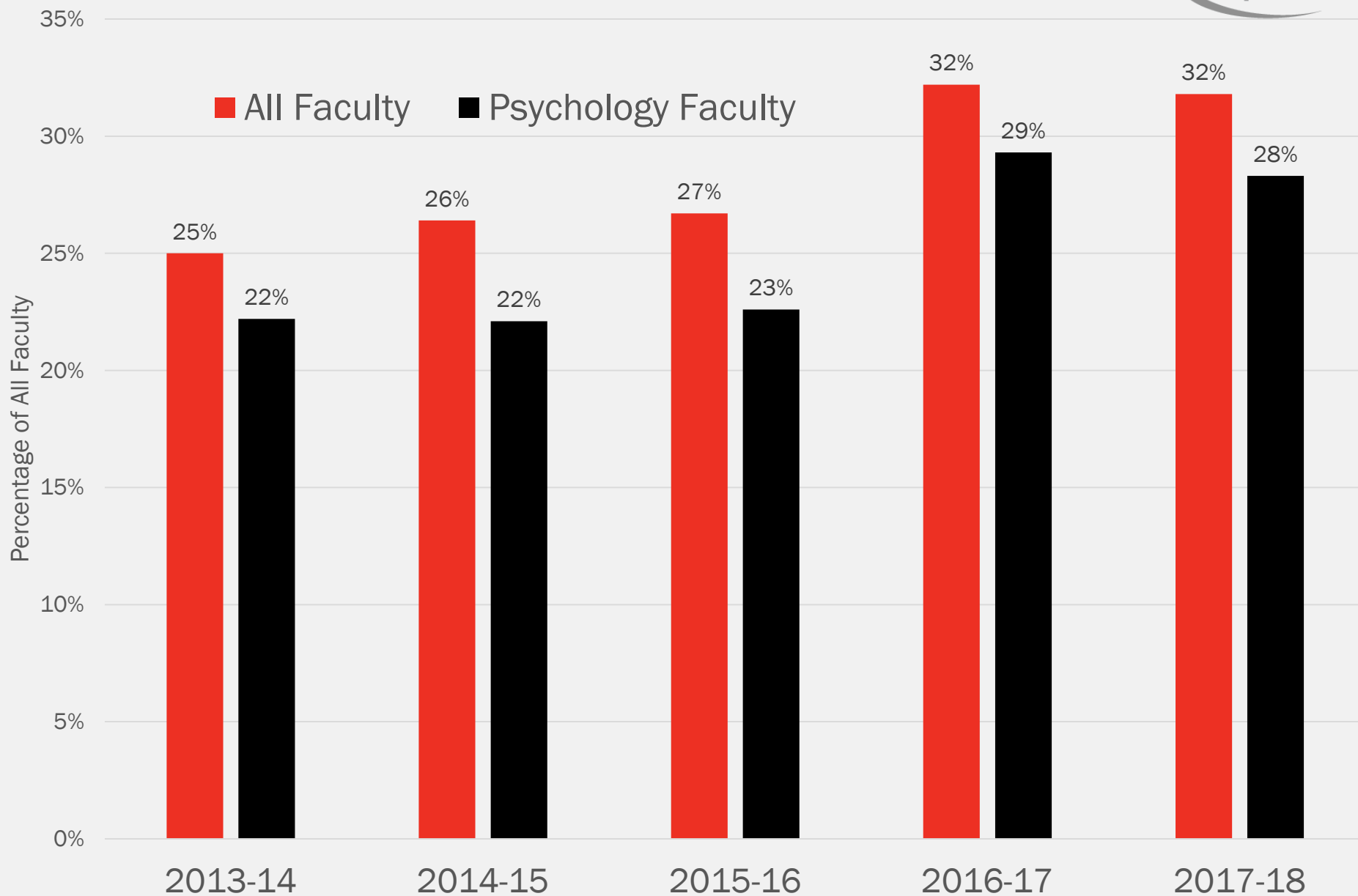
Median Ages of Tenure-Track Faculty, 2018



Median Years in Rank of Tenure-Track Faculty, 2018



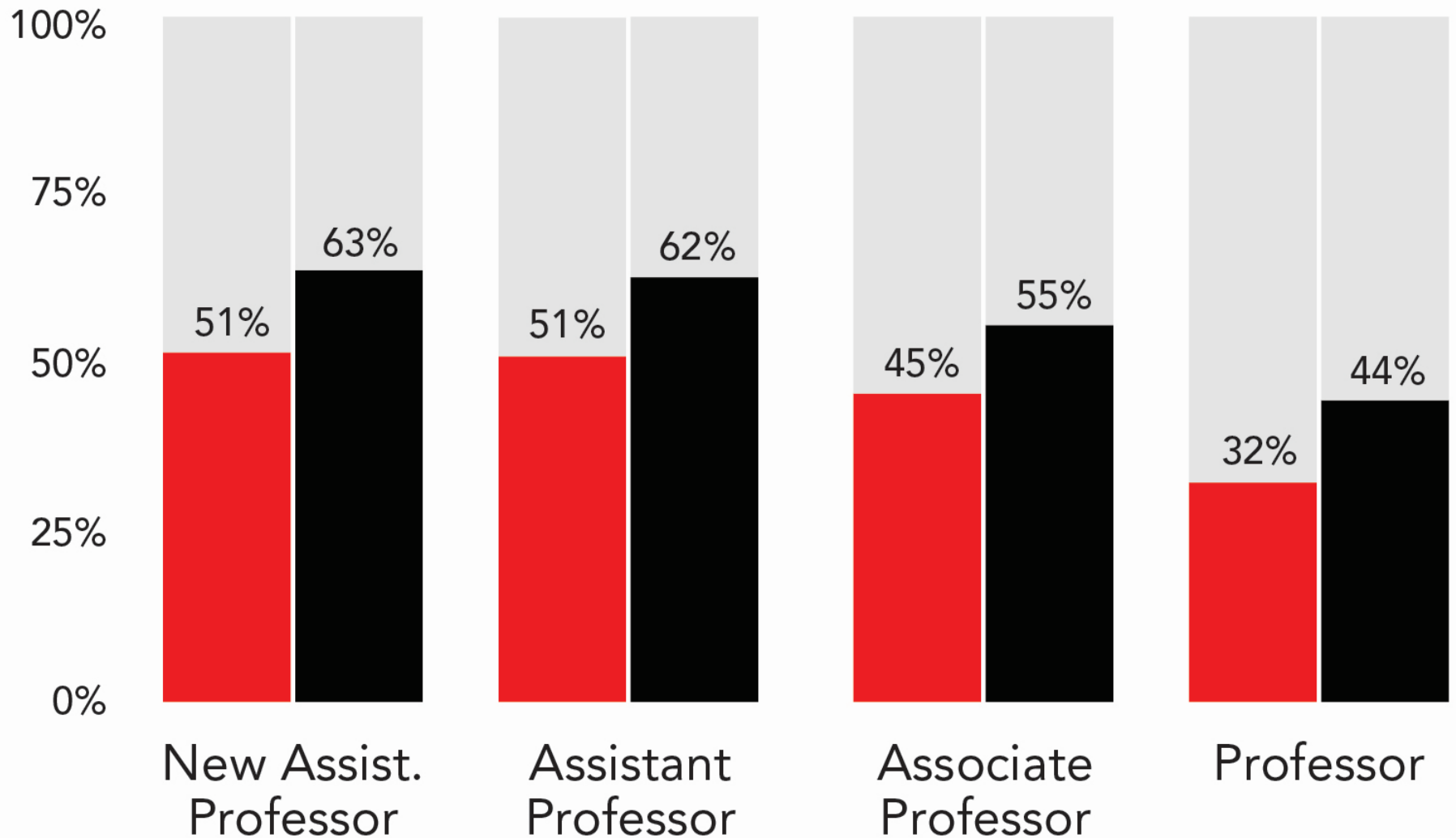
Non-Tenure-Track Faculty Growth, 2014-18



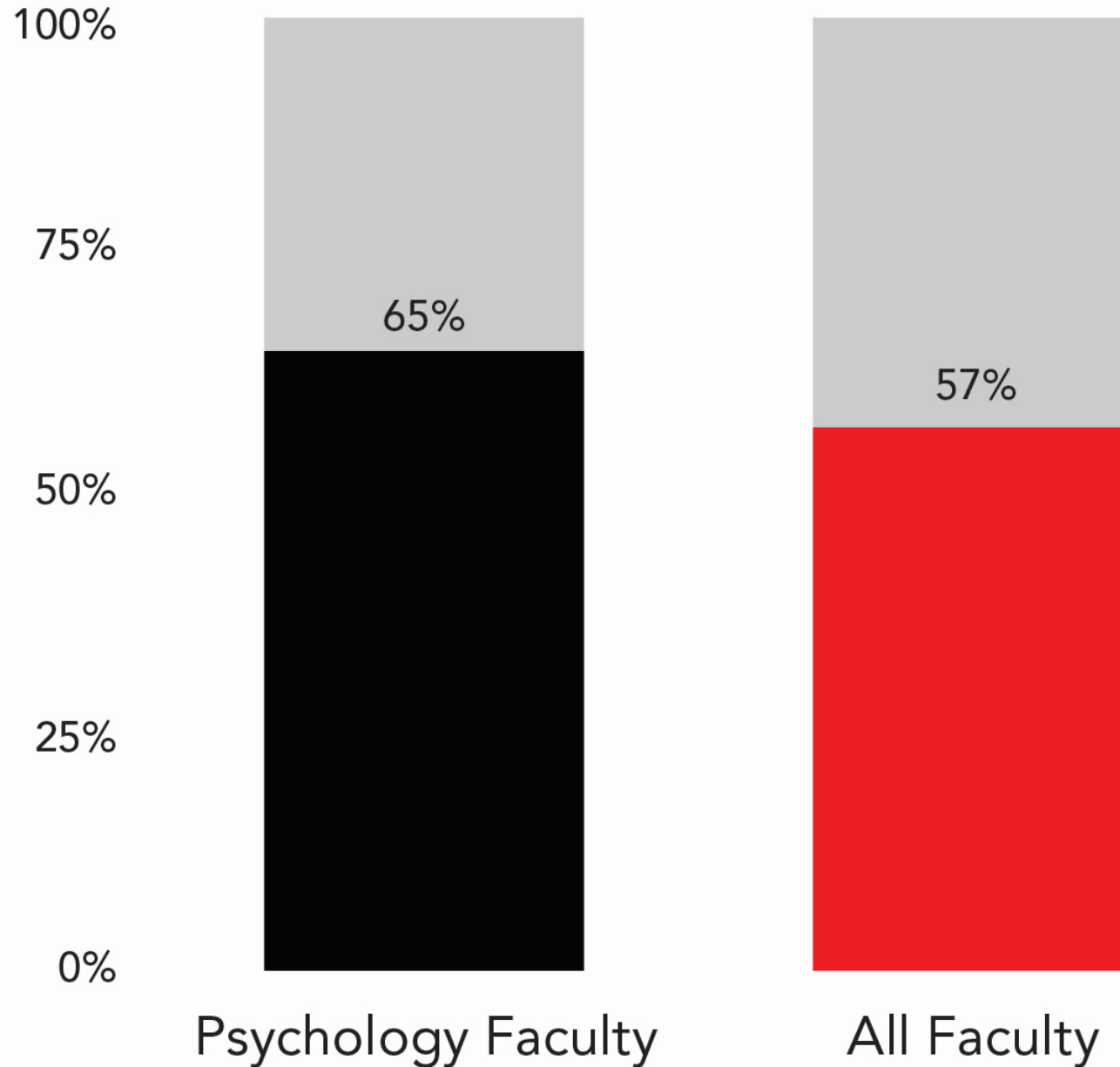
Representation of Women Among TT Faculty

■ All Faculty

■ Psychology Faculty

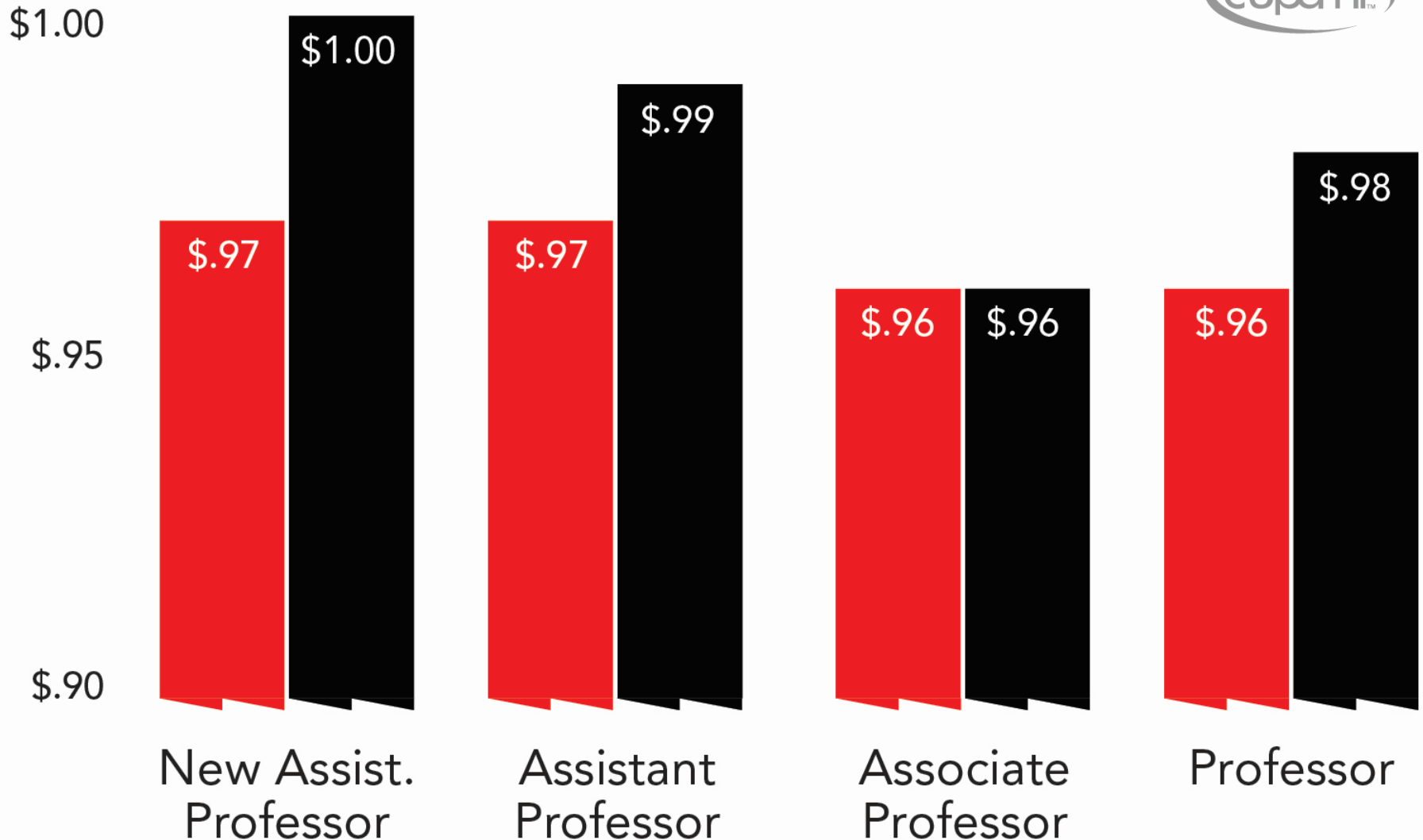


Representation of Women in NT Teaching Faculty, 2018

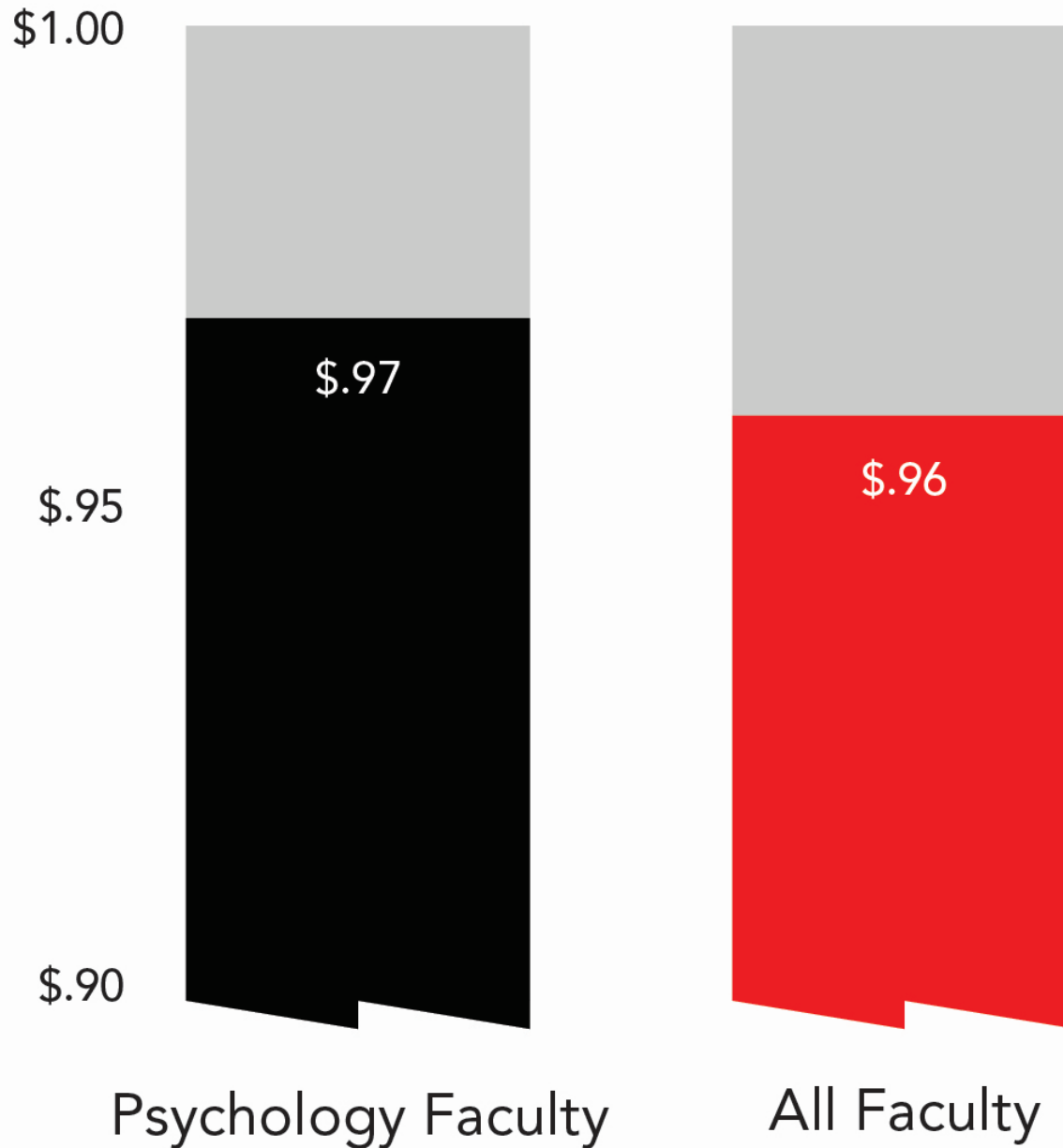


Pay Ratio of Women Among TT Faculty

■ All Faculty ■ Psychology Faculty



Women's Pay Ratio in NT Teaching Faculty, 2018



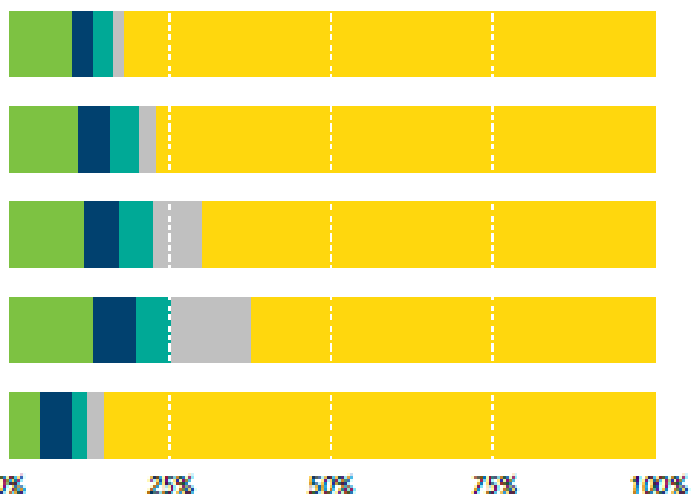
Asian
Hispanic/Latino
Black/African American
Other
White



Representation and Pay of Racial/Ethnic Minorities in All Faculty

TENURE TRACK

REPRESENTATION



RANK

Professor

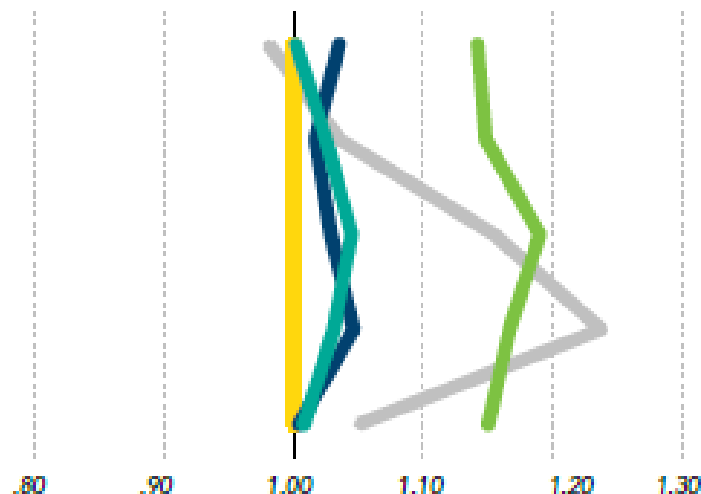
Associate Professor

Assistant Professor

New Assistant Professor

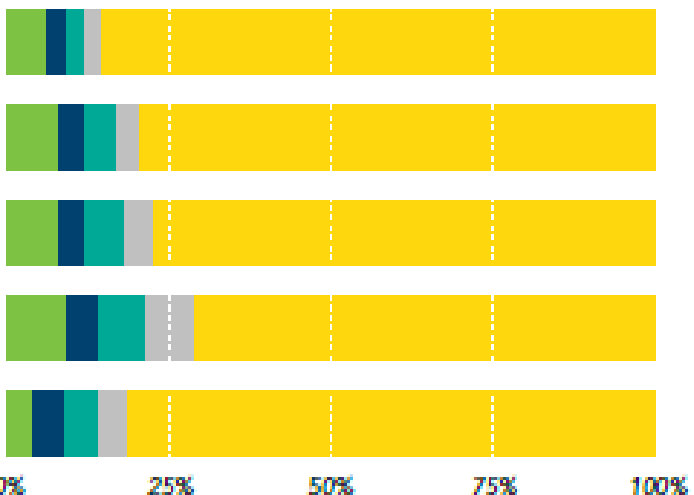
Instructor

MEDIAN PAY COMPARED TO WHITES



NON-TENURE TEACHING

REPRESENTATION



RANK

Professor

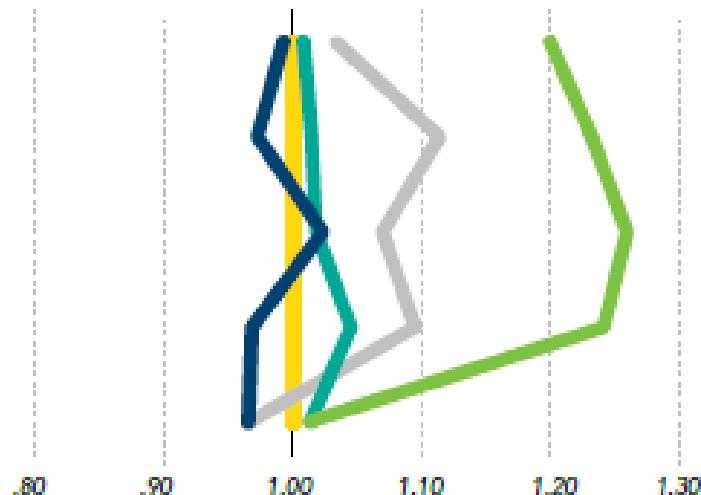
Associate Professor

Assistant Professor

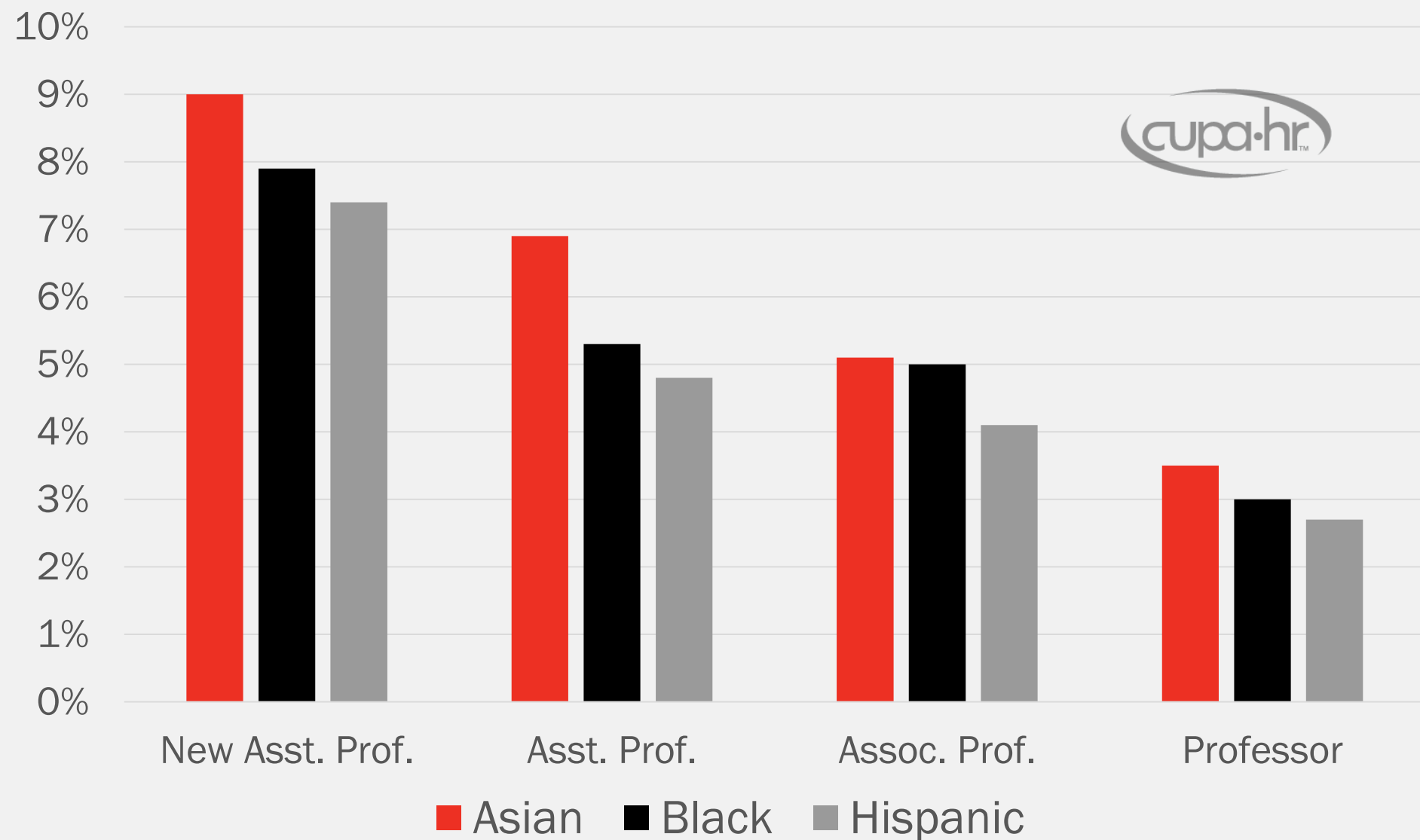
New Assistant Professor

Instructor

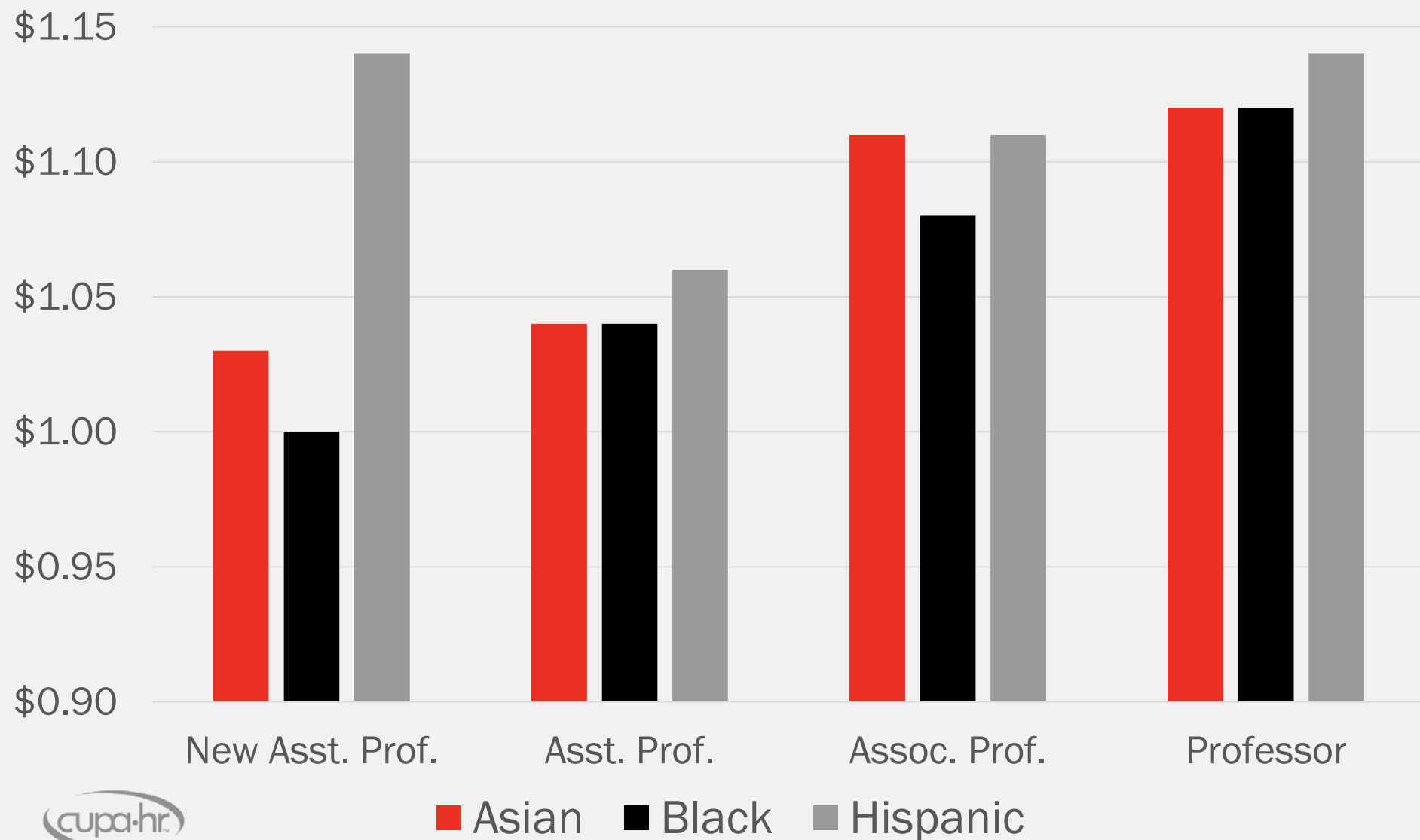
MEDIAN PAY COMPARED TO WHITES



Representation of Racial/Ethnic Minorities in Tenure-Track Psychology Faculty



Pay Ratio of Racial/Ethnic Minorities in Tenure-Track Psychology Faculty





Jacqueline Bichsel, Ph.D.
Director of Research, CUPA-HR

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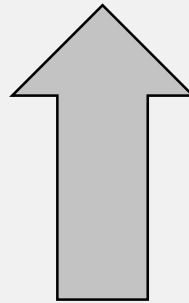
@bixresearch

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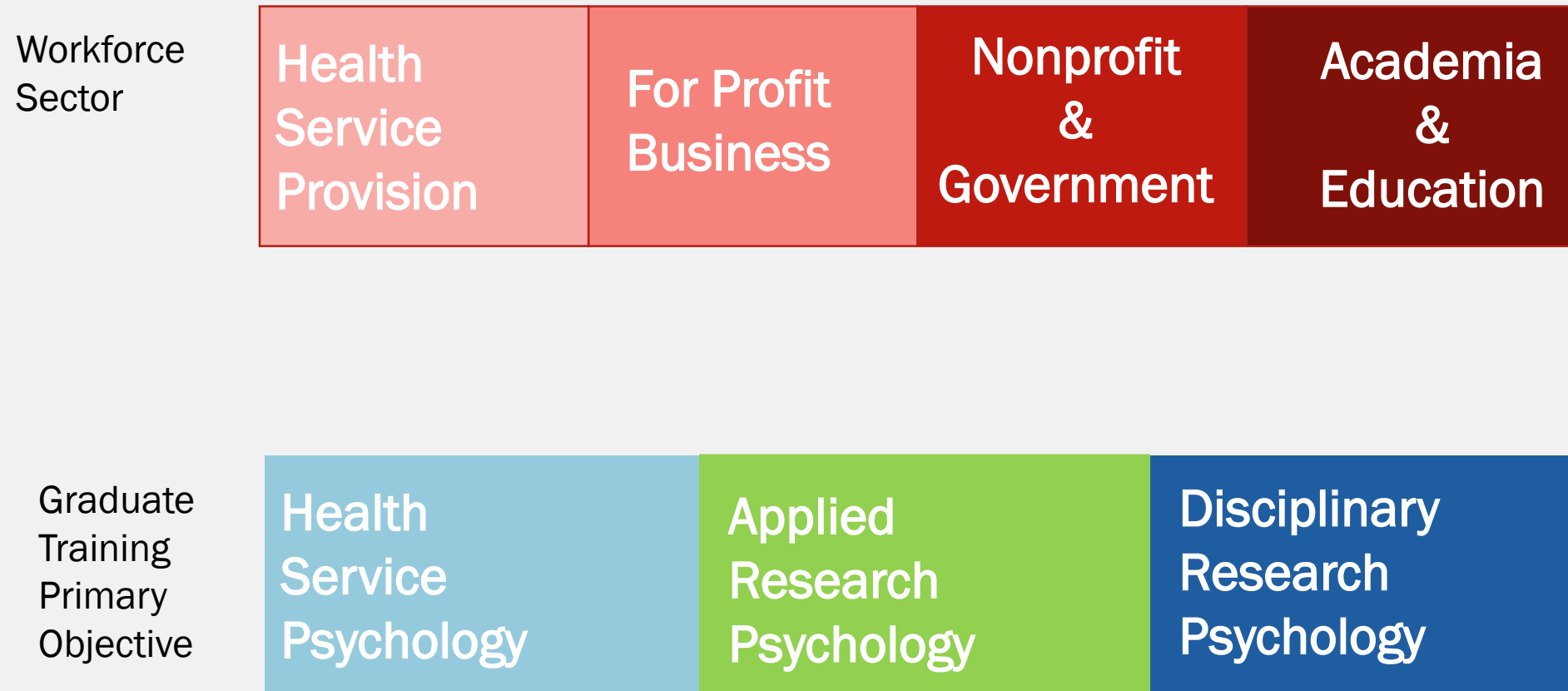
Relationship of the Pipeline to the Workforce

The Psychology Workforce

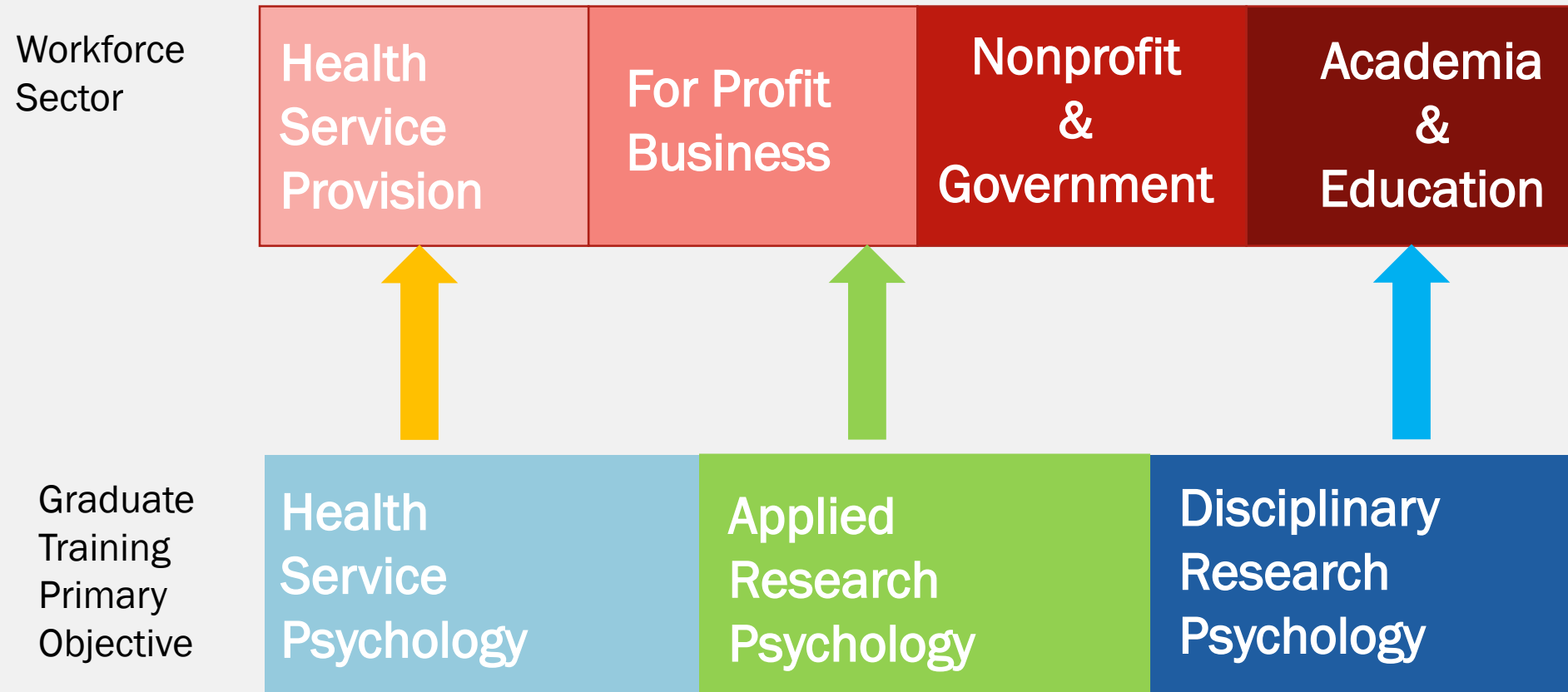


Graduate Education Population

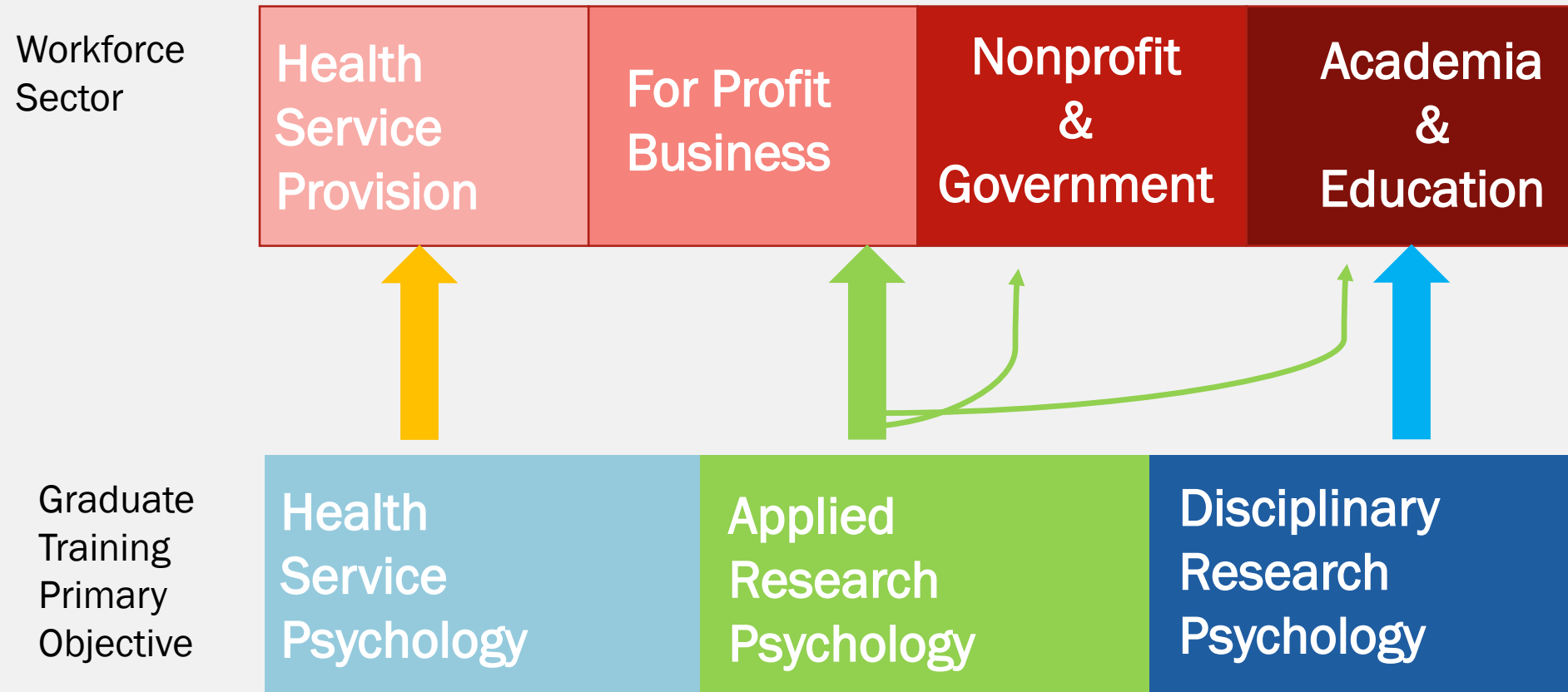
Relationship of the Pipeline to the Workforce



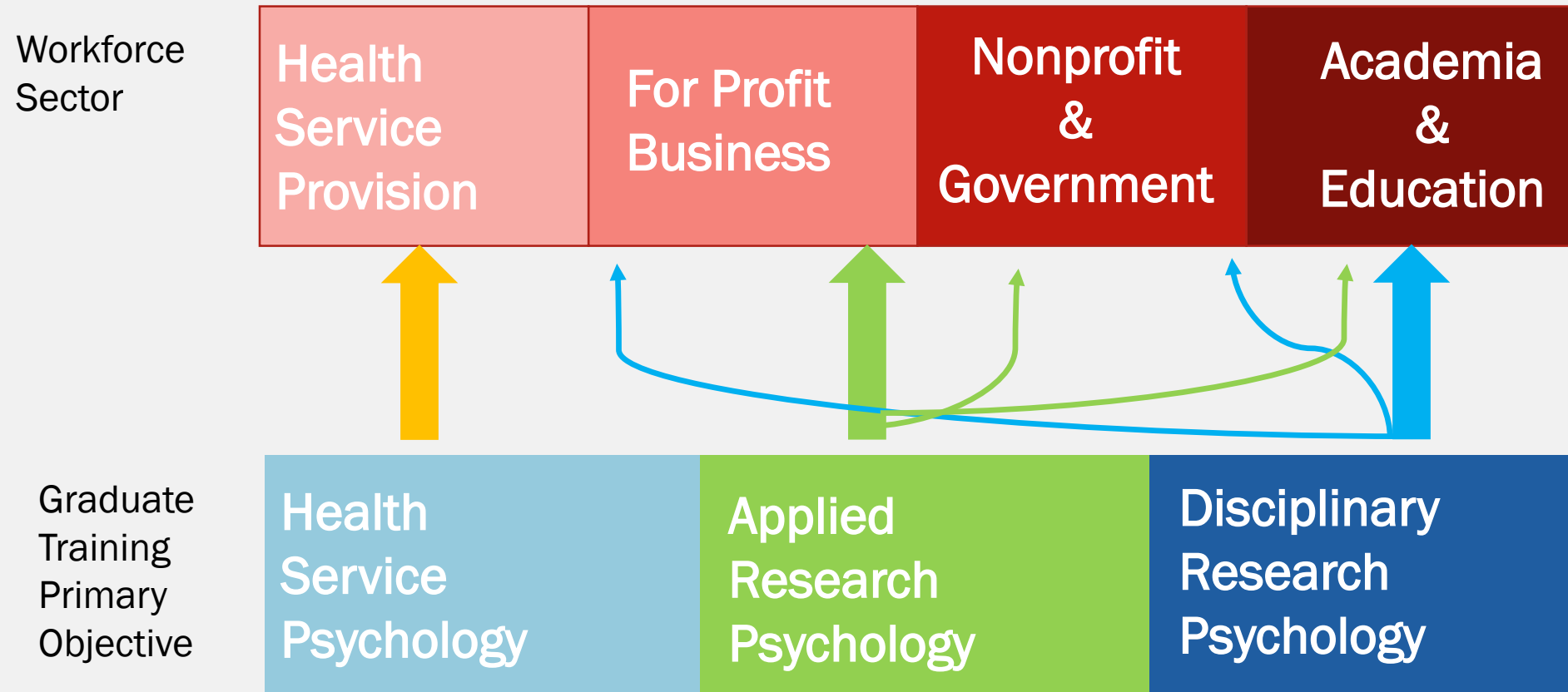
Relationship of the Pipeline to the Workforce



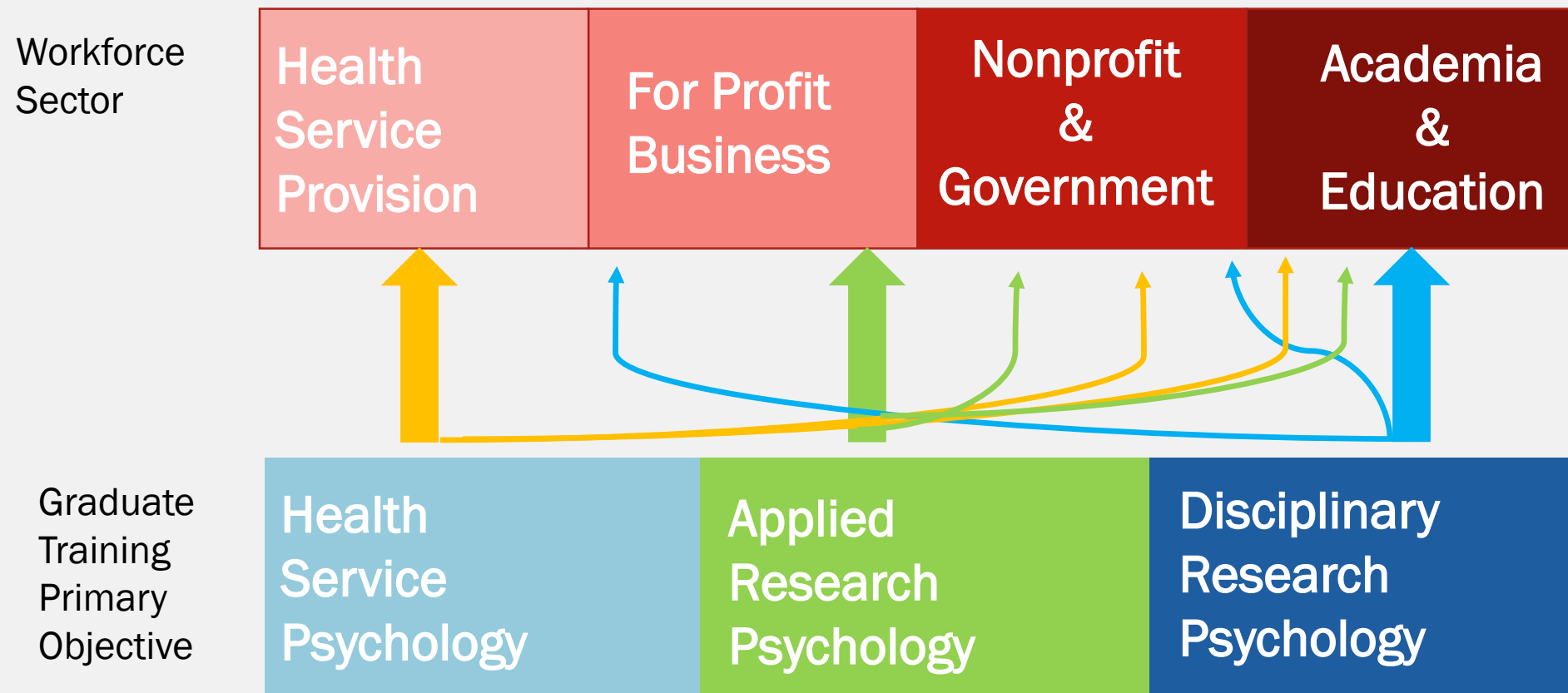
Relationship of the Pipeline to the Workforce



Relationship of the Pipeline to the Workforce



Relationship of the Pipeline to the Workforce



Relationship of the Pipeline to the Workforce

Workforce
Sector

Health
Service
Provision

For Profit
Business

Nonprofit
&
Government

Academia
&
Education

Learning to Apply Skills, Competencies, Knowledge and
Abilities to different Workforce Sectors

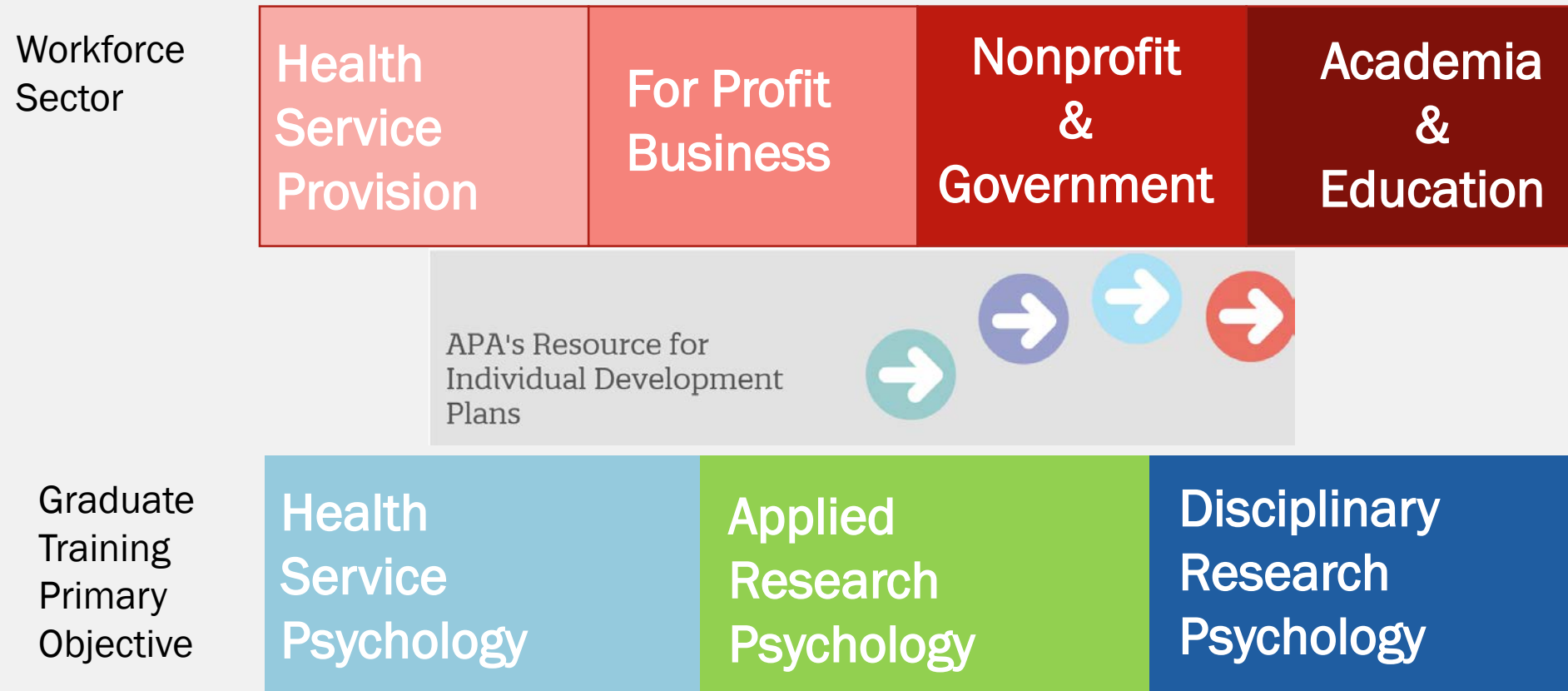
Graduate
Training
Primary
Objective

Health
Service
Psychology

Applied
Research
Psychology

Disciplinary
Research
Psychology

Relationship of the Pipeline to the Workforce



Relationship of the Pipeline to the Workforce



Relationship of the Pipeline to the Workforce

Workforce
Sector



A Q&A with Organizational Psychologist April Berrian
Berrian is an organizational consultant, specializing in executive development, strategic planning, organizational change management, and business process engineering for large federal programs. Learn how you can apply your psychology education to a similar career path.

A Q&A with Professor Kimberly Kinzig

Kimberly Kinzig, PhD, uses her training as an instructor and researcher at Purdue University.

A Q&A with NIH Technology and Innovation Executive Dr. Matthew McMahon

Director of the Office of Translational Alliances and Coordination at the NIH's Heart, Lung, and Blood Institute, McMahon helps researchers convert their laboratory discoveries into therapies and cures.

APA's Resource for
Individual Development
Plans



Graduate
Training
Primary
Objective

Health
Service
Psychology

Applied
Research
Psychology

Disciplinary
Research
Psychology